

MINUTES OF THE HOUSE APPROPRIATIONS COMMITTEE

The meeting was called to order by Vice-Chair Lee Tafanelli in the absence of Chair Schwartz at 9:00 A.M. on January 31, 2008, in Room 514-S of the Capitol.

All members were present.

Committee staff present:

J. G. Scott, Legislative Research Department
Reed Holwegner, Legislative Research Department
Cody Gorges, Legislative Research Department
Audrey Dunkel, Legislative Research Department
Nobuko Folmsbee, Revisor of Statutes
Nikki Feuerborn, Chief of Staff
Shirley Jepson, Committee Assistant

Conferees appearing before the committee:

Dr. Reginald Robinson, President and CEO, Kansas Board of Regents
Dr. Andy Tompkins, Dean of School of Education, Pittsburg State University (PSU)
Dr. Tes Mehring, Dean of the Teachers College, Emporia State University (ESU)
Dale Dennis, Deputy Commissioner, Department of Education

Others attending:

See attached list.

- Attachment 1 Overview of Postsecondary Educational Institutions Unified Operating Grant by Dr. Reginald Robinson
- Attachment 2 Testimony on Teacher Shortage by Dr. Reginald Robinson
- Attachment 3 Testimony on Teacher Shortage by Dr. Andy Tompkins and Dr. Tes Mehring
- Attachment 4 Testimony on Teacher Shortage by Dale Dennis
- Attachment 5 2008 House Budget Committee Schedule, Revision #2

Introduction of Legislation

Representative Williams moved to introduce legislation regarding annual training requirements for corrections officers. The motion was seconded by Representative Feuerborn. Motion carried.

Representative George moved to introduce legislation to establish a multi-year pay plan for state employees. The motion was seconded by Representative Feuerborn. Motion carried.

Postsecondary Educational Institutions Unified Operating Grant

Dr. Reginald Robinson, President and CEO, Kansas Board of Regents, presented an overview of the Postsecondary Education Institutions Unified Operating Grant (Attachment 1). After the funding is appropriated, the grant is administrated by the Board of Regents to the 36 public postsecondary institutions based on the Board's determination of needs and priorities, as well as institutional accountability and performance. Dr. Robinson explained that the Governor has included a recommendation in the FY 2009 Budget for an additional \$35.0 million from the State General Fund (SGF) for the Unified Operating Grant over the approved FY 2008 Budget.

Responding to questions from the Committee, Dr. Robinson stated that Washburn University is the only postsecondary institution who is not included in the allocation from the Unified Operating Grant for FY 2009. Dr. Robinson noted that the Board felt that the application from Washburn University did not meet the goals and accountability performance as outlined by the Board. Dr. Robinson indicated that part of the requested additional FY 2009 funding will be used for incentives for math and science faculty salaries at the institutions.

- ◆ The Committee requested a breakdown of how the \$20.1 million requested by the Board of

CONTINUATION SHEET

MINUTES OF THE House Appropriations Committee at 9:00 A.M. on January 31, 2008, in Room 514-S of the Capitol.

Regents in their FY 2009 budget requests would be allocated in the various field of education and which institutions receive funding.

Teacher Shortages Across the State

Dr. Reginald Robinson presented testimony on the teacher shortages across the State (Attachment 2). Dr. Robinson noted that the teacher shortage challenge is national and not limited to the state of Kansas. Dr. Robinson felt that there were three critical dimensions to be addressed: (1) teacher recruitment, (2) teacher preparation, and (3) teacher retention.

Dr. Andy Thompkins, Dean of School of Education, Pittsburg State University, and Dr. Tes Mehring, Dean of the Teachers College, Emporia State University, appeared before the Committee and jointly presented testimony on the teacher shortage in Kansas (Attachment 3). Highlights from their testimony included:

- Main areas of the state that are affected by the teacher shortage are western part of the state and urban areas.
- There is an over supply of teachers in some areas, particularly elementary teachers.
- Teaching is not perceived as a career resulting in a need to market teaching as a profession.
- Provide for financial incentives, such as a hiring bonus, for those areas where the shortage is most prevalent.
- Provide incentives for retirees to return to teaching.
- Average teacher salary in Kansas is 38th in the nation.
- A need to provide benefits, particularly health insurance.
- Encourage a "Grow Your Own" concept to encourage students to become fully licensed teachers and teach within the State.
- Identify those who are interested in a second career and provide incentives to entice them to work in the teaching field.
- Improve working conditions within the classroom.
- Address providing incentives for teachers to encourage a move to rural areas of the State.

Dale Dennis, Deputy Commissioner, Department of Education, presented testimony on a survey conducted by the Department of Education on the number of retired teachers employed by the school districts during the 2007-2008 school year with a salary over \$20,000 and the results of a survey addressing the number of retired teachers who are employed through private contractors (Attachment 4). Mr. Dennis stated that the Department of Education is concerned about the employment of teachers through a private contractor. Also noted is the fact that there is competition for the recruitment of teachers from other states as well as other countries.

Responding to questions from the Committee, Mr. Dennis indicated that there is a question about who has authority over teachers who are provided by a private contractor. Mr. Dennis indicated that there is a need for more funding to improve teacher salaries. The negotiated agreement between the school district and its teachers specifies what college credit is required to teach in the various areas of the curriculum and how those teachers are placed on the salary schedule.

- ◆ The Committee requested a list of names of private contractors who are contracting for teachers with the school districts.

Other Topics

A revised copy of the 2008 House Budget Committee calendar, Revision #2, for submitting agency budget recommendations for final Appropriations Committee action was distributed to the Committee (Attachment 5).

The meeting was adjourned at 10:30 a.m. The next meeting will be held on February 1, 2008.


Sharon Schwartz, Chair



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**House Appropriations Committee
January 31, 2008**

Overview of Postsecondary Educational Institutions Unified Operating Grant

**Reginald L. Robinson
President & CEO**

Chairwoman Schwartz, Ranking Member Feuerborn, and members of the Committee, thank you for the opportunity to appear before you this morning. I have been asked to provide you with a brief overview of the Postsecondary Educational Institutions Unified Operating Grant.

In order to carry out its statutory responsibilities of governance and coordination, the Board requests and advocates for the Governor and Legislature to appropriate increased state funding for the 36 public postsecondary institutions (six state universities, Washburn University, 19 community colleges, and 10 technical schools and colleges) as a lump sum to the Board – Postsecondary Educational Institutions Unified Operating Grant – which the Board then allocates to sectors/institutions based on the Board's determination of needs and priorities and institutional accountability and performance.

Board's Request

The Board requested \$59.6 million in new SGF over the approved FY 2008 base appropriations of \$789.4 million for the institutional component called the Postsecondary Educational Institutions Unified Operating Grant. This is an increase of 7.5%. The three-prong request is comprised of:

- \$26.8 million to maintain the purchasing power of the 36 institutions – 3.4% based upon the Higher Education Price Index
- \$12.6 million for areas where the institutions lag behind i.e. faculty salaries, OOE
- \$20.1 million for specific state investments whereby the Board would fund institutions to produce specific results for the people of Kansas by --
 - Increasing the supply of math and science teachers
 - Increasing the supply of construction professionals
 - Increasing the supply of pharmacists

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- Increasing the supply in other workforce areas such as health care, business, accounting, engineering, high-demand technical fields.
- Increasing targeted research

Governor's Recommendation

The Governor recommends \$35.0 million in new SGF for the Postsecondary Educational Institutions Unified Operating Grant to be allocated to the sectors/institutions by the Board. This is an increase of 4.5% over the FY 2008 Governor's recommended revised base appropriations of \$781.7 million.

The Governor's revised base appropriation for FY 2009 is reduced by \$7.7 million which is the amount associated with one-time funding related to the FY 2008 employee bonus program.

The Governor recommends \$1.0 million in new SGF for the Pharmacy program at the University of Kansas and \$50 million in bonding authority.

Thank you for your time this morning. I would be pleased to respond to any questions that you may have.



