#### MINUTES OF THE HOUSE HIGHER EDUCATION COMMITTEE

The meeting was called to order by Chairman Tom Sloan at 3:30 p.m. on February 9, 2004 in Room 231-N of the Capitol.

All members were present except:

Representative Annie Kuether- excused

Committee staff present:

Mary Galligan, Legislative Research Art Griggs, Revisor of Statutes Susan Allen, Committee Secretary

Conferees appearing before the committee:

Andy Sanchez, Executive Director Kansas Association of Public Employees

Representative Roger Reitz

Mickey Ransom, Kansas State University

Janet Fallin, Kansas State University

Reginald Robinson, President & CEO, Kansas Board of Regents

Diane Lindeman, Director of Student Financial Assistance, Kansas Board of Regents

Robert Kelly, Kansas Independent College Association

Others attending:

See Attached List.

### <u>HB 2625 - Tuition waivers at state educational institutions for spouses and children of full time employees at a state educational institution.</u>

Chairman Sloan opened hearings on HB 2625.

Andy Sanchez, Kansas Association of Public Employees, submitted written testimony as a proponent of **HB 2625** (Attachment 1).

Representative Reitz gave testimony as a proponent of the bill and explained that it was a measure to aid in recruitment and retention of faculty (<u>Attachment 2</u>).

Kansas State University Professor's Mickey Ransom and Janet Fallin testified in favor of **HB 2625** citing the loss of faculty due to lower salaries and benefits and noting that most of the other universities in the Big 12 offer some kind of tuition waiver program (<u>Attachment 3</u>).

Dr. Reginald Robinson, Kansas Board of Regents testified as an opponent of **HB 2625.** Dr Robinson cited the negative impact on tuition revenues at the State universities. Dr. Robinson said that the Board has studied a tuition waiver program and feels that it is not economically feasible at this time (Attachment 4).

Representatives Huntington and Horst asked Dr. Robinson about the loss of tuition revenues relative to the costs of recruitment and training. Representative Krehbiel noted that by specifying certain employees that the bill was discriminatory and that any corrective measures should apply to all employees. In response to Representative Storm, Dr. Robinson explained the program at the University of Kansas that uses monies from the Coca Cola contract to provide tuition assistance to certain staff and dependents. Representatives Tafanelli, Gordon, Neighbor and Hill asked Dr. Robinson questions concerning faculty turnover, salary increases and the potential of lost tuition revenues.

There being no further questions, Chairman Sloan closed the hearing on HB 2625.

### HB 2626 - State educational institutions, resident tuition and fee waiver for former prisoners of war.

#### CONTINUATION SHEET

MINUTES OF THE HOUSE HIGHER EDUCATION COMMITTEE at 3:30 p.m. on February 9, 2004 in Room 231-N of the Capitol.

Chairman Sloan opened hearings on HB 2626.

Diane Lindeman, Kansas Board of Regents, testified that it is not possible to determine the number of persons who would be eligible for a tuition waiver and that there are no appropriations to fund a fee waiver program (Attachment 5).

Representative Reardon commented that a Federal program may exist that provides tuition assistance for former prisoners of war.

Chairman Sloan closed the hearings on HB 2626.

#### HB 2533 - An act relating to education; concerning tuition at state educational institutions.

Chairman Sloan opened hearings on HB 2533.

Robert Kelly, Kansas Independent College Association, testified that his association recommended an amendment to this bill so that it would only apply to Barclay College ( <u>Attachment 6</u>).

Diane Lindeman, Kansas Board of Regents, testified that the Board did not object to the bill as it applied to Barclay College, but that it could open the door for many other schools that do not meet the rigid academic standards of the North Central accrediting process to be eligible for Kansas Comprehensive Grant funding. Ms. Lindeman noted that the fund was limited and the addition of eligible schools would increase the need for additional funding (Attachment 7).

There being no further questions, Chairman Sloan closed the hearings on HB 2533.

Chairman Sloan appointed Representative Tafanelli as chairman of a Sub-Committee to study all the residency tuition bills; with Representatives Hill and Phelps.

