



### **May 21, 2021 Joint Statement from SMSD and NEA SM**

At the May 20th IBB Team meeting, the Team reviewed budget information for the 2021-22 school year. Russell Knapp, Chief Financial Officer, delivered a budget presentation to the Team, based on his May 17th presentation to the Board of Education. Team members asked clarifying questions about the budget to prepare for their compensation discussion at a future meeting.

The Team then reviewed and approved a [Collective Commitment \(C.C.\)](#) regarding work-life balance. The C.C. addresses multiple work-life balance issues that the Team discussed and problem-solved in detail. The C.C. will serve as a resource and guidance for both our Professional Employees and administrators for work-life balance issues during the upcoming school year.

The next regular meeting is scheduled for Tuesday, May 25th from 8:30 a.m. to 3:00 p.m. At this meeting, the Team will continue their discussion on the grievance procedure, review the survey data concerning professional development, and finish the IBB process on the issue of high leave days. The Team will then break into small groups to begin problem-solving the issue of compensation.

**Subject for All-Staff Email: May 21, 2021 Negotiations Update**

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



### **May 12, 2021 Joint Statement from SMSD and NEA SM**

During the first part of our May 11th IBB Team meeting, the Team continued their discussion on the issue of work-life balance for our Professional Employees. Dr. Gilhaus, Director of Secondary Services, presented the Team with a “Do’s and Don’ts” list that will guide how secondary teachers assigned to a 5:7 schedule next school year utilize supervision time to assist and support our students. The Team revisited the issue of break time for secondary teachers teaching on a 6:7 block schedule next year. Dr. Gilhaus shared that the goal is to minimize, as much as possible, the number of teachers who do not have a break time (outside of lunch) on a particular day because they are teaching 4 classes. Dr. Scott Sherman, Shawnee Mission East principal, shared examples of how the master schedule has been adjusted to address this issue. The Team also discussed how the addition of supervision time may impact mascot hour, and the possibility of adding a study hall.

The Team then turned to the issue of the grievance procedure. Team member Rachel England, General Counsel, outlined the issue. The Team discussed interests that the Board and NEA SM have in our grievance procedure. Linda Sieck, NEA SM president and Shawnee Mission East teacher, shared how NEA SM leadership and District leadership historically have worked together to try to resolve concerns in order to avoid filing a grievance. The Team agreed to pause the discussion to allow for information to be gathered concerning other districts’ grievance procedures and possible pools of outside arbitrators to select from for the final level of the procedure.

Next, the Team began the IBB process on the issue of high leave days. Dr. Schumacher, Assistant Superintendent of Human Resources, presented data on the use of leave days and explained that the Monday after the Superbowl has been problematic the past 2 years from a staffing standpoint. The Team outlined interests on this issue and began to brainstorm some possible elements for a solution.

After a lunch break, the Team returned to the issue of work-life balance. Sherry Dumolien, Director of Special Education, presented data and information regarding special education staff assignments and schedules. Ms. Dumolien presented caseload numbers for the district as compared to other area districts. Ms. Dumolien explained that the district’s caseload numbers are commiserate or lower than other area districts, and that efforts were being made through the hiring of 12 additional special education staff members and scheduling to further reduce caseloads. Ms. Dumolien addressed the issue of scheduling special education staff at the secondary level, and she shared that COVID-19 created unique scheduling challenges. She shared that she will be working with building principals to streamline schedules for our special education staff and to strategically schedule staff so that they will not have to cross into multiple content areas. Finally, Ms. Dumolien responded to a question posed at the last IBB meeting regarding language in the Professional Negotiated Agreement excluding special education staff from the provision regarding secondary teachers and number of subject matter preps. Team members and Ms. Dumolien conferred regarding multiple methods that can be employed to improve work-life balance for special education staff.

The Team spent the last portion of the meeting brainstorming solutions on each of the identified sub-issues under work-life balance. With regard to secondary teachers and moving to 5:7, at the start of next school year, building principals will clearly define supervision time for their building staff, including establishing clear boundaries. The Team had a preliminary discussion regarding compensation for secondary teachers who are offered and agree to teach a 6:7 schedule during or after the 2022-23 school year when 5:7 is fully implemented. With regard to elementary teachers, including elementary specials teachers, Dr. Schumacher offered that the 3.22 Strategic Plan committee could meet to develop suggested solutions for plan and collaboration time during the 2021-22 school year. With regard to special education staff, the Team analyzed the PNA language excluding them from the limit on the number of preps and agreed that the language will be edited or deleted after 5:7 is fully implemented. With respect to part-time secondary teachers, Dr. Schumacher shared that, as we move to 5:7, a logical method to determine their schedule is to count each section taught per semester as 0.1. With respect to counselors, the Team acknowledged that an additional counselor will be added at each high school and that the Team will need to continue reviewing counselor workload as real world teaching positions are added. The Team agreed to prepare a collective commitment that outlines the various steps that will be taken to address work-life balance.

