

2019-20 and 2020-21 Tentative Contract Agreement

The Olathe NEA Negotiations Team has reached a tentative agreement for the 2019-20 school year as well as salary and benefits for the 2020-21 school year. This agreement is pending a vote of approval by the bargaining unit (all licensed/certified staff except administrators). Ratification voting will be online.

Tentative Agreement Details:

- ❖ **Salary for 2019-20**
 - \$1600 enhancement to every cell
 - Step Movement
 - Column Movement for those eligible
 - Starting Salary \$42,086
- ❖ **Salary for 2020-21**
 - \$1200 enhancement to every cell
 - Step Movement
 - Column Movement for those eligible
 - Starting Salary \$43,286
- ✓ Professional Council agreed to study our current Professional Salary Schedule in 2019-20
- ❖ **2020 Health Insurance increase** will be assumed by the district for the 6 plans offered:
 - Blue Select Plus \$1500 PPO and \$2800 HDHP
 - Preferred Care Blue \$1500 PPO and \$2800 HDHP
 - SpiraCare \$2000 PPO and \$2800 HDHP
- ❖ **2021 Health Insurance** – rates unknown at this time. Any increase in 2021 will be assumed by the district.
The insurance rates you pay will not change in 2020 and 2021!
- ❖ **Extra-Curricular/Academic Support Salary Schedule:** 5% added to base in 2019-20; 5% added in 2020-21; longevity continues.
 - Add Girls Wrestling (new KSHSAA sport) – assistant coach rate (11%)
 - Add 21st Century Assistant Facilitators (7.2%)
 - Add Middle School STEAM Club Head Sponsor (2%)
 - Reinstate Collegial Mentor and Orientation Partner Programs
- ✓ Professional Council agreed to study our current Supplemental Salary Schedule in 2019-20
- ❖ New Educators on 190-day contract will be paid project rate (\$124/day) for three (3) pre-service days.
- ❖ Increase Daily Substitute Rate by \$4 to \$124 for 2019-20 and \$128 for 2020-21.
- ❖ Policy GBZCCB: Variance to the Agreement – added Section D. Pilot Programs Variance Requests
- ❖ Elementary Scheduling Document –
 - Updated recess language
 - Removed reference to Middle School and High School Lunch Supervision Pay
 - Clarified travel/prep time for traveling staff
- ❖ Middle School Scheduling Document – removed reference to Elementary Lunch Supervision Pay
- ❖ High School Scheduling Document –
 - Added HS Supervision section related to Power 50
 - Removed reference to Elementary and Middle School Lunch Supervision Pay
- ❖ Calendar Documents:
 - 2019-20 modified to include inclement weather days
 - 2019-20 developed Grade & Reporting Dates and Prof. Dev. Calendars
 - 2020-21 District Calendar developed
- ❖ Appraisal Brochure –
 - updated Standard 6 (student performance measures)
 - updated references to “online tracking system” instead of brand name MyLearningPlan/OASYS
- ❖ Annual Document Review –
 - District-Wide Assignment list (removed Elementary label from Band/Strings)
 - Limited Supply Categories –reviewed and rearranged items to indicate those under CTE heading