



NEA-KCK Summary of Fact-Finding Report

March 3, 2017

The fact-finder has submitted his report to NEA-KCK and UD 500. His recommendations are below. Neither side is bound to adhere to the recommendations. We hope the Board will take into account the real impact teachers have presented about the long-term effect their proposal will have on retention. We hope as well that with the favorable outcome of the Supreme Court ruling on funding, the Board will agree that now is not the time to make a rushed, major change to our salary schedule and will seek to come to a compromise for 2016-17.

We will meet with the Board once more on March 9th to attempt to reach an agreement to put to a vote.

Plan Time

The Fact-finder recommended that NEA-KCK's proposal on plan time be modified and adopted.

The following are specific criteria:

- Distinguish specific guidelines for each level: elementary, middle, and high schools.
- Assign a minimum block of time without interruption- 20 or 30 minutes.
- If the minimum of 225 minutes is kept, it should be allocated within the student instructional day.

Warning Status

The Fact Finder recommended that the parties implement the agreed upon joint committee to study how and when the warning status process is used. This would be in addition to the already agreed upon intent of aligning the Intensive Assistance process with the KCKPS Evaluation & Growth Tool. Part of the focus should be on definitional-type criteria in an effort to have a minimal equalized standard for application of the status at all of the schools, to avoid a potentially subjective, non-use with the individual school principal.

Due Process

The Fact-Finder did not consider the issue. The Board disagreed whether it was at Impasse and the fact-finder said he did not believe it was at impasse.



Salary

The Fact-Finder recommended the 18+ step proposal offered by the District, with the overall 1% increase, and including the overall 2% increase for career employees be adopted.

We are concerned because there is a mistake in the fact-finder's calculation of the cost of our proposal (\$10 million). We requested the fact-finder look at the calculation and correct the report. He agreed to review it to ensure the report is truly based on the facts as he sees them. A new report was issued that includes a clarification of the cost analysis to some extent. We appreciate his attempt to acknowledge the annual cost is less than half the \$14 million dollars stated in #49 although it did not change his recommendation.

The fact-finding report primarily cites the Board position relating to salary. If interested, you may read NEA's argument at <http://nea-kck.org/negotiations>.