How to Tell Your Story

Plus

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Who is telling your story?

by Scott Rothschild, srothschild@kasb.org

Use social media to promote student success in the classroom. Who is letting the community know about the success of your students, their achievements, and yes, even their good-effort stumbles?

If you’re not controlling the narrative, then don’t be surprised if whoever is, is doing it to suit their personal agenda.

If you're not controlling the narrative, then don’t be surprised if whoever is, is doing it to suit their personal agenda.

That was the message from Cindy Couchman, director of learning and instruction at Buhler USD 313; Mike Berblinger, superintendent of Buhler USD 313; and Paul Erickson, principal at Union Valley Elementary in Buhler, on how to brand schools during a presentation last month at the Kansas State Department of Education 2016 conference in Wichita.

As the state moves toward fulfilling the KansansCan vision of leading the world in the success of each student, districts must develop a culture around the vision’s five outcomes and chronicle that progress.

That means using all the tools within social media to let parents, students, and anyone else know how your students are ready for kindergarten, using individualized plans of study, progressing toward high school graduation and beyond and growing socially and emotionally.

It’s not enough to tweet out a photo that says, “Fun Day,” the presenters said. Tweets, posts, photos and social media offerings should serve a narrative; one that preferably supports KansansCan and engages the community.

A look at Erickson’s twitter account (@PrincipalPaul) is full of examples of how to tweet positive news and photos of students as they are learning.

Schools need to create a brand name, symbol or design, share events and empower those using social media, including students.

Like states across the nation, Kansas has its public education naysayers and they are adept at cherry-picking statistics and stories to back up their assertions.

That’s why teachers, students, parents, and administrators must be better at presenting the education experience to the community. The presenters used the “Power of Branding: Telling Your School’s Story,” by Joseph Sanfelippo and Tony Sinanis as a helpful guide.

Nate Dvorak, a researcher with Gallup, said school districts need to create a mission, brand and culture and encourage teachers to be “brand ambassadors.”

“Teachers should be among a school system's most engaged and biggest fans, promoting it in the community. They get to see student successes firsthand, and they have firsthand knowledge about the district and the quality of education provided,” he said.

Cover photo of One Room Stach School which was built in 1877 in Jackson County, Kansas.

Superintendent and Executive Leadership Search Services

Choosing a new leader is a momentous decision for a governing board. KASB Leadership Services has a long history of providing superintendent and other executive-level leadership search and placement services to our members. We conduct the majority of searches each year in the state.

Supportive Partnership

Our process is an on-going supportive partnership, and we are dedicated to creating successful and long-term professional relationships. By using KASB’s search service, members can also draw upon KASB legal, research and communications to support the process. And once the new leader is hired, KASB provides follow-up support to both the new leader and the board.

Contact KASB Leadership Services to learn more about our process: 800-432-2471 or edservices@kasb.org.

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The Kansas Association of School Boards is a not-for-profit organization located in Topeka, Kansas dedicated to serving members of governing boards for unified school districts, community colleges, area vocational-technical schools and cooperatives, interlocals and regional service centers. The association serves a membership base of close to 5,000 school board members and educational leaders.
Student Innovation Challenge one of many activities during KASB Annual Conference

by Scott Rothschild, srothschild@kasb.org

Four high school teams will tackle the problem of disaster relief in Haiti in a live display of learning and teamwork during KASB’s 99th Annual Conference next month in Wichita.

The Innovation Challenge is part of a conference running from Dec. 2-4 that will draw hundreds of school board members and education leaders from Kansas at the Hyatt Regency and Century II Convention Center and Bob Brown Expo Hall.

Convention-goers will have the opportunity to participate in dozens of presentations, connect with education leaders, visit schools and hear from inspirational speakers.

Pre-conference sessions start Friday with the vendor show that evening. Saturday features round-the-clock breakout sessions and two general sessions. Sunday includes regional elections and Delegate Assembly when KASB selects its next leader and approves changes to the legislative platform.

Presentations will be focused on advocacy, aligning to the Kansans Can vision, finding efficiencies, building a district vision and policy and legal issues.

Keynote speakers include John-Michael Keyes, executive director of the “I Love U Guys Foundation” and Kansas Education Commissioner Randy Watson. An inspirational session Sunday morning will feature Jerry Kill, associate athletic director of Kansas State University.

