

Tentative Agreement 2017-18 PACKET for ONEA



Tentative Agreement Summary for Licensed/Certified Bargaining

Unit Staff: The following outlines the 2017-18 Tentative Agreement. This tentative agreement comes after months of discussion and problem-solving by the Professional Council and the Board of Education. The financial picture and financial unknowns contributed to the challenges as a tentative agreement was crafted. The Board of Education, the teachers' association, and the administration all recognize the important contribution of our licensed/certified staff which is demonstrated in the outlined items below. Teacher review sessions will be held on Sept. 11, 14, 15, 18, and 20. Dates for ratification voting will be held on-line from Sept. 14 (8am) to Sept. 21 (5pm). Formal Board of Education approval will be sought at the October meeting.



Salary Schedule Condition Changes: (2017-18 Salary Schedule included)

1. **Compensation – Step Movement:** Recognizing the importance of experience, eligible staff members will receive a step down.
2. **Compensation - Horizontal Movement:** Recognizing the importance of professional learning, all bargaining unit staff who have submitted the required credits/points will be moved horizontally across on the salary schedule.
3. **Compensation – Increase to Salary Schedule:** Recognizing the need to offer additional compensation to all bargaining unit staff, on average a 2% increase will be applied across the salary schedule, with a starting salary of \$40,006.
4. **Compensation – Step Movement:** Recognizing the importance of recapturing previous salary, all staff who were in the district in 2016-17 will receive an additional step recaptured from 2010-11.

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

1. **Health Insurance:** Health benefit costs have increased by 7.9%. A single membership in the base health insurance plan [Blue Select Plan; High Deductible Narrow Network] will continue to be provided by the Board (Over \$600/monthly cost), with an additional \$140/monthly Board contribution to a Health Savings Accounts (HSA). Staff may also select from another single membership plan provided to staff [Blue Select Plan; \$1,500 PPO]. Other plans will see minimal increase. The Board will continue to supplement the cost of all insurance, including family health insurance. The same seven (7) plans as offered in 2016-17 will be offered. 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 monthly surcharge. Dental and vision insurance will continue to be available for purchase without Board participation (same as in 2016-17).
2. **Health Insurance Study:** The Professional Council commits to continued study of the multiple health insurance plans offered by the district, the Board contribution to plans beyond the single employee base plan, and the percentage of contribution by the Board.

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

3. **Extra-Curricular/Academic Support:** Recognizing the importance of having staff support extra-curricular and academic extension experiences for students, the following changes are proposed:
 - **Base Salary:** The base salary for the 2017-18 school year will be increased by 1%. Base rate of \$30,400.
 - **Longevity:** The longevity component which was suspended in 2010-11 will be reinstated.
 - **Additional Categories:** Two positions were added: FCCLA (Family, Career & Community Leaders of America) at .06 (\$1806) and Culinary Arts/Pro-Start at .10 (\$3010).
4. **Collegial Mentor/Orientation Partner Program: Partially Reinstated:** The stipend rate is dependent upon state reimbursement; No new district funding. The program remains suspended until it can be fully reinstated.
 - ☐ Orientation partners will be assigned to all educators new to the district. Orientation partners will meet with new educators two hours a month first quarter and one hour a month second quarter. Orientation partners will be compensated through professional development points (both relicensure and movement), with up to 6.5 points provided for first semester.
 - ☐ In the event KSDE offers funding for the mentoring of novice classroom teachers, the orientation partner will become a "collegial mentor" and will work with the novice teacher throughout the year. The collegial mentor will be required to participate in three training sessions. Collegial mentors will receive a stipend for their work equal to the amount of funding provided per mentor by KSDE, instead of professional development points.

5. **Increased Compensation for Select Positions:** Compensation was increased for the following positions:
 - 21st Century Facilitators
21st C. HS Facilitator (without supervisory) 0.11 (\$3311) to **0.14 (\$4214)**
21st C. HS Facilitator (with supervisory) 0.08 (\$2408) to **0.10, (\$3010)**
 - High School Cross Country
Head from .11 (\$3311) to **.16 (\$4816)**
Assistant from .066 (\$1987) to **.072 (\$2167)**
 - Middle School Cross Country Coach - .02 (\$602) to **.03 (\$903)**
 - Middle School Football
Head from .11 (\$3311) to **.115 (\$3461)**
Assistant from .07 (\$2107) to **.075 (\$2258)**
6. **Increased Stipend Rates:** Recognizing the importance of staff who work beyond the contractual day supporting student learning and activities, the following stipend rates will be increased.
 - Supervision of Activities/Non-Instructional: \$12/hr. to **\$14/hr.**
 - Supervision with Some Instruction: \$15/hr. to **\$18/hr.**
 - School Improvement Support Tasks: \$15/hr. to **\$18/hr.**
 - Instructional Tutor: \$24/hr. to **\$26/hr. (includes summer school, driver's education)**
 - Project Rate: \$120/per day to **\$124/per day**
7. **Increased Paid Educator Coverage Rates:** While obtaining a substitute is the preferred method, we recognize that staff at times need to cover for their colleagues on their plan time or during their teaching time when a sub is not available, the current \$20/hr. would be increased to \$30/hr. and a daily maximum of \$150/day.

