

Professional Council Meeting Quarter 1

Date 10/8 — 4:45-6:15 p.m. — Tech Center

In attendance: Clint Albers, Megan Bricks, John Hutchison, Chris Pittman, Angie Powers, Eric Skoglund, Rick Sola, Julia Wenzel

Meeting begins at 4:45 pm

Agenda:

Annual Review Items

- See items from NA highlighted in [this document](#)
 - Review the list from last year – all roles/functions of Professional Council in the Negotiated Agreement
 - Discussion during review to include: Consider updating the District-Wide Program Assignments and Reduction in Force (RIF) Assignment Areas to change the date so that if a meeting in December is after the 1st, we can still get it reviewed as needed.
 - Retirement Insurance Benefit Plan & VERP: March
 - Assignment Area Review: December

Committees

- Review of the Committee Members – Discussion to include: Removal of those who have left the district or asked to be removed from the committee
 - List will be updated and brought to next meeting to finalize
- Benefits (Angie)
 - Review of usage – prescription usage and cost are high, other changes in benefits are minor changes in terms of costs
 - EAP is fairly underutilized – new information that substitute teachers *can* access the EAP
 - Permanent life insurance discussions – confusion of volunteer versus permanent life insurance
 - Bids for medical/prescription insurance to begin in 2027
 - Discussion of the bids for the on-site health clinic- the goal is to open in June 2026
 - KPERS: Over 800 employees do not have a named beneficiary for the life insurance that comes with KPERS – please remind colleagues to make sure they have someone designated in their KEPRS
 - Next committee meeting – October 20th
- Appraisal (Angie)
 - One meeting so far this year: focus was to debrief on how the pilot schools have been doing with the new rollout
 - Creating a survey to get feedback about the materials that were created to communicate the process with educators (Teams, voice-over PowerPoints, etc.)

Professional Council Bylaws & Expectations

- Review of [Bylaws](#)
 - No changes to bylaws from last year, review by those present
- Expectations (see below)
 - Reviewed agreement at the bottom of the agenda
- Decision-Making / Solving Issues Process: The Council believes that issues should be resolved informally when possible, starting at the lowest levels and advancing to higher levels only as necessary. Resolution, therefore, should start staff to staff, then proceed to include direct supervisors, then building-level administrators, then district-level administrators, then the Superintendent. For an alleged violation of the Negotiated Agreement, follow the Grievance Policy. The Professional Council exists to address issues that affect multiple staff members and that can be resolved by changing the Negotiated Agreement. The Professional Council will address those issues in accordance with its bylaws, Board Policy, and the Kansas Professional Negotiations Act. (Last confirmed 2024)
 - Confirmed again today

Language Clean-Up & Review

- [Current suggestions](#)
 - Suggestions to reflect the change of “Professional Development” to “Professional Learning,” so the changes on pages 17, 22, 24, 26, 27, 30-31, 83, 88, 92 are to reflect that change.
 - Page 60 – there is a reference to reimbursement form, but it is not available online anywhere. We need clarification on where the form is housed.
 - There are no substantial changes: just language updates – will review again next meeting.
- Input on cycle of review
 - Interest in taking care of some revision; will return to this at the next meeting.

Next meeting on 12/8 at the Education Center

Meeting ended at 5:30pm.

Upcoming Meetings:

- 12/1

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