

Professional Council Meeting Quarter 3

Date 3.26.25 — 4:45-6:30 p.m. — Ed Center Board Room

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

Meeting begins at 4:45 pm

Agenda:

Committee updates

- Appraisal (Lachelle)
 - Meets tomorrow – Meeting goals will be to do a review of all the rubrics and the process. The intention is to bring a recommendation to pilot with a small number of schools so that any challenges can be worked out before launching district wide.
- Extra-Curricular/Academic Support (Eric)
 - Met this morning – Have heard all new proposals for consideration; the next step is to prioritize the proposals to bring forth the recommendation of the committee that will be ready before we are discussing compensation at the Professional Council table.
- Calendar (Clint & Angie)
 - 2025-2026 Calendar Review – Highlight of challenges – in 2026 it will be on May 25th, which is earlier than usual. In previous years, we have had enough days to satisfy all of the contract needs between August 1st and Memorial Day.
 - Bringing in new educators before August 1st is a challenge because then benefits have be offered for another month; this is cost prohibitive.
 - Potential solutions to have enough contract days: returning earlier from Winter Break, having shorter breaks, eliminating half student contact days, etc. The big challenge is that there is 1 day fewer than required (187 contract days).
 - 🕒 Brainstormed options that were all difficult to discuss – the most palatable option came from district dialogue discussions and survey responses – the suggestion is to add an additional prep day as August 5th (a flex day) and August 6th (not flex, on-site)
 - The remaining challenge: Student contact time
 - Options:

- August 29th is a half-day of student contact time that could be turned into a full day (the PM is already PD, so that only counts as a quarter of a day)
 - September 2nd (day after Labor Day) could be a student contact day – in the past there was a PD day later in September but it created a challenge with student count day (that happens on September 20th); Meeting with Jenna Kuder – Learning Services developed PD calendar that allows for new information to be followed by implementation time, so changing one PD day causes other calendars/schedules/plans to need to be changed
 - The next calendar ('26-'27) allows for more flexibility because Memorial Day is May 31st
 - Discussion: How to move forward with this matter – is it part of the larger “package” that will be voted on or an MOU? Move calendar change (August 5th/August 6th) to the *Draft Consensus* folder as part of the larger package
- Conferences (Rick & Julia)
 - o Committee met right before Spring Break and discussed what the purpose of the committee would be, determined that information would be needed in order to move forward- would like to collect survey question/information
 - o Create questions to be included in a parent/guardian survey to be sent by the district / check to see what data exists
 - o Review data that has been collected (attendance rates)
- Benefits (Lachelle)
 - o Have not had another committee meeting since our last Professional Council meeting

Annual Review Items

- VERP & Retirement Insurance Benefit Plan Report: Moved to 4/1 meeting

Negotiations Topics

- District Proposal: GBZCG Drug Free Schools & GBZE-C Non-Resident Student Enrollment

- o GBZE-C (Non-Resident Student Enrollment): The current policy allows the students of educators who work in the district to attend school in the district if they reside in Kansas.
- o Proposed: The change proposed is to allow those who live outside of Kansas (Missouri) would be allowed to benefit from this policy as well.
- o Reasoning: In the past there was an issue with funding, the state provides full funding for students out-of-state as well.

Question: The 1st paragraph outlines K-12, what about early childhood?

Answer: That was something of note as well, unsure if there a reason why it was not originally included. This needs to be investigated a little more to find out if there are additional reasons why Pre-K is not included. The new open-enrollment policy is for K-12.

Question: Does this policy include classified staff as well?

Answer: Yes.

Question: Does this include the students that are in programs outside of K-12, such as the programs for students aged 18-21?

Answer: This may be an IDEA compliance, will gather additional information.

- GBZCG Drug Free Schools
 - o Revisions of the policy include statute citing information, mechanics, and the naming of departments.
 - o The substantive change would be the 3rd to the last paragraph to “Any employee who is convicted under a criminal drug or alcohol statute for a violation occurring while on duty must notify the superintendent or administrative designee of the convocation in writing within twenty-four (24) hours after the conviction.” The current policy is within 5 days.

Question: What is the conviction that happens on a Friday? Would they have until the end of the day on Saturday?

Answer: The understanding would be the next business day.

Question: Looking at the language in GAP, could these additions to GBZCG create opportunity for confusion?

Answer: Possible to add reference to GAP, GBZCG is about Drug Free Schools, there has been no change in controlled substances.