The next regular meeting is scheduled for Tuesday, May 20th from 3:15 p.m. to 5:00 p.m. At this meeting, the Team will review the collective commitment on work-life balance, continue their discussion on the grievance procedure, review the survey data concerning professional development, and finish the IBB process on the issue of high leave days.

**Subject for All-Staff Email: May 12, 2021 Negotiations Update**

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



### **May 7, 2021 Joint Statement from SMSD and NEA SM**

At our first May meeting, the Team reached a Tentative Agreement (T.A.) on the late resignation issue. Revised language in the Professional Negotiated Agreement (PNA) will set forth three options for Professional Employees with respect to late resignation: 10 contract days' notice and liquidated damages of \$2,000; a 28 calendar-day (4 week) time period for a suitable replacement to be secured; and exemptions for move of a spouse for employment purposes and job promotion of the Professional Employee.

The Team then began the IBB process with respect to the issue of work-life balance for our Professional Employees. Team members outlined sub-issues, such as the transition to 5:7 at the secondary level, class size at the elementary and secondary levels, workload for elementary special teachers, defining the workday for part-time employees, the number of counselors at each school, caseload and planning time for special education teachers, and time after the start of the contract day and before student instruction begins at the middle schools. With regard to supervision time as we move to 5:7, Dr. Joe Gilhaus shared that a "Do's and Don'ts" list has been provided to BLTs to ensure that there is an understanding regarding proper use of that time. The Team discussed concerns regarding class size after ESSR funds are no longer available to fund reduced class sizes. In an effort to problem-solve some of the sub-issues, the Team decided to gather information regarding schedules for special education teachers, schedules for high school teachers on the block schedule, and a status update on the Strategic Plan subcommittee that is addressing plan time for elementary teachers. The Team had a lengthy discussion of possible solutions to the various identified work-life balance issues.

The next regular meeting is scheduled for Tuesday, May 11th from 10:00 a.m. to 5:00 p.m. At this meeting, the Team will continue to discuss the work-life balance issue, the grievance process, a possible review of professional development data, and the issue of staffing on high leave days.

**Subject for All-Staff Email: May 7, 2021 Negotiations Update**

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



**April 30, 2021 Joint Statement from SMSD and NEA SM**

Shortly before our second April meeting, the Team received notice that our facilitator had a work emergency and was not available to facilitate the meeting. The Team agreed to revise the meeting agenda to discuss only additional meeting dates and clarification on possible Professional Negotiated Agreement (PNA) language for a solution to the late resignation issue.

The team added two additional meeting dates on May 11 and May 25. The next regular meeting is scheduled for Thursday, May 6th from 3:15 p.m. to 5:00 p.m. At this meeting, the Team will begin the IBB process on the issue of work-life balance for our Professional Employees.

Subject for All-Staff Email: April 30, 2021 Negotiations Update

From field: Joint NEA SM and SMSD IBB Team



### **April 16, 2021 Joint Statement from SMSD and NEA SM**

At our first April IBB meeting, the Team developed and refined a list of possible solutions to the issue of late resignations. Team members discussed the benefits and disadvantages of a liquidated damages provision (where a Professional Employee must pay a specific amount in order to be released from their contract) and a suitable replacement provision (where a Professional Employee is not released from their contract until the district finds a suitable replacement for their position). The Team also discussed possible exceptions to any late resignation provision, such as a spouse relocating for work.

The Team charted out a possible hybrid solution, which would involve a combination of advance notice of resignation, liquidated damages, and time to find a suitable replacement in lieu of paying liquidated damages. The Team reached a consensus that a sub-committee would meet to draft proposed PNA language for a hybrid solution.

The next regular meeting is scheduled for Thursday, April 29th from 3:15 p.m. to 5:00 p.m. At this meeting, the Team will begin the IBB process on the issue of work-life balance for our Professional Employees.

**Subject for All-Staff Email: April 16, 2021 Negotiations Update**

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



### **March 12, 2021 Joint Statement from SMSD and NEA SM**

At our first March IBB meeting, the agenda included the issues of professional development, staff meetings, and late resignations.

The Team discussed survey data regarding professional development and concerns that Professional Employees have expressed about the relevancy and effectiveness of professional development. The Team discussed the possibility of further developing and refining the District's existing needs assessment survey to enable the District to gather additional and more detailed information prior to designing professional development. A subcommittee was formed that will review the needs assessment and provide recommendations on additional prompts that will help the District to target professional development needs of specific employee groups.