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Date: January 15, 2008 (DRAFT: Noon)
TO: Kansas Board of Regents
FROM: Diane C. Duffy
Vice-President, Finance & Administration
RE: Governor's Recommendations for FY 2009

The Governor's recommended appropriations from state funds for postsecondary education for FY 2009 totals \$ 892.1 million, an increase of \$55.9 million or 6.7 percent over the FY 2008 base appropriations. The Governor's SGF spending plan grows by \$281.5 million, or 4.6 percent, over FY 2008. The increase in spending of \$281.5 million is attributed to: K-12 (\$167.6 million), social service caseloads and KPERs (\$67.4 million), a continued commitment to postsecondary education (\$39.5 million). In addition, enhancements to State General Fund programs are made possible by using new gaming revenues to reduce SGF debt obligations and pay for infrastructure improvements. Furthermore, the Governor's plan is based on a 5.0 percent ending balance. The difference between a budget with a 7.5 percent statutory ending balance and a budget with a 5.0 percent ending balance is \$147.4 million and is the amount recommended as the final year of commitment made to increase funding for K-12 public education.

This memo generally describes the key components of the Governor's recommendations for postsecondary education. More detailed information is contained in the Governor's Budget Report, Volumes 1 and 2.

All Higher Education Sectors -- Operating Grant Increase for Postsecondary Education

- The Governor recommends an increase of \$35.0 million for the Postsecondary Institutions Operating Grant, which represents a 4.4 percent increase over the FY 2008 combined operating grants of \$789.4 million. The Postsecondary Institutions Operating Grant represents new funding for the state universities, community colleges, technical institutions, and Washburn University.
- The Governor recommends \$1.0 million (ELARF) for planning and start-up costs in FY 2009 and \$50 million in bonding authority for the expansion of the KU Pharmacy program.
 - The Board requested \$26.8 million for a 3.4 percent HEPI increase
 - The Board requested \$12.6 million for a 1.6 percent "close the gap" increase

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- The Board requested \$20.1 million for investment initiatives increase, including the expansion of the KU Pharmacy program.
- The Board requested the Governor to combine the new funding and appropriate it as a new separate line-item -- Postsecondary Institutions Operating grant.

Student Financial Assistance Increases

- The Governor recommends an increase of \$3.0 million for the Comprehensive Grant Program for an SGF total of \$18.7 million.
 - The Board requested the increase of \$3.0 million.
- The Governor recommends an \$1.0 million for the STEM Teacher Service Scholarship program. This program would have the same criteria as the existing Teacher Service Scholarship Program.
 - In coordination with the State Board of Education, the Board supported an increase in teacher service scholarships.
- The Governor recommends an increase of \$250,000 for Military Service Scholarships for a total of \$500,000. This was a new program authorized last session in the Omnibus appropriation bill.
- The Governor recommends an increase of \$100,000 KSU Veterinary Training Program for Rural Kansas Scholarships, the third year of this program for a base total of \$300,000.
 - The Board requested a 3.4 percent increase for other targeted student scholarship programs.

Other Postsecondary Education Program Increases

- The Governor recommends an increase of \$150,000 for the Kansas Academy of Math and Science at Fort Hays State University for a total of \$250,000 for FY 2009.
 - The Board requested a multi-year request with start-up year funding of \$294,988.
- The Governor recommends \$2.5 million (ELARF) for Technical Education Technology and Equipment grants, which is \$1.5 million less than the \$4.0 million recommended in the current year.
 - The Board requested continuation of \$4.0 million in Technical Education Technology and Equipment grants.

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Facility Maintenance

- The Governor recommends \$15.0 million (ELARF) to be transferred into the EBF to pay debt service on Regents Crumbling Classroom bonds which would free up \$15.0 million from the EBF for deferred maintenance projects.
 - The Board requested an increase of \$56.4 million which is the difference between the amount of funding already approved by the 2007 Legislature for projects in FY 2009 (\$20 million SGF, \$8.6 million est. interest earnings, and \$15 million EBF) and \$100 million, the estimated amount of funds that can be expended on deferred maintenance projects in a fiscal year.

Governor's Initiatives

- The Governor recommends \$1.0 million for the Wichita Center for Graduate Medical Education in FY 2008 and continues the \$1.0 million into FY 2009. (Appropriated to KUMC).
- The Governor recommends continuation of \$4.0 million (EDIF) for Aviation Research (NAIR- WSU). The FY 2008 amount is \$4,750,000.
- The Governor recommends \$2.5 million (ELARF) for Aviation Infrastructure for support of the aviation industry in the state. This funding is appropriated to WSU.

Other Issues

- KAN-ED – The Governor does not recommend the requested \$4.5 million SGF to offset the statutorily required \$4.5 million in financing from the Kansas University Service Fund (KUSF) , but recommends that a proviso be added to provide the same mix of funding as in FY 2008 (\$8.0 million KUSF and \$2.0 million SGF). KUSF revenues are derived from an assessment on users of intrastate telecommunication services.
 - The Board requested a total of \$4.5 million SGF and \$5.5 million KUSF, in accordance with the statute.
- Transfers from the SGF

Regents Faculty of Distinction – The Governor recommends an estimated transfer of \$5.0 million.

Regents Research Corp Debt Service – The Governor recommends an estimated transfer of \$9.6 million.

The Governor also recommends transfers in accordance with the 2007 Postsecondary Educational Institution Long-Term Infrastructure Program.

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- Pay plan for State Employees – The Governor recommends that the base pay all state employees increase by 2.5 percent and endorses a new approach to classified employee compensation.
- KPERS COLA – The budget provides funds for a 1 percent cost-of-living increase for KPERS retirees in each of the next three years.
- The Governor recommends \$209,430 to staff the new Educational Center at Cheyenne Bottoms Wetland. This project was previously approved.

Attached is a table which compares the Governor's FY 2009 recommended increases for higher education appropriations totaling \$55.7 million to the Board's requested increases. The table also includes the adjusted FY 2008 base appropriation levels.

If you have any questions or if you would like additional information, please let me know.

cc: Institutional CEOs, Business Officers and Legislative Liaisons
Reginald Robinson
Sheila Frahm
Steve Kearney
KBOR Staff

KANSAS BOARD OF REGENTS
FY 2009 HIGHER EDUCATION UNIFIED BUDGET REQUEST - STATE FUNDS¹
COMPARED WITH GOVERNOR'S BUDGET RECOMMENDATIONS

Original Budget Submission September 15, 2007, Amended by the Board November 26, 2007, Governor's Recommendation January 15, 2008

	FY 2008 Combined Line Item Base Appropriations	FY 2009 Requested Increase	% Increase	FY 2009 Governor's Recommend Increase	% Increase
All Higher Education Sectors					
Combined Operating Grants Total	\$789,427,156				
New Unified Operating Grant - 3.4% HEPI Increase		\$26,840,523			
New Unified Operating Grant - 1.6% Increase		\$12,630,834		\$35,000,000	
State Priorities - Investment Increase		\$20,130,000		\$1,000,000	
KU School of Pharmacy					
Total - Higher Education Sectors	\$789,427,156	\$59,601,357	7.5%	\$36,000,000	4.6%
Student Financial Assistance					
Comprehensive Grant Program	\$15,689,878	\$3,000,000		\$3,000,000	
Military Service Scholarship	\$250,000			\$250,000	
STEM (Teacher) Service Scholarship	\$1,962,859			\$1,000,000	
KSU Vet Training Program	\$200,000			\$100,000	
Other Programs - 3.4% HEPI Increase	\$6,844,304	\$126,844		\$0	
Total - Student Financial Assistance	\$24,947,041	\$3,126,844	12.5%	\$4,350,000	17.4%
Board of Regents Office	\$4,282,953²				
Staff Support to Align with New Higher Ed Initiative		\$250,000			
3.4% HEPI Increase/Operating Increase/Decrease		\$145,620		(\$74,544) ³	
Kan-ed Financing Shift - SGF replacement of KUSF	\$2,000,000	\$2,500,000			
Total - Board of Regents Office	\$6,282,953	\$2,895,620	9.2%	(\$74,544)	-1.2%
Other Postsecondary Education Programs	\$5,683,502				
3.4% HEPI Increase		\$256,003			
Technical Education Technology & Equip Grants ⁴	\$4,000,000	\$0		(\$1,500,000)	
Kansas Academy of Math & Science (start-up)	\$100,000	\$194,988		\$150,000	
Cheyenne Bottoms Educational Center Staffing				\$209,430	
Pilot for Part-time Adult Learners		\$200,000			
Total - Other Postsecondary Ed. Programs	\$9,783,502	\$650,991	6.7%	(\$1,140,570)	-11.7%
Governor's Initiatives					
Wichita Center For Graduate Medical Education	\$1,000,000			\$0	
Aviation Research (NIAR)	\$4,750,000			(\$750,000)	
Aviation Infrastructure				\$2,500,000	
Total - Governor's Initiatives	\$5,750,000	\$0	0.0%	\$1,750,000	
Facility Maintenance State Universities					
Deferred Maintenance Projects ⁵		\$56,393,000		\$15,000,000	
Annual Maintenance Increase ⁶		\$28,000,000			
Total - Building Maintenance		\$84,393,000		\$15,000,000	
Grand Total	\$836,190,652	\$150,667,812	18.0%	\$55,884,886	6.7%
Grand Total, Excluding Facility Maintenance	\$836,190,652	\$66,274,812	7.9%	\$40,884,886	4.9%

