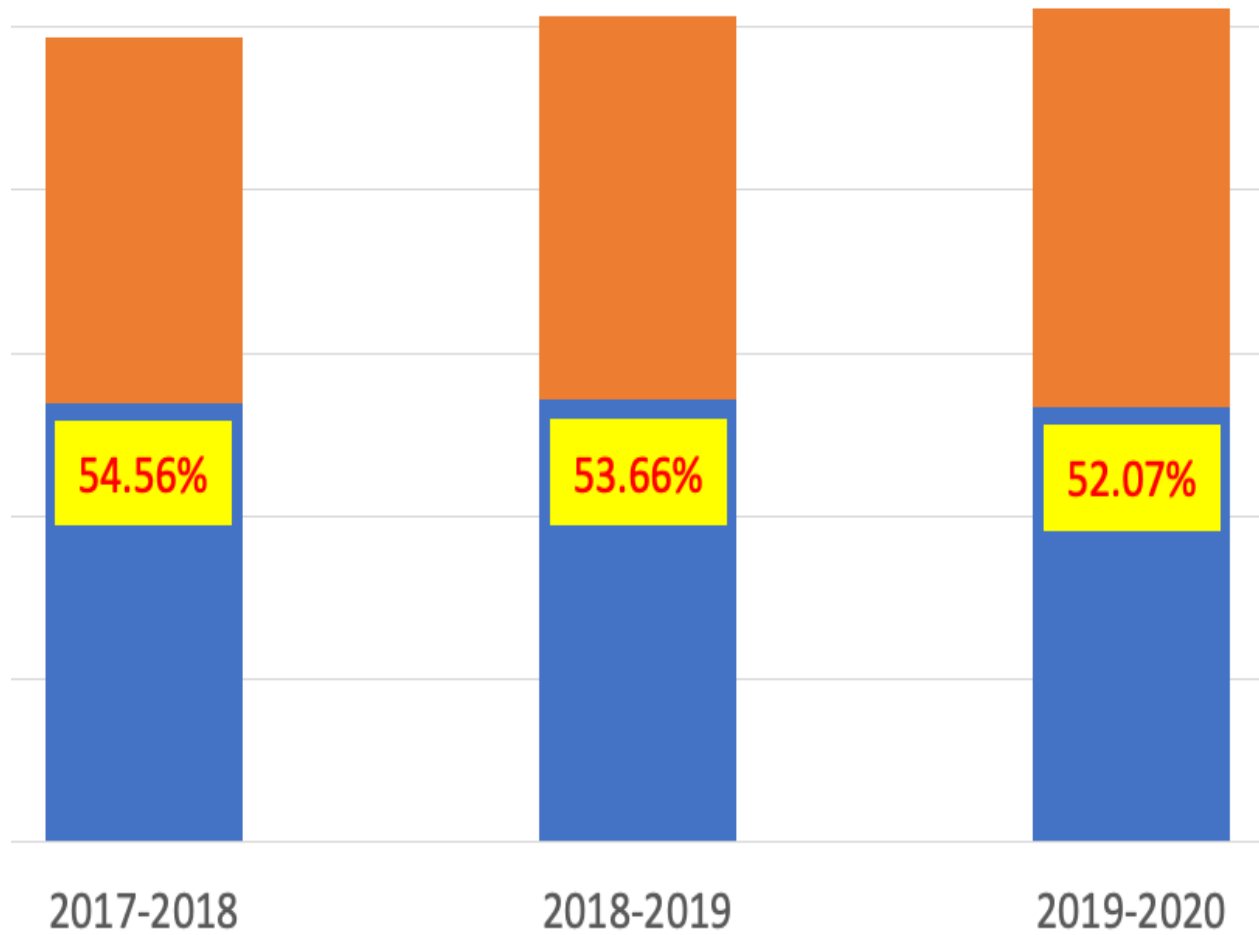


NEA-Shawnee Mission



Finances



Total Expenses in all funds with
Bargaining Unit Salaries

Finances

Current amount	\$133,302,408
Equal percentage amount	\$139,662,472
Difference of	(\$6,360,064)

This amount is less than the District's projected amount to move both High school and Middle school teachers from 6 periods to 5 periods. \$5,167,191

SMSD Salary History 2007-2019

School Year	% increase to the base	Step Movement	Column Movement	Employee Cost for Single HMO
2007-2008	3.57%	yes	yes	\$0
2008-2009	3.50%	yes	yes	\$0
2009-2010	3.50%	yes	yes	\$0
2010-2011	0.00%	no	yes	\$0
2011-2012	0.00%	no	no	\$46 per month
2012-2013	0.00%	yes	yes	\$45 per month
2013-2014	0.00%	no	yes	\$45 per month
2014-2015 *	3.25%	yes	yes	\$84 per month
2015-2016	0.00%	yes	yes	\$88.48 per month
2016-2017	0.00%	yes	yes	\$88.74 per month
2017-2018	4.00%	yes	yes	\$87.71 per month
2018-2019	0.00%	yes	yes	\$87.71 per month

*2% stipend, \$1000 min



Beginning Salary State Ranking

Historically
SMSD has
found value in
having the top
starting salary
in the state.

