

Approved: May 2, 1996
Date

MINUTES OF THE SENATE COMMITTEE ON EDUCATION.

The meeting was called to order by Chairperson Barbara Lawrence at 1:30 p.m. on March 6, 1996 in Room 123-S of the Capitol.

All members were present except:

Committee staff present: Ben Barrett, Legislative Research Department
Avis Swartzman, Revisor of Statutes
Jennifer Bishop, Committee Secretary

Conferees appearing before the committee: Col. Greg Gardner, Vice-Commander 184th Bomb Wing
Wichita Kansas Air Guard
Col. Aaron Kelley, Commander 35th Division Artillery,
Hutchinson
LTC. Frank Wright, Commander 1st-127th Field Artillery
Mjr. Henry Martin, Recruiting Tension Manager, Adjutant
Manager, Topeka

Others attending: See attached list

Senator Lawrence stated that the committee would take action on HB 2671 and HB 2913.

HB 2671: Student tuition charged by community colleges.

HB 2913: School districts relating to meal service contracts with nonpublic schools and child care instructions.

Senator Jones made a motion to amend HB 2671. Senator Downey seconded the motion. The motion carried.

Senator Jones made a motion to pass HB 2671 favorably. Senator Downey seconded the motion. The motion carried.

Senator Oleen made a motion to pass HB 2913 as amended. Senator Emert seconded the motion. The motion carried.

SB 658: An act enacting the Kansas National Guard Educational assistance act

Col. Greg Gardner addressed the committee as a proponent of SB 658. He stated that the long term future of Kansas and the Air National Guard is largely dependent on the education of the state's citizens and citizen airman. The Guard believes that this act will help achieve some objectives of the Kansas Air National Guard Long Range Plan. Those objectives are to recruit and retain qualified people who will represent the Kansas communities in the increasingly diverse and shrinking target population. The act will have an immediate and sustained positive economic impact on the state of Kansas. Everyone that joins the Guard immediately brings over \$5,000 annually to Kansas. That would equate to nearly \$1,000,000 for the 200 or so Air Guard vacancies and over \$6,000,000 a year for the Kansas Guard as a whole. Using conservative economic multipliers the benefit is probably 2-3 times that amount - all for a modest investment (Attachment 1).

Col. Aaron Kelly addressed the committee as a proponent of SB 658. He stated that this educational assistance initiative is a logical community development proposal that has many benefits for the people of

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON EDUCATION, Room 123-S Statehouse, at 1:30 p.m. on March 6, 1996.

Kansas. This bill would help recruit the vacancies in the Guard and bring in more money for the state (Attachment2).

Lt. Col. Frank Wright addressed the committee as a proponent of **SB 658**. He stated that the Guard can help stabilize the lives of young men and woman by educating and retaining them within the local communities. By providing the financial means to attend universities and colleges within Kansas, we are encouraging the young people to remain in the Kansas state than going elsewhere. The Guard is also capturing more federal dollars for the local economy, dollars that have been allocated by Congress and will be spent somewhere, so the Guard would rather see the money spent here in Kansas. The provisions of the proposed National Guard Educational Assistance Act has been successful in several other states that have enacted similar programs (Attachment3).

Major Henry Martin addressed the committee as a proponent of **SB 658**. He stated that the armed services has long recognized that educational assistance is the best incentive to attract young men and woman into military service. The Educational Tuition Assistance Program contained in **SB 658** would be a powerful tool to help the Kansas National Guard maintain its authorized strength level of more than 9513 soldiers and airmen. It would also improve the quality of the force by raising its educational standards. It would provide the Kansas National Guard with an up-to-date educational incentive program comparable to that offered in other states. The proposed Kansas National Guard Tuition Assistance Program is an investment in young Kansans. The tuition assistance is a reward and incentive to them for assuming the obligation to defend the nation, and to serve the state and communities. The benefits are not just to the individual, but to the community and state at large (Attachment4).

The meeting adjourned at 2:37 p.m.

The next meeting is scheduled for March 11, 1996.

