



Olathe Public Schools  
 Professional Council  
 14160 Black Bob Rd.  
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## The 2010-11 Professional Council

### 2010-11 Professional Council Members

- Dr. Alison Banikowski, Deputy Superintendent
- Dr. Marlin Berry, Superintendent of Olathe Public Schools
- John W. Hutchison, Chief Financial Officer
- Calin Kendall, President, Olathe NEA
- Jenna Kuder, Instructional Resource Teacher, IRC
- Thad McClelland, Social Science, Oregon Trail Jr. High
- Kathy Meyer, Kindergarten, Arbor Creek
- Jim Payne, Executive Director, Personnel
- Randy Smith, Principal, Clearwater Creek Elementary
- Sue Quanty Smith, Resource Teacher, Meadow Lane Elementary
- Kate Thompson, Library Media Specialist, Olathe Northwest High School,  
 1<sup>st</sup> Vice President, Olathe NEA
- Stacey Yurkovich, Principal, Prairie Trail Jr. High



Olathe Public Schools and the  
 Olathe National Education Association  
**Partners in Educational Excellence**

*Educational Excellence*

### 2010-11 Board of Education

- Rita Ashley
- Debora Daniels, Ph.D., President
- Kevin P. Gilmore
- Amy Martin
- Harlan Parker, Vice President
- Mike Poland
- Linda Wilhelm

**NEA-Saturn/UAW  
 Partnership Award Winner**

- New Teacher Induction Programs, 2007
- Collaborative Decision-Making, 1999



## What is the Professional Council?

The Professional Council partners with the Board of Education to work for educational excellence for all students. The council meets monthly to:

- Fulfill the statutory requirements of the Professional Negotiations Act with the exclusive representative group, Olathe NEA, as designated by the Board of Education on November 5, 1970.
- Discuss, study, advise, and recommend on subjects the district and Olathe NEA mutually agree upon related to Olathe School District, USD 233.
- Act as a communications clearing house.
- Support the Board of Education's strategic goal of recruiting and retaining quality staff by studying and addressing topics related to:
  - compensation, including salary and benefits
  - climate, such as working conditions
  - student learning

## Who does the Council serve?

The Professional Council serves the Board of Education, licensed/certified, non-administrative personnel, also referred to as the bargaining unit. The Olathe NEA bargaining unit along with the Board of Education, ratifies the Personnel Policies and Professional Employee Agreement.

## What is our philosophy?

Olathe NEA and Olathe District Schools have a long history of working collaboratively. The number one focus of the Council is quality education for our students as a result of a quality, professional staff.

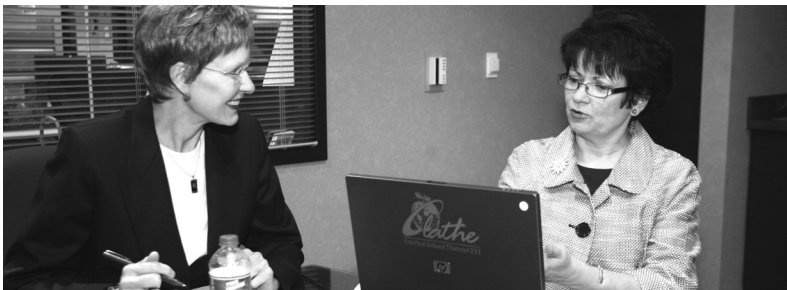
## Who serves on the Professional Council?

The Council is composed of the Olathe NEA president, five persons designated by the president, the superintendent, and five persons designated by the superintendent.

## How are decisions made?

The Council strives for a consensus for actions and recommendations.

The Council is empowered to appoint committees comprised of teachers and administrators to study and report on mutually agreed upon subjects.



The 2010-11 Professional Council

## How does the Professional Council communicate to the professional staff?

The Professional Council communicates regularly to the professional staff through:

- Olathe NEA Association Rep monthly meetings
- Administrative Staff meetings
- O-Zone
- E-mail and website
- Newsletters
- Personnel Policies and Professional Employee Agreement

## How do staff members communicate needs to the Council?

- Contact any member of the Professional Council (see member list). The superintendent and the president of Olathe NEA set agenda items.
- Surveys

## What are Professional Council's accomplishments?

### Compensation

- Professional Pay Salary Schedule providing higher career earnings, a more professional compensation structure and greater retention and recruitment of quality staff.
- Exchange of accumulated leave upon KPERS retirement for monetary contribution into retiree's Health Reimbursement Arrangement account.
- Health insurance—controlling rate increases while implementing discounts for wellness

### Working Conditions

- Increased Elementary Plan Time
- Collaborative Role between principals and Olathe NEA association representatives.
- Continuous support for the Staff/Boarf Guiding Principles and the board-adopted decision-making model.

### Student Learning

- Increased educator quality through professional growth process and professional development
- Rewarding improvement in professional practice through salary schedule advancement using professional development points.
- Negotiated BLT Approved Stipends to support school improvement activities



Communicating



Strategizing



Agreeing