Ranking	USD	USD Name	16-17 Base
1	483	KISMET-PLAINS	41,500
2	203	PIPER-KANSAS CITY	41,100
3	500	KANSAS CITY	41,000
4	266	MAIZE	40,700
5	248	GIRARD	40,650
6	385	ANDOVER	40,642
7	512	SHAWNEE MISSION	40,515

2016-2017 Beginning Salary Rankings

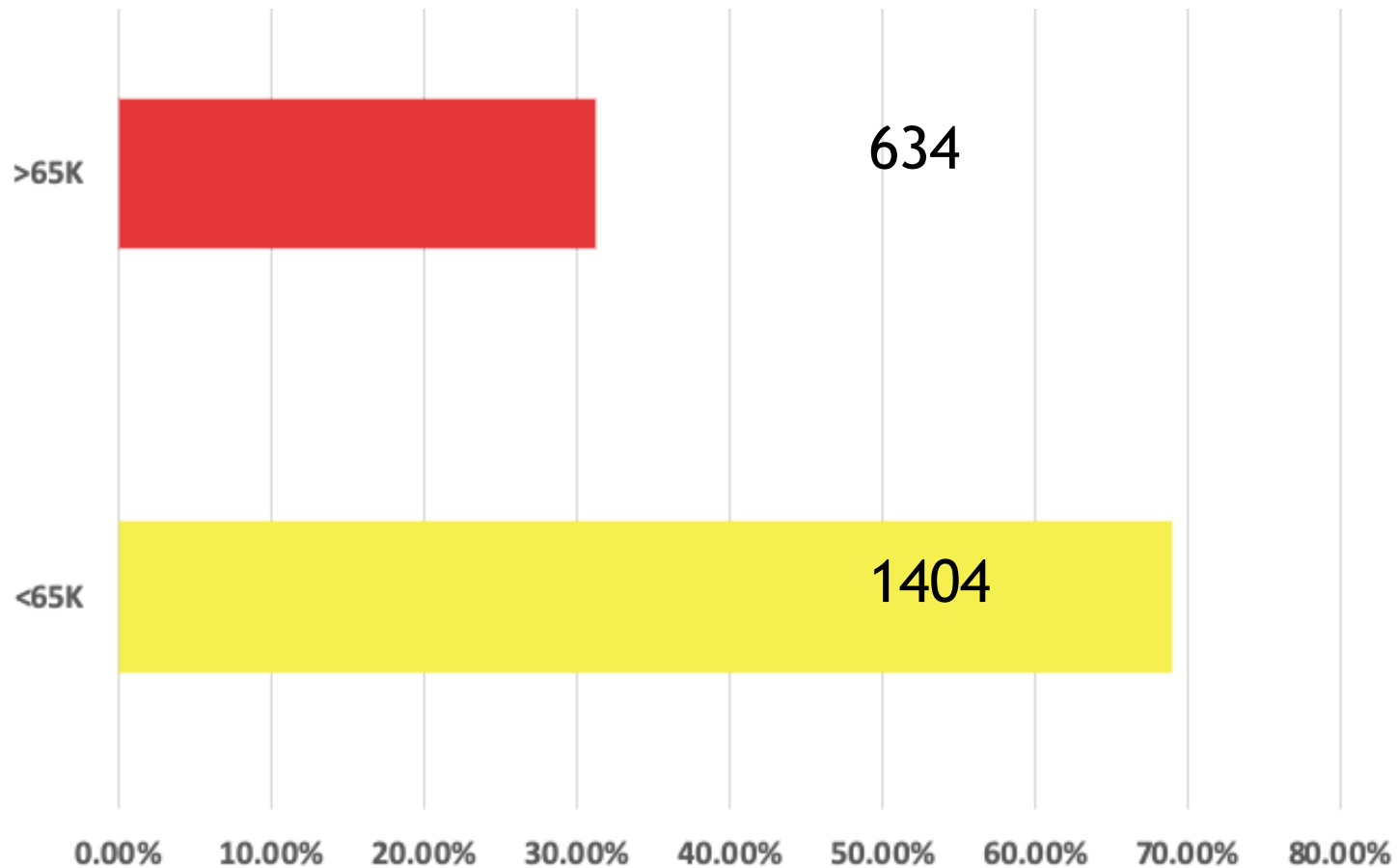
Ranking	USD	USD Name	18-19 Base
1	203	PIPER-KANSAS CITY	43600
2	202	TURNER	42804
3	470	ARKANSAS CITY	42700
4	219	MINNEOLA	42667
5	207	FT LEAVENWORTH	42515
6	483	KISMET-PLAINS Seward Co	42400
7	500	KANSAS CITY	42238
12	512	SHAWNEE MISSION	42136

2018-2019 Beginning Salary Rankings

Ranking	USD	USD Name	19-20 Base
1	203	Piper-Kansas City USD 203	45,350
2	470	Arkansas City USD 470	45,200
3	202	Turner-Kansas City USD 202	45,000
4	490	El Dorado USD 490	44,000
5	413	Chanute USD 413	43,700
6	259	Wichita USD 259	43,653
7	248	Girard USD 248	43,650
8	501	Topeka USD 501	43,500
9	263	Mulvane USD 263	43,489
10	439	Sedgwick USD 439	43,416
32	512	Shawnee Mission USD 512	42,136