The Team then discussed the surveys that have been issued this year following staff meetings, which are being used in order to learn about Professional Employees' satisfaction with professional development provided during staff meetings. The surveys were modified by individual buildings in order to meet individual building needs. The Team decided that the surveys need to be revised to include a uniform question regarding the effectiveness of professional development provided during staff meetings, because this data will help the IBB Team to evaluate progress on the issue of staff meetings. The Team will revisit the issue of staff meetings and the surveys at our second March meeting.

Team member Dr. Michael Schumacher provided an update on the work of the Strategy 3.2.2 Action Committee, which is addressing PLC time for elementary and middle school teachers. He shared that, at their last meeting, the Committee discussed a late start solution in depth, and that the Committee needs to continue to work on sample schedules and vetting possible solutions.

Finally, the Team walked through the IBB process on the issue of late resignations. The problem that the Team is seeking to solve is that, when a Professional Employee resigns during the school year, the District is sometimes unable to fill the position with a suitable replacement, which can have a negative impact on students. Dr. Schumacher shared data regarding the number of late resignations that have occurred in recent school years. The Team discussed interests that will need to be met in developing a solution. We will continue the discussion regarding late resignations at our next meeting.

The next regular meeting is scheduled for Thursday, March 25th from 3:15 p.m. to 5:00 p.m.

**Subject for All-Staff Email: March 12, 2021 Negotiations Update**

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



### **February 26, 2021 Joint Statement from SMSD and NEA SM**

At our second February meeting, the Team tackled two discussion issues: (1) professional learning time and collaboration time for elementary and middle school teachers; and (2) quality professional development.

Team members Dr. Michael Schumacher and Linda Sieck presented a report from the Strategic Plan Strategy 3.2.2 Action Committee. The report explored several options to address PLC time for elementary and middle school teachers and recommended the late start model as the most feasible option. The Team discussed the pros and cons of a late start model with students in the building, versus a late start model with students arriving late. The Team also discussed what revisions may need to be made to the Professional Negotiated Agreement (PNA) in order to implement a late start model. The Team brainstormed different strategies for supervision with a late start model where students are in the building. At the conclusion of the discussion, the Team decided that the Strategy 3.2.2. Action Committee, along with IBB Team members and elementary and middle school principals, would meet in the near term to further develop a plan for late starts at our elementary and middle schools.

Team member Linday Atchison presented information on the issue of professional development. She shared that responses from a survey that NEA SM conducted had two themes: (1) concerns that Professional Employees receive training that is not personalized or specifically applicable to their work; and (2) an interest by Professional Employees to receive more in-depth training on fewer topics. The Team discussed available data regarding professional development, such as the district-wide Title II survey and instructional fair surveys. The Team worked through the IBB process by identifying interests in professional development, identifying data sources, and devising possible solutions for how to improve professional development. The Team decided that it needs some additional input and data in order to land on a workable solution. The Team will discuss professional development at a future meeting when such information is available.

The Team will discuss the issues of staff meetings and late resignations and at our next meeting.

The next regular meeting is scheduled for Thursday, March 11th from 3:15 p.m. to 5:00 p.m.

**Subject for All-Staff Email: February 26, 2021 Negotiations Update**

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



**February 12, 2021 Joint Statement from SMSD and NEA SM**

At our first February meeting, the Team started the formal negotiations process to reach a Professional Negotiated Agreement (PNA) for the 2021-2022 school year. The Team exchanged notice letters as required by the Kansas Negotiations Act, noticing the PNA items that each party would like to negotiate. The parties also exchanged issue statements, which provided an explanation of the “problem” or issue behind each noticed item. The goal during our upcoming IBB meetings will be to develop mutually agreeable solutions to these identified problems or issues. The Team also exchanged additional issue statements setting forth some non-PNA issues for discussion by the IBB Team.

The Team discussed priority order for issue statements and which issues are time sensitive. The first issues that the Team will tackle are professional learning time and professional development time.

The next regular meeting is scheduled for Thursday, February 25th from 3:15 p.m. to 5:00 p.m.

**Subject for All-Staff Email: February 12, 2021 Negotiations Update**

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



### **January 28, 2021 Joint Statement from SMSD and NEA SM**

At its January meeting, the Team welcomed a few new Team members - Linda Sieck, East teacher and NEA SM president, Dr. Abby Morgan, Shawanoe principal, and Dr. Scott Sherman, East principal. The Team now has ten members total. In order to orient ourselves for successful and productive negotiations for a 2021-2022 Professional Negotiated Agreement (PNA), the Team asked the facilitator to conduct a review of the IBB method. The facilitator explained the difference between traditional bargaining and IBB, the five steps to the IBB process, how to reach consensus, and some common problems that can undercut the IBB process.