Chairman Sloan adjourned the meeting at 4:35 p.m. The next meeting is scheduled for Monday, February 16, 2004 at 3:30 p.m. in RM 231-N.

### HOUSE HIGHER EDUCATION COMMITTEE GUEST LIST

DATE FCB 9, 2004

NAME	REPRESENTING	
Lindsoy Campbell	Intema	
Doug Penner	KICA	
SUEPETERSON	C-State	
Shoily Frahm	12ACCT	
O, ane Lindeman	KSBd of Regents	
Bob Kelly	KICA	
Por Goss	Bo-Rep. Hunbing ton	
Reggie Bobinson	KBOR	
Kp Pereson	KBoR	
Michel D. Ranson	Private citizen Manhatlan	KS
JANA FALLIN	Private Citizani	hereleada
Bethanee Boch	Pinegan & Smith	15
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# The Kansas Association of Public Employees

#### State Headquarters:

1300 SW Topeka Blvd.
Topeka, KS 66612
(785) 235-0262
(800) 232-KAPE
Fax: (785) 235-3920
Email: comments@kape.org
On the web: www.kape.org
Michael McLin, Topeka & NE Kansas

#### Salina Office

2055 S. Ohio Salina, KS 67401 (785) 493-0790 Fax: (785) 493-0898 **Glenn Miller**, Salina & Western Kansas

#### Wichita Office:

4921 Cessna St. Wichita, KS 67210 (316) 618-6200 Fax: (316) 618-6205 Gary Morrison, Wichita & SE Kansas

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#### KAPE/AFT Staff:

Andy Sanchez, Executive Director Marty Vines, Director of Negotiations Lisa Vines, Director of Public Relations Bill Gonzalez, Employee Relations Monica Shane, AFT Account Specialist Cindy Lovell, Data Control

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#### Testimony on HB 2625 Submitted to the Higher Education Committee February 9, 2004

Andy Sanchez, Executive director Kansas Association of Public Employees

Thank you Mr. Chairman and members of the committee. I appreciate this opportunity to offer our support for HB 2625. As most of you know KAPE is an advocate for public employees representing employees in sectors of state, city and county governments.

Just a short time ago all sectors of government were dealing with a shortage of an available workforce. There was great concern about how the public sector would cope with this problem. September 11<sup>th</sup> changed all that and the economy is still struggling to improve. Because the economy will rebound, I suggest the problem of attracting and retaining quality employees is still with us and we must begin to plan for what stares us square in the face. The American Federation of Teachers (AFT) assigned a Task Force to conduct an analysis of this problem and the result was a 2001 Recruitment and Retention Report. The report centered on what it called the "Quiet Crisis" in the public sector workforce, whereby it would be difficult to not only attract quality applicants but also to retain quality employees.

Forty-five percent of all government employees are considered baby-boomers (1946-1964) eligible to retire in the next 5-10 years; 76 million people were born between 1946 and 1964. Retirements of the baby-boom generation is scheduled to take most skilled and experienced workers out of public service.

We need leaders like yourself to lead the way in finding creative ways to meet the work-life expectations of generations X and Y, as well as baby-boomers. A tight state budget has made it difficult to provide compensation enhancements for Kansas state employees. Further, studies have found that the retention crisis cannot be solved by money alone; it is just not that simple. The assumption that beefing up the compensation system fixes retention is not only wrong but just not an option in Kansas. Strategies should instead focus on expanding benefit packages to build loyalty and commitment. HB 2625 offers a creative way to benefit employees at our state regent universities. We ask for your favorable consideration on HB 2625. Thank You

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Testimony regarding: HB 2625 Rep. Roger Reitz 13 February 2004

#### Mr. Chairman:

House Bill 2625 would allow spouses and children of classified and unclassified employees of the Regents System of higher education in the state of Kansas to exempt from tuition for no more than 12 semesters. In a sense it would barter services for services in an attempt to encourage retention of faculty as well as recruitment. Recruitment costs are very expensive. Faculty children are well-motivated students for the most part and scholarships at other institutions are attractive. This bill would tend to curtail the lamented brain drain that has happened all too often in Kansas.