Additional Positions:

8. **Middle School Library Clerk:** Recognizing the importance of these positions to the functioning of the MS Libraries, these positions will be reinstated.

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

9. **Policy GBZCCA Flex Days:** To lessen the need for tracking forms, the flex day forms will be removed (Appendix B) and language included in Policy GBZCCA-Flex Days to incorporate needed language from the forms.
10. **Policy GBZCDA Leaves – Political Leave and Leave With/Without Guarantee:**
 - **Political Leave:** Modifications were made to the policy to provide further clarification.
 - **Leave With/Without Guarantee:** Minor modifications were made to this policy to provide further clarification.
11. **Policy GBOA Retirement Benefits:** Promoting staff members saving their leave days, the number of days eligible at retirement for the Retirement Insurance Benefit Plan will be increased from 360 to **400 days**.
12. **Policy GBRD Staff/Faculty & Special Topics Meetings:** New language for purpose/scheduling Special Topics Meetings.

Other Items in the Ratification Process:

13. **Long-Term Substitute Pay:** Recognizing the important of substitutes in providing instruction during staff member absences, the long-term sub pay was increased from \$145/per day to \$148/per day. A commitment was made to investigate further incentive measures for daily (short-term) subs.
14. **Non-KSDE Licensure:** The Council clarified the language and process for staff receiving reimbursement for select non-KSDE licenses to support Policy GBZAB. Reimbursements are non-taxed.
15. **Scheduling Documents:** Across all levels, the process for paying for lunchroom supervision and teaching a 6th class were updated to reflect the WageBack system of paying (forms were eliminated). Also added consistent PLC language.
 - **Elementary:** Change a result of MOU on Elementary Specialists Contract Length and Elementary Scheduling Document Language.
 - **Middle Schools:** Minor modification, adding PLC language supporting the PLC policy.
 - **High School:** The HS Scheduling document outlines the changes in the HS bell schedule, testing day,
16. **Calendar Documents:** The following calendars and calendar documents were modified/developed:
 - **2017-18:** District Calendar modified moving Professional Development Day from Sept. 23 to Sept. 30; Grade and Reporting Dates; Professional Development and Preparation Days Calendar
 - **2018-19:** District Calendar developed
17. **Appraisal Brochure:** The Appraisal Brochure included minor modifications to clarify language.
18. **Annual Document Review:** Annually the Council reviews the District-Wide Assignments list, Limited Supply Categories, and RIF Categories. Minor modifications were made.

OLATHE PUBLIC SCHOOLS

PROFESSIONAL PAY SALARY SCHEDULE, PLACEMENT CHART, OTHER BENEFITS IMPACTING COMPENSATION

2017-18

Numbers in Parenthesis Represent Years of PRIOR EXPERIENCE CREDIT per Policy GBZEB
Due to Salary Schedule compaction in 2007-08, some levels contain NA; No employees in those cells
Levels reflect placement on the salary schedule and do not necessarily equate to years of experience

Bachelor Columns			
	BS	BS+12	BS+24
LEVEL	Salary	Salary	Salary
1	(0) \$40,006	(0) \$40,607	(0) \$41,216
2	(1) \$40,486	(1) \$41,093	(1) \$41,710
3	(2) \$41,053	(2) \$41,669	(2) \$42,294
4	(3) \$41,546	(3) \$42,169	(3) \$42,802
5	(4-20) \$42,045	(4-5) \$42,675	(4-5) \$43,315
6		(6) \$43,187	(6) \$43,835
7		(7-9) \$43,705	(7-9) \$44,361
8		(10-12) \$44,317	(10-12) \$44,983
9		(13) \$44,849	(NA) \$45,522
10		(14-24)* \$45,387	(13-14) \$46,068
11			(15) \$46,621
12			(NA) \$47,181
13			(16-26)* \$47,841

Contracts longer than 187 days are calculated based on this schedule's daily rate.

*Staff off table will continue placement at no less than their previous salary and may return to MAX step within applicable column in the event that such placement is higher in salary than previous placement.