SENATE EDUCATION COMMITTEE GUEST LIST

DATE: March 6, 1996

NAME	REPRESENTING
Melba Hill	KACC
J. P. Small	National Guard Assn / Kansas
JAMES R. GIBSON MAJ	ADJ GEN OFF
ARON D KELLEY JR COL	NATIONAL GUARD ASSN OF KS
FRANK H. WRIGHT IV LTC	NATIONAL GUARD ASSN OF KS
Jim Youally	USD #512
LISA BENLON	LEGISLATOR
Roger Aeschliman	KDHR
Viviano Reveles	Retired Army Guard
Henry M. Martin	Adjutant General's Department
Malen F. Douse	Adjutant General's Office
Pam O'Toole	National Guard Assn. of KS
Mark Tallman	KASID
Sue Chase	KNEA
Roberta L Gofus	ADJUTANT GENERAL'S OFFICE
CHRISTOPHER SHEPARD	ADJUTANT GENERAL'S OFFICE
Judith D. Williams	Adjutant General's Dept.
Chuck Bredahl	Adjutant General's Dept
Carol Ritchie	observer
Richard E. Eckert	NATIONAL GUARD ASSOC OF KS.

Kansas State Senate Education Committee
Testimony supporting State Bill 658 "Kansas National Guard Education Assistance Act"
Colonel Greg Gardner, Vice Commander, 184th Bomb Wing, Kansas Air National Guard

The long term future of Kansas and our Air National Guard is largely dependent on the education of our citizens and citizen airmen. We believe this Act will help achieve some objectives of our Kansas Air National Guard Long Range Plan. Those objectives are to recruit and retain qualified people who will represent our Kansas communities in the increasingly diverse and shrinking target population.

This Act will have an immediate and sustained positive economic impact on the state of Kansas. Everyone that joins the Guard immediately brings over \$5,000 annually to Kansas. That would equate to nearly \$1,000,000 for the 200 or so Air Guard vacancies and over \$6,000,000 a year for the Kansas Guard as a whole. Using conservative economic multipliers the benefit is probably 2-3 times that amount - all for a modest investment.

The recipients of the Act will have a four year commitment to the Guard after graduation. Since they are likely to be well established in Kansas after that 8-10 year period, it will reduce the departure of educated Kansans.

This Act is also good for Kansas schools and universities because Guardsmen make high quality students. Air Guard entry qualifications include aptitude testing, complete medical and dental examinations, drug testing, physical fitness screening, and background security clearance checks. These qualifications are maintained with follow-up exams, random drug testing and annual physical fitness screening. Initial training in human relations, sexual harassment, drug abuse and AIDS awareness, CPR, first aide, safety, communication training, and much more, generally make Guard students more mature and well-rounded.

The Guard provides a structured and disciplined environment that develops solid Kansas citizens with a high degree of personal responsibility and accountability. Kansas schools and the students attending them will benefit from the excellent peer role models Guardsmen make. Although rarely a factor, there are enforced consequences for misbehavior in the Guard and since continued membership is a prerequisite to this tuition assistance program, Kansas schools will suffer less behavioral problems from our students.

We currently augment the education our members get in Kansas schools. Through the fully accredited Community College of the Air Force, Air Guardsmen can get college credit in over 1600 Air Force courses and earn a highly respected technical Associate Degree. High tech and information based training is the name of the game in today's Air Guard. They receive initial and continuing education in their career field. Almost every one in the Kansas Air Guard uses a personal or mainframe computer in his Guard duties. This experience and technical expertise makes them marketable to Kansas employers.

During three stages of a Guardsmen's career (i.e., 3-5, 8-12, 12-18 year points) he/she takes a leadership course. Initially professional values, personal management, and communication are emphasized. The mid-career emphasis is on group leadership, development of personnel, communication, resource management, planning to meet corporate strategies, and national awareness. The last course emphasizes organizational leadership and development, corporate communication, development and analysis of competing corporate strategies, and international awareness. All of these develop and fine-tune our Guardsmen; making them valued employees and highly productive Kansas citizens.

Finally, this Act will help Kansas Air National Guard recruiting and retention. Today we are ranked 3rd from the bottom in the US. Six months ago Oklahoma was in the same situation (i.e., 90% manned). Yesterday I spoke to the Adjutant General of Oklahoma 30 minutes before he went to a meeting with the University Presidents. His whole purpose in going was to thank them for supporting a tuition waiver for Oklahoma Guardsmen. Today Oklahoma is 100% manned. The states around us with tuition programs like Oklahoma, Colorado, Nebraska, and Illinois are all 100%. The states that don't have tuition programs, like Missouri and Iowa, are now frantically working on establishing them. Their leaders realize that in future drawdowns and unit closures the ability to recruit and retain quality personnel will be a deciding factor. I don't want to sound like the sky is falling, but the loss of our unit alone would cost Kansas \$82 million a year -those are direct dollars with no economic multiplier applied. Passing this bill is the right thing to do for Kansas and our Air National Guard.