Note: HEPI is the Higher Education Price Index. In FY 2009, appropriations will be reduced for FY 2008 one-time bonuses of \$7,727,391 for the universities and \$32,486 for the Board Office.

¹ The table reflects appropriations from State General Fund, Economic Development Initiatives Fund, and ELARF.

² The Governor recommended a reduction of \$268,000 in the Board Office budget in FY 2008.

³ For FY 2009, the Governor recommended a base budget reduction in the Board Office Administration of \$150,000 and Technical Education Authority of \$38,000, and the Governor recommended an increase of \$113,456 for salary and market rate adjustments.

⁴ The Board requested continuation of \$4.0 million in Technical Education Technology & Equipment grants. The Governor recommended \$2.5 million.

⁵ This figure is the difference between the amount of funding already approved by the 2007 Legislature (\$20 million SGF; \$8.6 million interest earnings and \$15 million in EBF) and \$100 million, the estimated amount of funds that can be expended on deferred maintenance projects in a fiscal year. The Governor recommended an increase of \$15.0 million from ELARF.

⁶ Updated 6/27 preliminary estimate. Assumes budgeting goal of \$84 million in annual maintenance expenditures less \$38 million (est) currently expended in the Physical Plant of the operating budgets of the universities. The difference of \$46 million would be only partially financed with SGF (60%) and the balance with other university funds for an SGF request of \$28.0 million, which would be adjusted by any approved inflation increase to the operating budget.



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**House Appropriations Committee
January 31, 2008**

**Reginald L. Robinson
President and CEO**

Thank you for giving me an opportunity to share some thoughts with you regarding the teacher shortages that are currently confronting school districts across our state. As you realize, those shortages are particularly acute in the areas of mathematics, sciences, and special education.

I appreciate having some time to offer some introductory thoughts before you hear from two of the outstanding School of Education Dean in our state, Dr. Andy Tompkins (from Pittsburg State University) and Dr. Tess Mehring (from Emporia State University).

The first point that I think is very important to make is that this teacher shortage challenge is a national challenge; it is not limited either to the state of Kansas or this region of the country. That is a critically important point because what it tells us is that we are in the middle of a national competition to attract and retain outstanding teachers in our state.

Second, my sense is that this problem has three critically important dimensions: teacher recruitment, teacher preparation, and teacher retention. Each of these dimensions must be addressed comprehensively to fully deal with the issue. There is no single, silver bullet solution.

Teacher Recruitment

Teacher Service Scholarships --

- The 2007 Legislature enacted a new Kansas Teacher Service Scholarship Program which streamlined four existing teacher scholarships into one comprehensive teacher scholarship program.
- The four previous scholarship programs, during Academic Year 2006-07, totaled \$777,744 and allowed 248 students to be awarded.
- Under the new program, a total of \$1.4 million in scholarship assistance was available. The Board received 815 applications for Academic Year 2007-08 and was able to award 463 students – **an 87% increase over last year.**
- This merit-based, service obligation scholarship program provides financial assistance of up to \$2,500/semester to students and currently-licensed teacher master's degree programs. Students must pursue endorsement a

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master's degrees in hard-to-fill disciplines (special education, mathematics, science, music, foreign language, and English as a second language), or plan to teach in an identified underserved geographic area of the state of Kansas (USD 501 - Topeka, USD 500 - Kansas City, USD 259 - Wichita, and State Board of Education District #5 - the western 1/3 of Kansas).

- The Governor has recommended an additional \$1 million to support service scholarships aimed at producing teachers who will fill math, science, and technology-related positions around our state.

Recruiting the Best and the Brightest -

- Collaborative Efforts to recruit talented students from math and science departments in Colleges of Liberal Arts and Sciences, along the lines of the UTeach and UKanTeach models at the University of Texas and the University of Kansas, respectively.

Teacher Preparation

- Dr. Mehring and Dr. Tompkins will likely have more to say on this front, but it is clear that some expansion of our capacity to produce more trained teachers will be necessary if our state is to fully address the teacher shortage issue that we are all so concerned about.
- As many of you may already know, the schools of education within our state universities are already engaged in efforts that provide alternative avenues toward teacher certification for talented and highly competent people in our state who are committed to pursuing a career in teaching, but need something other than the traditional pathway to achieve that goal. I think we should pursue the responsible expansion of those programs where we can do so without impairing quality.
- Further, within the budget proposal we submitted to the Governor, the Board of Regents proposed funding that would expand the production of teachers at Emporia State University and the University of Kansas.

Teacher Retention

This is the slice of the problem that is furthest removed from any formal control or influence that we have as the state's higher education community. As many of you are aware, there are a range of issues related to teacher pay and working conditions that have a powerful impact on the retention of qualified teachers within our state. There are approximately 75,000 licensed teachers in the state and 33,608 full-time teachers. Clearly then, there is a large number of trained teachers who have, for whatever set of reasons, chosen to leave the profession. Identifying and addressing the issues that caused so many of them to leave the profession are an important part of dealing with this critical issue as well.

Again, thank you for your time this morning. I would be pleased to answer any questions the Committee has at this point.

January 31, 2008

TO: House Appropriations Committee
FROM: Dr. Tes Mehring, Dean of the Teachers College, Emporia State University
Dr. Andy Tompkins, Dean of the College of Education, Pittsburg State University
SUBJECT: Addressing the Teacher Shortage in Kansas

We appreciate the opportunity to appear before the House Appropriations Committee as representatives of the education deans at the public universities in Kansas. The College of Education deans from each of the Regents institutions and Washburn meet on a regular basis and this topic has been one of serious concern for a number of years. Each of the institutions has initiated efforts to address the needs in ways that match the capacity and expertise available at the respective institutions. These efforts include the development of online programs to improve access, creation of new programs in specialized areas such as English as a second language and special education, and expansion of existing programs to serve persons seeking to enter teaching as a second career through alternative licensing.

The importance of understanding the specific problem areas is critical to addressing the shortages. For example, we do not have a supply problem in such areas as elementary education, physical education, or history/government. We do have problems in foreign languages, mathematics, science (especially chemistry and physics), and special education. Further complicating the discussion of shortages are the issues of teacher retention and the recruitment problems associated with rural and urban districts.

The programs in Kansas in both public and private colleges and universities have had great success in producing high quality teachers. Currently, the passing rate on licensing exams is approximately 94 percent. Also, each of the preparation institutions undergoes a thorough program review and accreditation process to ensure that prospective teachers are learning the professional standards in their respective fields. Retaining this level of quality is essential to maintaining and continually improving student achievement in Kansas.