2019-2020 Beginning Salary Rankings

Teachers Over \$65K vs Under \$65K



SMSD Current Salary Breakdown

STEP	BS	BS+10	BS+20	MS	MS+15	MS+30	MS+45	MS+60	DOCTOR
1	42,136	43,093	44,056	48,983	50,391	51,836	53,393	54,911	57,467
2	42,136	43,093	44,056	48,983	50,391	51,836	53,393	54,911	57,467
3	42,136	43,093	44,056	48,983	50,391	51,836	53,393	54,911	57,467
4	43,093	44,096	45,098	50,165	51,577	53,133	54,687	56,275	58,833
5	44,096	45,131	46,133	51,397	52,800	54,389	55,982	57,650	60,205
6	45,131	46,172	47,242	52,692	54,057	55,727	57,388	59,054	61,612
7	46,172	47,242	48,390	53,975	55,387	57,093	58,798	60,536	63,095
8	47,242	48,356	49,466	55,355	56,761	58,499	60,239	62,018	64,573
9	47,242	49,499	50,653	56,761	58,131	59,942	61,722	63,606	66,168
10	47,242	50,686	51,836	58,206	59,572	61,426	63,277	65,202	67,757
11	47,242	50,686	53,133	59,643	61,052	62,978	64,869	66,795	69,386
12	47,242	50,686	54,389	61,208	62,570	64,573	66,500	68,500	71,055
13	47,242	50,686	54,389	62,721	64,127	66,168	68,129	70,241	72,792
14	47,242	50,686	54,389	62,721	65,761	67,868	69,944	72,009	74,609
15	47,242	50,686	54,389	62,721	65,761	69,609	71,715	73,906	76,458
16	47,242	50,686	54,389	62,721	65,761	69,609	73,576	75,825	78,383
17	47,242	50,686	54,389	62,721	65,761	69,609	73,576	77,761	80,347
18	47,242	50,686	54,389	62,721	65,761	69,609	73,576	77,761	80,347
19	47,242	50,686	54,389	62,721	65,761	69,609	73,576	77,761	80,347
20	47,242	50,686	54,389	62,721	65,761	69,609	73,576	77,761	80,347
21	47,242	50,686	55,685	64,276	67,422	71,386	75,460	79,719	82,346
22	47,242	50,686	55,685	64,276	67,422	71,386	75,460	79,719	82,346
23	47,242	50,686	55,685	64,276	67,422	71,386	75,460	79,719	82,346
24	47,242	50,686	56,981	65,830	69,091	73,161	77,350	81,680	84,343

Pay:

<65K

>65K

Ability to Pay

Budgeted Prior to Allocation of New Money



Professional Growth(Column Movement) \$500,000



Aquatic Center(Custodians, Utilities,
Transportation) \$446,445



Transportation Contracted 3% increase \$346,576

Professional Growth (Column Movement)

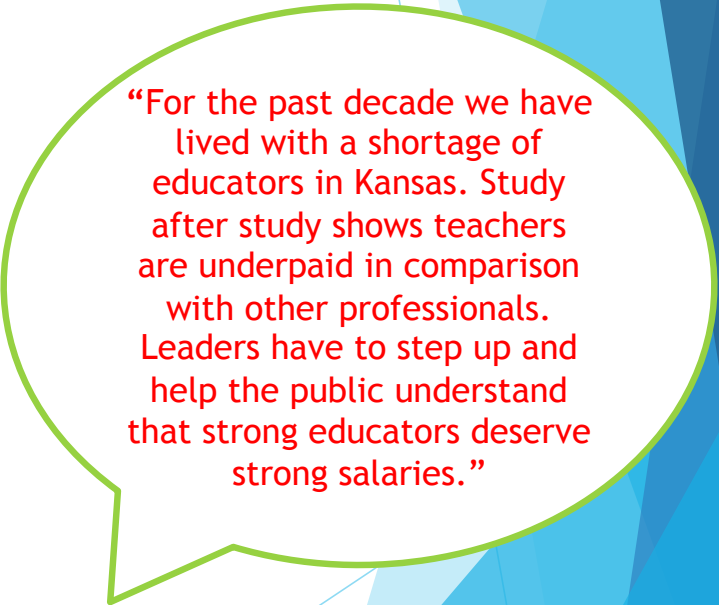
Typically the amount of money needed to cover professional growth is recaptured yearly.

Recapture happens when experienced educators leave, and the district replaces them with newer to the profession educators.

New Money 2019-20

SMSD's own estimates show that the state increased its allocation to Shawnee Mission by \$9,760,005.

New money was intended to go into the classroom, to reduce class sizes and increase teacher pay.



“For the past decade we have lived with a shortage of educators in Kansas. Study after study shows teachers are underpaid in comparison with other professionals. Leaders have to step up and help the public understand that strong educators deserve strong salaries.”

Kansas Association
of School Boards

KASB/KSDE video



Capital Outlay Funds

Operations & Maintenance Salaries can be moved out of the General Fund to the Capital Outlay Fund.(After May 1, 2014)

- ▶ Moving funds would free-up money for smaller class sizes and salaries.

District budgeting trends shows a pattern to over budget and underspend in the Capital Outlay Fund.

Bond money should be used to build new buildings, not Capital Outlay Funds.

- ▶ An unencumbered balance is that portion of an appropriation that has not yet been spent or tagged for use. Thus, it is the amount of money remaining that is available for use.

Unencumbered Balance



Capital Outlay and Special Education Budget Trends

2013-2019

2013

Capital Outlay

- ▶ Amount Budgeted
 - ▶ \$33,579,469
- ▶ Estimated Ending
 - ▶ \$5,000,000
- ▶ Unencumbered Ending
 - ▶ **\$13,253,777**

Special Education

- ▶ Amount Budgeted
 - ▶ \$42,780,343
- ▶ Estimated Ending
 - ▶ \$10,978,004
- ▶ Unencumbered Ending
 - ▶ **\$8,986,449**

**Combined Unencumbered Ending
\$22,240,226**

2015

Capital Outlay

- ▶ Amount Budgeted
 - ▶ \$98,338,367
- ▶ Estimated Ending
 - ▶ \$0
- ▶ Unencumbered Ending
 - ▶ **\$23,372,239**

Special Education

- ▶ Amount Budgeted
 - ▶ \$41,342,368
- ▶ Estimated Ending
 - ▶ \$11,997,990
- ▶ Unencumbered Ending
 - ▶ **\$12,752,176**

**Combined Unencumbered Ending
\$36,124,415**

2017

Capital Outlay

- ▶ Amount Budgeted
 - ▶ \$58,274,105
- ▶ Estimated Ending
 - ▶ \$5,000,000
- ▶ Unencumbered Ending
 - ▶ **\$27,702,438**

Special Education

- ▶ Amount Budgeted
 - ▶ \$44,390,036
- ▶ Estimated Ending
 - ▶ \$27,098,470
- ▶ Unencumbered Ending
 - ▶ **\$15,482,240**

**Combined Unencumbered Ending
\$43,184,678**

2019

Capital Outlay

- ▶ Amount Budgeted
 - ▶ \$46,962,311
- ▶ Estimated Ending
 - ▶ \$4,962,959
- ▶ Unencumbered Ending
 - ▶ **\$17,758,014**

