

Professional Council Meeting Quarter 3

Date 4.1.25 — 4:45-6:30 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, Julia Wenzel, Laura Wiltanger

Meeting begins at 4:45 pm

Agenda:

Committees Updates

- Appraisal (Lachelle)
 - The committee is making progress with the final stages of getting the manual put together- another part of the committee is going to come together to put together the final pieces that needed some additional information/final touches. After the next meeting (4/24), the committee hopes to be ready for a proposal to Professional Council. A couple of specialized rubric committees need some additional work to finalize. The committee will likely suggest the pilot before full implementation: 2 elementary, 2 middle, 1 high school for next year.
- Calendar (Clint & Angie) Committee meets tomorrow, so new updates about the previous discussion about the calendar.
 - Distribution of the Professional Learning & Preparation Days for 2025-2026 calendar (pending ratification).
 - Great work done by Jenna Kuder to designate the purposes of each type of designation on the Professional Learning Day (building-focused, principal-directed, district-focused, etc.)
 - Update in the name – Application and Implementation Professional Learning replaces the name of Job-Embedded PLC
 - District-Focused Professional Learning, Application and Implementation Professional Learning, and Building-Focused Professional Learning count as 1/2 student contact time, Principal-Directed Activities and Educator Preparation do not count towards the student contact time
 - One suggestion that has come up was to move one of the educator prep days currently placed during preservice (Aug 5-6) to the end of preservice and not both at the beginning to allow for the incorporation of new information
 - There is one ½ day of Ed Prep that each building/BLT can place so this is something buildings could consider now
 - Discussion: The additional information on the calendar is helpful in better understanding the purpose and structure of each type of professional development; the changes have been a result of the district dialogues and feedback

Annual Review Items

- VERP & Retirement Insurance Benefit Plan Report (John)
 - VERP Liability – The payment schedule in how much is paid out each year.
 - 2023-2024: \$2,341,725; 2024-2025: \$2,338,855; 2025-2026: \$2,059,484 (but not all of this year's retirees have been added); 2026-2027: \$1,414,954 (but does not include all of the 2024-2025 retirees nor all of the 2025-2026 retirees)
 - 2025-2026 – Not all of this year's retirees have been added yet, which is also reflected in the 2026-2027 number as well
 - Retirement Insurance Benefit Plan
 - How many people are using each type of plan, in total 134
 - All plan types are being utilized: top 3 are the \$1,500 PPO Preferred-Care Blue (with 41 retiree only; 9 retiree + spouse); \$1,500 PPO BlueSelect Plus (with 29 retiree only; 1 retiree + spouse) and \$3,330 HDHP BlueSelect (with 25 retiree only; 5 retiree + spouse)
 - **Question:** Is there a way to track savings from VERP?
 - **Answer:** It is difficult to track because there are several factors that are involved.
- Discussion: VERP is a rare opportunity that not every district has

Budget Presentation

- Updated Budget Info (John)
- Investment in Compensation
 - This year we received \$22.0 million more in legal maximum budget
 - Spent \$19.1 million (86.8%) on compensation
 - Rest of the funds went to contractual obligations (copiers, transportation) as well as inflation costs
- Enrollment (*What has led us to where we are now*)
 - Enrollment in recent years and moving forward – there is a decline in enrollment
 - 1966-2015 – Every year saw an incoming Kindergarten class that was larger than the graduating class
 - Past 9 years – the incoming Kindergarten class is smaller than the graduating Seniors – speaks to the fact that birth rates are down in Johnson County; The difference in 2023 was 560 students and the bubble of that is working its way through the system/budget each year.
- BASE Funding
 - The BASE funding has not kept up with inflation; and not adjusted with the median income
 - The BASE this year per student is \$5,378. Had it adjusted with inflation, that would be nearly \$8,000 and if it were adjusted with the median income it would be over \$8,500.

- If the numbers were properly adjusted, that would be an additional \$100 million annually. This is the impact of legislation on Kansas public school finances.
- BOTA
 - Loss of \$5.5 million last year > \$5.5 million this year > \$1.9 million next year > \$.7 following year and then it is done.
 - LOB – Local Option Budget 33% of the budget
 - BOTA only applies to new buildings – not like SFT because that is replacing an existing building
- CPI's Impact
 - CPI influences both BASE funding and expenditures
 - Current estimate – 2.8% for the last 12 months
 - Impact on non-compensatory expenses – \$1.0 million increase in expenses
 - \$232 increase in BASE from \$5,378 to \$5,610
- What it Means for 2025-2026
 - Historically we underspend roughly \$2.0 million dollars each year, so in reality it is roughly \$300k
 - 2024-2025 Underspending/Overspending: \$.3million
 - BOTA loss: \$5.8 million
 - Non-Compensatory Expense Increase \$1.5 million
 - Enrollment Decrease/BASE Increase \$7.0 million
 - Health Insurance Renewal is an unknown cost
 - Subtotal: -\$600,000 – We start budget development with \$600k less revenue than we are receiving this year
 - Additional Special Education Funding – +\$1.0 million
 - Net Subtotal: \$400,000
- The Why-The combination of these is keeping funding essentially flat
 - Lower CPI adjustment to the BASE (not growing as much as last year)
 - No additional COLA authority
 - \$10 million vs. \$72 million additional SpEd state aid
 - Decrease of 500 students (some students have different amounts of funding)
- Expenditure Variables
 - 1.0% CPI = \$535,000
 - One step on salary schedule – approximately \$2.7million
 - Column movement estimated at \$1.0million
- Column movement was \$800,000 this year, it was estimated to be \$955,000 when negotiating; it was \$1.6 million the prior year (when moving to the new salary schedule)
 - A \$100 increase in the starting salary equals approximately \$400,000
 - A 1.0% increase in non-bargaining unit salaries equals approximately \$850,000
 - Annual growth in special education expenditures equals approximately \$2.0 million
- What Sets Us Apart

