



Tentative Agreement Summary for Licensed/Certified Bargaining Unit

Staff: The following outlines the 2016-17 Tentative Agreement items.

Teacher review sessions will be held on May 17, 18, and 19. Dates for ratification voting will be held on-line from May 19 (8am) to May 26 (5pm). Board of Education approval will be sought at the June 2nd meeting.

Salary Schedule Condition Changes: (2016-17 Salary Schedule included)

1. **Compensation:** Recognizing the importance of experience, eligible staff members will receive a step down.
2. **Compensation - Max Cell and Off Salary Schedule:** Staff in a starred cell on the salary schedule for the first time during 2015-16 and remaining in that cell for 2016-17 will receive a \$250 stipend above the amount shown in the cell. Staff in a starred cell or off table prior to 2015-16 will receive the previous stipend plus an additional \$250. All amounts will be prorated by FTE.
3. **Compensation - Horizontal Movement:** Recognizing the importance of professional learning, all bargaining unit staff with required credits/points will be moved horizontally across on the salary schedule.
4. **Salary Schedule Discussions:** Professional Council continues under the MOU (Memorandum of Understanding; attached) signed last year that continues the discussions related to creating a new salary schedule that can recapture some funds currently used to move across the schedule and applying these funds to enhancing the schedule itself.

Extra-Curricular/Academic Support Salary Schedule: (2016-17 Schedule included)

5. **Extra-Curricular/Academic Support** base salary for the 2016-17 school year will be \$30,099, representing a 1% increase over 2015-16.
6. **Additional Category:** High School Business Club was added at the 0.3 level.

The following Health Benefits will be provided: (2017 Health Rates chart included)

7. **Health Insurance:** Our employees will see **NO INCREASE** in Health Rates for 2017 even though the rates for our self-insured program will increase. The Board of Education will absorb the 7.9% increase in the health benefit for all staff (licensed/certified & classified). Employees staying with the same plan will pay the same rate. Also, the same seven health insurance plans will be offered. As this year, the narrow network is considered the district's base network. The expanded network will be available at an additional cost to the employee. Employees and their spouses who do not participate in the wellness program (Health Screening and Health Risk Assessment) will have to pay a \$40 to \$80 premium charge. Dental and vision insurance will be available for purchase. There will be **NO INCREASE** in the dental insurance rates to the employees with the Board of Education paying the 5% increase.

The following policies were modified: *Note: Copies of policies available upon request.*

8. **Policy GBZCC-A) Part-Time Staff:** The Part-Time Staff form was updated for clarity.
9. **Policy GBZCDA Leaves - Sabbatical:** Creation of a form for requesting a sabbatical leave which aligns with policy.
10. **Policy GBZEA Professional Development:** Language changed to remove the number of points awarded to staff for during the contractual day professional development. The specific number is included on the Professional Development and Preparation Day calendar.
11. **Policy GBZEB Salary Schedule Conditions-CEUs:** The CEU section of the policy was revised to align with other aspects of professional development and past dates no longer applicable were deleted.

Other Items in the Ratification Process:

12. **Elementary Scheduling Document:** Changes included:
 - Elimination of the mandatory ePLCs (Enhanced PLC) language
 - Doubling the time for computer instruction; Elementary Counselors no longer providing plan time
13. **Calendar Documents:** The following calendars and calendar documents were modified/developed:
 - **2016-17:** District Calendar modified moving Professional Development Day from Sept. 23 to Sept. 30; Grade and Reporting Dates; Professional Development and Preparation Days Calendar
 - **2017-18:** District Calendar developed

OLATHE PUBLIC SCHOOLS
**PROFESSIONAL PAY SALARY SCHEDULE
and PLACEMENT CHART
2016-17**

Numbers in Parenthesis Represent Years of PRIOR EXPERIENCE CREDIT per
Salary Schedule Conditions/GBZEB of Agreement