Special Education

- ▶ Amount Budgeted
 - ▶ \$50,073,104
- ▶ Estimated Ending
 - ▶ \$17,827,263
- ▶ Unencumbered Ending
 - ▶ **\$13,139,146**

**Combined Unencumbered Ending
\$30,897,160**

2013-2019 Average
Combined
Unencumbered
Ending Balance
for both
Capital Outlay &
Special Education

▶ **\$32,037,189**

2019 Unencumbered
\$30,897,160

Contingency Reserve
\$5,638,052

Total
=
Functional Reserve
of \$36.5 million

New Money

=

\$9.7 million

Operations and Maintenance costs that can
be moved from the General Fund to the
Capital Outlay Fund

=

\$9.5 million

Total

=

\$19.2 million that
could be used on
teachers' salary



Moving 6 classes to 5

Hours and Amounts of Work

Comparison across districts

	CONTRACT LANGUAGE FOR MAXIMUM NUMBER OF CLASSES TAUGHT (5)	STIPEND FOR TEACHING MORE THAN 5 CLASSES	PLAN TIME EVERY DAY
Olathe	✓	✓	✓
Blue Valley	✓	✓	✓
Shawnee Mission	✗	✗	✗

Clarifying a planning time statement

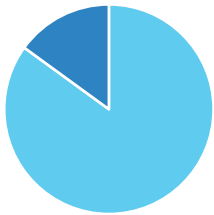
d. Block Schedules

Secondary schools may elect to utilize a block schedule approved by the Superintendent and then by an affirmative vote of a majority of the professional employees within the building. If a block schedule is elected, there will be a minimum of 85 minutes every other day for planning, preparation and evaluation of instructional activities, and a 40-minute duty-free lunch (or any other schedule which meets the current planning time and duty-free lunch standards). The initial election must be made prior to January 1st of the year preceding implementation.

The election will be by secret ballot and counted by the principal and NEA building representative.

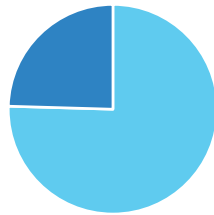
Instructional Time vs Non-instructional time

Shawnee Mission



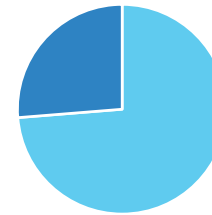
■ Instructional Time
■ Non-Instructional Time

Olathe



■ Instructional Time
■ Non-Instructional Time

Blue Valley



■ Instructional Time
■ Non-Instructional Time

Items Requested for Consideration

Items Already Included in the 2019-20 Budget		
Professional Growth (Column Movement)	500,000	Already Included
Social Workers - 2 FTE	151,346	Already Included
Social Workers – Moved from Title I to Operating - 6.4 FTE	484,307	Already Included
Instructional Coaches – Moved from Title I to Operating – 3 FTE	226,924	Already Included
Aquatic Center (Custodians, Utilities, Transportation)	446,445	Already Included
SPED Teacher - 4.0 FTE	176,904	Already Included
SPED Para - 8.75 FTE	159,745	Already Included
Curriculum Coord. (Performing & Fine Arts) & Diversity Coord.	204,542	Already Included
Total	\$2,350,213	
Items for Future Budget Consideration		
Move HS from 6 Periods to 5 Periods - 41.3 FTE	3,035,633	
Move MS from 6 Periods to 5 Periods - 29 FTE	2,131,558	
Reduce Elementary Staffing Guidelines Cap by 2 - Adds 31 FTE Teachers	2,278,531	
Social Workers - 7 FTE	529,711	
Total	\$7,975,433	
Potential Salary Increase Cost Factors		
Step - All Pay Groups	2,328,264	
Base - 1% All Pay Groups	1,713,143	

NEA SM Proposal: High School/Middle School Class Periods 6 to 5

- ▶ High school teachers moved from 6 classes to 5 classes in '20-'21, any HS teacher who is still teaching 6 classes would receive a stipend for the extra class taught (at .1 of their base contract)
- ▶ Middle school teachers moved from 6 classes to 5 classes in '21-'22, any MS teacher who is still teaching 6 classes would receive a stipend for the extra class taught (at .1 of their base contract)

Strategic Plan 2019- Shawnee Mission School District

- ▶ Strategy 3- We will create the climate to cultivate quality educators so they flourish in pursuit of our mission.
- ▶ Plan 2- Maintain a working environment that promotes the social/emotional health of all staff

Impact- Strategic Plan 3.2.2 directly addresses teacher workload and Professional Learning Communities as it directs analyzing the feasibility of reducing secondary teaching assignments from 6 classes to 5 classes, providing both an individual and grade-level planning period for elementary teachers, and exploring protected PLC time at all levels by building time into the weekly school schedule.



Building Leadership Teams



Building Leadership Team

Building Leadership Teams have been formed at our schools since 2016 in response to the Kansas Education Systems Accreditation (KESA) plan for school improvement.

The KESA Factoid #1 sheet spells out the function of the BLT and the selection of the BLT members.

KESA BLT Requirements

3-28-2016

KESA Function

KESA Factoid #1

BUILDING LEADERSHIP TEAM (BLT)

For KESA, the Building Leadership Team (BLT) leads/facilitates the building needs assessment, establishes the building's goals for the five-year cycle, develops an action plan for each goal, oversees the implementation of the action plans, and analyzes the effectiveness of the action plans.

1.THERE IS NO NEED TO CREATE A NEW, SEPARATE BLT FOR KESA!

2.BLTs are made up of employees of the building.

3.Most schools already have building leadership teams (BLTs). Because every school is unique, all BLTs are not alike.

4.For KESA, just make sure that the team represents the building's employees.