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ATTACHMENT 1

Cel. Aaron Kelley

Presentation to
Senate Committee on Education

SB 658
KS National Guard
Educational Assistance Act

I am here today to ask for your support of SB 658. Over the past several years, the Kansas Army National Guard has not met its strength or manpower goals. In short we have not been able to recruit enough men and women into our units to offset our losses. I am the commander of the 35th Infantry Division Artillery with headquarters in Hutchinson. I represent the 1400 soldiers of the 1-127 Field Artillery (FA), headquartered in Ottawa and Lawrence, the 1-161 FA in Dodge City and Wichita, 2-130 FA Hiawatha, the Target Acquisition Battery (TAB) in Great Bend and Larned. One-half of that unit was mobilized and deployed in support of the peacekeeping operation-Joint Endeavor. Additionally, in civilian life I am the Administrator of Rossville Valley Manor, a long-term care nursing home in Rossville, Kansas. The nursing home is a 91 bed facility with 85 employees.

It is my opinion that many of the people of Kansas do not realize the benefit that the National Guard brings to their community. This educational assistance initiative is a logical community development proposal that has many benefits for the people of Kansas.

1. Upon completion of basic training and advance individual training every new soldier can, almost immediately, access \$12,000 of federal money.
2. During the period of the initial six (6) year enlistment the average soldier will earn about \$32,000.
3. Because of the advanced technology many of these young people will receive expensive technical training that is directly applicable in the civilian sector.
4. If we can gain strength (+500) and sustain our 6,500 goal, we have the potential to get new units and more modern equipment as well as more full time manning in Kansas.
5. As we sustain strength, even in the face of continued cuts in the military, we will receive more favorable actions on new armory construction, specially designed for our high tech equipment. Most new armories are now built on an 80/20 split federal/local funding and are designed as multi-purpose community centers.
6. The program has potential to keep our young people in Kansas rather than going out of state for jobs.
7. Makes advanced education possible for young people in many lower and middle class families, or without going deeply into debt.
8. College educated people, on average, earn much more over their lifetime than non-college graduates. Many of these people are future entrepreneurs. At the very least they will pay more taxes.
9. We can offer some of the people, trapped in the welfare cycle, a way out.

In order to be successful with our manpower/recruiting activities, we must overcome several problems. They include:

1. We cannot recruit those not completely physically fit;
2. Many of the skilled jobs in my unit require mental aptitude that equates to about a

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21 on the ACT leaving only about 35% of each high school class as eligible;

3. No criminal records or drug use;
4. Combat probably codes prevent putting females into some kinds of jobs and units;
5. Army, Air Force, Navy and Reserves are all after the same quality students;
6. Often, the active military can put together better benefits packages than we can.

Let's talk economic impact for a moment. One of the 35th Divarty units, 2-130 FA in Hiawatha and north east Kansas, will receive the Multiple Launch Rocket System (MLRS) starting in November of this year. That is economic development to the tune of \$250 million in new equipment. The 1-127 FA, in Ottawa/Lawrence and eastern Kansas, will be the first National Guard unit anywhere in America to receive the brand new 155mm howitzer referred to as Paladin (M109A6). The cost of that new equipment is over \$100 million. Our TAB that will arrive in Bosnia on March 14 has radar equipment valued at about \$50 million, \$10 million per radar. We use our own 486 computer systems, fully networked from observer to operation centers to the guns. The Divarty can hit targets from over 18 miles away at precisely the moment desired, plus or minus three seconds.