Keyes’ organization, which is dedicated to school safety, was founded after his 16-year-old daughter Emily was killed at the hands of a gunman at Platte Canyon High School in Colorado. Watson, who was named education commissioner in 2014, has led the formation of the Kansans Can vision of ensuring the success of each student. Both Keyes and Watson will speak Saturday. Kill, who will lead the inspirational session on Sunday, is a cancer survivor and also battles epilepsy.

During the Innovation Challenge, students from the Derby, Hays, Kansas City and Ottawa school districts will be challenged to craft solutions to four problems posed by natural disasters in Haiti. Those problems include ensuring access to clean water, stopping disease outbreaks, providing shelter and providing a safe and adequate food supply.

The teams, composed of four students each, will be judged on collaboration, innovation, presentation and other areas. Teams are encouraged to engage convention attendees and exhibitors to solve their assigned problem. The event is being coordinated by the DLR Group, an architecture and engineering company. DLR Group professionals will serve as mentors and team guides throughout the process.

The winning team will be announced Saturday and each member of the winning team will receive an educational scholarship.

Find more information about the conference on page 11 of this School Board Review.
KASB Board of Directors profile

Region 15
Rick Schier
Olathe USD 233

Rick Schier, Olathe USD 233 board of education, first sought election to the local board of education in 2011 because he wanted to give back to the community. As the father of three children attending school, the changing state economy and its impact on public school funding were also concerns.

“I wanted to make sure we were providing the best possible education,” he said. “During my first four years I gained a better understanding of not only the local district but also, as a member of the KASB legislative committee, a broader view at the state level.”

When it came time to seek another term, Schier still wanted to serve the community. But he also wanted to take what he had learned in his first term and “keep the district moving in the right direction” he said.

“We are a growing community and earned nearly an 80 percent approval rate on two bond campaigns 2013 and 2016,” Schier said. “One of the projects I am most excited about is building a new state-of-the-art high school that will change the way education is provided to our students.”

Schier said he enjoys the opportunity to engage with students and staff, listening to their needs and finding ways to make the district better. A particular point of pride came at graduation.

“I was able to hand my eldest daughter and many of her friends their diplomas as they graduated from high school,” he said. “Not every father gets that opportunity.”

His community service has included ex officio membership on the Olathe Public Schools Foundation and honorary district committee member for the Iron Horse District, Boy Scouts of America. He has also served as the chair of the Community America Credit Union Foundation, a group promoting financial literacy.

Schier’s involvement with KASB began soon after his election to his local board. He served as a representative on the nominating committee and legislative committee before joining the board of directors in 2015.

KASB’s governance structure provides for individual representation on the board of directors, nominating committee and legislative committee from the five largest school district members by enrollment. These districts are assigned a region number and the local boards appoint their representative to serve on the board of directors.

“Getting involved with KASB has allowed me the opportunity to broaden my understanding and support of public education to a state level,” he said.

Schier said he now has a much better idea of districts across the state and the challenges they face, and a greater appreciation of the importance of advocating on behalf of all children.

“We all have the same goals in educating our children, but how we obtain the resources and achieve these goals differs. Understanding and communicating the difference in a 500 student district and a 30,000 student district is an important message that we all need to carry to Topeka,” Schier said.

Through his involvement with KASB, Schier has come to celebrate the important role the association has in the state.

“All students deserve the right to learn and be prepared for life. I believe that KASB is that portal and messenger for all our districts across the state,” he said.

Region 12
Deb Zila
Shawnee Mission USD 512

Deb Zila is in her third term as a local board member for Shawnee Mission USD 512. The decision to run in 2007 for a seat on the local board of education was, in many ways, an obvious choice.

“Our schools and students have been a passion of mine for many years,” Zila said. “My three children received a wonderful educational experience in Shawnee Mission, and I wanted to give back to the system that had such a positive impact on their lives.”

She began her school involvement when her eldest child started pre-school, and continued volunteering until her youngest child graduated from high school. During the intervening years she served in various leadership positions with PTA’s, site councils, QPA committees, booster clubs and chair of various school events.

Her leadership extended to both district and state levels as a member of the Shawnee Mission Area Council PTA, Kansas PTA and the Shawnee Mission South Area Advisory Board representative. Her community service continues to also include her church with roles in parish leadership, outreach and the women’s organization.

“According to my mentor and board of education predecessor, the school board was the next step for me and one I have never regretted taking,” Zila said. “Even after 10 years on the board, which continues to be incredibly rewarding and invigorates my dedication to students, I learn something new every day. I used to have just three kids to worry about, and now I have nearly 28,000.”

