



KANSAS NATIONAL EDUCATION ASSOCIATION / 715 SW 10TH AVENUE / TOPEKA, KANSAS 66612-1686

Timothy R. Graham
Director of Government Relations & Legislative Affairs
Written Testimony – **Neutral**
Senate Bill 383
Senate Committee on Education
February 11, 2026

Chairperson Erickson, members of the Committee:

Thank you for the opportunity to testify neutrally on SB 383.

Kansas NEA is a member-driven organization representing nearly 22,000 educators across the state of Kansas. Our members are organized into more than 265 local associations and work in schools and communities across nearly all 105 Kansas counties, serving students in urban, suburban, and rural districts alike.

The positions we advocate for are proposed, debated, and adopted by hundreds of educators selected by their peers to attend our annual Representative Assembly, reflecting the collective voice of education professionals of all political parties, beliefs, and backgrounds who are united by a commitment to Kansas public schools and the students they serve.

Collective Bargaining Implications

Because third-party employees are outside the bargaining unit, SB 383 could allow districts to expand contracted special education services without negotiating impacts on workload, caseload distribution, staffing models, or program design. From a labor perspective, this raises questions about how changes to service delivery intersect with existing collective bargaining processes.

Two-Tier Workforce Concerns

Contracted educators often work under different pay structures, benefit packages, and supervision or evaluation systems than district-employed educators. Over time, this can create a parallel workforce performing similar services under different employment conditions, which may affect workforce stability and professional cohesion.

Bargaining Unit Erosion Risk

By authorizing state reimbursement for services provided by third-party contractors, the bill may unintentionally incentivize districts to rely more heavily on non–district-employed educators. Even when driven by staffing shortages, this shift could gradually reduce bargaining-unit positions without clear guardrails.

Thank you again for the opportunity to testify neutrally on SB 383.