The Regents and Kansas State University both oppose this measure citing costs as high as 3.7 million dollars of lost revenue. This would seem hard to estimate accurately. Faculty and classified salaries have not risen with inflation. This measure would make a move to offset these relative losses.

House Higher Education Committee

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#### Tuition Waver Proposal Points to Consider

- Tuition Waver Programs help with recruitment and retention.
- We have documented cases of professors leaving K-State for this reason.
- Start-up costs for new professors in the sciences is around \$300,000.
- Recruitment costs are high for faculty positions (at least \$12,000 per search).
- K-State professors are making less, due to increased insurance premiums and zero or low salary increases in the past few years.
- Tuition costs are increasing, almost 50% more.
- Faculty and staff paying tuition now are paying more and making less.
- The Board of Regents staff surveyed other universities. 20 of the 22 that responded offer some type of tuition help for their faculty.
- Most of our peer institutions offer a tuition waver program.
- KU offers their faculty dependents tuition help through a scholarship program.
- Washburn has a tuition waver program.
- All Kansas Community Colleges have tuition wavers for faculty.
- Children of faculty often go out of state for college. A tuition waver program would keep more good students in our Kansas colleges.
- Institutions of high education bring billions of dollars into the economy.

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### KANSAS BOARD OF REGENTS

1000 SW JACKSON • SUITE 520 • TOPEKA, KS 66612-1368

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#### Testimony on House Bill 2625 House Higher Education Committee

February 9, 2004

### Reginald L. Robinson President & CEO, Kansas Board of Regents

Good afternoon, Mr. Chairman and members of the Committee. I am pleased to offer views this afternoon on behalf of the Kansas Board of Regents regarding House Bill 2625. HB 2625 requires state universities governed by the Board of Regents to provide a waiver of all tuition required as a condition of enrollment for the spouse or child of any person who is employed full-time by any state university. The waiver shall be provided for not more than twelve semesters of instruction, or the equivalent thereof.

Passage of this bill would have a major negative impact on tuition revenues at the state universities. Each university calculated the amount of tuition paid by spouses and dependents of its employees in this current academic year 2003-2004. The total is approximately \$3.7 million, which represents tuition that would be waived under the provisions of HB 2625. This does not include additional tuition that would be waived for spouses and dependents who would likely enroll if such a benefit were provided. It is important to note as well, Mr. Chairman, that under the terms of this proposal, these waivers would also apply to waive tuition for the benefit of those spouses and dependents who would pursue graduate and professional school studies, as long as they do so under the proposed twelve semester cap.

Perhaps even more significantly, the amount above does not include tuition waivers a university would provide to spouses and dependents of full-time employees of *other* universities. The bill requires that all state universities shall waive tuition for the spouse or child of any person who is employed full-time by <u>any</u> state university. The universities do not have data on the enrollments of and tuition paid by spouses and children of full-time employees of the other universities, tuition which would be waived under HB 2625. The amount is likely to be significant, which would become larger as more individuals would take advantage of the opportunity to receive tuition waivers.

The idea of some broad form of tuition waiver has not escaped the attention of the Board of Regents. In fact, the Board recently considered the issue of tuition waivers for spouse and dependents of university employees, when it considered a proposal from Fort Hays State University. The University had proposed to waive tuition for full-time employees, their spouses

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and dependents, on a space-available basis. The proposed tuition waiver program included several eligibility criteria, including maintenance of minimum grade point averages and minimum years of service requirements for the University's employees. The Board studied the proposal over the course of last fall and gathered information on similar waiver programs in other states. The Board learned that universities in many states offer tuition waivers to employees and their spouses and dependents, in a manner similar to that proposed by Fort Hays State University.

Nevertheless, the Board did not approve the proposal to allow Fort Hays State University to offer tuition waivers to employees and their spouses and dependents. Concern was expressed that such waiver programs would proliferate throughout the state university system, as employees pressed for such benefits to be offered at their university. As a result, millions of dollars worth of tuition revenues could be forfeited at a time when the universities face major funding constraints.