- Olathe has run a lean budget in the last 17+ years
- Neighborhood schools – With enrollment well below functional capacity everywhere; each building requires more staff/costs
- Special Education Population
- Large number of students requiring services, those come with a cost
- Highest Average Teacher Salary: We passed along most of the new money all at once rather than holding some back – helping the lifetime earnings
- Retirement Plan offerings: Our district offers 2 plans versus none
- Benefit Package offerings: the investment in the benefits package prevents the funding from going elsewhere
- 2-Employee Health Benefits
- Professional Development Points
 - Higher lifetime earnings and benefits for employees by using the professional development points for column movement
- **Question:** What are the Special Education expenditures?
- **Answer:** Teacher salary- the district is reimbursed \$30,000 and about half of that for a paraprofessional; an out-of-district placement can be a \$150k cost. Olathe transfers approximately \$35 million a year from the general funds to the Special Education funding items.
- Discussion: CPI increase is not necessary “new money,” it is money that is an attempt to keep up with the costs; the middle of Olathe’s salary schedule is higher than neighboring districts

PTO Data Presentation

- PTO Data from 25-26 School Year (Lachelle)
- To best understand a comparison to last year, we just looked at 1st semester
- Types of Leave Breakdown
 - Accumulated Illness – New to this year
 - Sick – Only last year
 - PTO – Only this year
 - No Pay and Dock are the same – just a change in Oracle
 - Vacation: A small group get a “vacation,” but it was not a factor in PTO
 - Numbers are all in hours
 - Total 2023: 14413 days / Total 2024: 15528 days
- Number of Forms Submitted for Blackout Days: 2023 – 254 / 2024 – 837
- Blackout Date Absence Hours: 2023 vs 2024
 - Discussion within HR department regarding the differences in processing forms for blackout days
 - Increase in the process steps are because of limitations of Oracle- there is a need to manually filter each submission and to then look the notes or form submitted for an absence due to sick/health appointments; additionally absence submissions are happening well after-the-fact which

require weekly runs of the report to update individual employees; ensuring accuracy and fairness

- The process for 2-for-1 on blackout days is a manual process, it does not automatically happen in Oracle
 - There are several people that are involved in the process
 - Confusion about consecutive on a Friday/Monday leave
 - FTE is a similar number in both totals
- **Question:** Are there any policy changes that would make this process (2-for-1) easier?
- **Answer:** Not at this time, more focused on changes with Oracle such as adding a checkbox button to help with determining the reason for leave.
- Discussion: Some buildings still allow the building secretary to put in the leave, which can also be problematic; Olathe NEA has hosted a Leave professional development opportunity to help others better understand the policy to ensure that it's being used properly; Confusion regarding the process for educators and administrators alike

Negotiations Topics

- District Proposal Draft 2: GBZCG Drug Free Schools & GBZE-C Non-Resident Student Enrollment
 - Creating consistency with other policies that are already in place – referencing policy CAP (Duty to Report Criminal Offenses)
 - Removing specific titles of administrators so if there is a change in title
 - **Question/Clarification:** Policy GAP says 24 hours. If something were to happen on a Friday or Saturday, does the 24 hours mean the next business day or would weekend days count as well?
 - **Answer/Discussion:** It is usually implied that it is the next business day. The intention is that an employee would notify as soon as possible, and they would not be reporting to work the next day.
 - Ready to move policy to “Draft Consensus”
- GBZE-C Non-Resident
 - A K-12 educator who lives out-of-state can have their children attend school in Olathe
 - The question last time was raised about Pre-K and the 18-21 year-old programs – there are limits based on capacity and funding; additional concern that making the policy inclusive of Pre-K and the 18-21 year-old program would be out of line with the open enrollment policy
 - The proposal is to keep it be a K-12 policy to reduce the confusion between the policies
- ONEA Proposal: Kindergarten Enrollment
 - Section of the Elementary Scheduling Document – there may be a need to update the name to include the Early Childhood programs as well

- *Proposed language:* Kindergarten Enrollment – “Early childhood educators and kindergarten educators may have an alternate schedule impacting their professional day one day each spring to accommodate Kindergarten Enrollment. This alternate schedule should not exceed the length of a traditional contract day.
- Note: When looking at the Professional Day for Early Childhood Educators portion of the Elementary Scheduling Document on page 76, it was noticed that there are 300 minutes of plan time is scheduled over a typical 5-day student contact week for early childhood educators – but they early childhood educators do not have 5-day student contact weeks
- **Question:** What has Kindergarten Enrollment looked like across buildings?
- **Answer:** Historically, it was handled differently in each building; some buildings offered a stipend for the additional time; others have allowed the kindergarten educators to come in later to off-set the additional hours. There has been a change when it became consistent across all buildings in the past couple of years.

Upcoming Meetings:

- Upcoming Dates: 4/7, 4/15, 4/23, 4/28, 5/5, 5/13
 - All meetings are at the BOE Room in the EC except for 4/28 (Rooms 1-2 at TSC).

Meeting Ends at 6:00 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