

Professional Council Meeting

1/28/26— 4:45-6:15 p.m. — Technology Support Center

In attendance: Clint Albers, Megan Bricks, Chris Pittman, Angie Powers, Trisha Putthoff, Eric Skoglund, Rick Sola, Julia Wenzel, Laura Wiltanger

Meeting begins at 4:45 pm

Agenda:

PTO Data Review

- Guest Eric Hansen, Employee Services, presented information on Paid Time Off (PTO) used by PTO- eligible certified employees.
- Data presented from 2024-2025 and 2025-2026 (up until the end of the 1st semester) for PTO Eligible Certified Employees; 2023-2024 data not included because Oracle went live in January 2024 and the leave policy was not the same as it currently is.
 - One data sheet showed PTO use (not including accumulated illness/bereavement days), one data sheet showed Family Medical Leave (unpaid leave unless employee has PTO/accumulated leave to use for pay), one data sheet showed 2-for-1 application for black out days (actual PTO that was used on a black out day is reflected in PTO sheet)
- PTO: Comparison of the 2024-2025 and 2025-2026
 - 2024-2025: 1st semester total: 157,846.15 hours (19,730.89 days)
 - 2025-2026: 1st semester total: 149,126.80 hours (18,640.85 days)
 - For 2025-2026 school year, 2nd semester data provided represents the leave requests that have already been submitted; it can/will change as additional time is submitted.

Olathe Public Schools Leave Comparisons for P.T.O. Eligible Certified Staff

2024 - 2025 School Year													
	July	August	September	October	November	December	First Semester	January	February	March	April	May	June
	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
PTO HOURS	1,485.75	31,234.00	32,431.95	34,772.60	31,817.40	26,105.45	157,847.15	23,591.10	19,583.55	23,169.40	31,734.70	14,796.95	367.20
DAYS	185.72	3,904.25	4,053.99	4,346.58	3,977.18	3,263.18	19,730.89	2,948.89	2,447.94	2,896.18	3,966.84	1,849.62	45.90

2025 - 2026 School Year													
	July	August	September	October	November	December	First Semester	January	February	March	April	May	June
	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
PTO HOURS	785.40	22,184.30	34,422.65	35,416.15	32,207.20	24,111.10	149,126.80	15,336.90	-	-	-	-	-
In progress	-	-	-	-	-	-	-	1,476.40	-	-	-	-	-
Scheduled	-	-	-	-	-	-	-	3,404.00	5,280.00	2,304.00	2,188.00	1,052.00	-
Total Hours	785.40	22,184.30	34,422.65	35,416.15	32,207.20	24,111.10	149,126.80	20,217.30	5,280.00	2,304.00	2,188.00	1,052.00	-
DAYS	98.18	2,773.04	4,302.83	4,427.02	4,025.90	3,013.89	18,640.85	2,527.16	660.00	288.00	273.50	131.50	-

vs. 24-25	(8,720.35)	-5.52%
vs. 24-25	(1,090.04)	-5.52%

- Family Medical Leave: Comparison of 2024-2025 and 2025-2026
 - 2024-2025: 1st semester total: 113,356.5 hours (14,169.56 days)
 - 2025-2026: 1st semester total: 83,641.65hours (10,455.21 days)

Olathe Public Schools Leave Comparisons for P.T.O. Eligible Certified Staff

		2024 - 2025 School Year											
		July	August	September	October	November	December	First	January	February	March	April	May
		Amount	Amount	Amount	Amount	Amount	Amount	Semester	Amount	Amount	Amount	Amount	Amount
FMLA Leave (Used) DAYS		616.00	21,391.50	26,047.25	19,799.00	21,680.00	23,822.75	113,356.50	13,538.50	13,080.50	13,368.75	14,640.25	13,525.25
		77.00	2,673.94	3,255.91	2,474.88	2,710.00	2,977.84	14,169.56	1,692.31	1,635.06	1,671.09	1,830.03	1,690.66

		2025 - 2026 School Year											
		July	August	September	October	November	December	First	January	February	March	April	May
		Amount	Amount	Amount	Amount	Amount	Amount	Semester	Amount	Amount	Amount	Amount	Amount
FMLA (Used & Scheduled) DAYS		192.00	14,961.85	16,291.95	15,756.60	20,410.25	16,029.00	83,641.65	20,115.80	18,316.00	13,120.00	10,688.00	7,880.00
		24.00	1,870.23	2,036.49	1,969.58	2,551.28	2,003.63	10,455.21	2,514.48	2,289.50	1,640.00	1,336.00	985.00

vs. 24-25	(29,714.85)	-26.21%
vs. 24-25	(3,714.36)	-26.21%

- Black Out: Comparison of 2024-2025 and 2025-2026 school year
 - 2024-2025: 1st semester total: 5,432.10 hours (679.01 days)
 - 2025-2026: 1st semester total: 4,949.6 hours (618.7 days)

