Professional Council

10/8/26 — 4:45-7:30 p.m. — Education Center

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

Meeting begins at 4:46 pm.

Agenda:

Committees

- Updates to committee list
- Follow up questions on Benefits
    - **Question:** When will information about open enrollment be coming out?
    - **Answer:** Information will be sent to emails starting next week; the AI tool will be included with that as well when it's finalized; October 29th – Benefits Fair at the Ed Center and Olathe East (posters coming to buildings). Open enrollment opens the last week of October to early November.
    - **Question:** What are the clinic hours? What about evening and weekend hours?
    - **Answer:** Marathon and Lockton had information that based on information from around the country that they are not utilized, so to save on costs the recommendation is to have the hours on Monday-Friday, but if there is high utilization, then the hours could be explored.
    - **Question:** What happens if an educator needs to use the clinic throughout the day?
    - **Answer:** If it is preventative, utilize a plan time or not when with students. If it is a time when students are in the room, then it is expected to find friendly coverage. That coverage would not be compensated for the person covering the class. For information, classified staff would need to talk to their supervisor to make sure that they can take the time to go to the clinic. Communicate needs for return time back to the school with the clinic staff. Should an employee need to be sent home and if a sub is needed, that is the responsibility of the employee, as it is now, to contact sub services.
    - **Question:** What happens when coverage isn't available?
    - **Answer:** The appointment would need to be rescheduled.
    - **Question:** What is the cost of keeping SpiraCare?
    - **Answer:** A fee is charged per person for access to the SpiraCare clinics, so it's not based on usage; the estimated fee savings is $325,000 for not having the SpiraCare plan options.
    - **Question:** What levels of coinsurance are our surrounding districts?
    - **Answer:** SM, BV, SH, and other districts in the area all offer 80/20 coinsurance; some offer different levels at a much higher cost to the employee.
    - **Question:** What are some of the other options/factors that were explored while making decisions for 2027 medical insurance?
    - **Answer:** Every piece of the bidding process was part of the considerations – different networks (broad/narrow), pharmacy formularies – other options would be more expensive to those on the plans, different types of plan designs,

decreasing or eliminating district contribution to the HAS, not offering the wellness incentive and going with the higher rate, eliminating PPO, looked at a locally run network (Centrist), considered the 2-employee family coverage, changing carriers all-together. The options that were chosen were to reduce the number of changes happening to the benefits overall. Consideration to reduce the amount of increase to the greater number of people – to find a balance.

- Continued discussion regarding GLP1s for weight loss
    - Conversations about weight loss within the committee are not just around education; there are reasons that someone may be utilizing these medications that go beyond needing "education" about weight loss. The cost of adding these medications to the prescription formulary would be a large increase for all people on the district plans.
    - Acknowledgment that while we consider benefits and changes to benefits in a "bigger picture," this does not change the experiences from individuals, so please continue to provide feedback so all of the different perspectives can be taken into consideration
- **Question:** If I go to my doctor each year in January for my annual wellness checkup, would my test results from January 2027 suffice for my biometric screening requirements for the 2028 plan year?
- **Answer:** Yes, if you complete the Health Risk Assessment and have your biometric screening completed in January 2027, you would be satisfying the required wellness incentive requirements for both the 2027 and 2028 plan years.
- **Question:** The BCBS renewal references a 3-year rate guarantee; however, we have been told that this does not guarantee our plan costs will not increase. What does a 3-year rate guarantee mean?
- **Answer:** It is for the administrative fees fixed rate. A multi-year administrative rate guarantee helps limit increases in fixed administrative expenses specifically, but it does not eliminate variability in healthcare claim costs, which make up the large majority of overall plan spend. Particularly for OPS, the administrative fees (which are the only aspects of the plan under rate guarantee for 3 years) make up only ~4.5% of total plan spend. As a result, employee contribution rates may still be reviewed and adjusted each year to ensure the plan remains appropriately funded and financially sustainable.

District Counter

- Assignment & Transfer (GBZCA)
    - Language found in Section I. Definitions, C- District Seniority
        - District agrees to proposed language and suggests adding the clarification underlined: "District seniority<u>, also referenced as 'seniority',</u> is the number of years of continuous service in the district. Approved leaves do not interrupt continuous service; a year of service with leave of absence of one semester or less will be counted as one year of district seniority."
    - Language found in Section IV > A > c. Employee-Initiated Transfer
        - District counter language proposed: "Prior to June 1, the employee's current principal/administrator will be notified of the employee's application for transfer, only if the employee is recommended for a

vacancy. At that time, the hiring principal/administrator considering the employee for the position will notify the employee of their intent to recommend the employee for hire and request the employee's authorization to conduct a reference check with the employee's current principal/administrator."
        - District rationale: Counter accurately depicts current practice and aligns with ONEA objective to ensure educator's administrator is not informed of their internal transfer application.
        - Clarification: Last sentence in subsection c would also need to be deleted.
    - Language in Section IV > B. Administrator-Initiated Transfer Due to Reduction in Staff > 6. Step 6
        - District response to maintain current language: keep subsection b as it stands
        - Rationale: Current language provides transparency and consistency surrounding the process. Proposed language that includes ambiguous and undefined terms such as 'demonstrable,' 'directly related,' similarly situated,' and 'unique,' or 'subjective.'
    - Language in Section IV > D. Administrator-Initiated Transfer for Other Reasons
        - District counter language proposed: Subsection 1. If/when schools are closing or combining, and a RIF is not executed, the process for Administrator-Initiated Transfer for Other Reasons will occur.
        - Rationale: After further review and analysis, the initial counter conflicts with existing RIF provisions. It also creates ambiguity around the preference form, including what it must contain and whether those details would require further negotiation. Furthermore, the added points proposed create an overly prescriptive process for future HR administration. Lastly, existing retirement policies already provide discretion to approved requests received after the established deadline.
    - Language in Section V > B. Procedures for Callback
        - District agrees to maintain current language for 1c ("Teaching experience in the available position within the last five years.")
        - Also agree to update grammatical errors, removal of "sick" in reference to leave with having PTO, and inclusive language in same section.