Recently, the Kansas State Department of Education held a summit on teacher recruitment and retention. The College of Education deans developed a paper entitled "Dealing with Teacher Shortages" that was presented and distributed at that meeting. In the brief time we have with the committee today, we will discuss the highlights of that report and then respond to your questions. A copy of that report is enclosed with this memo for your reference.

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Addressing Teacher Shortages in Kansas A Comprehensive Approach

Kansas Council of Education Deans

Rick Ginsberg, University of Kansas
Tes Mehring, Emporia State University
Debbie Mercer, Fort Hays State University
Mike Holen, Kansas State University
Andy Tompkins, Pittsburg State University
Gloria Dye, Washburn University
Sharon Iorio, Wichita State University

Background

Teacher shortages are emerging in all regions of the country, particularly in selected endorsement areas (special education, math, science, foreign languages, English as a second language/bilingual, and certain vocational specialties) and in targeted locations – most notably in urban and rural community schools. Predictions abound as to the extent of the shortages for coming years, with the (National Education Association) NEA suggesting that there will be a need for two million new teachers in the next few decades.

Kansas also faces significant teacher shortages. While the situation in Kansas may not be as dire as in certain parts of the country, the problems are growing in areas like special education, math, and science, with fears that the problems will intensify as large numbers of Kansas teachers near retirement age. For example, Commissioner of Education Dr. Alexa Posny reported earlier this year that Kansas had 1144 teacher vacancies in June, with 42% of teachers leaving the field after seven years on the job. The potential for more significant problems is due to the fact that 36% of teachers will be eligible to retire within the next five years. That said, better data in Kansas would help clarify the true extent of the problem and the right remedies to pursue. For example, while there are currently 33,608 FTE teachers in Kansas according to the National Assessment of Educational Progress (NAEP), there are approximately 75,000 licensed teachers in the state. The complexity of the shortage problem is confused by the fact that as of August 1, 2007, there were a total of 315 teacher vacancies across the state, the second lowest number since 2000-2001. At the same time, there were 161 temporary positions at this time, the second highest number since 2000-2001. Overall, combining vacancies and temporary assignments, the total number of vacancies and temporary licenses as of August 1 was 476, the third lowest total since 2000-2001. What these figures don't indicate, however, is the type of license – provisional, conditional, restricted, waiver - held by the teachers who have filled these vacancies. And of course, any vacancy is a realistic concern for school districts, as principals and superintendents must find qualified individuals to fill their classrooms. We know, for example, that school districts across the state have been hiring teachers from other countries including China, India, the Philippines, and Spain. Further, the number of teachers hired from out

of state has increased. So there is a shortage problem in Kansas and a need for clarifying data so issues regarding teacher shortages can be properly addressed.

The data suggest that the greatest shortages in Kansas are in Special Education. The Commissioner also highlighted the declining number of fully certified math and science teachers coming through our traditional teacher preparation programs. Overall, it is obvious that there is a teacher shortage problem in the state, with some evidence that the problems may dramatically exacerbate in the years ahead.

Issues of teacher shortages are complex, as the data available imply that there are several factors impacting shortage problems. Our first recommendation is that the state needs to continue to collect and disseminate information on teacher vacancies, but also should identify the credentials and endorsements of those filling vacancies that exist so the full extent of the shortage problems can be understood. Teachers enter Kansas schools through several avenues – traditional licensure programs, alternative programs approved by the state, and teachers entering the labor force from other states. Data shared about the number of licensed teachers and added endorsements should include all these figures.

We believe that four areas must be considered in concert to fully understand and address the teacher shortage issues in Kansas. These four areas include teacher recruitment, state regulations, teacher retention, and teacher preparation.

Teacher Recruitment – We believe that the state needs to undertake a comprehensive plan for recruiting new teachers to Kansas schools. Money is part of the issue, but not the sole factor impacting recruitment. That said, in other professions like nursing, medicine, and engineering, when and where shortages appear, monetary incentives are commonly employed to increase the supply in periods of high demand. That certainly must be one piece of the recruitment package for Kansas. Many states and school districts are utilizing hiring bonuses and monetary incentives to attract teachers to specific schools (e.g. urban and rural) and specific hard-to-fill content areas – like math, science, special education, and foreign languages. Currently, salaries in Kansas rank 38th in the country at \$39,351, over \$8,000 less than the national average of \$47,602. Clearly, salaries in Kansas are not as high as in many states. This may be having an impact on teacher recruitment. We recommend consideration of several strategies, along with increasing teacher pay, in order to boost recruitment efforts:

- Offer financial incentives like hiring bonuses, differential pay for teachers in high needs (e.g. urban and rural) and high shortage areas, housing options, state income tax credits, property tax relief.
- Improve teacher benefits, such as, day care, sabbaticals, tuition reimbursement for higher education, teacher exchange programs.
- Develop “future teacher” programs across the state to create high school clubs and courses that entice potential students to consider careers in teaching and provide course work that will prepare potential students for the admission requirements at the state’s institutions of higher education.

- Strengthen 2+2 articulation programs between community colleges and four year universities so students are prepared for application for admission to teacher preparation programs when entering the four-year institutions.
- Create a statewide legislatively funded Teacher Recruitment Center much like other states have funded (e.g. South Carolina) to help devise programs and strategies to help attract more teachers to the state.
- Provide scholarships (like North Carolina's Teaching Fellows program), tuition reduction programs, along with expanding the current loan forgiveness programs to attract future teachers for hard to fill shortage areas.
- Consider the development of programs to provide funding to school districts to offer paid apprenticeships for student teachers – paying student teachers and apprentices would require changes in state policy.
- Create funding for direct partnerships between impacted school districts and institutions of higher education for selective shortage areas.
- Encourage the development of local "Grow Your Own" programs to provide financial assistance for para-professionals and others to become fully licensed teachers.
- Recruit out-of-state teachers from those states not facing shortages (e.g. Michigan).

State Regulations – A variety of state laws and regulations impact the teacher shortage issue. Teacher licensure, for example, is a state responsibility, encompassing issues including transfer of teacher certification/licensure from state to state, program approval, alternative programs, movement from one level of licensure to another, etc. At the same time, state retirement system regulations often hamper the ability of individuals to return to teaching on a part time basis after having fully retired. We support Commissioner Posny's recommendation to the Professional Standards Board that the issue of state regulations address several matters.

- First, all rules and policies regarding program approval should be reconsidered with attention to maintaining high standards while addressing problems with the efficiency of the processes currently in place. Alternative programs should be encouraged, but approved by the state only if they meet the same standards of quality that are required of traditional college/university licensure programs.
- Second, the current use of the Kansas Performance Assessment (KPA) for movement from provisional to professional licensure should be re-examined. We support the idea of performance assessment being part of the licensure process, but understand that districts are questioning aspects of the use of KPA and believe that the Professional Standards Board should examine all aspects of the KPA and its processes.
- Third, the state legislature should examine those portions of the state retirement system that impede the re-hiring or movement from district to district of teachers and administrators once they are fully retired. Laws should be enacted to allow retired teachers to re-enter the teaching labor force without penalty to current benefits.