**NOTE: Due to Salary Schedule compaction in 2007-08, some levels contain NA
due to no employees originally placed on those levels.**

| Bachelor Columns | | | |
|------------------|----------------------|-----------------------|-----------------------|
| | BS | BS+12 | BS+24 |
| LEVEL | Salary | Salary | Salary |
| 1 | (0) \$ 38,834 | (0) \$ 39,416 | (0) \$ 40,008 |
| 2 | (1) \$ 39,222 | (1) \$ 39,811 | (1) \$ 40,408 |
| 3 | (2) \$ 39,693 | (2) \$ 40,288 | (2) \$ 40,893 |
| 4 | (3-4) \$ 40,249 | (3-4) \$ 40,852 | (3-4) \$ 41,465 |
| 5 | (5) \$ 40,732 | (5) \$ 41,343 | (5) \$ 41,963 |
| 6 | (6-19)* \$ 41,221 | (6-8) \$ 41,839 | (6-8) \$ 42,466 |
| 7 | | (9-11) \$ 42,341 | (9-11) \$ 42,976 |
| 8 | | (12) \$ 42,849 | (NA) \$ 43,492 |
| 9 | | (13-14) \$ 43,449 | (12-13) \$ 44,101 |
| 10 | | (NA) \$ 43,970 | (14) \$ 44,630 |
| 11 | | (15-23)* \$ 44,498 | (NA) \$ 45,165 |
| 12 | | | (15-17) \$ 45,707 |
| 13 | | | (NA) \$ 46,256 |
| 14 | | | (18-25)* \$ 46,903 |

| Master Columns | | | | | | | |
|----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | MS | MS+12 | MS+24 | MS+36 | MS+48 | MS+60 | Doctorate |
| LEVEL | Salary | Salary | Salary | Salary | Salary | Salary | Salary |
| MAX -18 | (0) \$ 44,809 | (0) \$ 48,841 | (0) \$ 52,065 | (0) \$ 54,564 | (0) \$ 56,310 | (0) \$ 58,788 | (0) \$ 59,752 |
| MAX -17 | (1) \$ 45,257 | (1) \$ 49,330 | (1) \$ 52,586 | (1) \$ 55,110 | (1) \$ 56,873 | (1) \$ 59,376 | (1) \$60,340 |
| MAX -16 | (2) \$ 45,845 | (2) \$ 49,971 | (2) \$ 53,269 | (2) \$ 55,826 | (2) \$ 57,613 | (2) \$ 60,148 | (2) \$ 61,111 |
| MAX -15 | (3-4) \$ 46,533 | (3-4) \$ 50,721 | (3-4) \$ 54,068 | (3-4) \$ 56,664 | (3-4) \$ 58,477 | (3-4) \$ 61,050 | (3-4) \$ 62,014 |
| MAX -14 | (5) \$ 47,370 | (5) \$ 51,634 | (5) \$ 55,042 | (5) \$ 57,684 | (5) \$ 59,529 | (5) \$ 62,149 | (5) \$ 63,113 |
