

Kansas Technical Colleges Information for Legislative Request	FHTC	MATC	NCKTC
1. How is compensation for Tech College faculty determined?	<p>a. FHTC determines compensation for technical faculty per a combination of teaching experience, professional-sector experience, industry certifications, program transferability, industry and/or accreditation standards, etc. General education faculty will meet HLC guidance for transferability of courses: They will have a master's in the field or related field for which they are teaching.</p> <p>b. In addition, our faculty has a Master Agreement contract, and it determines a baseline for entry-level salaries and years of experience.</p>	Full-time faculty are part of a bargaining unit with an annual contract. Adjuncts may be paid by a credit hour rate or other arrangement.	Full-time faculty are part of a master contract that is negotiated annually. This agreement establishes an initial placement schedule for new hires based on education level and work experience. Increases for existing faculty are negotiated annually. Incremental bonuses/incentives are also awarded for increased education, longevity, and technical credentials. Most part-time faculty are considered adjunct and are paid by the credit hour and number of students.
1a. What areas, by sector, do you have difficulty in hiring qualified faculty?	Healthcare: Nursing and Dental. Technology/Industry: Industrial Engineering, Welding, Computerized Machine Tool, Automotive Technology. Professional Services: Information Technology: Computer Program Design, Network Technology.	Information Networking Technology, Cybersecurity, Business	We have difficulty hiring all of our technical fields (Ag Tech, Auto Collision Tech, Auto Tech, Carpentry, CDL, Culinary Arts, Diesel Tech, Electricity, IT, Nursing, Plumbing-Heating, Air-Conditioning, Powersports, Respiratory Care, and Welding). Mostly because our wages can't compete with what industry is paying for these high-demand skills. In fact, in some cases our graduates will start at a higher rate than their instructors make. We have made it a priority to change this, but with limited resources it is difficult. Especially as costs for all other inputs for technical training continue to rise due to inflation.
2. What % of each institution's FTE & headcount enrollment is SB155? (All TCs answered with AY 23 data: 2022-2023)	<p>HC 35.8%</p> <p>FTE 39.1%</p> <p>(Taught on campus or at the high school)</p>	<p>36% of headcount</p> <p>18.4% of FTE</p> <p>(KBOR AY 2023 Data reports)</p>	<p>Headcount: 19%</p> <p>FTE: 8%</p>
3. What % of each institution's HS FTE and headcount enrollment is dual credit/concurrent?	<p>HC 34.8%</p> <p>FTE 39%</p> <p>(dual/concurrent credit taught at the high school)</p>	Based on KBOR Academic Year 2023 enrollment data, concurrent enrollment partnerships (CEP) / dual enrolled registrations comprised 54.7% of the overall high school FTE / student credit hours (46.7% CEP, 8.0% dual enrolled), with 39.5% of high school students participating in those courses.	<p>Headcount: 28%</p> <p>FTE: 14%</p>

4. What % of each Tech College's HS enrollment is for gen ed courses?	8% taught at high schools	Based on KBOR Academic Year 2023 enrollment data, 48.7% of MATC's high school enrollment is for gen ed courses.	54% of NCK Tech's HS Enrollment are Gen Ed Courses		
5. What % of each Tech College's HS enrollment is for CTE courses?	43% taught at high schools	Based on KBOR Academic Year 2023 enrollment data, 51.3% of MATC's high school enrollment is for career technical courses.	46% of NCK Tech's HS Enrollment are CTE Courses		
6. What scholarship or grant amounts are available from each institution for HS students that are eligible for free or reduced lunch?	Technically, free/reduced lunches do not apply to college operations. However, FHTC offers scholarships to students in technical education programs who meet eligibility requirements. Per the donor guidelines, some scholarships may not be available to high school students.		NCK Tech does not provide scholarships or grants based on free or reduced lunch status.		
7. What is the data from the Secondary Career Technical Education Credentialing & Student Transitioning to Employment Success pilot program—how many students earned HS and Tech College credit, what was the financial arrangement, and did this include a remedial math course? (Washburn Institution of Technology only)	Only Washburn Tech had this obligation.	Does not apply to MATC.	N/A		
8. Do Tech Colleges follow the same standards of the Higher Learning Commission?	YES	YES	YES		
9. For courses that are taught by a high school teacher and the student can earn college credit:					

