Session of 2008

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## **HOUSE BILL No. 2870**

By Representative Aurand

2-13

AN ACT concerning school districts; relating to teachers, amending 10 K.S.A. 2007 Supp. 72-5413 and repealing the existing section. An Act 11 12 concerning school districts; relating to teachers; amending 13 K.S.A. 72-1413, 72-1414 and 72-1415 and K.S.A. 2007 Supp. 72-14 6407 and repealing the existing sections. 15 16 Be it enacted by the Legislature of the State of Kansas: New Section 1. (a) As used in this section: 17 18 (1) "State board" means the state board of education. 19 (2) "Board of education" means the board of education of a school 20 - (3) "Hard-to-fill teaching discipline" means the disciplines of math-21 22 ematics, science, special education or a teaching discipline in which there 23 is a critical shortage of teachers as determined and specified by the state 24 board. 25 - (b) In order to recruit or retain teachers who are endorsed to teach 26 in hard-to-fill teaching disciplines, the board of education may enter into 27 an agreement with any such teacher under which the board agrees to pay such teacher a bonus or a salary which exceeds the amount of salary paid 29 to other teachers employed by the district who have similar qualifications 30 and experience but who are not endorsed to teach in hard-to-fill teaching 31 disciplines. 32 New Sec (a) As used in this section: "State board" means the state board of education. 33 34 - (2) "Board of education" means the board of education of a school 35 district. - (3) "Hard-to-fill teaching discipline" means the disciplines of math-36 37 ematics or science taught in any of the grades seven through 12. 38 - (4) "School district" means any school district which has entered into 39 an agreement under which the board of education agrees to pay a teacher endorsed in a hard-to-fill teaching discipline a bonus or a salary which 40 exceeds, by at least 5%, the amount of salary paid to other teachers em-41 42 ployed by the district who have similar qualifications and experience but

who are not endorsed to teach in a hard-to-fill teaching discipline.

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(2) Any school district entering an agreement with a teacher pursuant to this section may apply for a grant of state moneys for the purpose of providing stipends to such teachers. In order to be eligible to receive a grant of state moneys, a board of education shall submit to the state board of education an application for a grant in such form and manner as required by the state board. The application shall be submitted at a time to be determined and specified by the state board. Subject to the limitations of appropriations, the state board of education shall determine the amount of grants to be awarded school districts by multiplying an amount not to exceed \$1,000 by the number of teachers employed by the district who are endorsed in a hard-to-fill teaching discipline. The product is the amount of the grant to be awarded to the district. Amounts received as a grant shall be deposited in the general fund of the school district and shall be considered reimbursements for the purpose of the school district finance and quality performance act. The full amount of the grant shall be allocated among the teachers employed by the district who are endorsed in hard-to-fill teaching discipline so as to provide each such teacher with an annual stipend in an amount not to exceed \$1,000. Such annual stipend shall be over and above the regular salary to which the teacher is entitled for the school year.

Sec. 3. K.S.A. 2007 Supp. 72-5413 is hereby amended to read as follows: 72-5413. As used in this act and in acts amendatory thereof or supplemental thereto:

(a) The term "persons" includes one or more individuals, organizations, associations, corporations, boards, committees, commissions, agencies, or their representatives.

(b) "Board of education" means the board of education of any school district, the board of control of any area vocational-technical school, and the board of trustees of any community college.

— (e) "Professional employee" means any person employed by a board of education in a position which requires a certificate issued by the state board of education or employed by a board of education in a professional, educational or instructional capacity, but shall not mean any such person who is an administrative employee and, commencing in the 2006-2007 school year, shall not mean any person who is a retirant from school employment of the Kansas public employees retirement system, regardless of whether an agreement between a board of education and an exclusive representative of professional employees that covers terms and conditions of professional service provides to the contrary.