| MAX -13 | (6-8) \$ 47,986 | (6-8) \$ 52,305 | (6-8) \$ 55,757 | (6-8) \$ 58,433 | (6-8) \$ 60,303 | (6-8) \$ 62,957 | (6-8) \$ 63,920 |
| MAX -12 | (9-14) \$ 48,610 | (9-21) \$ 52,985 | (9-21) \$ 56,482 | (9-23) \$ 59,193 | (9-23) \$ 61,087 | (9-25) \$ 63,775 | (9-25) \$ 64,739 |
| MAX -11 | (15-17) \$ 49,242 | (NA) \$ 53,674 | (22-23) \$ 57,216 | (NA) \$ 59,963 | (NA) \$ 61,881 | (NA) \$ 64,604 | (NA) \$ 65,568 |
| MAX -10 | (NA) \$ 50,128 | (NA) \$ 54,640 | (NA) \$ 58,246 | (NA) \$ 61,042 | (24-25) \$ 62,995 | (NA) \$ 65,767 | (NA) \$ 66,731 |
| MAX -9 | (18-19) \$ 50,780 | (NA) \$ 55,350 | (NA) \$ 59,003 | (24-25) \$ 61,836 | (NA) \$ 63,814 | (26-27) \$ 66,622 | (26-27) \$ 67,586 |
| MAX -8 | (20-21) \$ 51,440 | (22-23) \$ 56,070 | (NA) \$ 59,770 | (NA) \$ 62,639 | (NA) \$ 64,644 | (NA) \$ 67,488 | (NA) \$ 68,452 |
| MAX -7 | (NA) \$ 52,109 | (NA) \$ 56,799 | (24-25) \$ 60,547 | (NA) \$ 63,454 | (26-27) \$ 65,484 | (NA) \$ 68,366 | (NA) \$ 69,329 |
| MAX -6 | (NA) \$ 52,786 | (NA) \$ 57,537 | (NA) \$ 61,335 | (26-27) \$ 64,279 | (NA) \$ 66,335 | (28-29) \$ 69,254 | (28-29) \$ 70,218 |
| MAX -5 | (NA) \$ 53,736 | (NA) \$ 58,573 | (NA) \$ 62,439 | (NA) \$ 65,436 | (NA) \$ 67,530 | (NA) \$ 70,501 | (NA) \$ 71,465 |
| MAX -4 | (22-23) \$ 54,435 | (24-25) \$ 59,334 | (26-27) \$ 63,250 | (NA) \$ 66,286 | (28-29) \$ 68,407 | (30-31) \$ 71,417 | (30-31) \$ 72,381 |
| MAX -3 | (NA) \$ 55,143 | (NA) \$ 60,106 | (NA) \$ 64,072 | (28-29) \$ 67,148 | (NA) \$ 69,297 | (NA) \$ 72,346 | (NA) \$ 73,310 |
| MAX -2 | (NA) \$ 55,860 | (NA) \$ 60,887 | (NA) \$ 64,905 | (NA) \$ 68,021 | 30-31 \$ 70,198 | (32-33) \$ 73,286 | (32-33) \$ 74,250 |
| MAX -1 | (NA) \$ 56,697 | (26-27) \$ 61,800 | (28-29) \$ 65,879 | (30-31) \$ 69,041 | (NA) \$ 71,251 | (NA) \$ 74,386 | (NA) \$ 75,349 |
| MAX | (24-29)* \$ 57,718 | (28-33)* \$ 62,913 | (30-37)* \$ 67,065 | (32-41)* \$ 70,284 | (32-45)* \$ 72,533 | (34-49)* \$ 77,668 | (34-49)* \$ 78,632 |