a. what compensation does the HS teacher receive?	For General Education courses, FHTC pays \$600 a credit hour to the districts, and the districts pay their instructors a stipend for teaching. For Tech Ed courses, 30% our the SB155 monies are sent back to the districts. Some districts pay a stipend to the teaching and some use it for other things.	Gen Ed received adjunct rate for college gen ed instructors per credit hour, currently \$550/CH. In 22-23 Excel in CTE faculty received an amount determined by the school district.	NCK Tech does not directly compensate high school instructors, instead we pay the school district. For more detail, refer to (c.) below.
b. What compensation does a counselor or building rep receive?	NO	A flat stipend amount was paid to a counselor at MHS due to high volume of MATC enrollment.	A \$400/semester Concurrent Support Stipend is paid to qualifying districts. The purpose of this stipend is to assist the district in the promotion and implementation of our concurrent partnership. This stipend is awarded to the district and they determine how to utilize the funds.
c. What compensation or reimbursement does the USD receive?	See A above	In AY 23 the district received 75% of Excel in CTE funds.	NCK Tech pays the school district for the use of their instructors who are teaching during their school day. Each district then pays their instructor(s) based on terms consistent with their district's unique negotiated agreement. Our compensation to the school district is based on our adjunct pay which is \$600/credit hour for a class of at least 8 students. Classes smaller than 8 are paid on a pro-rated basis.
d. Is rent paid for classroom space used during the day or evening?	No	No	No
e. Are textbooks provided by the Technical College?	No. We do not require the high school to use the same textbook. The districts, however, have to show evidence of teaching the competencies, and the students are tested on those competencies.	At the high schools it is the responsibility of the school district. If the student takes courses online, on campus or in a hybrid delivery we work with them to provide information on options to get the books. Most tech ed "texts" are now online manuals.	If textbooks are required, students purchase them from the vendor of their choice. We do not provide textbooks for any of our students.
f. Is equipment or supplies provided by the Technical College?	No. For the courses taught by a high school teacher at the high school where the student also earns college credit, those are supplied by the high school. As professionals entering an industry, these are supplies or equipment or uniform needs for that industry. The student takes these pieces of equipment or supplies to the job. These courses are not exploratory in nature; these courses are preparing students as professionals in an economic development sector of the workforce.	MATC provides equipment or supplies if negotiated any off campus/non College facility. Generally this is the responsibility of the school district.	NCK Tech will negotiate with districts to provide some equipment or supplies if needed by our secondary partners. In most cases, this is the responsibility of the district.

NWKTC	SATC	WIT	WSU-T
Starting salary/wage for new employees is set based on consistency for similar positions across the institution, with flexibility given based upon candidate experience and work history.	The faculty are represented by a union so collectively bargain their wages. All groups are paid the same. The president has option to go outside at market value.	Compensation for technical college faculty is determined based on a matrix which utilizes earned degrees or technical certificates along with the area of the academic program.	Market analysis based on geographical and industry data, adjustments made per industry credentials that are required to meet the industry need and to adjust for experience in tech ed.
All faculty positions are difficult to hire due to our rural location as well as competition with industry salaries.	We have difficulty hiring every area. Most positions have only a few applicants for position vacancies. Main issue is wages not competing with industry wages.	NA	Nursing/Health Sciences, Applied Tech, Aviation, Robotics, Industrial Automation
Headcount 28% FTE 15%	Headcount: 25.07% FTE: 20.56%	Academic Year 2022-23 Unduplicated High School Student Headcount – 49% (777/1584) ; Academic Year 2022-23 High School CTE FTE – 46% (921/1990) FTE is calculated with credit hours divided by 15.	Excel in CTE enrollment made up 22.1% of the overall FTE/student credit hours and 33.9% of the overall headcount of students reported to KBOR in the AY23 KSPSPD Academic Year Collection for KHEDS.
Headcount 23% FTE 7%	% of HS students with Dual Enrollment except CEP Partnerships: HC:409/47.84%–FTE 4079/51.57%; % of HS students with Concurrent Enrollment (CEP Partnerships: 589/68.89%–FTE 3830/48.43%	Academic Year 2022-23 Unduplicated Student Headcount – 49% (778/1584) ; Academic Year 2022-23 High School FTE – 49% (980/1990)	Concurrent enrollment partnership (CEP) enrollments made up 43.6% of the overall high school FTE/student credit hours, with 68.8% of high school students participating in CEP classes in AY23 as submitted to KBOR in the AY23 KSPSPD Academic Year Collection for KHEDS.

