

# Tentative master contract agreement between Olathe NEA & USD 233 BOE

## Benefits

- Health Insurance changes – There will be four plans offered by the district. The “core” coverage option from the district becomes a PPO with a \$1500 deductible **and a \$69 per month district contribution** to a medical spending account. There will be a PPO with a \$1000 individual deductible, an HMO, and the Qualified High Deductible plan with a \$2500 deductible. The document lists below are available for additional information. The scenario sheet provides an example of both an individual and a family going to the new core PPO and how the costs can be managed to minimize impact on their personal budget.
- There will be no changes to dental insurance
- The district medical spending account match of \$240 continues
  
- ✓ [District Rate sheet](#)
- ✓ [Side-by-side summary of 4 plan options](#)
- ✓ [Scenarios for new core PPO plan](#)

## Salary

- Column movement for those who qualify, and
- Enhancement of the salary schedule (every cell) by 1.45%
- Enhancement of off-schedule salaries by 1.45%
- Staff in MAX cell OR off the salary schedule for the first time during 2011-12 and remaining in that cell for 2012-13 will receive a \$200 stipend (BA/BS) or \$350 stipend (MA/MS/Dr) above the amount shown in the cell. Staff in a starred cell or off table prior to 2011-12 will receive a stipend of \$400 (BA/BS) or \$750 (MA/MS/Dr). All amounts will be prorated by FTE. This does represent a decrease of these stipends producing an effective minimum increase for “maxed-out” staff of 1.0%.
- Increase of supplemental base by 1.0%; this will increase all supplemental extra-curricular & academic support contract salaries by 1.0%.
- Longevity continues to be frozen.
- LMS stipend for opening and closing a second library made permanent
  
- ✓ [Professional Salary Schedule](#)
- ✓ [Supplemental Salary Schedule](#) (new amounts in red)
- ✓ [Other District Stipends](#) (see section in red for pertinent language)

## Working Conditions and contract language

For policy changes see the tracked versions of each policy for details and the tracking accepted version for final language. From each link you will find the tracked version first. This is the old version with all changes in color. Next will be the final version. For each policy the changes are summarized below the policy language link.

- ✓ [Beginning of the Year Flex Day](#) (provided in tracked versions only)
  - The initial flex day (first contract day for returning staff) will now be allowed to be worked during any non-contract time during which there is access to the staff member’s building prior to the first full day with students.

- Corresponding changes for staff who work more than 187 days which can be seen on the second page of the link.
- ✓ **Assignment & Transfer Policy**
  - Rewriting of entire policy to reflect current practice and clarify process. This was done in two steps therefore the packet for this policy includes two tracked versions. The first one has the original language. The second one is the new language with more additions. Then the final version is at the end of the packet.
  - Consideration of part-time status added for consideration of a transfer due to a reduction at a building
  - The existing language for the Itinerant pool was moved from the Professional Day Policy to this policy.
  - Editorial change of the word staff to force in the Reduction of Force policy.
- ✓ **Appraisal Policy and Brochure**
  - Addition of a sixth standard – “Educators impact student learning,” and changes in process to implement standard 6.
  - This packet includes the tracked and final versions of the policy and the Appraisal Brochure
- ✓ **District Wide Program Assignments** – There were several positions added to this list.
- ✓ **Leaves Policy**
  - While the tracked version of this policy looks like there were major changes it is mostly a reorganization of existing policy. The following separate leave policies were combined into one comprehensive policy: short term, long term, military, political activity, and sabbatical.
  - A provision for birth or adoption of a grandchild was added. (see page 1)
  - The provision for child birth and adoption leave was modified to provide consistency for two employee families when both employees take leave. The amount of paid leave is not dependent on whether the leave is concurrent or sequential. (see page 5 of the tracked version)
- ✓ **Salary Schedule Conditions Policy**
  - There was only one minor change of wording made to clarify the practice for placement on the salary schedule when someone earns an Education Specialist degree without first getting a master’s degree.
- ✓ **Elementary Scheduling Document**
  - Extensive reorganization of document
  - Removal of some outdated forms and charts including the weekly and daily time allotments, and the plan time identification sheet for self-contained SPED teachers.
  - The provision for traveling staff was rewritten (see last page) to provide better guidance and a clear process for determining when elementary staff must travel between building.