- Simplify state reciprocity so teachers licensed in other states can more easily transfer those licenses to Kansas

Teacher Retention – As Commissioner Posny highlighted, 42% of Kansas teachers leave the teaching profession after seven years. At the same time, while the state has approximately 33,000 FTE teachers, there are over 75,000 teachers fully licensed in the state. This suggests that the main factors affecting shortages in Kansas may be retention problems. Problems regarding retention are most severe in urban and rural communities. The state's salaries for teachers are low in national comparisons. Increased salaries, especially in those content shortage areas and hard to fill geographic locations may help. The working conditions for teachers are also consistently cited as significant factors affecting the retention of teachers in the profession and therefore an examination of ways to improve working conditions should be part of any teacher retention strategy. Related to this, sensitivity to the professionalization of teaching, with teachers having more control over curricular and pedagogic decisions, may be significant ingredients for convincing more teachers to stay in the field. Key recommendations include:

- Consider pay for performance plans that could be pilot tested to determine if they help retain experienced teachers in the field.
- Create incentives so that teachers with enough points to retire have good reasons to continue teaching (e.g., more steps on the pay scale).
- Fully support the work of the Governor's Office in its teacher working conditions survey. The improvement of teacher working conditions should be monitored by a state Task Force that provides assistance to school districts in fully implementing the recommendations from that study and helps find resources to support those initiatives.
- Strengthen instructional leadership in schools through targeted professional development for school leaders.
- Consider career ladder options with increased remuneration and responsibilities for master teachers to stay in the classroom and in classroom associated work.
- Provide funding for veteran teachers to work with beginning teachers.
- Encourage realistic assignments and schedules for first year teachers.
- Fully fund mentoring and professional development programs.
- Provide financial support for colleges/universities to assist in the direct and on-line induction activities for new teachers.
- Provide increased financial incentives for teachers to gain National Board for Professional Teaching Standards certification, including assistance with the cost of preparation and increased pay.
- Create alternative contracts so some teachers can work year-round.
- Help districts promote job sharing contracts so teachers can share positions with another working spouse or colleague.
- Consider increasing planning time for all teachers to increase collaborative opportunities during the school day.

Teacher Preparation - While the Council for Education Deans in Kansas fully appreciates the need for addressing all four of these areas to fully attack the teacher shortage

problem, specific remedies regarding teacher preparation fall to the state's institutions of higher education to resolve. As Commissioner Posny has emphasized, any solutions must jointly consider both maintaining the high quality of the teacher workforce while also getting more teachers into the teaching pipeline. With this qualification in mind, we propose several recommendations for the teacher preparation portion of the teacher shortage problem in Kansas

- Fully advertise in the state's high schools, on all university campuses, and on the KSDE and Board of Regents web-sites those programs available to Kansas students interested in teaching careers, including the Kansas tuition reimbursement programs and the new federally funded TEACH grants. These programs target content shortage areas and high needs geographic locations and can serve as an impetus to bring new students into the teaching pipeline.
- Create more programs like the legislatively funded Board of Regents plan in 2007 that will provide continuous support for both the creation of new university-based teacher preparation programs and the extension of current programs to enhance capacity for preparing new teachers.
- Encourage university-based alternative teacher preparation programs that are aligned with the state's performance-based standards.
- Provide funding to support K-12 professional development school partnerships with institutions of higher education.
- Provide funding for clinical faculty members (teachers-in-residence) from local school districts to expand the pool of faculty for training new teachers who won't be affected by the tenure and promotion process.
- Provide funding for teacher education programs to be able to provide support for their graduates during their first three years of teaching after graduation. New teachers would benefit from Saturday workshops, summer institutes, and subsidized masters degree programs designed specifically for classroom teachers to begin soon after graduation.
- Provide funding to increase university stipends for P-12 teachers who supervise student teachers. The \$53.50 allotted by the Kansas Board of Regents in 1974 has not kept pace with inflation over the past three decades.
- Encourage alternative delivery of professional education course work (e.g., on-line, cohort-based, evening and weekend intensive, etc.).
- Enhance first year mentoring/ support for recent graduates.
- Encourage reconsideration of state policy to allow school districts to pay students for their internship and student teaching experiences.



Division of Fiscal and Administrative Services

785-296-3871
785-296-0459 (fax)

120 SE 10th Avenue • Topeka, KS 66612-1182 • (785) 296-6338 (TTY) • www.ksde.org

January 31, 2008

TO: House Appropriations Committee

FROM: Dale M. Dennis, Deputy
Commissioner of Education

SUBJECT: Employment of Retired Teachers

The House Appropriations Committee requested that we survey unified school districts to determine the number of retired teachers employed during the 2007-08 school year with a salary over \$20,000. Attached you will find a copy of the survey document as well as the survey results.

As you will note, school districts responded that they are employing approximately 638 retired teachers during the current school year that are being paid over \$20,000.

We also asked the school district administrators how many of these retired teachers were employed through a private contractor. Of the 638 retired teachers employed, 33 were employed through private contractors.

We hope this information will be of assistance to you.

h:leg:HAC—Retired Teachers—1-31-08

HOUSE APPROPRIATIONS

DATE 1-31-2008
ATTACHMENT 4

Tamara Milligan

From: Dale Dennis
Sent: Monday, January 14, 2008 2:50 PM
To: 'SUPS@LISTSERV.KSDE.ORG'
Cc: 'bdclerks@listserv.ksde.org'
Subject: IMPORTANT--SURVEY--RETIRED EMPLOYEES

We have received a request from the House Appropriations Committee for information on the number of retired teachers employed in school districts that have a salary that exceeds \$20,000.

Please respond to the question below and return to Dale M. Dennis via e-mail (ddennis@ksde.org) or by fax (785-296-0459) by no later than Monday, January 21, 2008.

Name and No. of USD _____

1. How many teachers do you have employed in your school district (including those employed through a private contractor) that have retired under KPERs and have a 2007-08 salary that exceeds \$20,000?

(A). No. of retired teachers with salary exceeding \$20,000 _____

(B). No. of retired teachers **included above in Line (A)** that are employed through a private contractor _____

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USD No.	County Name	USD Name	2007-08	2007-08
			No. of Retired	No. of Retired
			Teachers	Teachers
			w/Salary over \$20,000	Private Contractor
256	Allen	Marmaton Valley	1.0	0.0
257	Allen	Iola	3.0	0.0
258	Allen	Humboldt	0.0	0.0
365	Anderson	Garnett	5.0	0.0
479	Anderson	Crest	0.0	0.0
377	Atchison	Atchison County	1.0	0.0
409	Atchison	Atchison	0.0	0.0
254	Barber	Barber Co.	4.0	0.0
255	Barber	South Barber Co.	0.0	0.0
354	Barton	Claflin	0.0	0.0
355	Barton	Ellinwood	1.0	0.0
428	Barton	Great Bend	2.0	0.0
431	Barton	Hoisington	1.0	0.0
234	Bourbon	Ft. Scott	4.0	0.0
235	Bourbon	Uniontown	0.0	0.0
415	Brown	Hiawatha	0.0	0.0
430	Brown	Brown County	0.0	0.0
205	Butler	Leon	3.0	0.0
206	Butler	Remington-Whitewater	0.0	0.0
375	Butler	Circle	2.0	0.0
385	Butler	Andover	7.0	0.0
394	Butler	Rose Hill	4.0	0.0
396	Butler	Douglass	1.0	0.0
402	Butler	Augusta	4.0	0.0
490	Butler	El Dorado	11.0	0.0
492	Butler	Flinthills	2.0	0.0
284	Chase	Chase County	1.0	0.0
285	Chautauqua	Cedar Vale	5.0	0.0
286	Chautauqua	Chautauqua	0.0	0.0
404	Cherokee	Riverton	0.0	0.0
493	Cherokee	Columbus	2.0	0.0
499	Cherokee	Galena	1.0	0.0
508	Cherokee	Baxter Springs	0.0	0.0
103	Cheyenne	Cheylin	0.0	0.0
297	Cheyenne	St. Francis	1.0	1.0
219	Clark	Minneola	0.0	0.0
220	Clark	Ashland	0.0	0.0
379	Clay	Clay Center	0.0	0.0

