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Melanie Haas District 2
Michelle Dombrosky District 3
Connie O'Brien District 4
Cathy Hopkins District 5
Dr. Beryl A New District 6
Dennis Hershberger District 7
Betty J. Arnold District 8
Jim Porter District 9
Debby Potter District 10

KANSAS STATE BOARD OF EDUCATION

October 14 & 15, 2025 BOARD MEETING MATERIALS

In this packet please find the following:

- Minutes from September 2025
- October Agenda for Tuesday and Wednesday
- Consent Agenda

TUESDAY ITEMS

- Overview of Tax Credit for Low Income Student Scholarship Program (TCLISSP)
- Student Photography of Kansas Agriculture
- State Future Farmers of America FFA Officers
- Reading Corner
- Presentation of Kansans Can Child Nutrition Awards
- Farm to School Report
- Innovation in local school lunch program
- Contracts for State Assessment services
- Kansas State High School Athletic Association KSHSAA
- Presentation on School Issued Device Use
- Presentation on Artificial Intelligence in Education

WEDNESDAY ITEMS

- Presentation on Literacy Issues
- ERC Recommendations for Higher Education Teacher Training
- Kansas School for the Deaf Overview and Budget Request
- Act on KSSB and KSD request to raise out of state tuition prices
- Act to ratify KSD KNEA agreement
- Receive recommendations on Regulation Review
- SEAC Quarterly Report

PLEASE USE THE BOOKMARKS FOR THE PACKET. THEY MAKE IT MUCH EASIER TO PAGE THROUGH THE ITEMS. IF YOU HAVE TROUBLE USING THIS PACKET OR HAVE QUESTIONS PLEASE CALL: Board Secretary Deborah Bremer 785-296-3203 and hopefully I can help.

TUESDAY MINUTES

To be approved at the October 2025 meeting

Time Stamps are from YouTube KDDE Livemedia channel

Kansas State Board of Education
September 9th, 2025

Call to Order

Chair Cathy Hopkins called the meeting of the Kansas State Board of Education to order at 10:00 a.m. Tuesday, September 9, 2025, in the boardroom of the Landon State Office Building, 900 SW Jackson Street, Topeka, Kansas. Chair Hopkins recited the Board mission statement and then asked for a moment of silent reflection or prayer, followed by everyone standing and joining in the Pledge of Allegiance.

Roll Call

The following Board members were present:
Mrs. Betty Arnold
Mrs. Michelle Dombrosky
Mrs. Melanie Haas
Mr. Dennis Hershberger
Mrs. Cathy Hopkins, Chair
Dr. Beryl New
Mrs. Connie O'Brien
Mrs. Debby Potter
Mr. Jim Porter
Mr. Danny Zeck, Vice Chair
Mr. Mark Ferguson, Board Attorney and Commissioner Watson were seated at the Board table.

APPROVAL OF THE MINUTES FOR August 12 & 13, 2025

Mrs. Dombrosky moved to approve the minutes for the August 12 & 13, 2025, Kansas State Board of Education meeting. Mr. Porter seconded the motion. Motion carried 9-0-1 with Mrs. Potter present not voting.

AGENDA There were three changes to the agenda. The Kansas State School for the Deaf presentation was cancelled due to a family emergency for the Superintendent. There was an executive session added for Wednesday and a receive/action item: *Receive and Act on a Resolution to Disorganize USD 334 Southern Cloud and attach the territory thereof to USDs 273, 333, 224, 379 and 239* presented by General Counsel R. Scott Gordon.

Consent items: b, e, g and t were removed from the agenda.

Mrs. Haas moved to approve the agenda for September 9 & 10, 2025 with the changes

noted and consent items b, e, g, and t removed for a separate vote/discussion. Mr. Porter seconded the motion. Motion carried 10-0.

INDIVIDUAL CONSENT AGENDA ITEMS PULLED:
Mrs. Haas asked for discussion on F.
F. Act to change category to Postsecondary Asset List: student officer in any state level high school organization.

Mrs. Dombrosky ask for discussion, comment and separate votes on:
B. Act on Request to contract with Kansas State University to support Kansas Family, Career & Community Leaders of America
E. Act to extend contract with ACT for ACT, WorkKeys, and Pre-ACT assessments as required by Kansas Statute.
G. Notification to the Kansas State Board of Education of four private schools and one scholarship granting organization to participate in the Tax Credit for Low Income Student Scholarship Program (TCLISSP).

Mrs. Potter also requested B and added for discussion, comment and separate vote on:
T. Act on request from USD 353 Wellington, Sumner County, to hold a bond election.

There was a brief presentation from Beth Fultz, and comments from Mrs. Haas on F; the issue of the Kansas Thespians wanting to be on the postsecondary asset list. Mrs. Fultz explained that the Thespians are able to use their membership as an asset through a different item. The item stayed on the consent agenda.

VOTING ON PULLED CONSENT ITEMS:

Consent Item B
Mrs. Potter asked for a presentation on the pathway that she feels is not clear. The Chair answered that the pathway has already been voted on. Dr. Watson clarified that there could be a presentation on Mrs. Potter's concern, but the vote on the table is to contract an advisor.

Mrs. Haas moved that the Kansas State Board of Education authorize the Commissioner of Education to contract with Kansas State University to support the Kansas State Advisor of Family, Career & Community Leaders of America at a total amount not to exceed $60,000.00 per year, up to a total of $300,000.00 for the period of five years, from July 1, 2026, to June 30, 2031. Mrs. Arnold seconded the motion.

Mrs. Potter made a point of order and offered an amendment to the motion:
Mrs. Potter moved that the Kansas State Board of Education authorize the Commissioner

of Education to contract with Kansas State University to support the Kansas State Advisor of Family, Career & Community Leaders of America at a total amount of $60,000 for a period of one year, from July 1, 2026, to June 30, 2027. Mrs. Dombrosky seconded the motion. Motion failed 5-5 with Mrs. Haas, Dr. New, Chair Hopkins, Mrs. Arnold, and Mr. Porter voting no.

(back on the original motion) Motion carried 6-3-1 with Mrs. Potter, Mrs. O'Brien and Mrs. Dombrosky voting no, Mr. Zeck present not voting.

Consent Item E

Mr. Porter moved that the Kansas State Board of Education authorize the Commissioner of Education to extend the contract with ACT for the purpose of providing ACT assessments to students in accredited schools. The contract will provide one PreACT to all students enrolled in grade 9, one ACT to all students enrolled in grade 11 including science and one WorkKeys suite to all students enrolled in either 11th or 12th grade. This action would extend this contract to five more years from July 1, 2026, through June 30, 2031, not to exceed $25 million. Mrs. Haas seconded the motion. Motion carried 7-2-1 with Mrs. Dombrosky and Mrs. Potter voting no, and Mrs. O'Brien present not voting.

Consent Item G

Mrs. Dombrosky commented that if a child is attending a school receiving a scholarship the parents should be notified. Deputy Commissioner Harwood explained that this item is a notification only and does not need a vote by the Board.

Consent Item T

Mrs. Potter commented that businesses are coming and being paid by the schools to sell these bonds to the public. She stated that local boards are pressured into voting for the bonds even when they know their constituents are not in favor of the bond. She referenced a local survey.

Mr. Porter moved that the Kansas State Board of Education issue an Order authorizing USD 353, Wellington, Sumner County, to hold an election on the question of issuing bonds in excess of the district's general bond debt limitation. Mrs. Arnold seconded the motion. Motion carried 8-2 with Mrs. Potter and Mrs. O'Brien voting no.

CONSENT AGENDA

a. Receive monthly personnel report and appointments to unclassified positions.
c. Act on local professional development plans.

d. Act on licensure waivers.
f. Act to change category to Postsecondary Asset List: student officer in any state level high school organization
h-bb (capitol improvement and hold a bond election) There were many requests due to the new law that limits the time period these items can be submitted.
USD 107 Rock Hills, Jewell County, Bond Election and Capital Improvement State Aid
USD 263 Mulvane, Sedgwick County, Bond Election and Capital Improvement State Aid
USD 274 Oakley, Logan County, Bond Election and Capital Improvement State Aid
USD 288 Central Heights, Franklin, Bond Election/Capital Improvement State Aid
USD 294 Oberlin, Decatur County, Bond Election and Capital Improvement State Aid
USD 350 St. John-Hudson, Stafford, Bond Election and Capital Improvement State Aid
USD 353 Wellington, Sumner County, Bond Election and Capital Improvement State Aid
USD 407 Russell County, Bond Election and Capital Improvement State Aid
USD 450 Shawnee Heights, Shawnee, Bond Election/Capital Improvement State Aid
USD 470 Arkansas City, Cowley County, Bond Election and Capital Interest State Aid
USD 335 North Jackson, Jackson County Capitol Improvement State Aid only

Mrs. Arnold moved to approve the Consent Agenda. Mr. Porter seconded the motion. Motion carried 10-0.

COMMISSIONER'S REPORT

38:00

Dr. Randy Watson shared the topic of the next KSDE Insight Podcast, *Raising Readers: What Every Parent Should Know.* Constitution Day, which will involve thousands of Kansas students, will be September 17th. There will be two more sections added to the three part series and guidance on technology in schools. A survey is being conducted on how districts use school issued devices, and there will be monthly presentations and discussion on the impact of artificial intelligence on education. He presented data from the state's largest district, USD 259 in Wichita, on reading proficiency. Dr. Watson presented the idea of a three year pilot to examine the effects of targeted summer school for literacy in the early grades.

CITIZENS' FORUM

1:03:24

- Matt Smith, Superintendent USD 208, spoke in support of the recent change in the KPA cut scores, and believes this is best for students.

- Michael Dome, Maize USD 266, also supports the change in cut scores. He was one of the 141 educators who worked on the scores, and he is very appreciative of having descriptors that are focused on standards.

- Shane Kirchner, Kansas Association of Private Colleges of Teacher Education, KAPCTE, gave an update on the progress being made in teacher training for reading. He wants to make sure private colleges are part of the process.

- Emily Brownlee, Overland Park citizen, spoke of her continuing concerns that technology is too present in the classroom and causing harm and affecting the brain development of students. Wants to reevaluate screen time effects.

- Chad Higgings, ESSDACK service center, spoke in support of the KPA cut scores. Stated this will help students and thanked the many educators who contributed to the cut score setting. He believes the scores do not reduce rigor.

- Cathy Couchman, Superintendent USD 313, spoke in support of the Board's decision on the cut scores. She is in strong agreement with the boots on the ground teachers who advised on the cut scores.

- Jessica Dain, Superintendent, Piper school district, thanked the Board for the decision on cut scores, which she believes are aligned to student performance.

PRESENTATION ON STATE ASSESSMENT SCORE REPORTS — 1:36:04

Beth Fultz, Julie Ewing, Matt Copeland and Susan Martin, KSDE & KU Assessment Team

After the October State Board, meeting the building report cards, with performance level reports, will be released. The team reviewed the types of reports that will be released at that time. They went over the various ways the information will be gathered, including a parent portal for individual student reports. There will be a concordance which provides a general relationships between the scores of both assessments by comparing scale scores from the 2024 KAP assessments and the new 2025 KAP assessments. The scores are linked, but not interchangeable. Also, the scores should not be used to compare individual scale scores from one grade to the next.

PRESENTATION ON KANSAS EDUCATIONAL LEADERSHIP — 2:23:04

G.A. Buie, Executive Director, United School Administrators in Kansas

Mr. Buie noted that individuals are entering leadership roles at increasingly younger ages. This shift underscores the pressing need to ensure adequate preparation and support for these emerging leaders. He described efforts by his organization to mentor and coach new leaders and emphasized this must be a collective effort.

PERFORMANCE: SALINA CENTRAL HIGH SCHOOL JAZZ COMBO — 3:31:54

The Board was regaled by an absolutely stunning and enjoyable performance by this group of musically talented students, led by Mr. Rodriguez, director and teacher.

READING CORNER: — 3:41:45

Dr. Laurie Curtis, Early Literacy/Dyslexia Program Manager

Sarah Newton, Reading Specialist in Holton USD 336

Mrs. Newton shared the inspiring story of two students who struggled with reading through elementary school. They started working with her when they were in 6th grade. Both students had minimal scores in reading words correctly per minute, accuracy and comprehension. From 6th grade to 8th grade, they made incredible progress. These remarkable students were present and shared their stories, thoughts and feelings with the Board. It was an inspiring reminder that reading can be vastly improved at any time on the educational journey. It is never too late.

ACT ON ACCREDITATION REVIEW COUNCIL RECOMMENDATIONS

4:12:15

Dr. Jay Scott, Director, Accreditation and Design

Dr. Scott presented the recommendations in August and now asked the Board to take action on the KESA accreditation.

The Accreditation Review Council (ARC) is made up of educators, diverse in role and geographic location, which is charged with making a recommendation of accreditation status for every system, every year to the State Board of Education. This receive item is comprised of the ARC's recommendations of accreditation status for each system in KESA (303 school systems in 24-25). The ARC makes their recommendations of accreditation by reviewing reports prepared by KSDE showing how each school system in KESA either met or did not meet KESA standards.

For 2024-2025, KSDE evaluated school systems in two areas, School Improvement and Compliance. In School Improvement, KSDE's Action Plan Review team evaluated each system's KESA Action Plan for clarity, alignment to the 4 Fundamentals, and being data-driven. A school system meeting those criteria would result in having a Ready-to-Implement KESA Action Plan. In Compliance, each system was evaluated by a lead team at KSDE against the standards for being "in compliance". The ARC reviewed the attached reports (Action Plan status, Compliance status) and then voted on a recommendation of accreditation status for each system during an early July meeting.
During the meeting, the ARC voted to recommend every school system in KESA to be accredited based on the attached reports.

Every school system in KESA has a Ready-to-Implement KESA Action Plan, meeting the KESA standards in School Improvement. In Compliance, the majority of the school systems met the standards in each of the 14 KESA Compliance areas. There are several school systems that are Not In Compliance in a few Compliance areas, however, this is the first year for those particular school systems to be Not In Compliance and, following our evaluation process, a school system's accreditation status is not affected when not meeting standards for one year. If a school system does not meet standards for two consecutive years in the same KESA area, that is when the ARC will complete a more in-depth review to

determine if the system should remain accredited or be accredited with conditions.

Therefore, while not all school systems met standards in each KESA Compliance area, the ARC, following our KESA process, is recommending each school system to remain accredited. The school systems that did not meet KESA Compliance standards have been notified.

The Accreditation Review Council is recommending each school system in KESA to be accredited for the 25-26 school year.

Dr. New moved that the Kansas State Board of Education approve the Accreditation Review Council recommendation that each school system in KESA be accredited for the 2025-2026 school year. Mrs. Dombrosky seconded the motion. Motion carried 9-0. Mrs. Arnold was not present at that moment.

ACT ON REQUEST TO CONTRACT WITH AMERICA LEARNS FOR AMERICORPS PERFORMANCE

4:18:30

Dr. Jessica Dorsey, Kansas Volunteer Commission

The Kansas Volunteer Commission will contract with America Learns, LLC, for the AmeriCorps Impact Suite, which is a subgrantee progress and financial monitoring system. This system will be utilized to monitor the approximately $2 million dollars in grant funds allocated to AmeriCorps Kansas subgrantees.

In 2021, AmeriCorps moved to the America Learns system because it has budget templates aligned to the requirements of our federal funder, preloaded performance measures aligned to the required performance measure instructions, and a time sheet system for AmeriCorps members to record their service time. There was a growing need to develop an electronic system for maintaining the files of the 250+ AmeriCorps members across the state for compliance and monitoring.

Previously, the files were kept on paper form and when they were monitored for compliance, staff had to either travel onsite or the programs had to scan the files (with over 25 required pieces of documentation each) and then send them to the Americorps office via a secure file sharing system. This was cumbersome, time-consuming and unnecessary.

America Learns offers a robust member file keeping system that makes compliance visits efficient. All programs need to do is click a button and Commission staff instantly have access to each electronic member file.
The contract includes the following services and costs:

Grantee Progress Reports: $3,750
Financial Reports: $3,750
Timesheets and Member Files: $2,625 x 8 programs = $21,000
Electronic document signing: $250 x 8 programs = $2,000
Implementation Consulting and Ongoing Support: Included
This contract will not exceed a total of $30,500 and is contingent upon receiving the 2025-2026 AmeriCorps formula grant.

The contract also includes unlimited accounts for commission staff, unlimited data storage and access across program years, including archived data from My Service Log, multiple daily data backups, including seven year storage of end-of-the-month backups, and access to all upgrades and new features within the services being used.

Mr. Hershberger moved that the Kansas State Board of Education contract with America Learns for AmeriCorps performance, progress and financial reporting. Mr. Porter seconded the motion. Motion carried 9-1 with Mrs. Dombrosky voting no.

ACT ON EVALUATION REVIEW COMMITTEE FOR HIGHER EDUCATION PROGRAM APPROVALS 4:19:59

Dr. Catherine Chmidling, Assistant Director, Teacher Licensure

PROGRAM APPROVAL RECOMMENDATIONS
Recommend "Approved" status for Emporia State University programs through December 31, 2032:
Building Leadership PreK-12, A
Areas for Improvement
Standards 1-7
None
Chemistry 6-12, I
Areas for Improvement
Standards 1-8
None
District Leadership PreK-12, A
Areas for Improvement
Standards 1-7
None
English Language Arts 6-12, I Areas for Improvement Standards 1-7,
Science of Reading None

Gifted PreK-12, A Areas
for Improvement
Standards 1-6
None
Health PreK-12, I
Areas for Improvement
Standards 1-5
None
Music-Instrumental PreK-12, I
Areas for Improvement
Standards 1-7
None
Music-Vocal PreK-12, I
Areas for Improvement
Standards 1-7
None
Physical Education PreK-12, I
Areas for Improvement
Standards 1-7
None
Speech/Theatre 6-12, I
Areas for Improvement
Standards 1-6
None
World Languages PreK-12, I
Areas for Improvement
Standards 1-8
None

Mrs. Arnold moved that the Kansas State Board of Education accept the recommendations of the Evaluation Review Committee for educator preparation program approvals for Emporia State University and Kansas State University. Mrs. Haas seconded the motion. Motion carried 10-0.

HONORING CLELIA MCCRORY FOR HER MANY YEARS OF SERVICE 4:33:20
Beth Fultz, Director, Career, Standards and Assessment Services

Mrs. Fultz shared the following with the Board and the public:
Ms. McCrory taught in the classroom for twenty-four years. She was licensed as a teacher in elementary education, math, biology, physics, chemistry, ELA, FACS, and had three different special education endorsements. After the classroom, Ms. McCrory has been with

ESSDACK for 21 years.

Some of the highlights of her work at ESSDACK are:

- *Clelia has successfully written grants for $97,240,000 (as of mid-August)*
- *She helped bring Anatomy in Clay to a multitude of KS districts.*
- *She helped Kansas school districts with acquiring, maintaining, and improving career and technical education programs and developing approved CTE programs in the areas of Business, Technology, Agriculture, FCS, and Trade & Industry*
- *She continues to help districts develop new Pre-Collegiate Education and Health Occupations programs*
- *She works closely with KSDE Career and Technical Education consultants and has served on peer review committees evaluating programs in the past. Including serving as co-chair of three Comprehensive Regional (Hutchinson) Needs Assessments (21-22, 23-24, 25-26)*
- *Her training workshops are designed to keep teachers abreast of changes and help schools improve CTE program quality*

Clelia is well known in Kansas as an educator who never gives up. She faced her own struggles in life and when she found a path forward, she decided to spend her life helping others find better lives than they might ever have imagined. She is courageous, persistent, full of hope, and has been a true gift to the students, families and communities of Kansas.

The Board gave Mrs. McCrory a standing ovation. She was presented with a plaque in honor of her outstanding lifetime of service.

RECEIVE ASSESSMENT CONTRACTS

Julie Ewing, Assistant Director, Career, Standards and Assessment Services

4:39:53

Item A. RFP for Reading/Math Resources

Recommended Motion to be voted on in October:

It is moved the Kansas Board of Education authorize the Commissioner of Education to enter into a contract with the recommended vendor resulting from the bidding process required by the Department of Administration and Division of Purchasing for the purpose of providing a product linked to English Language Arts and mathematics scale score on the Kansas state summative assessments and resources for students, parents, and teacher aligned to the scientific measure of a student's reading or mathematics ability with a contract amount not to exceed $1.5 million through June 30, 2031.The Kansas State Department of Education (KSDE) is issuing this Request for Proposal to obtain competitive

responses from vendors. The contract will be issued for a licensing agreement from July 1, 2026, through June 30, 2031.

The vendor will provide a scientific approach to measuring reading ability and reading materials and mathematical achievement and concept/application solvability. The measure should be linked to English Language Arts and mathematics scale score on the Kansas state summative assessments. For instructional purposes, measures should be reported at the student and classroom levels. The measures should appear on reports that are sent home to parents and reports that are provided to the current grade-level teacher and/or the next grade-level teacher. The measure will be added to individual student score reports and used in peer review for summative assessment approval.
During the term of this agreement the vendor will provide access to online resources for students, parents, and teachers that are aligned to the scientific measure of a student's reading or mathematics ability.

Background/History: Previously the Kansas State Department of Education has had multi-year contracts with MetaMetrics for these products, services, and resources. The Department of Administration requires a bid for these services seeking the provider to provide approval for bid.

Item B. Act to approve the continuation of work on the Kansas Assessment Program
Recommended Motion to be voted on in October:
It is moved that the Kansas State Board of Education authorize the Commissioner of Education to contract with the University of Kansas for the purpose of providing state assessments to students in accredited schools. The contract will provide development of new items, test administration, score reporting, psychometrics, and some released items annually. This contract is for three years from July 1, 2026, and would not exceed $6,000,000 annually.

Explanation of Situation Requiring Action:
The Kansas State Department of Education (KSDE) is committed to maintaining a balanced assessment system, emphasizing the provision of equitable resources to support diverse assessment opportunities. We believe that such a system offers a thorough and effective framework for evaluating student learning.
Currently Assessment and Technology Solutions (ATS) at the University of Kansas contracts for all state assessment products and services. Both Kansas state statute and federal regulations require students attending public schools to be assessed annually on content knowledge and skills. The Kansas State Board of Education and the Kansas State Department of Education believe the balanced assessment systems approach to testing provides the best evaluation of student performance. The balanced assessment system approach includes mini-tests, interims, and summative assessments aligned to Kansas

content standards. All Kansas assessments are delivered to students on a single platform (Kite) and all reports related to the assessments are also available for parents, teachers and administrators on the Kite platform. It is a one-stop shop for all testing and reporting for Kansas schools. Work would include development of test items, test administration, scoring, psychometrics, and score reporting. By continuing to use the same testing platform and vendor to develop additional test items, some items could be released annually.

PRESENTATION OF KANSAS STATE SCHOOL FOR THE BLIND (KSSB) OVERVIEW/BUDGET 5:03:45

Superintendent Jon Harding, KSSB

Mr. Harding explained how the KSSB budget is approved. The Governor recommends it, the State Board "oversees" it, but the Legislature actually approves and funds the budget. Funding comes out of the State General Fund $8,321,434 (not K-12 Funding), and the State Institutional Building fund $3,487,554 (which is no longer a special tax levy but will come out of general state revenues).

KSSB has challenges, particularly with the many "elderly" buildings that are on the campus. Maintenance is an ongoing issue. 78% of the funding goes to instruction and 22% to administrative and support services. KSSB has day programs, live in programs, and also the FIT program that serves students and families across the state.

The superintendent invited the Board to many special events, including the ribbon cutting for the new gym on November 6th.

RECEIVE KANSAS SCHOOLS FOR THE BLIND AND DEAF REQUEST TO RAISE OUT OF STATE TUITION 5:26:00

Superintendent Jon Harding, KSSB

(Superintendent Luanne Barron was not able to attend but this is the KSD receive item as well)

Since at least 2013, the out-of-state tuition rates have remained unchanged at $40,000.00 per student for day services, with an additional $20,000.00 for students residing in the dormitory. Over this same period, the cumulative inflation rate has been an estimated 38.3%, causing a substantial gap between the tuition collected and the actual cost of providing services. While out-of-state school districts cover transportation and some paraprofessional support, the schools themselves bear the majority of the costs, including certified teachers, specialized equipment, food, and all other indirect expenses.

The current tuition rates are no longer sufficient to cover the rising operational costs of KSSB/KSD highly specialized programs. The services provided, including instruction from

certified teachers of the deaf and blind, access to state-of-the-art adaptive technology, and residential care—are unique and essential for student success. The tuition has not kept pace with the economic pressures of inflation, which has impacted everything from salaries and benefits for staff to the cost of specialized educational materials, mandated related services, and building maintenance. In-state students do not pay tuition because their education is funded by Kansas state tax dollars, which directly support the KSD and KSSB. Out-of-state students, however, are not covered by Kansas taxpayers, so their families or home states are responsible for paying tuition. This ensures that Kansas residents receive the benefit of the state taxes they contribute, while still allowing students from other states access to specialized programs.

To mitigate the financial shortfall and ensure the sustainability of these unique programs, both KSSB and KSD propose a 25% increase in out-of-state tuition rates for both schools. The proposed new rates for the 2026-2027 school year would be as follows:

Day Services: An increase from $40,000.00 to $50,000.00 per student.
Dormitory Services: An increase from $20,000.00 to $25,000.00 per student.

To prevent the need for future, one-time tuition increases, and to ensure that the out-of-state tuition rates accurately reflect the ongoing costs of operation, both schools propose that the approved tuition rates be adjusted annually. The adjustments will be equal to the annual percent increase to the Base Aide for Student Excellence (BASE) as defined in K.S.A. 72-5132. Beginning with the 2027-2028 school year, the tuition rates for both day and dormitory services will be increased each year by the percentage change in the BASE. This annual adjustment will be applied on July 1st of each year. The BASE is adjusted by a three year average of the Consumer Price Index for all urban consumers in the Midwest region (CPI-U) as published by the US Department of Labor.

The Kansas schools for the Blind and Deaf ask the State Board of Education to approve the proposed tuition rate increases for out-of-state students.

ACT TO APPROVE NATIONAL ASSOCIATION OF STATE BOARDS OF EDUCATION DUES 6:11:45

Mrs. Arnold moved that the Kansas State Board of Education approve the payment of $19,600 for the 2026 dues of the National Association of State Boards of Education (NASBE). Mr. Porter seconded the motion. Motion carried 8-2 with Mrs. Potter and Mrs. Dombrosky voting no.

REPORT ON KANSAS SCHOOL FOR THE DEAF (KSD) NEGOTIATIONS 5:55:40
Board Attorney Mark Ferguson and Board Liaison to KSD Mrs. Dombrosky

Mark Ferguson shared the following document with the Board, and Mrs. Dombrosky commented on several areas, in particular the Inclement Weather Policy which is unique because KSD is a 24 hour school with live-in students.

KSD Summary of Tentative Agreement by Topic (as agreed by the Parties on 9/3/25)

1. Compensation, Departure from Past Practice & Salary Schedule

In year 1 (School year 25-26), the Parties recommend an increase to the salary schedule of $6,000.00 per cell to the KSD salary schedule matrix. This is an increase in compensation which is greater than the amount previously requested by KSD for Fiscal Year (FY) 2026, which has been approved by the Kansas Legislature. The increase will establish a minimum starting salary of $50,000.00. KSD agrees to pursue a Supplemental Funding Allocation request of incremental cost to get to the $6K/cell request by KNEA for FY 26 (School year 25-26). This request is through a Change Package to the Kanas Division of Budget and the KS Legislature pursuant to the published budget authorization procedures.

In year 2 of the Negotiated Agreement (NA), KSD will seek Budget Enhancement for School year 26-27 (FY 27) to get a 2.5% increase for the entire salary schedule. This percentage increase is *greater than* the percentage (%) increase that Olathe KNEA agreed to for the 25-26 school year negotiated agreement.

2. 187 Contract Days vs. 181 Contract Days

All contracts issued by KSD will provide for a minimum of 187 Contract Days, with additional days (over 187 Contract Days) paid at the published daily contract rate or the published supplemental contract rate. The six (6) additional Contract Days for FY 26 would be allocated as provided in the separate written summary. Generally, the six (6) additional days are allocated between three (3) additional Instructional and Student Contact Days and three (3) additional Professional Development Days (PDD). This would increase the number of Professional Development Days at KSD from 9 to 12.

3. Professional Development; Pilot Program for 1 Flex Day

The Parties will recommend to the Professional Development Council (PDC) that one (1) of the additional Professional Development Days (PDD) be designated as a "flex-day." The guidelines for a flex day will be determined by the Professional Development Council in accordance with the written and approved Professional Development Plan. The single day "flex-day" concept for PDD is a Pilot Program for one of the PDD at the end of the 25-26 School year and at a time to be determined during the 26-27 School year. The final decision for approval of the details and guidelines for implementation of a "flex day" will be within the authority of the PDC.

4. Supplemental Salary Schedule

No additional increases for the FY 26 (25-26) Salary Schedule but KSD agrees to request Budget Enhancement for FY 27 to accomplish several increases. The Parties will rely on the revised chart and supplemental salary schedule published. The amount of $45K to cover the Supplemental Salary Schedule will be included in the FY 27 Budget request, for use in the Fall of 2026. There are other categories of compensation listed in the Supplemental

Salary Schedule.

5. ASL Stipends for Proficiency

KSD will include a budget request in the FY 27 Budget Request for an American Sign Language (ASL) one-time stipend of additional pay for ASL proficiency. The estimated amount to be included in the FY 27 Budget request is $40,000.00. The budget request will not be enough to cover the request of $2,500 for all employees of KSD during the 26-27 school year (FY 27) both from a funding perspective and from a testing/administration standpoint. The funding request would be contained within the FY 27 Supplemental Contract request; The details regarding amount ($) per employee, testing, and implementation will be determined by the Administration. Administration reserves the right to prioritize the classification of employee eligibility as well as prioritizing the use of ASL Stipends as a recruitment incentive for new hires.

6. KSD Staff ASL Development Program

A Staff ASL proficiency and development plan has been discussed for many years. The discussion advanced and evolved into a comprehensive plan document. This establishes a minimum level of bi-lingual proficiency (sign language and verbal) for each category of employees at KSD.

7. Inclement Weather Policy [IWN]

The Inclement Weather Policy would substantially change the current practice. The new plan would be for KSD to follow Olathe closure schedule. This means KSD would close and there would not be instructional time for students during KSD closure due to inclement weather. KSD will provide a flat rate of $150.00 for the 8 people needed for coverage. Certified Personnel are no longer required to use PTO leave.

8. Term of Agreement

2-Year Agreement. If approved, the Negotiated Agreement would cover School Year 25-26 and School Year 26-27. Formal negotiations would start again in early 2027.

PRESENTATION ON STUDENT DATA PRIVACY AND THIRD PARTY ACCESS 6:29:25

Virginia Crossland Macha, Parents In Charge

Mrs. Macha described her group, Parents In Charge, as a grassroot network of 1800 parents across Kansas. She stated that parents need to be at the table on the discussions about data security. Referring to the 4th amendment rights to individual privacy, she mentioned the present lawsuit that is happening in Lawrence USD 497 over students' information. It involved the district's use of Gaggle, an AI surveillance tool.

Mrs. Macha offered the idea of an initiative to protect kids, which she said would be the gold standard. The longitudinal student database puts labels on children which can stay in their record for decades. Parents are concerned about onscreen time, government overreach, unneeded surveys, and AI. In 2021, a Post Audit report found that 59% of

districts do not encrypt data.

Young children are spending too much time on screens. Many students use Chromebooks, and these kinds of devices have many apps on them. These apps are capable of sharing data with third parties. She spoke about online surveys, data, AI and data centers which house servers. Parents do not control Longitudinal databases. Mrs. Macha shared that Kansas Government data sales in 2022 were over $58 million dollars. She recommends that a gold standard protection be put in place as soon as possible.