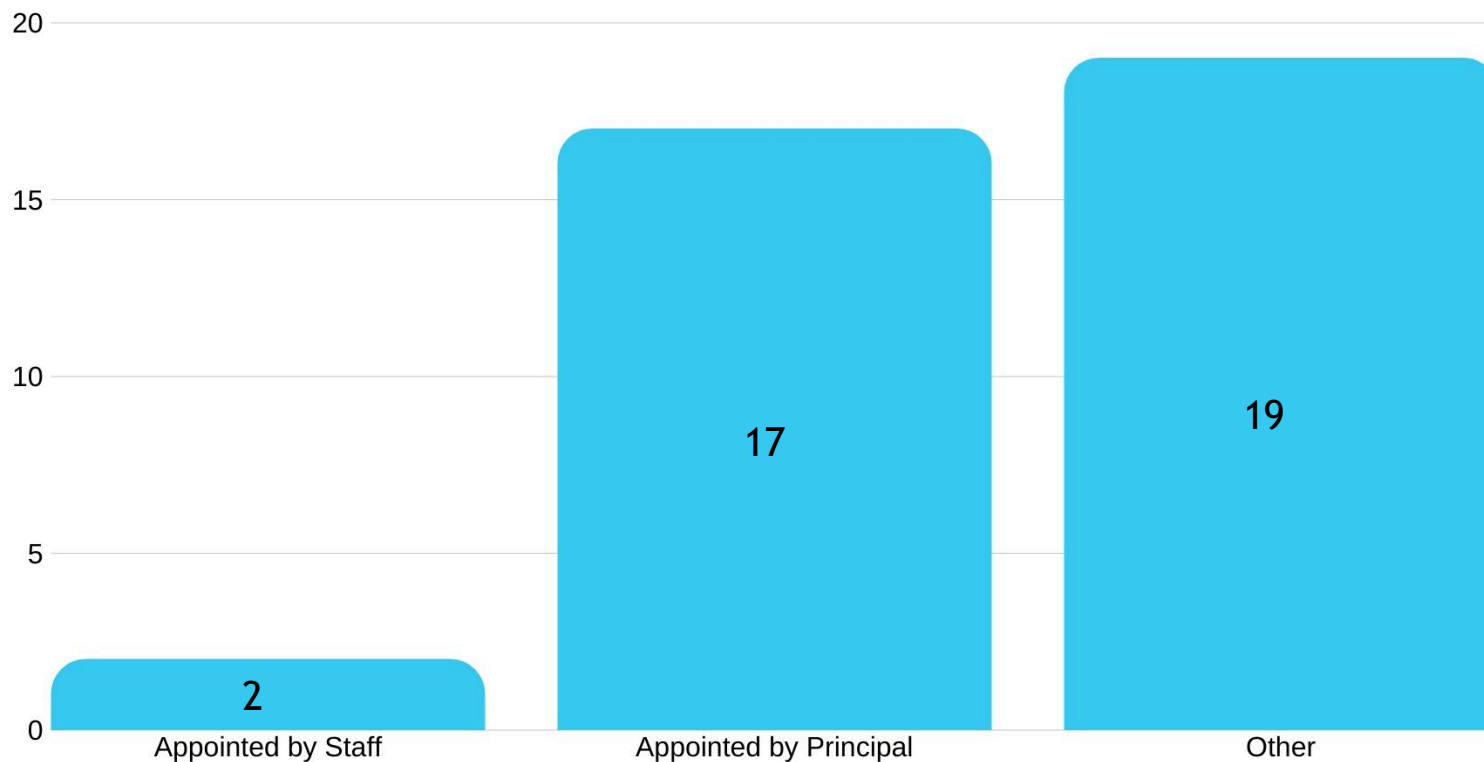
Strategic Plan 2019- Shawnee Mission School District

- ▶ Strategy 4- We will design systems that support our mission and benefits.
- ▶ Plan 1- Specific Result- Establish a system to ensure communication and collaboration connecting district and building leadership groups to promote and achieve the mission and objectives of the strategic plan.

Impact- Strategic Plan 4.1 clearly establishes that the district's Strategic Plan will be implemented at the building level via the Site Council and Building Leadership Team. For this work to be successful, all stakeholders must have a voice in who represents them on both groups.

Survey of Buildings

How is membership for the Building Leadership Team determined in your building?



NEA-SM BLT Language Proposal

Each building shall have a Building Leadership Team (BLT) responsible for leading the School Improvement Process, including:

- ▶ *Establishing, implementing and monitoring the School Improvement Plan*
- ▶ *Utilizing social emotional and academic data to drive school improvement efforts*
- ▶ *Utilizing parent, staff and student survey data to drive climate and culture efforts*
- ▶ *Developing, implementing and monitoring the Professional Development Plan*
- ▶ *Establishing and utilizing a process to ensure communication between BLT members, PLCs and the staff as a whole*

Each BLT shall utilize a consensus decision-making process and establish operational guidelines that address:

- ▶ *Meeting norms, including frequency and location of meetings*
- ▶ *Agenda development*
- ▶ *Selection of BLT chairperson(s)*
- ▶ *Taking, maintenance and distribution of minutes*
- ▶ *Communication of BLT activities to staff*
- ▶ *Length of membership*

The BLT membership shall include grade levels, teams, departments, specials, electives, SPED, administration and education support professionals as determined by the building staff. Each group represented on the BLT shall select its representative(s) on an annual basis.

At least one administrative member and one teacher member of each BLT shall participate in an annual training conducted jointly by the District and Association. The attendees of this training will be expected to inform other BLT members of relevant knowledge gained from this training.

