

Professional Council Meeting 4.15.25

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, Rick Sola, Julia Wenzel, Laura Wiltanger

Meeting begins at 4:45 pm

Agenda:

Committees Updates

- Extra-Curricular/Academic Support (Eric): Met last week via Zoom, the committee will rank and prioritize the items; the goal is to have it ready for April 23rd, maybe be April 28th. The committee is working hard to have the maximum cost calculated and the actual cost that will be involved will also be calculated.
- Conference (Julia & Rick): Canceled the April 14th meeting and were able to communicate the needs with the committee. Working to put together a set of survey questions for parent/guardian community members

Negotiations Topics

- Draft Consensus Status: ☒ GBZCG Drug Free Schools & GBZE-C Non-Resident Student Enrollment, ☒ GBZCC Professional Day Kindergarten Enrollment & Early Childhood Plan, ☒ 25-26 Revised Calendar
- Discussion of Previous Proposals:
 - GBZCC Professional Day Plan Time
 - Revision: "Individual plan time is necessary for all educators to fulfill their professional responsibilities which may include ***but not limited to...***"
 - The revision to add "but not limited to" is to open the duties that are listed.
 - Revision approved, move to Draft Consensus
 - GBZCC Professional Day Medicaid Billing
 - Revision: "Educators whose duties include Medicaid billing will be exempted from ***regularly scheduled after-school duties*** so they may work on Medicaid billing at that time. ***If other duties interfere with an educator's ability to complete Medicaid paperwork due to high caseload, the educator should communicate with their administrator to collaborate on an adjustment to their schedule.***"

- The language change to after-school duty is to encompass any of the end-of-the-day responsibilities
- The additional statement “If other duties interfere...” is based on feedback from the educators that are working in a variety of time/situations, but it would be difficult to have language that could encompass all of their situations, some have different parts of the day that would be available (such as the early childhood programs would be in the middle of the day between sessions).
- Discussion: Would this language allow for administrator/educator communication to decide when the time would be – if they are needed for dismissal but need to complete billing. The additional line at the end may not be necessary; will collect some additional feedback to make adjustments; Is this opening the door to other groups/interests that also have documentation requirements?
- Further revisions will be brought back to a future meeting
- GBZEA Professional Development & CEUs
 - Revision: “Educators who use CEUs should collaborate with their building administrator on Building-Focused Professional Learning and the appropriate district-level administrator for District-Focused Professional Learning.
 - Discussed this with A. Tollman – this makes sense for the building-level days, the district-level tries to have activities/professional development opportunities that will count for CEUs, so that may not be used as much, but this language allows for conversations to happen – considering the number of different job categories
 - Move to Draft Consensus
- CEU Reimbursement Form
 - No changes to the form (also used with licensure); additional language was found on the stipend page in Appendix A regarding licensure reimbursement.
 - Using language from the form, not new language, just a new location in the document.
 - Revision: “Non-KSDE License Renewal and CEU Cost: When the license/certificate necessary for the educator’s position is issued by a state agency other than the Kansas Department of Education (KSDE), the District will reimburse educators the renewal cost of that license/certificate and up to \$500 per year of documented Continuing Education Unit costs necessary for renewal after one year of initial employment.”

- There is reference to a reimbursement form, but it is not able to be found; Will need to find location of form or how to link
 - Willing to agree to the concept of the language; will need to wait to agree to a number for the reimbursement; many of the CEUs are every 2 years; the average was \$200-\$400 per year
 - Need for further clarification – are reimbursements included when doing relicensure – they can include the CEUs from the last 2 years, then all could be reimbursed at one time rather than annual reimbursements for CEUs at a different time than licensure
 - Further revisions needed
- GBZCC Professional Day Unscheduled Student or Building Needs
 - Discussion: Is there some language that can be added to limit the amount of times this is happening or to encourage this to happen with lower frequency; add language for the educator to notify the administrator via email/phone/in-person conversation; if this becomes consistent or a regular occurrence, the administrator and educator should collaborate to determine what/if additional support or remedies are needed
 - Language suggestion to consider: “Should there be a consistent need for such compensation, the educator and administrator should collaborate to determine what additional support or remedies are needed.”
 - Further revisions needed
- GBZEF Paid Educator Coverage
 - When looking at the current data:
 - \$72,640 for missed plan time; \$211,380 for coverage at current rate
 - If changing to the new rate, that is an increase of \$95,000 + additional for FICA (\$24,215 for missed plan time; coverage \$70,460)
 - District not opposed to an increase because that hasn’t happened in several years, but will have to consider the costs with the budget
- GBZE-A Matching 403b
 - District not opposed, but also need to consider with budget factors
- District Counter Proposal: GBZCDD Leave Bank for Health-Related Circumstances
 - The basics of the proposal: Making changes in extended leave policies so educators would not have to exhaust PTO

