

Testimony before House Commerce Committee

Sub HB 2027

March 6, 2013

Mr. Chairman and Members of the Committee:

Thank you for the opportunity to share with you from the perspective of the Governor's Task Force on School Efficiencies on Sub HB 2027. Taskforce Recommendation # 6 addresses the issues reflected in this bill. It is copied below:

6	<p>Revise/narrow the Professional Negotiations Act to prevent it from hindering operational flexibility/resource assignment.</p> <p>A. Review tenure, as suggested by superintendents in the KASB School District Efficiency Committee's Report.</p> <p>B. Replace the salary schedule with a salary range based upon various criteria (e.g., experience, education, area of expertise,</p>	<p>The current topics/categories that are subject to negotiation limit the basic ability for a district superintendent to efficiently manage district resources.</p> <p>A. Administrators need flexibility in making hiring/firing decisions so that district resources can be allocated efficiently and effectively to teachers who generate positive learning outcomes and strengthen student achievement. As noted in the KASB School District Efficiency Committee's Report to the task force, districts must provide tenured teachers with an independent hearing process prior to termination; pay salaries, attorney fees, and hearing office fees until the issue is resolved; or negotiated settlements for resignation. As noted by superintendents, this hampers districts' efficiency efforts.</p> <p>B. Administrators need the ability to negotiate individual teacher contracts and compensate them on the basis</p>
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Development Committee

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	<p>etc.).</p> <p>C. Narrow the number of mandatory negotiable items. These items (e.g., work hours, amount of work, insurance benefits, force reductions, professional evaluation procedures, etc.) should be changed from mandatory to permissible items for negotiation.</p>	<p>of their assignment and performance. Districts must have flexibility and discretion to differentiate salaries based upon various criteria (e.g., experience, education, area of expertise, etc.).</p> <p>C. Changing certain negotiable items from mandatory to permissible allows school boards to determine what works best locally to drive efficiencies and best serve students, teachers, and the community.</p>
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This bill specifically addresses item C. under taskforce recommendation #6.

This recommendation by the taskforce was made based largely upon many conversations between taskforce members and school administrators from all over the state Kansas.

We heard in those conversations that the current constraints of the professional negotiations act hinders the ability of administrators and school boards to make staff resource decisions and assignments that they often believe would best meet the needs of their students. That is why the taskforce recommended, among other things, narrowing the number of mandatorily negotiable items.

Our recommendation also reflected input from Kansas Association of School Boards, who made a similar recommendation from their taskforce.

My reading of the bill leads me to understand that it will provide more flexibility for school administrators and school boards to manage staff and resources and differentiate compensation based on teacher assignment and performance.

Based upon the taskforce findings and recommendations, I stand in support of Sub HB 2027.

Respectfully,

Ken Willard, Chairman of the Governor's School Efficiency Taskforce