I takes smart soldiers to do the high tech jobs today. You can help us overcome many of our obstacles by making an investment in the National Guard at the front end of these careers. Depending on the school, we are talking about an investment of around \$275 per semester for a student at Kansas State next year. For a community college it will be much less. In effect, if you are in the Kansas National Guard you go to college for free. That has the potential to be a recruiter's "home run." For a \$275 investment, the student/soldier reaches into the federal treasury and immediately pulls out \$12,000 for himself to be used in the communities all across Kansas. Over the initial six (6) year enlistment the person earns \$32,000 from Uncle Sam. The people of Kansas will have invested \$2,750 over a five (5) year period and, importantly, this college educated soldier must spend four (4) more years in the Guard or pay your money back. A bonus affect of this plan is that the person that has taken advantage of our opportunities may have spent nine (9) years in the Guard at the end of his contract obligations. My bet is that the person stays. They have a Guard career half way toward retirement, a good education, valuable skills needed in the civilian sector--THEY WON'T LEAVE KANSAS.

As we hit our recruiting goals, you will have insured the upgrade of our units, equipment and armories. Money will come in from the Pentagon for higher operational tempo. 500 more new soldiers equates to \$6 million from the federal government immediately. Throw in the training at \$50K-\$100K each and we are looking at \$35+million. This program can be a keystone of our long range plan for growth and relevance for the Guard.

In spite of our efforts the Kansas National Guard has been shrinking. It is costing Kansas millions of dollars in lost revenue and few people know it. It is pure economics. Your investment will be returned ten-fold almost immediately, 500 more people employeed and if the person violates the contract they pay your money back.
WHEN YOU NEED US, WE'LL BE THERE!! I ask you to support SB658.

Senate Bill No. 658
Kansas National Guard Educational Assistance Act

Statement by Frank H. Wright IV before the Senate Education Committee

Credentials: Life-long Kansan, joined the Kansas Army National Guard in 1970 at the age of 21 while attending the University of Kansas. Graduate of the Kansas Military Academy Officer Candidate School at Salina, commissioned Second Lieutenant in 1972. Previous service with units in Topeka, Hiawatha, Horton, Marysville, Hutchinson and Leavenworth. Present rank is Lieutenant Colonel. January, 1994 to present, battalion commander for First Battalion, 127th Field Artillery, with Headquarters in Ottawa and subordinate units in Lawrence, Paola, Pleasanton, Burlington, Kansas City, Olathe, Holton, Lenexa and Garnett. Traditional Guardsman, employed by Capitol Federal Savings in Topeka, live in Lawrence.

Statement: I would like to thank the Committee for this opportunity to appear in support of Senate Bill No. 658, the Kansas National Guard Educational Assistance Act. As a battalion commander, I have the responsibility to the Governor to recruit, train and retain up to 622 soldiers, non-commissioned officers and officers for the units under my command. These soldiers are available to assist the Governor with natural disasters such as floods or tornadoes and with civil emergencies such as the bombing of the Oklahoma City federal building last year. Additionally, these soldiers have a commitment to support the missions of the United States Army, and are being trained on first-line, high-technology military equipment.

Within the next 12 to 18 months, my battalion will receive over \$100 million of new equipment as the unit transitions to the Paladin howitzer system. Kansas will be the first state to receive this type of equipment in the Army National Guard, and in fact, will be ahead of over half of the active Army units, including those at Fort Riley. The soldiers of the Kansas Army National Guard are excited about this new mission and all of the training opportunities it will provide. This equipment is complex, highly computerized and utilizes digital satellite communications. It requires intelligent, motivated soldiers to operate this equipment and soldiers who are stable in their personal lives so as to remain active with the units.

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With the new equipment comes additional support dollars, both for equipment maintenance and for training. Many of these new dollars are payroll dollars - both full time and part-time- while other money will be provided for fuel, groceries, restaurant meals, office supplies, motel accommodations and other services and supplies that are purchased from Kansas businesses. The Paladin mission requires that we remain at a high state of readiness, but it carries a price tag. We must retain nearly 100% of the authorized strength or risk losing the mission with its associated jobs, equipment and dollars to another state.

At the present time, I am authorized to add another 190 soldiers of various ranks to the units of the battalion. At an average of \$5,127 per soldier per year, that would bring another \$974,130 of annual federal payroll dollars into the state...just within my battalion. The problem is finding the right people and having the right programs to attract them into the unit. I believe that the Kansas National Guard Educational Assistance Act before this Committee is an important tool that could help bring those dollars to Kansas by helping my unit to recruit these additional 190 soldiers.

The primary target for recruiting new soldiers is young men and women ages 17 – 26. The qualification standards are high. Persons with felony or misdemeanor convictions, drug users and high school dropouts are automatically excluded. People with physical restrictions including asthma are not qualified. Most importantly, the required minimum intelligence level as indicated by testing, is at least as high as the national average.