USD No.	County Name	USD Name	2007-08	2007-08
			No. of Retired Teachers w/Salary over \$20,000	No. of Retired Teachers Private Contractor
333	Cloud	Concordia	1.0	0.0
334	Cloud	Southern Cloud	0.0	0.0
243	Coffey	Lebo-Waverly	10.0	0.0
244	Coffey	Burlington	0.0	0.0
245	Coffey	LeRoy-Gridley	2.0	0.0
300	Comanche	Comanche County	2.0	0.0
462	Cowley	Central	3.0	0.0
463	Cowley	Udall	2.0	0.0
465	Cowley	Winfield	12.0	0.0
470	Cowley	Arkansas City	1.0	1.0
471	Cowley	Dexter	0.0	0.0
246	Crawford	Northeast	0.0	0.0
247	Crawford	Cherokee	1.0	0.0
248	Crawford	Girard	0.0	0.0
249	Crawford	Frontenac	1.0	0.0
250	Crawford	Pittsburg	8.0	0.0
294	Decatur	Oberlin	0.0	0.0
393	Dickinson	Solomon	1.0	0.0
435	Dickinson	Abilene	0.0	0.0
473	Dickinson	Chapman	1.0	0.0
481	Dickinson	Rural Vista	2.0	0.0
487	Dickinson	Herington	1.0	0.0
406	Doniphan	Wathena	0.0	0.0
425	Doniphan	Highland	0.0	0.0
429	Doniphan	Troy	1.0	1.0
433	Doniphan	Midway	0.0	0.0
486	Doniphan	Elwood	2.0	0.0
348	Douglas	Baldwin City	0.0	0.0
491	Douglas	Eudora	3.0	0.0
497	Douglas	Lawrence	7.0	0.0
347	Edwards	Kinsely-Offerle	0.0	0.0
502	Edwards	Lewis	1.0	0.0
282	Elk	West Elk	3.0	0.0
283	Elk	Elk Valley	2.0	0.0
388	Ellis	Ellis	0.0	0.0
432	Ellis	Victoria	0.0	0.0
489	Ellis	Hays	1.0	0.0
327	Ellsworth	Ellsworth	0.0	0.0

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			2007-08	2007-08
			No. of Retired	No. of Retired
			Teachers	Teachers
			w/Salary over	Private
USD No.	County Name	USD Name	\$20,000	Contractor
328	Ellsworth	Lorraine	0.0	0.0
363	Finney	Holcomb	1.0	0.0
457	Finney	Garden City	11.0	0.0
381	Ford	Spearville	0.0	0.0
443	Ford	Dodge City	2.0	0.0
459	Ford	Bucklin	0.0	0.0
287	Franklin	West Franklin	1.0	0.0
288	Franklin	Central Heights	3.0	0.0
289	Franklin	Wellsville	4.0	0.0
290	Franklin	Ottawa	5.0	0.0
475	Geary	Junction City	5.0	0.0
291	Gove	Grinnell	2.0	2.0
292	Gove	Grainfield	0.0	0.0
293	Gove	Quinter	0.0	0.0
281	Graham	Hill City	0.0	0.0
214	Grant	Ulysses	1.0	0.0
102	Gray	Cimarron-Ensign	3.0	0.0
371	Gray	Montezuma	0.0	0.0
476	Gray	Copeland	0.0	0.0
477	Gray	Ingalls	4.0	4.0
200	Greeley	Greeley County	0.0	0.0
386	Greenwood	Madison-Virgil	0.0	0.0
389	Greenwood	Eureka	1.0	0.0
390	Greenwood	Hamilton	1.0	0.0
494	Hamilton	Syracuse	0.0	0.0
361	Harper	Anthony-Harper	2.0	2.0
511	Harper	Attica	0.0	0.0
369	Harvey	Burrton	0.0	0.0
373	Harvey	Newton	15.0	0.0
439	Harvey	Sedgwick	1.0	0.0
440	Harvey	Halstead	0.0	0.0
460	Harvey	Hesston	0.0	0.0
374	Haskell	Sublette	0.0	0.0
507	Haskell	Satanta	0.0	0.0
227	Hodgeman	Jetmore	2.0	2.0
228	Hodgeman	Hanston	0.0	0.0
335	Jackson	North Jackson	0.0	0.0
336	Jackson	Holton	1.0	0.0

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			2007-08	2007-08
			No. of Retired	No. of Retired
			Teachers	Teachers
			w/Salary over	Private
USD No.	County Name	USD Name	\$20,000	Contractor
337	Jackson	Mayetta	2.0	0.0
338	Jefferson	Valley Halls	1.0	0.0
339	Jefferson	Jefferson County	0.0	0.0
340	Jefferson	Jefferson West	1.0	0.0
341	Jefferson	Oskaloosa	1.0	1.0
342	Jefferson	McLouth	1.0	0.0
343	Jefferson	Perry	1.0	0.0
107	Jewell	Rock Hills	3.0	0.0
279	Jewell	Jewell	0.0	0.0
229	Johnson	Blue Valley	40.0	0.0
230	Johnson	Spring Hill	0.0	0.0
231	Johnson	Gardner-Edgerton	5.0	0.0
232	Johnson	DeSoto	7.0	0.0
233	Johnson	Olathe	30.0	0.0
512	Johnson	Shawnee Mission	16.0	0.0
215	Kearny	Lakin	3.0	3.0
216	Kearny	Deerfield	0.0	0.0
331	Kingman	Kingman	4.0	1.0
332	Kingman	Cunningham	2.0	0.0
422	Kiowa	Greensburg	0.0	0.0
424	Kiowa	Mullinville	6.0	4.0
474	Kiowa	Haviland	0.0	0.0
503	Labette	Parsons	2.0	0.0
504	Labette	Oswego	0.0	0.0
505	Labette	Chetopa	0.0	0.0
506	Labette	Labette County	2.0	0.0
468	Lane	Healy	0.0	0.0
482	Lane	Dighton	0.0	0.0
207	Leavenworth	Ft. Leavenworth	0.0	0.0
449	Leavenworth	Easton	0.0	0.0
453	Leavenworth	Leavenworth	9.0	0.0
458	Leavenworth	Basehor-Linwood	5.0	0.0
464	Leavenworth	Tonganoxie	6.0	0.0
469	Leavenworth	Lansing	1.0	0.0
298	Lincoln	Lincoln	2.0	0.0
299	Lincoln	Sylvan Grove	0.0	0.0
344	Linn	Pleasanton	0.0	0.0
346	Linn	Jayhawk	0.0	0.0

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			2007-08	2007-08
			No. of Retired	No. of Retired
			Teachers	Teachers
			w/Salary over	Private
USD No.	County Name	USD Name	\$20,000	Contractor
362	Linn	Prairie View	0.0	0.0
274	Logan	Oakley	2.0	0.0
275	Logan	Triplains	0.0	0.0
251	Lyon	North Lyon Co.	2.0	0.0
252	Lyon	Southern Lyon Co.	0.0	0.0
253	Lyon	Emporia	8.0	0.0
397	Marion	Centre	0.0	0.0
398	Marion	Peabody-Burns	0.0	0.0
408	Marion	Marion	1.0	0.0
410	Marion	Durham-Hills	0.0	0.0
411	Marion	Goessel	2.0	0.0
364	Marshall	Marysville	0.0	0.0
380	Marshall	Vermillion	0.0	0.0
488	Marshall	Axtell	2.0	0.0
498	Marshall	Valley Heights	0.0	0.0
400	McPherson	Smoky Valley	0.0	0.0
418	McPherson	McPherson	3.0	0.0
419	McPherson	Canton-Galva	3.0	0.0
423	McPherson	Moundridge	0.0	0.0
448	McPherson	Inman	1.0	0.0
225	Meade	Fowler	0.0	0.0
226	Meade	Meade	0.0	0.0
367	Miami	Osawatomie	0.0	0.0
368	Miami	Paola	2.0	0.0
416	Miami	Louisburg	2.0	0.0
272	Mitchell	Waconda	0.0	0.0
273	Mitchell	Beloit	0.0	0.0
436	Montgomery	Caney	0.0	0.0
445	Montgomery	Coffeyville	2.0	0.0
446	Montgomery	Independence	0.0	0.0
447	Montgomery	Cherryvale	6.0	0.0
417	Morris	Morris County	1.0	0.0
217	Morton	Rolla	0.0	0.0
218	Morton	Elkhart	0.0	0.0
441	Nemaha	Sabetha	1.0	0.0
442	Nemaha	Nemaha Valley	0.0	0.0
451	Nemaha	B & B	0.0	0.0
101	Neosho	Erie-St. Paul	2.0	0.0