*Superintendent Luanne Barron, Kansas School for the Deaf, was not able to attend due to a family emergency. She will present next month.

Chair Hopkins recessed the meeting until the following day at 9:00 a.m.

WEDNESDAY MINUTES

Kansas State Board of Education
September 10, 2025

Chair Hopkins called the meeting to order at 9:00 a.m. All Board members, Dr. Watson and Attorney Ferguson were present.

PRESENTATION ON ARTIFICIAL INTELLIGENCE AND EDUCATION 1:27
Dr. Jake Steel, Office of the Commissioner

Dr. Steel began by noting that AI is not new. Despite many fears surrounding the topic, it is knowable because it is a science. Our culture is starting to become aware of AI as it becomes part of our everyday life and people fall along a "spectrum" of reaction to AI, Doomsday, Cautious, Pragmatic, Optimistic and All-in. This kind of reaction is typical when any major shift happens, and Dr. Steel led the Board through major changes such as the advent of writing in 3200 BCE, the printing press in 1450, newspapers in 1605, the telegraph, cinema and radio, television, the web, smart phones and "Generative" A.I. in 2022.

In terms of the mission of Kansas education, "..*success (is) through rigorous, quality academic instruction, career training and character development according to each student's gifts and talents*," Dr. Steel laid out four principles to keep in mind when evaluating how AI should be used in schools.

Principle 1: Instruction first. Kansas must keep the main thing the main thing and that is rigorous academic instruction. The priority is high quality, standards-aligned teaching. This will help each student succeed.

Principle 2: Use purpose-built tools for the job. AI is a tool. Just as we use different tools for different jobs, so AI is not used for everything. As we learn what AI does best, we can use it for that purpose.

Principle 3: The framework matters. AI's potential to support teaching, learning and school operations may be overshadowed by unintended consequences such as lack of access, overreliance on automation and data misuse.

Principle 4: AI at its core is a pattern recognition system.

In the coming months, Dr. Steel will continue looking at AI topics:

- What is AI
- Public perception
- Research and reports
- Data privacy and security
- Frameworks for responsible adoption

PRESENTATION ON COMPUTER SCIENCE (CS) EDUCATION IN KANSAS 40:10

Dr. Stephen King, STEM program manager

Dr. King shared the growth of computer science education in Kansas, specifically starting with the Model Computer Science Standards in 2019. The Computer Science Implementation Committee was launched that year and in 2020 they made five recommendations:

1. edicated statewide computer science education position
2. Encourage all schools to offer computer science.
3. Computer science should satisfy a core graduation requirement.
4. Create licensure endorsement.
5. Arrange funding ($1,000,000).

He went through each recommendation and gave an update.

1. He serves as the Education Program Consultant position (merged with the CTE IT Education Program Consultant position in 2020).
2. The PACK Act was initiated by the Kansas State Legislature and has granted approximately $1 million to Kansas Universities and Service Centers, from 2022-2025 to train teachers for computer science high school classes. This funding was ended in 2025.
3. In 2021, the Kanss State Board approved graduation requirements that allowed Computer Science to count as a core math/science credit. In 2024, the Board added an advanced STEM requirement in addition to current 3 credits for math and 3 credits for science.
4. Endorsement standards committee met in 2021 and created standards for endorsement.
5. PACK Act (2022, 2023, 2024) provided:$1,000,000 per year for training entity.
   Specifically aimed at high school teacher preparation.
   Covered costs of training and other expenses for teachers and entities.
   PACK Act did not provide: Coherent definition of computer science requirement.
   Flexibility for KSDE to guide direction or adopt overarching CS education plan.
   Funding for CS in earlier grades.

Multi-year (or summer training) opportunities.

PRESENTATION ON DIGITAL HEALTH AND SAFETY CONCERNS FOR STUDENTS 1:29:55
Katie Kincaid-Longhauser, The Screen Guardians
Kevin Cronister, Detective with Internet Crimes Against Children (ICAC) Task Force in Kansas City Metro Area

Mrs. Kincaid Longhauser began with the two major concerns she sees:

1. Screens Impact on Learning
2. Screens Impact on Health and Safety.

Screens are a distraction to student's learning, taking away their ability to focus. They overstimulate the brain's reward center and under stimulate the brain's judgement and critical thinking area. Screens have an impact on mental and emotional health. They can disrupt sleep, make kids moody and less able to regulate emotions when screen use stops. Screens decrease real-life social interactions; weakening empathy.

In terms of child safety, internet crime is the fastest growing crime in the U.S. and children are the fastest growing victim pool. There are legal obligations to protect kids such as:

- Kansas Children's Internet Protection Act (KS-CIPA)
    - mandates Kansas public school districts employ technology protection measures (e.g., filtering software) to block minors from accessing visual depictions that are child pornography, harmful to minors, or obscene
- Federal Children's Internet Protection Act (CIPA)
    - requires public schools and libraries that receive federal funding to employ technology protection measures and block minors from accessing harmful content.
        - Give at least one public hearing before adopting the policy
        - Monitoring of minors' online use (for schools),
        - Educate minors about safe online behavior, including cyberbullying and social media risks

Detective Cronister stated 60% of teens have received communication online from a stranger and half have communicated back. (from Pew Research 2001) Digital safety risks are: exposure to harmful content, exploitation and predation, and bullying and harassment. There is widespread access to pornography, even on school-owned devices. Boys are most likely to fall victim to financial extortion. Girls are more likely to fall victim to online enticement.

The presenters encouraged the Board to take action. Schools are where students spend

the majority of their time. Educators witness the fallout- declining scores, rising behaviors and safety incidents. Without intervention Kansas schools face widening achievement gaps and escalating safety concerns.

Recommendations:

- Educate teachers, students, & parents on impact of excessive screen use and teach more balanced and healthy ways to use and interact with technology
- Identify potential harm and mitigation strategies for device uses impact on physiological, mental, emotional and social well-being.
- Use tools to assess screen use and its impact on health & safety.
- Empower teachers, parents and students with knowledge for staying safe online using a proactive approach with tips and tools to optimize health and safety.
- Strengthen and increase sense of community and support around technology use
- Critically evaluate technology use, needs and benefits for best practices especially with implementation and use of AI (use Neil Postman's Questions and Approach)

PRESENTATION ON THE PRACTICAL ASPECTS OF STARTING THE SCHOOL YEAR FROM THE ADMINISTRATOR POINT OF VIEW 2:50:45
Dr. Renee Nugent, Deputy Commissioner, Division of Learning Services

Dr. Nugent took the Board through the multitudinous steps, starting in May and June, which are required of a district superintendent to start the school year. These duties encompass legislative statutes, state regulations, federal law and practical matters of running, regulating, maintaining and nurturing a school community. The entire list of steps is available on her PowerPoint.

RECEIVE AND ACT ON RESOLUTION TO DISORGANIZE USD 334 AND ATTACH THE TERRITORY THEREOF TO USDs 273, 333, 224, 37, AND 239 2:18:30
R. Scott Gordon, KSDE General Counsel

Mr. Gordon explained the situation in USD 334, where they have been working over the past year to divide territory between the many adjoining districts.

1. Mrs. Arnold moved that the Kansas State Board of Education suspend the policy of voting on action items a month after receiving the proposed action and vote on the Disorganization item immediately. Mr. Porter seconded the motion. Motion carried

10-0.

2. Chair Hopkins moved to approve the resolution for the proposed disorganization of USD 334 and attach the territory to USDs 273, 333, 224, 379 and 239 as presented. Vice Chair Zeck seconded the motion. Motion carried 10-0.

COMMITTEE REPORTS

Presented late Tuesday afternoon

Mrs. Haas reported that the Policy Committee is working with R. Scott Gordon on school district procedures. Next month they will meet with John Hess about when financial items need to be approved by the Board.

Mrs. Haas reported that the Kansas State School for the Deaf School Improvement Task Force has been meeting on a regular basis. Mrs. Dombrosky and Dr. New are both on that Task Force with her. Last meeting focused on literacy and parents' reading with their children. Dr. New felt there is good fact finding activity on resources for students, teachers and curriculum leaders.

Mrs. O'Brien attended the Kansas Advisory Council for Indigenous Education. The topic of funding was discussed and concerns about the possibility of Haskell closing.

Mr. Porter reported on the Kansas Legislative Task Force on School Funding. He noted they are not as far along in the process as predicted. Goal was to have something to look at. There are no more meetings scheduled this year, but there is time left to work on the formula next year. He also spoke about accountability and the cut scores. He was on the board when the last set up cut scores were set.

BOARD TRAVEL REQUESTS

3:17:38

Mrs. Haas moved that the Kansas State Board of Education approve the Board member travel requests as presented. Mr. Porter seconded the motion. Motion carried 9-0. (Mrs. Arnold was not present).

FUTURE AGENDA REQUESTS

Mrs. Potter:

1. Discuss limit contract periods to one board time period.
2. A review of the US Dept. of Education letters that have been sent out.
3. Persistently Dangerous School Definition. Follow up on definition of *Persistently Dangerous Schools* as reviewed by committee for board discussion.
4. Mrs. Dombrosky: Look over the increase in regulations (using the list Mr. Buie gave the Board)

Mr. Porter: Teacher point of view on screens and technology in the classroom

EXECUTIVE SESSION

3:24:00

Vice Chair Zeck moved the Board go into executive session, Mr. Porter seconded the motion. Motion carried 9-0. There were 10 minutes added. Same motion and result. Mrs. Arnold was not present.

ADDED ITEM: Dr. Watson's intention to retire 3:44:16

Mrs. Haas moved that the Kansas State Board of Education, reluctantly and with the Board's deepest gratitude, to accept Dr. Watson's intent to retire upon the appointment and transition of his successor. Mrs. O'Brien seconded the motion. Motion carried 9-0. Mrs. Arnold was not present.

The Chair adjourned the meeting until the October 14th meeting at 10 a.m.

Cathy Hopkins, Chair

Deborah Bremer, Board Secretary

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Danny Zeck District 1
Melanie Haas District 2
Michelle Dombrosky District 3
Connie O'Brien District 4
Cathy Hopkins District 5
Dr. Beryl A New District 6
Dennis Hershberger District 7
Betty J. Arnold District 8
Jim Porter District 9
Debby Potter District 10

SPECIAL MEETING September 25, 2025 Summary Report Kansas State Board of Education

Purpose of Meeting: To begin the discussion of hiring a new commissioner

The meeting took place in the Boardroom of the Landon Office Building, 900 SW Jackson, Topeka, Kansas at 10:00 – 11:00 a.m. September 25, 2025

Present in Person:
Chair Cathy Hopkins, District 5
Vice Chair Danny Zeck, District 1
Dr. Beryl New, District 6
Melanie Haas, District 2
Connie O'Brien, District 4
Commissioner Randy Watson
Board Secretary Deborah Bremer

Present on Zoom:
Michelle Dombrosky, District 3
Dennis Hershberger, District 7
Betty Arnold, District 8
Debby Potter, District 10
Board Attorney Mark Ferguson

Jim Porter, District 9, was out of the country

The meeting began with the mission statement, moment of prayer or silent reflection and the Pledge of Allegiance. The Chair then explained changes to the Agenda, including adding an action item to establish a 3 person subcommittee to work on a Request for Proposal (RFP) from executive search firms.

Vice Chair Zeck moved that the Kansas State Board of Education approve the agenda. Mrs. Haas seconded the motion. Motion carried 8-1 with Mrs. Potter voting no.

Each board member was given three minutes to share their thoughts on beginning the process of hiring a new commissioner.

Dr. John Hess then came before the Board to explain the RFP process. Any state contract over $25,000 is required to go through the process of having the RFP approved by the Department of Administration and then put out to bid for 30/60/90 days. In this case, Dr. Hess feels it would be for 30 days, as the process needs to begin as soon as possible.

Chair Hopkins and Vice Chair Zeck appointed themselves and Mrs. Dombrosky to work together on a subcommittee that would start the RFP process.

Dr. New moved that the Kansas State Board of Education suspend the rules to take action on the development of a subcommittee to focus on the RFP process. Vice Chair Zeck seconded the motion. **Motion carried 7-1-1 with Mrs. Potter voting no and Mrs. O'Brien voting present no voting.**

Mrs. Haas moved that the Kansas State Board of Education appoint Chair Hopkins, Vice Chair Zeck and Mrs. Dombrosky to work together on a board subcommittee that can supervise the RFP process. Mrs. Dombrosky seconded the motion. **Motion carried 6-3 with Mrs. Arnold, Mrs. Potter and Mr. Hershberger voting no.**

Dr. Hess will work with the subcommittee to submit the paperwork as soon as possible.

Meaning adjourned until 3:00 p.m. October 13th, when the Board will have another Special Meeting to continue this discussion topic.

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Melanie Haas District 2
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Cathy Hopkins District 5
Dr. Beryl A New District 6
Dennis Hershberger District 7
Betty J. Arnold District 8
Jim Porter District 9
Debby Potter District 10

Agenda Tuesday, October 14, 2025

Kansas State Department of Education, Suite 102 (Board Room)

TIME		ITEM	DURATION	PRESENTER
10:00 a.m.		Call to Order and Roll Call Mission Statement, Moment of Silent Reflection or Prayer, Pledge of Allegiance	5 min	Chair Hopkins
10:05 a.m.	(AI)	1. Approval of the minutes of September 2025	5 min	
	(AI)	2. Approval of Agenda	5 min	
	(AI)	3. Approval of Consent Agenda		
		a. Receive monthly personnel report and appointments to unclassified positions		Wendy Fritz, Director, Human Resources
		b. Act on licensure waivers		Shane Carter, Director, Teacher Licensure
		c. Approve date for Board meeting in November of 2026		Deborah Bremer, Board Secretary
10:15 a.m.		4. Citizen's Open Forum	15 min	
10:30 a.m.	(IO)	5. Overview of Tax Credit for Low Income Student Scholarship Program	15 min	Dr. Frank Harwood, Deputy Commissioner
10:45 a.m.	(IO)	6. Annual Report by the Commissioner	45 min	Dr. Randy Watson
11:30 a.m.		LUNCH back at 1:00 p.m.	1.5 hours	
1:00 p.m.	(IO)	7. *Student Photography* of Kansas Agriculture (Kansas State Fair -FFA Exhibits)	10 min	Anthony Meals, FFA, State Advisor
1:10 p.m.	(IO)	8. Presentation: State FFA officers share their impact stories from agriculture education and Kansas FFA Experiences	35 min	Natalie Clark, Anthony Meals, led by the State FFA Officers
1:45 p.m.	(IO)	9. *Reading Corner* Matthes Early Learning Center Harvest of the Month curriculum	15 min	Dr. Laurie Curtis Eryn Davis

Kansas Leads the world in the success of each student.

(AI) Action Item, (RI) Receive Item, (IO) Information Item, * Board Member request

TIME	ITEM	DURATION	PRESENTER
2:00 p.m.	Break	10 min	
2:10 p.m. (IO)	10. Presentation: *KANSANS CAN* Best Practice Awards (5) with photos	20 min	Kelly Chanay, Director, Child Nutrition and Wellness
2:30 p.m. (IO)	11. Presentation: Farm to School Report with Crunch Off	25 min	Eryn Davis, Child Nutrition and Wellness
2:50 p.m. (IO)	12. Presentation: Innovation in local school lunch program in Washington County *	20 min	Denise O'Dea, Superintendent
3:15 p.m.	Break	10 min	
3:25 p.m. (AI)	13. Act on assessment contracts a. Approve Request for Proposal (RFP) for license agreement with Reading/Math resources aligned to the Kansas Assessment Program b. Approve the continuation of work on the Kansas Assessment Program	20 min	Julie Ewing, Asst. Director, Career, Standards and Assessment Services
3:45 p.m. (IO)	14. Annual Report from Kansas State High School Athletic Association (KSHSAA)	20 min	Bill Faflick, Executive Director KSHSAA
4:05 p.m. (IO)	15. Presentation: Survey on School-issued Device use *	15 min	Dr. Jake Steel and Payton Lynn
4:20 p.m.	Break	10 min	
4:30 p.m. (IO)	16. Presentation: AI in Education *	30 min	Dr. Jake Steel
5:00 p.m.	Recess until Wednesday 9 a.m. October 15th		

(AI) Action Item, (RI) Receive Item, (IO) Information Item, * Board Member request

Agenda Wednesday, October 15, 2025

TIME	ITEM	DURATION	PRESENTER
9:00 a.m.	Call to Order		Chair Hopkins
9:00 a.m. (IO)	1. Presentation: Joint Literacy Work with Higher Education and the Kansas State Board of Education	50 min	Dr. Cindy Lane, Blueprint for Literacy, Commissioner Watson
9:45 a.m. (RI)	2. **Receive** Evaluation Review Committee Recommendations	10 min	Dr. Catherine Chmidling, Teacher Licensure
10:00 a.m.	**Break**	**10 min**	
10:10 a.m. (IO)	3. Presentation: Kansas School for the Deaf Report	25 min	Superintendent Luanne Barron, KSD
10:35 a.m. **(AI)**	4. **Act** on the Kansas Schools for the Blind and Deaf Out-of-State Tuition Requests	10 min	Superintendent Luanne Barron, KSD
10:45 a.m. (IO)	5. KSD/KNEA Negotiation Report	15 min	Mark Ferguson, Board Attorney and Board Member Dombrosky
11:00 a.m.(IO/RI)	6. Presentation and Possible Receive Recommendations on Regulation Review	15 min	Dr. Renee Nugent, Deputy Commissioner, Division of Learning Services
11:15 a.m.	**Break**	**10 min**	
11:25 a.m. (IO)	7. Special Education Advisory Committee (SEAC) Quarterly Report	15 min	Dr. Lena Kisner, Chair, SEAC
11:40 a.m.	8. Committee Reports	10 min	
11:50 a.m.	9. Chair Report	10 min	
12:00 p.m. **(AI)**	10. Board Travel Requests	5 min	
12:05 p.m.	11. Board Comments and Future Agenda Requests	10 min	
12:15 p.m.	**Adjourn until WEDNESDAY November 12th at 10 a.m. (Nov 11 is Veterans Day)**		

(AI) Action Item, (RI) Receive Item, (IO) Information Item, * Board Member request

Agenda Number: **3 a.**

Meeting Date: **10/14/2025**

KANSAS STATE DEPARTMENT OF EDUCATION

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Item Title: HR Board Materials

From: Mady Carpenter

HR Board Materials:

-Personnel Count

-Report on Personnel

Agenda Number: 17 a.

Meeting Date: 10/14/2025

KANSAS STATE DEPARTMENT OF EDUCATION

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Item Title: Personnel Report

From: Mady Carpenter, Wendy Fritz

Personnel Report:

Total employees 286 as of pay period ending 9/13/2025. Count includes Board members and part-time employees. It excludes classified temporaries and agency reallocations, promotions, demotions and transfers. Includes employees terminating to go to a different state agency (which are not included in annual turnover rate calculations).

	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Total New Hires	4	4	3									
Unclassified	4	4	3									
Unclassified Regular (leadership)	0	0	0									
Total Separations	5	1	4									
Classified		0	0									
Unclassified	4	1	3									
Unclassified Regular (leadership)	1	0	1									
Recruiting (data on 1st day of month)	2	3	5									
Unclassified	2	3	5									
Unclassified Regular (leadership)	0	0	0									

Josie Smith to the position of Public Service Administrator on the Fiscal Services and Operations Team, effective September 29, 2025, at an annual salary of $52,728.00. This position is funded by the State General Fund.

Aysha Satterlee to the position of Public Service Administrator on the Teacher Licensure Team, effective September 15, 2025, at an annual salary of $46,945.60. This position is funded by the Teacher Licensure Fee Fund.

Hannah Miller to the position of Attorney on the Special Education and Title Services Team, effective September 2, 2025, at an annual salary of $63,000.08. This position is funded by the IDEA Admin.

REQUEST AND RECOMMENDATION FOR BOARD ACTION

Agenda Number: **3 b.**

Staff Initiating:	**Director:**	**Commissioner:**	**Meeting Date:**	**10/14/2025**
Shane Carter	Shane Carter	Randy Watson		

Item Title:

Act on Recommendations for Licensure Waivers

Recommended Motion:

It is moved that the Kansas State Board of Education accept the attached recommendations for licensure waivers.

Explanation of Situation Requiring Action:

SBR 91-31-42 allows any school district to request a waiver from one or more of their accreditation requirements imposed by the State Board. Requests by schools to waive school accreditation regulation SBR 91-31-34 (appropriate certification/licensure of staff) are reviewed by the staff of Teacher Licensure. The district(s) must submit an application verifying that the individual teacher for whom they are requesting the waiver is currently working toward achieving the appropriate endorsement on his/her license. A review of the waiver application is completed before the waiver is recommended for approval.

In accordance with SBR 91-31-42, districts may also submit waivers to extend the number of days a substitute teacher may serve in a position. Districts requesting to extend the number of days are included within the wavier list.

The attached requests have been reviewed by the Teacher Licensure staff and are being forwarded to the State Board of Education for action. If approved, school districts will be able to use the individuals in an area outside the endorsement on their license, and in the area for which they have submitted an approved plan of study. The waiver is valid for one school year.

*First Renewal

**Final Renewal.

org no	org name	first name	last name	subject	recommendation	Teaching Endorsements Held by Educator
D0202	Turner-Kansas City	Glenn	Winkler	Math - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0207	Fort Leavenworth	Melissa	Gummert	Early Childhood Special Education	Approved	EARLY CHILDHOOD EDUCATION (PRK-3); ELEMENTARY EDUCATION (PRK-6); READING SPECIALIST (PRK-12)
D0207	Fort Leavenworth	Sarah	Eason	Low Incidence Special Education	Approved	HIGH-INCIDENCE SPECIAL EDUCATION (6-12); HIGH-INCIDENCE SPECIAL EDUCATION (K-6)
D0216	Deerfield	Jessica	Smith	Early Childhood/Pre-School - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0216	Deerfield	Kalen	Anderson	Music - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0216	Deerfield	Leanna	Garcia	Economics - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0217	Rolla	Tosha	Wasmuth	General Business Topics - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0217	Rolla	Ashlie	Huber	Physical Education - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0217	Rolla	Laura	Hines-Hull	Life Science - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (K-12); EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0229	Blue Valley	Jadyn	Ray	Early Childhood Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0229	Blue Valley	Drew	Thomas	Math - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0229	Blue Valley	Keeley	McVey	High Incidence Special Education	Approved	EARLY CHILDHOOD EDUCATION (PRK-3); EARLY CHILDHOOD UNIFIED (B-K)
D0229	Blue Valley	Raleigh	Peterson	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0229	Blue Valley	Briana	Lowe	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0229	Blue Valley	LaShonda	Brown	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0229	Blue Valley	Emma	Tyshlek	High Incidence Special Education	Approved	ELEMENTARY EDUCATION (PRK-6)
D0229	Blue Valley	Katie	Cooper-Terreros	Low Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0229	Blue Valley	Rebecca	Garretson	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0229	Blue Valley	Britt	Cocumelli	Low Incidence Special Education	Approved*	HIGH-INCIDENCE SPECIAL EDUCATION (6-12); HIGH-INCIDENCE SPECIAL EDUCATION (K-6)
D0229	Blue Valley	Steven	Erbacher	High Incidence Special Education	Approved	HIGH-INCIDENCE SPECIAL EDUCATION (K-6)
D0230	Spring Hill	Laura	Bremerman	Low Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0230	Spring Hill	Chloe	Martin	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0230	Spring Hill	Crystal	Goering	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0230	Spring Hill	Kaylea	Krumm	High Incidence Special Education	Approved	SCIENCE (5-8)
D0230	Spring Hill	Brooke	Davis	High Incidence Special Education	Approved	HISTORY, GOVERNMENT, AND SOCIAL STUDIES (6-12)
D0230	Spring Hill	Christine	Sullivan	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0230	Spring Hill	JoAnn	Hull	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0231	Gardner Edgerton	Crystal	Pennington	High Incidence Special Education	Approved*	ELEMENTARY EDUCATION (K-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (PRK-12)
D0231	Gardner Edgerton	Arrianne	Huff	Early Childhood Special Education	Approved*	ELEMENTARY EDUCATION UNIFIED (K-6)
D0231	Gardner Edgerton	Heather	Howell	Early Childhood Special Education	Approved	ELEMENTARY EDUCATION (K-6); HIGH-INCIDENCE SPECIAL EDUCATION (5-8); HIGH-INCIDENCE SPECIAL EDUCATION (K-6)
D0231	Gardner Edgerton	Marsha	Cooper	Gifted	Approved*	HIGH-INCIDENCE SPECIAL EDUCATION (6-12); HIGH-INCIDENCE SPECIAL EDUCATION (K-6)
D0232	De Soto	Angela	Coleman	Gifted	Approved**	EMERGENCY SUBSTITUTE TEACHER (PRK-12); HISTORY, GOVERNMENT, AND SOCIAL STUDIES (6-12)
D0232	De Soto	Annette	Budimlija	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0232	De Soto	Cimony	Mahoney	English Language Arts - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0232	De Soto	Denise	Williams	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0232	De Soto	Lisa	Veatch	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0232	De Soto	Shannon	Fruehling	Low Incidence Special Education	Approved	HIGH-INCIDENCE SPECIAL EDUCATION (6-12)
D0232	De Soto	Megan	Schock	Early Childhood Special Education	Approved	ELEMENTARY (K-9); INTELLECTUAL DISABILITY (K-9); SPED ENGLISH LANGUAGE ARTS (PRK-12); SPED MATH (PRK-12)
D0232	De Soto	Brenda	Garcia	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0233	Olathe	Tracey	Jankel	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0233	Olathe	Basia	Keller	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0233	Olathe	Rebecca	Brown	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0233	Olathe	Kirstin	Howell	Low Incidence Special Education	Approved	ELEMENTARY EDUCATION (K-6); HIGH-INCIDENCE SPECIAL EDUCATION (K-6)
D0233	Olathe	Mary	Tollie	High Incidence Special Education	Approved	ELEMENTARY (K-9)
D0233	Olathe	Ashkon	Ghafari-Saravi	Low Incidence Special Education	Approved	HIGH-INCIDENCE SPECIAL EDUCATION (6-12); PHYSICAL EDUCATION (PRK-12)
D0233	Olathe	Brett	Gearhart	High Incidence Special Education	Approved	BIOLOGY (6-12); BUILDING LEADERSHIP (PRK-12); GIFTED (6-12); GIFTED (K-6); PHYSICAL EDUCATION (PRK-12)

D0233	Olathe	Heather	Billings	High Incidence Special Education	Approved*	ENGLISH LANGUAGE ARTS (6-12)
D0245	LeRoy-Gridley	Emily	Crabtree	Chemistry	Approved*	ART (PRK-12); SCIENCE (5-8)
D0245	LeRoy-Gridley	Emily	Crabtree	Physics	Approved	ART (PRK-12); SCIENCE (5-8)
D0259	Wichita	Philip	Krum	High Incidence Special Education	Approved**	HEALTH (PRK-12); PHYSICAL EDUCATION (PRK-12)
D0259	Wichita	Naomi	Sevart	Library Media Specialist	Approved**	EARLY - LATE CHILDHOOD GENERALIST (K-6); EARLY CHILDHOOD UNIFIED (B-GRD3); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (K-6); READING SPECIALIST (PRK-12)
D0259	Wichita	Taylor	Albers	Early Childhood Special Education	Approved	HIGH-INCIDENCE SPECIAL EDUCATION (PRK-12); HISTORY, GOVERNMENT, AND SOCIAL STUDIES (6-12)
D0259	Wichita	Traci	Kallhoff	High Incidence Special Education	Approved**	EARTH AND SPACE SCIENCE (6-12)
D0259	Wichita	Rebecca	Simmons	Gifted	Approved*	ENGLISH LANGUAGE ARTS (6-12)
D0259	Wichita	Jace	Porter	Low Incidence Special Education	Approved	HIGH-INCIDENCE SPECIAL EDUCATION (6-12); HIGH-INCIDENCE SPECIAL EDUCATION (K-6)
D0259	Wichita	Abigail	Cronin	Low Incidence Special Education	Approved**	ELEMENTARY EDUCATION (K-6); HIGH-INCIDENCE SPECIAL EDUCATION (PRK-12)
D0259	Wichita	Mollie	Souter	Low Incidence Special Education	Approved**	EARLY CHILDHOOD UNIFIED (B-GRD3); ELEMENTARY EDUCATION (PRK-6)
D0259	Wichita	Rachael	Urban	Low Incidence Special Education	Approved**	HISTORY, GOVERNMENT, AND SOCIAL STUDIES (6-12)
D0259	Wichita	Angelica	Webster	High Incidence Special Education	Approved**	ELEMENTARY EDUCATION (K-6)
D0259	Wichita	Kristin	Minor	High Incidence Special Education	Approved	EARLY - LATE CHILDHOOD GENERALIST (K-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (PRK-12); READING SPECIALIST (PRK-12)
D0259	Wichita	Andrea	Powers	High Incidence Special Education	Approved	ELEMENTARY EDUCATION (PRK-6)
D0259	Wichita	Amber	Hoss	Library Media Specialist	Approved	EARLY - LATE CHILDHOOD GENERALIST (K-6)
D0259	Wichita	Leah	Norton	High Incidence Special Education	Approved**	EARLY - LATE CHILDHOOD GENERALIST (K-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (K-6)
D0259	Wichita	Holly	Collins	High Incidence Special Education	Approved*	ELEMENTARY EDUCATION (K-6)
D0259	Wichita	Rebecca	Jonker	Visual Impaired	Approved*	EARLY CHILDHOOD UNIFIED (B-GRD3); ELEMENTARY EDUCATION (K-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (K-6)

