

SENATE BILL No. 161

By Committee on Ways and Means

2-5

1 AN ACT concerning the state board of regents; relating to university
2 support staff; amending K.S.A. 2014 Supp. 76-715a and 76-715b and
3 repealing the existing sections.
4

5 *Be it enacted by the Legislature of the State of Kansas:*

6 Section 1. K.S.A. 2014 Supp. 76-715a is hereby amended to read as
7 follows: 76-715a. (a) The state board of regents, in accordance with the
8 provisions of this section, may authorize any state institution of higher
9 education to convert all classified staff employee positions or any portion
10 thereof in the institution to the unclassified service of state employment.
11 *Except as otherwise provided for leave time in K.S.A. 2014 Supp. 76-715b,*
12 *and amendments thereto,* those classified staff employees whose positions
13 are converted from classified to unclassified status shall retain all health
14 and flexible benefits and leave and retirement benefits provided to them
15 under the state classified employee system. Each institution designated by
16 the board shall develop a plan for a system for administration of all other
17 aspects of employment for these employees, including personnel policies
18 and procedures, and each such system of administration shall be subject to
19 approval by the state board of regents. Such personnel policies and
20 procedures shall include a disciplinary and grievance process which
21 provides for the right to appeal and due process procedures. Development
22 of such plan shall be subject to input from affected classified employees.
23 Implementation of this section shall not cause a salary reduction or layoff
24 of any classified employee. This section shall not be implemented by the
25 state board of regents at any state institution of higher education unless an
26 election has been held for classified staff employees affected by such
27 proposal at such institution and the classified staff employees voting at the
28 election by majority vote approve the conversion of the classified staff
29 employee positions affected by such proposal at that institution to
30 unclassified positions. Any such election held after the effective date of
31 this act shall be preceded by an official announcement providing at least
32 90 days notice of the date, time and place of the election. After a vote of
33 approval, the state educational institution shall provide all affected
34 employees with opportunities for input into the development of the plan
35 that is to be presented to the state board of regents.

36 (b) For the limited purposes of this section, and K.S.A. 74-4925, and

1 amendments thereto, these newly designated unclassified employees shall
2 be referred to as "university support staff" and the university of Kansas
3 medical center shall be considered a state institution of higher education
4 separate from the university of Kansas, Lawrence, and its campuses.

5 (c) Nothing in this act shall affect the representation rights of
6 collective bargaining organizations that represent employees of a state
7 institution of higher education, nor shall the provisions of this act affect
8 any term or condition of any collective bargaining agreement in effect on
9 the effective date of this act.

10 Sec. 2. K.S.A. 2014 Supp. 76-715b is hereby amended to read as
11 follows: 76-715b. (a) As used in this section:

12 (1) "State board" means the state board of regents.

13 (2) "State educational institution" has the meaning ascribed thereto in
14 K.S.A. 76-711, and amendments thereto.

15 (3) "Leave time" means vacation leave and discretionary day leave.

16 (b) The state board may adopt a policy which authorizes state
17 educational institutions to provide leave time to the classified employees
18 *and university support staff* of any such institution in an amount not to
19 exceed the amount of leave time provided to unclassified employees of
20 such institution.

21 (c) Subject to the policy of the state board adopted pursuant to this
22 section, each state educational institution may provide leave time to
23 classified employees *and university support staff* of such institution. The
24 amount of leave time may vary from the amount of leave time provided to
25 classified *or unclassified* employees of state agencies that are not state
26 educational institutions.

27 (d) The state board shall adopt any rules and regulations necessary to
28 implement the provisions of this act.

29 Sec. 3. K.S.A. 2014 Supp. 76-715a and 76-715b are hereby repealed.

30 Sec. 4. This act shall take effect and be in force from and after its
31 publication in the statute book.