Master Columns							
	MS	MS+12	MS+24	MS+36	MS+48	MS+60	Doctorate
LEVEL	Salary	Salary	Salary	Salary	Salary	Salary	Salary
MAX -17	(0) \$46,162	(0) \$50,316	(0) \$53,637	(0) \$56,212	(0) \$58,010	(0) \$60,563	(0) \$61,546
MAX -16	(1) \$46,761	(1) \$50,970	(1) \$54,334	(1) \$56,942	(1) \$58,765	(1) \$61,350	(1) \$62,333
MAX -15	(2) \$47,463	(2) \$51,735	(2) \$55,149	(2) \$57,797	(2) \$59,646	(2) \$62,271	(2) \$63,254
MAX -14	(3) \$48,317	(3) \$52,666	(3) \$56,142	(3) \$58,837	(3) \$60,719	(3) \$63,391	(3) \$64,375
MAX -13	(4-5) \$48,945	(4-5) \$53,351	(4-5) \$56,872	(4-5) \$59,601	(4-5) \$61,509	(4-5) \$64,216	(4-5) \$65,198
MAX -12	(6) \$49,582	(6) \$54,044	(6) \$57,611	(6) \$60,376	(6) \$62,308	(6) \$65,050	(6) \$66,033
MAX -11	(7-9) \$50,226	(7-9) \$54,747	(7-9) \$58,360	(7-9) \$61,162	(7-9) \$63,118	(7-9) \$65,896	(7-9) \$66,879
MAX -10	(10-15) \$51,130	(10-22) \$55,732	(10-22) \$59,410	(10-24) \$62,262	(10-24) \$64,254	(10-26) \$67,082	(10-26) \$68,065
MAX -9	(16-18) \$51,795	(NA) \$56,457	(23-24) \$60,183	(NA) \$63,072	(NA) \$65,090	(NA) \$67,954	(NA) \$68,937
MAX -8	(NA) \$52,468	(NA) \$57,191	(NA) \$60,965	(NA) \$63,891	(25-26) \$65,936	(NA) \$68,837	(NA) \$69,821
MAX -7	(19-20) \$53,151	(NA) \$57,934	(NA) \$61,757	(25-26) \$64,723	(NA) \$66,793	(27-28) \$69,733	(27-28) \$70,715
MAX -6	(21-22) \$53,841	(23-24) \$58,687	(NA) \$62,561	(NA) \$65,564	(NA) \$67,661	(NA) \$70,639	(NA) \$71,622
MAX -5	(NA) \$54,810	(NA) \$59,744	(25-26) \$63,687	(NA) \$66,744	(27-28) \$68,880	(NA) \$71,911	(NA) \$72,894
MAX -4	(NA) \$55,523	(NA) \$60,520	(NA) \$64,515	(27-28) \$67,611	(NA) \$69,775	(29-30) \$72,845	(29-30) \$73,828
MAX -3	(NA) \$56,245	(NA) \$61,308	(NA) \$65,353	(NA) \$68,490	(NA) \$70,682	(NA) \$73,792	(NA) \$74,776
MAX -2	(23-24) \$56,977	(25-26) \$62,104	(27-28) \$66,203	(NA) \$69,381	(29-30) \$71,601	(31-32) \$74,751	(31-32) \$75,735
MAX -1	(NA) \$57,830	(NA) \$63,036	(NA) \$67,196	(29-30) \$70,421	(NA) \$72,676	(NA) \$75,873	(NA) \$76,855
MAX	(25-30)* \$58,872	(27-34)* \$64,171	(29-38)* \$68,406	(31-42)* \$71,689	(31-46)* \$73,983	(33-50)* \$79,221	(33-50)* \$80,204

Additional compensation benefits provided by the Olathe Board of Education in addition to the Professional Pay Salary Schedule:

~Health Insurance: Individual employee base plan provided at no cost (+\$600/month value) and with a \$140 a month Health Savings Account. Additionally, the Board supplements the cost of family insurance. Amount of supplements dependent upon plan chosen by staff member.

~Longevity Pay: Policy GBZE outlines the longevity pay benefit. 15 yrs. service in Olathe, \$200 annually; 20 yrs. service in Olathe, \$300 annually; 25 yrs. in Olathe, \$500 annually.

~Professional Development Points: Policy GBZEA outlines the use of professional development points for movement on the salary schedule in lieu of college credit, saving staff members paying for additional college coursework in many situations. This also supports staff member's licensure recertification requirements.

~Extra-Curricular/Academic Support Salary Schedule: A separate salary schedule includes a variety of positions to support student extra-curricular and academic programs. The schedule is continually evaluated, with new positions added and compensation refined.

~Other Stipends and Reimbursements: A variety of other stipends, paid educator coverage options, and reimbursement for select non-KSDE licenses and mileage reimbursement is provided as outlined in policy.

~Retirement Benefits: A variety of retirement benefits, including Voluntary Early Retirement and conversion of accrued illness/bereavement leave, continuation of health benefits, monetary retirement benefits, and other Voluntary Early Retirement Plan benefits are eligible for staff as outlined in policy.

~Leave Policies: The district offers a generous leave policy including illness/bereavement days, bereavement days not charged to leave balances, birth/adoption of a grandchild leave, personal business leave days, professional leave, etc.

~Additional policies support compensation related items and are outlined in the Negotiated Agreement.

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

*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.

