

1 [As Amended by House Committee of the Whole]

2
3 As Amended by House Committee

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5 As Amended by Senate Committee

6 *Session of 2001*

7
8 **SENATE BILL No. 191**

9
10 By Committee on Education

11
12 1-31

13
14 AN ACT concerning ~~employees of school districts and community col-~~
15 ~~leges, providing for grants of state moneys to school districts for the~~
16 ~~study of teacher compensation plans for the purpose of developing~~
17 ~~and development of alternative plans; education; providing for in-~~
18 ~~itial licensure of teachers upon completion of an alternate~~
19 ~~teacher preparation program; [relating to licensure of industrial~~
20 ~~arts teachers;] relating to tax sheltered annuities provided for~~
21 ~~employees of community colleges and school districts; amending~~
22 ~~K.S.A. 72-8603 and repealing the existing section.~~

23
24 *Be it enacted by the Legislature of the State of Kansas:*

25 **New** Section 1. — (a) As used in this section:

26 — (1) ~~“Traditional teacher compensation plan” means a compensation~~
27 ~~plan or salary schedule under which pay increases or differential pay rates~~
28 ~~are based on such measures as additional educational experience gained~~
29 ~~through acquisition of more college hours or inservice credits or comple-~~
30 ~~tion of more years of service rather than performance measures.~~

31 — (2) ~~“Alternative teacher compensation plan” means a compensation~~
32 ~~plan or salary schedule that includes components of peer mentoring and~~
33 ~~peer evaluation and that bases pay increases or differential pay rates on~~
34 ~~the demonstration of excellence or significant improvement in skills,~~
35 ~~knowledge and performance, and may include components of peer~~
36 ~~mentoring and peer evaluation.~~

37 — (b) ~~The board of education of any school district that undertakes the~~
38 ~~study of a traditional teacher compensation plan in effect in the district~~
39 ~~for the purpose of considering, developing and implementing an alter-~~
40 ~~native teacher compensation plan may apply for a grant of state moneys~~
41 ~~to finance a portion of the expenses incurred by the school district in~~
42 ~~conducting the study and developing the alternative plan. To be eligible~~
43 ~~to receive a grant of state moneys under this section, a board of education~~

~~shall submit to the state board of education an application for a grant and a description of the purpose for the study. The application and description shall be prepared in such form and manner as the state board shall require and shall be submitted at a time to be determined and specified by the state board. Approval by the state board of the application and the purpose for which the study is being undertaken is prerequisite to the award of a grant. Each board of education which is awarded a grant of state moneys shall make such periodic and special reports of statistical and financial information to the state board of education as it may request.~~

~~—(c) The state board of education shall adopt rules and regulations for the administration of this section and shall:~~

~~—(1) Establish standards and criteria for reviewing, evaluating and approving applications of school districts for grants;~~

~~—(2) evaluate and approve proposed studies of teacher compensation plans and purposes for consideration and development of alternative teacher compensation plans;~~

~~—(3) in evaluating and approving applications of school districts for grants, consider the comprehensiveness of proposed studies and the endeavors of boards of education to enlist assistance and support in the study and development of an alternative teacher compensation plan from teachers, administrators, members of school site councils, district patrons and representatives of community organizations and private sector corporations and foundations;~~

~~—(4) be responsible for awarding grants to school districts; and~~

~~—(5) request of and receive from each school district which is awarded a grant reports containing information with regard to the effectiveness of the study and progress toward development and implementation of an alternative teacher compensation plan.~~

~~—(d) Within the limits of appropriations for grants to be awarded to school districts for the purposes of this section, the state board of education shall determine the amount of such grants. In no event shall the amount of a grant to a school district exceed 50% of the amount expended by the school district in conducting a study under this section. Upon receipt of a grant of state moneys for conducting a study under this section, the amount of the grant shall be deposited in the general fund of the school district. Moneys deposited in the general fund of a school district under this subsection shall be considered reimbursement for the purpose of the school district finance and quality performance act.~~

~~—(e) The state board of education may provide any board, upon request, with technical advice and assistance regarding the development and implementation of an alternative teacher compensation plan or an application for a grant of state moneys.~~

New Section 1. The state board of education shall adopt rules

1 and regulations for administration and effectuation of the provi-
2 sions of [sections 1 through 8 of] this act and, in accordance there-
3 with, may issue an initial license to teach in this state to any person
4 who successfully completes the alternate teacher preparation
5 program.