(d) "Administrative employee" means, in the ease of a school district, any person who is employed by a board of education in an administrative eapacity and who is fulfilling duties for which an administrator's certificate is required under K.S.A. 72-7513, and amendments thereto; and, in the

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ease of an area vocational-technical school or community college, any person who is employed by the board of control or the board of trustees in an administrative capacity and who is acting in that capacity and who has authority, in the interest of the board of control or the board of trustees, to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline other employees, or responsibly to direct them or to adjust their grievances, or effectively to recommend a preponderance of such actions, if in connection with the foregoing, the exercise of such authority is not of a merely routine or elerical nature, but requires the use of independent judgment.

"Professional employees' organizations" means any one or more organizations, agencies, committees, councils or groups of any kind in which professional employees participate, and which exist for the purpose, in whole or part, of engaging in professional negotiation with boards of education with respect to the terms and conditions of professional service.

- (f) "Representative" means any professional employees' organization or any person it authorizes or designates to act in its behalf or any person a board of education authorizes or designates to act in its behalf.
- 20 (g) "Professional negotiation" means meeting, conferring, consulting 21 and discussing in a good faith effort by both parties to reach agreement 22 with respect to the terms and conditions of professional service.
  - (h) "Mediation" means the effort through interpretation and advice by an impartial third party to assist in reconciling a dispute concerning terms and conditions of professional service which arose in the course of professional negotiation between a board of education or its representatives and representatives of the recognized professional employees' organization.
  - (i) "Fact-finding" means the investigation by an individual or board of a dispute concerning terms and conditions of professional service which arose in the course of professional negotiation, and the submission of a report by such individual or board to the parties to such dispute which includes a determination of the issues involved, findings of faet regarding such issues, and the recommendation of the fact-finding individual or board for resolution of the dispute.
  - (j) "Strike" means an action taken for the purpose of coercing a change in the terms and conditions of professional service or the rights, privileges or obligations thereof, through any failure by concerted action with others to report for duty including, but not limited to, any work stoppage, slowdown, or refusal to work.
- "Lockout" means action taken by a board of education to provoke 42 interruptions of or prevent the continuity of work normally and usually performed by the professional employees for the purpose of coercing

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professional employees into relinquishing rights guaranteed by this aet and the act of which this section is amendatory.

(l) (1) "Terms and conditions of professional service" means (A) salaries and wages, including pay for duties under supplemental contracts; hours and amounts of work; vacation allowance, holiday, siek, extended, sabbatical, and other leave, and number of holidays; retirement; insurance benefits; wearing apparel; pay for overtime; jury duty; grievance procedure; including binding arbitration of grievances; disciplinary procedure; resignations; termination and nonrenewal of contracts; reemployment of professional employees, terms and form of the individual professional employee contract; probationary period; professional employee appraisal procedures; each of the foregoing being a term and condition of professional service, regardless of its impact on the employee or on the operation of the educational system; (B) matters which relate to privileges to be granted the recognized professional employees' organization including, but not limited to, voluntary payroll deductions; use of school or college facilities for meetings; dissemination of information regarding the professional negotiation process and related matters to members of the bargaining unit on school or college premises through direct contact with members of the bargaining unit, the use of bulletin boards on or about the facility, and the use of the school or college mail system to the extent permitted by law; reasonable leaves of absence for members of the bargaining unit for organizational purposes such as engaging in professional negotiation and partaking of instructional programs properly related to the representation of the bargaining unit; any of the foregoing privileges which are granted the recognized professional employees' organization through the professional negotiation process shall not be granted to any other professional employees' organization; and (C) such other matters as the parties mutually agree upon as properly related to professional service including, but not limited to, employment incentive or retention bonuses authorized under K.S.A. 72-8246 and amendments thereto.

(2) Nothing in this act, and amendments thereto, shall authorize the diminution of any right, duty or obligation of either the professional employee or the board of education which have been fixed by statute or by the constitution of this state. Except as otherwise expressly provided in this subsection (l), the fact that any matter may be the subject of a statute or the constitution of this state does not preclude negotiation thereon so long as the negotiation proposal would not prevent the fulfillment of the statutory or constitutional objective.