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

*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 SCHOOL
Health Insurance Monthly Rates from January 1, 2018 through December 31, 2018

		Blue Select Plus (Narrowed Network)				Preferred Care Blue		
		Monthly Premium	District Pays	You Pay	District Paid Monthly HSA Contribution	Monthly Premium	District Pays	You Pay
\$2,700 HDHP	Employee Only	\$ 614	\$ 614	\$ -	\$ 140	\$ 663	\$ 598	\$ 65
	Employee & Spouse	\$ 1,292	\$ 972	\$ 320	\$ 140	\$ 1,394	\$ 885	\$ 509
	Employee & Child(ren)	\$ 1,142	\$ 954	\$ 188	\$ 140	\$ 1,232	\$ 878	\$ 354
	Family	\$ 1,722	\$ 1,307	\$ 415	\$ 140	\$ 1,857	\$ 1,208	\$ 649
	2-Employee Family*	\$ 1,722	\$ 1,722	\$ -	\$ 280	\$ 1,857	\$ 1,756	\$ 101
\$1,500 PPO	Employee Only	\$ 640	\$ 640	\$ -	n/a	\$ 691	\$ 603	\$ 88
	Employee & Spouse	\$ 1,345	\$ 951	\$ 394	n/a	\$ 1,451	\$ 878	\$ 573
	Employee & Child(ren)	\$ 1,188	\$ 942	\$ 246	n/a	\$ 1,282	\$ 871	\$ 411
	Family	\$ 1,793	\$ 1,279	\$ 514	n/a	\$ 1,935	\$ 1,199	\$ 736
	2-Employee Family*	\$ 1,793	\$ 1,793	\$ -	n/a	\$ 1,935	\$ 1,742	\$ 193
\$1,000 PPO	Employee Only	\$ 802	\$ 757	\$ 45	n/a	\$ 867	\$ 740	\$ 127
	Employee & Spouse	\$ 1,689	\$ 950	\$ 739	n/a	\$ 1,829	\$ 817	\$ 1,012
	Employee & Child(ren)	\$ 1,489	\$ 942	\$ 547	n/a	\$ 1,612	\$ 824	\$ 788
	Family	\$ 2,248	\$ 1,277	\$ 971	n/a	\$ 2,434	\$ 1,120	\$ 1,314
	2-Employee Family*	\$ 2,248	\$ 1,884	\$ 364	n/a	\$ 2,434	\$ 1,648	\$ 786
BCBS HMO	Employee Only	n/a	n/a	n/a	n/a	\$ 891	\$ 740	\$ 151
	Employee & Spouse	n/a	n/a	n/a	n/a	\$ 1,874	\$ 869	\$ 1,005
	Employee & Child(ren)	n/a	n/a	n/a	n/a	\$ 1,652	\$ 876	\$ 776
	Family	n/a	n/a	n/a	n/a	\$ 2,496	\$ 1,171	\$ 1,325
	2-Employee Family*	n/a	n/a	n/a	n/a	\$ 2,496	\$ 1,752	\$ 744

= Base Plan

All health plan employee costs assume fulfillment of district Wellness Program requirements (health screening and health risk assessment for both you and your spouse, if applicable). Failure to fulfill these requirements in a timely manner will result in an additional \$40 - \$80 monthly surcharge.

In addition to the above coverages, a variety of additional coverages are available for purchase, including dental and vision insurance.

* For 2 Employee Families the district doubles their contribution.

Extra-Curricular/Academic Support Salary Schedule Changes for 2017-18

1% on the Base will be added to the Extra-Curricular/Academic Stipends Salary Schedule increasing the base from \$30,099 - **\$30,400**

Longevity will be reinstated as per Negotiated Agreement procedures.

The following additions/changes will be made to the Extra-Curricular/Academic Support Salary Schedule

*(Note: These amounts do **not** reflect the additional 1% on the base. That is reflected in the actual Salary Schedule.)*

- ☐ Add (new) FCCLA (Family, Career & Community Leaders of America) at **.06, \$1,806**
- ☐ Add Culinary Arts Chef / Pro-Start – Currently not in NA at .8 (\$2408) at **.10 (\$3,010)**
- ☐ Increase 21st Century Facilitators
 - 21st C. HS Facilitator (without supervisory) 0.11 (\$3311) to **0.14 (\$4214)**
 - 21st C. HS Facilitator (with supervisory) 0.08 (\$2408) to **0.10, (\$3010)**
- ☐ Increase High School Cross Country
 - Head from .11 (\$3311) to **.16 (\$4816)**
 - Assistant from .066 (\$1987) to **.072 (\$2167)**
- ☐ Increase Middle School Cross Country Coach - .02 (\$602) to **.03 (\$903)**
- ☐ Increase Middle School Football
 - Head from .11 (\$3311) to **.115 (\$3461)**
 - Assistant from .07 (\$2107) to **.075 (\$2258)**

Partial reinstatement of Collegial Mentor/Orientation Partner program: Stipend dependent upon state reimbursement; No new district funding. Program remains suspended.