While potential seems to exist this session for modest increases in state support, there continues to be considerable pressure on tuition as a source of revenue to offset substantial increases in operating costs, such as the cost of employee health insurance. Notwithstanding this upward pressure on tuition, the Board has a continuing desire to maintain affordable tuition rates so that financially needy students are not denied access to the universities. The Board also continues to strongly advocate for increased salaries for faculty and staff of the universities, and providing tuition waivers to benefit university employees would be a lower priority, particularly in this financial and economic climate.

We appreciate the legislative interest in the idea of tuition waivers for spouses and dependents. As I've noted, the Board has explored this area as well, and has determined that such a waiver program is not appropriate at this time. We urge the Legislature to refrain from passing legislation establishing such tuition waiver programs, and allow the Board of Regents to develop such programs if and when the Board considers them to be economically feasible and effective.



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TELEPHONE – 785-296-3421 FAX – 785-296-0983 www.kansasregents.org

#### Testimony regarding HB 2626 House Higher Education Committee

February 9, 2004

# Diane Lindeman Director of Student Financial Assistance Kansas Board of Regents

Good afternoon Chairman Sloan and members of the Committee. My name is Diane Lindeman and I am the Director of Student Financial Assistance for the Kansas Board of Regents. I am here today to provide testimony regarding HB 2626.

HB 2626 provides that state educational institutions under the control and supervision of the Kansas Board of Regents shall provide a waiver of all tuition and fees required as a condition of enrollment for each person who was a prisoner of war while serving in any military service of the United States, who is a resident of the state of Kansas, and who is enrolled at a state educational institution. Such waiver shall be provided for not more than 12 semesters of instruction, or the equivalent thereof.

Military service is defined within the bill as any active service in any armed service of the United States and any active federal service in the Kansas Army or Air National Guard. Prisoner of war means a person who was a prisoner of war under Article 4 of the third Geneva Convention and any individual who was in military service in an armed conflict and who was taken prisoner by opposing forces, whether or not this was under an official declaration of war. A Kansas resident would be defined as a person who is determined by the institution to be a resident for tuition purposes.

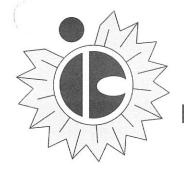
Prior to providing this waiver, each state educational institution would require that each person applying for this waiver provide official documentation verifying his or her military service and prisoner of war status.

It is not possible, at this time, to project the number of persons who would be eligible for such waivers, or the amounts of such waivers.

The Board of Regents supports efforts to financially assist persons in accessing the state educational institutions. We would note, however, that this bill would have the effect of reducing tuition and fee revenues at the state educational institutions, as there are no appropriations available to fund these programs.

Thank you for the opportunity to comment. I will be happy to answer

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#### Kansas Independent College Association

700 S. Kansas Avenue • Suite 515 • Topeka, Kansas 66603

Phone: 785-235-9877 • Fax: 785-235-1437

www.kscolleges.org

### Testimony before the House Higher Education Committee on HB 2533

February 9, 2004

Mr. Chairman, Members of the Committee:

HB 2533 represents a divergence from the state policy of encouraging institutions to become regionally accredited. SB 7 from last session was directed toward vocational colleges achieving regional accreditation so that their credits could transfer seamlessly to other institutions coordinated by the Board of Regents. Manhattan Christian College, after a decade of work, obtained regional accreditation three years ago and its student are eligible to receive Comprehensive Grants. HB 2533 would make an exception for non-profit institution students to receive Comprehensive Grants regardless of regional accreditation.

Federal policy is directed toward providing access to postsecondary students. Institutions are eligible if they are accredited by a myriad of accrediting agencies approved by ED. The attached list shows all such institutions in Kansas. The Kansas Scholarship program is directed toward rewarding our superior students who remain in Kansas for their postsecondary institution. We allow scholars who attend any of the institutions on the list to be eligible, but over 99% of the scholarship recipients attend fully-accredited Kansas institutions.

If the issue is not expanding eligibility to all non-profit institutions but merely to Barclay College students, our Association is neutral and would recommend an amendment to that effect.