— (3) Matters which relate to the duration of the school term, and specifically to consideration and determination by a board of education of the question of the development and adoption of a policy to provide for a school term consisting of school hours, are not included within the

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meaning of terms and conditions of professional service and are not sub-2 ject to professional negotiation.

- 3 (4) Notwithstanding the provisions of paragraph (1), salaries or bonuses paid pursuant to agreements entered into pursuant to section 1, and 4 amendments thereto, are not included within the meaning of terms and conditions of professional service and are not subject to professional 6 negotiation.
- 8 — (m) "Secretary" means the secretary of labor or a designee thereof.
- 9 - (n) "Statutory declaration of impasse date" means June 1 in the eur-10 rent school year.
- (o) "Supplemental contracts" means contracts for employment duties 11 12 other than those services covered in the principal or primary contract of employment of the professional employee and shall include, but not be 13 limited to, such services as coaching, supervising, directing and assisting 14 15 extracurricular activities, chaperoning, ticket-taking, lunchroom supervision, and other similar and related activities. 16
- See. 4. K.S.A. 2007 Supp. 72-5413 is hereby repealed. 17

New Section 1. (a) As used in this subsection:

- "State board" means the state board of education.
- "Board of education" means the board of education of a school district.
- "Hard-to-fill teaching discipline" means the disciplines of mathematics or science taught in any of the grades nine through 12.
  - "School district" means any school district which pays a **(4)** teacher who is endorsed and teaching in a hard-to-fill teaching discipline an employment incentive or retention bonus.
  - "Employment incentive or retention bonus" or "bonus" means an employment incentive or retention bonus authorized by K.S.A. 72-8246, and amendments thereto, which is equal in amount to at least 5% of the amount of the base salary paid to teachers employed by the district who have similar qualifications and experience but who are not endorsed to teach in a hard-to-fill teaching discipline.
  - (b) Any school district which pays an employment incentive or retention bonus may apply for a grant of state moneys for the purpose of providing stipends to such teachers. In order to be eligible to receive a grant of state moneys, a board of education shall submit to the state board of education an application for a grant in such form and manner as required by the state board. The application shall be submitted at a time to be determined and specified by the state board. Subject to the limitations of appropriations, the state board of education shall determine the amount of grants to

 \$1,000 by the number of teachers employed by the district who are endorsed in a hard-to-fill teaching discipline. The product is the amount of the grant to be awarded to the district. Amounts received as a grant shall be deposited in the general fund of the school district and shall be considered reimbursements for the purpose of the school district finance and quality performance act. The full amount of the grant shall be allocated among the teachers employed by the district who are endorsed and teaching in hard-to-fill teaching disciplines so as to provide each such teacher with an annual stipend in an amount not to exceed \$1,000. Such annual stipend shall be over and above the salary to which the teacher is entitled for the school year and any employment or incentive bonus.

New Sec. 2. (a) The mentor teacher weighting of each school district shall be determined by the state board as follows:

- (1) Determine the number of mentor teachers in each school district; and
- (2) multiply the the number determined under paragraph (1) by .23. The product is the mentor teacher weighting of the district.
- (b) As used in this section, "mentor teacher" shall have the meanings ascribed thereto by K.S.A. 72-1412, and amendments thereto.
- (c) The provisions of this section shall be part of and supplemental to the school district finance and quality performance act.
- Sec. 3. K.S.A. 72-1413 is hereby amended to read as follows: 72-1413. (a) The board of education of each school district may establish and maintain a mentor teacher program and, commencing with the 2001-02 school year, may apply for a grant of state moneys for the purpose of providing stipends for mentor teachers.
- (b) To be eligible to receive a grant of state moneys for maintenance of a mentor teacher program, a board of education shall submit to the state board of education an application for a grant and a description of the program. 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 program and the application is prerequisite to the award of a grant.
- $\overline{-(e)}(b)$  Each board of education which is awarded a grant for maintenance of has established and maintains a mentor teacher program shall make such periodic and special reports of statistical and financial information to the state board of education as it may request.