- Both policies will require a little more investigation and will discuss any additional changes/edits at the next meeting

- Discussion: SPED PC Subcommittee
 - o Review of the SPED survey to recall the data that signals importance of this discussion – 49% of those who completed the survey plan to stay next year; 43% are looking at other options; 8% are planning on leaving
 - o The creation of the subcommittee brings together the appropriate staff to vet ideas to bring to Professional Council; Review data from surveys, hiring and retention data, and previous studies; Though educators in SPED feel some issue more acutely, solutions to their challenges can help everyone in the building and district
 - o What we can do as a Professional Council is to create a charge for the subcommittee
 - o Discussion: Is the formation of this committee different than the other committees that are already in existence?
 - The needs of the SPED educators differ from those in the GenEd settings; This group of educators has been a district priority (such as offering the retention bonuses) and this committee could be another avenue to allow for collaboration; There is an ask of the district administrators when a committee is formed; The number of people/buildings involved is large - other committees have been large (the Elementary committee, for example).
- Discussion: Kindergarten Enrollment
 - o Current schedule seems to work well for all, but it isn't in the contract
 - o Codifying the altered schedule for that workday prevents confusion or future grievances
 - o Purpose: Allows those new to the district to know the expectations, prevent any issues in the future with new staff
 - o Not clear where this language would need to be added- Potentially in the elementary schedule document; this could be something for policy committee; nothing about current practices would change and no specific language for today – wanting to open the discussion for what is going on.
 - o Discussion: Background - Last year was the 1st year the early childhood educators helped with the Kindergarten enrollment (April 10th 1-6pm) – their schedule was modified since they do not have students on those days. Early childhood and Kindergarten educators would report to work later to off-set staying until 6pm. There is a caution in putting in the specific times because they may change.
 - o Suggestion to move forward: Draft language to reflect that the contract day is adjusted for enrollment day.
- ONEA Proposal: Leave

- Review of Survey Data: Overall well received by educators- appreciate the flexibility of PTO, feeling of being treated like a professional, retention factor
- Leave Policy Revisions: Exempt FMLA and Non-FMLA Medical Leave, and Childbirth and Adoption Leave from the requirement to use PTO first
 - Creates equity between employees with the same health events at different times of contract year; Provides a bit of relief to those experiencing health challenges; Makes Olathe leave policy a bit more friendly to new parents
 - Remove remaining outdated mentions of other leave; Pg. 27 – outlines particular exemptions; Pg. 28 – allows accrued leave before using PTO; Pg. 29 – Childbirth/Adoption Leave- the changes that would allow for use of accrued leave before PTO
 - Updates to clean-up changes from policy changes from last year's change to PTO (editorial changes)
 - Discussion: Would like time to consider additional options – maybe not exhaust all of the PTO days but be able to hold back a couple of days to be able to be used with the school year as this would allow for situation where up to 17 days could be used after an extended leave; We have the most generous PTO leave and leave options for extended leaves (we have 15 different types leave) – other districts don't have the options that are available in Olathe; LS can bring back PTO data to discuss; Reminder that any days that would be used after an extended leave would still be limited to having 3+ days in a row would need to be approved.
 - Additional discussion regarding leave: There has not been a significant increase in the use of PTO; mostly positive feedback
- ONEA Proposal: 403b
 - o District would match monthly contributions made by the employee up to a certain dollar amount (\$50/month)
 - o Purpose: Supplements an inadequate KPERS Tier 3 system; Stretches available dollars since contributions are not subject to payroll tax; Vesting schedule provides a retention incentive; Matching encourages educators to begin retirement planning early in their career
 - Vesting schedule – helps to contribute to the retention of new educators
 - o Would be difficult to estimate cost because it's unknown how many people would participate

Question: Do any surrounding districts participate in this?

Answer: Piper, Bashor

Upcoming Meetings:

- Upcoming Dates: 4/7, 4/15, 4/23, 4/28, 5/5, 5/13

Meeting Ends at 6:12 pm

How We Will Work:

- Quick communication between Council members
 - o Listen to understand
 - o We all have and should use our voice
 - o Consider the scope of our impact as a Council
 - o Not shying away from difficult conversations or topics
 - o If someone feels that communication norms have been broken, we need to feel comfortable respectfully pointing this out.
 - o The Council considers this important to deal with at the time and as a group.
 - o 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 Fold