- ☐ Orientation partners will be assigned to all educators new to the district. Orientation partners will meet with new educators two hours a month first quarter and one hour a month second quarter. Orientation partners will be compensated through professional development points (both relicensure and movement), with up to 6.5 points provided for first semester.
- ☐ In the event KSDE offers funding for the mentoring of novice classroom teachers, the orientation partner will become a “collegial mentor” and will work with the novice teacher throughout the year. The collegial mentor will be required to participate in three training sessions. Collegial mentors will receive a stipend for their work, instead of professional development points, equal to the amount of funding provided per mentor by KSDE.



Extra-Curricular/Academic Support Salary Schedule 2017-2018

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

The base salary for the 2017-18 school year is **\$30,400**

HIGH SCHOOL			
Title/Type:	% of Base:	Amount:	Positions:
Extra-Curricular	0.18	\$5472	Head: Football, Wrestling, Basketball, Track
Extra-Curricular	0.17	\$5168	Head: Baseball, Gymnastics, Soccer, Softball, Swimming, Volleyball
Academic Support	0.16	\$4864	Head: Drill Team, Instrumental Music (Band), Cheerleading, Cross Country
Academic Support	0.14	\$4256	Drama, Vocal Music, Instrumental Music (Orchestra), Debate, Forensics, 21 st C. Academy Facilitator (without supervisory hour)
Academic Support	0.12	\$3648	Musical Theater, Yearbook, Newspaper
Extra-Curricular	0.11	\$3344	Assts.: Football, Wrestling, Basketball, Track
Extra-Curricular	0.102	\$3101	Assts.: Baseball, Gymnastics, Soccer, Softball, Swimming, Volleyball
Extra-Curricular	0.10	\$3040	Head: Bowling, Golf, Tennis
Academic Support	0.10	\$3040	STUCO, Asst.- Instrumental Music (Band), Cheerleading, Drill Team, Pro-Start (Culinary), 21 st C. Academy Facilitator (with supervisory hour)
Academic Support	0.084	\$2554	Assts.: Debate, Drama, Forensics, Vocal Music, Orchestra
Academic Support	0.08	\$2432	BLT Chair (without supervisory hour)
Academic Support	0.072	\$2189	Technical Assistant, Assistant Musical Theater
Extra-Curricular	0.072	\$2189	Asst. Cross Country
Academic Support	0.07	\$2128	Mentor Program Sponsor
Academic Support	0.06	\$1824	Science Club/Olympiad, National Honor Society, Dept. Chair (Dept. of 10 FTE or more)
Extra-Curricular	0.06	\$1824	Assts.: Bowling, Golf, Tennis, FCCLA(Family, Career &Community Leaders of America)
Academic Support	0.05	\$1520	KAY
Extra-Curricular	0.05	\$1520	Sr. & Jr. Class Sponsor
Academic Support	0.04	\$1216	BLT Chair (with supervisory hour); Freshman Drama, Freshman Drama Tech
Academic Support	0.036	\$1094	Asst.: Science Olympiad
Academic Support	0.03	\$912	SASH, Future Teachers, TSA, Math Club, Scholars Bowl, Dept. Chair (Dept. of 9 FTE or fewer), Fine Arts Honor Societies (Thespians, Tri-M, National Art), Business Club
Extra-Curricular	0.03	\$912	Soph. & Freshman Class Sponsor
MIDDLE SCHOOL			
Title/Type:	% of Base:	Amount:	Positions:
Extra-Curricular	0.115	\$3496	Head: Football
Extra-Curricular	0.11	\$3344	Head: Basketball, Track, Volleyball
Extra-Curricular	0.09	\$2736	Pep Club
Academic Support	0.09	\$2736	Head: Music (Band, Orch., Vocal), Drama, Cheerleading, Drill Team
Extra-Curricular	0.075	\$2280	Asst.: Football
Extra-Curricular	0.07	\$2128	Assts.: Basketball, Track, Volleyball
Academic Support	0.06	\$1824	Science Club/Olympiad, Mentor Program Sponsor, Building Teacher Leader
Academic Support	0.05	\$1520	Assts.: Cheerleading, Publications, STUCO, KAY
Academic Support	0.036	\$1094	Asst.: Science Olympiad
Academic Support	0.03	\$912	Math Club
Extra-Curricular	0.03	\$912	Cross Country
ELEMENTARY SCHOOL			
Title/Type:	% of Base:	Amount:	Positions:
Academic Support	0.03	\$912	Science Club, Math Club
DISTRICT POSITIONS			
Title/Type:	% of Base:	Amount:	Positions:
Academic Support	0.04	\$1216	1 st year Collegial Mentor <i>*Suspended Portion of program implemented in 2017-18; Specifics dependent on state funding</i>
Academic Support	0.02	\$608	Orientation Partner (Year 1 new to District) <i>*Suspended Portion of program implemented in 2017-18; Specifics dependent on state funding</i> ; Second-Year Collegial Mentor <i>*Suspended</i>
Academic Support			Olathe District Children's Honor Choir 0.04-\$1216 Head Director; 0.036-\$1094 Asst. Director; 0.036-\$1094 Choir Manager; 0.02-\$ 608 Accompanist & Asst. Manager
Academic Support	\$700/semester base \$100/sem. each add'l student		eAcademy Instructor work beyond professional day (NOT eLearning)