While she is proud of the many achievements and progress of the district during her three terms as a board member, one of the most memorable came at graduation time.

“Handing my youngest daughter her high school diploma was a wonderful and memorable moment for us both,” she said.

Fourteen cities are within the boundaries of the school district, and Zila believes schools are the lifeblood of the community.

“Good schools are a necessity if you want to attract new residents and industry, and keep our current residents and patrons engaged and supportive,” she said. “Local industries, businesses, chambers of commerce, and our community are all united in our commitment to maintaining the best quality of life here which includes excellent schools.”

With each passing year of board involvement, Zila said she has grown in her knowledge of school finance, school policy and strategic planning for the school district. She continued to seek reelection because she felt she has more...continued on page 5
to contribute to the cause and has so much yet to learn about 21st Century K-12 education. Soon after her election to the board for the first time, the state was directed to add significant funding for K-12 education through the Montoy ruling. Increases in K-12 funding were short-lived, however.

“Our school district was in the same situation as all districts in Kansas; trying to figure out how to do more, or at least maintain the same level of educational offerings, with less money. In the past few years, our school district has made efficiency and reallocation of our resources a priority, and this has helped us to re-think how we operate. We are changing the culture of our school district,” she said.

She points to a focus on positivity, innovation, collaboration and outreach as examples of intentionally shifting the culture, along with the use of technology, character education and strategic abandonment of outdated practices and offerings.

“Culture trumps strategy every time,” Zila said, noting that change is a process that takes time, patience and clear vision.

“I feel fortunate to have contributed to a very thoughtful and dynamic ten-year strategic plan, embracing and promoting a new culture,” she said. “The district also passed a significant bond issue for capital improvements in recent years.”

Through all of the planning, decisions and community concerns, one thing remains a constant for the Shawnee Mission School Board.

“We always have our decisions based upon and driven by doing what is best for our kids,” she said.

Zila’s involvement with KASB began as a local board member attending trainings and meetings. She soon learned that board members and schools all across the state have more things in common than they have differences. She served on the KASB legislative committee and through joint meetings of that committee and the KASB Board of Directors become interested in the role local board members have within the mission of KASB.

“As in most districts, our demographics and the needs of our kids are changing dramatically. We need to work together to support addressing the needs of ALL students. We trust that KASB will lead the way in ensuring that all school districts will have their interests represented,” Zila said.

She was appointed by her local board to be its representative on the KASB Board of Directors this year. The KASB constitution provides for individual representation on the board of directors, nominating committee and legislative committee from the five largest school district members by enrollment. These districts are assigned a region number and the local boards appoint their representative to serve on the board of directors.

“KASB should be our central rallying force,” Zila said. “It is important that we join together to have a shared and united front to lobby for what is needed to fund education today.”

In the past, there have been winners and losers in the funding scenarios, Zila said.

“Shawnee Mission School District has been one of the losers since 1992,” she said, “so we are hopeful that words like “adequacy,” “suitable” and “sufficient” can find definitions that are sustainable and fair. My hopes are that in this year’s legislative session, which will be formulating a new school finance plan, we can all come out as winners to adequately meet the needs of all students throughout Kansas.”

KASB board receives audit; holds joint meeting with legislative committee

By Carol Pitts, cpitts@kasb.org

A busy agenda greeted the KASB Board of Directors as they gathered in Topeka Saturday, Nov. 5.

Much of the morning was spent conferring with the legislative committee on priorities for the coming legislative session. Following a briefing from Mark Tallman, KASB associate executive director, the two groups divided up into smaller discussion groups to review the preliminary legislative report. The legislative committee then met the rest of the day to finalize the recommendations that will be considered at the delegate assembly in December. (See related story on page 7.)

Also on the agenda were reports from Rob Gilligan, governmental relations specialist, and Leah Filter, community outreach specialist, covering the Put Students First initiative and state elections.

The KASB Board received the financial audit report as presented by Cassandra Windler, CPA, Mayer Hoffman McCann PC., Topeka, and an overview of the Association’s budget by Randy Weseman, KASB assistant executive director for operations.

Donna Whiteman, KASB general counsel and assistant executive director for legal services, presented an overview of the Legal Assistant Fund and the department’s activities and priorities. During the 15-16 school year the department’s six attorneys fielded 12,338 calls and emails in addition to providing legal assistance and representation, training, advice and input on legislative issues and policy audits and reviews.