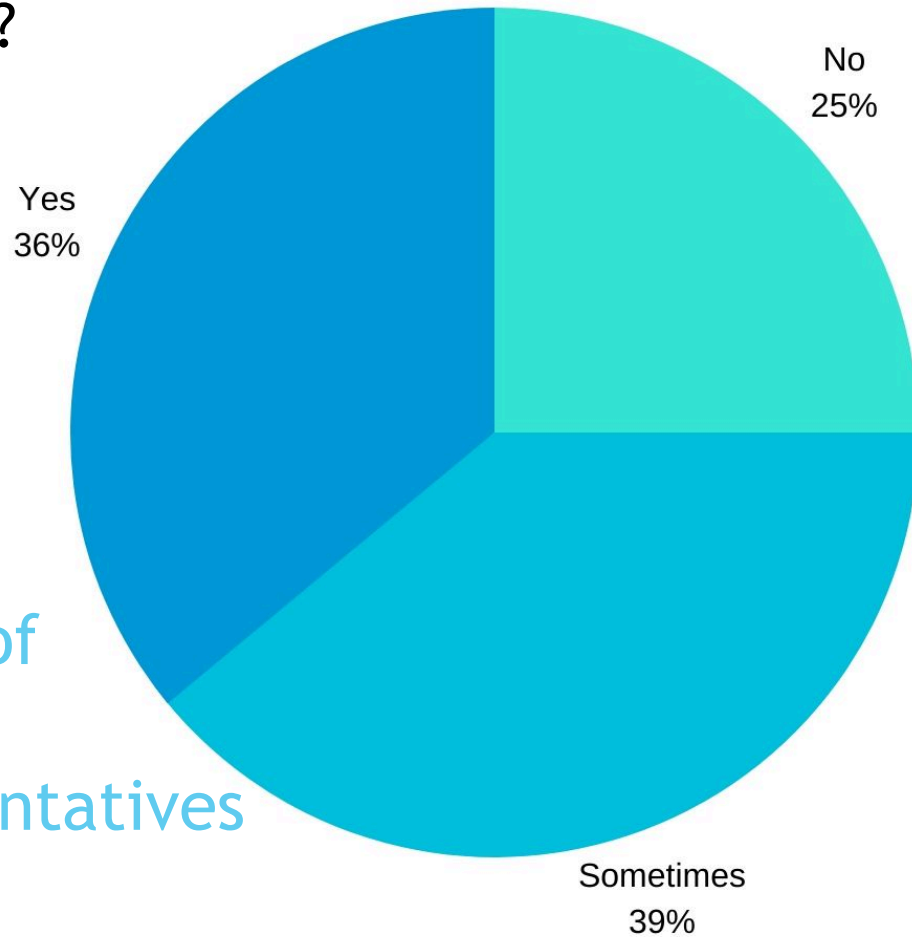
During the 2019-2020 school year, data will be collected to determine an appropriate stipend for BLT members.



Professional Learning Communities

Professional Learning Communities

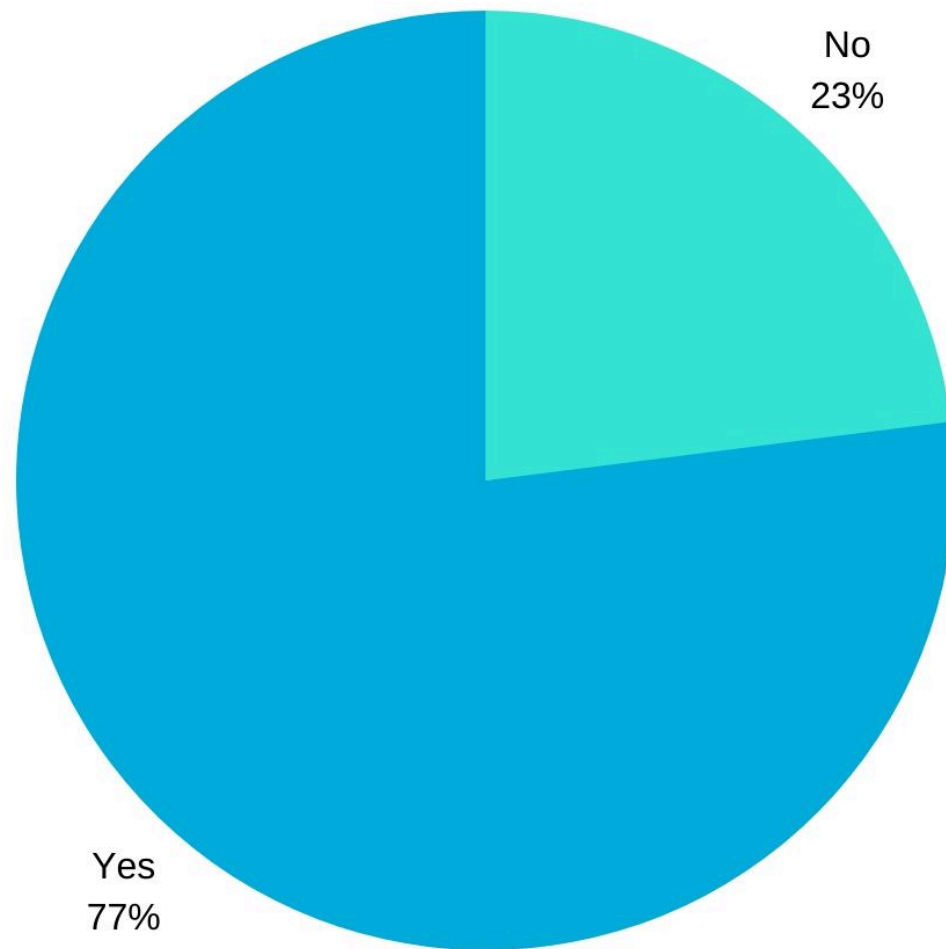
Are PLCs in your building teacher-directed?



Survey of
Building
Representatives

****36 schools responded**

Are your PLCs usually teacher-directed?