There is one other factor I would like to mention. Students at fully-accredited community colleges are presently not eligible for Comprehensive Grants. The scholarship proposal the Governor is considering for gaming moneys would add Comprehensive Grant eligibility to students from fully-accredited community colleges and fully-accredited technical colleges. The issue in HB 2533 conceivably could be reviewed in this larger context of the Governor's proposal, depending on what changes are included when it is released.

I would be happy to answer any questions.

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Member Colleges and Universities

State	College or University	Туре
Kansas	Benedictine College	Private 4 yr
Kansas	University of Kansas Main Campus	Public 4 vr
Kansas	Bethel College	Private 4 yr
Kansas	Bethany College	Private 4 yr
Kansas	MidAmerica Nazarene University	Private 4 yr
Kansas	Baker University	Private 4 yr
Kansas	Hesston College	Private 2 yr
Kansas	Friends University	Private 4 yr
	University of Kansas-Medical	i iivaic 4 yi
Kansas	Center	Public 4 yr
Kansas	Tabor College	Private 4 yr
Kansas	Fort Hays State University	Public 4 yr
	Central Christian College of	
Kansas	Kansas	Private 2 yr
Kansas	TOPEKA TECHNICAL COLLEGE	Proprietary
Kansas	Southwestern College	Private 4 yr
Kansas	Ottawa University	Private 4 yr
Kansas	Kansas Wesleyan University	Private 4 yr
Kansas	McPherson College	Private 4 yr
Kansas	Emporia State University	Public 4 yr
Kansas	Sterling College	Private 4 yr
Kansas	Saint Mary College	Private 4 yr
Kansas	Barclay College	Private 4 yr
Kansas	Manhattan Christian College	Private 4 yr
Kansas	Newman University	Private 4 yr
Kansas	Southeast Kansas Area Vocational Technical School	1
Nai isas	Central Baptist Theological	Public 2 yr
Kansas	Seminary	Private 4 yr
Kansas	AMERICAN INST OF BAKING	Proprietary
	LABARON HAIRDRESSING	
Kansas	ACADEMY	Proprietary
Vanasa	HAYS ACADEMY OF HAIR DESIGN	
Kansas	FLINT HILLS TECHNICAL	Proprietary
Kansas	COLLEGE	Public 2 yr
Kansas	CRUMS BEAUTY SCHOOL	Proprietary
Kansas	Highland Community College	Public 2 yr
Kansas	ACADEMY OF HAIR DESIGN INC VERNON'S KANSAS SCHOOL	Proprietary
Kansas	OF COSMETOLOGY	Droprioton/
Kansas	Donnelly College	Proprietary Private 2 yr
ivanisas	NORTHEAST KANSAS	Private 2 yr
Kansas	TECHNICAL COLLEGE	Public 2 yr
Kansas	Independence Community College	Public 2 yr
Kansas	LAWRENCE CAREER COLLEGE	Proprietary
	Community College of	
Kansas	Cosmetology	Proprietary
Kansas	Kansas School of Hair Styling	Proprietary
Kansas	Salina Area Voc Tech School	Public 2 yr
Kansas	Manhattan Area Voc Tech School	Dublic 2 vr
Kansas	BRYAN CAREER COLLEGE	Public 2 yr Proprietary
Kansas	The Brown Mackie College	Proprietary
Kansas	KAW AREA VOC TECH SCHOOL	Public 2 yr
	XENON INTERNATIONAL SCH	r ubile z yr
Kansas	OF HAIR DES	Proprietary
40070	CAPITOL CITY HAIR DESIGN	,,
Kansas	COLLEGE	Proprietary