Rod Spangler, assistant executive director for KASB Risk Management, outlined a new service now available to KASB members: KASB Health Insurance Consulting. (See related story on page 9.)

Other staff reports received by the board included a pension committee report presented by Randy Weseman, a review of the 2016 fall summits presented by Dr. Brian Jordan, assistant executive director for leadership services and a conference update presented by Andrea Hartzell, communications specialist.


The next meeting of the KASB Board of Directors will be January 14, 2017.
New Legislature faces worsening state budget problems

By Scott Rothschild, srothschild@kasb.org

When the 2017 legislative session starts, legislators will be looking at a $349 million budget hole in the current fiscal year.

The state’s budget picture worsened earlier this month with the release of the Consensus Revenue Estimating Group projections.

The group, composed of state budget experts, estimated revenue shortfalls of $349 million immediately and $583 million in the next fiscal year, which starts July 1, 2017.

The current year shortfall has been created because state tax revenues are falling short of what was projected when the budget was adopted last Spring. Next year’s problems are partly due to the fact that estimators did not include transfers from other budget areas like the state highway fund.

Gov. Sam Brownback declined to use his highway fund.

Many of the incoming legislators have high school fund.

Brownback, anti-abortion groups and those angered over the court's decision in a high-profile Wichita multiple murder case had

Building level site councils to play greater role

By Leah Fliter, lfilter@kasb.org

The Kansas Education Systems Accreditation (KESA) is a five-year model that focuses on accrediting systems (such as a school district or accredited private school) rather than individual schools. KESA will officially begin with the 2017-2018 year. The 2016-2017 year is a “Zero Year” of preparation for the new model.

November, 2016 through January, 2017 comprise the Second Quarter of Zero Year.

During Zero Year, school districts will organize stakeholder teams, study the accreditation model and process, introduce rubrics, discuss results (including state assessments and kindergarten readiness), evaluate foundational structures that support best practices and the Rose capacities, and verify compliance with state and federal laws and regulations.

KESA’s emphasis on stakeholder teams means that building-level site councils, which are required by state law, will play a more significant role than perhaps they have over the past several years. The Building Site Councils (BSCs) will actively participate in the KESA process through regular meetings to address information and progress.

In Year 1 (2017-18), BSCs will acknowledge and give feedback on its building leadership team’s needs assessment and data review.

During Year 2, BSCs will acknowledge and give feedback to the building leadership team on the team’s goals and action plans.

KESA Year 3 will see BSCs meet with the building leadership team for a mid-implementation review.

In Year 4, the BSC will meet each semester with its leadership team to discuss implementation and evidence showing growth.

In the final year of KESA, Year 5, each building leadership team will conduct a post-implementation analysis and will update the BSC.

KSDE has offered some examples of what a DSC could look like, depending on district size. In very small systems, the District Site Council and the Building Site Council could be the same.

In Year 1 of a system’s KESA process, the DSC will give feedback on needs assessment and the system’s selected goals. In Year 2, the DSC will weigh in on leadership goals and action plans developed by its system’s District Leadership Team (DLT).

In Year 3, DSC and the DLT will conduct a mid-point review near the end of the school year.

In KESA Year 4, the DLT will brief the DSC once per semester on implementation status and evidence of student growth.

In KESA Year 5, the DSC will receive a post-implementation analysis from the DLT in preparation for the on-site visit of the system’s Outside Validation Team, which will make an accreditation recommendation to KSDE.

You can find more KESA information and resources at http://goo.gl/3iVeuU.
Legislative Committee adopts report; next stop Delegate Assembly

The KASB Legislative Committee has finalized its recommendations. Now the full KASB Delegate Assembly will consider the report during the annual conference next month in Wichita.

The recommendations call for a higher amount of funding per pupil and exploring whether boards, teachers and administrators can agree on a system of teacher due process. The full report can be viewed or downloaded at www.kasb.org on the Key Resources page under the Advocacy Services tab.

On school finance, the report recommends that any new school finance formula must have:

— A foundational amount per pupil that should be “significantly higher” than previous base state aid per pupil levels to take into account inflation and mandatory costs that have been shifted to local property taxes;

— The foundational amount of funding should include the full cost of full-time kindergarten and expanding pre-school programs;

— The foundational amount should be adjusted annually to cover inflation and other employment and mandated costs.