The lives of those young people whom we seek to attract are in a constant state of flux as they deal with decisions about which community to live in, career choices and job markets, educational plans and starting families. The Kansas National Guard is having to compete with many other entities for the attention of these young people. To meet our mission, we need to attract people who can learn the high-tech skills necessary to retain unit readiness.

Additionally, we can help stabilize the lives of these young people by educating and retaining them within our local communities. By providing the financial means to attend universities and colleges within Kansas, we are encouraging them to remain in our state rather than seek “greener pastures” elsewhere. By bringing them into the Kansas National Guard, we are teaching them technical skills that can be utilized by civilian employers, developing leadership and responsibility and encouraging them to remain as

adult citizens of Kansas. As an added bonus, we are capturing more federal dollars for the local economy...dollars that have been allocated by Congress and will be spent somewhere, so I would rather have them spent here.

The provisions of the proposed National Guard Educational Assistance Act have been successful in several other states that have enacted similar programs. As a battalion commander, my most difficult role is to continually attract and retain qualified soldiers. I would sincerely appreciate the opportunity to offer our young men and women and the state of Kansas the many benefits that I believe are available under Senate Bill No. 658.

So that we may meet our mission for the Governor, the people of Kansas and the nation, I would like to personally and on behalf of my fellow soldiers and airmen of the Kansas National Guard ask that you assist us by supporting passage of this legislation. Thank you.

Senator Barbara Lawrence, Chairperson
Senate Education Committee

Madam Chairperson and Members of the Committee:

My Name is Major Henry Martin, Ph.D. , Recruiting and Retention Commander for the Kansas Army National Guard. I am here this afternoon to strongly urge your committee's approval of Senate Bill number 658, which would establish public service educational tuition assistance grants for Kansans who enlist in the Kansas National Guard.

The Kansas National Guard is the professional military organization that represents the more than 9,513 Kansans who proudly serve their State and nation in the Kansas National Guard. We are seeking prompt favorable consideration of this important legislation by the Administration and the Senate. Enactment of Senate Bill 658 is the Kansas National Guard's top legislative priority.

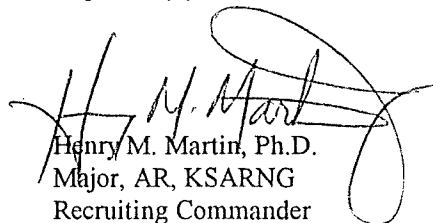
The armed services have long recognized that educational assistance is the best incentive to attract young men and women into military service. The Educational Tuition Assistance Program contained in Senate Bill 658 will be a powerful tool to help the Kansas National Guard maintain its authorized strength level of more than 9513 soldiers and airmen. It will also improve the quality of the force by raising its educational standards. It will provide the Kansas National Guard with an up-to-date educational incentive program comparable to that offered in other States.

The Kansas National Guard has an annual federal operating budget of about \$180 million. In addition, there is an average annual capital construction budget of \$15 million. Financially, each soldier on the roster is worth about \$10,520 in revenues to the State. Unfortunately, Kansas has made only a modest investment to help the Kansas National Guard recruit and retain the high quality force essential to compete for federal dollars. Overall, State support for the Kansas National Guard has declined in real dollar terms.

The number of Kansans aged 15-29 is projected to decline, due in part to a slower birth rate in the 1970s and 1980s. This means fewer young people available for training for tomorrow's jobs and a greater dependance upon retaining older workers. The decline in the recruiting pool has greatly increased the competition for the services of our youth. At the same time, we face higher enlistment standards. The Guard can now only enlist high school graduates and holders of GEDs. Furthermore, we can no longer enlist those scoring in the lowest category on the Armed Forces Standardized Aptitude Test. A few year ago, nearly ten (10%) percent of new enlistees scored in this lowest category; as result I have lost 10% of those who could have enlisted.

The proposed Kansas National Guard Tuition Assistance Program is an investment in young Kansans. The tuition assistance is a reward and incentive to them for assuming the obligation to defend our nation, and to serve our State and communities. The benefits are not just to the individual, but to the community and state at large.

Respectfully yours,


Henry M. Martin, Ph.D.
Major, AR, KSARNG
Recruiting Commander

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