



Shawnee Mission

National Education Association of Shawnee Mission

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March 29, 2019

The Board of Education, USD 512
Shawnee Mission, Kansas
c/o Dr. Michael Fulton, Superintendent

Re: Notice of intent to negotiate

Members of the Board:

NEA Shawnee Mission is looking forward to meeting with the board's team for a collegial and collaborative negotiation process. In accordance with the Professional Negotiations Act, K.S.A. 72-5413 *et seq.*, NEA Shawnee Mission respectfully submits notice of the items that it proposes to include or amend in the 2019-2020 agreement between the board and NEA Shawnee Mission.

Items required to be bargained by K.S.A. 72-5423(b)(1) and (2):

- Compensation (including salary and wages, supplemental contract salaries, and pay for overtime) – The Association proposes to:
 - increase the dollar amount in all cells of the salary schedule.
 - make changes to the supplemental salary schedule.
- Hours and amounts of work.
 - Adjust the current conference schedule
 - Define the length of night meetings
 - Modify the current plan time language to ensure all teachers have plan time every day
 - Modify the current contract language regarding teacher work days
 - Define the purpose and length of PLC meetings
 - Adjust the date of the second semester PD flex day

Mandatory items from K.S.A. 72-5413(l)(1)

1. The Association seeks to increase the employer's contribution to the professional employee's health insurance premium.
2. The Association seeks to add language to define the role and responsibilities of the Building Leadership Team and how members are selected.
3. The Association seeks to add language to the contract regarding consistent discipline reporting.

NEA Shawnee Mission would like to schedule a meeting with the board's bargaining team at its earliest convenience for the purpose of reviewing initial proposals, clarifying the purposes for suggested additions or changes, and setting dates and times for bargaining sessions. We would like to propose the following dates and times as possibilities for first and subsequent meetings:

* April 23rd, 24th, or 25th at 4:30pm

* April 30th, May 1st or 2nd at 4:30pm

Please contact Linda Sieck if any of these dates are available.

To assist us in our preparation and to facilitate informed discussion during our bargaining sessions, NEA Shawnee Mission requests the following information:

1. the name, FTE, the primary salary and step and column placement as well as any supplemental positions for each professional employee as of April 1, 2019 in the matrix form that has been provided in the past
2. Superintendent's Report – SO66
3. the number of bargaining unit members who participate in the health insurance program and how many participate within each plan
4. a current master schedule for each high school that shows the number of sections each teacher is assigned and the hour they have plan time.

Respectfully,



Linda Sieck, President

The National Education Association of Shawnee Mission, Inc