D0259	Wichita	Chrissie	Barker	Library Media Specialist	Approved	EARLY CHILDHOOD EDUCATION (EC-EC); ELEMENTARY (K-9); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (PRK-12); ENGLISH LANGUAGE ARTS (5-8)
D0259	Wichita	Scarlett	Davis	Low Incidence Special Education	Approved	HIGH-INCIDENCE SPECIAL EDUCATION (K-6)
D0259	Wichita	Caitlin	Woolard	High Incidence Special Education	Approved*	EARLY CHILDHOOD UNIFIED (B-GRD3)
D0259	Wichita	Joshua	Ghram	High Incidence Special Education	Approved	BIOLOGY (7-12)
D0259	Wichita	Lara	Dodson	Early Childhood Special Education	Approved*	EARLY - LATE CHILDHOOD GENERALIST (K-6)
D0259	Wichita	Mandy	Kennedy	Early Childhood Special Education	Approved**	EARLY - LATE CHILDHOOD GENERALIST (K-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (K-6)
D0259	Wichita	Heather	Silva	Gifted	Approved	ELEMENTARY EDUCATION (PRK-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (PRK-12)
D0259	Wichita	Rahma	Njoku-Walker	High Incidence Special Education	Approved	BUILDING LEADERSHIP (PRK-12); HIGH-INCIDENCE SPECIAL EDUCATION (6-12)
D0259	Wichita	Guada	Casipong	Low Incidence Special Education	Approved*	ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (6-12); HIGH-INCIDENCE SPECIAL EDUCATION (6-12)
D0259	Wichita	Ngai Lai	Tsoi	Early Childhood Special Education	Approved	EARLY CHILDHOOD EDUCATION (PRK-3)
D0266	Maize	Senaah	Railey	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0266	Maize	Austin	Helton	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0266	Maize	DeAndre	Petty	Social Studies - Middle Level - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0266	Maize	Mary	Slates	Low Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0266	Maize	Patricia	Becker	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0266	Maize	Koby	Bradshaw	Technology Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0266	Maize	Alyza	Heeb	Low Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0266	Maize	Tara	Wade	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0266	Maize	Fulton	Caster	General Science - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0266	Maize	Faith	Moreland	Science - Middle Level - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0290	Ottawa	Breanna	Doubrava	Early Childhood Special Education	Approved**	ELEMENTARY EDUCATION (K-6)
D0290	Ottawa	Sharon	Hafer	High Incidence Special Education	Approved**	ELEMENTARY EDUCATION (K-6)
D0290	Ottawa	Sydney	Bower	High Incidence Special Education	Approved	SCHOOL PSYCHOLOGIST (PRK-12)
D0290	Ottawa	Makaila	Ausemus	Early Childhood Special Education	Approved	ELEMENTARY EDUCATION UNIFIED (K-6); MATHEMATICS (5-8)
D0290	Ottawa	Nicole	Burkdoll	High Incidence Special Education - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0290	Ottawa	Martha	Darter	High Incidence Special Education	Approved**	BUILDING ADMINISTRATOR (K-9); BUILDING LEADERSHIP (PRK-12); ELEMENTARY (K-9); ENGLISH AS A SECOND LANGUAGE (K-9); PHYSICAL EDUCATION (K-9)
D0308	Hutchinson Public Schools	Vannessa	Small	High Incidence Special Education	Approved**	ELEMENTARY EDUCATION (K-6)
D0308	Hutchinson Public Schools	Kylee	Oldham	High Incidence Special Education	Approved*	ELEMENTARY EDUCATION (K-6)
D0308	Hutchinson Public Schools	Sasha	Kunc	High Incidence Special Education	Approved	ELEMENTARY EDUCATION (K-6)
D0308	Hutchinson Public Schools	Kimberly	Estes	High Incidence Special Education	Approved	ENGLISH LANGUAGE ARTS (6-12)
D0353	Wellington	Cassity	Brungardt	Physical Science - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0353	Wellington	Kimberly	Becker	Family and Consumer Science - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0372	Silver Lake	Julie	Brewster	High Incidence Special Education	Approved	EARLY CHILDHOOD EDUCATION (EC-EC); ELEMENTARY (K-9)
D0374	Sublette	Kali	Befort	Math - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0374	Sublette	Vesta	Kunselman	Math - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0374	Sublette	Cinda	Wolf	Physical Education - extension on number of days under an esub.	Approved*	(); (K-12); (PRK-12); EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0374	Sublette	Paige	Torres	Elementary Extension of Days Only - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0385	Andover	Micah	Brown	Gifted	Approved	EARLY - LATE CHILDHOOD GENERALIST (K-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (K-6)
D0405	Lyons	Derek	Burchfield	High Incidence Special Education	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0405	Lyons	Lauren	Prichard	High Incidence Special Education	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Dylan	Huggard	Physical Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Tiffanie	Arthur	English Language Arts	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Stephanie	Geeves	English as a Second Language - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Madeline	Goans	Music	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Stephanie	Gomez	Early Childhood Special Education	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Megan	Peterson	Early Childhood/Pre-School	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Natalie	Henning	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Janessa	Minix	English Language Arts	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Daryl	Sherraden	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Paige	Sherraden	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0405	Lyons	Alexa	Reinhardt	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0417	Morris County	Samantha	Sharp	Family and Consumer Science - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0417	Morris County	Emily	Sommer	Early Childhood/Pre-School - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0417	Morris County	Danielle	Blue	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0417	Morris County	Taylor	Johnson	Spanish - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0417	Morris County	Brandi	Wright	General Science - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0417	Morris County	Ashley	Rivers	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0435	Abilene	Alice	Bathurst	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Isaias	De La Torre	Science - Middle Level - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Logan	Gleason	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Elva	Alvarez	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	SUBSTITUTE TEACHER PRK-12; ELEMENTARY K-6
D0443	Dodge City	Perla	Batres	Math - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0443	Dodge City	Dulce	Ceron Lopez	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	SUBSTITUTE TEACHER PRK-12; ELEMENTARY K-6
D0443	Dodge City	Miranda	Albright	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Sara	Bouchard	English Language Arts - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Jessica	Geurts	Physical Science - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Katherine	Bowden	Music - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Marlys	Balman	Family and Consumer Science - extension on number of days under an esub.	Approved	(); EMERGENCY SUBSTITUTE TEACHER (K-12); EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Noemy	Arias	Health - extension on number of days under an esub.	Approved	SUBSTITUTE TEACHER PRK-12
D0443	Dodge City	Jordan	Hagan	Science - Middle Level - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Magda	Guerrero Ruiz	English Language Arts - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Luke	Barker	English Language Arts - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0443	Dodge City	Robert	Cox	Social Studies - Middle Level - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12); PHYSICAL EDUCATION (PRK-12)
D0443	Dodge City	Erika	Galdamez	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Lucero	Botello	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Samaria	Estrella	Math - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Veronica	Blanco	Social Studies - Middle Level - extension on number of days under an esub.	Approved	SUBSTITUTE TEACHER PRK-12; ELEMENTARY PRK-6
D0443	Dodge City	Adriana	Chavez	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0443	Dodge City	Robert	Brotherton	Technology Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0450	Shawnee Heights	Alondra	Fernandez	Spanish - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0450	Shawnee Heights	Paulina	Berkenmeier	Spanish - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0450	Shawnee Heights	Jordan	Tenpas	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0450	Shawnee Heights	Rachel	Ward	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0450	Shawnee Heights	Eisa	Mondragon	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0450	Shawnee Heights	Rebekah	Halloran	Spanish - extension on number of days under an esub.	Approved	(K-12); EMERGENCY SUBSTITUTE TEACHER (K-12)
D0450	Shawnee Heights	Rachel	Wooten	High Incidence Special Education - extension on number of days under an esub.	Approved	(PRK-12); EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0450	Shawnee Heights	Taylor	Hawkins	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0459	Bucklin	Katie	Brooks	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0464	Tonganoxie	Kassidee	Beadle	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0475	Geary County Schools	Brett	McInroy	High Incidence Special Education	Approved**	HISTORY, GOVERNMENT, AND SOCIAL STUDIES (6-12)
D0475	Geary County Schools	Amir	Barnhardt	High Incidence Special Education	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12); HISTORY, GOVERNMENT, AND SOCIAL STUDIES (6-12)
D0475	Geary County Schools	Meaghan	Wagman	High Incidence Special Education	Approved**	ELEMENTARY EDUCATION (K-6)
D0475	Geary County Schools	Kimberly	Salazar	High Incidence Special Education	Approved*	ELEMENTARY EDUCATION (PRK-6)

D0475	Geary County Schools	Amber	Stevens	Gifted	Approved	ADAPTIVE SPECIAL EDUCATION (K-12); ELEMENTARY (K-9); SPED ENGLISH LANGUAGE ARTS (PRK-12); SPED HISTORY AND GOVERNMENT (PRK-12)
D0475	Geary County Schools	Grace	Mosher	Low Incidence Special Education	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12); PHYSICAL EDUCATION (PRK-12)
D0475	Geary County Schools	Alexandria	Puderbaugh	High Incidence Special Education	Approved	ELEMENTARY EDUCATION (K-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (PRK-12)
D0475	Geary County Schools	Caitlin	Arrieta	High Incidence Special Education	Approved*	ENGLISH LANGUAGE ARTS (6-12)
D0475	Geary County Schools	Cassie	Sandlin	Visual Impaired	Approved*	ELEMENTARY EDUCATION (K-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (PRK-12); HIGH-INCIDENCE SPECIAL EDUCATION (PRK-12)
D0475	Geary County Schools	Hailey	DeRome	High Incidence Special Education	Approved*	FAMILY AND CONSUMER SCIENCE (6-12)
D0475	Geary County Schools	Brittany	Williams	High Incidence Special Education	Approved**	EARLY - LATE CHILDHOOD GENERALIST (K-6)
D0475	Geary County Schools	Josiah	Jahn	High Incidence Special Education	Approved	HISTORY, GOVERNMENT, AND SOCIAL STUDIES (6-12)
D0489	Hays	LaChelle	Fitzmorris	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0489	Hays	Lacey	Davis	Math - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0495	Ft Larned	Tricia	Johnson	High Incidence Special Education - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0495	Ft Larned	Bethany	Steinlage	Spanish - extension on number of days under an esub.	Approved**	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0495	Ft Larned	Ryan	Rohling	High Incidence Special Education - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)

D0497	Lawrence	Ryan	Hood	English Language Arts - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0497	Lawrence	Darrius	Pitts	Math - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0497	Lawrence	Abigail	Ireton	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0497	Lawrence	Brianne	Samuelson	Math - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0497	Lawrence	Stephen	Hudson	High Incidence Special Education	Approved	ENGLISH LANGUAGE ARTS (6-12)
D0497	Lawrence	Andrea	Cowdrey	Science - Middle Level - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0497	Lawrence	Troy	Metzinger	High Incidence Special Education	Approved*	PHYSICAL EDUCATION (PRK-12)
D0497	Lawrence	Laura	Scott	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0497	Lawrence	Laura	Scott	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0605	South Central KS Spec Ed Coop	Jorge	Calleros	High Incidence Special Education	Approved	PHYSICAL EDUCATION (PRK-12)
D0605	South Central KS Spec Ed Coop	Garrett	Higgins	High Incidence Special Education	Approved	ELEMENTARY EDUCATION (K-6)
D0617	Marion County Special Education	Brandi	Hein	High Incidence Special Education	Approved*	ELEMENTARY (K-9)
D0617	Marion County Special Education	Pamela	Chapin	High Incidence Special Education	Approved	ELEMENTARY (K-9); ENGLISH (5-9); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (PRK-12); READING SPECIALIST (PRK-12)
D0617	Marion County Special Education	Oliver	Good	High Incidence Special Education	Approved**	ENGLISH LANGUAGE ARTS (6-12); SPEECH/THEATRE (6-12)

D0617	Marion County Special Education	Amanda	Boswell	High Incidence Special Education	Approved*	ELEMENTARY EDUCATION (PRK-6)
D0637	Southeast Kansas Special Education Interlocal	Marissa	Jentzsch	Elementary Extension of Days Only - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0637	Southeast Kansas Special Education Interlocal	Samuel	Schaper	High Incidence Special Education	Approved	BIOLOGY (8-12); CHEMISTRY (6-12); MATHEMATICS (5-8); SCIENCE (5-8)
D0637	Southeast Kansas Special Education Interlocal	Joshua	Coffman	High Incidence Special Education	Approved*	ENGLISH LANGUAGE ARTS (5-8); MATHEMATICS (5-8)
D0637	Southeast Kansas Special Education Interlocal	Kaitlyn	Olsen	High Incidence Special Education - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0637	Southeast Kansas Special Education Interlocal	Trevor	Little	High Incidence Special Education - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0637	Southeast Kansas Special Education Interlocal	Thomas	Born	Low Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0637	Southeast Kansas Special Education Interlocal	Allison	Rickey	High Incidence Special Education	Approved	ENGLISH LANGUAGE ARTS (6-12)
D0637	Southeast Kansas Special Education Interlocal	Austin	Stapleton	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0637	Southeast Kansas Special Education Interlocal	Nicole	Newkirk	Low Incidence Special Education - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0637	Southeast Kansas Special Education Interlocal	Joseph	Royer	High Incidence Special Education	Approved*	ELEMENTARY EDUCATION (K-6); HISTORY, GOVERNMENT, AND SOCIAL STUDIES (6-12); PHYSICAL EDUCATION (PRK-12)
D0637	Southeast Kansas Special Education Interlocal	Charisse	Smith	High Incidence Special Education	Approved*	EARLY CHILDHOOD UNIFIED (B-K)
D0637	Southeast Kansas Special Education Interlocal	Kayla	Snider	High Incidence Special Education	Approved	ELEMENTARY EDUCATION (K-6)

D0702	Twin Lakes Education Cooperative	Taeghan	Cohorst	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0702	Twin Lakes Education Cooperative	Rebecca	Meader	High Incidence Special Education	Approved**	ELEMENTARY EDUCATION (K-6)
D0702	Twin Lakes Education Cooperative	Laura	Fitzpatrick	High Incidence Special Education	Approved**	ELEMENTARY (K-9); HISTORY, GOVERNMENT, AND SOCIAL STUDIES (5-8)
D0707	Barton Co Coop. Program of Special Services	Hillary	Emerson	Early Childhood Special Education	Approved	EARLY CHILDHOOD EDUCATION (EC-EC)
D0707	Barton Co Coop. Program of Special Services	Elizabeth	Bowman	High Incidence Special Education	Approved	ART (K-12)
D0707	Barton Co Coop. Program of Special Services	Maria	Pasos	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0707	Barton Co Coop. Program of Special Services	McKenzy	Lang	High Incidence Special Education	Approved*	ELEMENTARY EDUCATION (PRK-6)
D0707	Barton Co Coop. Program of Special Services	Kristi	Tucker	High Incidence Special Education	Approved**	ELEMENTARY EDUCATION (K-6); ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (PRK-12)
D0707	Barton Co Coop. Program of Special Services	Ona	Marshall	Early Childhood Special Education - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0707	Barton Co Coop. Program of Special Services	Allison	Adams	High Incidence Special Education - extension on number of days under an esub.	Approved*	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0707	Barton Co Coop. Program of Special Services	Charlene	Melson	High Incidence Special Education - extension on number of days under an esub.	Approved	EMERGENCY SUBSTITUTE TEACHER (PRK-12)
D0715	McPherson County Sp. Ed. Coop.	Ashlon	Chapman	Early Childhood Special Education	Approved	ELEMENTARY EDUCATION (PRK-6); EMERGENCY SUBSTITUTE TEACHER (PRK-12); HIGH-INCIDENCE SPECIAL EDUCATION (K-6)
D0715	McPherson County Sp. Ed. Coop.	Sarah	Frost	Visual Impaired	Approved*	ELEMENTARY EDUCATION (K-6)

D0715	McPherson County Sp. Ed. Coop.	Emma	Webb	Gifted	Approved*	ENGLISH LANGUAGE ARTS (6-12); FAMILY AND CONSUMER SCIENCE (6-12); HISTORY, GOVERNMENT, AND SOCIAL STUDIES (6-12); SPEECH/THEATRE (6-12)
D0715	McPherson County Sp. Ed. Coop.	Christine	Rock	High Incidence Special Education	Approved	ELEMENTARY EDUCATION (PRK-6); EMERGENCY SUBSTITUTE TEACHER (PRK-12)

REQUEST AND RECOMMENDATION FOR BOARD ACTION

Agenda Number: 3. c.

Staff Initiating:	**Director:**	**Commissioner:**	**Meeting Date:**
Deborah Bremer		Randy Watson	10/14/2025

Item Title:

Act on November 2026 Board meeting Date

Recommended Motion:

It is moved that the Kansas State Board of Education approve the changing of the November 2026 date from November 10 and 11 (Tuesday and Wednesday) to November 9 and 10 (Monday and Tuesday) due to Veteran's Day, a state holiday on November 11th.

Explanation of Situation Requiring Action:

The Board voted on the 2026 - 2067 Board meeting monthly dates in July. However, there was a mistake. Wednesday, November 11th is a State Holiday and the State Offices will be closed. The best alternative is to meet on Monday and Tuesday.

Attached is the information from the July Vote and the State Holiday list.

Capitol Building
Room 241 South
Topeka, KS 66612

Kansas
Office of the Governor

Phone: (785) 296-3232
governor.kansas.gov

Laura Kelly, Governor

MEMORANDUM

TO: All State Agencies

FROM: Governor Laura Kelly

DATE: August 20, 2025

SUBJECT: Designated Holidays for 2026

The following are holidays for the state service in calendar year 2026.

New Year's Day	Thursday, January 1, 2026
Martin Luther King, Jr. Day	Monday, January 19, 2026
Memorial Day	Monday, May 25, 2026
Juneteenth National Independence Day	Friday, June 19, 2026
Independence Day	Friday, July 3, 2026
Labor Day	Monday, September 7, 2026
Veterans Day	Wednesday, November 11, 2026
Thanksgiving Holiday	Thursday, November 26, 2026
	Friday, November 27, 2026
Christmas Eve	Thursday, December 24, 2026
Christmas	Friday, December 25, 2026

Employees who are entitled to holidays should receive credit for these holidays in accordance with Kansas Administrative Regulation (K.A.R.) 1-9-2 and Office of Personnel Services Bulletin 05-03. Please note that, in accordance with their regular work schedules, employees will receive holiday credit for either the officially observed or legal holidays, but not both. This applies to the Independence Day holiday, with the officially observed holiday on Friday, July 3, 2026, and the legal holiday on Saturday, July 4, 2026.

In addition to the holidays discussed above, I am authorizing a discretionary holiday for state employees, which is for observance of a holiday or other special day during pay periods attributable to calendar year 2025. Employees may use the 2026 discretionary holiday between Sunday, December 21, 2025, and Saturday, December 19, 2026.

LK:kk

REQUEST AND RECOMMENDATION FOR BOARD ACTION

Agenda Number: 12

Staff Initiating:	**Director:**	**Commissioner:**	**Meeting Date:**	**6/11/2025**
Deborah Bremer		Randy Watson		

Item Title:

Act to approve Kansas State Board of Education meeting dates for 2026-2027

Recommended Motion:

It is moved that the Kansas State Board of Education approve the recommended 2026-2027 dates for Board meetings.

Explanation of Situation Requiring Action:

The dates for the next two years need to be approved by the Board. These dates are then shared and other events can be planned without interfering with the approved schedule.

Board Dates for 2026

January 13 & 14 (adopt annual resolution for 2026)

February 10 & 11

March 10 & 11 (KSD/KSSB) Spring Break 3/16 – 3/22

April 14 & 15 (Easter is April 5)

May 12 & 13

June 9 & 10

July 14 & 15

August 11 & 12

September 8 & 9

October 13 & 14

November 10 & 11

December 8 & 9

Board dates for 2027

January 12 & 13 (annual resolution for 2027)

February 9 & 10

March 9 & 10 (KSD/KSSB) Spring Break 3/15 – 3/21

April 13 & 14

May 11 & 12

June 8 & 9

July 13 & 14

August 10 & 11

September 14 & 15

October 12 & 13

November 9 & 10

December 14 & 15

Agenda Number: 5

Meeting Date: 10/14/2025

KANSAS STATE DEPARTMENT OF EDUCATION

900 S.W. Jackson Street, Suite 102
Topeka, Kansas 66612-1212
(785) 296-3201
www.ksde.org

Item Title: Overview of Tax Credit for Low Income Student Scholarship Program (TCLISSP)

From: Sherry Root

Deputy Commissioner Frank Harwood will provide an overview of the TCLISSP including the responsibilities of KSDE and the State Board. The State Board is notified that one private school, St. Mary's Academy of St. Mary's, KS, has met the requirements and intends to participate in TCLISSP.

Agenda Number: 7

Meeting Date: 10/14/2025

KANSAS STATE DEPARTMENT OF EDUCATION

900 S.W. Jackson Street, Suite 102
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Item Title: Student Photography of Kansas Agriculture (Kansas State Fair -FFA Exhibits)

From: Natalie Clark

Kansas FFA State Fair Photography

At the recent 2025 Kansas State Fair we had 46 entries in the area of Photography for our Kansas FFA members. The photographic collages were documenting the members' various Supervised Agricultural Experiences (SAEs) from across the state.

Agenda Number: 8

Meeting Date: 10/14/2025

KANSAS STATE DEPARTMENT OF EDUCATION
900 S.W. Jackson Street, Suite 102
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(785) 296-3201
www.ksde.org

Item Title: Presentation: State FFA Officers share their impact stories from Agriculture Education and Kansas FFA Experiences

From: Natalie Clark

State Officer Presentation

Our six State FFA Officers will be presenting an overview of School-based Agricultural Education and Kansas FFA; throughout the presentation the State Officers will share personal impact stories from their time in Agricultural Education and how it has influenced them today. Below are the names of the six State FFA Officers:

Lillian Hulse - President (Minneapolis)

Dustin Denton - Vice President (Valley Heights)

Marisa Wasinger - Secretary (Hays)

Maggie Chandler - Treasurer (Neodesha)

Bricen Benyshek - Reporter (Concordia)

Allyson Rietcheck - Sentinel (Eudora)

Agenda Number: 9

Meeting Date: 10/14/2025

KANSAS STATE DEPARTMENT OF EDUCATION

900 S.W. Jackson Street, Suite 102
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Item Title: Reading Corner

From: Deborah Bremer

This month will focus on Farm to Table. Students from Mathes Early Learning Center, USD 345, Seaman, will be present along with their principal Sarah Kruse. Dr. Laurie Curtis will introduce them.

Agenda Number: 12

Meeting Date: 10/14/2025

KANSAS STATE DEPARTMENT OF EDUCATION

900 S.W. Jackson Street, Suite 102
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Item Title: Presentation of Kansans CAN 2024-2025 Best Practice Awards to Child Nutrition Program Recipients -- Kelly Chanay (request photo w/awardees)

From: Sherry Root

The KSDE Child Nutrition & Wellness Kansans CAN 2024-2025 Best Practice Awards reward outstanding practices in Child Nutrition & Wellness Programs that support the Kansans CAN vision. The following Child Nutrition & Wellness Program Sponsors will be honored for outstanding and/or innovative practices:

- **USD 258 Humboldt**- Kansans Can ***Provide Outstanding Customer Service***
- **USD 386 Madison-Virgil**- Kansans Can ***Impact Wellness***
- **USD 445 Coffeyville**- Kansans Can ***Serve Local Foods***
- **JC Family Home Association**-- Kansans Can ***Serve Local Foods***
- **Lakemary Center**- Kansans Can ***Serve Local Foods***

Agenda Number: **11**

Meeting Date: **10/14/2025**

KANSAS STATE DEPARTMENT OF EDUCATION

900 S.W. Jackson Street, Suite 102
Topeka, Kansas 66612-1212
(785) 296-3201
www.ksde.org

Item Title: Farm to School Report with "Crunch Off." Presenter: Eryn Davis (Child Nutrition and Wellness)

From: Sherry Root

CNW will highlight and invite 3 farm to school grantees that have incorporated local agriculture products into child nutrition programs. In recognition of National Farm to School Month in October, State Board members will be given popped sorghum from a local producer to do a “Crunch Off”. Request a photo with board members afterward.

Agenda Number:

Meeting Date: **1/1/0001**

KANSAS STATE DEPARTMENT OF EDUCATION

900 S.W. Jackson Street, Suite 102
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Item Title: Presentation: Innovation in local school lunch program

From: Deborah Bremer

Superintendent Denise O'Dea, Washington County, will share her experience in the local school lunch program and the innovations they were able to implement.

REQUEST AND RECOMMENDATION FOR BOARD ACTION

Agenda Number: 13 a

Staff Initiating:	**Director:**	**Commissioner:**	**Meeting Date:**	**10/14/2025**
Julie Ewing	Beth Fultz	Randy Watson		

Item Title:

Approve Request to Proposal (RFP) for license agreement with Reading/Math resources aligned to the Kansas Assessment Program

Recommended Motion:

It is moved that the Kansas State Board of Education authorize the Commissioner of Education to enter into a contract with the recommended vendor resulting from the bidding process required by the Department of Administration and Division of Purchasing for the purpose of providing a product linked to English Language Arts and mathematics scale score on the Kansas state summative assessments and resources for students, parents, and teacher aligned to the scientific measure of a student's reading or mathematics ability with a contract amount not to exceed $1.5 million through June 30, 2031.

Explanation of Situation Requiring Action:

The Kansas State Department of Education (KSDE) is issuing this Request for Proposal to obtain competitive responses from vendors. The contract will be issued for a licensing agreement from July 1, 2026, through June 30, 2031.

The vendor will provide a scientific approach to measuring reading ability and reading materials and mathematical achievement and concept/application solvability. The measure should be linked to English Language Arts and mathematics scale score on the Kansas state summative assessments. For instructional purposes, the measures should be reported at the student and classroom levels. The measures should appear on reports that are sent home to parents and reports that are provided to the current grade-level teacher and/or the next grade-level teacher. The measure will be added to individual student score reports and used in peer review for summative assessment approval.

During the term of this agreement the vendor will provide access to online resources for students, parents, and teachers that are aligned to the scientific measure of a student's reading or mathematics ability.

Background/History: Previously the Kansas State Department of Education has had multi-year contracts with MetaMetrics for these products, services, and resources. The Department of Administration requires a bid for these services seeking the provider to provide approval for bid.

REQUEST AND RECOMMENDATION FOR BOARD ACTION

Agenda Number: 13 b

Staff Initiating:	**Director:**	**Commissioner:**	**Meeting Date:**	**10/14/2025**
Julie Ewing	Beth Fultz	Randy Watson		

Item Title:

Approve the Continuation of work on the Kansas Assessment Program

Recommended Motion:

It is moved that the Kansas State Board of Education authorize the Commissioner of Education to contract with the University of Kansas for the purpose of providing the state assessments to students in accredited schools. The contract will provide development of new items, test administration, score reporting, psychometrics, and some released items annually. This contract is for three years from July 1, 2026, and would not exceed $6,000,000 annually.

Explanation of Situation Requiring Action:

The Kansas State Department of Education (KSDE) is committed to maintaining a balanced assessment system, emphasizing the provision of equitable resources to support diverse assessment opportunities. We firmly believe that such a system offers a thorough and effective framework for evaluating student learning.

Currently Assessment and Technology Solutions (ATS) at the University of Kansas contracts for all state assessment products and services. Both Kansas state statute and federal regulations require students attending public schools to be assessed annually on content knowledge and skills. The Kansas State Board of Education and the Kansas State Department of Education believe the balanced assessment systems approach to testing provides the best evaluation of student performance. The balanced assessment system approach includes mini-tests, interims, and summative assessments aligned to Kansas content standards. All Kansas assessments are delivered to students on a single platform (Kite) and all reports related to the assessments are also available for parents, teachers and administrators on the Kite platform. It is a one-stop shop for all testing and reporting for Kansas schools. Work would include development of test items, test administration, scoring, psychometrics, and score reporting. By continuing to use the same testing platform and vendor to develop additional test items, some items could be released annually.

Agenda Number: **14**

Meeting Date: **10/14/2025**

KANSAS STATE DEPARTMENT OF EDUCATION

900 S.W. Jackson Street, Suite 102
Topeka, Kansas 66612-1212
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Item Title: Annual Report from Kansas State High School Athletic Association KSHSAA

From: Deborah Bremer

Bill Faflick, Executive Director, KSHSAA, will give his annual report about the state of athletics in Kansas high schools.

Agenda Number: 15

Meeting Date: 10/14/2025

KANSAS STATE DEPARTMENT OF EDUCATION
900 S.W. Jackson Street, Suite 102
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Item Title: School-Issued Device Use Survey

From: Payton Lynn

The Kansas State Board of Education is pursuing a three-part approach to better understand the relationship between technology and education: student screen time, artificial intelligence (AI), and school-issued devices.

Student Screen Time: In July 2024, the Board established the Blue Ribbon Task Force on Student Screen Time. The Task Force's research and recommendations were presented to the Board in November 2024 and formally accepted by a 10–0 vote in December 2024. In June 2025, a statewide survey was distributed to superintendents to gather information on district policies regarding personal electronic devices. The results, presented in July 2025, provided a clearer picture of how districts are approaching device use.

Artificial Intelligence (AI): To stay informed about emerging tools and their impact on schools, the Board receives monthly presentations on AI. This ongoing learning series ensures members have up-to-date knowledge as the technology continues to evolve.

School-Issued Devices: The third focus area examines how district-owned devices are being used in Kansas schools. On September 25, 2025, a survey was distributed to all superintendents to collect information on school-issued device use inside and outside classrooms. The data will show how devices are used across grade levels, subject areas, and districts. The attached PDF outlines the survey's purpose, key terms, and questions. Aggregate results and next steps will be presented to the Board at the October 2025 meeting.

District-Owned Device Survey - Fall 2025

Purpose: The purpose of the District-Owned Device Survey is to understand the current state of school-issued device use in and out of Kansas classrooms. KSDE seeks to learn about the extent to which school-issued devices are being used across grade levels, subject areas, and districts.

Definition of school-issued devices: This survey asks specifically about school-issued, district-owned devices. These include computers or other devices assigned specifically to students, available within a classroom for regular student use, or otherwise provided to students by the school. This does not include student-owned devices like personal cell phones.

The survey: The survey includes a total of 20 optional items covering the extent to which students in PreK - 12th grade have access to and use school-issued devices for instruction, non-instruction and homework. It may be helpful to review the survey prior to completing it to ensure you have all of the information needed. This is a district-level survey; one response per district is expected. **The survey collection window is September 25th - October 2nd.**

How the data will be used: This data will be aggregated at the state level and shared with the State Board of Education and KSDE Leadership. Participation in the survey may be reported by district, indicating those districts that did and did not submit a response. The data will help inform future discussions and guidance on the use of school-issued devices in Kansas schools.

* 1. Use the dropdown to select your district name and number. Select "Other" to report your district if you cannot find it in this list.

District-Owned Device Survey - Fall 2025

School-issued Device Access

The following items ask about PreK - 12th grade student access to school-issued devices. Respond to each item considering your whole district.

2. Please indicate the grade levels, if any, in which students are provided school-issued devices. *Check all that apply.*

- [ ] PreK
- [ ] K-2
- [ ] 3-5
- [ ] 6-8
- [ ] 9-12

3. Do families have the option to opt out of receiving a school-issued device?

- ◯ Yes
- ◯ No

4. Please indicate the grade levels, if any, in which students are permitted to take their school-issued devices home. *Check all that apply.*

- [ ] PreK
- [ ] K-2
- [ ] 3-5
- [ ] 6-8
- [ ] 9-12

5. Do families have the option to opt out of permitting their student to take a school-issued device home?

- ◯ Yes
- ◯ No

6. How does your district address the needs of students without reliable home internet access? *Check all that apply.*

- ☐ Hotspot distribution
- ☐ Extended school/library access hours
- ☐ No specific strategy
- ☐ Other (please specify)

District-Owned Device Survey - Fall 2025

Instructional Use

The following items ask about the *instructional use* of school-issued devices across grade levels and subject areas. The last item on this page, #14, asks about non-instructional use of school-issued devices. Please respond to each item to the best of your ability.

7. To what extent do teachers have discretion in deciding when and how students use school-issued devices for learning in the classroom?

- ◯ No autonomy
- ◯ Limited autonomy
- ◯ Some autonomy
- ◯ Full autonomy
- ◯ Autonomy varies by grade level/school

8. *Think about a typical day for your PreK - 5th grade students.*
On average, how much **instructional time during the school day** do students use school-issued devices for instruction?

	None, no instructional time spent on school-issued devices	Less than 30 minutes	30 - 60 minutes	1 - 2 hours	2 - 3 hours	3 hours or more
PreK	◯	◯	◯	◯	◯	◯
K - 2	◯	◯	◯	◯	◯	◯
3 - 5	◯	◯	◯	◯	◯	◯

9. *Now think about a typical day for your 6 - 12th grade students.*
On average, how many **class periods per day** do students use school-issued devices during instructional time?

