



BOARD MEETING RECAP

The Shawnee Mission Board of Education approved a contract with certified teachers for the 2019-20, 2020-21, and 2021-22 school years. The approved contract guarantees teachers average base salary increases for each of the next three years (1% for 2019-20, 1.25% for 2020-21, and 1.5% for 2021-22), while ensuring teachers have the resources they need to be successful. The compensation provisions in the contract are identical to the [3-year offer](#) made to NEA-SM on Tuesday, January 28, 2020.

This compensation package commits 79% of all new money received from the state to teachers, for a total compensation increase of 11% over three years, and follows the recommendations found in the [Fact Finding](#) report.

As part of the agreement, the Board of Education commits, within the strategic planning process and clearly defined fiscal guardrails, to begin phasing in adjustments to secondary staff teaching workload beginning with the 2021-2022 school year. The board will address this issue, but will not jeopardize current or future raises for all staff (which are based on the availability of new state revenue), or risk the district's long-term financial stability. The Board was consistent throughout the negotiation process on this point, and the fact-finder's report affirms the district's financial position.

This three-year agreement gives the board certainty which allows for research and planning. To develop a sustainable plan, information will be collected from several studies that are currently underway, including:

- staff work group on collaboration and planning time,
- 5-10 year enrollment projections, and
- building capacity, and facility needs.

Information from these studies will be combined and a fiscally responsible plan developed to address issues of workload, class size, and bond issue priorities.

Recommendations will be provided to the Board of Education no later than June of 2020 with a timeline to implement solutions.