

Professional Council Meeting Quarter 3

Date 2.26.25 — 4:45-6:00 p.m. — Ed Center Board Room

In attendance: Clint Albers, Megan Bricks, John Hutchison, Shelby Lewis, Chris Pittman, Angie Powers, Trisha Putthoff, Lachelle Sigg, Eric Skoglund, Rick Sola, Julia Wenzel

Meeting begins at 4:45 pm

Agenda:

Committees

- Committee updates
 - Appraisal (Lachelle & Angie)
 - Meeting monthly and making progress on the rubrics for the general educator and specialized positions. Work is now more on the formatting, consistent language, and to make sure there are details within the rubric to include resources.
 - Next meeting is tomorrow, February 27th: This meeting will focus on the process (timeline and deadlines) and the committee will bring proposals back to Professional Council
 - Work within the committee has included comparisons to other districts to create a better understanding of what neighboring districts are doing and what the state requirements are
 - Extra-Curricular/Academic Support (Eric)
 - Met this morning at 7 am. The deadline for new proposals was pushed back to 3/1. New proposals have come in. The committee will work on creating a priority list. The committee will also be looking at the event rate when bringing forward their proposal to the Professional Council.
 - Calendar (Clint & Angie)
 - Met yesterday at 7 am. Working through supporting documents for the 25-26 calendar and looking ahead to the 26-27 calendar. Discussion about the Professional Development calendar – Jenna Kuder and Learning Services Team have been looking at the feedback from the district dialogues to incorporate in the proposed calendar.
 - Conferences (Rick & Julia)
 - Meeting dates have been set for March 4th & April 14th. No charge from Professional Council just yet, but the committee will be meeting to look at what feedback has been received from the bargaining survey and District Dialogues.
 - Benefits (Lachelle & Angie)

- Met to discuss usage: increase due to some high-cost claims. The pharmacy costs increase the costs for coverage in general. The committee will continue to research different options for coverage and options for care.
- Discussion has begun about an on-site health clinic that could provide basic healthcare for those who have district-provided insurance. Due diligence is being done to explore this option for the future. There is a savings opportunity for insurance usage and cost to the employee. Possible options could include mental health support in addition to basic healthcare. RFPs were due last week; Lockton will help to interpret all of the options and provide recommendations.
- Policy Revisions (Angie)
 - Consider if there are any items this committee can begin to work!
 - Reminder this committee exists, and they can be the ones to address any items that are in the notice letters, rather than going through another committee

Intent to Negotiate Letters

- Overview of District Letter
 - Policy GBZCB-Appraisal Process
 - Shared interest of streamlining appraisal addressed through the committee – concern regarding rubrics and process; work began in 2023 and have continued monthly through 2025
 - Appraisal Committee Accomplishments: Developed general educator rubric; Drafted and reviewed specialized content rubrics: audiologists, coordinator, counselor, early childhood educator, interventionists/MTSS/PBIS/MTSS-Reading/MTSS-Math Coaches, Behavior/Autism Specialists, Library Media Specialists, OT/PT, Nurse, School Psychologist, Social Worker, Special Education Teacher, SLP
 - Reviewed and recommended considerations about process and timeline
 - Identified a platform – staying with Frontline as the professional development is there, presentation from Frontline has identified new ways of using the program
 - Recommendation: Update PNA Language to Reflect:
 - Piloting the new appraisal rubrics at 2 elementary schools, 2 middle schools, and 1 high school in '25-'26 school year
 - The appraisal committee would meet in Oct, Dec, Jan, and Feb to gather feedback, make edits/updates
 - Recommend to Professional Council for full implementation in '26-'27
 - Professional Development
 - The process of granting salary schedule column movement for PD hours/points dates back to '96-'97
 - Column movement costs compete with step and starting salary costs

- A review of the use of the PD hours/points for movement on the salary schedule needs to be reevaluated
 - No recommendation at this time; intention is to start the conversation – Start by looking at the data, and then decide if a proposal is appropriate
 - This could be through a salary schedule committee, or an ad hoc committee – will depend on when data for usage is available
 - Sick Leave Bank (SLB)
 - A shared interest addressed through the sick leave bank committee
 - Concerns: Contradictory language regarding eligibility for the SLB; Incorrect/Inaccurate language regarding the SLB maintenance; There is a reference to illness/bereavement leave; Varying references to maximum number of days that can be requested
 - Conflicting guidance on whether consecutive days of absence are required for application
 - Definition of “non-extraordinary” needs greater detail
 - The Sick Leave Bank committee will recommend language to Professional Council for consideration – focusing on clean-up and clarification to reduce the need for interpretation
 - GBRD Staff/Faculty and Special Topic Meetings
 - Add additional flexibility regarding special topics meetings
 - What we have the meetings for/ what we could have the meetings for in the future
 - GBZCG Drug Free Schools & GBZE-C (Non-Resident Student Enrollment)
 - Discussion of Policy GBZCG’s language concerning notification of conviction within 5 days after the conviction
 - Expanding policy GBZE-C to permit children of non-Kansas employees to attend the district’s schools – change the language to include out of state residents as well, current language says that only in-state employees are eligible
 - These two items may be able to go through the policy committee
- Overview of Olathe NEA Letter
 - bit.ly/onealetter25
 - Reminder of our purpose: Olathe educators are able to meet every student’s needs when we have the resources to meet their needs, a voice in the decisions that impact our work, and pay/benefits that keep us in education right here in Olathe!
 - Data from bargaining survey – we had a decent rate of responses from all bargaining unit members – 78% answered YES that they intended to be in the profession in the next 5 years; 72% of the respondents said they believed they would be working in Olathe in 5 years
 - 4 Areas of the letter to address:
 - 1) Compensation – Retention – 59% of the survey respondents chose compensation as their top priority
 - Olathe NEA proposes an increase in beginning salaries, allowance for a minimum of one step movement for all educators

as well as column movement for those educators who are eligible without changing the structure of the salary schedule.