	None, no instructional time spent on school-issued devices	1 class period	2 class periods	3 class periods	4 class periods	5 class periods	6 class periods	7 class periods	8 class periods
6 - 8	◯	◯	◯	◯	◯	◯	◯	◯	◯
9 - 12	◯	◯	◯	◯	◯	◯	◯	◯	◯

10. What are the *most common* ways that school-issued devices are being used **during instruction**?

	PreK	K - 2	3 - 5	6 - 8	9 - 12
Personalized learning platforms (e.g., math/reading software)	☐	☐	☐	☐	☐
Research and information gathering	☐	☐	☐	☐	☐
Writing and productivity (e.g., word processing, presentations, spreadsheets)	☐	☐	☐	☐	☐
Collaboration and communication (e.g., discussion boards, shared documents)	☐	☐	☐	☐	☐
Assessment and testing	☐	☐	☐	☐	☐
Creativity and design (e.g., video, audio, coding, art)	☐	☐	☐	☐	☐
Digital learning games	☐	☐	☐	☐	☐
School-issued devices are not used during instruction	☐	☐	☐	☐	☐

11. How would you describe the *primary instructional role* of school-issued devices in your district?

	Core/daily instruction	Supplemental support (e.g., Tier 2/Tier 3 instruction)	Assessment/test delivery	School-issued devices play no role
PreK	◯	◯	◯	◯
K - 2	◯	◯	◯	◯
3 - 5	◯	◯	◯	◯
6 - 8	◯	◯	◯	◯
9 - 12	◯	◯	◯	◯

12. Which subject areas frequently integrate school-issued devices into instruction? *Check all that apply.*

	PreK	K - 2	3 - 5	6 - 8	9 - 12
No subject areas	☐	☐	☐	☐	☐
English Language Arts	☐	☐	☐	☐	☐
Math	☐	☐	☐	☐	☐
Science	☐	☐	☐	☐	☐
Social Studies	☐	☐	☐	☐	☐

13. *Think about a typical week for your PreK - 12th grade students.* On average, what percent of homework assignments require the use of a school-issued device?

	25% or less	26 - 50%	51 - 75%	76 - 100%	None, no homework assignments require the use of a school-issued device
PreK	◯	◯	◯	◯	◯
K - 2	◯	◯	◯	◯	◯
3 - 5	◯	◯	◯	◯	◯
6 - 8	◯	◯	◯	◯	◯
9 - 12	◯	◯	◯	◯	◯

14. When are school-issued devices *most commonly* used for **non-instructional purposes**?

- [ ] During independent work
- [ ] During transitions
- [ ] Passing periods
- [ ] Lunch
- [ ] Study hall/advisory
- [ ] School-issued devices are not used for non-instruction

District-Owned Device Survey - Fall 2025

Perceived Impacts

The following items ask you to rate the extent to which the use of school-issued devices, for instructional purposes, have impacted a variety of areas for PreK - 12th grade students in your district.

15. To what extent has the use of school-issued devices for instruction impacted **student engagement in the classroom** for PreK - 12th grade students in your district?

	Extremely negative impact	Somewhat negative impact	No noticeable impact	Somewhat positive impact	Extremely positive impact
PreK	◯	◯	◯	◯	◯
K - 2	◯	◯	◯	◯	◯
3 - 5	◯	◯	◯	◯	◯
6 - 8	◯	◯	◯	◯	◯
9 - 12	◯	◯	◯	◯	◯

16. To what extent has the use of school-issued devices for instruction impacted **student learning outcomes, academic performance** for PreK - 12th grade students in your district?

	Extremely negative impact	Somewhat negative impact	No noticeable impact	Somewhat positive impact	Extremely positive impact
PreK	◯	◯	◯	◯	◯
K - 2	◯	◯	◯	◯	◯
3 - 5	◯	◯	◯	◯	◯
6 - 8	◯	◯	◯	◯	◯
9 - 12	◯	◯	◯	◯	◯

17. To what extent has the use of school-issued devices for instruction impacted **attention span** for PreK - 12th grade students in your district?

	Extremely negative impact	Somewhat negative impact	No noticeable impact	Somewhat positive impact	Extremely positive impact
PreK	◯	◯	◯	◯	◯
K - 2	◯	◯	◯	◯	◯
3 - 5	◯	◯	◯	◯	◯
6 - 8	◯	◯	◯	◯	◯
9 - 12	◯	◯	◯	◯	◯

18. To what extent has the use of school-issued devices for instruction impacted **classroom behavior** for PreK - 12th grade students in your district?

	Extremely negative impact	Somewhat negative impact	No noticeable impact	Somewhat positive impact	Extremely positive impact
PreK	◯	◯	◯	◯	◯
K - 2	◯	◯	◯	◯	◯
3 - 5	◯	◯	◯	◯	◯
6 - 8	◯	◯	◯	◯	◯
9 - 12	◯	◯	◯	◯	◯

19. To what extent has the use of school-issued devices for instruction impacted **school climate** for PreK - 12th grade students in your district?

	Extremely negative impact	Somewhat negative impact	No noticeable impact	Somewhat positive impact	Extremely positive impact
PreK	◯	◯	◯	◯	◯
K - 2	◯	◯	◯	◯	◯
3 - 5	◯	◯	◯	◯	◯
6 - 8	◯	◯	◯	◯	◯
9 - 12	◯	◯	◯	◯	◯

20. Would you be interested in participating in facilitated focus groups with other districts to discuss school-issued device use?

◯ No, not at this time

◯ Yes - please share your email address below

District-Owned Device Survey - Fall 2025

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Agenda Number: 16

Meeting Date: 10/14/2025

KANSAS STATE DEPARTMENT OF EDUCATION

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Item Title: Presentation on AI in Education

From: Deborah Bremer

Dr. Jake Steel will continue his monthly presentations on Artificial Intelligence in Education.

Agenda Number: **1**

Meeting Date: **10/14/2025**

KANSAS STATE DEPARTMENT OF EDUCATION

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Item Title: Presentation on Literacy Issues in Higher Education, Teacher Training (Dr. Cynthia Lane, KBOR)

From: Deborah Bremer

Dr. Lane, Kansas Board of Regents, will present information about literacy issues in higher education and teacher training in reading.

Agenda Number: **WED 2**

Meeting Date: **10/15/2025**

KANSAS STATE DEPARTMENT OF EDUCATION
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Item Title: Receive recommendations of the Evaluation Review Committee for higher education accreditation and program approvals

From: Catherine Chmidling

The Evaluation Review Committee is submitting the following recommendations to the State Board regarding educator preparation provider accreditation for Pittsburg State University and program approvals for Emporia State University, Fort Hays State University, University of Kansas, Washburn University and Wichita State University.

The educator preparation accreditation and program review processes are guided by Kansas regulations 91-1-70a, 91-1-230, 91-1-231, 91-1-232, 91-1-234, 91-1-235, and 91-1-236, authorized by and implementing Article 6, Section 2(a) of the Kansas Constitution. The current regulations were first adopted in 1997 and 2004, and have been revised and updated regularly as-needed.

The educator preparation provider accreditation review process relies on peer review by trained education practitioners from P12 and higher ed, who review the preparation provider for alignment to the provider accreditation standards which have been adopted by the State Board of Education. The alignment review includes examination of programs of study; alignment explanations, assessment instruments; collected data, analyses, and interpretations; policies and procedures for recruiting, admission, retention, and program completion; partnerships with P12 schools; stakeholder input and co-creation of preparation design including clinical experiences; feedback from preparation completers and employers; data-driven changes and their results; and the provider's quality assurance system.

The program review process relies on peer review by trained education practitioners from P12 and higher ed, who review the preparation provider's specific license/endorsement preparation program for alignment to the license/endorsement preparation standards which have been adopted by the State Board of Education. The alignment review includes examination of programs of study; alignment explanations and assessment instruments.

Following the institutional application and receipt of accreditation materials or program reports, review teams of trained evaluators were appointed to review the educator preparation provider or programs for the above institutions based on adopted State Board policies, procedures and regulations. These are available for review by any member or members of the State Board.

Each review team's report and each institution's response to the report, along with the institutional reports, were submitted to the Evaluation Review Committee (ERC) of the Teaching and School Administration Professional Standards Advisory Board. The Evaluation Review Committee consists of P12 educators, P12 administrators, and higher ed administrators, and forms a second peer review oversight committee which reviews each educator preparation provider's unit accreditation, license and endorsement preparation programs' alignment to the appropriate preparation standards.

The ERC, in accordance with procedures adopted by the State Board, prepared written initial recommendations

regarding the appropriate status to be assigned to each education preparation provider or program.

Each initial recommendation was submitted to the educator preparation institution and the institution was given 30 days to request a hearing to appeal the initial recommendation. For each of the providers, the ERC offered the opportunity for a hearing and prepared a written final recommendation regarding the appropriate status to be assigned to the educator preparation provider or program. These final recommendations have been submitted to appropriate representatives of the educator preparation institutions and are now submitted to the State Board, as attached, for consideration and approval of the ERC recommendations for program status.

A copy of the regulations covering this process is also attached. Staff will be on hand to answer any questions. These recommendations are planned to be presented in November as an Action item.

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September 23, 2025

To: Dr. Randy Watson, Commissioner

From: Evaluation Review Committee

Subject: Final Recommendations for Accreditation for Pittsburg State University

Introductory Statement:

On September 15, 2025, the Evaluation Review Committee reviewed the application for educator preparation provider accreditation for Pittsburg State University College of Education.

Documents that were received and considered include the Institutional Self-Study Report, Visitation Team Formative Feedback Report, Institutional Addendum, Visitation Team Final Report, and EPP Visit evidence.

ACCREDITATION RECOMMENDATION

Recommend "Accreditation" status through December 31, 2032:

Standards R1, R3, R5, Initial
Areas for Improvement
None

Standards AR1-AR4, Advanced
Areas for Improvement
None

AFI R2.2: The EPP provided limited evidence that it evaluated high-quality school-based clinical educators who demonstrated a positive impact on candidates' development and diverse P-12 student learning and development. (component R2.2)

Rationale R2.2: Although school-based clinical educators perceived that they were efficacious in their mentorship by being asked repeatedly to serve as a mentor, the EPP did not provide summarized data by clinical educator or groups of clinical educators that provided insight into the clinical educators' positive impact on candidates' development and diverse P-12 student learning and development. It appears that these data are gathered through candidate surveys but the data were not presented during the virtual visit for review by the site team.

AFI R4.1: The EPP provided limited evidence to demonstrate how it ensured completers effectively contributed to P-12 student-learning growth (component R4.1).

Rationale R4.1: Site visit team members were unable to locate sufficient data or summary evidence to demonstrate that program completers effectively contribute to P-12 student-learning growth. Completer and employer self-perception data are inconsistent with direct measures of P-12 student impact.

AFI AR5.2: The EPP's Quality Assurance System provided limited evidence it relied on representative measures to ensure interpretations of data were consistent. (component RA5.2)

Rationale AR5.2: The EPP provided minimal evidence documenting reliability studies for its advanced preparation programs. No reliability data were provided, documenting three cycles of data, for the EPP created assessments for all advanced programs.

Standard R1-R5, AR1-AR5
Stipulations
None

Standards	Initial	Advanced
R/AR 1: Content and Pedagogical Knowledge	Met	Met
R/AR 2: Clinical Partnerships and Practice	Met	Met
R/AR 3: Candidate Quality, Recruitment, and Selectivity	Met	Met
R/AR 4: Program Impact	Met	Met
R/AR 5: Provider Quality Assurance and Continuous Improvement	Met	Met

Next Accreditation Review: Fall 2031

Previous Areas for Improvement (AFI)
Initial: October 09, 2018
Advanced: November 22, 2021

Standards 1-5, Initial
Areas for Improvement; Stipulations
None

Standards A1-A5, Advanced
Areas for Improvement; Stipulations
None

ACCREDITATION REVIEW PROCESS

The responsibilities of the Commissioner and State Board regarding unit accreditation under regulations 91-1-231(d), 91-1-232b and 91-1-70a are as follows:

KSDE's Evaluation Review Committee (ERC) renders accreditation and program approval recommendations for the initial teacher preparation and advanced program levels of the unit. When Kansas has an institution that wishes to initiate a teacher preparation program for the first time, the State Board begins the accreditation process by authorizing a review of documents during a visit to that unit to determine the capacity of that unit to deliver quality preparation programs. After the initial visit, ERC will recommend one of the following accreditation decisions:

Limited Accreditation. This accreditation decision indicates that the unit has the ability to meet the requirements of an educator preparation education institution and the capacity to develop programs for the preparation of educators and has three years before a full accreditation visit is conducted.

Denial of Accreditation. This accreditation decision indicates that the unit has pervasive problems that limit its ability to offer quality programs that adequately prepare quality candidates.

In addition, the Evaluation Review Committee of KSDE and the Accreditation Council of CAEP render separate recommendations/decisions for institutions undergoing their first joint accreditation visit and a continuing accreditation visit. The following accreditation decisions apply to all institutions seeking accreditation.

ACCREDITATION DECISIONS AFTER A CONTINUING ACCREDITATION VISIT

After a continuing accreditation visit, the ERC will render one of the following decisions:

Accreditation. This accreditation decision indicates that the unit meets each of the five KSDE standards for unit accreditation. Areas for improvement may be cited, indicating problems warranting the institution's attention. In its subsequent annual reports, the unit may describe progress made in addressing the areas for improvement cited in KSDE's and/or CAEP's action letters in preparation for its next visit. The next on-site visit is scheduled for seven years following the semester of the continuing accreditation visit.

When one level of the unit receives continuing accreditation and a new level is accredited for the first time, the next accreditation visit will be in seven years if the state agency has agreed to a seven-year cycle of reviews.

Accreditation with Stipulation. This accreditation decision indicates that the unit has met the KSDE standards but has problems that limit its capacity to offer quality programs that adequately prepare candidates.

If accreditation with stipulation is granted, the unit must schedule a documents review two years after the accreditation-with-stipulation decision was rendered. The unit must address the concerns noted in the decision. Following the documents review, the ERC will (1) continue accreditation or (2) revoke

accreditation. If accreditation is continued, the next on-site visit is scheduled for five years after the semester of the documents review; seven years from the earlier full visit.

Probationary Accreditation. This accreditation decision indicates that the unit does not meet one or more of the KSDE standards, and has pervasive problems that limit its capacity to offer quality programs that adequately prepare candidates.

If probationary accreditation is granted, the unit must schedule an on-site visit within two years of the semester in which the probationary decision was rendered. The unit must address all KSDE standards in effect at the time of the probationary review. Following the on-site review, the ERC will (1) continue accreditation or (2) revoke accreditation. If accreditation is continued, the next on-site visit is scheduled for five years after the semester of the probationary visit; seven years from the earlier full visit.

Revocation of Accreditation.[3] Following a comprehensive site visit that occurs as a result of an ERC recommendation to accredit with probation or to accredit with conditions, this accreditation decision indicates that the unit does not meet one or more of the KSDE standards, and has pervasive problems that limit its capacity to offer quality programs that adequately prepare candidates.

[3]Accreditation can also be revoked by action of the ERC under the following circumstances: (1) following an on-site visit by an accreditation team initiated by a complaint made to KSDE or CAEP; (2) following an on-site visit by an accreditation team initiated by KSDE or CAEP based on concerns arising from an EPP's Annual Report; (3) following a motion from the Kansas State Board of Education or President of CAEP to revoke accreditation on grounds that an accredited unit (a) no longer meets preconditions to accreditation, including but not limited to loss of state approval and/or regional accreditation; (b) refuses to pay the fees that it has been assessed (CAEP); (c) misrepresents its accreditation status to the public; (d) has falsely reported data and/or plagiarized information submitted for accreditation purposes; or (e) fails to submit annual reports or other documents required for accreditation.

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September 17, 2025

To: Dr. Randy Watson, Commissioner

From: Evaluation Review Committee

Subject: Final Recommendations for program approvals for Emporia State University

Introductory Statement:

On September 15, 2025, the Evaluation Review Committee reviewed applications for program approvals for Emporia State University.

Documents that were received and considered include program review submissions, rejoinders, and final team reports.

PROGRAM APPROVAL RECOMMENDATIONS

Recommend "Approved" status for Emporia State University programs through December 31, 2032:

Art PreK-12, I, continuing
- Areas for Improvement
- Standards 1-7
- None

Elementary (Traditional) PreK-6, I continuing
- Areas for Improvement
- Standards 1-7, Science of Reading
- None

Elementary (MS) PreK-6, I continuing
- Areas for Improvement
- Standards 1-7, Science of Reading
- None

Library Media Specialist PreK-12, I continuing
- Areas for Improvement
- Standards 1-6
- None

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September 16, 2025

To: Dr. Randy Watson, Commissioner

From: Evaluation Review Committee

Subject: Final Recommendations for new program approval for Fort Hays State University

Introductory Statement:

On September 15, 2025, the Evaluation Review Committee reviewed an application for new program approval for Fort Hays State University.

Documents that were received and considered include the Institutional Program Report, Program Rejoinder, and KSDE Team Report.

PROGRAM APPROVAL RECOMMENDATIONS

Recommend "New Program Approved with Stipulation" status for the following Fort Hays State University program through December 31, 2027:

Innovative Elementary PreK-6 competency, new program proposal
Areas for Improvement:
Standards 1-8 (2024 standards – Science of Reading embedded)
None

Proposed new programs can be given the status of 'new program approved with stipulation' or 'not approved.'

New programs may be approved-with-stipulation for 2 years during which they are operationalized (extendable to a third year if not yet operationalized). A progress report is due after the second semester of operation to address the new program stipulation.

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September 16, 2025

To: Dr. Randy Watson, Commissioner

From: Evaluation Review Committee

Subject: Final Recommendations for program approval for the University of Kansas

Introductory Statement:

On September 15, 2025, the Evaluation Review Committee reviewed an application for program approval for the University of Kansas.

Documents that were received and considered include the program progress report.

PROGRAM APPROVAL RECOMMENDATIONS

Recommend removing the new-program stipulation and extending "Approved" status for the following program through December 31, 2026:

Innovative Low Incidence LRL PreK-12
Areas for Improvement:
Standards 1-7
None

Next continuing programs' review: Fall 2026

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September 17, 2025

To: Dr. Randy Watson, Commissioner

From: Evaluation Review Committee

Subject: Final Recommendations for program approval for Washburn University

Introductory Statement:

On September 15, 2025, the Evaluation Review Committee reviewed an application for program approval for Washburn University.

Documents that were received and considered include the Institutional Program Report, Program Rejoinder, and KSDE Team Report.

PROGRAM APPROVAL RECOMMENDATIONS

Recommend "Approved" status for the following Washburn University program through December 31, 2030.

Early Childhood Unified B-3, I continuing
Areas for Improvement
Standards 1-8, Science of Reading
None

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September 17, 2025

To: Dr. Randy Watson, Commissioner

From: Evaluation Review Committee

Subject: Final Recommendations for program approval for Wichita State University

Introductory Statement:

On September 15, 2025, the Evaluation Review Committee reviewed an application for program approval for Wichita State University.

Documents that were received and considered include the program progress report.

PROGRAM APPROVAL RECOMMENDATIONS

Recommend removing the new-program stipulation and extending "Approved" status for the following program through December 31, 2029:

Elementary Education Unified (Elem UG), I, K-6
Areas for Improvement:
Standards 1-11, Sci Reading
None

Next continuing programs' review: Fall 2029

PROGRAM REVIEW PROCESS

KSDE's Evaluation Review Committee (ERC) renders program approval recommendations for the initial teacher preparation and advanced program levels of an educator preparation provider (EPP).

PROGRAM DECISIONS

New program approval decisions are:
- New Program Approved with Stipulation
- Not Approved.

Renewal program decisions are:
- Approved
- Approved with Stipulation
- Not Approved.

The responsibilities of the Commissioner and State Board regarding program approval are under regulations 91-1-234, 91-1-235 and 91-1-236.

91-1-234. Innovative or experimental programs.

(a) Any teacher education institution desiring to offer an innovative or experimental program to prepare personnel for positions for which no program currently exists, or to utilize a new approach or method for the preparation of education personnel in an existing program, shall submit a written application to the state board for consideration for approval of the proposed program. The application shall include the following:
(1) A written statement of the purpose and objectives of the proposed program;
(2) documentation of the need for the proposed program;
(3) a written statement of the competencies to be acquired by persons who complete the proposed program. These competencies shall include the knowledge and skills required for a beginning teacher or other school professional. This statement of competencies shall be based upon the purpose and objectives of the program;
(4) a written description of the curricula to be used in the proposed program;
(5) a written statement of the administrative structure for governance of, and responsibility for, the proposed program. This statement shall include a designation of the appropriate division, school, college, or department within the institution to act within the framework of general institutional policies on all matters relating to the program. The statement shall also include a designation of the financial and human resources that will be dedicated to the program during its initial five years of operation; and
(6) a timetable that specifies the following information:
(A) The sequence of activities that will occur;
(B) the anticipated schedule of evaluative checkpoints;
(C) identification of competencies to be acquired by the students; and
(D) provisions for program design changes, if necessary, at selected intervals in the program.
The timetable shall give the approximate dates on which periodic program reports are to be submitted to the appropriate institutional officials and the state board.

(b) Each teacher education institution offering an innovative or experimental program shall provide for continuing evaluation of the program, including performance criteria and follow-up at specified intervals. The provisions concerning evaluation of the program shall include a definition and specification of the kinds of evidence that will be gathered and reported. Each evaluation shall provide information to identify areas in the program that need improvement and to suggest new directions for program development. (Authorized by and implementing Article 6, Section 2(a) of the Kansas Constitution; effective Aug. 10, 2007.)

91-1-235. Procedures for initial approval of teacher education programs.

(a) Application.

(1) Each teacher education institution that desires to have any new program approved by the state board shall submit an application for program approval to the commissioner. The application shall be submitted at least 12 months before the date of implementation.

(2) Each institution shall submit with its application a program report containing a detailed description of each proposed program, including program coursework based on standards approved by the state board, and the performance-based assessment system that will be utilized to collect performance data on candidates' knowledge and skills. Each program report shall be in the form and shall contain the information prescribed by the commissioner. The program report shall include confirmation that the candidates in the program will be required to complete the following successfully:

(A) Coursework that constitutes a major in the subject at the institution or that is equivalent to a major;

(B) at least 12 weeks of student teaching; and

(C) a validated preservice candidate work sample.

(b) Review team. Upon receipt of a program report, a review team shall be appointed by the commissioner to analyze the program report. The chairperson of the review team shall be designated by the commissioner. The number of review team members shall be determined by the commissioner, based upon the scope of the program to be reviewed. Any institution may challenge the appointment of a review team member. The institution's challenge shall be submitted in writing and received by the commissioner no later than 30 days after the notification of review team appointments is sent to the institution. Each challenge to the appointment of a review team member shall be only on the basis of a conflict of interest.

(c) Program review process.

(1) In accordance with procedures adopted by the state board, a review team shall examine and analyze the proposed program report and shall prepare a report expressing the findings and conclusions of the review team. The review team's report shall be submitted to the commissioner. The report shall be forwarded by the commissioner to an appropriate representative designated by the teacher education institution.

(2) Any institution may prepare a response to the review team's report. This response shall be prepared and submitted to the commissioner no later than 45 days of receipt of the review team's report. Receipt of the review team's report shall be presumed to occur three days after mailing. The review team's report, any response by the institution, and any other supporting documentation shall be forwarded to the evaluation review committee by the commissioner.

(d) Initial recommendation. The evaluation review committee, in accordance with procedures adopted by the state board, shall prepare a written initial recommendation regarding the appropriate status to be assigned to the proposed program, which shall include a statement of the findings and conclusions of the evaluation review committee. The recommendation shall be submitted to an appropriate representative designated by the teacher education institution and to the commissioner.

(e) Request for hearing.

(1) Within 30 days of receipt of an initial recommendation of the evaluation review committee, the teacher education institution may submit a written request by certified mail to the evaluation review committee for a hearing before the committee to appeal the initial recommendation. Receipt of the initial recommendation of the evaluation review committee shall be presumed to occur three days after mailing. This request shall specify, in detail, the basis for the appeal, including an identification of each item disputed by the institution.
(2) If a request for a hearing is submitted, the evaluation review committee shall conduct a hearing. The committee shall then prepare a written final recommendation regarding the appropriate status to be assigned to the proposed program, which shall include a statement of the findings and conclusions of the evaluation review committee. The final recommendation shall be submitted to an appropriate representative designated by the teacher education institution and to the commissioner. The final recommendation shall be submitted by the commissioner to the state board for its consideration and determination.
(3) If a request for a hearing is not submitted by certified mail within the time allowed under paragraph (e) (1), the initial recommendation of the evaluation review committee shall become the final recommendation of the review committee. The committee's final recommendation shall be submitted by the commissioner to the state board for its consideration and determination.
(f) Approval status. Each new program shall be approved with stipulation or not approved.
(g) Annual report.
(1) If a new program is approved with stipulation, the institution shall submit a progress report to the commissioner within 60 days after completion of the second semester of operation of the program and thereafter in each of the institution's annual reports that are due on or before July 30.
(2) Each progress report shall be submitted by the commissioner to the evaluation review committee for its examination and analysis. Following review of the progress report, the evaluation review committee may remove any areas for improvement and change the status to approved until the institution's next program review.
(h) Change of approval status.
(1) At any time, the approval status of a teacher education program may be changed by the state board if, after providing an opportunity for a hearing, the state board finds that the institution either has failed to meet substantially the program standards or has materially changed the program. For just cause, the duration of the approval status of a program may be extended by the state board. The duration of the current approval status of a program shall be extended automatically if the program is in the process of being reevaluated by the state board. This extension shall be counted as part of any subsequent approval period of a program.
(2) At the time of an institution's next on-site visit, the new program shall be reviewed pursuant to K.A.R. 91-1-236.
(3) For licensure purposes, each teacher education program that is approved with stipulation shall be considered to be approved. (Authorized by and implementing Article 6, Section 2(a) of the Kansas Constitution; effective Aug. 6, 2004; amended Aug. 12, 2011; amended July 7, 2017.)

91-1-236. Procedures for renewing approval of teacher education program.

(a) Application for program renewal.
(1) Each teacher education institution that desires to have the state board renew the approval status of one or more of its teacher education programs shall submit to the commissioner an application for program renewal. The application shall be submitted at least 12 months before the expiration of the current approval period of the program or programs.

(2) Each institution shall also submit a program report, which shall be in the form and shall contain the information prescribed by the commissioner. The program report shall be submitted at least six months before the expiration of the current approval period of the program or programs. The program report shall include confirmation that the candidates in the program will be required to complete the following:
(A) Coursework that constitutes a major in the subject at the institution or that is equivalent to a major; and
(B) at least 12 weeks of student teaching.
(b) Review team. Upon receipt of a complete program report, a review team shall be appointed by the commissioner to analyze the program report. The chairperson of the review team shall be designated by the commissioner. The number of review team members shall be determined by the commissioner, based upon the scope of the program or programs to be reviewed. An institution may challenge the appointment of a review team member only on the basis of a conflict of interest.
(c) Program review process.
(1) In accordance with procedures adopted by the state board, each review team shall examine and analyze the program report and prepare a review report expressing the findings and conclusions of the review team. The review team's report shall be submitted to the commissioner. The report shall be forwarded by the commissioner to an appropriate representative of the teacher education institution.
(2) Any institution may prepare a written response to the review team's report. Each response shall be prepared and submitted to the commissioner within 45 days of receipt of the review team's report. The review team's report, any response filed by the institution, and any other supporting documentation shall be forwarded by the commissioner to the evaluation review committee.
(d) Initial recommendation. The evaluation review committee, in accordance with procedures adopted by the state board, shall prepare a written initial recommendation regarding the appropriate status to be assigned to the program or programs, which shall include a statement of the findings and conclusions of the evaluation review committee. The recommendation shall be submitted to an appropriate representative of the teacher education institution and to the commissioner.
(e) Request for hearing.
(1) Within 30 days of the receipt of an initial recommendation of the evaluation review committee, the teacher education institution may submit a written request to the commissioner for a hearing before the evaluation review committee to appeal the initial recommendation of the committee. This request shall specify, in detail, the basis for the appeal, including an identification of each item disputed by the institution.
(2) If a request for a hearing is submitted, the evaluation review committee shall conduct a hearing. The committee shall then prepare a written final recommendation regarding the appropriate status to be assigned to the program or programs, which shall include a statement of the findings and conclusions of the evaluation review committee. The final recommendation shall be submitted to an appropriate representative of the teacher education institution and to the commissioner. The final recommendation shall be submitted by the commissioner to the state board for its consideration and determination of program approval status according to paragraph (f)(1).
(3) If a request for a hearing is not submitted within the time allowed under paragraph (1) of this subsection, the initial recommendation of the evaluation review committee shall become the final recommendation of the review committee. The committee's final recommendation shall be submitted by the commissioner to the state board for its consideration and determination.
(f) Approval status.
(1) The status assigned to any teacher education program specified in this regulation shall be approved, approved with stipulation, or not approved.

(2) Subject to subsequent action by the state board, the assignment of approved status to a teacher education program shall be effective for seven academic years. However, the state board, at any time, may change the approval status of a program if, after providing an opportunity for a hearing, the state board finds that the institution either has failed to meet substantially the program standards adopted by the state board or has made a material change in a program. For just cause, the duration of the approval status of a program may be extended by the state board. The duration of the approval status of a program shall be extended automatically if the program is in the process of being reevaluated by the state board.

(3) (A) If a program is approved with stipulation, that status shall be effective for the period of time specified by the state board, which shall not exceed seven years.

(B) If any program of a teacher education institution is approved with stipulation, the institution shall include in an upgrade report to the commissioner the steps that the institution has taken and the progress that the institution has made during the previous academic year to address the deficiencies that were identified in the initial program review.

(C) The upgrade report shall be submitted by the commissioner to the evaluation review committee for its examination and analysis. After this examination and analysis, the evaluation review committee shall prepare a written recommendation regarding the status to be assigned to the teacher education program for the succeeding academic years. The recommendation shall include a statement of the findings and conclusions of the evaluation review committee. The recommendation shall be submitted to an appropriate representative of the teacher education institution and to the commissioner. If the institution does not agree with this recommendation, the institution may request a hearing according to the provisions in subsection (e).

(D) For licensure purposes, each teacher education program that is approved with stipulation shall be considered to be approved.

(4) Students shall be allowed two full, consecutive, regular semesters following the notification of final action by the state board to complete a program that is not approved. Summers and interterms shall not be counted as part of the two regular semesters. Students who finish within these two regular semesters may be recommended for licensure by the college or university. (Authorized by and implementing Article 6, Section 2(a) of the Kansas Constitution; effective Aug. 6, 2004; amended Aug. 12, 2011.)

Agenda Number: **14**

Meeting Date: **9/9/2025**

KANSAS STATE DEPARTMENT OF EDUCATION

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Item Title: Overview and sharing Budget Request to Legislature with the State Board

From: Luanne Barron

Superintendent Luanne Barron will provide a brief overview of the Kansas School for the Deaf (KSD) and share the school's budget request to the legislature for the next school year.

REQUEST AND RECOMMENDATION FOR BOARD ACTION

Agenda Number: 4

Staff Initiating:	**Director:**	**Commissioner:**	**Meeting Date:**	**10/15/2025**
Superintendents Barron and Harding		Randy Watson		

Item Title:

Act on Item Out-Of-State Tuition Increase for the Kansas School for the Deaf and the Kansas School for the Blind

Recommended Motion:

It is moved that the Kansas State Board of Education approve the proposed tuition rate increases for out-of-state students at the Kansas School for the Deaf and the Kansas State School for the Blind. The proposed new rates for the 2026-2027 school year would be as follows:

Day Services: An increase from $40,000.00 to $50,000.00 per student.

Dormitory Services: An increase from $20,000.00 to $25,000.00 per student.

Explanation of Situation Requiring Action:

This document proposes a necessary increase in the out-of-state tuition rates for students attending the Kansas School for the Deaf (KSD) and the Kansas State School for the Blind (KSSB), starting in the 2026-2027 school year. The proposed increase aims to address a significant financial discrepancy that has developed due to prolonged inflation, ensuring the continued provision of high-quality, specialized educational services.

Current Financial Context

Since at least 2013, the out-of-state tuition rates have remained unchanged at $40,000.00 per student for day services, with an additional $20,000.00 for students residing in the dormitory. Over this same period, the cumulative inflation rate has been an estimated 38.3%, causing a substantial gap between the tuition collected and the actual cost of providing services. While out-of-state school districts cover transportation and some paraprofessional support, the schools themselves bear the majority of the costs, including certified teachers, specialized equipment, food, and all other indirect expenses.