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			2007-08	2007-08
			No. of Retired	No. of Retired
			Teachers	Teachers
			w/Salary over	Private
USD No.	County Name	USD Name	\$20,000	Contractor
413	Neosho	Chanute	1.0	0.0
106	Ness	Western Plains	2.0	0.0
303	Ness	Ness City	0.0	0.0
211	Norton	Norton	0.0	0.0
212	Norton	Northern Valley	1.0	1.0
213	Norton	West Solomon	0.0	0.0
420	Osage	Osage City	3.0	0.0
421	Osage	Lyndon	1.0	0.0
434	Osage	Santa Fe	4.0	0.0
454	Osage	Burlingame	2.0	0.0
456	Osage	Marais Des Cygnes	1.0	0.0
392	Osborne	Osborne	2.0	0.0
239	Ottawa	North Ottawa Co.	1.0	0.0
240	Ottawa	Twin Valley	3.0	0.0
495	Pawnee	Ft. Larned	1.0	0.0
496	Pawnee	Pawnee Heights	0.0	0.0
324	Phillips	Eastern Heights	2.0	0.0
325	Phillips	Phillipsburg	1.0	0.0
326	Phillips	Logan	0.0	0.0
320	Pottawatomie	Wamego	1.0	0.0
321	Pottawatomie	Kaw Valley	1.0	0.0
322	Pottawatomie	Onaga	2.0	0.0
323	Pottawatomie	Westmoreland	0.0	0.0
382	Pratt	Pratt	1.0	0.0
438	Pratt	Skyline	0.0	0.0
105	Rawlins	Rawlins County	0.0	0.0
308	Reno	Hutchinson	1.0	0.0
309	Reno	Nickerson	1.0	0.0
310	Reno	Fairfield	0.0	0.0
311	Reno	Pretty Prairie	1.0	0.0
312	Reno	Haven	1.0	0.0
313	Reno	Buhler	4.0	0.0
109	Republic	Republic County	6.0	0.0
426	Republic	Pike Valley	1.0	0.0
376	Rice	Sterling	1.0	0.0
401	Rice	Chase	2.0	0.0
405	Rice	Lyons	2.0	0.0
444	Rice	Little River	1.0	0.0

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			2007-08	2007-08
			No. of Retired	No. of Retired
			Teachers	Teachers
			w/Salary over	Private
USD No.	County Name	USD Name	\$20,000	Contractor
378	Riley	Riley County	2.0	0.0
383	Riley	Manhattan	4.0	4.0
384	Riley	Blue Valley	0.0	0.0
269	Rooks	Palco	0.0	0.0
270	Rooks	Plainville	0.0	0.0
271	Rooks	Stockton	0.0	0.0
395	Rush	LaCrosse	0.0	0.0
403	Rush	Otis-Bison	1.0	0.0
399	Russell	Paradise	0.0	0.0
407	Russell	Russell	1.0	0.0
305	Saline	Salina	9.0	0.0
306	Saline	Southeast of Saline	0.0	0.0
307	Saline	Ell-Saline	1.0	0.0
466	Scott	Scott County	1.0	0.0
259	Sedgwick	Wichita	40.0	0.0
260	Sedgwick	Derby	15.0	0.0
261	Sedgwick	Haysville	11.0	0.0
262	Sedgwick	Valley Center	2.0	0.0
263	Sedgwick	Mulvane	11.0	0.0
264	Sedgwick	Clearwater	0.0	0.0
265	Sedgwick	Goddard	3.0	0.0
266	Sedgwick	Maize	5.0	0.0
267	Sedgwick	Renwick	4.0	3.0
268	Sedgwick	Cheney	1.0	0.0
480	Seward	Liberal	1.0	0.0
483	Seward	Kismet-Plains	2.0	0.0
345	Shawnee	Seaman	2.0	0.0
372	Shawnee	Silver Lake	2.0	0.0
437	Shawnee	Auburn Washburn	7.0	0.0
450	Shawnee	Shawnee Heights	6.0	0.0
501	Shawnee	Topeka	11.0	0.0
412	Sheridan	Hoxie	0.0	0.0
352	Sherman	Goodland	0.0	0.0
237	Smith	Smith Center	0.0	0.0
238	Smith	West Smith Co.	0.0	0.0
349	Stafford	Stafford	1.0	1.0
350	Stafford	St. John-Hudson	4.0	0.0
351	Stafford	Macksville	1.0	0.0

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			2007-08	2007-08
			No. of Retired	No. of Retired
			Teachers	Teachers
			w/Salary over	Private
USD No.	County Name	USD Name	\$20,000	Contractor
452	Stanton	Stanton County	0.0	0.0
209	Stevens	Moscow	0.0	0.0
210	Stevens	Hugoton	2.0	0.0
353	Sumner	Wellington	7.0	1.0
356	Sumner	Conway Springs	0.0	0.0
357	Sumner	Belle Plaine	0.0	0.0
358	Sumner	Oxford	2.0	0.0
359	Sumner	Argonia	0.0	0.0
360	Sumner	Caldwell	0.0	0.0
509	Sumner	South Haven	1.0	0.0
314	Thomas	Brewster	1.0	0.0
315	Thomas	Colby	0.0	0.0
316	Thomas	Golden Plains	1.0	0.0
208	Trego	WaKeeney	1.0	0.0
329	Wabaunsee	Alma	1.0	0.0
330	Wabaunsee	Wabaunsee East	2.0	1.0
241	Wallace	Wallace	0.0	0.0
242	Wallace	Weskan	0.0	0.0
108	Washington	Washington County	5.0	0.0
223	Washington	Barnes	0.0	0.0
224	Washington	Clifton-Clyde	0.0	0.0
467	Wichita	Leoti	0.0	0.0
387	Wilson	Altoona-Midway	1.0	0.0
461	Wilson	Neodesha	0.0	0.0
484	Wilson	Fredonia	2.0	0.0
366	Woodson	Woodson	0.0	0.0
202	Wyandotte	Turner	4.0	0.0
203	Wyandotte	Piper	3.0	0.0
204	Wyandotte	Bonner Springs	10.0	0.0
500	Wyandotte	Kansas City	7.0	0.0
	TOTAL		638.0	33.0

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REVISION #2

2008 HOUSE BUDGET COMMITTEES

Agriculture and Natural Resources

Members

Larry Powell, Chair; John Grange, Vice-Chair; **Doug Gatewood, Ranking Minority Member**

Clay Aurand; **Sydney Carlin**; Vaughn Flora; Carl Holmes; **Sharon Schwartz**; **Jason Watkins**

Agency	Fiscal Analyst	Final Appropriations Committee Action
Dept. of Health and Environment - Environment	Leah Robinson	2/13/2008
Kansas Corporation Commission	Heather O'Hara	2/20/2008
Citizens' Utility Ratepayer Board	Heather O'Hara	2/20/2008
Animal Health Department	Heather O'Hara	3/5/2008
Kansas State Fair Board	Heather O'Hara	3/5/2008
Board of Accountancy	Cody Gorges	3/7/2008
State Bank Commissioner	Jarod Waltner	3/7/2008
Department of Credit Unions	Cody Gorges	3/7/2008
Securities Commissioner	Cody Gorges	3/7/2008
Board of Veterinary Examiners	Michael Steiner	3/7/2008
Department of Commerce	Reed Holwegner	3/12/2008
Kansas Inc.	Reed Holwegner	3/12/2008
Kansas Technology Enterprise Corp.	Reed Holwegner	3/12/2008
Department of Agriculture	Heather O'Hara	3/13/2008
State Conservation Commission	Heather O'Hara	3/13/2008
Kansas Water Office	Heather O'Hara	3/13/2008
Department of Wildlife and Parks	Julian Efird	3/13/2008

Note: Appropriations Committee members shown in bold.

