

2017-18 Notice of Intent to Bargain: The Issues

Items required to be bargained by K.S.A. 72-5423(b)(1) and (2) and the purpose of the addition or change:

Compensation

- Provide step movement for all teachers in order to provide a salary increase.
- Adjust salary schedule placements so that teachers with the same years of experience are placed on the same step in order to improve morale and treat teachers with more education equitably.
- Improve all steps of the schedule in order to improve the competitiveness of the salary schedule.
- Set the date for turning transcripts in for salary adjustment to August 31 in order to allow teachers who complete coursework in the summer to qualify for movement.
- Compensate related service providers for National Board Certification in order to recognize excellence among teachers.
- Increase pay for supplemental activities in order to attract and retain coaches and sponsors.
- Add positions to the supplemental schedule in order to compensate teachers for the work they are doing to benefit the school and students.
- Increase Health Insurance Benefit to provide a benefit for teachers who utilize an employee + plan.

Hours and amounts of work

- Evaluate the recommendations of the committee on plan time in order to provide adequate plan time during the instructional day.

Mandatory items from K.S.A. 72-5413(l)(1) and the purpose of the addition or change:

Issue 1- Paid Leave

- Allow unlimited use of accumulated disability leave for dependents in order to meet family obligations.
- Set parameters around when a teacher can be required to provide a physician statement for an absence in order to afford teachers privacy in matters of minor illness.
- Allow more flexible use of disability and personal days in order to allow teachers to meet needs of personal illness and matters as needed.
- Modify the Disability Leave Bank policies in order to reduce financial harm to educators facing a lengthy disability.
- Condense the maternity and adoptive leave policies in order to provide a single childbirth leave policy that provides a comparative benefit with neighboring school districts.
- Remove restrictions on returning to work after leave in order to ensure licensed teachers are in the classroom.

Issue 2- Warning Status

Evaluate the recommendations of the committee on warning status/intensive assistance in order to align the process to the KCKPS G & E and establish standard criteria for placement on Warning Status.