Justification for Rate Adjustment

The current tuition rates are no longer sufficient to cover the rising operational costs of our highly specialized programs. The provided services—including instruction from certified teachers of the deaf and blind, access to state-of-the-art adaptive technology, and residential care—are unique and essential for student success. The tuition has not kept pace with the economic pressures of inflation, which has impacted everything from salaries and benefits for staff to the cost of specialized educational materials, mandated related services, and building maintenance. In-state students do not pay tuition because their education is funded by Kansas state tax dollars, which directly support the KSD and KSSB. Out-of-state students, however, are not covered by Kansas taxpayers, so their families or home states are responsible for paying tuition. This ensures that Kansas residents receive the benefit of the state taxes they contribute, while still allowing students

from other states access to specialized programs.

Proposed Rate Increase
To mitigate the financial shortfall and ensure the sustainability of our programs, we propose a 25% increase in out-of-state tuition rates for both schools. The proposed new rates for the 2026-2027 school year would be as follows:

Day Services: An increase from $40,000.00 to $50,000.00 per student.

Dormitory Services: An increase from $20,000.00 to $25,000.00 per student.

This adjustment is a fiscally responsible step that acknowledges the financial realities of our operations while maintaining a reasonable cost for out-of-state districts. The proposed rates would help bridge the funding gap and allow our schools to continue providing the exceptional level of care and education that students with sensory disabilities deserve.

Ongoing Tuition Adjustment To prevent the need for future, one-time tuition increases and to ensure that the out-of-state tuition rates accurately reflect the ongoing costs of operation, we propose that the approved tuition rates be adjusted annually. The adjustments will be equal to the annual percent increase to the Base Aide for Student Excellence (BASE) as defined in K.S.A. 72-5132. Beginning with the 2027-2028 school year, the tuition rates for both day and dormitory services will be increased each year by the percentage change in the BASE. This annual adjustment will be applied on July 1st of each year. The BASE is adjusted by a three year average of the Consumer Price Index for all urban consumers in the Midwest region (CPI-U) as published by the US Department of Labor. The CPI-U is a standard measure of inflation that tracks the average change in prices paid by urban consumers for a basket of consumer goods and services. By linking our tuition to BASE funding increases, we can ensure the financial health and long-term sustainability of our programs while providing predictability for out-of-state districts.

We ask the State Board of Education to approve the proposed tuition rate increases for out-of-state students at the Kansas School for the Deaf and the Kansas State School for the Blind. This measure is crucial for the financial health of the schools and for our ability to continue serving a vulnerable student population with the highest standards of excellence.

REQUEST AND RECOMMENDATION FOR BOARD ACTION

Agenda Number: 5

Staff Initiating:	**Director:**	**Commissioner:**	**Meeting Date:** 10/15/2025
Deborah Bremer		Randy Watson	

Item Title:

Act to Ratify the Kansas School for the Deaf and Kansas National Education Association negotiated agreement

Recommended Motion:

It is moved that the Kansas State Board of Education ratify the negotiated agreement between the Kansas School for the Deaf and the Kansas National Education Association as presented.

Explanation of Situation Requiring Action:

See attached.

KSD Summary of Tentative Agreement by Topic (as agreed by the Parties on 9/3/25)

1. **Compensation, Departure from Past Practice & Salary Schedule**

   In year 1 (School year 25-26), the Parties recommend an increase to the salary schedule of $6,000.00 per cell to the KSD salary schedule matrix. This is an increase in compensation which is greater than the amount previously requested by KSD for Fiscal Year (FY) 2026, which has been approved by the Kansas Legislature. The increase will establish a minimum starting salary of $50,000.00.

   KSD agrees to pursue a Supplemental Funding Allocation request of incremental cost to get to the $6K/cell request by KNEA for FY 26 (School year 25-26). This request is through a Change Package to the Kanas Division of Budget and the KS Legislature pursuant to the published budget authorization procedures.

   In year 2 of the Negotiated Agreement (NA), KSD will seek Budget Enhancement for School year 26-27 (FY 27) to get a 2.5% increase for the entire salary schedule. This percentage increase is *greater than* the percentage (%) increase that Olathe KNEA agreed to for the 25-26 school year negotiated agreement.

2. **187 Contract Days vs. 181 Contract Days**

   All contracts issued by KSD will provide for a minimum of 187 Contract Days, with additional days (over 187 Contract Days) paid at the published daily contract rate or the published supplemental contract rate. The six (6) additional Contract Days for FY 26 would be allocated as provided in the separate written summary. Generally, the six (6) additional days are allocated between three (3) additional Instructional and Student Contact Days and three (3) additional Professional Development Days (PDD). This would increase the number of Professional Development Days at KSD from 9 to 12.

3. **Professional Development**; Pilot Program for 1 Flex Day

   The Parties will recommend to the Professional Development Council (PDC) that one (1) of the additional Professional Development Days (PDD) be designated as a "flex-day." The guidelines for a flex day will be determined by the Professional Development Council in accordance with the written and approved Professional Development Plan. The single day "flex-day" concept for PDD is a Pilot Program for one of the PDD at the end of the 25-26 School year and at a time to be determined during the 26-27 School year. The final decision for approval of the details and guidelines for implementation of a "flex day" will be within the authority of the PDC.

4. **Supplemental Salary Schedule**

No additional increases for the FY 26 (25-26) Salary Schedule but KSD agrees to request Budget Enhancement for FY 27 to accomplish several increases. The Parties will rely on the revised chart and supplemental salary schedule published. The amount of $45K to cover the Supplemental Salary Schedule will be included in the FY 27 Budget request, for use in the Fall of 2026. There are other categories of compensation listed in the Supplemental Salary Schedule.

5. **ASL Stipends for Proficiency**

KSD will include a budget request in the FY 27 Budget Request for an American Sign Language (ASL) one-time stipend of additional pay for ASL proficiency. The estimated amount to be included in the FY 27 Budget request is $40,000.00. The budget request will not be enough to cover the request of $2,500 for all employees of KSD during the 26-27 school year (FY 27) both from a funding perspective and from a testing/administration standpoint. The funding request would be contained within the FY 27 Supplemental Contract request; The details regarding amount ($) per employee, testing, and implementation will be determined by the Administration. Administration reserves the right to prioritize the classification of employee eligibility as well as prioritizing the use of ASL Stipends as a recruitment incentive for new hires.

6. **KSD Staff ASL Development Program**

A Staff ASL proficiency and development plan has been discussed for many years. The discussion advanced and evolved into a comprehensive plan document. This establishes a minimum level of bi-lingual proficiency (sign language and verbal) for each category of employee at KSD.

7. **Inclement Weather Policy** [IWN]

The Inclement Weather Policy would substantially change the current practice. The new plan would be for KSD to follow Olathe closure schedule. This means KSD would close and there would not be instructional time for students during KSD closure due to inclement weather. KSD will provide a flat rate of $150.00 for the 8 people needed to work to cover the dorm during 2nd and 3rd shifts. This applies to any staff who provide the coverage required to supervise students when KSD closes. Certified Personnel are no longer required to use PTO leave.

8. **Term of Agreement**

2-Year Agreement. If approved, the Negotiated Agreement would cover School Year 25-26 and School Year 26-27. Formal negotiations would start again in early 2027.

Summary of Tentative Agreement for **Compensation and Salary Schedule**, September 3, 2025

The following is summary of the tentative agreement reached between KSD and KNEA for Salary Schedule adjustments for the current year, FY 26:

1. KSD will request a Supplemental Funding Allocation for current FY 26, which is school year 25-26 (through a "Change Package") from the Kansas Division of Budget for supplemental budget enhancement ("Supplemental Budget Request"). The Supplemental Budget Request is due by 9/15/25.
2. The Supplemental Budget Request is an after-the-fact additional Budget Enhancement requesting additional funding of $170,598.32 (which is the incremental cost; the amount representing the difference between the $6K increase per cell requested by the KNEA for the current year above the amount already approved in the FY 26 budget allocation). This additional supplemental budget enhancement would meet the request of KNEA Negotiation team of a $6,000.00 increase per cell for the FY 26 salary schedule.
3. This Supplemental Budget Request is for certified personnel only. There are fifty (50) Bargaining Unit Employees scheduled to be employed for FY 26. This includes the three (3) unfilled positions (Instructional Coach and Academic Support Coach).
4. This is a "request only" and not a guarantee.
5. It is recognized that the Supplemental Budget Request will be submitted to the KS Office of Management and Budget by the deadline of 9/15/25, which is prior to the approval vote or ratification decision. Both Negotiation Teams are recommending approval by the KNEA Bargaining Unit and ratification by the State Board.
6. This extraordinary process is a 1-time special request, used in this instance for an additional budget enhancement to cover the incremental increase to the salary schedule over and above what has been requested and approved in the KSD Budget for FY 26.
7. In the interest of transparency and full disclosure, there are other categories included in the financial request. Additional categories increase the amount of the Supplemental Budget Request, anticipated to be in excess of $715,000.00.
8. If approved by the Division of Budget, the additional budget enhancement would provide an additional increase for Salaries in FY 26. The additional funding would be accepted by KNEA and KSD and would be incorporated into salary schedules for FY 26.
9. The Request for $6K increase through the Supplemental Budget Request is *only* being made with the condition that the Contract Days for FY 26 be increased from 181 to 187 days. The increase in contract days from 181 to 187 has already received tentative approval by both Negotiation Teams.
10. The six (6) additional Contract Days for FY 26 will be allocated as provided in the separate written summary. Generally, the six (6) additional days are allocated between three (3) additional Instructional and Student Contact Days and three (3) additional Professional Development Days (PDD). This increases the number of Professional Development Days at KSD from 9 to 12.

11. Because the 25-26 academic calendar has already been established, the six (6) additional Contract Days will be added to the end of the 25-26 academic calendar. Best efforts will be utilized by the parties on placement and usage of these additional unanticipated days on the 25-26 academic calendar.
12. If the Supplemental Budget Request is not approved for 25-26, the Parties agree to the FY 26 salary schedule already approved for FY 26.
13. If the Supplemental Budget Request is approved, the Negotiated Agreement would be for a 2-year term on all subjects, including the topic of Salary Schedule (the FY 27 budget work also begins in September 2025).
14. All contracts issued by KSD would provide for a minimum of 187 Contract Days, with additional days (over 187 Contract Days) to be paid at the published daily contract rate or the published supplemental contract rate.
15. KSD will maintain its current salary schedule matrix without adjustment of columns or rows. With the increase from 181 days to 187 days, there is no need for future "conversion" (the term used to explain the mathematical adjustment required to convert Olathe salaries from 187 days to KSD 181 days).
16. In year 2 of the Negotiated Agreement (NA), KSD will seek Budget Enhancement for School year 26-27 (FY 27) to get a 2.5% increase for the entire salary schedule. This percentage increase is *greater than* the percentage (%) increase that Olathe KNEA agreed to for the 25-26 school year negotiated agreement. (Note: the resulting FY 27 Salary Schedule for KSD will not necessarily match the FY 27 Salary Schedule for Olathe. The resulting cells will not be the same, b/c the $6K per cell has already been included in the FY 26 increase).
17. KSD will increase the value of the contracts indicated in the salary schedule Chart by an amount to be determined in the FY 27 budget request. The current request assumes a 2.5% across the Board increase.
18. It is understood and agreed that any future budget request is simply a request by KSD. The ultimate authority is the Kansas Legislature. Absent extraordinary circumstances, KSD agrees to follow all appeal procedures for the budget requests described herein.
19. All funding for certified personnel is Subject to Appropriations and Funding.

Explanation of **Compensation Percentage Increase for Year 2:** September 22, 2025

The following is an Explanation of Methodology and Math to support the Compensation Percentage Increase for Year 2.

1. When the Parties discussed the terms of a possible Tentative Agreement, the percentage referenced was a rough estimate only. It was clearly and explicitly stated that the percentage was an estimate.
2. The underlying premise of year 2 of a salary schedule increase and adjustment was to follow a certain methodology, fully explained while the Parties were negotiating, not lock into a specific percentage of increase.
3. Year 2 of a tentative agreement of the revised Negotiated Agreement would impact the school year 25-26 (FY 27).
4. In year 2 of the Negotiated Agreement (NA), KSD will seek Budget Enhancement for School year 26-27 (FY 27) to get a 2.5% increase for the entire salary schedule.
5. This percentage increase is *greater than* the percentage (%) increase that Olathe KNEA agreed to for the 25-26 school year negotiated agreement.
6. It has been clearly noted that the resulting FY 27 Salary Schedule for KSD will not necessarily match the FY 27 Salary Schedule for Olathe. The resulting cells will not be the same, b/c the $6K per cell has already been included in the FY 26 increase.
7. Questions have arisen regarding the proposed salary increase for year 2 and the associated percentage of increase. This memo explains the increase and uses specific numbers from the actual Olathe Salary Schedules for school year 24-25 (FY 25) as compared with school year 25-26 (FY 26), which are attached for reference.
8. When reviewing and interpreting the Olathe Salary Schedules, they must be reviewed and analyzed wholistically. This means that specific individual cells cannot be used, out of context with the entirety of the salary schedule.
9. When reviewing the Olathe Salary Schedule, it must be recognized that Step 1 has been removed from the Olathe Salary Schedule. Other adjustments have been made to the Olathe Salary Schedule, which are not necessary made to the KSD Salary Schedule matrix format.
10. For comparative purposes, and when confirming the methodology and mathematical computation of the year over year percentage increase, use the following representative cell comparator: BS + 12, Step 2
    a. 2025-26 @ BS + 12, Step 2 = $50,779
    b. 2024-25 @ BS + 12, Step 2 = $49,955
11. This example is representative of the changes across the pay schedule matrix. Only 1 cell (BS, Step 2) computes to a percentage increase in excess of 3.0%. Relying upon the single cell does not accurately represent the percentage increase in the Professional Pay Salary Schedule for Olathe Public Schools, from 2024-25 to 2025-26. See attached.

12. Compute the difference and convert to a percentage:
    a. $ 50,779 - $ 49,955 = $824
    b. $ 824 / the old number = 0.01649
    c. Convert it to a % out of 100
    d. 1.65% [Technically, the percentage is 1.649%]
13. Using this example, **the year over year percentage increase is 1.65%.**
14. The 1.65% increase is <u>not</u> what was used or recommended by KSD Administration. Instead, KSD Administration unilaterally pushed the percentage increase to 2.5%.
15. The 1.65% increase <u>only</u> accounts for Olathe's column-to-column comparison movement from 2024-2025 to 2025-2026. This does not include the step movement. *Minimally*, all bargaining unit members will move down a step, except for one staff member who is maxed out on the BS+24 scale.
16. The 2.5 % increase for 2026-2027, which KSD Superintendent Barron approved, also <u>does not</u> account for the step movement.

Appendix A

2025-26 OLATHE PUBLIC SCHOOLS

Professional Pay Salary Schedule, Other Benefits Impacting Compensation

2025-2026 SALARY SCHEDULE • OLATHE PUBLIC SCHOOLS UNIFIED SCHOOLS DISTRICT NO. 233

STEP	BS Salary	BS+12 Salary	BS+24 Salary	MS Salary	MS+12 Salary	MS+24 Salary	MS+36 Salary	MS+48 Salary	MS+60 Salary	Doctorate Salary
2	$50,100*	$50,779	$52,258	$56,202	$57,188	$58,174	$59,160	$60,146	$61,132	$63,104
3	$50,100*	$51,566	$53,068	$57,073	$58,074	$59,076	$60,077	$61,078	$62,080	$64,082
4	$50,840	$52,365	$53,891	$57,958	$58,975	$59,991	$61,008	$62,025	$63,042	$65,075
5	$51,628	$53,177	$54,726	$58,856	$59,889	$60,921	$61,954	$62,986	$64,019	$66,084
6	$52,428	$54,001	$55,574	$59,768	$60,817	$61,866	$62,914	$63,963	$65,011	$67,108
7	$53,241	$54,838	$56,436	$60,695	$61,760	$62,824	$63,889	$64,954	$66,019	$68,149
8	$54,066	$55,688	$57,310	$61,636	$62,717	$63,798	$64,880	$65,961	$67,042	$69,205
9	$54,391	$56,551	$58,199	$62,591	$63,689	$64,787	$65,885	$66,983	$68,081	$70,278
10	$54,717	$57,428	$59,101	$63,561	$64,676	$65,791	$66,906	$68,021	$69,137	$71,367
11	$55,045	$58,318	$60,017	$64,546	$65,679	$66,811	$67,943	$69,076	$70,208	$72,473
12	$55,376	$59,222	$60,947	$65,547	$66,697	$67,847	$68,997	$70,147	$71,296	$73,596
13	$55,708	$59,577	$61,892	$66,563	$67,730	$68,898	$70,066	$71,234	$72,402	$74,737
14	$56,042	$59,935	$62,851	$67,594	$68,780	$69,966	$71,152	$72,338	$73,524	$75,895
15	$56,378	$60,294	$63,825	$68,642	$69,846	$71,051	$72,255	$73,459	$74,663	$77,072
16	$56,717	$60,656	$64,814	$69,706	$70,929	$72,152	$73,375	$74,598	$75,821	$78,266
17	$57,057	$61,020	$65,203	$70,787	$72,028	$73,270	$74,512	$75,754	$76,996	$79,480
18	$57,399	$61,386	$65,595	$71,884	$73,145	$74,406	$75,667	$76,928	$78,189	$80,712
19	$57,744	$61,755	$65,988	$72,998	$74,279	$75,559	$76,840	$78,121	$79,401	$81,963
20	$58,090	$62,125	$66,384	$74,129	$75,430	$76,730	$78,031	$79,331	$80,632	$83,233
21	$58,439	$62,498	$66,782	$75,278	$76,599	$77,920	$79,240	$80,561	$81,882	$84,523
22	$58,789	$62,873	$67,183	$76,445	$77,786	$79,128	$80,469	$81,810	$83,151	$85,833
23	$59,142	$63,250	$67,586	$77,630	$78,992	$80,354	$81,716	$83,078	$84,440	$87,164
24	$59,497	$63,630	$67,992	$78,833	$80,216	$81,599	$82,983	$84,366	$85,749	$88,515
25	$59,854	$64,011	$68,400	$80,055	$81,460	$82,864	$84,269	$85,673	$87,078	$89,887
26	$60,213	$64,395	$68,810	$80,536	$81,949	$83,361	$84,774	$86,187	$87,600	$90,426
27	$60,574	$64,782	$69,223	$81,019	$82,440	$83,862	$85,283	$86,704	$88,126	$90,969
28	$60,938	$65,171	$69,638	$81,505	$82,935	$84,365	$85,795	$87,225	$88,655	$91,514
29	$61,303	$65,562	$70,056	$81,994	$83,432	$84,871	$86,309	$87,748	$89,186	$92,063
30	$61,671	$65,955	$70,476	$82,486	$83,933	$85,380	$86,827	$88,274	$89,722	$92,616
31	$62,041	$66,351	$70,899	$82,981	$84,437	$85,892	$87,348	$88,804	$90,260	$93,172
32	$62,413	$66,749	$71,325	$83,479	$84,943	$86,408	$87,872	$89,337	$90,801	$93,731
33	$62,788	$67,149	$71,753	$83,980	$85,453	$86,926	$88,400	$89,873	$91,346	$94,293
34	$63,165	$67,552	$72,183	$84,484	$85,966	$87,448	$88,930	$90,412	$91,894	$94,859
35	$63,544	$67,957	$72,616	$84,990	$86,481	$87,973	$89,464	$90,955	$92,446	$95,428
36	$63,925	$68,365	$73,052	$85,500	$87,000	$88,500	$90,000	$91,500	$93,000	$96,000
37	$64,308	$68,775	$73,490	$86,013	$87,522	$89,031	$90,540	$92,049	$93,558	$96,576
38	$64,694	$69,188	$73,931	$86,529	$88,047	$89,566	$91,084	$92,602	$94,120	$97,156
39	$65,082	$69,603	$74,375	$87,049	$88,576	$90,103	$91,630	$93,157	$94,684	$97,739

**A base salary of $49,300 shall be utilized to index all other cells and where the base is referenced elsewhere in the Agreement. The salary floor for any cell is $50,100.*

Note: Each step of the schedule beyond 39 will increase by an index of 0.006.
Contracts longer than 187 days are calculated based on this schedule's daily rate.

Additional compensation benefits provided by the Olathe Board of Education in addition to the Professional Pay Salary Schedule:

~**Health Insurance:** Three Individual employee plans provided at no cost to the employee (minimum $750/month value) and a $140/month Health Savings Account contribution provided by district for the $3,200 HDHP. Additionally, the Board supplements the cost of family insurance. Amount of supplements dependent upon plan chosen by staff member.
~**Longevity Pay:** Policy GBZE outlines the longevity pay benefit. 15 yrs. service in Olathe, $200 annually; 20 yrs. service in Olathe, $300 annually; 25 yrs. in Olathe, $500 annually.
~**Professional Development points:** Policy GBZEA outlines the use of Professional Development points for movement on the salary schedule in lieu of college credit, saving staff members paying for college coursework in many situations. This also supports staff member's licensure requirements.

~**Extra-Curricular/Academic Support Salary Schedule:** A separate salary schedule includes a variety of positions to support student extra-curricular and academic programs. The schedule is continually evaluated, with new positions added and compensation refined.
~**Other Stipends and Reimbursements:** A variety of other stipends, paid educator coverage options, and reimbursement for select non-KSDE licenses and mileage reimbursement is provided as outlined in policy.
~**Retirement Benefits:** A variety of retirement benefits, including Voluntary Early Retirement and conversion of accrued illness/bereavement leave, continuation of health benefits, monetary retirement benefits, and other Voluntary Early Retirement Plan benefits are eligible for staff as outlined in policy.
~**Leave Policies:** The district offers a generous leave policy including a minium of 15 days of Paid Time Off (PTO), bereavement days not charged to leave balances, birth/adoption of a grandchild leave, accumulated illness/ bereavement leave, professional leave, etc.
~**Additional policies** support compensation related items and are outlined in the Negotiated Agreement.

Appendix A

2024-25 OLATHE PUBLIC SCHOOLS

Professional Pay Salary Schedule, Other Benefits Impacting Compensation

2024-2025 PROPOSED SALARY SCHEDULE • OLATHE PUBLIC SCHOOLS UNIFIED SCHOOLS DISTRICT NO. 2033

STEP	BS Salary	BS+12 Salary	BS+24 Salary	MS Salary	MS+12 Salary	MS+24 Salary	MS+36 Salary	MS+48 Salary	MS+60 Salary	Doctorate Salary
2	$48,500	$49,955	$51,410	$55,290	$56,260	$57,230	$58,200	$59,170	$60,140	$62,080
3	$49,252	$50,729	$52,207	$56,147	$57,132	$58,117	$59,102	$60,087	$61,072	$63,042
4	$50,015	$51,516	$53,016	$57,017	$58,018	$59,018	$60,018	$61,018	$62,019	$64,019
5	$50,790	$52,314	$53,838	$57,901	$58,917	$59,933	$60,948	$61,964	$62,980	$65,012
6	$51,578	$53,125	$54,672	$58,799	$59,830	$60,862	$61,893	$62,925	$63,956	$66,019
7	$52,377	$53,948	$55,520	$59,710	$60,757	$61,805	$62,853	$63,900	$64,948	$67,043
8	$53,189	$54,785	$56,380	$60,635	$61,699	$62,763	$63,827	$64,891	$65,954	$68,082
9	$53,508	$55,634	$57,254	$61,575	$62,656	$63,736	$64,816	$65,896	$66,977	$69,137
10	$53,829	$56,496	$58,142	$62,530	$63,627	$64,724	$65,821	$66,918	$68,015	$70,209
11	$54,152	$57,372	$59,043	$63,499	$64,613	$65,727	$66,841	$67,955	$69,069	$71,297
12	$54,477	$58,261	$59,958	$64,483	$65,614	$66,746	$67,877	$69,008	$70,140	$72,402
13	$54,804	$58,611	$60,887	$65,483	$66,631	$67,780	$68,929	$70,078	$71,227	$73,524
14	$55,133	$58,962	$61,831	$66,498	$67,664	$68,831	$69,997	$71,164	$72,331	$74,664
15	$55,463	$59,316	$62,789	$67,528	$68,713	$69,898	$71,082	$72,267	$73,452	$75,821
16	$55,796	$59,672	$63,763	$68,575	$69,778	$70,981	$72,184	$73,387	$74,590	$76,996
17	$56,131	$60,030	$64,145	$69,638	$70,860	$72,081	$73,303	$74,525	$75,746	$78,190
18	$56,468	$60,390	$64,530	$70,717	$71,958	$73,199	$74,439	$75,680	$76,921	$79,402
19	$56,807	$60,752	$64,917	$71,813	$73,073	$74,333	$75,593	$76,853	$78,113	$80,633
20	$57,147	$61,117	$65,307	$72,926	$74,206	$75,485	$76,765	$78,044	$79,324	$81,882
21	$57,490	$61,484	$65,699	$74,057	$75,356	$76,655	$77,955	$79,254	$80,553	$83,152
22	$57,835	$61,853	$66,093	$75,205	$76,524	$77,843	$79,163	$80,482	$81,802	$84,440
23	$58,182	$62,224	$66,489	$76,370	$77,710	$79,050	$80,390	$81,730	$83,070	$85,749
24	$58,531	$62,597	$66,888	$77,554	$78,915	$80,275	$81,636	$82,997	$84,357	$87,078
25	$58,883	$62,973	$67,290	$78,756	$80,138	$81,520	$82,901	$84,283	$85,665	$88,428
26	$59,236	$63,350	$67,693	$79,229	$80,619	$82,009	$83,399	$84,789	$86,179	$88,959
27	$59,591	$63,731	$68,100	$79,704	$81,102	$82,501	$83,899	$85,297	$86,696	$89,492
28	$59,949	$64,113	$68,508	$80,182	$81,589	$82,996	$84,402	$85,809	$87,216	$90,029
29	$60,309	$64,498	$68,919	$80,663	$82,079	$83,494	$84,909	$86,324	$87,739	$90,569
30	$60,670	$64,885	$69,333	$81,147	$82,571	$83,995	$85,418	$86,842	$88,266	$91,113
31	$61,034	$65,274	$69,749	$81,634	$83,067	$84,499	$85,931	$87,363	$88,795	$91,660
32	$61,401	$65,666	$70,167	$82,124	$83,565	$85,006	$86,446	$87,887	$89,328	$92,210
33	$61,769	$66,060	$70,588	$82,617	$84,066	$85,516	$86,965	$88,415	$89,864	$92,763
34	$62,140	$66,456	$71,012	$83,113	$84,571	$86,029	$87,487	$88,945	$90,403	$93,319
35	$62,512	$66,855	$71,438	$83,611	$85,078	$86,545	$88,012	$89,479	$90,946	$93,879
36	$62,888	$67,256	$71,866	$84,113	$85,589	$87,064	$88,540	$90,016	$91,491	$94,443
37	$63,265	$67,659	$72,298	$84,618	$86,102	$87,587	$89,071	$90,556	$92,040	$95,009
38	$63,644	$68,065	$72,731	$85,125	$86,619	$88,112	$89,606	$91,099	$92,592	$95,579
39	$64,026	$68,474	$73,168	$85,636	$87,138	$88,641	$90,143	$91,646	$93,148	$96,153

Note: Each step of the schedule beyond 39 will increase by an index of 0.006.
Contracts longer than 187 days are calculated based on this schedule's daily rate.

Additional compensation benefits provided by the Olathe Board of Education in addition to the Professional Pay Salary Schedule:

~Health Insurance: Three Individual employee plans provided at no cost to the employee (minimum $750/month value) and a $140/month Health Savings Account contribution provided by district for the $3,200 HDHP. Additionally, the Board supplements the cost of family insurance. Amount of supplements dependent upon plan chosen by staff member.
~Longevity Pay: Policy GBZE outlines the longevity pay benefit. 15 yrs. service in Olathe, $200 annually; 20 yrs. service in Olathe, $300 annually; 25 yrs. in Olathe, $500 annually.
~Professional Development Points: Policy GBZEA outlines the use of professional development points for movement on the salary schedule in lieu of college credit, saving staff members paying for college coursework in many situations. This also supports staff member's licensure requirements.

~Extra-Curricular/Academic Support Salary Schedule: A separate salary schedule includes a variety of positions to support student extra-curricular and academic programs. The schedule is continually evaluated, with new positions added and compensation refined.
~Other Stipends and Reimbursements: A variety of other stipends, paid educator coverage options, and reimbursement for select non-KSDE licenses and mileage reimbursement is provided as outlined in policy.
~Retirement Benefits: A variety of retirement benefits, including Voluntary Early Retirement and conversion of accrued illness/bereavement leave, continuation of health benefits, monetary retirement benefits, and other Voluntary Early Retirement Plan benefits are eligible for staff as outlined in policy.
~Leave Policies: The district offers a generous leave policy including a minium of 15 days of Paid Time Off (PTO), bereavement days not charged to leave balances, birth/adoption of a grandchild leave, accumulated illness/ bereavement leave, professional leave, etc.
~Additional policies support compensation related items and are outlined in the Negotiated Agreement.

Summary of Tentative Agreement for Changes to the **Professional Development Days (6 additional days for 187 contract days)**, September 3, 2025

The six (6) additional Contract Days for FY 26 would be allocated as follows: three (3) additional Instructional and Student Contact Days and three (3) additional Professional Development Days (PDD).

This change will increase the number of Professional Development Days at KSD from 9 to 12. KSD also increases the Instructional and Student Contact Days by three (3) days.

All contracts issued by KSD will be modified to require a minimum of 187 contract days. These six (6) additional days will take effect during the 25-26 school year and will be added to the end of the current school calendar. For FY 2026, if passed by the Legislature, six (6) additional days will be added at the end of the school year. These days will be utilized either as make-up days for snow closures with students present or for professional development activities.

For the 26-27 school year, the six (6) additional contract days will be built into the school calendar so that the additional days are incorporated into the school calendar and not only at the end of the school year.

One (1) of the Professional Development Days (PDD) will be recommended to the Professional Development Council to be a flex-day. This is a Pilot Program for one of the PDD in FY 26 and FY 27. The final decision for approval of the details and guidelines for a flex day will be within the authority of the Professional Development Council. The guidelines for a flex day will be determined by the Professional Development Council in accordance with the Professional Development Plan.

Eleven of the twelve PDD will be KSD directed days on campus.

For FY 2027, the calendar would include eleven (11) professional days in total, structured as follows:

One (1) preparation day at the beginning of the school year,

One (1) preparation day in January,

Three (3) Instructional student contact days, and

One (1) professional development day designated as a flex day to be determined by the Professional Development Council as described above.

This approach maintains the intent of increasing professional learning opportunities while balancing student instructional needs and preparation time for staff.

The Professional Development Council should establish guidelines to address the following considerations: subject, content, scheduling, monitoring, documenting and reporting of the flex day.

Summary of Tentative Agreement for **Supplemental Contracts, Changes to the Chart of Categories and Pay**, September 3, 2025

There is money already allocated and approved in the Fiscal Year (FY) 26 Agency Budget for Supplemental Contracts. The Supplemental Contracts Schedule with existing categories and amounts paid for FY 24-25 are contained in the spreadsheet previously circulated. The proposal presented by KNEA on 7/21/25 requests additional increases for FY 26. There is not adequate funds in the FY 26 budget to modify, alter or increase the compensation provide in the Supplemental Contract Schedule for this school year (FY 26).

KSD agrees to request additional funding for Supplemental Contracts in the FY 27 Budget Request to increase the combined pool for all Supplemental Contracts at KSD. This amount is yet to be finalized and determined.

