Professional Council

10/29/26 — 4:45-7:45 p.m. — Technology Support 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

Agenda:

Meeting starts at 4:47 pm.

Committee Updates

- Conference: Committee did not officially meet but there is a rough draft of updated language is being worked on. Next meeting: Monday, November 2nd
- Committee List: Most updates have been made, but the document still has a few areas that need to be updated, such as Conference Committee.
    - The updated committee list will be posted to the Professional Council website once all updates have been made. The information is currently available but it has last year's list.

Annual Review: District Wide Assignments (Appendix A)

- We did look at this list in December 2025, but the date at the bottom of page 65 (Appendix A of the 25-26 Negotiated Agreement) still states December 2024 because we do not have an updated contract.
    - Clarification from 12/8/25 – the list of District–Wide Program Assignments that "Instructional Coaches" include all positions (Behavior, PBIS, etc.)
    - Reminder: Those within the roles on this list can be moved to different locations based on district, program, or student need.
    - We agreed to strike Mental Health Professional and Student Wellness Advocate since both positions no longer exist in the district.

Discussion regarding November 19, 2026 Meeting

- This meeting is on the calendar to address items that are to be reviewed by December 1st
- There is an Appraisal Committee meeting scheduled for the same time so we may need to reconsider this date.

District Counter/Responses

- Assignment & Transfer (GBZCA)
    - Remove the names of the specific buildings close 26-27: district agrees
    - When dividing paragraphs, there was redundancy that was created
        - Proposed language:

- A-1. “This provision will sunset following the opening of the consolidated school sites referenced below.”
- Suggestion: update the word “reassigned” to “transferred” to align with the title of the policy
- A – 1 – a-d: The statements were previously numbered, changed to letters

- Compensation (GBZE)
  - Response to Olathe NEA addition of 4 days of contract pay for educators in closing/consolidating buildings – the district does not accept
    - Although the District recognizes the shared interest in providing relief for employees affected by school consolidation/closures, it does not agree to this proposal.
  - All educators in the affected buildings will receive time off to clean out their classroom or working spaces. They will not be required to take PTO.
    - **Question:** If this is during the contract day, will students be in the building?
    - **Answer:** No, this is a professional development day without students in the building. This will be how it will be for all impacted buildings.
- Extra-Curricular/Academic Support Longevity (Longevity)
  - The district understands the concern about educators losing out on longevity due to closures/consolidations but not willing to accept ONEA proposal.
  - The main concern is unintended consequences; there is part of the appendix that deals with longevity.
  - This could result in increased compensation.
  - Keeping track of longevity can provide logistical challenges.
  - HR already works individually with those who are in these positions.
  - The way it is written, if they have a “break in service” do we need to go back and adjust and put them at a higher level – how far back it would reach?
  - If concerned with buildings that are closing, those who are not able to keep their positions, but are later able to have a position again, then how long back is HR expected to look back?
  - HR will develop a system to address that internally if someone is not able to keep their position due to changes in location because of consolidation or closure.
- Managing Student Behavior (GBZBA)
  - Accepted proposal as written from Olathe NEA from the previous meeting
  - **Question:** Does the language in letter B mean that educators can direct other educators in supporting students?
  - **Answer:** The educator would use the process that’s already in place – through SIT team or how it works in that building.

    - **Question:** If a student were to damage smaller items, how would items that are destroyed be replaced?
    - **Answer:** They will need to work with their administrator. The goal is to replace what was destroyed so educators have resources they need.
    - **Question:** When something is destroyed by a student that is purchased with grant money, versus building funds, versus personal purchases? We have talked in the past that there is district insurance for items of value (such as an educator cell phone or device). What kind of guidance should an educator have if items are destroyed?
    - **Answer:** Educators should always report these incidents to their administrator – they may have funds to cover those items, help connect with grants/resources, or they may have a process for what needs to happen next. There may be times where items cannot be replaced.
- Professional Learning Communities (GBZEA)
    - "develop PLC agendas with input from administrators" – accepted
    - "once a week" – accepted
    - Strike "Professional Employees at the elementary level may select on which day…"
        - Having PLCs on the same day of the week in elementary allows for instructional coaches and administrators to be at the meetings
        - If a grade-level needs to have it on a different day for a "one-off reason," that can be worked through with an individual team basis, but not something that can be added to language
            - **Question**: Do principals go to middle and high school PLCs? Instructional coaches?
            - **Answer:** No, they sometimes do when they can or are asked to, but not all the time.
                - Important to acknowledge that those additional administrators and instructional coaches are there to support, not creating the agendas and directives of the meetings at all levels
    - "Singleton educators shall have a district established master PLC schedule across all building levels…" – accept
        - This is to address mostly at the high school level, but there are singletons in elementary as well.
        - These calendars already exist; this is to clarify that they will be published calendars.
    - Adding the term "resources" to the first bullet point – accepted
    - Propose to strike "PLC time is scheduled such that other duties do not interfere with these protected sessions."
        - There are other things that may need to happen during these times, such as IEPs that are scheduled during this time.

- Clarification: Our goal is to avoid the scheduling of supervision during PLC time. This is something that can be emphasized with the building administrators to factor in the calendars / schedules for PLC.

