

Angie Powers

From: Leigh Anne Rogers
Sent: Friday, May 12, 2023 9:22 AM
To: Leigh Anne Rogers
Subject: Tentative Agreement

Thank you for all you do, every day, for your students and colleagues! The Professional Council is pleased to share an outline of the 2023-24 Tentative Agreement reached between Olathe NEA and Olathe Public Schools. Thank you for taking the time to read this very lengthy email!

- **An in-person bargaining unit information session will be held on Tuesday, May 16, from 4:00 p.m. to 6:00 p.m. at the Instructional Resource Center.** Members of the bargaining team will be present to provide additional details and answer questions. Those attending can come and go during that time frame as the information will be repeated.
- **Bargaining Unit members can also attend a virtual informational session on Wednesday, May 17, from 5:00 p.m. to 6:00 p.m.** Members of the bargaining team will be present to provide additional details and answer questions. Those attending can come and go during that time frame as the information will be repeated. Zoom meeting linked [HERE](#) - ID: 993 309 9496.
- An informational video is being developed and will be shared soon via email.
- The District has created a calculator tool to help you determine your projected salary for 2023-24. Directions are included in the **compensation** section of this message.

Dates for ratification voting, which will be held electronically, are Monday, May 21 (8:00 a.m.) through Monday, June 5 (5:00 p.m.). You will receive a separate email on 5/21 with the link to vote.

Tentative Agreement Summary for Licensed/Certified Bargaining Unit Staff 2023-24:

The following policies were modified:

GBZCC: Professional Day – Specifies compensation for lost plan time under conditions not already outlined in the agreement

GBZH: Grievance Policy -revision of dates from contract to calendar dates; broadens timelines for educators and administration

Salary Schedule Condition Changes, Appendix A: (Proposed 2023-24 Salary Schedule linked [HERE](#))

Joint statement from Salary Schedule Committee:

The Olathe NEA and Administration of USD #233 agree to collaboratively develop a salary schedule by April 3, 2023 to address the joint interests of educator retention, educator recruitment, and fiscal sustainability. The 2023-24 Negotiated Agreement will include the collaboratively developed salary schedule.

1. **Compensation:** adopt the proposed salary schedule recommended by the Salary Schedule Committee
2. **Compensation:** Transition each current educator to the level in the same column on the proposed schedule which adds **at least** \$750 to their current cell
3. **Compensation:** Move all educators one level down on the proposed schedule
 4. **Compensation:** Allow column movement for all those who qualify as outlined in the Negotiated Agreement for the 2023-24 school year
 5. **Compensation:** Add one bonus level for all who qualify for column movement
 6. **Compensation:** Add two bonus levels for all staff who were on a MAX level (level 18) on the 2021-22 salary schedule
7. The District has created a calculator tool to help you determine your projected salary for 2023-24. This tool is just an aid, with final salary determined by the agreed upon language and the proposed salary schedule.
 - *Those staff moving columns OR frozen on the 2021-22, M Column, MAX and beyond will need to hand calculate those bonus levels.*

Please follow the instructions below **from a district issued device:**

1. Click on the following link –  [OPS Salary Schedule Calculator](#)

1. The link will open in your primary web browser.
2. In the **Upper Right-Hand Corner** click the Green Button marked **VIEWING**
1. This will trigger a drop-down menu.
3. In the Drop-Down menu please select **OPEN IN DESKTOP APP**
1. Once the file is open in the desktop app you can manipulate the content of the calculator by clicking inside the **DEGREE** and **STEP** boxes. (A drop-down menu will appear)

Benefits Appendix A:

Health Insurance: No change in Blue Cross/Blue Shield health insurance plans. No change in employee contributions to health insurance premiums or District H.S.A. (Health Savings Account) employer contributions. The District is absorbing the 8% increase in premiums. A **reminder:** deductibles are set by the IRS.

Extra-Curricular/Academic Support, Appendix A:

1. **Salary Schedule Structure: Ratified in 2022-23/implemented in the 2023-24 school year**
 - **Redesign:** Redesign the salary schedule for clarity and readability
 - **Realignment:** Tie the EC/AS schedule to the general salary schedule, with no change in pay amounts
 - **Longevity:** Extend the longevity bonus schedule from 5 to 12 years and increase the incentive cap from 28% to 34%.
2. **New Positions: Ratified in 2022-23/implemented in the 2023-24 school year**
 - **Elementary BLT Chair:** add to the EC/AS salary schedule at 8%
 - **Pep Band:** add to the EC/AS salary schedule at 7% and change HR practice from providing 2 Assistant Band positions to 1 Assistant Band position
 - **Music Technician:** add to the Field Show Preparation list at \$855 (2.5%)
 - **Musical Accompanist:** add to the EC/AS schedule at 5%
 - **Musical Pit Director:** add to the EC/AS schedule at 5%
 - **Elementary Band and Strings:** add to the EC/AS schedule at 1% per assigned building as compensation for evening concerts
 - **Elementary General Music:** add to the EC/AS schedule at 2% as compensation for evening concerts
3. **Adjustments to Existing High School Performing Arts Positions: Ratified in 2022-23/implemented in the 2023-24 school year**
 - **Drama** – Amend HR documents to clarify expectation that stipend is for three non-musical productions
 - **Building/Auditorium Technical Assistant** – add to the salary schedule at 7.2% and change HR practice from providing 3 Technical Assistant positions to 2 Technical Assistant positions
 - **Musical Theatre and Assistant Musical Theatre:** enhance compensation from 12% to 14% (Head) and 7.2% to 8.4% (Assistant)
 - **Assistant Band Director** – to fully compensate for summer band camp, remove position from Field Show Preparation document and extend the regular contract by ten days (same as head)
4. **New this year - Compensation for Extended School Year:** Special Services Teachers pay rate from \$24 to \$30
5. **New Position: Middle School Assistant Band Director Proposal**
Funded at category 19 level/\$1231

Elementary Scheduling Document, Appendix B:

Provide elementary special education teachers the same plan time protection as their building colleagues by striking permissive language referencing special education plan time and self-contained special education plan time on page 79

Middle School Scheduling Document, Appendix B:

Compensation for agreeing to teach a 6th hour increased to 6% of base salary schedule (\$2,760 in 23-24) per semester

High School Scheduling Document, Appendix B:

Compensation for agreeing to teach a 6th hour increased to 6% of base salary schedule (\$2,760 in 23-24) per semester

District Calendar 24-25, PD Calendar 23-24

Other items included in the 2022-23 Ratification Process:

Elementary Plan Time: The Olathe NEA and Administration of USD #233 agree to collaboratively, with the Elementary Plan Time Committee, address the joint interests of educator retention, educator recruitment, and fiscal sustainability by ensuring that the 2024-25 Negotiated Agreement will include a minimum of 30 minutes of additional plan time per A-E rotation for all certified elementary educators.

Leaves: Commit to discussion and study of converting leave to a Paid Time Off model.

If you are already a member of Olathe NEA, **thank you!** If not, please stand with us in the work we do on behalf of all certified educators. Membership is free until fall - click [HERE](#) to join!

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