- Language Revisions to reflect that the educator can retain 3 days of PTO; the educator would have to exhaust their PTO before accrued
 - I. Paid Time Off “Except in the case of FMLA or Childbirth and Adoption Leave, Annual Paid Time Off must be used before any Accumulated Leave can be accessed.
 - III. Family Medical Leave Act (FMLA): “however, the district requires employees to use available leave balances.” “C. Employees may be allowed to retain 3 PTO days, upon request, prior to leave beginning.
 - Oracle automatically will take the PTO leave, it has to have a manual override
 - 2. Employees may be allowed to retain 3 PTO days, upon request, prior to leave beginning.
 - V. Non-FMLA Medical Leave: 1. Update language to Paid Time Off; 2. If these leaves have been used, the employee may apply to the Leave Bank (Policy GBZCDD) if the employee is a member.
 - Additional edits reflect updates that needed to be addressed after PTO leave changes- editorial changes to reflect the language within the agreement (1-3 rather than A-C, for example- in Donor Leave, for example).
- Discussion: Few employees fall into the category of using this type of leave within the first year of employment (unsure of the exact number); Should there be a statement included of how to request the 3 PTO days being retained – that can be incorporated in the process when someone requests the leave; the retention of the days have to be agreed upon by the educator
- District Proposal: GBZCDD: Leave Bank for Health-Related Circumstances
 - The Sick Leave Bank committee meets regularly to discuss requests and uses the language in the agreement as a guide, during this work there have been areas that are identified that need some clarification
 - Revisions:
 - A. Purpose and Operational Guidelines: A strike through the language of “first year employees” and striking a “maximum equal to the total number of staff employed by the district.”
 - Changes to reflect keeping it to the members of the Sick Leave Bank who have donated to the bank; maintains the number of days needed to use the bank
 - C. Employees Joining the Leave Bank: 2. “If no PTO Leave is available, 1 day of accrued leave will be donated to the Bank.” 4. No

additional days will be requested as long as the balance remains at or above the minimum as defined in section A-3.

- D. Requesting Leave Days from the Bank: General Information: Strike number 1.
- E. Extraordinary Medical or Health Related Circumstances a. Strike “20 consecutive or intermittent” days; “The Leave Bank Committee may require an independent second opinion from a licensed medical professional at employee expense.”
 - This does not happen often, but it can be requested to get a second opinion; currently it does not state that it has to be from a licensed provider.
- E 3. Amount of Time Granted: The Leave Bank Committee may not grant days to an employee in excess of 90 days nor beyond the current contract period.
- E 4. “Prior to separation from the district, any staff member who owes days to the sick leave bank will not be eligible for retirement benefits as outlined in Board Policy GBOA – Retirement, until all outstanding leave bank days are repaid.”
 - 90 days is a semester- also considers insurance; there are cases in the past where people have used more days than they can pay back to the bank before retirement
 - Would repay the number of days and then could still receive any additional days
- 5. Repaying of Leave: “The normal repayment rate will be 3 days per school year.” Current practice is 2 days per school year
- F. Non-Extraordinary Medical and Health-Related Circumstances
 - The definition was too broad, there were reasons that were not medical needs that were being requested from the Sick Bank
 - 2. Individuals Eligible for the Leave Bank: Prior to applying to the Leave Bank: Prior to applying to the Leave Bank individual must have used all of their accrued leave following district leave policy which includes Illness/Bereavement Leave, Sick Leave, PTO, vacation, and Personal Business Leave.
 - 3. Strike out “No minimum number of consecutive days of absence is necessary.”

- 4. Strike out of “illness/bereavement” days used from the Bank shall not be binding upon heirs of their employee.
 - **Question:** When does the repayment of days happen?
 - **Answer:** The beginning of the year.
 - **Question:** Why can 1st year employees not participate in the Sick Leave Bank?
 - **Answer:** They have not been employees in the district, would have the potential to receive pay without being present.
 - Discussion: Formatting challenges that will be addressed when doing a final version; other edits to be consistent with FMLA policies and examples
 - Will discuss and bring back feedback/updates to next meeting
- Discussion: ONEA’s Proposal to form SPED Sub-Committee
 - District concern about another committee that further divides educator groups; an Olathe NEA committee has been meeting to share information with district administrators over the past couple of years; there is already a process in place for that would address these needs
 - Discussion: What is the process for the needs to be addressed? The difference with having a sub-committee and what is currently happening- the current practice is that the Olathe NEA SPED educators are reporting information and have had meetings with district administrators and are not having collaborative conversations to find solutions; the group has been meeting the past couple of years, but there are not any solutions to challenges being raised
 - Can look at how the group functions and its role in relationship to Professional Council

Upcoming Meetings:

- Upcoming Dates: 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 6:13 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