6 New Sec. 2. As used in [sections 1 through 7 of] this act:

7 (a) “Alternate teacher preparation program” means a program
8 which is provided for by the state board of education under con-
9 tractual arrangements with an accredited Kansas teacher educa-
10 tion institution having an approved teacher education program
11 and with accredited schools and which is designed to ensure the
12 attainment of the basic competencies necessary to engagement in
13 the profession of teaching through correlation of professional de-
14 velopment study at the teacher education institution with practical
15 experience at an accredited school.

16 (b) “Teacher licensure applicant” means a person who applies
17 under authority of this act for an initial license to teach in this state.

18 New Sec. 3. (a) The alternate teacher preparation program
19 will require a teacher licensure applicant to complete:

20 (1) Nine semester hours of professional development study at
21 the teacher education institution. Professional development study
22 shall include, but not be limited to, study of adolescent psychology,
23 foundations of education, classroom management, and methodol-
24 ogy. Professional development study may be taken during a sum-
25 mer or regular session and must be completed by the applicant
26 prior to entry into the classroom;

27 (2) a 10 contact hour preservice orientation conducted by the
28 employing accredited school prior to a classroom assignment. Ori-
29 entation shall include familiarization with school policies, proce-
30 dures, curriculum, instructional model, community characteristics,
31 and resources;

32 (3) an internship of two school years (four semesters). During
33 internship, the applicant will be enrolled in three credit hours of
34 internship each semester. The contact and delivery system will be
35 determined by the teacher education institution. At the successful
36 completion of internship, student teaching requirements will be
37 waived; and

38 (4) professional development coursework during the second
39 year of internship or the second summer of participation in the
40 program as needed to meet professional development standards
41 set by the state board of education.

42 (b) During internship, a teacher licensure applicant will be su-
43 pervised by a team of three persons consisting of a mentor teacher

1 from the accredited school employing the applicant, the building
2 principal, and a faculty member from the teacher education insti-
3 tution. Guidelines for supervision will be provided by the teacher
4 education institution. The supervisory team will meet no fewer
5 than three times per school year to evaluate, consult with, and
6 provide advice to the applicant. The last meeting of the first year
7 of internship will result in a recommendation for discontinuation
8 of the program or continuation for the second year of internship.
9 Successful completion of the program will result in a recommen-
10 dation for licensure.

11 (c) In order to receive institutional recommendation for initial
12 licensure, a teacher licensure applicant must successfully complete
13 the required semester hours of professional development study at
14 the teacher education institution and the two years of internship.
15 An applicant will be suspended from participation in the program
16 by failure to attain a 3.0 grade point average on a 4.0 scale or for
17 causes for suspension arising under law or rules and regulations
18 of the state board of education.

19 **New Sec. 4. A teacher licensure applicant shall:**

20 (a) Be the holder of a baccalaureate or higher degree, earned
21 with a minimum cumulative grade point average of 2.75 on a 4.0
22 scale, and granted by an accredited college or university;

23 (b) have earned academic credits appropriate to meeting sub-
24 ject and field requirements for licensure with an endorsement at
25 the secondary level for such subject or field. The teacher education
26 institution will assure attainment by the applicant of the minimum
27 semester hour requirements for general education and minimum
28 competence in subjects or fields of specialization. Minor deficien-
29 cies in the subject or field of specialization may be satisfied
30 through additional course work approved by the teacher education
31 institution;

32 (c) take and pass the PPST or other basic skills test as pre-
33 scribed by the state board of education;

34 (d) apply for and receive from the state board of education a
35 restricted license valid for three years and renewable in accord-
36 ance with rules and regulations of the state board of education;

37 (e) fulfill formal requirements for admission to a teacher ed-
38 ucation program at an accredited Kansas teacher education
39 institution;

40 (f) meet all nonacademic requirements of the teacher educa-
41 tion institution upon which the applicant will depend for initial
42 institutional recommendation;

43 (g) receive and document an offer of a teaching position at an

1 accredited Kansas school in accordance with rules and regulations
2 of the state board of education;

3 (h) pay a fee approved by the state board of education as part
4 of the contractual arrangements with the teacher education insti-
5 tution and employing accredited school, which fee shall be in an
6 amount determined to be necessary for payment of the costs of
7 the program including, but not limited to, the costs related to the
8 credit hours of professional development study and internship
9 earned at the teacher education institution, the costs for travel
10 expenses of the teacher education institution faculty member of
11 the supervisory team, and the costs for remuneration of the prin-
12 cipal and mentor teacher members of the supervisory team. The
13 applicant and employing accredited school will share equally in
14 the costs for remuneration of the principal and mentor teacher.

