

# KSSA

KANSAS  
SCHOOL  
SUPERINTENDENTS'  
ASSOCIATION

Testimony before the  
**House Committee on Commerce, Labor and Economic Development**  
on  
**Substitute HB 2027 - Contract Negotiations**

by  
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Kansas School Superintendents' Association

March 6, 2013

Mr. Chairman, Members of the Committee:

Thank you for the opportunity to comment on **Substitute HB 2027** on behalf of the Kansas School Superintendents' Association (KSSA). We submit this testimony as a proponent on the bill as it contains provisions that the majority of our membership support.

The mission of the Kansas School Superintendents' Association (KSSA) is to serve the growth, development and general encouragement of the Kansas system of education. As educational leaders, superintendents must demonstrate accountability for increased student achievement - to parents and lawmakers - and maintain high expectations for each and every student.

In late January, KSSA provided written testimony on HB 2085 as a neutral party on the bill that was introduced in this committee. We supported several parts of that bill, but felt there needed to be additional study on other aspects of it.

A survey of membership conducted in early February indicated a desire on the part of the membership of KSSA to limit the scope of collective bargaining. Our membership also made clear that they desired for collective bargaining to continue and that KNEA, or any other designed agent, should continue to be allowed to negotiate on behalf of teaching staff.

To further discuss this issue and confirm the results of the survey, we convened a meeting of the KSSA Board of Directors. They unanimously endorsed the bill before this committee, with the hope of further amendments or study to ensure that KNEA retains the right to bargain on behalf of teaching staff. Therefore, on behalf of our membership, we stand before you today.

House Commerce & Economic  
Development Committee

Date: 3.6.13

Attachment #: 2

The education world has changed dramatically since the collective bargaining statute was put in place over 40 years ago. Just over the last decade the demands on schools, teachers, superintendents and school boards have increased first with No Child Left Behind and most recently, a federal waiver obtained by Kansas which have requirements attached to them for implementation.

Superintendents believe that this rapid change in public expectation for education places demands on the educational system that must be addressed in a collaborative manner with all stakeholders, but can't always be included in the collective bargaining process.

An excellent example of the external requirements and our collaboration, is the work superintendents, teachers and school boards have done on the teacher and administrator evaluation process.

As a condition of the waiver Kansas received from No Child Left Behind, school districts are required to have a new evaluation system and procedure. KSSA supports strengthening teacher and administrator evaluation. As an organization, we have been actively involved in the development of the Kansas Educator Evaluation Protocol (KEEP) program with the State Department of Education and our other education colleagues.

While KSSA supports removing evaluation procedures from the list of items included in collective bargaining with teachers, we also believe that teachers and administrators should have input into the development of evaluation systems *outside* of the negotiation process.

KSSA recognizes research that show one of the most significant factors in student performance is the quality of the teacher in the classroom. While Superintendents desire to remove some procedures from the list of items included in collective bargaining, we believe that good leadership starts with a collaborative environment and thus teachers, administrators and school boards should have input and development on many issues outside of the negotiation process.

Superintendents want to reiterate our support for the good work that teachers are doing every single day with students. Our goal in providing this testimony is not to strip teachers of all collective bargaining rights and "devalue" their contribution to student learning. Rather, we want to point out that external factors and laws, that were not present 40 years ago, are upon us today. Therefore, we strongly support collaboration with teachers and staff, but not always under the requirements of collective bargaining.

Again, thank you for the opportunity to provide testimony on this bill.