- Special Topics Moratorium for Spring 2027 – accepted
- ECAS recommendations for 26-27 rolling over into 27-28 negotiations-- accepted with re-voting with new recommendations.
    - Need to have a conversation about the number of meetings folks need to attend before voting, so they can hear the proposals in more detail. Also need to consider the time the meetings are scheduled.
- Black Out Day clarification for conference variance with Mill Creek and 2 Year Programs – accepted
- Specialized Educator Compensation Subcommittee
    - The district considers: What are the positions the district has difficulty filling?
    - Over the last 5 years, there are 72 unfilled FTE positions – 7.5 of those positions have been in these job categories; there are more Special Education positions that have gone unfilled.
    - These specific subgroups are not the ones that are the hardest to fill.
    - This sets up a separate review of specific groups compensation/ salary.
    - The ability to support a committee from HR has decreased due to a reduction of their staff.
- Compensation
    - Column movement for those who qualify – accept
    - Column movement lock-In – cannot accept
    - Increase to the salary base – cannot accept
        - 2026-2027 Investments already made: Health insurance increase, Middle School Cheer/Dance, Special Educator Paperwork Days, Continuing VERP and Retirement HRA
        - Financial Realities: $0 operating reserves, Weightings at or below projections, Projected deficit - $4 million dollars (5 million with column movement)
        - There are not district reserves that can be used to back-fill for compensation
        - Administrators and classified staff are probably facing similar situations regarding compensation
            - **Question:** When recognizing that we have a nearly $5 million deficit – neighboring districts are announcing cuts in programs. Is this something that will happen in Olathe?
            - **Answer:** We cannot cut programs because we have contracts.
                - There have not been discussions at this time, that would be a more forward look

- Aligning our number of buildings with student enrollment numbers will get us down to lower costs; it will help us to keep our programs

Caucus – Caucus begins at 5:44 pm; Meeting resumes at 6:49 pm

Olathe NEA Response

- We continue to counter to present a TA we believe might be ratifiable
- Assignment & Transfer (GBZCA)
    - Draft Consensus: accept with the change of “reassigned” to “transferred”
- Extra-Curricular/Academic Support Longevity (Longevity)
    - Update proposed language to read, “Beginning with the 2026-2027 school year…”
    - There is no additional compensation this year, moving forward, an employee would return to where they were in longevity
    - Discussion: Coaching positions are difficult to fill; concern about allowing those to return after stepping away would incentivize people to leave them if they can return at their previous level of longevity.
- Managing Student Behavior (GBZBA)
    - Draft Consensus
- Professional Learning Communities (GBZEA)
    - Propose reintroducing, “Professional Employees in the PLC, in collaboration with the building administrator, may agree to schedule a PLC meeting on a different day(s) of the week in response to student need.”
    - We accept other language counters for this policy
- Compensation
    - Counter column movement only with keeping the lock-in of column movement moving forward: registration for Spring classes is already happening and it ensures that educators will be compensated
- Compensation (GBZE)
    - This proposal is about the interest of educators moving due to closures or consolidations
    - It’s been reported that Westview teachers were working late the last 2 contract days (even until 10 pm): would like clarification about what will be offered; the half-day offered to Westview was not sufficient time
        - District response: Olathe NEA asked for compensation for the staff for closing buildings, Westview did not receive compensation so it would not be equitable to offer compensation for the educators in the buildings that are closing
        - The district acknowledges that staff will be working outside of contract time

        - Looking at what activities can be done earlier in the school year, not waiting until the end of the school year
        - District is identifying the lists of things that can start being taken care of earlier
        - ONEA Suggestion: Educators prioritize the non-barcoded items and barcoded items could be packed and moved by other staff
        - District Response: There are already committees working within different departments that are taking these things into considerations; logistics are being taken off the educators
        - CARE Team Question: Northview and Central don't have Care Teams. Will they get one?
            - They are not closing next year; they are moving locations
            - They will begin replicating CARE Team in January
            - Unknown when this will be communicated to them
            - These buildings don't have to worry about the HR side of things as the closure buildings (at least this year)
            - If there is not additional compensation for those who are moving, consolidating, or closing, there needs to be additional support to help them in the planning and logistics that falls within the scope of their compensated time

Caucus resumes at 7:09 pm; Caucus ends at 7:50 pm

District Counter/Response

- Professional Learning Communities (GBZEA)
    - Agree to additional sentence by Olathe NEA, with the addition of "occasionally"
- Extra-Curricular/Academic Support Longevity (Longevity)
    - Focus on the buildings that are closing or consolidating
        - Proposed language to read: "Through the 2028–2029 school year, educators reassigned due to a building closure or consolidation will be exempt from this provision. If fulfilling the exact same assignment as they had previously served in past years, these educators will remain eligible to earn longevity steps and will retain previously earned longevity credit if they return to a position they previously held."
            - Meets the original need of those in closing or consolidating buildings
- Compensation:
    - Cannot commit to next year for column movement lock
    - This is based on funding
    - We don't have funding but we can offer time:

- April 23rd Professional Learning Day would be the day that educators would have to pack items in closing/consolidating buildings
- Add May 26th to the March 22nd proposal of non-report day
    - Clarification: May 26th and March 22nd is non-report for all buildings, including those in closing and consolidating buildings
    - **Question:** When would check-out happen?
    - **Answer:** They would be allowed to check-out that day, but they will be able to check-out prior to that day

Caucus begins at 7:59 pm; Caucus ends at 8:10 pm

Olathe NEA Response

- Extra-Curricular/Academic Support Longevity (Longevity)
- Change timeline to read "Through one full year after the opening of consolidated school sites at Ridgeview, Central, Fairview, and Northview Elementary…" and retain the rest of the language

Professional Council came to consensus regarding the comprehensive Tentative Agreement to go to the bargaining unit and Board for ratification.

Meeting ends at 8:14 pm

Upcoming Meetings:

- TBD

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