District Proposal

- Financial proposal
    - Recent Investments in Compensation:
        - 23-24: 4.3% or $7.2 million
        - 24-25: 6.7% or $11.5 million
        - 25-26: 4.1% or $7.4 million
            - Total: $26.1 million (bargaining unit only) plus $8.7 million in health insurance increases (all staff)
    - Continued Annual Benefits:
        - VERP - $2.3 million
        - HRA - $1.3 million (Health Reimbursement Arrangement Account related to retirement)

        - HSA - $3.8 million (Health Savings Account for those on High-Deductible health insurance plans)
            - Total of $7.4 million annual cost for all employees
    - For 2026-2027
        - Health Insurance: $.9-$1.9 million, bringing total investment to over $51 million
            - Lockton anticipates that 35% of the employees will not take the wellness incentive, so it's about $900,000 that the district will cover
        - Middle School Cheer and Dance stipend adjustments: $36,000
            - Included in the MOU because of the significance of change in the job description
        - SPED Paperwork Days: $187,000
            - Estimated cost for those who get subs
    - Financial Realities
        - $0 operating reserves
        - Weightings at or below projections
        - Projected 26-27 deficit $4.0 million plus
    - Proposed, Additional Investment
        - Column movement for those who quality, estimated at $1.1 million

ONEA Proposal

- Specialized Educator Compensation (in lieu of GBZEB proposal last Spring)
    - Due to budget challenges and continued input from RSPs and counselors, Olathe NEA is pulling its proposal on GBZEB and substituting the following:
        - Olathe NEA proposes the creation of a Professional Council Subcommittee related to compensation for specialized educators, including Related Service Providers and School Counselors. The subcommittee should be composed of one educator from each of the affected job categories along with district personnel appointed by the Superintendent or Superintendent's designee. The job categories may include but are not limited to social workers, school psychologists, occupational therapists, speech language pathologists, school counselors, physical therapists, music therapists, mobility and orientation specialists, and school nurses.
            - This committee will work to:
                - study compensation practices for RSPs and counselors in neighboring districts and across the state,
                - evaluate how districts financially recognize educators for coursework required for Advanced Degrees, national certification stipends, and CEU stipends;
                - and recommend compensation options that honor the additional requirements of all specialized educators in order to recruit and retain the best of their fields.
        - ONEA Rationale: The intention is that those who are affected by this are the ones doing the work and research to represent their job categories. The goal is to give voice and agency to those in these job categories and

to avoid one job category being put up against another; they all have diverse needs and common goals.
    - District concern is the additional work for district staff; there are different priorities for the upcoming school year.
    - Should the committee come with a proposal for compensation items, these are additional compensation items that would need to be negotiated.

Caucus

ONEA Counter & Response

- Assignment & Transfer (GBZCA)
    - Agree on “district seniority” definition
    - Agree on “Employee-Initiated Transfer” counters
        - Note that ONEA is willing to maintain current language on 6b so that we can focus on the “Administrator-Initiated Transfer for Other Reasons” language
    - Counter on “Administrator-Initiated Transfer for Other Reasons” language
        - The language the district countered last April is important to keep: “When schools are closing or combining, the process of administrator-initiated transfer for other reasons will occur. Human Resources will provide educators within the closing/consolidated building(s) with a preference form. These preferences will be utilized to aid the HR team in placing educators with every effort made to match the educator’s preference while maintaining the employment of the maximum number of educators and avoiding a reduction in force.”
            - **Question:** Can you explain how the VERP Feb 1 deadline is up to discretion? Is there a way to make that process transparent?
            - **Answer:** The February 1 deadline is a firm deadline. It’s better for all involved to know who is leaving earlier than better; however, there are more factors that will be involved in the decisions – if you are in a building that is closing/consolidating, the deadline for those educators could be adjusted. The Superintendent or designee could provide the exception.
        - ONEA withdraws its proposal of the e bullet so that our newest counter includes: “The following conditions will apply to educators impacted by building closure or consolidations:

            a. When more than one educators’ preference form matches with a position, district seniority will determine who is placed in that position.

            b. Educators will not have to apply, submit a resume, or interview for a position.

            c. A job within educators’ licensure will be secured in such a manner that their pay will not be negatively impacted.

            d. Educators will be placed ahead of new hires and internal transfers for positions within their licensure."

        - Our intent with this newest counter is to show willingness to compromise while having contract language that aligns with what people heard at the closure school meetings. We are open to adding “through the 2029-2030 school year” to the counter to limit the scope of the language to the current set of closures and consolidations.
        - **Question:** In other places that reference a form, the form is included in the appendices. Would the intent be to include the form in the negotiated agreement as well?
        - **Answer:** The intent is not to micromanage what HR is doing or what is on the form by including it in the agreement. The intent is to have the process and information clear to reduce uncertainty.
    - Compensation
        - **Question:** Have administrators received raises for 26-27?
        - **Answer:** No, not for administrators or classified staff.
        - The district-proposed compensation package is light on additional investments for 26-27. ONEA acknowledges the budget realities and believes that movement on non-compensation items like transfer/assignment, behavior, and PLCs will be critical in this financial environment. We are looking for movement from district on non-compensation items before we can counter or agree on a final package that includes compensation.

Meeting ends at 7:02 pm.

Upcoming Meetings:

- 10/19 4:45-7:45 pm (EC)

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