



### **March 4, 2022 Joint Statement from SMSD and NEA SM**

At our fourth negotiation meeting, the Team finalized and signed a MOU regarding Professional Employees borrowing from the Board's sick leave assistance bank when they have exhausted all of their available leave due to COVID-19 related reasons. The Team also finalized an application form for access to the sick leave assistance bank. The MOU is available [HERE](#), and the form is available [HERE](#).

Dr. Schumacher, Associate Superintendent of Human Resources, provided an update regarding the work of the salary schedule sub-committee. Dr. Schumacher shared the results from a Thought Exchange regarding the salary schedule, which indicated that the most important priority to our Professional Employees with regard to the salary schedule is elimination of dead zones. The Team agreed that the finance department would work on possible adjustments to the salary schedule, based on the feedback received from the Thought Exchange, and present possible revised schedules to the sub-committee for its review and consideration.

Dr. Schumacher also provided an update regarding the work of the PLC sub-committee. He shared that he passed along the feedback from the IBB Team to the PLC sub-committee. The sub-committee will meet next Thursday to review their recommendation for protected PLC time at the elementary level.

Next, the Team engaged in the IBB process with respect to the issue of the grievance procedure. During last year's negotiations, the Team made some updates to improve the grievance procedure at Level Three. This year, the issue presented to the Team was: How do we ensure that Level Two grievances are appropriately responded to? Under the current PNA language, all Level Two grievances are heard by the superintendent. The Team reached a consensus that the PNA language would be amended to allow the superintendent or a designee who is the deputy superintendent or an associate superintendent to hear and respond to Level Two grievances. A Tentative Agreement (T.A.) was executed that reflects changes to the PNA provision regarding Level Two grievances.

The next meeting is scheduled for Thursday, March 24, 2022 from 8:30 a.m. to 3:30 p.m.

**Subject for All-Staff Email: March 4, 2022 Negotiations Update**

**From field: Joint NEA SM and SMSD IBB Team**



### **February 9, 2022 Joint Statement from SMSD and NEA SM**

At our second negotiation meeting, the Team discussed the issue of the procedure that the Team will use during negotiation meetings, as well as meeting norms or “ground rules” for Team members’ conduct. The Team reviewed and revised a C.C. that was entered into last year on this issue. The Team made some minor adjustments to last year’s C.C. and reached a consensus on the negotiations procedure. The C.C. regarding the negotiations procedure is available [HERE](#). The Team agreed that the C.C. will be reviewed and revised at the start of negotiations each year.

The Team began the IBB process on the issue of the supplemental salary schedule. The issue was framed as: “How do we ensure that our certified staff are adequately and commensurately compensated for their supplemental work?” Team members shared interests in the issue. The Team agreed that the supplemental schedule needs to be thoroughly reviewed and evaluated. A subcommittee was formed to review the supplemental schedule and make recommendations for changes to the schedule. Subcommittee members include Team members Jill Johnson, Dr. Michael Schumacher, Jonathon Dirks, and Dr. Abby Morgan, as well as a few additional administrators and certified staff members who can provide different perspectives on the supplemental schedule. The subcommittee’s goal will be to present recommendations to the Team sometime in April.

Finally, the Team began the IBB process on the issue of leave related to COVID-19. The issue was framed as: “How do we ensure that staff are not financially penalized because of exposure, illness, or missing work due to the pandemic?” The Team framed and focused the issue by discussing various implications or problems that can arise for staff members who have had to take leave for reasons related to COVID-19. Dr. Schumacher shared steps that the District has taken, in cooperation with NEA SM, to address situations where a staff member has exhausted their available leave for COVID-related reasons. Team members shared interests in the issue and then brainstormed multiple possible solutions to the issue. At our next meeting, data regarding certified staff leave days will be shared, and the Team will continue to discuss and test possible solutions against identified interests.

The next meeting is scheduled for Wednesday, February 23, 2022 from 8:30 a.m. to 3:30 p.m.

**Subject for All-Staff Email: February 9, 2022 Negotiations Update**

**From field: Joint NEA SM and SMSD IBB Team**



**January 21, 2022 Joint Statement from SMSD and NEA SM**

At our first negotiation meeting for a Professional Negotiated Agreement (PNA) for the 2022-23 school year, the team exchanged their notice letters and introduced their issue statements. Notice letters are required by the Kansas Professional Negotiations Act, and issue statements expand upon the noticed items and are part of the Interest-Based Bargaining (IBB) process. The team prioritized the issues and prepared tentative agendas for the upcoming meetings. At our next meeting, the team will discuss the issues of the negotiation process, COVID-19-related leave, and the supplemental salary schedule. The team anticipates forming a sub-committee to review and make recommendations regarding the supplemental salary schedule.

The next meeting is scheduled for Tuesday, February 8, 2022 from 3:00 p.m. to 5:00 p.m.

**Subject for All-Staff Email: January 21, 2022 Negotiations Update**

**From field: Joint NEA SM and SMSD IBB Team**