*Staff in a starred cell for the first time during 2015-16 and remaining in that cell for 2016-17 will receive a \$250 stipend above the amount shown in the cell. Staff in a starred cell or off table prior to 2015-16 will receive their previous stipend from 2015-16 plus \$250. All amounts will be prorated by FTE. Stipends paid in two installments.

*Levels reflect placement on the salary schedule and do not necessarily equate to years of experience
*Contracts longer than 187 days are calculated based on this schedule's daily rate.
*Longevity Pay per Neg. Agreement (GBZE).

OLATHE PUBLIC SCHOOLS
Monthly Health Rates for Qualifying Employees
Effective January 1, 2017

| | | Employee Only Coverage | | Employee & Spouse Coverage | | | Employee & Children Coverage | |
|----------------------|-----------------------------|-----------------------------|--------------------------------|---|---|---------------------------|--------------------------------------|---|
| | | Cost to Employee | | Cost to Employee | | | Cost to Employee | |
| | | With Wellness Participation | Without Wellness Participation | With Employee & Spouse Wellness Participation | With Employee Only Wellness Participation | No Wellness Participation | With Employee Wellness Participation | Without Employee Wellness Participation |
| BCBSKC- \$1,500 PPO | Blue Select Plus Network | \$ - | \$ 40 | \$ 366 | \$ 406 | \$ 446 | \$ 229 | \$ 269 |
| | Preferred Care Blue Network | \$ 80 | \$ 120 | \$ 526 | \$ 566 | \$ 606 | \$ 377 | \$ 417 |
| BCBSKC- \$2,600 HDHP | Blue Select Plus Network | \$ - | \$ 40 | \$ 320 | \$ 360 | \$ 400 | \$ 188 | \$ 228 |
| | Preferred Care Blue Network | \$ 60 | \$ 100 | \$ 473 | \$ 513 | \$ 553 | \$ 329 | \$ 369 |
| BCBSKC- \$1,000 PPO | Blue Select Plus Network | \$ 42 | \$ 82 | \$ 687 | \$ 727 | \$ 767 | \$ 509 | \$ 549 |
| | Preferred Care Blue Network | \$ 110 | \$ 150 | \$ 878 | \$ 918 | \$ 958 | \$ 684 | \$ 724 |
| BCBSKC- HMO | Blue Care Network | \$ 131 | \$ 171 | \$ 872 | \$ 912 | \$ 952 | \$ 673 | \$ 713 |

| | | Employee & Family Coverage | | | 2-Employee & Family Coverage | | |
|----------------------|-----------------------------|---|---|---------------------------|---|---|---------------------------|
| | | Cost to Employee | | | Cost to Employee | | |
| | | With Employee & Spouse Wellness Participation | With Employee Only Wellness Participation | No Wellness Participation | With Employee & Spouse Wellness Participation | With Employee Only Wellness Participation | No Wellness Participation |
| BCBSKC- \$1,500 PPO | Blue Select Plus Network | \$ 478 | \$ 518 | \$ 558 | \$ - | \$ 40 | \$ 80 |
| | Preferred Care Blue Network | \$ 675 | \$ 715 | \$ 755 | \$ 5 | \$ 45 | \$ 85 |
| BCBSKC- \$2,600 HDHP | Blue Select Plus Network | \$ 415 | \$ 455 | \$ 495 | \$ - | \$ 40 | \$ 80 |
| | Preferred Care Blue Network | \$ 603 | \$ 643 | \$ 683 | \$ - | \$ 40 | \$ 80 |
| BCBSKC- \$1,000 PPO | Blue Select Plus Network | \$ 902 | \$ 942 | \$ 982 | \$ 233 | \$ 273 | \$ 313 |
| | Preferred Care Blue Network | \$ 1,141 | \$ 1,181 | \$ 1,221 | \$ 472 | \$ 512 | \$ 552 |
| BCBSKC- HMO | Blue Care Network | \$ 1,150 | \$ 1,190 | \$ 1,230 | \$ 481 | \$ 521 | \$ 561 |

Note: These rates remain unchanged from the 2016 rates as a result of the Board of Education paying the 7.9% increase in premiums.

Extra-Curricular/Academic Support Salary Schedule 2016-2017

The Schedule is determined by a percent of the base salary or a flat dollar amount.

