



**KANSAS ASSOCIATION
OF SCHOOL BOARDS**
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Oral Opponent Testimony

Before the

House K12 Education Budget Committee

On

HB 2411 - Authorizing local boards of education to choose which professional employees' organization to recognize as the exclusive bargaining unit for negotiations conducted under the professional negotiations act.

By Mark Tallman, Associate Executive Director for Advocacy

March 17, 2021

Madam Chair, Members of the Committee:

Thank you for the opportunity to comment on HB 2411. The United School Administrators of Kansas join us on this testimony.

This bill would amend the professional negotiations act by allowing school boards to determine which teacher organization to recognize as the exclusive bargaining unit. In most cases, KASB supports more local flexibility for local school boards to carry out their constitutional responsibility to “maintain, develop and operate” public schools. In this case, however, we are guided by action of the KASB Delegate Assembly, which has adopted the following statement: “KASB supports the current professional negotiations act as amended by the 2015 Legislature.”

Those changes were made after a former chair of the House Commerce Committee, Rep. Marvin Kleeb, asked KASB, the Kansas National Education Association, the United School Administrators of Kansas and the Kansas School Superintendents Association to work together to address concerns about teacher negotiations. Over an interim between Legislative sessions, these organizations agreed to several changes in state law. Each organization “compromised” on some of its long-standing positions, and KASB believed it achieved some important reforms. Part of the goal was to reduce conflict over negotiations legislation and provide future stability for the process.

These changes were approved overwhelmingly by the 2015 Legislature. While everyone realized we cannot bind future legislatures or future leaders or members of individual organizations, our members adopted the position noted above to support the law as amended in 2015. There have been no proposals by our members since that

time to indicate circumstances have changed. We believe this means our members are generally satisfied with the current law.

Here is a summary of the changes adopted in 2015:

1. Both sides agree to negotiate compensation every year. Compensation includes salary and wages, supplemental contract salaries, and pay for overtime.
2. Each side could then submit up to five items from the list of thirty mandatorily negotiable items. The negotiations team would be required to negotiate all of those five. This makes the maximum number of mandatory items to be negotiated in any given year between five (if both sides noticed the same items) and ten (if both sides noticed five different items).
3. All other items would then be considered permissive. If both sides agree to negotiate them, they could be discussed. This would include any leftover items from the current mandatory list of thirty, or any other item the two sides want to negotiate that might currently be considered permissive.
4. Joint training for members of the negotiations team will be mandatory. Content and format would be determined by the local negotiations team.
5. The notification date would be changed from February 1 to March 31.
6. The impasse date would be changed from June 1 to July 31.

In addition, KNEA and KASB worked together to develop common model language for disciplinary and wearing apparel.

Thank you for your consideration.