Other District Stipends

DESCRIPTION	RATE
Supervision of Activities other than Supplemental Pay; Non-Instructional Task Assistance (i.e. Activity Nights, Open Gym, Weight Room/Weight Training and Conditioning, Student Leadership Club)	\$12.00/hr <u>\$14.00/hr</u>
Supervision with Some Instruction (i.e. Media Night, Friday School, After School Programs, Language Honor Societies, Mentoring Contact, Service Learning Contact, Student Ambassador Sponsor)	\$15.00/hr <u>\$18.00/hr</u>
School Improvement Support Tasks (i.e. curriculum nights, curriculum and assessment tasks)	\$15.00/hr <u>\$18.00/hr</u>
Instructional Tutor (i.e. National Test Preparation, Tutoring, Summer School)	\$24.00/hr <u>\$26.00/hr</u>
Project Rate (i.e. T & L projects, eAcademy course development, qualified/qualifying state/national competition supervision beyond employee's employment dates per guidelines)	\$120/day <u>\$124.00/day</u>
Cafeteria Supervision – Certified – Elementary Only	\$10/hr
Cafeteria Supervision – Certified – Middle and High School Only	\$500/yr or prorated
Weight Training and Conditioning Facilitator /Head Football Coach--High School	\$3,000/year
Field Show Preparation: Head Drill Team, Assistant Band, Assistant Drill Team – High School	2.5 % of base salary/5 days
NBPTS Certification <ul style="list-style-type: none"> Portfolio reimbursement: \$500 (see below). District reimburses \$500 to those applying to complete the NBPTS process upon submission of the portfolio final component District provides professional leave to complete NBPTS Certification (Policy GBZCD) District stipend (paid for each semester when certification is valid for the majority of the semester) 	\$1,000 per semester; \$2,000 annual maximum (requires current NBPTS certification)
Speech Language Pathologist advanced national certification	\$250/year
Administrative Designee (Max. 2 Assignments/day)	\$72/activity
Responsibility Factors <ul style="list-style-type: none"> Coordinators: 242 day contract: \$7200.00; 220 day contract: \$6600.00; 207 day contract: \$6000.00 Facilitators: 60% of coordinator compensation per contract length IRT's: \$1500.00 	
Lead Elementary Library Media Specialists (LMS) with more than One Library: The Library Media Coordinator will determine the lead librarian. The Lead LMS will be responsible for opening/closing more than one library. Tasks, routinely include: Budget management responsibilities: Such as ordering books, teacher requested material, library supplies, AV, equipment. Facility and Program management responsibilities: Technology management, flexible library scheduling, displays, pulling materials for staff members, maintaining materials, reading support/motivation programs (like Book Fairs) The Lead LMS will report hours worked using a stipend form that is approved by the shared library's principal. Stipend payment occurs twice a year, August and June. Each librarian will be paid at their daily rate. The maximum number of hours to be reported for the school year is 40. Each Lead LMS will be paid hourly at their daily rate.	Per Hour – Based on individual's daily rate of pay; Maximum number of hours=40.
SDC (Staff Development Council) Reps: Each school has 1 rep to the SDC. Buildings have the option to split the amount among more than 1 rep. Job expectations are available in the Virtual File. If additional reps are requested, those additional reps are paid from building funds. SDC rep may request additional stipend payment if documented activities are greater than 25 hours, excluding 5 district required meetings. If BLT Approved Stipend funds are used, there must be agreement by the BLT, Olathe NEA AR, and the administrator.	Each rep paid minimum of \$400; Additional payment available – See description

Reimbursement (Non-Tax Item)

National Board Professional Teaching Standards Certification: The district reimburses \$500 to those applying to complete the NBPTS process upon submission of the portfolio final component. A reimbursement form is available: O-Zone/Human Resources/PolicyProcedure/LicensureReimbursementForm.

Speech Language Pathologist (SLP) Certificate of Clinical Competence (CCC): The fee for this annual licensure will be reimbursed at the cost of the license (\$225) for each year it is earned. A reimbursement form is available – O-Zone/Human Resources/Employee Online/Non-KSDE Reimbursement

Traveling Educators by Assignment Expense Reimbursement: The District provides financial assistance for educators assigned to travel between multiple locations as part of their required responsibilities. For approved travel between district facilities, the procedure for requesting approved travel reimbursement ~~shall be the use of the~~ is through the reimbursement log method and WageBack process. ~~and the~~ The basis for determination of distance for reimbursement ~~shall be by use of the~~ is through the district's standard mileage chart and at a mileage rate established by the Board. ~~When approved as an exception by Human Resources or senior leadership administration only, an annual fixed rate may be determined and paid in lieu of the reimbursement process as part of the employee's total compensation.~~

If the educator's personal mileage calculations do not align with the district's standard mileage chart, the educator may appeal to his/her supervisor. The supervisor may approve a mileage variance prior to submission of the request ~~to payroll~~. Requests for travel reimbursement must be received by the employee's supervisor within 30 calendar days of the earliest travel event, when multiple events are listed in the same request.