The base salary for the 2016-17 school year is **\$30,099**

| HIGH SCHOOL | | | |
|------------------------------------|---------------------|--|--|
| Title/Type: | Proportion of Base: | Amount: | Positions: |
| Extra-Curricular | 0.18 | \$5418 | Head: Football, Wrestling, Basketball, Track |
| Extra-Curricular | 0.17 | \$5117 | Head: Baseball, Gymnastics, Soccer, Softball, Swimming, Volleyball |
| Academic Support | 0.16 | \$4816 | Head: Drill Team, Instrumental Music (Band), Cheerleading |
| Academic Support | 0.14 | \$4214 | Drama, Vocal Music, Instrumental Music (Orchestra), Debate, Forensics |
| Academic Support | 0.12 | \$3612 | Musical Theater, Yearbook, Newspaper |
| Academic Support | 0.11 | \$3311 | 21 st C. HS Transfer Facilitator (without supervisory hour) |
| Extra-Curricular | 0.11 | \$3311 | Head: Cross Country ; Assts.: Football, Wrestling, Basketball, Track |
| Extra-Curricular | 0.102 | \$3070 | Assts.: Baseball, Gymnastics, Soccer, Softball, Swimming, Volleyball |
| Extra-Curricular | 0.10 | \$3010 | Head: Bowling, Golf, Tennis |
| Academic Support | 0.10 | \$3010 | STUCO; 21 st CHS Non-Transfer Facilitator (without supervisory hour); Asst.- Instrumental Music (Band), Cheerleading, Drill Team |
| Academic Support | 0.084 | \$2528 | Assts.: Debate, Drama, Forensics, Vocal Music, Orchestra |
| Academic Support | 0.08 | \$2408 | BLT Chair (without supervisory hour); 21 st CHS Transfer Facilitator (with supervisory hour). |
| Academic Support | 0.072 | \$2167 | Technical Assistant, Assistant Musical Theater |
| Academic Support | 0.07 | \$2107 | Mentor Program Sponsor |
| Extra-Curricular | 0.066 | \$1987 | Asst. Cross Country |
| Academic Support | 0.06 | \$1806 | Science Club/Olympiad, National Honor Society, Dept. Chair (Dept. of 10 FTE or more), 21 st C. HS Non-Transfer Facilitator (with supervisory hour) |
| Extra-Curricular | 0.06 | \$1806 | Assts.: Bowling, Golf, Tennis |
| Academic Support | 0.05 | \$1505 | KAY |
| Extra-Curricular | 0.05 | \$1505 | Sr. & Jr. Class Sponsor |
| Academic Support | 0.04 | \$1204 | BLT Chair (with supervisory hour); Freshman Drama, Freshman Drama Tech |
| Academic Support | 0.036 | \$1084 | Asst: Science Olympiad |
| Academic Support | 0.03 | \$903 | SASH, Future Teachers, TSA, Math Club, Scholars Bowl, Dept. Chair (Dept. of 9 FTE or fewer), Fine Arts Honor Societies (Thespian, Tri-M, National Art), Business Club |
| Extra-Curricular | 0.03 | \$903 | Soph. & Freshman Class Sponsor |
| MIDDLE SCHOOL | | | |
| Title/Type: | % of Base: | Amount: | Positions: |
| Extra-Curricular | 0.11 | \$3311 | Head: Football, Basketball, Track, Volleyball |
| Extra-Curricular | 0.09 | \$2709 | Pep Club |
| Academic Support | 0.09 | \$2709 | Head: Music (Band, Orch., Vocal), Drama, Cheerleading, Drill Team |
| Extra-Curricular | 0.07 | \$2107 | Assts.: Football, Basketball, Track, Volleyball |
| Academic Support | 0.06 | \$1806 | Science Club/Olympiad, Mentor Program Sponsor, Building Teacher Leader |
| Academic Support | 0.05 | \$1505 | Assts.: Cheerleading, Publications, STUCO, KAY |
| Academic Support | 0.036 | \$1084 | Asst.: Science Olympiad |
| Academic Support | 0.03 | \$903 | Math Club |
| Extra-Curricular | 0.02 | \$602 | Cross Country |
| ELEMENTARY SCHOOL | | | |
| Title/Type: | % of Base: | Amount: | Positions: |
| Academic Support | 0.03 | \$903 | Science Club, Math Club |
| DISTRICT (No Longevity Component) | | | |
| Title/Type: | % of Base: | Amount: | Positions: |
| Academic Support | 0.04 | \$1204 | 1 st year Collegial Mentor *Suspended |
| Academic Support | | | Olathe District Children's Honor Choir <ul style="list-style-type: none"> • 0.04 - \$1204 – Head Director • 0.036 - \$1084 – Asst. Director • 0.03 - \$ 1084 – Choir Manager • 0.02 - \$ 602 – Accompanist; 0.02 - \$596 – Asst. Manager |
| Academic Support | 0.02 | \$602 | Orientation Partner (Year 1 new to District), Second-Year Collegial Mentor *Suspended |
| Academic Support | | \$700/semester base \$100/sem. each add'l student | eAcademy Instructor work beyond professional day (NOT eLearning) |