

Education Leaders Reach Agreement to Improve the Professional Negotiations Act

Four education organizations have reached an agreement on proposed changes to the Professional Negotiations Act. Leaders from the United School Administrators of Kansas, Kansas Association of School Boards, Kansas National Education Association and Kansas School Superintendents Association came to this agreement after several months of discussion.

More than one year ago, the leaders of key public education organizations began discussions to improve the existing Professional Negotiations Act. Today's announcement illustrates the progress that can be achieved through meaningful discussion among education professionals.

The recently approved agreement would require that professional negotiations regarding compensation, including salary and wages, supplemental contracts salaries and overtime remain mandatory negotiation items. Each side in the negotiations process would then choose 5 additional items from the current list of mandatory items. Other items could be discussed only when both sides agree to negotiate them.

The agreement also calls for joint training for members of the negotiating teams, and for KNEA and KASB to work on model language that could be used in future contracts relative to disciplinary procedures and professional attire. In addition, this agreement would push back the statutory annual dates to exchange a list of items for negotiations and for declaring an impasse in negotiations. The notification date would change from February 1 to March 31. The impasse declaration date would change from June 1 to July 31.

Proposed changes to the PNA

Developed by Representatives from KNEA, USA Kansas, KSSA and KASB

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 for will determined by the local negotiations team.
5. The notification date will be changed from February 1 to March 31.
6. The impasse date will be changed from June 1 to July 31.
7. KNEA and KASB agree to have their legal staff work on common model language for disciplinary procedures that could be included in future contracts. (Ready for implementation 2016-2017.)
8. KNEA and KASB agree to have their legal staff work on common model language for wearing apparel that could be included in future contracts. (Ready for implementation 2016-2017.)
9. All new or merged entities created after the effective date of these changes shall not be limited to the restrictions agreed to by the parties and presented to the Legislature for approval during the 2015 legislative session.
10. All parties agree to support this and only this change to the PNA language during the 2015 Legislative Session.
11. This agreement takes effect upon adoption by each group's governing board.
12. If adopted into law, the new process would be effective July 1, 2015.

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