The new formula should also include full funding for special education and additional funding for at-risk students, English language learners, transportation, career and technical education and additional costs based on density and district size.

The new formula should allow local boards to determine the most efficient and effective way to use resources, but encourage voluntary cooperation and consolidation where appropriate.

The new formula should allow equalized additional local funding and state incentives to encourage excellence.

The Legislature, which convenes the 2017 session in January, will work on writing a new school finance formula to replace the block grant system, which essentially froze the funding level for two years. In addition, a case is pending before the Kansas Supreme Court on whether the state adequately funds schools. A decision in the lawsuit could result in the need for an increase of several hundred million dollars.

On the issue of due process, the report reaffirms support for giving school boards the final say in teacher dismissal, but supports “a cooperative effort with representatives of teachers and administrators to develop a due process system that protects the interests of all parties.”

The final document as adopted by the

Delegate Assembly will form the basis of KASB’s policy positions for the 2017 legislative session, in which legislators will be tasked with writing a new school finance formula and will probably take up other public education issues.

Unlike previous years, the 2016 Legislative Committee reviewed the entire book of KASB state policy positions. Because positions passed by the Delegate Assembly remain in effect until changed by it, many policy statements were adopted years or even decades ago, and have not been updated. For the most part, the new language recommended by the committee does not change core KASB positions, but removes outdated language and references to issues that have been resolved, and attempts to shorten and streamline the document.

Any amendments to the Legislative Committee report must be submitted by 9 a.m. on Friday, Dec. 2, or will require a two-thirds vote for consideration.

The KASB Legislative Committee will meet at 4:30 p.m. on Friday, Dec. 2, to review any proposed amendments or any new issues prior to the Delegate Assembly.

Any questions about the report should be directed to Mark Tallman, KASB’s Associate Director for Advocacy at mtallman@kasb.org or call 800.432.2471.

Legislature, continued from page 6

sought to oust Chief Justice Lawton Nuss and justices Carol Beier, Dan Biles and Marla Luckert.

Many had also seen the retention fight as a proxy for those opposed to the court’s decisions against Brownback and the Legislature in school finance rulings. During a special session in June, the Legislature increased school funding after a court order. Had the justices been non-retained, Brownback would have appointed their successors.

But those four justices, and one who had been appointed by Brownback, Justice Caleb Stegall, were all retained by Kansas voters.

Pending before the court is a challenge from poor school districts that alleges the state has failed to provide an adequate amount of school funding. A decision on that case is expected soon. Plaintiffs are seeking hundreds of millions of dollars in increased school funding.

State Budget Director Shawn Sullivan (left) and Raney Gilliland, executive director of the Kansas Legislative Research Department, hold a news conference Nov. 10 to announce reductions in state revenue projections and state economic forecasts.
Differentiating between research and common sense

By Ted Carter, tcarter@kasb.org

If you’ve been involved in education policy and/or funding, you have no doubt heard the arguments about whether or not there is a connection between education funding and student outcomes. Education proponents cite data showing that states paying more per pupil on education tend to have higher student graduation rates and better student assessment results. People on the other side of the issue lambast the research (and often the people citing the research), indicating that it is all smoke and mirrors. Their bottom line is that there is no connection between education funding and student outcomes.

I am a researcher by title and by nature. I like to investigate the available data and see what conclusions I can come to. However as I’ve noted before, I understand that research cannot give us absolute truths or undeniable facts. Research provides indicators. Indicators show us patterns and suggest what might be happening based on what we can observe and measure. Research cannot prove that more money equals better outcomes. Statistics can show that the two are correlated, and even that more money predicts better outcomes, but because we cannot control for the variety of factors that impact educational outcomes, it is very, very difficult to produce definitive proof of the causal relationship between education funding and student success.

But let’s take a moment to really think about the debate. Let’s step back from the data and the arguments about particulars, and let’s talk big picture.

If you have more resources, does it not follow that you have a better chance to be successful in whatever it is you are doing than if you had less resources? Does anyone truly believe that putting more money into the education system would have no effect, or even negative effects, on student graduation rates and assessment scores? Why would anyone believe such a thing?

Of course it is not that simple. Education funding skeptics (those who say funding amounts do not matter) point to efficiency.