The categories and amounts are noted on the Supplemental Contract Chart. The deadline for submission of the KSD budget is 9/15/25 for FY 27. KSD is currently working on the budget proposal and expects to have it completed on time. The budget approval process is lengthy and involved.

The Supplemental Contract Chart does not only cover positions for coaches and sponsors. The Supplemental Contract Chart includes other positions, which cover extra-curricular and academic support roles at KSD.

In the allocated and approved FY26 Agency Budget, KSD agrees to cover the $40,000.00 (approximate) cost increase for implementation of the new Inclement Weather Policy for all employees for the 2025-2026 School Year. The specific details of the Inclement Weather Policy are addressed in a separate document. Generally, the Inclement Weather Pay will be available for any qualified person to cover the required shift to provide coverage and student supervision during the school's closure due to inclement weather. This is not only for certified personnel. This will cover the additional cost for 2nd shift and overnight operations staff. The Supplemental Contract Chart will add a section for future contract pay for coverage of Inclement Pay opportunities for future coverage for the 8 positions needed when KSD follows Olathe and closes due to Inclement Weather.

The primary areas for common agreement of increase are provided in the chart previously circulated by KNEA:

a. The largest increase is the daily rate for Summer Curricular Work and Extended School Year (ESY) from $150/day to $250.00/day.
b. Amount for ASL (Bi-Lingual) Stipends.

KSD will be making a Budget Enhancement Request of $300,000.00 for FY 27 to cover the ongoing expenses associated with the three (3) one-time positions approved for FY 25-26.

c. The three positions are for Instructional Coach and Academic Support Coach;

d. The funding for these positions was only a 1-time funding allocation;
e. This is why it was advertised in the manner it was posted; and
f. An additional funding enhancement is required for the continued funding of these positions.

The Supplemental Contract Chart will also add $4,200.00 to the supplemental pay schedule. Per the salary schedule, teachers are awarded longevity pay. 14 teachers will be receiving a total of $4,200.00, and the amounts per person vary depending on years of service, between $200.00 and $500.00. (Negotiated Agreement, p. 5; §G.1-4).

KSD has modified and amended the supplemental contracts chart to account for actual changes to programs and activities. KSD invites further discussion to establish criteria and details for additional changes to the Supplemental Contract Chart:

a. Establish the minimum number of student participants to maintain a team, sport, or organization.
b. Eliminate any teams, sports, or sponsors which are outdated, not utilized, or have insufficient students to maintain.
c. Add any teams, sports, or sponsors which are new or have sufficient interest (i.e., E-sports and cross country).
d. Establish a minimum number of practices and events necessary for the coach or sponsor for each year.
e. Establish a minimum threshold of student participants which are necessary before a second coach or sponsor is added to any category.

KSD will increase the value of the supplemental contracts indicated in the Chart by an amount to be determined in the FY 27 budget request.

It is understood and agreed that any future budget request is simply a request by KSD. The ultimate authority is the Kansas Legislature. Absent extraordinary circumstances, KSD agrees to follow all appeal procedures for the budget requests described herein.

All funding for certified personnel is Subject to Appropriations and Funding.

SUPPLEMENTAL CONTRACTS

GENERAL - ALL DEPARTMENTS		
Position	2025-2026	Proposed for 26-27*
New Teacher Orientation**	$150.00	$250.00
Cafeteria Supervision	$500.00	$500.00
Mentor: First Year Collegial**	$1,000.00	$1,000.00
Mentor: Second Year Collegial**	$500.00	$750.00
Summer Curricular Work	$150.00	$200.00
ESY**	$150.00	$250.00
ELEMENTARY SCHOOL		
Position	Current	KNEA
Special Event	$100.00	$250.00
Youth Activity (per sport/activity)	$300.00	$450.00
Special Olympics*	$100.00	$500.00
MIDDLE SCHOOL		
Position	Current	KNEA
Head Football Coach	$2,361.00	$2,361.00
Head Volleyball Coach	$2,361.00	$2,361.00
Head Basketball Coach	$2,745.00	$2,745.00
Head Track Coach	$1,903.00	$1,903.00
Assistant Football Coach	$1,139.00	$1,575.00
Assistant Volleyball Coach	$1,139.00	$1,575.00
Assistant Basketball Coach	$1,845.00	$2,065.50
Assistant Track Coach	$1,060.00	$1,333.35
Special Olympics**	$100.00	$500.00
Head MSSBC	$150.00	$750.00
Assistant MSSBC		$500.00
Head Battle of the Books	$1,000.00	$1,000.00
Assistant Battle of the Books		$525.00
Math Bowl*	$1,000.00	$2,000.00
Robotics		$2,000.00
Extra Competition Weekend		$300.00
Special Event		$250.00

HIGH SCHOOL		
Position	2025-2026	Proposed for 26-27*
Head Football Coach	$3,980.00	$3,980.00
Head Volleyball Coach	$3,980.00	$3,980.00
Head Basketball Coach	$4,674.00	$4,674.00
Head Track Coach	$3,314.00	$3,314.00
Head Cheerleader Coach	$3,430.00	$3,430.00
Assistant Football Coach	$2,625.00	$2,625.00
Assistant Volleyball Coach	$2,625.00	$2,625.00
Assistant Basketball Coach	$3,012.00	$3,012.00
Assistant Track Coach	$3,012.00	$3,012.00
Assistanct Cheerleader Coach	$2,245.00	$2,245.00
E-Sports	$2,000.00	$2,000.00
Cross Country	$2,361.00	$2,361.00
Strength & Conditioning	$1,500.00	$1,500.00
Special Olympics**	$100.00	$500.00
Head Academic Bowl	$2,000.00	$2,000.00
ASL Bowl	$1,000.00	$1,000.00
Oratorical	$500.00	$500.00
Drama	$350.00	$750.00
Yearbook	$350.00	$400.00
Yearbook Editor		$350.00
Robotics	$2,000.00	$2,000.00
Head SBC/JrKAD	875/300	$1,250.00
Assistant SBC/JrKAD	610/300	$1,000.00
Freshman Sponsor		$100.00
Sophmore Sponsor		$250.00
Junior Sponsor	$100.00	$375.00
Senior Sponsor	$100.00	$525.00
Extra Competition Weekend**		$300.00
Special Event**		$250.00
*** Pending legislative appropriations & funding**		
**** More than one staff member**		

Summary of Tentative Agreement for **ASL Stipend**, September 3, 2025

KSD intends to request an enhancement to the FY 27 Budget for an American Sign Language (ASL) Stipend.

Based upon KSD KNEA Responses to clarifying questions on 8/14/25, the proposal by KNEA for ASL Stipends of $2,500.00 per employee is intended to be narrower in scope and is not for all personnel described in the ASL Development Program. The ASL Stipend is intended to enhance retention and recruitment efforts. This ASL Stipend is only for new hires or existing personnel who have not already attained their expected level of ASL Proficiency in the ASL Proficiency and Development Program.

The "proposal" presented by KNEA is a new request which arose out of the discussion related to the ASL Proficiency Program, renamed during negotiations as the ASL Development Program. There are several existing employees who have not yet met their expected proficiency in the program. Additionally, there will be 25 new employees to KSD. The combined total of existing employees and new employees who may benefit from the ASL Stipend would be in excess of 30 people. The total number of employees who might qualify and the total appropriate amount of the stipend needs additional review and consideration. However, at this time, a conservative estimate of the cost of ASL Stipend funding is $75,000.00. This is calculated based upon a $2,500 per stipend for 30 staff members. The ASL Stipend would be one-time payments and not built into future compensation.

There are not adequate funds in the FY 26 budget to pay ASL Stipends during this 25-26 School Year. KSD will add approximately $40,000.00 for bilingual pay (also describes as an ASL stipend), to be included in the FY 27 Budget Request. This will be utilized first to recruit and attract new KSD Personnel. Any remaining funds would also be used to encourage and incentivize existing KSD employees to meet the ASL proficiency goals established for their position as set out in the ASL Proficiency Program for individual employees.

KSD will increase the value of the ASL Stipend and add the amounts requested to the Supplemental Contracts Chart by the amount approved through the FY 27 budget request. KSD has agreed to request approximately $40,000.00 for a bilingual pay stipend, to be included in the FY 27 Budget Request. Additional details will have to be worked out by the KSD Administration as to the final amount of the stipend to be paid and the criteria and qualifications for being awarded an ASL Stipend in FY 27.

The budget request will not be enough to cover the request of $2,500 for all employees of KSD during the 26-27 school year (FY 27) both from a funding perspective and from a testing/administration standpoint. The funding request would be contained within the FY 27 Supplemental Contract request; The details regarding amount ($) per employee, testing, and implementation will be determined by the Administration. Administration reserves the right to prioritize the classification of employees eligible as well as utilizing as a recruitment incentive for new hires.

It is understood and agreed that any future budget request is simply a request by KSD. The ultimate authority is the Kansas Legislature. Absent extraordinary circumstances, KSD agrees to follow all appeal procedures for the budget requests, as described herein.

All funding for certified personnel is Subject to Appropriations and Funding.

DRAFT COUNTER PROPOSAL (8/18/2025)

~~Expected~~ KSD Staff ASL Development Program ~~Proficiency~~

~~Policy~~ Program Rationale

The Kansas State School for the Deaf (KSD) is a highly specialized school designated by state statute for the education of students who are Deaf and Hard-of-Hearing across the state. It is the mission of KSD to ensure that all students we serve achieve their full potential in an accessible, **language-rich** setting ~~environment~~. Combined with the core belief in full access to both American Sign Language (ASL) and English, it is vital that all staff members have some minimum competency in ASL. Decisions regarding what minimum level of competency is expected are based on how much contact each position has with Deaf/Hard-of-Hearing students, staff, and community members within both our campus-based programs as well as our Outreach services. ~~The expected proficiency chart begins on page 2.~~

The Staff ASL Development Program is guided by a collaborative committee with representatives from the following: Superintendent's Office, Human Resources, Bilingual Department, and the Interpreting Department. The Staff ASL Development Program should be viewed as complimentary to the gracious encouragement from colleagues within an employee's home department. Home departments should keep in mind that as an employee learns new vocabulary from KSD provided staff ASL classes, language variations (i.e. regional or personnel differences) may be demonstrated, as well as the common error of learning one sign for a word that may not be conceptually accurate when used in another context. Please provide gentle corrections in those instances.

The ASL level standards as delineated later in this document should be read as what is expected of an employee in said position either upon hire or within three (3) years of start date.

- Upon successful achievement of the ASL level standard, an employee may be eligible for an ASL Proficiency Stipend
- If at the conclusion of the three-year period an employee has not yet met that standard, the following review shall occur in consultation with the employee's supervisor:
    - Results of the initial, mid-cycle, and end-of cycle diagnostic assessments are reviewed for progress
    - The number of ASL classes and other ASL learning opportunities provided by KSD, including employee attendance rate
    - Employee provided evidence of participation in non-KSD ASL learning opportunities
    - Employee performance evaluations
    - A decision will then be made to either extend employment with an extended timeline to gain proficiency, or terminate employment based on the totality of an employee's job performance

Roles and Responsibilities

Superintendent's Office: The Superintendent or designee provides school-wide oversight regarding the implementation of the Staff ASL Development Program. This may include but is not limited to the organizational structure and budgetary discretion of the program.

Human Resources: Human Resources communicates with the Bilingual and Interpreting Departments for the following purposes:

- Inform of new hires
- Facilitate scheduling of the initial ASL Diagnostic Assessment during the hiring process
- Inform of employees leaving KSD's employment

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Bilingual Department: The bilingual department is responsible for providing ASL Diagnostic Assessments in coordination with the Interpreting Department and Human Resources as follows:

- August - May: any assessment (initial, mid-cycle, end of cycle)
- Results:
  - Proficiency Score only: is communicated with Human Resources along with a statement of whether the employee meets the standard for their position or is being referred for ASL Classes
  - Proficiency Score, scoring rubric and a minimum of two skill focus recommendations: are communicated directly with the employee, and with the ASL Instructor
  - Assessment video recording: reviewed by the ASL Instructor prior to initial meeting with the employee; can be reviewed with the employee upon employee request with either the Bilingual Specialist or the ASL Instructor
- Assessment materials/archives:
  - The Bilingual Department is responsible for regularly reviewing and revising the assessment materials and assessment protocol
  - The Bilingual Department is responsible for training all assessors and ensuring fidelity to the assessment protocol
  - The Bilingual Specialist maintains an archive on a rolling 3 year basis of:
    - The hard copies of scoring rubrics
    - Digital copies of scoring rubrics
    - Video recordings of the assessment as given

Interpreting Department: The ASL Instructor for staff is also a certified deaf interpreter, or is actively working towards such credential, and therefore reports to the Interpreter Coordinator.

- The Interpreter Coordinator:
  - Provides administrative support and supervision to the ASL Instructor;
    - this includes maintaining knowledge of staff currently participating in KSD provided ASL classes,
    - facilitating periodic reviews of the program,
    - participating on the program's guidance committee
    - serving as the initial point of contact for employee grievances regarding the program
- The ASL Instructor:
  - Has received training by the Bilingual Department as an ASL Diagnostic Assessor
    - Provides initial assessments only
    - Is the primary assessor during the June - July hiring months
    - Will follow the same communication protocol as the Bilingual Department (as stated above) when conducting an initial assessment
  - Communicates with the Bilingual Specialist in order to facilitate scheduling the mid-cycle or potential exit assessment either upon employee request or in consultation with the employee
  - Meets with employees on an individual basis as follows:
    - For initial placement into ASL classes
    - To review assessment performance (initial or mid-cycle)
    - At the beginning of each subsequent year (August) that an employee remains in the program
    - Any time upon employee request
  - Schedules group classes or individual tutoring in coordination with employees
    - Classes:
      - are grouped based on employee availability

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        - While this means any given class may have a range of ability levels, it is the committee's belief that a group environment contributes to more opportunity to practice and engage with class content
            - Due to the range of ability in any given class, KSD provided classes will be different than taking an ASL class provided by a post-secondary institution
    - At least 1 total hour of class time is offered per employee per week
        - This may be scheduled as:
            - One 1-hour class
            - Two 30-minute classes
            - One 30-minute class, and one 30-minute 1-1 consultation in the instructor's office
            - One 30-minute class, and one 15-minute observation in the employee's daily environment, followed by a scheduled same-day 15 minute debrief to review language observations
    - ASL tutoring may be scheduled upon employee request in similar fashion to the above stated class times for employees who wish to pursue an academic credit-bearing ASL course in lieu of the KSD Staff ASL classes
    - ASL Enhancement classes are available upon request for employees who have met standards, but wish to continue their learning with supervisors' permission
    - Cancellations may occur due to instructor illness/emergency; or due to employee cancellations
        - In cases of prolonged instructor absence, the Interpreter Coordinator with guidance from the program committee will make every effort to find a substitute instructor in a timely manner
    - Make-up classes: historically, make-up classes are difficult to schedule within the same week
        - If a class is cancelled by the instructor, content will be continued at the next scheduled class time
        - If an employee misses a class, then they will be provided the times of other classes being held that week, or the option of scheduling a 1-1 tutor session with the instructor either that week or the following week.
- Initiates Curriculum selection and development in consultation with the program committee
- Prepares for classes in such a manner as to incorporate employees goals within the curricular framework
- Communicates successful completion of the ASL Development Program with the employee, their supervisor, and Human Resources upon receipt of an updated ASL Diagnostic Proficiency Score that meets or exceeds the standard requirements
- Brings concerns about individual situations to the attention of the Interpreter Coordinator following supervisory chain of command; together they will either find a resolution, or further escalate the concern to the full committee
- Brings concerns regarding the structure of the program to the attention of the program committee

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Employee: Employees hired since August 2023 are expected to take the ASL Diagnostic Assessment or provide evidence of a comparable ASL assessment (See Appendix C) taken within the last three years as part of their hiring process, either prior to an offer or within 60 days of start date.

An employee:

- Who does not meet standard requirements as outlined later in this document is required to either participate in the KSD Staff ASL Development Program or provide evidence to the Director of HR of participation in a non-KSD ASL course/learning opportunity
- Who chooses to participate in an academic credit-bearing ASL course may request ASL tutor support from the ASL Instructor
- Must complete mid-cycle and end-of cycle (as needed) diagnostic assessments
- May request a mid-cycle assessment at any time in consultation with the ASL Instructor
- May exit the program before the end of the stated three year cycle upon successfully passing the mid-cycle assessment with a score that meets or exceeds the standard requirement for their position
- In consultation with their supervisor, may add an ASL skill goal to their annual performance evaluation

Supervisors: It is the responsibility of a supervisor to provide ongoing support and encouragement to employees as they develop their ASL skills. Additionally:

- The Staff ASL Development committee strongly encourages supervisors to add an ASL skill goal to an employee's annual performance evaluation if they are a participant in this program
    - If you need assistance in drafting said goal, please contact either the Bilingual Specialist or the ASL Instructor
- If an employee brings concerns about the program to your attention, please refer the employee to the grievance section of this policy
    - A supervisor may offer to join a meeting with the employee at the level that the employee schedules a meeting with the Interpreter Coordinator, or when meeting with the Superintendent and Human Resources

Grievance Procedure

If an employee feels they are not getting adequate instruction/support from the Staff ASL Development Program classes they have a responsibility to follow the escalation procedures as outlined here:

1. Request a 1-1 meeting with the ASL Instructor to address their concerns
    a. If a meeting is not scheduled within 2 weeks of the request, then send a request for a meeting to the Interpreter Coordinator as the immediate supervisor of the ASL Instructor
2. After meeting 1-1 with the ASL Instructor, allow 3 class periods for any changes to be implemented
    a. If no changes are made by the third class period following the meeting with the instructor, send a request for a meeting to the Interpreter Coordinator as the immediate supervisor of the ASL Instructor
3. After meeting 1-1 with the Interpreter Coordinator, again allow 3 class periods for changes to be implemented
    a. If no changes are made by the third class period after meeting with the Interpreter Coordinator, send a request for a meeting to the Superintendent and Human Resources

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Diagnostic Instrument

The bilingual department at KSD developed an in-house ASL diagnostic instrument based on known types of competencies expected in fluent ASL signers. The assessment is videotaped, and scored using a 10 item rubric–9 items are related to expressive skills, and 1 item is focused on receptive language comprehension. The rubric is included as an appendix at the end of this document. Raw scores can range from 0 to 50. Raw scores are then converted to a proficiency score using the following conversion chart:

Raw Score Range	Proficiency Score
0-9	**0**
10-20	**1**
21-28	**2**
29-36	**3**
37-43	**4**
44-50	**5**

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~~Expected~~ ASL Skill Level Standards ~~Proficieney~~ by Department & Position

*Rationale Levels correspond to amount of contact with DHH people who sign
High Contact = A; Medium Contact = B; Low Contact = C
These skill level scores are what is expected either at hire or within 3 years of hire

Superintendent's Office:

Positions:	ASL Skill Level Standard	*Rationale
Superintendent	5	A
Executive Secretary	3	B

Human Resources:

Positions:	ASL Skill Level Standard	*Rationale
Director	3	B
HR Professional	3	B

Business Office:

Positions:	ASL Skill Level Standard	*Rationale
Director of Finance	3	B
Accountant	2	C
Accounting Specialist	2	C
Procurement Officer	3	B

Information Systems:

Positions:	ASL Skill Level Standard	*Rationale
Director of Information Systems	3	B
Information Systems Specialist ~~Instructional Technology Coordinator~~	4	A

Network Specialist	4	A
Technology Support Technician	3	A ~~B~~

Interpreting Services:

Positions:	**ASL Skill Level Standard**	***Rationale**
ASL Interpreter Coordinator	5	A
ASL Instructor/Deaf Interpreter	5	A
Interpreter	5	A
Substitute Interpreter	4	A

Operations:

Positions:	**ASL Skill Level Standard**	***Rationale**
Chief of Operations	2	C
Director of Operations	3	B
Supervisor/administrator	3	B
Housekeeping		
Custodial Specialist	1	C
Maintenance		
Lead-Operations Technician	3	B
General Maintenance & Repair Technician	2	C

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Operations (continued):

Positions:	ASL Skill Level Standard	*Rationale
Nutrition Services		
Director of Nutrition Services	3	B
Food Service Supervisor	3	B
Cook	~~3~~ 2	C
Food Service Worker	3	B
Kitchen Assistant	3	B
Special Assistant	2	C
Security		
Lead Safety Specialist	3	B
Facility Security Officer	3	B

Student Life:

Positions:	ASL Skill Level Standard	*Rationale
Dean of Student Life	4	A
Senior Administrative Specialist	4	A
Activity Coordinator	4	A
Coach	4	A
Supervisor–Dormitory Teacher	4	A
Dormitory Teacher	4	A
Residential Advisors	4	A
Dormitory Substitute Teacher	4	A

DRAFT COUNTER PROPOSAL (8/18/2025)

Instructional:

Positions:	ASL Skill Level Standard	*Rationale
Principal	4	A
Senior Administrative Specialist	4	A
Curriculum Assessment Coordinator	4	A
Bilingual Specialist	5	A
Language Facilitator	4	A
Teacher: ASL & Deaf Studies	5	A
Teacher	4	A
Teacher: Long Term Sub	4	A
Teacher: Art	4	A
Teacher: Early Childhood	4	A
Teacher: Elementary	4	A
Teacher: KSTAR	4	A
Teacher: Librarian	4	A
Teacher: PE	4	A
Teacher: Secondary	4	A
Teacher: Transition & Dual Placement	4	A
Substitute Teacher	4	A
Paraprofessional	4	A
1:1 Paraprofessional	4	A
Substitute Paraprofessional	4	A
Job Coach	4	A

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Outreach & Related Services:

Positions:	ASL Skill Level Standard	*Rationale
Director of Outreach & Related Services	4	A
Senior Administrative Specialist	4	A
Administrative Assistant	3	B
Health Center		
Registered Nurse Supervisor	3	B
Registered Nurse	3	B
Licensed Practical Nurse	3	B
Outreach		
Teacher: ASL Live!	5	A
Teacher: Parent & Deaf Mentor	4	A
Deaf Mentor	4	A
Family Signs Kansas Coordinator	4	A
Family Signs Kansas (instructor)	4	A
Outreach Consultant/LAP Specialist (ASL)	~~3~~ 4	B
Outreach Consultant/LAP Specialist (English)	3	B
LAP-DHH Coordinator	4	A
~~LAP~~ Early Intervention Specialist (Sound START - ASL)	4	A
Early Intervention Specialist (Sound START - English)	3	B
Sound START Coordinator	4	A

Outreach & Related Services (continued):

Positions:	ASL Skill Level Standard	*Rationale
Related Services		
Audiologist	3	B
Speech-Language Pathologist (Campus-based)	4	B
Speech-Language Pathologist (Outreach)	3	B
Occupational Therapist	3	B
Part-Time Physical Therapist	3	B
Physical Therapy Assistant	3	B
Psychologist	5	A
Social Worker-academic	5	A

DRAFT COUNTER PROPOSAL (8/18/2025)

Appendix A: Proficiency Score Descriptions

0 No Functional Skills:

Does not communicate visually except for iconic gestures with or without spoken English. May or may not use some fingerspelling to communicate. It is much easier to communicate using written English or by texting. Use of an interpreter is required for all business matters.

1 Novice:

Uses 1-3 signs and some short phrase/sentence responses to basic questions signed at a slow-to-moderate rate with frequent repetition and rephrasing. Vocabulary is primarily related to everyday work and/or social areas such as basic work-related signs, time, calendar, and greetings signs. Production and fluency is characterized by many sign production errors and by a slow rate with frequent inappropriate pauses/hesitations. Use of an interpreter is required for all business matters.

2 Survival:

Discusses basic social and work topics with responses generally 1-to-3 sentences in length. Has some knowledge of basic sign language vocabulary with many sign vocabulary and/or sign production errors. Slow-to-moderate signing rate. Basic use of a few sign language grammatical features. Fair comprehension for signing produced at a slow-to-moderate rate with some repetition and rephrasing. Use of an interpreter is required for all business matters.

3 Intermediate:

Discusses with some confidence routine social and work topics within a conversational format with some elaboration; generally 3-to-5 sentences. Good knowledge and control of everyday/basic sign language vocabulary with some sign vocabulary errors. Fairly clear signing at a moderate signing rate with some sign mis-productions. Fair use of some sign language grammatical features and fairly good comprehension for a moderate-to-normal signing rate; a few repetitions and rephrasing of questions may be needed. Use of an interpreter is required for highly-academic content.

4 Advanced:

Has generally shared conversations with good, spontaneous elaboration for both social and work topics. Broad sign language vocabulary knowledge and clear, accurate production of signs and fingerspelling at a normal/near-normal rate; occasional misproductions do not detract from conversational flow. Good use of many sign language grammatical features, and comprehension is good for normal signing rate. Uses some English syntactical features when translating English text.

5 Superior:

Has fully shared conversations, with in-depth elaboration for both social and work/educational topics with both familiar and unknown children and adults. Very broad sign language vocabulary, near native-like production and fluency, excellent use of sign language grammatical features, and excellent comprehension for normal signing rate. Story-reads texts effortlessly.

DRAFT COUNTER PROPOSAL (8/18/2025)

Appendix B: Assessment Rubric

KSD ASL Diagnostic Assessment Form A B (Circle one)

Candidate: **ASL Diagnostician:** **Date/Time:**

Skill	Superior 5	Advanced 4	Intermediate 3	Survival 2	Novice 1	No Skills 0	Total
ASL Production (Only Expressive Signs)	Correctly uses all 5 parameters; native-like; in-depth elaboration	Some errors in 1 of 5 parameters; near-typical rate; spontaneous elaboration	Some errors in 2 of 5 parameters; moderate rate; some repetition & clarification needed	Some errors in 3- 4 of 5 parameters; slow signing rate; uses a few, short sentences	Consistently demonstrates errors in all 5 parameters; very slow sign rate	Does not communi-cate through signs	/5
Fingerspelling Production (Only FS)	Fluent, correct FS including full command of lexicalization	Average speed with errors; uses many lexicalized signs	Slow, but steady production; uses a few common FS or lexicalized signs	A few letters blend together, but no lexicalization	Spells letter by letter with errors in palm orientation; no lexicalization	Uses/ copies only a few letters	/5
Breadth of ASL Vocabulary Use	Full variety of vocabulary from social to academic; uses tier 2 and 3 signs	Perpetuates conversations on social and academic topics; accurate signs	Expresses 3-5 sentences using everyday/basic ASL vocabulary with some errors	Expresses 3-4 signs per phrase; 250-500 sign vocabulary range; numerous errors	Uses same, simple vocabulary; typically 1-2 signs per phrase; 150 signs in bank	Knows only a few, random signs or gestures	/5
ASL Syntax (Word/Sign Order)	Uses Rh-?, topicalization, IF-THEN, verb/noun modification, topic continuation	Uses a 70/30 mix of ASL syntax and English syntax	Uses a 50/50 mix of ASL syntax and English syntax	Uses a 30/70 mix of ASL syntax and English syntax	Signs in English word order; uses English mouthing, or uses Sim-Com	No syntax displayed; lacks vocabulary to create utterances	/5
Classifier (CL) Variety	Uses all 8 CL types fluently; uses topic continuation; NMM perfectly align	Uses all 8 CL types at a limited level, and has some errors	Uses basic DCL, ECL, BPCL, and PCL, and more advanced SCL, ICL, LCL, and BCL	Uses basic semantic, instrument, locative, and body CL with some errors	Uses a few iconic CL through gesturing/ signing	Uses no classifiers or iconic signs that look like CL	/5
Spatial Set-up (Use of Space)	Opens stories with scenery; correct use of space for CL	Use of spatial set-up is correct about 75% of the time	Use of spatial set-up is correct about 50% of the time	Use of spatial set-up is correct about 25% of the time	Use of spatial set-up is correct less than 10% of the time	No use of space in describing/ narration	/5
Role-Shifting (Characters' Actions=CA and Dialogue=CD)	Seamlessly uses CA and CD with correct eye gaze and transitions	Use of CA/CD is correct about 75% of the time	Use of CA/CD is correct about 50% of the time	Use of CA/CD is correct about 25% of the time	Use of CA/CD is correct less than 10% of the time	Uses no CA, CD, eye gaze, transitions	/5
Linguistic Non-Manual Markers (Face, Head, and Body)	NMM are correct for adjectival and adverbial use for CL and also for questions	Use of NMM is present and correct about 75% of the time	Use of NMM is present and correct about 50% of the time	Use of NMM is present and correct about 25% of the time	Use of NMM is present and correct less than 10% of the time	No NMM use, or uses only English mouthing	/5
ASL Fluency (Flow/Speed)	Minimal mistakes in vocabulary use; steady and fluent rate of speed	Clear, accurate production of signs and FS at typical signing rate	Clear, moderate signing rate with some sign errors	Slow signing rate with some repair strategies	Searches for signs; lots of pausing, stuttering, sign-production errors; no self-repair	There is no flow with signs used	/5
Receptive ASL Ability (Comprehension)	Comprehends all content at normal-signing rate	Around 80% comprehension of normal signing rate	Around 60% comprehension; some rephrasing, repetition needed	Around 40% comprehension of slow-to-moderate signing rate	20% or less comprehension of slow-to-moderate signing rate	0% comprehen sion of slow signing rate	/5
Total:							/50

- A score of zero means that there are roughly no functional skills in ASL.

Comments:

DRAFT COUNTER PROPOSAL (8/18/2025)

Appendix C: Comparable ASL Assessments

New employees that have been assessed with the SLPI or equivalent assessment within the previous three years may be waived from the KSD ASL Diagnostic assessment with satisfactory documentation.

Satisfactory documentation includes prior evaluation using the SLPI, the American Sign Language Proficiency Interview (ASLPI), and/or the Signed Communication Proficiency Interview (SCPI); if an employee does not have an assessment with one of these instruments, they may submit any other type of documentation the employee believes substantiates that they have achieved the proficiency level required at hire. The Staff ASL Development Program Committee will determine whether an alternate type of documentation is adequate.

INSTRUMENT						
KSD ASLDx	0	1	2	3	4	5
SLPI	No Functional Skills	Novice	Survival	Intermediate	Advanced	Superior
SCPI	No Functional Skills	Novice	Survival	Intermediate	Advanced	Superior
ASLPI	0	1	2	2+ // 3	3+ // 4	4+ // 5

Proposal: Alignment with Olathe Public Schools for Weather-Related Closures

Kansas School for the Deaf (KSD) – Inclement Weather Closure Policy

KSD will align with Olathe Public Schools when determining weather-related closures to ensure consistency, safety, and operational efficiency. If Olathe Public Schools closes due to severe weather, KSD will also close on the same day. These days will not count as instructional days and will be treated as non-school days.

Dormitory Students

The Superintendent and her team will monitor impending severe weather to decide whether dormitory students should remain on campus or be sent home. This decision will be based on the timing and expected severity of the storm. Residential students will remain in the dormitories during closures if appropriate supervision can be maintained. When students remain in the dorm during the 2nd shift, approximately eight staff members will be needed to cover supervision. Dorm staff coming during 1st and 3rd shift will also be compensated

Compliance and Instructional Time

KSD's academic calendar includes a three-day buffer for weather-related closures. These days will not require make-up. If closures exceed three days, additional instructional days will be added to the 2025–2026 school year calendar as needed.

Staff Compensation

- If KSD closes due to inclement weather, all employees will be compensated without using their leave.
- Staff who are responsible for supervising dormitory students during closures will be interviewed and selected throughout the year based on availability, qualifications, and ability to meet student needs.
- Selected staff will participate in training to ensure they are prepared for their roles during such events, including emergency procedures, communication protocols, and student safety measures.
- Each selected staff member will be paid a flat rate of $150 per shift during weather-related closures.
- Expectations and responsibilities during closures will be communicated in advance to ensure preparedness.

