

Professional Council Meeting Quarter 2

12/8/25— 4:45-6:15 p.m. — Ed Center BOE Room

In attendance: Clint Albers, John Hutchison, Chris Pittman, Angie Powers, Trisha Putthoff, Lachelle Sigg, Eric Skoglund, Rick Sola, Julia Wenzel, Laura Wiltanger

Meeting begins at 4:45 pm

- Meeting begins with members sharing highlights from Fall Break/Thanksgiving.

Agenda:

Annual Review Items

- See items from NA highlighted in [this document](#)
 - Leave Committee: Done
 - Bylaws & Association Activities: Done
 - District-Wide Program Assignments: Today
 - Purpose of this list (page 65 of agreement): to identify positions that are part of the district-wide program, meaning their job assignments is subject to change based on district needs
 - This list is important when looking at staffing numbers based on enrollment
 - Example – if there is an increase in a particular building, an educator can be shifted there to fill the need
 - Instructional Coaches title includes additional coach positions (example: PBIS coach)
 - Assignment Area Review: Today
 - Retirement Insurance Benefit Plan & VERP: March

Committees

- Finalize [committee list](#)
 - Committee list reviewed at the last meeting & changes have been updated in the document to reflect those additions/subtractions
 - Additional edits made to the document in conference and appraisal committees
- Benefits
 - Future look at PTO data - Dr. Sigg will bring to a future meeting--possibly January 15th, but may need additional time
 - Update from Lockton – Health Clinic
 - Weekly meetings with Marathon Health (who will support the clinic); subgroups will start to meet in addition to the weekly meetings (such as building/location needs, technology)
 - Working through details such as name, hours of operation, fee structure
 - Next steps will be to work on the communications and marketing of the clinic
 - Projecting a July 2026 opening, but will have to remain flexible based on construction timeline
 - Review from Lockton – Benefits Usage
 - Prescriptions are the biggest increased cost of the benefits usage

- Bids for 2027 health insurance will be starting this week to get information from insurance companies
 - Fewer than 400 employees (approx. less than 10%) are on the Spira Care plans, comparison of Spira Care offerings and what the new clinic will be able to offer
 - Communication regarding how much the district has absorbed costs of health insurance will be getting out to employees to help highlight the investment the past seven years of the district absorbing increases in premiums
- Appraisal
 - Meeting monthly to get feedback on pilot and suggestions for improvements
- Conferences
 - Review of [Conference Data](#)
 - Data collected in the 2024-2025 year for middle/high school was very different than that for this year based on how data was collected
 - Data is missing for Mill Creek: there was a variance, so need to check with administrators there to see how the participation data was collected
 - Clarification of Charges – Proposed charge drafted from Olathe NEA; will revisit in January
 - In the 25-26 academic year, the committee will conduct a deeper review of conferences by analyzing data, examining current practices, and evaluating how well the existing model meets the needs of students, families, and educators. The committee will gather information, including how regional districts conduct conferences, to prepare for future work.
 - In 26-27 academic year, the committee will establish a plan and timeline to share with Professional Council, senior leadership team, and the Board for gathering meaningful interest holders' input on possible improvements or substantive changes to fall and/or spring conferences, including, but not limited to, schedule, structure, and communication expectation. The committee, if determined necessary, will develop a proposal for improvements or substantive changes to fall and/or spring conferences.”
 - Intention is to examine current practices and then propose future changes if deemed appropriate
 - Changes would be for the 2027-2028 academic year, the calendar committee is meeting in January and would start to discuss; changes to the calendar would be known well in advance and could possibly
 - Could include questions for family/community during the Spring district survey
 - This could expedite the process
- EC/AS
 - Early in the EC/AS cycle, finalizing changes to the input form for how someone proposes changes to the schedule, reviewing previous proposals
 - Form should be available by end of semester and changes/additions will need to be submitted by late January or early February
- Calendar
 - Calendar committee will start to meet in January
 - Memorial Day will not be as early in the upcoming years, so there will be some more space for calendar days

- o Variance
 - o Update on [Conference Pilots](#)
 - Calendar committee will start to meet in January
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Language Clean-Up & Review

- [Current suggestions](#)
 - o Document provided with areas that need to be addressed
 - o Minor changes throughout, addressed with suggested language- mostly dealing with “professional development” changing to “professional learning”
 - o The reimbursement form for non-KSDE licensure cannot be found anywhere online, need to look into this to update the location/form
 - o Ready to move to “Draft Consensus”
- Cycle of review: [Suggested procedure](#)
 - o Review items within the agreement; not the whole document in a year, but to review policies to update
 - o The goal is to look for discrepancies within the agreement or between the agreement and board documents
 - Clean-up language / information to help clarify and reduce any instances of policies not being in alignment
 - o Member of PC should review the following policies for January 15: GBA (5), GBB (6), GBC (6), GBI (7), GBK (7), GBL (8-9), GBO (10), GBOC (14)

Upcoming Meetings:

- 3rd Quarter: 1/15/26
- Letter Exchange: 2/24/26
- Meeting to Review Letters: 3/3/26
- 4th Quarter Negotiations’ Meetings: 3/31/26, 4/7/26, 4/13/26, 4/22/26, 4/28/26
 - o May meetings: Last year, we came to a tentative agreement on 5/13, which barely gave us enough time to hold a vote before 5/23 (last day of 187-day contract). This year, our year ends 5/22. Thoughts on May meeting(s)?
 - Clint and Angie will work on May meeting(s)

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.
 - 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 Folder