Success feeds success at Hugoton USD 210

By Carol Pitts, cpitts@kasb.org

Hugoton Public Schools and Opaa! are partnering to fuel the success of students through a new school food service agreement.

The district’s three goals when starting with Opaa! - (1) save money, (2) give students more options and (3) provide staff with greater support - have all been met through this new partnership.

Opaa! provides a quality product while bringing multiple benefits to both students and the district. Students have access to a menu that is not only nutritious, but provides even more variety that in the past. In addition, the staff now has greater access to training and support that has resulted in higher levels of satisfaction with the program.

“We provide every possible way for students to eat,” said DaVonna Daharsh, Hugoton USD 210 financial officer. “In addition to traditional breakfast and lunch, we provide a second chance breakfast at our middle and high schools, a fresh fruits and vegetable snack for all K-6 students, and after school snacks for our after school programs. The support OPAA! provided our staff members was second to none. Having an Opaa! Chef and Training Team onsite for the first few weeks helped increase the knowledge and understanding of our staff regarding food service and customer service”

Most importantly, the kids like the food!

“Our participation rate has increased four percent since we have begun our partnership with Opaa!,” Daharsh said. “And Hugoton was used to making sizable transfers of funds to food service in past years. During the very first year with Opaa! the program became self-sufficient.”

Adrian Howie, Hugoton USD 210 superintendent, sees the program as a win-win.

“Our partnership with Opaa! has provided our students with quality food while also saving the district money,” Howie said.

Opaa! is the premier food service management company in Kansas and offers a free feasibility study to assist school districts to determine the benefits that food service management can make for them. For more information about how Opaa! can improve your food service program, call Steve Adams, (913)-777-1948 or Greg Frost (816) 210-9359.
KASB’s newest service helps manage health care and benefits costs

By Carol Pitts, cpitts@kasb.org

KASB’s newest service helps manage health care and benefits costs

KASB Risk Management Health Consulting is a new option for members interested in managing health care costs and related employee benefits.

“There are many, many solutions out there for health insurance,” said Rod Spangler, director of KASB Risk Management, “but school districts are woefully underserved because they aren’t receiving true consulting services. Typically an insurance broker or representative offers a two lever system – raise premiums or reduce benefits. There are many other alternatives that should and could be explored.”

Spangler outlined the new service for the KASB Board of Directors at its Nov. 5 meeting. He will provide additional information at the KASB Annual Conference in Wichita during a breakout session Saturday, Dec. 3.

“Our members know a lot about education, but the depth of knowledge about health insurance is limited. That’s where we can provide great value,” he said.

According to Spangler, the concept of health consulting is fairly simple.

“There’s a big difference between a health insurance broker and a consultant. Most districts work through a broker to get employee health, and the broker gets paid by the insurance carrier. The consultant works for the board of education,” he said. “You get the same services as from a broker, and the cost of the insurance usually goes down.”

Spangler noted that while it is certainly acceptable practice and industry standard for health insurance carriers to pay commissions to brokers, in many cases district could reduce the overall cost of their insurance plans if they access their health insurance differently.

Through an endorsed consulting agency, Mclnnes Group Inc. (MGI) in Fairway Kansas, KASB Risk Management Health Consulting provides clarity and education around plan design options, assistance with negotiations and communication with the insurance carriers and detailed plan analysis. Fees are based on several options and range from a percentage of the annual medical premium to a percentage of the realized savings.

KASB members can also now receive at no cost up to two hours of consulting on their health plan as well as ACA. Additional consulting work is available at an hourly rate.

“The better schools operate their business, the more money they have for the classroom. With all of our risk management solutions, we are aggressively working to find more appropriate, fiscally responsible price so that our members can turn those resources into an student success asset,” Spangler said.

Research, continued from page 8

proponents ever argue that we should spend more and not also ensure we are spending as efficiently and effectively as possible. Of course we need to spend carefully and to look for opportunities to save and make those dollars stretch. But anyone on a tight budget can tell you that scrimping and saving only gets you so far. You have to have a minimum amount to work with in order to be effective, and if you don’t have that minimum amount, no scrimping and saving will help.

So back to my original point. Research, statistics, and analysis will never be able to prove, beyond the shadow of a doubt, increasing education spending will lead to better student outcomes. But based on your own personal experiences, and your own common sense, do you truly need research to prove that to you? Do you need someone to present incontrovertible evidence that having more resources increases your chance for success?

Maybe it is time we focused a bit more on common sense and a bit less on what research can or cannot prove.