The Team then turned to the issue of a negotiations procedure. The Team reviewed a document outlining a procedure for negotiations for the 2021-2022 PNA, which was prepared by a sub-committee of the Team. As part of our procedure, the Team decided that any solutions reflecting a change to the PNA will be memorialized in a tentative agreement (T.A.), and any solutions that do not involve changes to the PNA will be memorialized in a collective commitment (C.C.). The Team reached a collective commitment on the negotiations procedure and adopted a document reflecting the procedure and meeting norms. Finally, the Team scheduled its meetings for the remainder of the school year.

The Team will start to meet twice per month. The next regular meeting is scheduled for Thursday, February 11th from 3:15 p.m. to 5:00 p.m.

**Subject for All-Staff Email: January 28, 2021 Negotiations Update**

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



**December 18, 2020 Joint Statement from SMSD and NEA SM**

At its December meeting, the Team continued its discussion on the process that we will use to collaboratively problem-solve throughout the year. The team fully developed the list of interests for the process, and then drafted an outline for a solution. The Team agreed that a small group including the lead negotiators will meet prior to the January meeting to finalize a document setting forth the solution. This solution will be presented to the Team for review and finalizing at the January meeting. The Team anticipates that there will be some minor changes to its membership prior to the January meeting, and that the January meeting will include a review of the IBB process by our facilitator.

The Team would like to wish everyone a happy and safe winter break.

The next regular meeting is scheduled for Thursday, January 17th from 3:15 p.m. to 5:00 p.m.

**Subject for All-Staff Email: December 18, 2020 Joint IBB Team Update**

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



**November 17, 2020 Joint Statement from SMSD and NEA SM**

The IBB Team is issuing this joint statement to provide notification that it will not meet this month. The IBB team will meet again in December to work on developing a process and timeline for negotiations going forward.

The next regular meeting is scheduled for Thursday, December 17th from 3:15 p.m. to 5:00 p.m.

Subject for All-Staff Email: November 17, 2020 Joint IBB Team Update

From field: Joint NEA SM and SMSD IBB Team



**October 15, 2020 Joint Statement from SMSD and NEA SM**

At our third meeting, the team focused on the process that we will use to collaboratively problem-solve throughout the year, and also the process we will use to negotiate in accordance with the Kansas Professional Negotiations Act. The team outlined interests that will need to be met as we develop our processes. At our next meeting, the team will brainstorm solutions for the processes we use going forward.

The next regular meeting is scheduled for Thursday, November 19th from 3:15 p.m. to 5:00 p.m.

Subject for All-Staff Email: October 15, 2020 Joint IBB Team Update

From field: Joint NEA SM and SMSD IBB Team



### **September 17, 2020 Joint Statement from SMSD and NEA SM regarding 2021-22 Negotiations**

At our second negotiation meeting, the team discussed correcting language in the form teacher contract that does not align with the District calendar or language in the Professional Negotiated Agreement (PNA) regarding the professional year. The team determined that language designating specific contract days as school improvement days, orientation days, days for professional activities, or days when “school is actually in session” is unnecessary and can be deleted, because the form teacher contract expressly incorporates the PNA.

Much of our meeting time was devoted to listening to feedback from a representative group of elementary teachers regarding the transition to in-person learning on October 5th, with a focus on those teachers who will experience changes during the transition. Six elementary teachers spoke to the team and shared their perspectives on challenges and support needs. The team brainstormed ideas on how to support elementary teachers who will gain new students, who will switch learning modes, who will be assigned to a new building, and who will be assigned to a new grade. While District administration is working diligently to ensure that as few elementary teachers as possible are impacted and that teachers’ preferences are taken into consideration, the team recognized that we are making a “big ask” of our elementary teachers through this transition. The team agreed that, in addition to supports such as assistance with moving classrooms, sub coverage, and time for planning, stipends will be provided to elementary teachers who have to change learning modes, buildings, and/or grades.

The team scheduled an additional meeting on Monday, September 21 from 3:30-4:30 p.m. to finalize the discussion on stipend amounts and potential compensation for teachers who assist impacted elementary teachers. The meeting will take place remotely via WebEx and will be livestreamed.

The next regular meeting is scheduled for Thursday, October 15th from 3:15 p.m. to 5:00 p.m.

**Subject for All-Staff Email: September 17, 2020 Joint Negotiations Update**

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



**August 20, 2020 Joint Statement from SMSD and NEA SM regarding 2021-22 Negotiations**

At our first negotiation meeting for a Professional Negotiated Agreement (PNA) for the 2021-22 school year, the team spent the first half of the meeting talking through reopening questions and concerns. The team then addressed the issue of the negotiations process. The team broke into small groups to discuss what worked well during negotiations for the current PNA, and what we can improve upon as we continue to use the interest-based bargaining (IBB) process.

The next meeting is scheduled for Thursday, September 17th from 3:15 p.m. to 5:00 p.m.

**Subject for All-Staff Email: August 20, 2020 Joint Negotiations Update**

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