Other District Stipends

DESCRIPTION	RATE
Supervision of Activities other than Supplemental Pay; Non-Instructional Task Assistance (i.e. Activity Nights, Open Gym, Weight Room/Weight Training and Conditioning, Student Leadership Club)	\$14.00/hr
Supervision with Some Instruction (i.e. Media Night, Friday School, After School Programs, Language Honor Societies, Mentoring Contact, Service Learning Contact, Student Ambassador Sponsor)	\$18.00/hr
School Improvement Support Tasks (i.e. curriculum nights, curriculum and assessment tasks)	\$18.00/hr
Instructional Tutor (i.e. National Test Preparation, Tutoring, Summer School)	\$26.00/hr
Project Rate (i.e. T & L projects, eAcademy course development, qualified/qualifying state/national competition supervision beyond employee's employment dates per guidelines)	\$124.00/day
Cafeteria Supervision – Certified – Elementary Only	\$10/hr
Cafeteria Supervision – Certified – Middle and High School Only	\$500/yr or prorated
Weight Training and Conditioning Facilitator /Head Football Coach--High School	\$3,000/year
Field Show Preparation: Head Drill Team, Assistant Band, Assistant Drill Team – High School	2.5 % of base salary/5 days
NBPTS Certification <ul style="list-style-type: none"> Portfolio reimbursement: \$500 (see below) District provides professional leave to complete NBPTS Certification (Policy GBZCD) District stipend (paid for each semester when certification is valid for the majority of the semester) 	\$1,000 per semester; \$2,000 annual maximum (requires current NBPTS certification)
Administrative Designee (Max. 2 Assignments/day)	\$72/activity
Responsibility Factors <ul style="list-style-type: none"> Coordinators: 242 day contract: \$7200.00; 220 day contract: \$6600.00; 207 day contract: \$6000.00 Facilitators: 60% of coordinator compensation per contract length IRT's: \$1500.00 	
Lead Elementary Library Media Specialists (LMS) with more than One Library: The Library Media Coordinator will determine the lead librarian. The Lead LMS will be responsible for opening/closing more than one library. Tasks, routinely include: Budget management responsibilities: Such as ordering books, teacher requested material, library supplies, AV, equipment. Facility and Program management responsibilities: Technology management, flexible library scheduling, displays, pulling materials for staff members, maintaining materials, reading support/motivation programs (like Book Fairs) The Lead LMS will report hours worked using a stipend form that is approved by the shared library's principal. Stipend payment occurs twice a year, August and June. Each librarian will be paid at their daily rate. The maximum number of hours to be reported for the school year is 40. Each Lead LMS will be paid hourly at their daily rate.	Per Hour – Based on individual's daily rate of pay; Maximum number of hours=40.
SDC (Staff Development Council) Reps: Each school has 1 rep to the SDC. Buildings have the option to split the amount among more than 1 rep. Job expectations are available in the Virtual File. If additional reps are requested, those additional reps are paid from building funds. SDC rep may request additional stipend payment if documented activities are greater than 25 hours, excluding 5 district required meetings. If BLT Approved Stipend funds are used, there must be agreement by the BLT, Olathe NEA AR, and the administrator.	Each rep paid minimum of \$400; Additional payment available – See description

Reimbursement (Non-Tax Item)

National Board Professional Teaching Standards Certification: The district reimburses \$500 to those applying to complete the NBPTS process upon submission of the portfolio final component. A reimbursement form is available: [O-Zone/Human Resources/PolicyProcedure/LicensureReimbursementForm](#).

Speech Language Pathologist (SLP) Certificate of Clinical Competence (CCC): The fee for this annual licensure will be reimbursed at the cost of the license (\$225) for each year it is earned. A reimbursement form is available – [O-Zone/Human Resources/Employee Online/Non-KSDE Reimbursement](#)

Traveling Educators by Assignment Expense Reimbursement: The District provides financial assistance for educators assigned to travel between multiple locations as part of their required responsibilities. For approved travel between district facilities, the procedure for requesting approved travel reimbursement is through the reimbursement log method and WageBack process. The basis for determination of distance for reimbursement is through the district's standard mileage chart and at a mileage rate established by the Board. If the educator's personal mileage calculations do not align with the district's standard mileage chart, the educator may appeal to his/her supervisor. The supervisor may approve a mileage variance prior to submission of the request. Requests for travel reimbursement must be received by the employee's supervisor within 30 calendar days of the earliest travel event, when multiple events are listed in the same request.

