



Memorandum of Understanding (MOU)
Salary Schedule Conditions
September 1, 2011

This memorandum of understanding is being issued to clarify the intent of Professional Council regarding the 2011-12 Negotiated Agreement, Salary Schedule Conditions, GBZEB.

Page 89 of the Negotiated Agreement includes an additional reference to column movement, under item J. 6., which was overlooked during the editing process (highlighted in policy below).

Professional Council came to a tentative agreement and the tentative agreement was ratified by the Olathe BOE on August 4, 2011, and Olathe NEA on August 12, 2011.

The tentative agreement included a change of language in the Salary Schedule Conditions Policy. "Employees may move one column only each contract year, with the exception of attainment of a qualifying degree. Attainment of a qualifying masters degree or doctorate degree will result in placement in the appropriate degree column regardless of the number of columns the employee changes in that year." (item G., page 87)

As part of the tentative agreement, this language change was communicated to both ratifying bodies and is therefore part of the ratified Negotiated Agreement for 2011-12.

It is agreed and understood by Professional Council that item J. 6., is voided by the intent of the ratified language of item G.

Sincerely,

A handwritten signature in black ink that reads "Marlin Berry". The signature is written in a cursive, flowing style.

Dr. Marlin Berry
Superintendent of Schools

Sincerely,

A handwritten signature in black ink that reads "Calin Kendall". The signature is written in a cursive, flowing style.

Calin Kendall
President, Olathe NEA

Extracted from GBZEB – P. 89

- a. District Professional Development Points eligible for movement on the salary schedule earned only during the five year period prior to August 1 of the current year are available for salary schedule movement.
 - b. Credits earned from college courses are subject to the 5-year recency requirement for salary schedule movement during employment, but not for initial placement on the salary schedule.
6. An earned degree is required for movement into degree columns on the District salary schedule. When utilizing Professional Development Points, individuals are restricted to movement from one column to the next in any one year. ~~When moving on the salary schedule with college hours only, there is no limit to the number of columns the educator may move in a year.~~
7. Only for educators not licensed by KSDE (Kansas State Department of Education), all of the Salary Schedule Conditions apply except:
- a. Effective August 1, 2010, 20 approved CEUs (Continuing Education Credits) will be calculated to equal 1 graduate credit. No recency requirement applies for initial placement on the salary schedule. A 5-year recency requirement applies to movement on the salary schedule during employment.
 - b. When prior approval for professional leave has been obtained and is not financially supported by District funding (such as stipend, registration, substitutes, travel expense, etc.), out-of-district professional development CEU opportunities during the professional day may be counted for movement on the salary schedule.
- K. The salary schedule will serve as the base salary for computation of administrative contracts except for the superintendent. Computation factors for administrators shall include: length of extended contract, position, size of staff, and allowance factors related to experience, service and assignment.
- L. The employee who is under contract for at least one semester during the current school year shall be eligible for a salary step increase for the next contract period.
- M. Recommendations concerning compensation issues such as salary schedule, Extracurricular/Academic Support salary schedule, and health insurance shall be made to the Board of Education, from the Professional Council, on an annual basis.
- N. Special condition where professional employees have college tuition paid for by the District or a grant with the explicit understanding that the employee will secure additional licensure and/or endorsements. Employee must have the licensure or endorsement added through the appropriate state licensing agency and verification forwarded to Human Resources Division within one calendar year beyond the date of completion of the last course paid by the District or grant. After this one calendar year time period, if the employee does not secure the appropriate license or endorsement intended by the course(s) whose tuition was paid for by the District or grant, the employee will be returned to the appropriate placement on the salary schedule for the subsequent contract year minus those college hours.

Revised July 10, 1997; May 16, 2000; May 21, 2002; May 17, 2004; May 2005; June 1, 2006; August 2007; August 2009; August 4, 2011