Conclusion

This policy provides clarity for families and staff, supports student safety, and ensures fairness for employees while maintaining consistency with our local district.

Explanation of **Compensation Percentage Increase for Year 2:** September 22, 2025

The following is an Explanation of Methodology and Math to support the Compensation Percentage Increase for Year 2.

1. When the Parties discussed the terms of a possible Tentative Agreement, the percentage referenced was a rough estimate only. It was clearly and explicitly stated that the percentage was an estimate.
2. The underlying premise of year 2 of a salary schedule increase and adjustment was to follow a certain methodology, fully explained while the Parties were negotiating, not lock into a specific percentage of increase.
3. Year 2 of a tentative agreement of the revised Negotiated Agreement would impact the school year 25-26 (FY 27).
4. In year 2 of the Negotiated Agreement (NA), KSD will seek Budget Enhancement for School year 26-27 (FY 27) to get a 2.5% increase for the entire salary schedule.
5. This percentage increase is *greater than* the percentage (%) increase that Olathe KNEA agreed to for the 25-26 school year negotiated agreement.
6. It has been clearly noted that the resulting FY 27 Salary Schedule for KSD will not necessarily match the FY 27 Salary Schedule for Olathe. The resulting cells will not be the same, b/c the $6K per cell has already been included in the FY 26 increase.
7. Questions have arisen regarding the proposed salary increase for year 2 and the associated percentage of increase. This memo explains the increase and uses specific numbers from the actual Olathe Salary Schedules for school year 24-25 (FY 25) as compared with school year 25-26 (FY 26), which are attached for reference.
8. When reviewing and interpreting the Olathe Salary Schedules, they must be reviewed and analyzed wholistically. This means that specific individual cells cannot be used, out of context with the entirety of the salary schedule.
9. When reviewing the Olathe Salary Schedule, it must be recognized that Step 1 has been removed from the Olathe Salary Schedule. Other adjustments have been made to the Olathe Salary Schedule, which are not necessary made to the KSD Salary Schedule matrix format.
10. For comparative purposes, and when confirming the methodology and mathematical computation of the year over year percentage increase, use the following representative cell comparator: BS + 12, Step 2
    a. 2025-26 @ BS + 12, Step 2 = $50,779
    b. 2024-25 @ BS + 12, Step 2 = $49,955
11. This example is representative of the changes across the pay schedule matrix. Only 1 cell (BS, Step 2) computes to a percentage increase in excess of 3.0%. Relying upon the single cell does not accurately represent the percentage increase in the Professional Pay Salary Schedule for Olathe Public Schools, from 2024-25 to 2025-26. See attached.

12. Compute the difference and convert to a percentage:
    a. $ 50,779 - $ 49,955 = $824
    b. $ 824 / the old number = 0.01649
    c. Convert it to a % out of 100
    d. 1.65% [Technically, the percentage is 1.649%]
13. Using this example, **the year over year percentage increase is 1.65%**.
14. The 1.65% increase is <u>not</u> what was used or recommended by KSD Administration. Instead, KSD Administration unilaterally pushed the percentage increase to 2.5%.
15. The 1.65% increase <u>only</u> accounts for Olathe's column-to-column comparison movement from 2024-2025 to 2025-2026. This does not include the step movement. *Minimally*, all bargaining unit members will move down a step, except for one staff member who is maxed out on the BS+24 scale.
16. The 2.5 % increase for 2026-2027, which KSD Superintendent Barron approved, also <u>does not</u> account for the step movement.

2025-26 OLATHE PUBLIC SCHOOLS

Professional Pay Salary Schedule, Other Benefits Impacting Compensation

2025-2026 SALARY SCHEDULE • OLATHE PUBLIC SCHOOLS UNIFIED SCHOOLS DISTRICT NO. 233

STEP	BS Salary	BS+12 Salary	BS+24 Salary	MS Salary	MS+12 Salary	MS+24 Salary	MS+36 Salary	MS+48 Salary	MS+60 Salary	Doctorate Salary
2	$50,100*	$50,779	$52,258	$56,202	$57,188	$58,174	$59,160	$60,146	$61,132	$63,104
3	$50,100*	$51,566	$53,068	$57,073	$58,074	$59,076	$60,077	$61,078	$62,080	$64,082
4	$50,840	$52,365	$53,891	$57,958	$58,975	$59,991	$61,008	$62,025	$63,042	$65,075
5	$51,628	$53,177	$54,726	$58,856	$59,889	$60,921	$61,954	$62,986	$64,019	$66,084
6	$52,428	$54,001	$55,574	$59,768	$60,817	$61,866	$62,914	$63,963	$65,011	$67,108
7	$53,241	$54,838	$56,436	$60,695	$61,760	$62,824	$63,889	$64,954	$66,019	$68,149
8	$54,066	$55,688	$57,310	$61,636	$62,717	$63,798	$64,880	$65,961	$67,042	$69,205
9	$54,391	$56,551	$58,199	$62,591	$63,689	$64,787	$65,885	$66,983	$68,081	$70,278
10	$54,717	$57,428	$59,101	$63,561	$64,676	$65,791	$66,906	$68,021	$69,137	$71,367
11	$55,045	$58,318	$60,017	$64,546	$65,679	$66,811	$67,943	$69,076	$70,208	$72,473
12	$55,376	$59,222	$60,947	$65,547	$66,697	$67,847	$68,997	$70,147	$71,296	$73,596
13	$55,708	$59,577	$61,892	$66,563	$67,730	$68,898	$70,066	$71,234	$72,402	$74,737
14	$56,042	$59,935	$62,851	$67,594	$68,780	$69,966	$71,152	$72,338	$73,524	$75,895
15	$56,378	$60,294	$63,825	$68,642	$69,846	$71,051	$72,255	$73,459	$74,663	$77,072
16	$56,717	$60,656	$64,814	$69,706	$70,929	$72,152	$73,375	$74,598	$75,821	$78,266
17	$57,057	$61,020	$65,203	$70,787	$72,028	$73,270	$74,512	$75,754	$76,996	$79,480
18	$57,399	$61,386	$65,595	$71,884	$73,145	$74,406	$75,667	$76,928	$78,189	$80,712
19	$57,744	$61,755	$65,988	$72,998	$74,279	$75,559	$76,840	$78,121	$79,401	$81,963
20	$58,090	$62,125	$66,384	$74,129	$75,430	$76,730	$78,031	$79,331	$80,632	$83,233
21	$58,439	$62,498	$66,782	$75,278	$76,599	$77,920	$79,240	$80,561	$81,882	$84,523
22	$58,789	$62,873	$67,183	$76,445	$77,786	$79,128	$80,469	$81,810	$83,151	$85,833
23	$59,142	$63,250	$67,586	$77,630	$78,992	$80,354	$81,716	$83,078	$84,440	$87,164
24	$59,497	$63,630	$67,992	$78,833	$80,216	$81,599	$82,983	$84,366	$85,749	$88,515
25	$59,854	$64,011	$68,400	$80,055	$81,460	$82,864	$84,269	$85,673	$87,078	$89,887
26	$60,213	$64,395	$68,810	$80,536	$81,949	$83,361	$84,774	$86,187	$87,600	$90,426
27	$60,574	$64,782	$69,223	$81,019	$82,440	$83,862	$85,283	$86,704	$88,126	$90,969
28	$60,938	$65,171	$69,638	$81,505	$82,935	$84,365	$85,795	$87,225	$88,655	$91,514
29	$61,303	$65,562	$70,056	$81,994	$83,432	$84,871	$86,309	$87,748	$89,186	$92,063
30	$61,671	$65,955	$70,476	$82,486	$83,933	$85,380	$86,827	$88,274	$89,722	$92,616
31	$62,041	$66,351	$70,899	$82,981	$84,437	$85,892	$87,348	$88,804	$90,260	$93,172
32	$62,413	$66,749	$71,325	$83,479	$84,943	$86,408	$87,872	$89,337	$90,801	$93,731
33	$62,788	$67,149	$71,753	$83,980	$85,453	$86,926	$88,400	$89,873	$91,346	$94,293
34	$63,165	$67,552	$72,183	$84,484	$85,966	$87,448	$88,930	$90,412	$91,894	$94,859
35	$63,544	$67,957	$72,616	$84,990	$86,481	$87,973	$89,464	$90,955	$92,446	$95,428
36	$63,925	$68,365	$73,052	$85,500	$87,000	$88,500	$90,000	$91,500	$93,000	$96,000
37	$64,308	$68,775	$73,490	$86,013	$87,522	$89,031	$90,540	$92,049	$93,558	$96,576
38	$64,694	$69,188	$73,931	$86,529	$88,047	$89,566	$91,084	$92,602	$94,120	$97,156
39	$65,082	$69,603	$74,375	$87,049	$88,576	$90,103	$91,630	$93,157	$94,684	$97,739

**A base salary of $49,300 shall be utilized to index all other cells and where the base is referenced elsewhere in the Agreement. The salary floor for any cell is $50,100.*

Note: Each step of the schedule beyond 39 will increase by an index of 0.006.
Contracts longer than 187 days are calculated based on this schedule's daily rate.

Additional compensation benefits provided by the Olathe Board of Education in addition to the Professional Pay Salary Schedule:

~Health Insurance: Three Individual employee plans provided at no cost to the employee (minimum $750/month value) and a $140/month Health Savings Account contribution provided by district for the $3,200 HDHP. Additionally, the Board supplements the cost of family insurance. Amount of supplements dependent upon plan chosen by staff member.
~Longevity Pay: Policy GBZE outlines the longevity pay benefit. 15 yrs. service in Olathe, $200 annually; 20 yrs. service in Olathe, $300 annually; 25 yrs. in Olathe, $500 annually.
~Professional Development points: Policy GBZEA outlines the use of Professional Development points for movement on the salary schedule in lieu of college credit, saving staff members paying for college coursework in many situations. This also supports staff member's licensure requirements.

~Extra-Curricular/Academic Support Salary Schedule: A separate salary schedule includes a variety of positions to support student extra-curricular and academic programs. The schedule is continually evaluated, with new positions added and compensation refined.
~Other Stipends and Reimbursements: A variety of other stipends, paid educator coverage options, and reimbursement for select non-KSDE licenses and mileage reimbursement is provided as outlined in policy.
~Retirement Benefits: A variety of retirement benefits, including Voluntary Early Retirement and conversion of accrued illness/bereavement leave, continuation of health benefits, monetary retirement benefits, and other Voluntary Early Retirement Plan benefits are eligible for staff as outlined in policy.
~Leave Policies: The district offers a generous leave policy including a minium of 15 days of Paid Time Off (PTO), bereavement days not charged to leave balances, birth/adoption of a grandchild leave, accumulated illness/ bereavement leave, professional leave, etc.
~Additional policies support compensation related items and are outlined in the Negotiated Agreement.

Appendix A

2024-25 OLATHE PUBLIC SCHOOLS

Professional Pay Salary Schedule, Other Benefits Impacting Compensation

2024-2025 PROPOSED SALARY SCHEDULE • OLATHE PUBLIC SCHOOLS UNIFIED SCHOOLS DISTRICT NO. 2033

STEP	BS Salary	BS+12 Salary	BS+24 Salary	MS Salary	MS+12 Salary	MS+24 Salary	MS+36 Salary	MS+48 Salary	MS+60 Salary	Doctorate Salary
2	$48,500	$49,955	$51,410	$55,290	$56,260	$57,230	$58,200	$59,170	$60,140	$62,080
3	$49,252	$50,729	$52,207	$56,147	$57,132	$58,117	$59,102	$60,087	$61,072	$63,042
4	$50,015	$51,516	$53,016	$57,017	$58,018	$59,018	$60,018	$61,018	$62,019	$64,019
5	$50,790	$52,314	$53,838	$57,901	$58,917	$59,933	$60,948	$61,964	$62,980	$65,012
6	$51,578	$53,125	$54,672	$58,799	$59,830	$60,862	$61,893	$62,925	$63,956	$66,019
7	$52,377	$53,948	$55,520	$59,710	$60,757	$61,805	$62,853	$63,900	$64,948	$67,043
8	$53,189	$54,785	$56,380	$60,635	$61,699	$62,763	$63,827	$64,891	$65,954	$68,082
9	$53,508	$55,634	$57,254	$61,575	$62,656	$63,736	$64,816	$65,896	$66,977	$69,137
10	$53,829	$56,496	$58,142	$62,530	$63,627	$64,724	$65,821	$66,918	$68,015	$70,209
11	$54,152	$57,372	$59,043	$63,499	$64,613	$65,727	$66,841	$67,955	$69,069	$71,297
12	$54,477	$58,261	$59,958	$64,483	$65,614	$66,746	$67,877	$69,008	$70,140	$72,402
13	$54,804	$58,611	$60,887	$65,483	$66,631	$67,780	$68,929	$70,078	$71,227	$73,524
14	$55,133	$58,962	$61,831	$66,498	$67,664	$68,831	$69,997	$71,164	$72,331	$74,664
15	$55,463	$59,316	$62,789	$67,528	$68,713	$69,898	$71,082	$72,267	$73,452	$75,821
16	$55,796	$59,672	$63,763	$68,575	$69,778	$70,981	$72,184	$73,387	$74,590	$76,996
17	$56,131	$60,030	$64,145	$69,638	$70,860	$72,081	$73,303	$74,525	$75,746	$78,190
18	$56,468	$60,390	$64,530	$70,717	$71,958	$73,199	$74,439	$75,680	$76,921	$79,402
19	$56,807	$60,752	$64,917	$71,813	$73,073	$74,333	$75,593	$76,853	$78,113	$80,633
20	$57,147	$61,117	$65,307	$72,926	$74,206	$75,485	$76,765	$78,044	$79,324	$81,882
21	$57,490	$61,484	$65,699	$74,057	$75,356	$76,655	$77,955	$79,254	$80,553	$83,152
22	$57,835	$61,853	$66,093	$75,205	$76,524	$77,843	$79,163	$80,482	$81,802	$84,440
23	$58,182	$62,224	$66,489	$76,370	$77,710	$79,050	$80,390	$81,730	$83,070	$85,749
24	$58,531	$62,597	$66,888	$77,554	$78,915	$80,275	$81,636	$82,997	$84,357	$87,078
25	$58,883	$62,973	$67,290	$78,756	$80,138	$81,520	$82,901	$84,283	$85,665	$88,428
26	$59,236	$63,350	$67,693	$79,229	$80,619	$82,009	$83,399	$84,789	$86,179	$88,959
27	$59,591	$63,731	$68,100	$79,704	$81,102	$82,501	$83,899	$85,297	$86,696	$89,492
28	$59,949	$64,113	$68,508	$80,182	$81,589	$82,996	$84,402	$85,809	$87,216	$90,029
29	$60,309	$64,498	$68,919	$80,663	$82,079	$83,494	$84,909	$86,324	$87,739	$90,569
30	$60,670	$64,885	$69,333	$81,147	$82,571	$83,995	$85,418	$86,842	$88,266	$91,113
31	$61,034	$65,274	$69,749	$81,634	$83,067	$84,499	$85,931	$87,363	$88,795	$91,660
32	$61,401	$65,666	$70,167	$82,124	$83,565	$85,006	$86,446	$87,887	$89,328	$92,210
33	$61,769	$66,060	$70,588	$82,617	$84,066	$85,516	$86,965	$88,415	$89,864	$92,763
34	$62,140	$66,456	$71,012	$83,113	$84,571	$86,029	$87,487	$88,945	$90,403	$93,319
35	$62,512	$66,855	$71,438	$83,611	$85,078	$86,545	$88,012	$89,479	$90,946	$93,879
36	$62,888	$67,256	$71,866	$84,113	$85,589	$87,064	$88,540	$90,016	$91,491	$94,443
37	$63,265	$67,659	$72,298	$84,618	$86,102	$87,587	$89,071	$90,556	$92,040	$95,009
38	$63,644	$68,065	$72,731	$85,125	$86,619	$88,112	$89,606	$91,099	$92,592	$95,579
39	$64,026	$68,474	$73,168	$85,636	$87,138	$88,641	$90,143	$91,646	$93,148	$96,153

Note: Each step of the schedule beyond 39 will increase by an index of 0.006.
Contracts longer than 187 days are calculated based on this schedule's daily rate.

Additional compensation benefits provided by the Olathe Board of Education in addition to the Professional Pay Salary Schedule:

~Health Insurance: Three Individual employee plans provided at no cost to the employee (minimum $750/month value) and a $140/month Health Savings Account contribution provided by district for the $3,200 HDHP. Additionally, the Board supplements the cost of family insurance. Amount of supplements dependent upon plan chosen by staff member.
~Longevity Pay: Policy GBZE outlines the longevity pay benefit. 15 yrs. service in Olathe, $200 annually; 20 yrs. service in Olathe, $300 annually; 25 yrs. in Olathe, $500 annually.
~Professional Development Points: Policy GBZEA outlines the use of professional development points for movement on the salary schedule in lieu of college credit, saving staff members paying for college coursework in many situations. This also supports staff member's licensure requirements.

~Extra-Curricular/Academic Support Salary Schedule: A separate salary schedule includes a variety of positions to support student extra-curricular and academic programs. The schedule is continually evaluated, with new positions added and compensation refined.
~Other Stipends and Reimbursements: A variety of other stipends, paid educator coverage options, and reimbursement for select non-KSDE licenses and mileage reimbursement is provided as outlined in policy.
~Retirement Benefits: A variety of retirement benefits, including Voluntary Early Retirement and conversion of accrued illness/bereavement leave, continuation of health benefits, monetary retirement benefits, and other Voluntary Early Retirement Plan benefits are eligible for staff as outlined in policy.
~Leave Policies: The district offers a generous leave policy including a minium of 15 days of Paid Time Off (PTO), bereavement days not charged to leave balances, birth/adoption of a grandchild leave, accumulated illness/ bereavement leave, professional leave, etc.
~Additional policies support compensation related items and are outlined in the Negotiated Agreement.

KSD Summary of Tentative Agreement by Topic (as agreed by the Parties on 9/3/25)

1. **Compensation, Departure from Past Practice & Salary Schedule**

   In year 1 (School year 25-26), the Parties recommend an increase to the salary schedule of $6,000.00 per cell to the KSD salary schedule matrix. This is an increase in compensation which is greater than the amount previously requested by KSD for Fiscal Year (FY) 2026, which has been approved by the Kansas Legislature. The increase will establish a minimum starting salary of $50,000.00.

   KSD agrees to pursue a Supplemental Funding Allocation request of incremental cost to get to the $6K/cell request by KNEA for FY 26 (School year 25-26). This request is through a Change Package to the Kanas Division of Budget and the KS Legislature pursuant to the published budget authorization procedures.

   In year 2 of the Negotiated Agreement (NA), KSD will seek Budget Enhancement for School year 26-27 (FY 27) to get a 2.5% increase for the entire salary schedule. This percentage increase is *greater than* the percentage (%) increase that Olathe KNEA agreed to for the 25-26 school year negotiated agreement.

2. **187 Contract Days vs. 181 Contract Days**

   All contracts issued by KSD will provide for a minimum of 187 Contract Days, with additional days (over 187 Contract Days) paid at the published daily contract rate or the published supplemental contract rate. The six (6) additional Contract Days for FY 26 would be allocated as provided in the separate written summary. Generally, the six (6) additional days are allocated between three (3) additional Instructional and Student Contact Days and three (3) additional Professional Development Days (PDD). This would increase the number of Professional Development Days at KSD from 9 to 12.

3. **Professional Development**; Pilot Program for 1 Flex Day

   The Parties will recommend to the Professional Development Council (PDC) that one (1) of the additional Professional Development Days (PDD) be designated as a "flex-day." The guidelines for a flex day will be determined by the Professional Development Council in accordance with the written and approved Professional Development Plan. The single day "flex-day" concept for PDD is a Pilot Program for one of the PDD at the end of the 25-26 School year and at a time to be determined during the 26-27 School year. The final decision for approval of the details and guidelines for implementation of a "flex day" will be within the authority of the PDC.

4. **Supplemental Salary Schedule**

No additional increases for the FY 26 (25-26) Salary Schedule but KSD agrees to request Budget Enhancement for FY 27 to accomplish several increases. The Parties will rely on the revised chart and supplemental salary schedule published. The amount of $45K to cover the Supplemental Salary Schedule will be included in the FY 27 Budget request, for use in the Fall of 2026. There are other categories of compensation listed in the Supplemental Salary Schedule.

5. **ASL Stipends for Proficiency**

KSD will include a budget request in the FY 27 Budget Request for an American Sign Language (ASL) one-time stipend of additional pay for ASL proficiency. The estimated amount to be included in the FY 27 Budget request is $40,000.00. The budget request will not be enough to cover the request of $2,500 for all employees of KSD during the 26-27 school year (FY 27) both from a funding perspective and from a testing/administration standpoint. The funding request would be contained within the FY 27 Supplemental Contract request; The details regarding amount ($) per employee, testing, and implementation will be determined by the Administration. Administration reserves the right to prioritize the classification of employee eligibility as well as prioritizing the use of ASL Stipends as a recruitment incentive for new hires.

6. **KSD Staff ASL Development Program**

A Staff ASL proficiency and development plan has been discussed for many years. The discussion advanced and evolved into a comprehensive plan document. This establishes a minimum level of bi-lingual proficiency (sign language and verbal) for each category of employee at KSD.

7. **Inclement Weather Policy** [IWN]

The Inclement Weather Policy would substantially change the current practice. The new plan would be for KSD to follow Olathe closure schedule. This means KSD would close and there would not be instructional time for students during KSD closure due to inclement weather. KSD will provide a flat rate of $150.00 for the 8 people needed to work to cover the dorm during 2nd and 3rd shifts. This applies to any staff who provide the coverage required to supervise students when KSD closes. Certified Personnel are no longer required to use PTO leave.

8. **Term of Agreement**

2-Year Agreement. If approved, the Negotiated Agreement would cover School Year 25-26 and School Year 26-27. Formal negotiations would start again in early 2027.

Summary of Tentative Agreement for **Compensation and Salary Schedule**, September 3, 2025

The following is summary of the tentative agreement reached between KSD and KNEA for Salary Schedule adjustments for the current year, FY 26:

1. KSD will request a Supplemental Funding Allocation for current FY 26, which is school year 25-26 (through a "Change Package") from the Kansas Division of Budget for supplemental budget enhancement ("Supplemental Budget Request"). The Supplemental Budget Request is due by 9/15/25.
2. The Supplemental Budget Request is an after-the-fact additional Budget Enhancement requesting additional funding of $170,598.32 (which is the incremental cost; the amount representing the difference between the $6K increase per cell requested by the KNEA for the current year above the amount already approved in the FY 26 budget allocation). This additional supplemental budget enhancement would meet the request of KNEA Negotiation team of a $6,000.00 increase per cell for the FY 26 salary schedule.
3. This Supplemental Budget Request is for certified personnel only. There are fifty (50) Bargaining Unit Employees scheduled to be employed for FY 26. This includes the three (3) unfilled positions (Instructional Coach and Academic Support Coach).
4. This is a "request only" and not a guarantee.
5. It is recognized that the Supplemental Budget Request will be submitted to the KS Office of Management and Budget by the deadline of 9/15/25, which is prior to the approval vote or ratification decision. Both Negotiation Teams are recommending approval by the KNEA Bargaining Unit and ratification by the State Board.
6. This extraordinary process is a 1-time special request, used in this instance for an additional budget enhancement to cover the incremental increase to the salary schedule over and above what has been requested and approved in the KSD Budget for FY 26.
7. In the interest of transparency and full disclosure, there are other categories included in the financial request. Additional categories increase the amount of the Supplemental Budget Request, anticipated to be in excess of $715,000.00.
8. If approved by the Division of Budget, the additional budget enhancement would provide an additional increase for Salaries in FY 26. The additional funding would be accepted by KNEA and KSD and would be incorporated into salary schedules for FY 26.
9. The Request for $6K increase through the Supplemental Budget Request is *only* being made with the condition that the Contract Days for FY 26 be increased from 181 to 187 days. The increase in contract days from 181 to 187 has already received tentative approval by both Negotiation Teams.
10. The six (6) additional Contract Days for FY 26 will be allocated as provided in the separate written summary. Generally, the six (6) additional days are allocated between three (3) additional Instructional and Student Contact Days and three (3) additional Professional Development Days (PDD). This increases the number of Professional Development Days at KSD from 9 to 12.

11. Because the 25-26 academic calendar has already been established, the six (6) additional Contract Days will be added to the end of the 25-26 academic calendar. Best efforts will be utilized by the parties on placement and usage of these additional unanticipated days on the 25-26 academic calendar.
12. If the Supplemental Budget Request is not approved for 25-26, the Parties agree to the FY 26 salary schedule already approved for FY 26.
13. If the Supplemental Budget Request is approved, the Negotiated Agreement would be for a 2-year term on all subjects, including the topic of Salary Schedule (the FY 27 budget work also begins in September 2025).
14. All contracts issued by KSD would provide for a minimum of 187 Contract Days, with additional days (over 187 Contract Days) to be paid at the published daily contract rate or the published supplemental contract rate.
15. KSD will maintain its current salary schedule matrix without adjustment of columns or rows. With the increase from 181 days to 187 days, there is no need for future "conversion" (the term used to explain the mathematical adjustment required to convert Olathe salaries from 187 days to KSD 181 days).
16. In year 2 of the Negotiated Agreement (NA), KSD will seek Budget Enhancement for School year 26-27 (FY 27) to get a 2.5% increase for the entire salary schedule. This percentage increase is *greater than* the percentage (%) increase that Olathe KNEA agreed to for the 25-26 school year negotiated agreement. (Note: the resulting FY 27 Salary Schedule for KSD will not necessarily match the FY 27 Salary Schedule for Olathe. The resulting cells will not be the same, b/c the $6K per cell has already been included in the FY 26 increase).
17. KSD will increase the value of the contracts indicated in the salary schedule Chart by an amount to be determined in the FY 27 budget request. The current request assumes a 2.5% across the Board increase.
18. It is understood and agreed that any future budget request is simply a request by KSD. The ultimate authority is the Kansas Legislature. Absent extraordinary circumstances, KSD agrees to follow all appeal procedures for the budget requests described herein.
19. All funding for certified personnel is Subject to Appropriations and Funding.

Explanation of **Compensation Percentage Increase for Year 2:** September 22, 2025

The following is an Explanation of Methodology and Math to support the Compensation Percentage Increase for Year 2.

1. When the Parties discussed the terms of a possible Tentative Agreement, the percentage referenced was a rough estimate only. It was clearly and explicitly stated that the percentage was an estimate.
2. The underlying premise of year 2 of a salary schedule increase and adjustment was to follow a certain methodology, fully explained while the Parties were negotiating, not lock into a specific percentage of increase.
3. Year 2 of a tentative agreement of the revised Negotiated Agreement would impact the school year 25-26 (FY 27).
4. In year 2 of the Negotiated Agreement (NA), KSD will seek Budget Enhancement for School year 26-27 (FY 27) to get a 2.5% increase for the entire salary schedule.
5. This percentage increase is *greater than* the percentage (%) increase that Olathe KNEA agreed to for the 25-26 school year negotiated agreement.
6. It has been clearly noted that the resulting FY 27 Salary Schedule for KSD will not necessarily match the FY 27 Salary Schedule for Olathe. The resulting cells will not be the same, b/c the $6K per cell has already been included in the FY 26 increase.
7. Questions have arisen regarding the proposed salary increase for year 2 and the associated percentage of increase. This memo explains the increase and uses specific numbers from the actual Olathe Salary Schedules for school year 24-25 (FY 25) as compared with school year 25-26 (FY 26), which are attached for reference.
8. When reviewing and interpreting the Olathe Salary Schedules, they must be reviewed and analyzed wholistically. This means that specific individual cells cannot be used, out of context with the entirety of the salary schedule.
9. When reviewing the Olathe Salary Schedule, it must be recognized that Step 1 has been removed from the Olathe Salary Schedule. Other adjustments have been made to the Olathe Salary Schedule, which are not necessary made to the KSD Salary Schedule matrix format.
10. For comparative purposes, and when confirming the methodology and mathematical computation of the year over year percentage increase, use the following representative cell comparator: BS + 12, Step 2
    a. 2025-26 @ BS + 12, Step 2 = $50,779
    b. 2024-25 @ BS + 12, Step 2 = $49,955
11. This example is representative of the changes across the pay schedule matrix. Only 1 cell (BS, Step 2) computes to a percentage increase in excess of 3.0%. Relying upon the single cell does not accurately represent the percentage increase in the Professional Pay Salary Schedule for Olathe Public Schools, from 2024-25 to 2025-26. See attached.

12. Compute the difference and convert to a percentage:
    a. $ 50,779 - $ 49,955 = $824
    b. $ 824 / the old number = 0.01649
    c. Convert it to a % out of 100
    d. 1.65% [Technically, the percentage is 1.649%]
13. Using this example, **the year over year percentage increase is 1.65%.**
14. The 1.65% increase is <u>not</u> what was used or recommended by KSD Administration. Instead, KSD Administration unilaterally pushed the percentage increase to 2.5%.
15. The 1.65% increase <u>only</u> accounts for Olathe's column-to-column comparison movement from 2024-2025 to 2025-2026. This does not include the step movement. *Minimally*, all bargaining unit members will move down a step, except for one staff member who is maxed out on the BS+24 scale.
16. The 2.5 % increase for 2026-2027, which KSD Superintendent Barron approved, also <u>does not</u> account for the step movement.