Note: Some students may be counted in both of the above categories as they are enrolled in both tiered and non-tiered courses. Overall HS Headcount is 295/694 or 42.5%, overall HS Credit Hours 3502/15890 or 22%.			
33%	78.83%	Academic Year 2022-23 Headcount: 6% (91/1584)	33.9% of high school FTE was in General Education courses as submitted to KBOR in the AY23 KSPSD Academic Year Collection for KHEDS.
67%	25.07%	Academic Year 2022-23 Headcount – 49% (778/1584)	66.1% of high school FTE was in career & technical education courses as submitted to KBOR in the AY23 KSPSD Academic Year Collection for KHEDS. A small percentage (1.9%) of the overall high school enrollment was CTE but not Excel in CTE eligible due to classes being non-tiered. For these program courses WSU Tech did not charge high school students. These courses are non-tiered but are not part of the General Education enrollment for high school students.
	Note: student groups are not mutually exclusive as many students are enrolled in combinations of courses.		
None	Not applicable. HS students are not charged anything for attending CTE courses and we have no local funding source for general education courses scholarships. The school districts often provide some local scholarship.	We have the Bryden Scholarship for high school students who are eligible for free/reduced lunch or textbooks. In terms of amounts, historically, scholarship amounts have been around \$150. Future years will depend on funding levels and the number of eligible students.	We do not have scholarships specific to students on free or reduced lunch but we do have a book scholarship for students who demonstrate need.
N/A	Only applies to Washburn Tech.	Unfortunately, the individual that has this information is out of the office this week. We will be happy to provide this information upon her return.	This applies only to Washburn Tech.
Yes	YES	YES	YES

<p>We have an adjunct pay scale for general education courses and adjunct pay scale for Excel in CTE (SB 155). A copy of each scale is provided in an attachment.</p>	<p>Depends on their local school district.</p>	<p>The high school teacher receives adjunct pay per credit hour.</p>	<p>A CTE High School instructor is paid \$150 per class for 9 or fewer enrolled and \$225 for 10 or more students in a class. General education instructors are paid \$175 per credit hour for 20+ students, \$150 per credit hour for 11-19 students, or \$75 per credit hour for 10 or fewer students.</p>
<p>We have a few districts where we pay a coordinator to help with enrollment processing. The pay is calculated each semester based on (total credit hours x \$6.25) + \$100.</p>	<p>We have a small stipend we provide if the representative completes enrollment processing that we need \$250 per semester</p>	<p>None at this time.</p>	<p>After 6 months as our building liaison, they qualify for our tuition waiver for themselves and their dependents.</p>
<p>The College reimburses each district for the .5 vocational funding they would lose for state approved pathway eligible students.</p>	<p>We pay districts our standard adjunct rate, they may or may not pay the teacher with that.</p>	<p>The school districts pay their faculty through their payroll for courses taught through Washburn Tech. Washburn Tech then reimburses the school districts for these adjunct faculty payments.</p>	<p>We compensate the USD 75% of what we receive in tuition for Excel in CTE courses. There is no compensation for general education courses.</p>
<p>No</p>	<p>No</p>	<p>No</p>	<p>No</p>
<p>No, if the courses are held at the high school the textbooks are provided by the high school. If the student takes courses on campus or online the student may purchase through the college bookstore or any other source as we provide the ISBN.</p>	<p>We do not provide textbooks at high schools. Students on campus and/or online have textbooks.</p>	<p>Students purchase their textbooks from the vendor of their choice.</p>	<p>Schools are responsible for purchasing books, but any free content or content created by WSU Tech is provided at no extra cost to the USD.</p>
<p>For students attending courses on campus, the College provides a loaner iPad to high school students. All other equipment and supplies are the responsibility of the student. The College recently received some grant funds to be able to purchase loaner tool kits for several programs and continues to seek funding to remove barriers for high school students.</p>	<p>We supply equipment and supplies at the high schools for CTE courses.</p>	<p>Equipment is provided by Washburn Tech. Supplies are a shared cost.</p>	<p>As available we do support MOUs for schools to utilize equipment that would otherwise be cost prohibitive for them to offer a course.</p>