Governor’s deadline nears on funding input

Don’t forget Wed. Nov. 30 is the deadline to submit recommendations on the next school finance plan to Gov. Sam Brownback.

Those suggestions must be sent to StudentsFirst@ks.gov. Please also send them to KASB at schoolfundinginput@kasb.org.

The current block grant system of funding schools is scheduled to end this school year and Brownback and other leaders say they want the Legislature to put together a new school finance system when the 2017 legislative session starts in January.

Several school districts and other governmental entities have approved resolutions encouraging citizens to offer their ideas and support of public education to the governor.

The political battles over school finance will undoubtedly be complicated and contentious, especially because of the state’s budget problems.

But the school funding formula that our elected leaders agree on will determine and shape the future of our children and our state.

So, it is important that Kansans help elected leaders get it right. Make sure you submit recommendations by the Nov. 30 deadline.
Several schools have inquired about the overtime implications of utilizing staff employed by a special education cooperative as coaches, bus drivers or other classified employees in the same district where the employee serves during the school day. Joint employment situations can raise the requirement to pay overtime. When a person is employed by two separate employers, normally each employment is considered separately, and the need to pay overtime only arises if the employee works more than 40 hours for one of the employers. However, if a joint employment relationship is created for FLSA purposes, the two employers are treated as one entity, and the hours worked for each must be combined to determine whether overtime must be paid.

Joint employment occurs when:

- There is an agreement between two employers, such as a school district and a special education cooperative, to share the employee’s services;

- One employer is acting directly or indirectly with the interest of another employer, such as when a school hires a temporary secretary through an employment agency; or

- The employers are deemed to share control of the employee, directly or indirectly, because one employer controls, is controlled by, or is under common control with the other.

In joint employment situations, the school district should determine how hours worked will be reported and how overtime will be calculated and paid by the separate employers. Under FLSA, both employers are jointly and severally liable for the entire amount of overtime owed to the employee if the Act is violated. The employee may sue either employer for the entire amount of the claim.

If you have any questions regarding this issue, please contact a KASB attorney at 1-800-432-2471.
Saturday, Dec. 3, 2016

Saturday’s program includes two general sessions and 40 plus options for breakout sessions and workshops. Session are organized around six key topic areas:

- **Advocacy** sessions will emphasize how communities and school districts are advocating for their students’ education at the local, state, and/or federal level.
- **Building a District Vision** presenters will share insights into how their districts/organizations have developed capacity and aligned their work around a common direction from the board table to the classroom to mainstreet.
- **Finding Efficiencies While Still Being Effective** These sessions will highlight the work districts and organizations have done to become more efficient through innovation and realigning resources to improve student success.
- **Policy/Legal** sessions offer guidance on legal issues and policy implications for issues that impact the equality of education offered to our students.

**Aligning the System to “Kansans CAN” vision** The Kansas State Board of Education’s new vision for Kansas public schools brings a bold challenge to local districts: “Kansas leads the world in the success of each student.” Presentations will include best practices from districts and leaders who are aligning their system to support this new vision.

**Sunday, Dec. 4, 2016**

The **Inspirational Session** features Jerry Kill—Associate Athletic Director at Kansas State University—on the topic of Overcoming Adversity.

**KASB Learning Clusters** on Sunday morning will run concurrently with the KASB Delegate Assembly. These are designed for registrants who are not the voting delegate or attending the Delegate Assembly. There is no additional charge to attend. These Sunday morning sessions include topics presented by KASB Leadership Services and KASB Legal/Policy Services.

**KASB Delegate Assembly** will hear from KASB President Amy Martin and Executive Director Dr. John Hein. There will be a discussion and vote on proposed legislative resolutions and changes to KASB policies that provide the basis for the association’s lobbying efforts during the 2017 Legislative Session.

**Elections** for KASB regional vice-presidents will take place Sunday morning prior to the official start of the Delegate Assembly. During the Delegate Assembly an election will also take place for the President-Elect Designee.
Friday, Dec. 2 4:30-7:30 p.m.
Trade Show Grand Opening
and Vendor Reception
Saturday, Dec. 3 10 a.m.-1 p.m.
Exhibits Open & Walking Lunch
American Fidelity - Booth 316
K12itc Booths - 401-402
OPPA! Food Mgmt - Booth 317
P1 Group Booths - 602-603
Piper Jaffray - Booth 318