Survey of Staff who
Attended Solution
Tree's *PLCs At Work
Summit*

****79 staff members responded**

SMSD Strategic Plan 2019

- ▶ Professional Learning Communities are referenced the Strategic Plan in:
 - ▶ Strategy 1, Plan 1
 - ▶ Strategy 1, Plan 2
 - ▶ Strategy 2, Plan 3
 - ▶ Strategy 3, Plan 2
 - ▶ Strategy 4, Plan 1
 - ▶ Strategy 4, Plan 3

NEA SM PLC Proposed Language

Article XII

D. The Professional Day

3. Professional Employee School Schedules

a. Plan Time

Professional employees assigned full-time to a secondary school (7-12) will have at least one period each day for the purpose of planning, preparation and evaluation of instructional activities. Professional employees assigned full-time teaching responsibilities in elementary schools (K-6), including librarians will have at least two-hundred thirty (230) minutes per week within the regular student contact hours, excluding recess, for the purpose of planning, preparation, and evaluation of instructional activities. To be counted as part of planning time, a minimum of 20 continuous minutes must be scheduled.

A professional learning community, or PLC, is a group of grade level or content area educators that meets weekly, shares expertise, and works collaboratively to improve instructional practice and the academic performance of students. PLCs should be teacher directed. Teachers in each PLC will set its agenda.

Elementary PLCs will meet for at least 20 minutes as determined by the team during one plan time a week.

Staff Meetings

District After School Activities

MONDAY

Afterschool
tutoring

Vertical teaming

After school clubs

NEA meetings

Curriculum cadres

PDC meetings

District provided PD



TUESDAY



Staff Meetings
are currently
scheduled on
this day.

WEDNESDAY



THURSDAY



FRIDAY

Per Negotiated
Agreement,
no meetings
can be
scheduled on
Fridays.

Upon further reflection, based on the district committee schedules, this schedule change would not allow teachers to participate in professional obligations outside of the building. NEA Shawnee Mission would not like to see such a change made.



Student Management

Student Management


Student management has been a high priority concern for our teachers for several years.

- March 2017: NEA-SM notified the district that we were seeking language in the contract to address the issue.

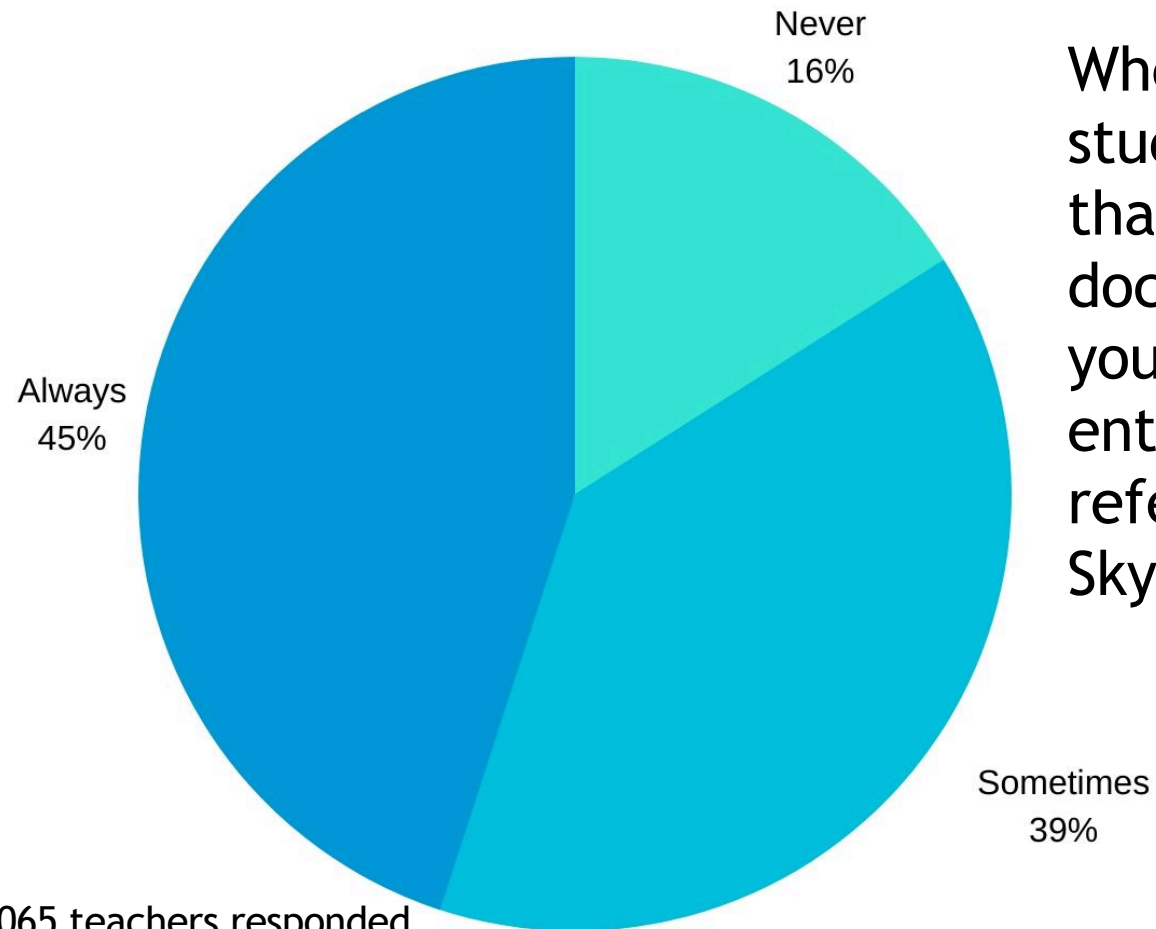
All Schools will have a written discipline plan. In-Service will be provided for all staff on implementing the plan. The plan will be followed consistently by administrators and staff. Communication between all parties involved will happen by the end of the next school day. A student who has been removed from a classroom due to a disciplinary action shall not be readmitted to that classroom unless there is mutual agreement between the teacher and the principal.

This language was influenced in part by the extensive language on Student Control in the Wichita School District contract.