2008 HOUSE BUDGET COMMITTEES**Education****Members**

Joe McLeland, Chair; Mike O'Neal, Vice-Chair; Bob Grant, Ranking Minority Member

John Faber, **Bill Feuerborn**, Lana Gordon, Deena Horst, **Ty Masterson, Tom Sawyer**

Agency	Fiscal Analyst	Final Appropriations Committee Action
Fort Hays State University	Audrey Dunkel	2/21/2008
Kansas State University	Audrey Dunkel	2/21/2008
KSU - Extension Systems and Agricultural	Audrey Dunkel	2/21/2008
KSU - Veterinary Medical Center	Audrey Dunkel	2/21/2008
Emporia State University	Audrey Dunkel	2/21/2008
Pittsburg State University	Audrey Dunkel	2/21/2008
University of Kansas	Audrey Dunkel	2/21/2008
University of Kansas Medical Center	Audrey Dunkel	2/21/2008
Wichita State University	Audrey Dunkel	2/21/2008
Board of Regents	Audrey Dunkel	2/21/2008
Behavioral Sciences Regulatory Board	Aaron Klaassen	3/7/2008
Board of Healing Arts	Aaron Klaassen	3/7/2008
Department of Education	Leah Robinson	3/11/2008
School for the Blind	J.G. Scott	3/12/2008
School for the Deaf	J.G. Scott	3/12/2008
State Historical Society	Aaron Klaassen	3/12/2008
State Library	Aaron Klaassen	3/14/2008
Kansas Arts Commission	Aaron Klaassen	3/14/2008

Note: Appropriations Committee members shown in bold.

2008 HOUSE BUDGET COMMITTEES

General Government

Members

Kevin Yoder, Chair; Kasha Kelly, Vice-Chair; **Harold Lane, Ranking Minority Member**

Virginia Beamer, Tom Burroughs, Rocky Fund, Annie Kuether, Charles Roth, JoAnn Pottorff

Agency	Fiscal Analyst	Final Appropriations Committee Action
Judicial Council	Reed Holwegner	2/19/2008
Judicial Branch	Reed Holwegner	2/19/2008
Kansas Human Rights Commission	Jarod Waltner	2/20/2008
Department of Administration	Julian Efird	2/22/2008
Governmental Ethics Commission	Kimbra Caywood McCarthy	2/22/2008
Office of the Governor	Leah Robinson	2/25/2008
Lieutenant Governor	Leah Robinson	2/25/2008
Attorney General	Leah Robinson	2/25/2008
Secretary of State	Leah Robinson	2/25/2008
State Treasurer	Aaron Klaassen	2/25/2008
Insurance Department	Cody Gorges	2/25/2008
Kansas Public Employees Retirement System	Julian Efird	2/26/2008
Kansas Lottery	Julian Efird	3/7/2008
Kansas Racing and Gaming Commission	Julian Efird	3/7/2008
Board of Barbering	Kimbra Caywood McCarthy	3/7/2008
Board of Cosmetology	Kimbra Caywood McCarthy	3/7/2008
Kansas Dental Board	Cody Gorges	3/7/2008
Board of Mortuary Arts	Kimbra Caywood McCarthy	3/7/2008
Kansas Board of Hearing Aid Examiners	Kimbra Caywood McCarthy	3/7/2008
Optometry Board	Heather O'Hara	3/7/2008
Board of Pharmacy	Cody Gorges	3/7/2008
Real Estate Appraisal Board	Michael Steiner	3/7/2008
Real Estate Commission	Michael Steiner	3/7/2008
Board of Tax Appeals	Reed Holwegner	3/10/2008
Department of Revenue	Reed Holwegner	3/10/2008
Department of Labor	Cody Gorges	3/12/2008

Note: Appropriations Committee members shown in bold.

2008 HOUSE BUDGET COMMITTEES

Legislative Budget

Members

Sharon Schwartz, Chair; Jene Vickrey, Vice-Chair; Dennis McKinney, Ranking Minority Member
 Don Dahl, Ray Merrick, Melvin Neufeld, Eber Phelps, Jim Ward

Agency	Fiscal Analyst	Final Appropriations Committee Action
Legislative Coordinating Council	J.G. Scott	3/10/2008
Legislative Research Department	J.G. Scott	3/10/2008
Revisor of Statutes	J.G. Scott	3/10/2008
Legislature	J.G. Scott	3/10/2008
Division of Post Audit	J.G. Scott	3/10/2008

Note: Appropriations Committee members shown in bold.

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2008 HOUSE BUDGET COMMITTEES**Transportation and Public Safety****Members**

Lee Tafanelli, Chair; Mitch Holmes, Vice-Chair; Jerry Williams, Ranking Minority Member

Paul Davis, Stan Frownfelter, Tom Moxley, Tim Owens, Jeff Whitham, **Kay Wolf**

Agency	Fiscal Analyst	Final Appropriations Committee Action
Department of Corrections	Jarod Waltner	2/12/2008
El Dorado Correctional Facility	Jarod Waltner	2/12/2008
Ellsworth Correctional Facility	Jarod Waltner	2/12/2008
Hutchinson Correctional Facility	Jarod Waltner	2/12/2008
Lansing Correctional Facility	Jarod Waltner	2/12/2008
Larned Correctional Mental Health Facility	Jarod Waltner	2/12/2008
Norton Correctional Facility	Jarod Waltner	2/12/2008
Topeka Correctional Facility	Jarod Waltner	2/12/2008
Winfield Correctional Facility	Jarod Waltner	2/12/2008
Juvenile Justice Authority	Michael Steiner	2/18/2008
Juvenile Correctional Facilities	Michael Steiner	2/18/2008
Atchison Juvenile Correctional Facility	Michael Steiner	2/18/2008
Beloit Juvenile Correctional Facility	Michael Steiner	2/18/2008
Larned Juvenile Correctional Facility	Michael Steiner	2/18/2008
Kansas Juvenile Correctional Complex	Michael Steiner	2/18/2008
Board of Indigents' Defense Services	Reed Holwegner	2/19/2008
Kansas Department of Transportation	Julian Efirid	2/21/2008
Adjutant General	Aaron Klaassen	3/5/2008
State Fire Marshal	Aaron Klaassen	3/5/2008
Kansas Parole Board	Jarod Waltner	3/5/2008
Highway Patrol	Aaron Klaassen	3/5/2008
Kansas Bureau of Investigation	Aaron Klaassen	3/5/2008
Emergency Medical Services Board	Aaron Klaassen	3/5/2008
Sentencing Commission	Jarod Waltner	3/5/2008
Kansas Commission on Peace Officers' Standards	Aaron Klaassen	3/5/2008
Abstracters Board of Examiners	Michael Steiner	3/7/2008
Board of Technical Professions	Michael Steiner	3/7/2008

Note: Appropriations Committee members shown in bold.

2008 HOUSE BUDGET COMMITTEES

Social Services

Members

Bob Bethell, Chair; Peggy Mast, Vice-Chair, **Jerry Henry, Ranking Minority Member**

Barbara Ballard, David Crum, **Pat George**, Tom Hawk, **Dick Kelsey**, Marc Rhoades,

Agency	Fiscal Analyst	Final Appropriations Committee Action
Dept. of Health and Environment - Health	Leah Robinson	2/13/2008
Kansas Guardianship Program	Cody Gorges	2/20/2008
Health Policy Authority	Amy Deckard	3/6/2008
Social and Rehabilitation Services	Amy Deckard	3/6/2008
Board of Nursing	Aaron Klaassen	3/7/2008
Health Care Stabilization Fund Board	Cody Gorges	3/10/2008
Commission on Veterans Affairs	Cody Gorges	3/10/2008
Kansas Neurological Institute	Kimbra Caywood McCarthy	3/11/2008
Larned State Hospital	Kimbra Caywood McCarthy	3/11/2008
Osawatomie State Hospital	Kimbra Caywood McCarthy	3/11/2008
Parsons State Hospital	Kimbra Caywood McCarthy	3/11/2008
Rainbow Mental Health Facility	Kimbra Caywood McCarthy	3/11/2008
Department on Aging	Amy Deckard	3/13/2008

Note: Appropriations Committee members shown in bold.