OLATHE PUBLIC SCHOOLS –STIPEND PAY RATE CHANGES

DESCRIPTION	RATE		DESCRIPTION	RATE
Non-Instructional Task Assistance	\$12/hr \$14/hr		Supervision of Activities <i>other than Supplemental Pay</i> (Activity Nights, Open Gym, Weight Room)	\$12/hr \$14/hr
School Improvement Support Tasks	\$15/hr \$18/hr		Supervision with Some Instruction (Media Night, Friday/Saturday School, After School Programs)	\$15/hr \$18/hr
Instructional Tutor	\$24/hr \$26/hr		Supplemental Pay (Ticket taker, Scorekeeper, VB Line Judge, PA Announcer) – Certified/Licensed	\$24/event
Project Rate	\$120/day \$124/day		Cafeteria Supervision – Certified Only Elementary	\$10/hr
Cooperating Teacher	Varies		Cafeteria Supervision – Certified Only Middle School	\$500/yr or prorated
NBPTS Certification	\$1000/Semester		Cafeteria Supervision – Certified Only High School	\$500/yr or prorated
Collegial Mentor	Varies		eLearning / eAcademy Instruction	Varies
BLT Service	<i>Neg. Agreement; App. A ; BLT Approved Stipends</i>		Band Camp/Field Show	Varies
Summer School	Varies		Administrative Designee (Max. 2 Assignments/day)	\$72/event
Driver's Education	\$24/hr \$26/hr		Miscellaneous Stipend	Varies
Summer Weight Training	\$3000/summer			

PAID EDUCATOR COVERAGE: This is payment for coverage by a professional staff member of another professional staff member's assignment, when that coverage is requested by administrative staff. If the coverage is an informal agreement between colleagues, infrequent and consists of two hours or fewer, that coverage is not paid. ***Please refer to BOE Policy GBZEF for further detailed information.***

Rate of Pay:

- **Rate of Pay: Secondary:** ~~\$20/hour~~~~\$30/hour~~ or class period or ~~\$40~~~~15~~/half-hour for each occurrence
Note: *High school block schedule classes are considered two class periods.*
- **Combination:** When classes are combined, a maximum of ~~\$120~~~~150~~/day may be paid to one individual or distributed among multiple individuals.
- **Nurses:** If a visit to the partnered school is necessary due to the absence of the partnered school nurse, and an on-site attention to health issues is necessary, the covering nurse will be paid ~~\$20~~~~30~~.00 to compensate for the loss of the visiting nurse's planning time, which typically occurs throughout the professional day.

OLATHE PUBLIC SCHOOLS –STIPEND PAY RATE CHANGES

<u>DESCRIPTION</u>	<u>RATE</u>		<u>DESCRIPTION</u>	<u>RATE</u>
Non-Instructional Task Assistance	\$14/hr		Supervision of Activities <i>other than Supplemental Pay</i> (Activity Nights, Open Gym, Weight Room)	\$14/hr
School Improvement Support Tasks	\$18/hr		Supervision with Some Instruction (Media Night, Friday/Saturday School, After School Programs)	\$18/hr
Instructional Tutor	\$26/hr		Supplemental Pay (Ticket taker, Scorekeeper, VB Line Judge, PA Announcer) – Certified/Licensed	\$24/event
Project Rate	\$124/day		Cafeteria Supervision – Certified Only Elementary	\$10/hr
Cooperating Teacher	Varies		Cafeteria Supervision – Certified Only Middle School	\$500/yr or prorated
NBPTS Certification	\$1000/Semester		Cafeteria Supervision – Certified Only High School	\$500/yr or prorated
Collegial Mentor	Varies		eLearning / eAcademy Instruction	Varies
BLT Service	<i>Neg. Agreement; App. A ; BLT Approved Stipends</i>		Band Camp/Field Show	Varies
Summer School	Varies		Administrative Designee (Max. 2 Assignments/day)	\$72/event
Driver's Education	\$26/hr		Miscellaneous Stipend	Varies
Summer Weight Training	\$3000/summer			

PAID EDUCATOR COVERAGE: This is payment for coverage by a professional staff member of another professional staff member's assignment, when that coverage is requested by administrative staff. If the coverage is an informal agreement between colleagues, infrequent and consists of two hours or fewer, that coverage is not paid. ***Please refer to BOE Policy GBZEF for further detailed information.***

- **Rate of Pay:** \$30/hour or class period or \$15/half-hour for each occurrence
Note: *High school block schedule classes are considered two class periods.*
- **Combination:** When classes are combined, a maximum of \$150/day may be paid to one individual or distributed among multiple individuals.
- **Nurses:** If a visit to the partnered school is necessary due to the absence of the partnered school nurse, and an on-site attention to health issues is necessary, the covering nurse will be paid \$30.00 to compensate for the loss of the visiting nurse's planning time, which typically occurs throughout the professional day.