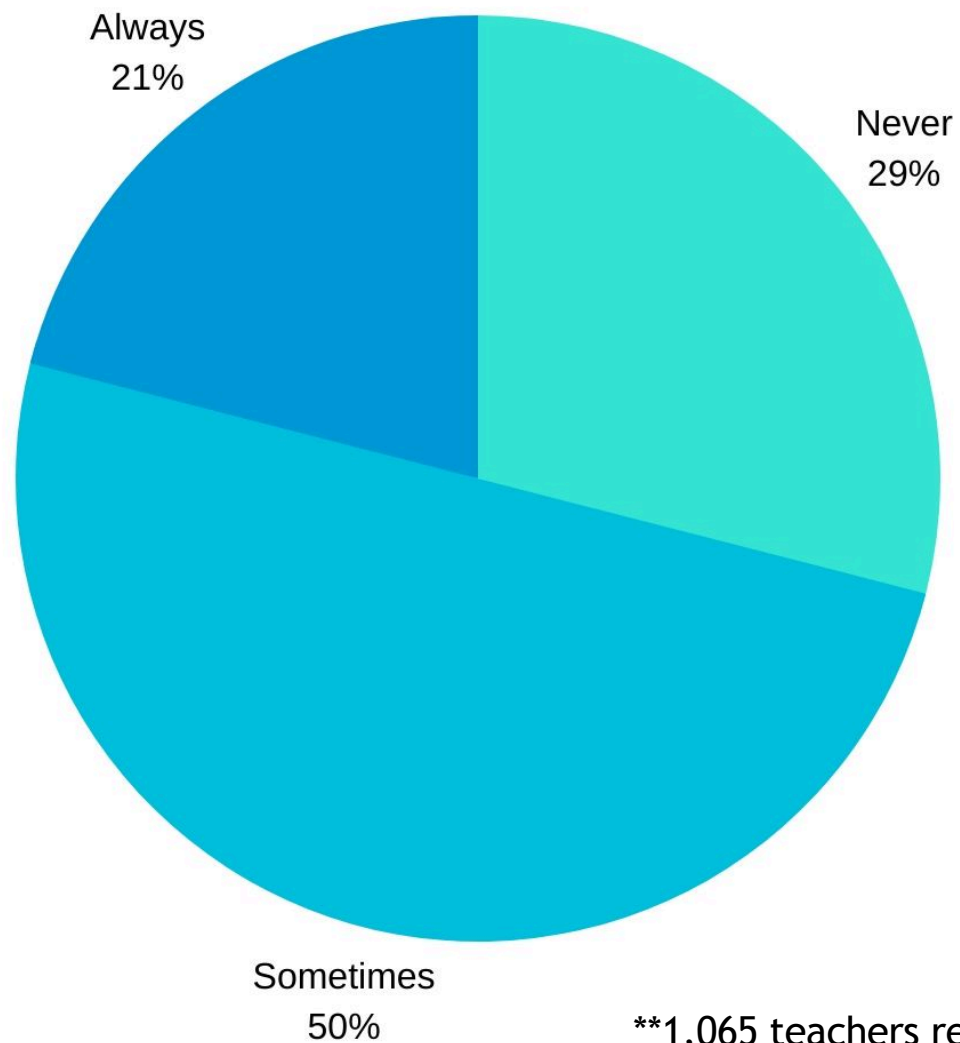
That year at the table the district's team made it clear that they were not interested in addressing the issue with contract language and instead proposed we form a committee to deal with the issue. NEA-SM agreed.

- 
- ▶ July 27, 2017: Committee met. (20 members: ½ chosen by district and ½ chosen by association)
 - ▶ Concerns shared
 - ▶ A plan was made to have principals train their staff in early August on the school discipline plan and on how to use Skyward to report discipline issues.
 - ▶ October 11, 2017: Committee met.
 - ▶ Teachers reported that there were schools without school-wide discipline plans and that the planned training had not happened in every school.
 - ▶ A third meeting between our NEA-SM president, Karen Myers and several cabinet members was held later in the year.
 - ▶ Association was assured by the district that the issue was continuing to be addressed with principals.
 - ▶ That was the last meeting held.

November 2019 Survey Results



When you witness student misbehavior that requires documentation, do you personally enter the discipline referral into Skyward?



Do you receive
written
notification from
an administrator
regarding
assigned
consequences?

**1,065 teachers responded

NEA-SM Proposed Language for 2019

Student behavior will be entered into student management software by the teacher who witnesses said behavior. Administrators will document assigned consequences via student management software and the teachers will receive written notification of the assigned consequences in a timely fashion.

All we are asking here is for a consistent way to collect data so we can see patterns in behavior and help students make better choices so they can be more successful in school.

Late Resignations



Late Resignations

NEA Shawnee Mission requested data proving the need for this change and was provided nothing.

NEA Shawnee Mission believes the Current Contract Language should remain in place.

Late Resignations

- ▶ Between June 11, 2018 and March 5, 2019, fifteen (15) certified staff members resigned or retired from the district.
- ▶ Between July 23 and December 20, 2019, eleven (11) certified staff members resigned or retired from the district.
- ▶ Several of these were resignations that were mutually agreed

Source - Human Resources reports to the SMSD Board of Education.

If a settlement provision or liquidated damages clause in local board policy or in the contract of the employee, so that the employee could make a financial settlement to the district, the resignation must be accepted by the district without consequence to the employee's license.

**K.A.R. 91-22-7. Violation of
continuing contract laws**





Finance

Moving 6 to 5

Building Leadership Team

Professional Learning

Communities

Staff Meetings

Student Management

Late Resignation

The background features abstract geometric shapes in various shades of blue. On the left, a light blue triangle points upwards. On the right, a complex arrangement of overlapping triangles in light, medium, and dark blue creates a dynamic, layered effect. The text is centered in the white space between these elements.

NEA-Shawnee Mission