T	AMERICAN ACADEMY OF HAIR	T (
Kansas	DESIGN	Proprietary
Kansas	Colby Community College	Public 2 yr
	WICHITA TECHNICAL	r ublic 2 yi
Kansas	INSTITUTE	Proprietary
	North Central Kansas Area	
Kansas	Vocational Technical School	Public 2 yr
Kansas	Pittsburg State University	Public 4 yr
	Northwest Kansas Area Vocational	lace control
Kansas	Technical School	Public 2 yr
Kanaga	Kansas City Kansas Area Vocational Technical School	D
Kansas		Public 2 yr
Kansas	Cloud County Community College	Public 2 yr
Kansas	Pratt Community College Neosho County Community	Public 2 yr
Kansas	College	D 11: 0
Kansas	3	Public 2 yr
	Superior School of Hairstyling	Proprietary
Kansas	Washburn University of Topeka Seward County Community	Public 4 yr
Kansas	College	Public 2 yr
Kansas	Dodge City Community College	
Kansas	Fort Scott Community College	Public 2 yr
Kansas	Labette Community College	Public 2 yr
Kansas	Garden City Community College	Public 2 yr
Kansas		Public 2 yr
	Coffeyville Community College	Public 2 yr
Kansas	Allen County Community College	Public 2 yr
Kansas	Haskell Indian Nations University	Public 4 yr
Kansas	Wiichita Area Voc Tech School	Public 2 yr
Kansas	Barton County Community College	Public 2 yr
1/	Johnson County Community	
Kansas	College Cowley County Community	Public 2 yr
Kansas	College	Public 2 yr
Kansas	Hutchinson Community College	Public 2 yr
	Kansas City Kansas Community	r ublic 2 yi
Kansas	College	Public 2 yr
Kansas	Butler County Community College	Public 2 yr
Kansas	Wichita State University	Public 4 yr
Kansas	Kansas State University	Public 4 yr
Kansas	WRIGHT BUSINESS SCHOOL	Proprietary



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#### Testimony regarding HB 2533 House Higher Education Committee

February 9, 2004

# Diane Lindeman Director of Student Financial Assistance Kansas Board of Regents

Good afternoon Chairman Sloan and members of the Committee. My name is Diane Lindeman and I am the Director of Student Financial Assistance for the Kansas Board of Regents. I am here today to provide testimony regarding HB 2533.

HB 2533 amends a section of K.S.A. 74-32, 120 regarding the eligibility of Kansas post-secondary institutions to award funding through the Kansas Comprehensive Grant Program. Specifically, the section being considered for amendment is Section 1. (f) (3): "Kansas educational institution means:....a not-for-profit independent institution of higher education which is accredited either by the north central association of colleges and secondary schools accrediting agency....or is accredited by an agency whose accreditation enables the institution to establish eligibility to participate in federal student financial aid assistance programs based on the accrediting agency's requirements as if July 1, 2003, is operated independently and not controlled or administered by the state or any agency or subdivision thereof, maintains open enrollment, and the main campus or principal place of operation of which is located in Kansas."

Amending this language would allow schools that have met any agency accreditation (not just North Central Association) standards, that allow them to participate in federal financial assistance programs, to be eligible to receive funding in the Kansas Comprehensive Grant Program.

At this time it appears that this would allow the inclusion of one independent college – Barclay College in Haviland, Kansas- currently ineligible to participate. Barclay College is accredited by the Accrediting Association of Bible Colleges (AABC). Barclay is a candidate for North Central Association Accreditation.

The Kansas Board of Regents does not have an objection to the inclusion of Barclay College as an eligible institution to receive Kansas Comprehensive Grant funding. However, there are two concerns. One is that the awarding of state monies to institutions should require that those institutions meet strict national and regional academic accreditation standards. There are many different accreditation agencies in the United States and some have more rigorous standards than others. Federal student financial assistance is not difficult for a school to receive as long as they are able to meet the standards of an accrediting agency. We would not want to leave the door

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open for schools that do not meet rigid academic standards to be eligible for our limited funding. The other concern is that a more loosely regulated accreditation standard would have an impact on the number of individual students who receive Kansas Comprehensive Grant funding, if more schools were to receive eligibility. Without additional funding being added to the program, the current distribution would be spread thinner and the number of student recipients would be impacted. We have estimated that the addition of Barclay College would require an additional \$66,000. This is not a huge pool of money but opening the door to the possibility of the eligibility of additional schools would greatly increase the need for additional funding.

Thank you for your time. I would be happy to address any questions that you may have.