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- Sec. 4. K.S.A. 72-1414 is hereby amended to read as follows: 72-1414. (a) On or before January 1, 2001, The state board of education shall adopt rules and regulations for the administration of mentor teacher programs and shall:
- Establish standards and criteria for evaluating and approv-6 ing mentor teacher programs and applications of school districts for grants;
  - (2)evaluate and approve mentor teacher programs;
  - establish criteria for determination of exemplary teaching ability of certificated teachers for qualification as mentor teachers;
  - (4) prescribe guidelines for the selection by boards of education of mentor teachers and for the provision by boards of education of training programs for mentor teachers; and
    - be responsible for awarding grants to school districts; and
  - request of and receive from each school district which is awarded a grant for maintenance of has established and maintains a mentor teacher program reports containing information with regard to the effectiveness of the program.
  - Subject to the availability of appropriations for mentor teacher programs maintained by school districts, and within the limits of any such appropriations, the state board of education shall determine the amount of grants to be awarded school districts by multiplying an amount not to exceed \$1,000 by the number of mentor teachers participating in the program maintained by a school district. The product is the amount of the grant to be awarded to the district. Upon receipt of a grant of state moneys for maintenance of a mentor teacher program, 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 reimbursements for the purpose of the school district finance and quality performance act. The full amount of the grant shall be allocated among the mentor teachers employed by the school district so as to provide a School districts which maintain a mentor teacher program shall pay each mentor teacher with an annual stipend in an amount not to exceed \$1,000 .23 times base state aid per pupil. Such annual stipend shall be over and above the regular salary to which the mentor teacher is entitled for the school year.
  - Sec. 5. K.S.A. 72-1415 is hereby amended to read as follows: 72-1415. The state board of education shall provide any board, upon request, with technical advice and assistance regarding the establishment and maintenance of a mentor teacher program or an application for a grant of state moneys.
  - Sec. 6. K.S.A. 2007 Supp. 72-6407 is hereby amended to read as follows: 72-6407. (a) (1) "Pupil" means any person who is reg-

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ularly enrolled in a district and attending kindergarten or any of the grades one through 12 maintained by the district or who is regularly enrolled in a district and attending kindergarten or any of the grades one through 12 in another district in accordance with an agreement entered into under authority of K.S.A. 72-8233, and amendments thereto, or who is regularly enrolled in a district and attending special education services provided for preschool-aged exceptional children by the district.

Except as otherwise provided in paragraph (3) of this subsection, a pupil in attendance full time shall be counted as one pupil. A pupil in attendance part time shall be counted as that proportion of one pupil (to the nearest 1/10) that the pupil's attendance bears to full-time attendance. A pupil attending kindergarten shall be counted as ½ pupil. A pupil enrolled in and attending an institution of postsecondary education which is authorized under the laws of this state to award academic degrees shall be counted as one pupil if the pupil's postsecondary education enrollment and attendance together with the pupil's attendance in either of the grades 11 or 12 is at least 5% time, otherwise the pupil shall be counted as that proportion of one pupil (to the nearest 1/10) that the total time of the pupil's postsecondary education attendance and attendance in grade 11 or 12, as applicable, bears to full-time attendance. A pupil enrolled in and attending an area vocational school, area vocational-technical school or approved vocational education program shall be counted as one pupil if the pupil's vocational education enrollment and attendance together with the pupil's attendance in any of grades nine through 12 is at least 5% time, otherwise the pupil shall be counted as that proportion of one pupil (to the nearest 1/10) that the total time of the pupil's vocational education attendance and attendance in any of grades nine through 12 bears to full-time attendance. A pupil enrolled in a district and attending special education and related services, except special education and related services for preschool-aged exceptional children, provided for by the district shall be counted as one pupil. A pupil enrolled in a district and attending special education and related services for preschool-aged exceptional children provided for by the district shall be counted as ½ pupil. A preschool-aged at-risk pupil enrolled in a district and receiving services under an approved at-risk pupil assistance plan maintained by the district shall be counted as ½ pupil. A pupil in the custody of the secretary of social and rehabilitation services or in the custody of the commissioner of juvenile justice and enrolled in unified school district No. 259, Sedgwick county, Kansas, but

