



A Short History of Olathe NEA's It's About Time Project

1. October 2013: elementary Association Reps identified time/workload as the most important issue that Olathe NEA needed to address.
2. December 2013: elementary Association Reps narrowed the area of concern to four specific topics: MTSS, PLC, EPLC, class size/client load
3. January 2014: the Olathe NEA Executive Board appointed a time/workload steering committee to develop a plan to address the identified issues. Members appointed to the committee were Dawn Mercer (RV), Kathy Meyer (AC), Kim Palcic (MD), Leigh Anne Rogers (FRV), and Sara Schnug (NV).
4. March 2014: 18 Olathe NEA elementary members were recruited to serve as facilitators to conduct building sessions with our members to discuss the four identified issues.
5. April – May 2014: hundreds of Olathe NEA elementary members participated in building level discussions about the issues. Building specific narratives were written by the facilitators to describe what was occurring in regards to the four issues.
6. Summer 2014: the time/workload steering committee summarized the concerns found across the district in regard to MTSS, PLC, EPLC, and class size and also developed broad interests that needed to be met to alleviate teacher concerns. Michelle Meier (CC) joined the steering committee.
7. August 2014: Olathe NEA elementary Association Reps unanimously approved the interests and verified that the concerns were wide spread and existed across the district. ARs directed that efforts be focused on addressing the MTSS and EPLC interests.
8. September 2014: the steering committee met with district administration to present the concerns of elementary teachers and the broad interests that needed to be addressed.
9. October 2014: the superintendent and Association president referred all time/workload issues to Professional Council. Olathe NEA appointed the steering committee members, plus Laurie Diaz (RV), to represent teacher interests to the PC sub-committee addressing the issues.
10. November 2014-September 2015: periodic PC sub-committee meetings were conducted. Further meetings are scheduled.
11. May 2015: Tentative Agreement reached that includes the elimination of the mandatory ePLCs (Enhanced PLC) language