

## How we do business

### Staff Guiding Principles

Children First

Respect for All

Teamwork

Excellence and Quality

Commitment to Individual Needs

Olathe District Schools

**Invest in Excellence**

**Take yourself  
to excellence.**

**Olathe School District USD 233**

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**Olathe  
nea**  
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# Great people deserve great benefits.

## Insurance

- Health
- Dental (benchmark districts\* do not provide)

## Section 125 Pre-Tax Voluntary Benefits

- The Section 125 plan adopted by the Board of Education has Health/Dental insurance, Cancer insurance, Short Term Disability Income insurance, Voluntary Vision Insurance, Dependent Day Care Flexible Spending Account, and Medical Reimbursement Flexible Spending Account.
- Up to \$240 matching deposit into Medical Expense Reimbursement Flexible Spending Account (benchmark districts\* do not provide)

## Leaves

- Illness/bereavement 13 days per year (benchmark districts\* offer 10 or 11 per year).
- Personal Business 2 to 4 days per year, doubled and accumulated as illness/bereavement or exchange for monetary contribution to a Health Reimbursement Arrangement benchmark districts\* requires use of sick leave as personal days.
- 5 days leave without deduction from the employee's leave account granted for the terminal illness or death of an immediate/household family member.
- Professional
- Family and Medical Leave Act (special provision for 2 employee family for birth or adoption of a child)

## Class Size/Caseloads

- Class size standards provide smaller classes.
- Joint District-Olathe NEA subcommittee of Professional Council monitors.

## Health Reimbursement Arrangement Account (not offered in benchmark districts\*)

- Exchange of accumulated leave upon KPERS retirement.

## Retirement Benefits

- Voluntary Early Retirement Benefit (not offered in benchmark districts\*)
- Health Reimbursement Arrangement Account can be used to purchase health, dental, long term care insurance and reimburse other medical expenses.

## Wellness and Health Promotions

- Wellness rewards for participation in variety of classes and programs.
- Health insurance premium discounts for completing health screening, health risk assessment, review of health data and goal setting.

## Employee Empowerment

- Award winning collaborative partnership between the district and Olathe NEA.
- District and Olathe NEA have been selected as recipients of the NEA-Saturn/UAW Partnership Award (1999 for Collaborative Decision-Making; 2007 for New Teacher Induction Programs)
- Employees rated Olathe District Schools the highest in Johnson County in the recent Governor's Teacher Working Conditions Survey.
- Employee Benefits Committee with membership comprised of district administrators, Olathe NEA President and appointees, and classified staff.

## New Educator Induction Program

- Nationally recognized as a recipient of the NEA-Saturn/UAW Partnership Award
- Collegial Mentors and Orientation Partners for each new educator
- Instructional Resource Teachers assigned to each new educator
- Advanced Teaching and Learning Professional Development
- In-district Masters program with Emporia State University

## Time

- Secondary – One planning period each day.
- Elementary – at least 250 minutes (or 270 minutes at International Language sites) per week of planning.
- Professional Learning Communities Collaboration time at all levels.

## Resources

- Instructional supply budgets
- Digital classrooms in all schools
- Instructional Resource Center

## Professional Development

- National Staff Development Model School Award Winner
- Leadership Academy
- Administrative Development Series
- Employees receive 12 Professional Development points for Professional Development days during professional day.
- Professional Learning Communities

## Organizational Culture

- Staff Guiding Principles: Children First, Respect for All, Teamwork, Excellence and Quality, Commitment to Individual Needs
- Small district approach to working climate
- All buildings are air-conditioned.
- Patrons recently supported authority to increase the Local Option Budget to 31 percent and a bond of \$138 million.

\*Benchmark districts are other Johnson County districts that our district uses for quality and continuous improvement data.