



**KANSAS ASSOCIATION
OF SCHOOL BOARDS**

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Testimony before the
Senate Committee on Education
on
SB 2 - Multi-year Teacher Contracts
by

Mark Tallman, Associate Executive Director for Advocacy

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Mr. Chairman, Members of the Committee:

Thank you for the opportunity to testify on **SB 2**, which would authorize school boards to offer two- or three-year contracts to teachers. KASB appears as neutral on the bill in its current form. Our members have not requested that KASB support a change in the current teacher contract length; however, our general position is to support additional authority for boards to operate as they believe best helps students in their district succeed, with accountability based on student results.

However, there are several concerns about this bill we believe the committee should consider before taking action. First, under current law, while teachers do have individual contracts with boards each teacher is also covered by the negotiated agreement unless the district's teachers have not formed a collective bargaining unit under state law. This is a significant difference from administrators and other district employees.

Second, teachers (and administrators) currently receive an automatic renewal of their annual contract each year unless the board gives notice by the third Friday in May that the contract will not be renewed. Presumably, the intent of this bill is to allow boards to give teachers a "contract" that the teacher will not be non-renewed for the following two to three years. This would mean the board could only break that contract for good cause. Although last year's education bill removed K-12 teacher due process rights, teachers could still seek to enforce their contract rights. Any other provision in a teacher's contract would likely violate the state law regarding the collective bargaining agreement under the Professional Negotiations Act as the terms and form of the individual teacher contract are mandatorily negotiable.

Third, if the Legislature authorizes multi-year contracts, the KASB legal staff will caution our members that this action would result in various concerns about discrimination, depending upon how teachers are chosen to receive such contracts. We would expect such actions by boards to be rare.

Thank you for your consideration.