

February 7, 2018

Members of the KFCS administration and KFEA had their third negotiation session on Tuesday, February 6th using the Interest-Based Bargaining (IBB) process. The following team members were present (bolded):

KFCS Administration Team	KFEA Team:
Mycal Amos – Board Member	Maureen Lundy – Mills
Paul Hillyer – Superintendent	Brian Palmer – KU
Tonie Kellom – KLC	Toby Flackus – KLC
Fred Bartels – Mills	Norma Mathis – Conger
Shelly Hunt – HR Director	Bob Gray – OEA Consultant

The team approved the following Tentative Agreements (TA):

TA#2: Professional Work Hours – Article 15, Section A3; Page 22 – Flexible Grading Days

“Members will be provided with a day at the end of each grading period without students for grading and **professional work.**” **Teachers may work onsite or offsite to complete grades or professional responsibilities. An offsite written plan must be pre approved by the building principal. Teachers will sign out the day before grade prep day for a professional on-call status for the following workday. The sign out must include a destination and a telephone number where the employee can be reached as needed. Teachers must work onsite the last day of the school year.**

TA#3: Article 15; Section B2; Pg. 22 Professional Work Hours:

“The normal school day is anticipated to be between 8:00 a.m. and 4:00 p.m. which may vary as determined either by the District or by the buildings.” **ADD: This may include buildings making work shift options to address the needs of the staff.**

TA #4: Article 15; Pg. 22 MOU Pg. 66 Work Yr. & Workday - SLGG during PLC time: “ Two (2) October PLC dates and one (1) January PLC date will be designated for members to write and update SLGG’s.”

This was chosen not to be a TA, and instead a meeting is schedule between Shelly H., Fred B., Maureen L., and Brian P. to work on crafting language around: **Three to four building PLC times will be used to writing and evaluate 100% goals for grade levels or departments yearly. This will be in lieu of SLGGs.**

TA # 5 Article 15; Pg. 24 Advisory at 6th and 12th grades: "NOTE: The District retains the right to implement Advisor Programs if it chooses as long as the program falls within the current terms and conditions of the relevant collective bargaining agreement and no increase in student contact time occurs."

Group discussed the importance of PEPS to support high school student success, and to move this work to KU SIT Team for development and implementation of PEPS for the 2018-2019 school year. * No additional TA or revision to current contract language.

Pg. 23 Prep Time: Wait until April when the budget is figured and then re-evaluate FTE. Group agreed to wait.

The next negotiation session is scheduled for Tuesday, February 20, 2018 4-8 pm in the KFCS Board Room. Members of the public are invited to attend.

Additional Bargaining Sessions:

February 20, 2018 4-8 pm
February 27, 2018 4-8 pm
March 20, 2018 4-8 pm