housed, maintained, and receiving educational services at the Judge James V. Riddel Boys Ranch, shall be counted as two pupils.

- (3) A pupil residing at the Flint Hills job corps center shall not be counted. A pupil confined in and receiving educational services provided for by a district at a juvenile detention facility shall not be counted. A pupil enrolled in a district but housed, maintained, and receiving educational services at a state institution shall not be counted. A pupil enrolled in a virtual school in a district but who is not a resident of the state of Kansas shall not be counted.
- (b) "Preschool-aged exceptional children" means exceptional children, except gifted children, who have attained the age of three years but are under the age of eligibility for attendance at kindergarten.
- (c) "At-risk pupils" means pupils who are eligible for free meals under the national school lunch act and who are enrolled in a district which maintains an approved at-risk pupil assistance plan.
- (d) "Preschool-aged at-risk pupil" means an at-risk pupil who has attained the age of four years, is under the age of eligibility for attendance at kindergarten, and has been selected by the state board in accordance with guidelines consonant with guidelines governing the selection of pupils for participation in head start programs.
- (e) "Enrollment" means: (1) (A) Subject to the provisions of paragraph (1)(B), for districts scheduling the school days or school hours of the school term on a trimestral or quarterly basis, the number of pupils regularly enrolled in the district on September 20 plus the number of pupils regularly enrolled in the district on February 20 less the number of pupils regularly enrolled on February 20 who were counted in the enrollment of the district on September 20; and for districts not specified in this paragraph (1), the number of pupils regularly enrolled in the district on September 20; (B) a pupil who is a foreign exchange student shall not be counted unless such student is regularly enrolled in the district on September 20 and attending kindergarten or any of the grades one through 12 maintained by the district for at least one semester or two quarters or the equivalent thereof;
- (2) if enrollment in a district in any school year has decreased from enrollment in the preceding school year, enrollment of the district in the current school year means whichever is the greater of (A) enrollment in the preceding school year minus enrollment in such school year of preschool-aged at-risk pupils, if any such pupils were enrolled, plus enrollment in the current school year

of preschool-aged at-risk pupils, if any such pupils are enrolled, or (B) the sum of enrollment in the current school year of preschoolaged at-risk pupils, if any such pupils are enrolled and the average (mean) of the sum of (i) enrollment of the district in the current school year minus enrollment in such school year of preschoolaged at-risk pupils, if any such pupils are enrolled and (ii) enrollment in the preceding school year minus enrollment in such school year of preschool-aged at-risk pupils, if any such pupils were enrolled and (iii) enrollment in the school year next preceding the preceding school year minus enrollment in such school year of preschool-aged at-risk pupils, if any such pupils were enrolled; or