Olathe Public Schools Leave Comparisons for P.T.O. Eligible Certified Staff

		2024 - 2025 School Year												
		July	August	September	October	November	December	First	January	February	March	April	May	June
		Amount	Amount	Amount	Amount	Amount	Amount	Semester	Amount	Amount	Amount	Amount	Amount	Amount
Black Out Hours	-	(2,307.20)	(696.80)	(328.80)	(1,028.80)	(1,070.50)	(5,432.10)	(1,324.00)	(186.00)	(1,859.80)	(20.00)	(2,547.80)	-	
Black Out Days	-	(288.40)	(87.10)	(41.10)	(128.60)	(133.81)	(679.01)	(165.50)	(23.25)	(232.48)	(2.50)	(318.48)	-	

		2025 - 2026 School Year												
		July	August	September	October	November	December	First	January	February	March	April	May	June
		Amount	Amount	Amount	Amount	Amount	Amount	Semester	Amount	Amount	Amount	Amount	Amount	Amount
Black Out Hours	-	(2,708.80)	(368.00)	(814.40)	(966.40)	(92.00)	(4,949.60)	(172.00)	(128.00)	(72.00)	(8.00)	(88.00)	-	
Black Out Days	-	(338.60)	(46.00)	(101.80)	(120.80)	(11.50)	(618.70)	(21.50)	(16.00)	(9.00)	(1.00)	(11.00)	-	

vs. 24-25	482.50	-8.88%
vs. 24-25	60.31	-8.88%

Q: How different is the PTO-eligible certified staff different from the bargaining unit?

A: This includes the bargaining unit and a small number of additional staff members, such as principals

- Additional data that would be helpful: Information from substitute services (number of requests and fill rates), separating unpaid leave out

Q: What is the purpose of the black out days? Context: There are shared interests of having educators in classrooms, not overwhelming substitute usage.

A: Many black out days were at the beginning and end of breaks, and they were hard-to-fill days for substitutes.

Annual Review Items

- See items from NA highlighted in [this document](#)
 - Leave Committee: Done
 - Bylaws & Association Activities: Done
 - District-Wide Program Assignments: Done
 - Assignment Area Review: Done

- Retirement Insurance Benefit Plan & VERP: March
 - Will discuss whether it will be ready for March 3rd or March 31st

Committees

- Confirm [committee list](#)
 - Adjustments made to the Appraisal committee and Leave Bank committee
- Appraisal
 - Goal for the pilot appraisal should be connected to the IPP (rubric); also discussing how to engage career educators in the 3-year cycle
- Benefits
 - Currently looking at bids for medical insurance; 2027 would be the next opportunity to change providers if wanted to – this is a routine review.
 - District is investing \$99-\$318 per employee per month who has district coverage based on the 2026 rate based on the 25-26 negotiated agreement.
- Conferences
 - Charges Review
 - 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.
 - In order for the calendar committee to make changes to an already published district calendar, we would need the recommendation by no later than January of the previous school year.

Q: Do calendars have to be published 2 years in advance?

A: There has been feedback from the community that having a calendar two years out is helpful, so it's something that has been an expectation, but the calendar can be changed after it's been published

- Conference committee has worked on a parent/family survey: it is with Senior Leadership Team
- Intend to conference questions in the district survey sent to the community in April
- This pushes the timeline for the 2025-2026 into the 2026-2027 year as well, the committee will need to have a recommendation ready for January 2027
- EC/AS
 - Future Meetings: 2/18, 3/3, 3/11, 3/25

- Currently have 12 new proposals + there are 6 that are from last year = 18 total proposals
- Proposals are due 2/12
- Calendar
 - 1/27, 2/24, 3/10, 4/8, 4/29
 - Met via Teams with few new members to introduce
 - Jenna Kuder presented to the committee two 26-27 professional learning calendar drafts for consideration
 - If anyone has feedback to give; please contact the committee members who are listed at the bottom of the [Professional Council page](#) of the district website
- Variance
 - Reminder on [Conference Pilots](#) (2-Year Academies & Mill Creek)
 - Consider additional parent/guardian/family feedback during our 3/3/26 meeting?
 - Possible questions that educators are asking at the end of the conference (a short on-paper survey or discussion questions)
 - Questions to gauge “do you like the new format of conferences or do you prefer the previous conference format?”

Q: Would the educators involved be willing/interested in helping with this data collection?

A: In communication with them, yes, they just want to make sure they’re collecting relevant data that Professional Council will actually use.

Language Clean-Up & Review

- [Current suggestions](#)
 - These were approved for the Draft Consensus folder in Quarter 2
- Cycle of review
 - [Suggested procedure](#)
 - 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
 - Member of PC should review the following policies for today: GBA (5), GBB (6), GBC (6), GBI (7), GBK (7), GBL (8-9), GBO (10), GBOC (14)
 - Example: GBA has inconsistent references to the district – in some instances it is “Olathe Public Schools” and in other places it is “USD 233” or “Olathe District Schools” – suggestion would be to change them to be the same throughout the document
 - Editorial changes noted throughout the document
 - Discussion of procedure, edits, and current suggestions that need to be addressed
 - Acknowledgement this may be an on-going process and now may not be the best time as we get into the negotiation season

Meeting ends at 5:53 pm

Upcoming Meetings:

- 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, 5/6/26
(new)

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