

Tentative Agreement Summary for Olathe Licensed/Certified Bargaining Unit Staff 2024-25

Salary Schedule Condition Changes, Appendix A: (2024-25 Salary Schedule Included)

1. **Compensation – Step Movement:** Recognizing the importance of retaining excellent educators, all bargaining unit members move down one cell.
2. **Compensation – Horizontal Movement:** Recognizing the importance of professional learning, all bargaining unit staff who have submitted the required credits/points will be moved horizontally on the salary schedule.
3. **Compensation – increase to the base salary:** Proposed base salary for 2024-25 will be \$48,500 after one step down and raise on scale, meeting the interests of both the recruitment of new staff as well as retention of existing staff
4. **Enhance the schedule:** extend the BS columns at .006 index, preventing any educator from ‘maxing out’ on the scale
5. **Schedule modification** – eliminate step 1, add 1 step to bottom of schedule numbered step 39

Benefits Appendix A:

Page 57: Health Insurance:

No change for the 6th consecutive year in Blue Cross/Blue Shield health insurance plans. No change in employee contributions to health insurance premiums or District H.S.A. (Health Savings Account) employer contributions.

Extra-Curricular/Academic Support, Appendix A:

1. **Page 58/59: Salary Schedule Structure:**
 - Realignment: Tie the EC/AS schedule to the proposed base salary of \$48,500
2. **New positions:**
 - **Middle School BLT Chair:** add to the EC/AS salary schedule at Group 12 (\$2,886)
 - **AVID** (without Supervisory Hour): add to the EC/AS salary schedule at Group 4 (5,049)
 - **AVID** (with Supervisory Hour): add to the EC/AS salary schedule at Group 9 (\$3,608)
 - **First Robotics:** High School Head: add to the EC/AS salary schedule at Group 3 (\$5,772)
High School Assistant: add to the EC/AS salary schedule at Group 14 (\$2,600)
3. **Adjustment in Skills USA:** add head position to EC/AS salary schedule at Group 8 (\$3,676)

Modified Policies

GBI/GBK: Discipline/Suspension - sunset provisions removed

GBOA: Retirement Benefits - ‘accrued’ changed to ‘accumulated’ for consistency between policies

GBOB: Voluntary Early Retirement Plan: change verbiage from final base salary to final contract salary

GBZCC: Professional Day – reflect change in plan time for elementary to 300 minutes per 5 day student contact week

GBZCDA: Leaves – leave will be defined as Paid Time Off, unused paid time off may be accrued as Illness/Bereavement Leave, days of leave for staff with 0-5 years is 15, years 6 – 10 years is 16, years 11+ is 17 days, buy back provision at end of contract year for up to 3 days of PTO, 2 employee families may use up to 100 days of accumulated leave for FMLA birth/adoption of a child, reference to BOE policy GAOE – Worker’s Compensation

GBZCDD: Leave Bank – change to align with GBZCDA Leaves

GBZEB: Salary Schedule Conditions - language revised by Salary Schedule Committee to outline placement of new hires as well as codify practice of movement to the Master’s Column reflecting years of experience in the district

GBZEA: Professional Development - PLC scheduled on a day of the week and not tied to Specials rotation

GBZK: Glossary – include definition of base salary

Appendix A:

Page 63: Stipend Pay & Mileage Reimbursement Process - remove CLA from chart

Page 64: NBPTS Reimbursement Form – location change

Page 65: Non-KSDE License Renewal Reimbursement Form – location change

Appendix B:

Page 97 Parent Teacher/Guardian Conference Guidelines: updated with correct dismissal/contract times and inclusive language

Pages 70-71: Part-Time Staff Attendance Planning form - updated to reflect change from A-E to A-D

Page 78-80: Elementary Scheduling Document, Appendix B: update contract times, additional language to address 300 minutes of plan time over a 5 day student contact week, A-D Specials rotation, elimination of CLA references

Page 81-83: Middle School Scheduling Document, Appendix B: update contract times, remove Wageback and change to payroll system, include section outlining Academic Extension/Intervention

Page 84-88: High School Scheduling Document, Appendix B: update contract times, bell schedule, remove Wageback and change to payroll system, include section outlining Academic Intervention

Pages 98-99: District Calendar *24-25 and 25-26*

Pages 91-93, Pages 95-96, page 69: PD Calendar *24-25, Grade and Reporting Dates, Employment Calendar*

Policies modified for inclusive language:

GBA	GBZCDA	GBZK
GBRGA	GBZCDD	Appendix A: Reimbursements
GBZB	GBZD	Appendix B: Vacations
GBZB-A	GBZE	Appendix C: Appraisal Document
GBZCA	GBZEA	
GBZCC-A	GBZED	

Other items included in the 2024-25 Ratification Process:

Board Policy GAOE Worker's Compensation

Clarification of communication about staff reporting on Inclement Weather days