- (3) the number of pupils as determined under K.S.A. 72-6447 or K.S.A. 2007 Supp. 72-6448, and amendments thereto.
- (f) "Adjusted enrollment" means enrollment adjusted by adding at-risk pupil weighting, program weighting, low enrollment weighting, if any, density at-risk weighting, if any, nonproficient pupil weighting, if any, high enrollment weighting, if any, declining enrollment weighting, if any, school facilities weighting, if any, ancillary school facilities weighting, if any, cost of living weighting, if any, mentor teacher weighting, if any, special education and related services weighting, and transportation weighting to enrollment.
- (g) "At-risk pupil weighting" means an addend component assigned to enrollment of districts on the basis of enrollment of atrisk pupils.
- (h) "Program weighting" means an addend component assigned to enrollment of districts on the basis of pupil attendance in educational programs which differ in cost from regular educational programs.
- (i) "Low enrollment weighting" means an addend component assigned to enrollment of districts pursuant to K.S.A. 72-6412, and amendments thereto, on the basis of costs attributable to maintenance of educational programs by such districts in comparison with costs attributable to maintenance of educational programs by districts having to which high enrollment weighting is assigned pursuant to K.S.A. 2007 Supp. 72-6442b, and amendments thereto.
- (j) "School facilities weighting" means an addend component assigned to enrollment of districts on the basis of costs attributable to commencing operation of new school facilities.
- (k) "Transportation weighting" means an addend component assigned to enrollment of districts on the basis of costs attributable to the provision or furnishing of transportation.
- 42 (l) "Cost of living weighting" means an addend component as-43 signed to enrollment of districts to which the provisions of K.S.A.

2007 Supp. 72-6449, and amendments thereto, apply on the basis of costs attributable to the cost of living in the district.

- (m) "Ancillary school facilities weighting" means an addend component assigned to enrollment of districts to which the provisions of K.S.A. 72-6441, and amendments thereto, apply on the basis of costs attributable to commencing operation of new school facilities. Ancillary school facilities weighting may be assigned to enrollment of a district only if the district has levied a tax under authority of K.S.A. 72-6441, and amendments thereto, and remitted the proceeds from such tax to the state treasurer. Ancillary school facilities weighting is in addition to assignment of school facilities weighting to enrollment of any district eligible for such weighting.
- (n) "Juvenile detention facility" has the meaning ascribed thereto by 72-8187, and amendments thereto.
- (o) "Special education and related services weighting" means an addend component assigned to enrollment of districts on the basis of costs attributable to provision of special education and related services for pupils determined to be exceptional children.
- (p) "Virtual school" means any kindergarten or grades one through 12 course offered for credit that uses distance-learning technologies which predominantly use internet-based methods to deliver instruction and for which the course content is available on an "anytime, anyplace" basis, but the instruction occurs asynchronously with the teacher and pupil in separate locations, not necessarily located within a local education agency.
- (q) "Declining enrollment weighting" means an addend component assigned to enrollment of districts to which the provisions of K.S.A. 2007 Supp. 72-6451, and amendments thereto, apply on the basis of reduced revenues attributable to the declining enrollment of the district.
- (r) "High enrollment weighting" means an addend component assigned to enrollment of districts pursuant to K.S.A. 2007 Supp. 72-6442b, and amendments thereto, on the basis of costs attributable to maintenance of educational programs by such districts as a correlate to low enrollment weighting assigned to enrollment of districts pursuant to K.S.A. 72-6412, and amendments thereto.
- (s) "High density at-risk pupil weighting" means an addend component assigned to enrollment of districts to which the provisions of K.S.A. 2007 Supp. 72-6455, and amendments thereto, apply.
- 42 (t) "Nonproficient pupil" means a pupil who is not eligible for 43 free meals under the national school lunch act and who has scored

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less than proficient on the mathematics or reading state assessment during the preceding school year and who is enrolled in a district which maintains an approved proficiency assistance plan. 3

- (u) "Nonproficient pupil weighting" means an addend component assigned to enrollment of districts on the basis of enrollment of nonproficient pupils pursuant to K.S.A. 2007 Supp. 72-6454, and amendments thereto.
- (v) "Psychiatric residential treatment facility" has the meaning 8 9 ascribed thereto by K.S.A. 72-8187, and amendments thereto.
- Sec. 7. K.S.A. 72-1413, 72-1414 and 72-1415 and K.S.A. 2007 10 Supp. 72-6407 are hereby repealed. 11
- 12 Sec. 5. 8. This act shall take effect and be in force from and after its 13 publication in the statute book.