15 New Sec. 5. Upon successful completion of the alternate
16 teacher participation program as verified by the teacher education
17 institution, a teacher licensure applicant may apply for licensure
18 on a form provided by the state board of education. The state
19 board shall review the application and the recommendation of the
20 teacher education institution and shall grant or deny licensure.
21 Successful completion of the alternate teacher preparation pro-
22 gram will not entitle a teacher licensure applicant to certification
23 with an endorsement in special education.

24 New Sec. 6. Upon completion of each school year, commenc-
25 ing with the 2004-05 school year, the state board of education shall
26 make a report to the governor and the legislature on the effect-
27 iveness of the alternate teacher preparation program. The report
28 shall include the following information:

29 (a) The number of accredited schools participating in the
30 program;

31 (b) the number of persons who applied for employment as
32 teacher licensure applicants and the number of such applicants
33 who actually were employed;

34 (c) the number of persons who successfully completed the al-
35 ternate teacher preparation program, who were recommended for
36 licensure, and who were granted licenses;

37 (d) the rate of attrition of teachers granted licenses under this
38 act as compared with teachers who have completed a regular
39 teacher preparation program; and

40 (e) the costs of the alternate teacher preparation program as
41 compared with costs associated with regular teacher preparation
42 programs.

43 New Sec. 7. Nothing contained in [sections 1 through 8 of] this

1 act shall be construed to abrogate, affect the status, force or op-
2 eration of any other provision of law relating to initial issuance of
3 licenses to teach or of any rules and regulations adopted pursuant
4 thereto. The requirements and procedures contained in this act
5 for initial issuance of licenses to teach shall be deemed alternative
6 to the requirements and procedures therefor that are in effect
7 under any other provision of law and under rules and regulations
8 adopted pursuant thereto by the state board of education.

9 **Sec. ~~2~~ 8.** *K.S.A. 72-8603 is hereby amended to read as follows:*
10 *72-8603. (a) The board of education of any school district or the*
11 *board of trustees of any community ~~junior~~ college shall contract*
12 *with any of its employees ~~so requesting~~, upon request, for reductions*
13 *in compensation and the contribution thereof for tax sheltered an-*
14 *nuities as permitted under the United States internal revenue code,*
15 *for the benefit of such employees. Any employee desiring to contract*
16 *under the provisions of this section shall ~~express his or her wishes in~~*
17 *writing to his or her ~~send~~ written notice of such desire to such employee's*
18 *employer within semiannual thirty-day periods in accordance with*
19 *rules and regulations of such employer.*

20 (b) *The board of education of any school district and the board of*
21 *trustees of any community college may contribute to an employee's tax*
22 *sheltered annuity ~~an amount to match~~ [any amount not to exceed] the*
23 *employee's contribution contracted for under subsection (a).*

24 **[Sec. 9.** *The state board of education, upon being satisfied that*
25 *an applicant for licensure to teach the industrial arts, including*
26 *woodworking, metalworking, and welding, is qualified by experi-*
27 *ence in the field for which the applicant is seeking licensure to*
28 *teach, shall exempt such applicant from a requirement that the*
29 *applicant be the holder of an academic degree granted by a col-*
30 *lege, university or other educational institution of like standing.*
31 *The state board of education shall adopt rules and regulations es-*
32 *tablishing the basic knowledge and experiential qualifications nec-*
33 *essary to ensure that an applicant for licensure to teach the indus-*
34 *trial arts specified in this section has the ability to assume the*
35 *responsibilities of a teacher in the field for which licensure is*
36 *sought.]*

37 **Sec. ~~3~~ 9. [10.]** *K.S.A. 72-8603 is hereby repealed.*

38 **Sec. ~~2~~ 4 10. [11.]** *This act shall take effect and be in force from and*
39 *after its publication in the statute book.*

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