- Olathe NEA proposes a revision to compensation for paid educator coverage including combined classes.
- Olathe NEA proposes additional compensation for non-KSDE licensed members of the bargaining unit to reflect the time and cost of obtaining CEUs to maintain their licensure.
- Olathe NEA seeks to examine and revise supplemental pay, taking into consideration the recommendations from the Extra Curricular/Academic Support Salary Schedule Committee.

Question: What is an example of non-KSDE licensed position expense?

Answer: An example of this would be an occupational therapist who is required to have additional credits to maintain their license.

- 2) Hours and amounts of work: Retention
 - 16% of survey respondents chose this as their 1st priority, 28% have chosen as their 2nd priority
 - ONEA proposal: Olathe NEA proposes that Professional Council work with the appropriate committees to develop a timeline and process for re-evaluating conferences.
 - Olathe NEA proposes revisions to the Professional Day policy (GBZCC) and Elementary Scheduling Document Guidelines related to the description of individual plan time and the process for compensating educators for lost plan time based on extraordinary and unscheduled student or building needs.
 - Olathe NEA proposes addressing the additional workload of bargaining unit positions which require extensive paperwork, including but not limited to, protected time for Medicaid billing.
- 3) Mandatory Items
 - PTO was highly rated in our survey with an overall 4/5 rating. Lower ratings included dissatisfaction with the current system's complexity and desire for more flexibility in using illness/bereavement days vs PTO, especially when using FMLA
 - Olathe NEA proposes revisions to the Leave policy (GBZCDA), including but not limited to, allowing accumulated illness/ bereavement leave to be used for FMLA without first exhausting PTO.
 - Olathe NEA proposes revisions to the Elementary Scheduling Document to address concerns related to elementary specialists.
 - Olathe NEA proposes a district 403b match for all bargaining unit staff to enhance retention and recruitment.
- 4) Permissible Items – Focusing on retention and recruitment
 - 40% selected "Elevate educator voice" and/or "Enhance educator autonomy" in their top 3 priorities; 27% selected "Prioritize safe & healthy workplaces including increased supports for student behavior" in their top 3 priorities.

- Olathe NEA SpEd Survey had a 30% completion rate (certified SpEd staff responded to the survey); One question was “How likely are you to leave their job after this year?” 8.2% chose they planned on leaving and 42.8% chose they were looking at other options – The follow-up question to the respondents who chose “looking at other options” and “planning on leaving” asked what would make them stay and the most common answers: Reduction of caseload/workload / increased staffing; Support with behaviors; Increased pay for additional work
 - Olathe NEA proposes consideration of retention strategies that emerged from the Our District Dialogue building visits.
 - Olathe NEA proposes a policy to support educator autonomy in the selection of materials and instructional methods which best meet student needs in alignment with district curriculum.
 - Olathe NEA proposes the creation of a Special Education Professional Council Subcommittee to consider policies and practices that support the retention and recruitment of SPED staff. There has been a group that has been working “behind-the-scenes,” the proposal is to include them as a sub-committee of the Professional Council
 - Olathe NEA proposes codifying the Kindergarten Enrollment schedule for Early Childhood and Kindergarten educators. There is a note on the calendar regarding Kindergarten Enrollment, but there are not clear expectations that are included in the agreement, the proposal is to include language in the agreement

Future Annual Review Items

- See items from NA highlighted in [this document](#)
 - VERP & Retirement Insurance Benefit Plan report in March

Upcoming Meetings:

- Upcoming Dates: 2/26, 3/26, 4/1, 4/15, 4/23, 4/28, 5/5, 5/13
- Date to Reconsider: 4/10
 - We have a meeting scheduled for 4/10, but the Board of Education has rescheduled their April meeting for the same day/time/location. Professional Council has rescheduled their meeting to Monday, April 7th, beginning at 4:45pm.

Meeting Ends at 5:38 pm

How We Will Work:

- Quick communication between Council members

- Listen to understand
- We all have and should use our voice
- Consider the scope of our impact as a Council
- Not shying away from difficult conversations or topics
- If someone feels that communication norms have been broken, we need to feel comfortable respectfully pointing this out.
- The Council considers this important to deal with at the time and as a group.
- Have an open mind, being good listeners, treating each other with respect

Processes We Will Use:

- Note taker (Julia) will send out minutes to all Professional Council members for review within a week, OR prior to the next meeting, whichever is sooner.
- Final minutes are submitted to communications department to be both added to the Professional Council website and included in the “In The Know”
- Meetings are noticed in the “In The Know”
- Agenda will be set by Clint and Angie
- Draft Consensus Folder