



November 17 Professional Council Meeting Update

In order to provide information regarding the Professional Council work the following information is being provided to staff.

Professional Council Update Newsletter: This is a jointly produced newsletter sent to all administrators and to Association Reps. All newsletters for a given year will be archived on the O-Zone under Departments & Committees>Professional Council<Meeting Updates and on the Olathe NEA website under Bargaining. Feedback should be directed to Alison Banikowski or Calin Kendall.

Calendar Work: Three calendar items were discussed.

Flex Day for Staff Working Longer than 187 days: A consensus was reached related to the beginning of the year flex day related to IRT/Coordinators/Facilitators with responsibility factors. These staff will be allowed to use the 1st day of their contract as a flex day (current policy) or within the first five (5) full student days (new language). This change will be part of the ratification process.

District Calendar 2013-14: The calendar subcommittee brought forth a potential district calendar for 2013-14. Calendars from surrounding districts were reviewed. The subcommittee will discuss further the return date in January.

October 31 District Focus Professional Development Session: This day was new this year, using the PLC/Implementation format. A new question/answer document was created to assist staff with the format of the day. Positive feedback was received. Further work is needed related to managing attendance on this day. This same type of day will be held on February 3, 2012.

Class Size/Caseload/Variations – Elementary: Class size and case load are not negotiated by the Olathe Board of Education. As a courtesy a subcommittee of Professional Council annually reviews data regarding class size, caseload, and variations. A summary of the subcommittees' work is drafted and provided to the entire Council for review. Highlights include a review of classroom size by grade level and a review of support positions (physical education, vocal music, art, counselor, nurse) by school.

Bargaining Topics: This year the Council will be focusing on a variety of bargaining topics, ranging from reviews of particular aspects of a policy to reviewing an entire program/process. Topics include such areas as: study of the Olathe District Appraisal/Professional Growth process, Worker's Compensation Review, Job Shares, Compensation and Benefits, and calendar. This month further clarification was obtained regarding the information needed related to student transfers as it impacts class size and caseload, as well as a potential new topic related to staff representation. This is not a complete list of bargaining topics, and both the District and Olathe NEA may introduce additional bargaining topics as the process proceeds.

Job Shares: A brief update was provided from the subcommittee. Three areas related to job shares are being reviewed: Are job shares available equally to all certified/licensed staff (bargaining unit) in all job categories, especially those in singleton jobs and itinerant staff, are deadlines being adhered to, and is the evaluation component being followed. The subcommittee has been asked to evaluate the job share process and make recommendations to the Council.

Review of Policies: This year the Council is reviewing all policies in the Negotiated Agreement. Some changes are for editing purposes only and some changes are substantive. All changes tentatively agreed to will be presented to the Bargaining Unit during the ratification process. This month two policies were reviewed for clarification: policy GBZCDA Leaves: Daily-Short Term & GBZCDB Leaves: Long Term.

Budget: Two items were reviewed. The cost of column movement for 2011-12 was indicated to be approximately \$1.16 million. The second was a review of what we currently know about the budget for 2012-13. All information at this time is preliminary.

FMLA - Family Medical Leave Act: The Council is reviewing requirements of federal law and potential changes needed in policy language.

High School College Prep Testing Day: This day, outlined on page 142 of the Negotiated Agreement, was reviewed. Principals provided information regarding student activities which occurred on this day, as well as educator professional development activities. Principals would like to retain this day and offered some recommendations for potential changes. The Council will review those recommendations.

Appraisal Study/Professional Growth Process: The Professional Council has commissioned a study of the district's licensed/certified professional growth/appraisal process during the 2011-12 school year. A brief update of committee progress was provided. Committee progress includes a redraft of the standards/indicators for the general educator position and potential modifications to the new educator appraisal process. Work has begun on the rubrics for the general educator standards/indicators and indicators for other position categories.