Appendix A

2025-26 OLATHE PUBLIC SCHOOLS

Professional Pay Salary Schedule, Other Benefits Impacting Compensation

2025-2026 SALARY SCHEDULE • OLATHE PUBLIC SCHOOLS UNIFIED SCHOOLS DISTRICT NO. 233

STEP	BS Salary	BS+12 Salary	BS+24 Salary	MS Salary	MS+12 Salary	MS+24 Salary	MS+36 Salary	MS+48 Salary	MS+60 Salary	Doctorate Salary
2	$50,100*	$50,779	$52,258	$56,202	$57,188	$58,174	$59,160	$60,146	$61,132	$63,104
3	$50,100*	$51,566	$53,068	$57,073	$58,074	$59,076	$60,077	$61,078	$62,080	$64,082
4	$50,840	$52,365	$53,891	$57,958	$58,975	$59,991	$61,008	$62,025	$63,042	$65,075
5	$51,628	$53,177	$54,726	$58,856	$59,889	$60,921	$61,954	$62,986	$64,019	$66,084
6	$52,428	$54,001	$55,574	$59,768	$60,817	$61,866	$62,914	$63,963	$65,011	$67,108
7	$53,241	$54,838	$56,436	$60,695	$61,760	$62,824	$63,889	$64,954	$66,019	$68,149
8	$54,066	$55,688	$57,310	$61,636	$62,717	$63,798	$64,880	$65,961	$67,042	$69,205
9	$54,391	$56,551	$58,199	$62,591	$63,689	$64,787	$65,885	$66,983	$68,081	$70,278
10	$54,717	$57,428	$59,101	$63,561	$64,676	$65,791	$66,906	$68,021	$69,137	$71,367
11	$55,045	$58,318	$60,017	$64,546	$65,679	$66,811	$67,943	$69,076	$70,208	$72,473
12	$55,376	$59,222	$60,947	$65,547	$66,697	$67,847	$68,997	$70,147	$71,296	$73,596
13	$55,708	$59,577	$61,892	$66,563	$67,730	$68,898	$70,066	$71,234	$72,402	$74,737
14	$56,042	$59,935	$62,851	$67,594	$68,780	$69,966	$71,152	$72,338	$73,524	$75,895
15	$56,378	$60,294	$63,825	$68,642	$69,846	$71,051	$72,255	$73,459	$74,663	$77,072
16	$56,717	$60,656	$64,814	$69,706	$70,929	$72,152	$73,375	$74,598	$75,821	$78,266
17	$57,057	$61,020	$65,203	$70,787	$72,028	$73,270	$74,512	$75,754	$76,996	$79,480
18	$57,399	$61,386	$65,595	$71,884	$73,145	$74,406	$75,667	$76,928	$78,189	$80,712
19	$57,744	$61,755	$65,988	$72,998	$74,279	$75,559	$76,840	$78,121	$79,401	$81,963
20	$58,090	$62,125	$66,384	$74,129	$75,430	$76,730	$78,031	$79,331	$80,632	$83,233
21	$58,439	$62,498	$66,782	$75,278	$76,599	$77,920	$79,240	$80,561	$81,882	$84,523
22	$58,789	$62,873	$67,183	$76,445	$77,786	$79,128	$80,469	$81,810	$83,151	$85,833
23	$59,142	$63,250	$67,586	$77,630	$78,992	$80,354	$81,716	$83,078	$84,440	$87,164
24	$59,497	$63,630	$67,992	$78,833	$80,216	$81,599	$82,983	$84,366	$85,749	$88,515
25	$59,854	$64,011	$68,400	$80,055	$81,460	$82,864	$84,269	$85,673	$87,078	$89,887
26	$60,213	$64,395	$68,810	$80,536	$81,949	$83,361	$84,774	$86,187	$87,600	$90,426
27	$60,574	$64,782	$69,223	$81,019	$82,440	$83,862	$85,283	$86,704	$88,126	$90,969
28	$60,938	$65,171	$69,638	$81,505	$82,935	$84,365	$85,795	$87,225	$88,655	$91,514
29	$61,303	$65,562	$70,056	$81,994	$83,432	$84,871	$86,309	$87,748	$89,186	$92,063
30	$61,671	$65,955	$70,476	$82,486	$83,933	$85,380	$86,827	$88,274	$89,722	$92,616
31	$62,041	$66,351	$70,899	$82,981	$84,437	$85,892	$87,348	$88,804	$90,260	$93,172
32	$62,413	$66,749	$71,325	$83,479	$84,943	$86,408	$87,872	$89,337	$90,801	$93,731
33	$62,788	$67,149	$71,753	$83,980	$85,453	$86,926	$88,400	$89,873	$91,346	$94,293
34	$63,165	$67,552	$72,183	$84,484	$85,966	$87,448	$88,930	$90,412	$91,894	$94,859
35	$63,544	$67,957	$72,616	$84,990	$86,481	$87,973	$89,464	$90,955	$92,446	$95,428
36	$63,925	$68,365	$73,052	$85,500	$87,000	$88,500	$90,000	$91,500	$93,000	$96,000
37	$64,308	$68,775	$73,490	$86,013	$87,522	$89,031	$90,540	$92,049	$93,558	$96,576
38	$64,694	$69,188	$73,931	$86,529	$88,047	$89,566	$91,084	$92,602	$94,120	$97,156
39	$65,082	$69,603	$74,375	$87,049	$88,576	$90,103	$91,630	$93,157	$94,684	$97,739

**A base salary of $49,300 shall be utilized to index all other cells and where the base is referenced elsewhere in the Agreement. The salary floor for any cell is $50,100.*

Note: Each step of the schedule beyond 39 will increase by an index of 0.006.
Contracts longer than 187 days are calculated based on this schedule's daily rate.

Additional compensation benefits provided by the Olathe Board of Education in addition to the Professional Pay Salary Schedule:

~**Health Insurance:** Three Individual employee plans provided at no cost to the employee (minimum $750/month value) and a $140/month Health Savings Account contribution provided by district for the $3,200 HDHP. Additionally, the Board supplements the cost of family insurance. Amount of supplements dependent upon plan chosen by staff member.
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~**Professional Development points:** Policy GBZEA outlines the use of Professional Development points for movement on the salary schedule in lieu of college credit, saving staff members paying for college coursework in many situations. This also supports staff member's licensure requirements.

~**Extra-Curricular/Academic Support Salary Schedule:** A separate salary schedule includes a variety of positions to support student extra-curricular and academic programs. The schedule is continually evaluated, with new positions added and compensation refined.
~**Other Stipends and Reimbursements:** A variety of other stipends, paid educator coverage options, and reimbursement for select non-KSDE licenses and mileage reimbursement is provided as outlined in policy.
~**Retirement Benefits:** A variety of retirement benefits, including Voluntary Early Retirement and conversion of accrued illness/bereavement leave, continuation of health benefits, monetary retirement benefits, and other Voluntary Early Retirement Plan benefits are eligible for staff as outlined in policy.
~**Leave Policies:** The district offers a generous leave policy including a minium of 15 days of Paid Time Off (PTO), bereavement days not charged to leave balances, birth/adoption of a grandchild leave, accumulated illness/ bereavement leave, professional leave, etc.
~**Additional policies** support compensation related items and are outlined in the Negotiated Agreement.

Appendix A

2024-25 OLATHE PUBLIC SCHOOLS

Professional Pay Salary Schedule, Other Benefits Impacting Compensation

2024-2025 PROPOSED SALARY SCHEDULE • OLATHE PUBLIC SCHOOLS UNIFIED SCHOOLS DISTRICT NO. 2033

STEP	BS Salary	BS+12 Salary	BS+24 Salary	MS Salary	MS+12 Salary	MS+24 Salary	MS+36 Salary	MS+48 Salary	MS+60 Salary	Doctorate Salary
2	$48,500	$49,955	$51,410	$55,290	$56,260	$57,230	$58,200	$59,170	$60,140	$62,080
3	$49,252	$50,729	$52,207	$56,147	$57,132	$58,117	$59,102	$60,087	$61,072	$63,042
4	$50,015	$51,516	$53,016	$57,017	$58,018	$59,018	$60,018	$61,018	$62,019	$64,019
5	$50,790	$52,314	$53,838	$57,901	$58,917	$59,933	$60,948	$61,964	$62,980	$65,012
6	$51,578	$53,125	$54,672	$58,799	$59,830	$60,862	$61,893	$62,925	$63,956	$66,019
7	$52,377	$53,948	$55,520	$59,710	$60,757	$61,805	$62,853	$63,900	$64,948	$67,043
8	$53,189	$54,785	$56,380	$60,635	$61,699	$62,763	$63,827	$64,891	$65,954	$68,082
9	$53,508	$55,634	$57,254	$61,575	$62,656	$63,736	$64,816	$65,896	$66,977	$69,137
10	$53,829	$56,496	$58,142	$62,530	$63,627	$64,724	$65,821	$66,918	$68,015	$70,209
11	$54,152	$57,372	$59,043	$63,499	$64,613	$65,727	$66,841	$67,955	$69,069	$71,297
12	$54,477	$58,261	$59,958	$64,483	$65,614	$66,746	$67,877	$69,008	$70,140	$72,402
13	$54,804	$58,611	$60,887	$65,483	$66,631	$67,780	$68,929	$70,078	$71,227	$73,524
14	$55,133	$58,962	$61,831	$66,498	$67,664	$68,831	$69,997	$71,164	$72,331	$74,664
15	$55,463	$59,316	$62,789	$67,528	$68,713	$69,898	$71,082	$72,267	$73,452	$75,821
16	$55,796	$59,672	$63,763	$68,575	$69,778	$70,981	$72,184	$73,387	$74,590	$76,996
17	$56,131	$60,030	$64,145	$69,638	$70,860	$72,081	$73,303	$74,525	$75,746	$78,190
18	$56,468	$60,390	$64,530	$70,717	$71,958	$73,199	$74,439	$75,680	$76,921	$79,402
19	$56,807	$60,752	$64,917	$71,813	$73,073	$74,333	$75,593	$76,853	$78,113	$80,633
20	$57,147	$61,117	$65,307	$72,926	$74,206	$75,485	$76,765	$78,044	$79,324	$81,882
21	$57,490	$61,484	$65,699	$74,057	$75,356	$76,655	$77,955	$79,254	$80,553	$83,152
22	$57,835	$61,853	$66,093	$75,205	$76,524	$77,843	$79,163	$80,482	$81,802	$84,440
23	$58,182	$62,224	$66,489	$76,370	$77,710	$79,050	$80,390	$81,730	$83,070	$85,749
24	$58,531	$62,597	$66,888	$77,554	$78,915	$80,275	$81,636	$82,997	$84,357	$87,078
25	$58,883	$62,973	$67,290	$78,756	$80,138	$81,520	$82,901	$84,283	$85,665	$88,428
26	$59,236	$63,350	$67,693	$79,229	$80,619	$82,009	$83,399	$84,789	$86,179	$88,959
27	$59,591	$63,731	$68,100	$79,704	$81,102	$82,501	$83,899	$85,297	$86,696	$89,492
28	$59,949	$64,113	$68,508	$80,182	$81,589	$82,996	$84,402	$85,809	$87,216	$90,029
29	$60,309	$64,498	$68,919	$80,663	$82,079	$83,494	$84,909	$86,324	$87,739	$90,569
30	$60,670	$64,885	$69,333	$81,147	$82,571	$83,995	$85,418	$86,842	$88,266	$91,113
31	$61,034	$65,274	$69,749	$81,634	$83,067	$84,499	$85,931	$87,363	$88,795	$91,660
32	$61,401	$65,666	$70,167	$82,124	$83,565	$85,006	$86,446	$87,887	$89,328	$92,210
33	$61,769	$66,060	$70,588	$82,617	$84,066	$85,516	$86,965	$88,415	$89,864	$92,763
34	$62,140	$66,456	$71,012	$83,113	$84,571	$86,029	$87,487	$88,945	$90,403	$93,319
35	$62,512	$66,855	$71,438	$83,611	$85,078	$86,545	$88,012	$89,479	$90,946	$93,879
36	$62,888	$67,256	$71,866	$84,113	$85,589	$87,064	$88,540	$90,016	$91,491	$94,443
37	$63,265	$67,659	$72,298	$84,618	$86,102	$87,587	$89,071	$90,556	$92,040	$95,009
38	$63,644	$68,065	$72,731	$85,125	$86,619	$88,112	$89,606	$91,099	$92,592	$95,579
39	$64,026	$68,474	$73,168	$85,636	$87,138	$88,641	$90,143	$91,646	$93,148	$96,153

Note: Each step of the schedule beyond 39 will increase by an index of 0.006.
Contracts longer than 187 days are calculated based on this schedule's daily rate.

Additional compensation benefits provided by the Olathe Board of Education in addition to the Professional Pay Salary Schedule:

~Health Insurance: Three Individual employee plans provided at no cost to the employee (minimum $750/month value) and a $140/month Health Savings Account contribution provided by district for the $3,200 HDHP. Additionally, the Board supplements the cost of family insurance. Amount of supplements dependent upon plan chosen by staff member.
~Longevity Pay: Policy GBZE outlines the longevity pay benefit. 15 yrs. service in Olathe, $200 annually; 20 yrs. service in Olathe, $300 annually; 25 yrs. in Olathe, $500 annually.
~Professional Development Points: Policy GBZEA outlines the use of professional development points for movement on the salary schedule in lieu of college credit, saving staff members paying for college coursework in many situations. This also supports staff member's licensure requirements.

~Extra-Curricular/Academic Support Salary Schedule: A separate salary schedule includes a variety of positions to support student extra-curricular and academic programs. The schedule is continually evaluated, with new positions added and compensation refined.
~Other Stipends and Reimbursements: A variety of other stipends, paid educator coverage options, and reimbursement for select non-KSDE licenses and mileage reimbursement is provided as outlined in policy.
~Retirement Benefits: A variety of retirement benefits, including Voluntary Early Retirement and conversion of accrued illness/bereavement leave, continuation of health benefits, monetary retirement benefits, and other Voluntary Early Retirement Plan benefits are eligible for staff as outlined in policy.
~Leave Policies: The district offers a generous leave policy including a minium of 15 days of Paid Time Off (PTO), bereavement days not charged to leave balances, birth/adoption of a grandchild leave, accumulated illness/ bereavement leave, professional leave, etc.
~Additional policies support compensation related items and are outlined in the Negotiated Agreement.

Summary of Tentative Agreement for Changes to the **Professional Development Days (6 additional days for 187 contract days)**, September 3, 2025

The six (6) additional Contract Days for FY 26 would be allocated as follows: three (3) additional Instructional and Student Contact Days and three (3) additional Professional Development Days (PDD).

This change will increase the number of Professional Development Days at KSD from 9 to 12. KSD also increases the Instructional and Student Contact Days by three (3) days.

All contracts issued by KSD will be modified to require a minimum of 187 contract days. These six (6) additional days will take effect during the 25-26 school year and will be added to the end of the current school calendar. For FY 2026, if passed by the Legislature, six (6) additional days will be added at the end of the school year. These days will be utilized either as make-up days for snow closures with students present or for professional development activities.

For the 26-27 school year, the six (6) additional contract days will be built into the school calendar so that the additional days are incorporated into the school calendar and not only at the end of the school year.

One (1) of the Professional Development Days (PDD) will be recommended to the Professional Development Council to be a flex-day. This is a Pilot Program for one of the PDD in FY 26 and FY 27. The final decision for approval of the details and guidelines for a flex day will be within the authority of the Professional Development Council. The guidelines for a flex day will be determined by the Professional Development Council in accordance with the Professional Development Plan.

Eleven of the twelve PDD will be KSD directed days on campus.

For FY 2027, the calendar would include eleven (11) professional days in total, structured as follows:

One (1) preparation day at the beginning of the school year,

One (1) preparation day in January,

Three (3) Instructional student contact days, and

One (1) professional development day designated as a flex day to be determined by the Professional Development Council as described above.

This approach maintains the intent of increasing professional learning opportunities while balancing student instructional needs and preparation time for staff.

The Professional Development Council should establish guidelines to address the following considerations: subject, content, scheduling, monitoring, documenting and reporting of the flex day.

Summary of Tentative Agreement for **Supplemental Contracts, Changes to the Chart of Categories and Pay**, September 3, 2025

There is money already allocated and approved in the Fiscal Year (FY) 26 Agency Budget for Supplemental Contracts. The Supplemental Contracts Schedule with existing categories and amounts paid for FY 24-25 are contained in the spreadsheet previously circulated. The proposal presented by KNEA on 7/21/25 requests additional increases for FY 26. There is not adequate funds in the FY 26 budget to modify, alter or increase the compensation provide in the Supplemental Contract Schedule for this school year (FY 26).

KSD agrees to request additional funding for Supplemental Contracts in the FY 27 Budget Request to increase the combined pool for all Supplemental Contracts at KSD. This amount is yet to be finalized and determined.

The categories and amounts are noted on the Supplemental Contract Chart. The deadline for submission of the KSD budget is 9/15/25 for FY 27. KSD is currently working on the budget proposal and expects to have it completed on time. The budget approval process is lengthy and involved.

The Supplemental Contract Chart does not only cover positions for coaches and sponsors. The Supplemental Contract Chart includes other positions, which cover extra-curricular and academic support roles at KSD.

In the allocated and approved FY26 Agency Budget, KSD agrees to cover the $40,000.00 (approximate) cost increase for implementation of the new Inclement Weather Policy for all employees for the 2025-2026 School Year. The specific details of the Inclement Weather Policy are addressed in a separate document. Generally, the Inclement Weather Pay will be available for any qualified person to cover the required shift to provide coverage and student supervision during the school's closure due to inclement weather. This is not only for certified personnel. This will cover the additional cost for 2nd shift and overnight operations staff. The Supplemental Contract Chart will add a section for future contract pay for coverage of Inclement Pay opportunities for future coverage for the 8 positions needed when KSD follows Olathe and closes due to Inclement Weather.

The primary areas for common agreement of increase are provided in the chart previously circulated by KNEA:

a. The largest increase is the daily rate for Summer Curricular Work and Extended School Year (ESY) from $150/day to $250.00/day.
b. Amount for ASL (Bi-Lingual) Stipends.

KSD will be making a Budget Enhancement Request of $300,000.00 for FY 27 to cover the ongoing expenses associated with the three (3) one-time positions approved for FY 25-26.

c. The three positions are for Instructional Coach and Academic Support Coach;

d. The funding for these positions was only a 1-time funding allocation;
e. This is why it was advertised in the manner it was posted; and
f. An additional funding enhancement is required for the continued funding of these positions.

The Supplemental Contract Chart will also add $4,200.00 to the supplemental pay schedule. Per the salary schedule, teachers are awarded longevity pay. 14 teachers will be receiving a total of $4,200.00, and the amounts per person vary depending on years of service, between $200.00 and $500.00. (Negotiated Agreement, p. 5; §G.1-4).

KSD has modified and amended the supplemental contracts chart to account for actual changes to programs and activities. KSD invites further discussion to establish criteria and details for additional changes to the Supplemental Contract Chart:

a. Establish the minimum number of student participants to maintain a team, sport, or organization.
b. Eliminate any teams, sports, or sponsors which are outdated, not utilized, or have insufficient students to maintain.
c. Add any teams, sports, or sponsors which are new or have sufficient interest (i.e., E-sports and cross country).
d. Establish a minimum number of practices and events necessary for the coach or sponsor for each year.
e. Establish a minimum threshold of student participants which are necessary before a second coach or sponsor is added to any category.

KSD will increase the value of the supplemental contracts indicated in the Chart by an amount to be determined in the FY 27 budget request.

It is understood and agreed that any future budget request is simply a request by KSD. The ultimate authority is the Kansas Legislature. Absent extraordinary circumstances, KSD agrees to follow all appeal procedures for the budget requests described herein.

All funding for certified personnel is Subject to Appropriations and Funding.

SUPPLEMENTAL CONTRACTS

GENERAL - ALL DEPARTMENTS		
Position	2025-2026	Proposed for 26-27*
New Teacher Orientation**	$150.00	$250.00
Cafeteria Supervision	$500.00	$500.00
Mentor: First Year Collegial**	$1,000.00	$1,000.00
Mentor: Second Year Collegial**	$500.00	$750.00
Summer Curricular Work	$150.00	$200.00
ESY**	$150.00	$250.00
ELEMENTARY SCHOOL		
Position	Current	KNEA
Special Event	$100.00	$250.00
Youth Activity (per sport/activity)	$300.00	$450.00
Special Olympics*	$100.00	$500.00
MIDDLE SCHOOL		
Position	Current	KNEA
Head Football Coach	$2,361.00	$2,361.00
Head Volleyball Coach	$2,361.00	$2,361.00
Head Basketball Coach	$2,745.00	$2,745.00
Head Track Coach	$1,903.00	$1,903.00
Assistant Football Coach	$1,139.00	$1,575.00
Assistant Volleyball Coach	$1,139.00	$1,575.00
Assistant Basketball Coach	$1,845.00	$2,065.50
Assistant Track Coach	$1,060.00	$1,333.35
Special Olympics**	$100.00	$500.00
Head MSSBC	$150.00	$750.00
Assistant MSSBC		$500.00
Head Battle of the Books	$1,000.00	$1,000.00
Assistant Battle of the Books		$525.00
Math Bowl*	$1,000.00	$2,000.00
Robotics		$2,000.00
Extra Competition Weekend		$300.00
Special Event		$250.00

HIGH SCHOOL		
Position	2025-2026	Proposed for 26-27*
Head Football Coach	$3,980.00	$3,980.00
Head Volleyball Coach	$3,980.00	$3,980.00
Head Basketball Coach	$4,674.00	$4,674.00
Head Track Coach	$3,314.00	$3,314.00
Head Cheerleader Coach	$3,430.00	$3,430.00
Assistant Football Coach	$2,625.00	$2,625.00
Assistant Volleyball Coach	$2,625.00	$2,625.00
Assistant Basketball Coach	$3,012.00	$3,012.00
Assistant Track Coach	$3,012.00	$3,012.00
Assistanct Cheerleader Coach	$2,245.00	$2,245.00
E-Sports	$2,000.00	$2,000.00
Cross Country	$2,361.00	$2,361.00
Strength & Conditioning	$1,500.00	$1,500.00
Special Olympics**	$100.00	$500.00
Head Academic Bowl	$2,000.00	$2,000.00
ASL Bowl	$1,000.00	$1,000.00
Oratorical	$500.00	$500.00
Drama	$350.00	$750.00
Yearbook	$350.00	$400.00
Yearbook Editor		$350.00
Robotics	$2,000.00	$2,000.00
Head SBC/JrKAD	875/300	$1,250.00
Assistant SBC/JrKAD	610/300	$1,000.00
Freshman Sponsor		$100.00
Sophmore Sponsor		$250.00
Junior Sponsor	$100.00	$375.00
Senior Sponsor	$100.00	$525.00
Extra Competition Weekend**		$300.00
Special Event**		$250.00
*** Pending legislative appropriations & funding**		
**** More than one staff member**		

Summary of Tentative Agreement for **ASL Stipend**, September 3, 2025

KSD intends to request an enhancement to the FY 27 Budget for an American Sign Language (ASL) Stipend.

Based upon KSD KNEA Responses to clarifying questions on 8/14/25, the proposal by KNEA for ASL Stipends of $2,500.00 per employee is intended to be narrower in scope and is not for all personnel described in the ASL Development Program. The ASL Stipend is intended to enhance retention and recruitment efforts. This ASL Stipend is only for new hires or existing personnel who have not already attained their expected level of ASL Proficiency in the ASL Proficiency and Development Program.

The "proposal" presented by KNEA is a new request which arose out of the discussion related to the ASL Proficiency Program, renamed during negotiations as the ASL Development Program. There are several existing employees who have not yet met their expected proficiency in the program. Additionally, there will be 25 new employees to KSD. The combined total of existing employees and new employees who may benefit from the ASL Stipend would be in excess of 30 people. The total number of employees who might qualify and the total appropriate amount of the stipend needs additional review and consideration. However, at this time, a conservative estimate of the cost of ASL Stipend funding is $75,000.00. This is calculated based upon a $2,500 per stipend for 30 staff members. The ASL Stipend would be one-time payments and not built into future compensation.

There are not adequate funds in the FY 26 budget to pay ASL Stipends during this 25-26 School Year. KSD will add approximately $40,000.00 for bilingual pay (also describes as an ASL stipend), to be included in the FY 27 Budget Request. This will be utilized first to recruit and attract new KSD Personnel. Any remaining funds would also be used to encourage and incentivize existing KSD employees to meet the ASL proficiency goals established for their position as set out in the ASL Proficiency Program for individual employees.

KSD will increase the value of the ASL Stipend and add the amounts requested to the Supplemental Contracts Chart by the amount approved through the FY 27 budget request. KSD has agreed to request approximately $40,000.00 for a bilingual pay stipend, to be included in the FY 27 Budget Request. Additional details will have to be worked out by the KSD Administration as to the final amount of the stipend to be paid and the criteria and qualifications for being awarded an ASL Stipend in FY 27.

The budget request will not be enough to cover the request of $2,500 for all employees of KSD during the 26-27 school year (FY 27) both from a funding perspective and from a testing/administration standpoint. The funding request would be contained within the FY 27 Supplemental Contract request; The details regarding amount ($) per employee, testing, and implementation will be determined by the Administration. Administration reserves the right to prioritize the classification of employees eligible as well as utilizing as a recruitment incentive for new hires.

It is understood and agreed that any future budget request is simply a request by KSD. The ultimate authority is the Kansas Legislature. Absent extraordinary circumstances, KSD agrees to follow all appeal procedures for the budget requests, as described herein.

All funding for certified personnel is Subject to Appropriations and Funding.

DRAFT COUNTER PROPOSAL (8/18/2025)

~~Expected~~ KSD Staff ASL Development Program ~~Proficiency~~

~~Policy~~ Program Rationale

The Kansas State School for the Deaf (KSD) is a highly specialized school designated by state statute for the education of students who are Deaf and Hard-of-Hearing across the state. It is the mission of KSD to ensure that all students we serve achieve their full potential in an accessible, **language-rich** setting ~~environment~~. Combined with the core belief in full access to both American Sign Language (ASL) and English, it is vital that all staff members have some minimum competency in ASL. Decisions regarding what minimum level of competency is expected are based on how much contact each position has with Deaf/Hard-of-Hearing students, staff, and community members within both our campus-based programs as well as our Outreach services. ~~The expected proficiency chart begins on page 2.~~

The Staff ASL Development Program is guided by a collaborative committee with representatives from the following: Superintendent's Office, Human Resources, Bilingual Department, and the Interpreting Department. The Staff ASL Development Program should be viewed as complimentary to the gracious encouragement from colleagues within an employee's home department. Home departments should keep in mind that as an employee learns new vocabulary from KSD provided staff ASL classes, language variations (i.e. regional or personnel differences) may be demonstrated, as well as the common error of learning one sign for a word that may not be conceptually accurate when used in another context. Please provide gentle corrections in those instances.

The ASL level standards as delineated later in this document should be read as what is expected of an employee in said position either upon hire or within three (3) years of start date.

- Upon successful achievement of the ASL level standard, an employee may be eligible for an ASL Proficiency Stipend
- If at the conclusion of the three-year period an employee has not yet met that standard, the following review shall occur in consultation with the employee's supervisor:
    - Results of the initial, mid-cycle, and end-of cycle diagnostic assessments are reviewed for progress
    - The number of ASL classes and other ASL learning opportunities provided by KSD, including employee attendance rate
    - Employee provided evidence of participation in non-KSD ASL learning opportunities
    - Employee performance evaluations
    - A decision will then be made to either extend employment with an extended timeline to gain proficiency, or terminate employment based on the totality of an employee's job performance

Roles and Responsibilities

Superintendent's Office: The Superintendent or designee provides school-wide oversight regarding the implementation of the Staff ASL Development Program. This may include but is not limited to the organizational structure and budgetary discretion of the program.

Human Resources: Human Resources communicates with the Bilingual and Interpreting Departments for the following purposes:

- Inform of new hires
- Facilitate scheduling of the initial ASL Diagnostic Assessment during the hiring process
- Inform of employees leaving KSD's employment

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Bilingual Department: The bilingual department is responsible for providing ASL Diagnostic Assessments in coordination with the Interpreting Department and Human Resources as follows:

- August - May: any assessment (initial, mid-cycle, end of cycle)
- Results:
  - Proficiency Score only: is communicated with Human Resources along with a statement of whether the employee meets the standard for their position or is being referred for ASL Classes
  - Proficiency Score, scoring rubric and a minimum of two skill focus recommendations: are communicated directly with the employee, and with the ASL Instructor
  - Assessment video recording: reviewed by the ASL Instructor prior to initial meeting with the employee; can be reviewed with the employee upon employee request with either the Bilingual Specialist or the ASL Instructor
- Assessment materials/archives:
  - The Bilingual Department is responsible for regularly reviewing and revising the assessment materials and assessment protocol
  - The Bilingual Department is responsible for training all assessors and ensuring fidelity to the assessment protocol
  - The Bilingual Specialist maintains an archive on a rolling 3 year basis of:
    - The hard copies of scoring rubrics
    - Digital copies of scoring rubrics
    - Video recordings of the assessment as given

Interpreting Department: The ASL Instructor for staff is also a certified deaf interpreter, or is actively working towards such credential, and therefore reports to the Interpreter Coordinator.

- The Interpreter Coordinator:
  - Provides administrative support and supervision to the ASL Instructor;
    - this includes maintaining knowledge of staff currently participating in KSD provided ASL classes,
    - facilitating periodic reviews of the program,
    - participating on the program's guidance committee
    - serving as the initial point of contact for employee grievances regarding the program
- The ASL Instructor:
  - Has received training by the Bilingual Department as an ASL Diagnostic Assessor
    - Provides initial assessments only
    - Is the primary assessor during the June - July hiring months
    - Will follow the same communication protocol as the Bilingual Department (as stated above) when conducting an initial assessment
  - Communicates with the Bilingual Specialist in order to facilitate scheduling the mid-cycle or potential exit assessment either upon employee request or in consultation with the employee
  - Meets with employees on an individual basis as follows:
    - For initial placement into ASL classes
    - To review assessment performance (initial or mid-cycle)
    - At the beginning of each subsequent year (August) that an employee remains in the program
    - Any time upon employee request
  - Schedules group classes or individual tutoring in coordination with employees
    - Classes:
      - are grouped based on employee availability

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        - While this means any given class may have a range of ability levels, it is the committee's belief that a group environment contributes to more opportunity to practice and engage with class content
            - Due to the range of ability in any given class, KSD provided classes will be different than taking an ASL class provided by a post-secondary institution
    - At least 1 total hour of class time is offered per employee per week
        - This may be scheduled as:
            - One 1-hour class
            - Two 30-minute classes
            - One 30-minute class, and one 30-minute 1-1 consultation in the instructor's office
            - One 30-minute class, and one 15-minute observation in the employee's daily environment, followed by a scheduled same-day 15 minute debrief to review language observations
    - ASL tutoring may be scheduled upon employee request in similar fashion to the above stated class times for employees who wish to pursue an academic credit-bearing ASL course in lieu of the KSD Staff ASL classes
    - ASL Enhancement classes are available upon request for employees who have met standards, but wish to continue their learning with supervisors' permission
    - Cancellations may occur due to instructor illness/emergency; or due to employee cancellations
        - In cases of prolonged instructor absence, the Interpreter Coordinator with guidance from the program committee will make every effort to find a substitute instructor in a timely manner
    - Make-up classes: historically, make-up classes are difficult to schedule within the same week
        - If a class is cancelled by the instructor, content will be continued at the next scheduled class time
        - If an employee misses a class, then they will be provided the times of other classes being held that week, or the option of scheduling a 1-1 tutor session with the instructor either that week or the following week.
- Initiates Curriculum selection and development in consultation with the program committee
- Prepares for classes in such a manner as to incorporate employees goals within the curricular framework
- Communicates successful completion of the ASL Development Program with the employee, their supervisor, and Human Resources upon receipt of an updated ASL Diagnostic Proficiency Score that meets or exceeds the standard requirements
- Brings concerns about individual situations to the attention of the Interpreter Coordinator following supervisory chain of command; together they will either find a resolution, or further escalate the concern to the full committee
- Brings concerns regarding the structure of the program to the attention of the program committee

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Employee: Employees hired since August 2023 are expected to take the ASL Diagnostic Assessment or provide evidence of a comparable ASL assessment (See Appendix C) taken within the last three years as part of their hiring process, either prior to an offer or within 60 days of start date.

An employee:

- Who does not meet standard requirements as outlined later in this document is required to either participate in the KSD Staff ASL Development Program or provide evidence to the Director of HR of participation in a non-KSD ASL course/learning opportunity
- Who chooses to participate in an academic credit-bearing ASL course may request ASL tutor support from the ASL Instructor
- Must complete mid-cycle and end-of cycle (as needed) diagnostic assessments
- May request a mid-cycle assessment at any time in consultation with the ASL Instructor
- May exit the program before the end of the stated three year cycle upon successfully passing the mid-cycle assessment with a score that meets or exceeds the standard requirement for their position
- In consultation with their supervisor, may add an ASL skill goal to their annual performance evaluation

Supervisors: It is the responsibility of a supervisor to provide ongoing support and encouragement to employees as they develop their ASL skills. Additionally:

- The Staff ASL Development committee strongly encourages supervisors to add an ASL skill goal to an employee's annual performance evaluation if they are a participant in this program
    - If you need assistance in drafting said goal, please contact either the Bilingual Specialist or the ASL Instructor
- If an employee brings concerns about the program to your attention, please refer the employee to the grievance section of this policy
    - A supervisor may offer to join a meeting with the employee at the level that the employee schedules a meeting with the Interpreter Coordinator, or when meeting with the Superintendent and Human Resources

Grievance Procedure

If an employee feels they are not getting adequate instruction/support from the Staff ASL Development Program classes they have a responsibility to follow the escalation procedures as outlined here:

1. Request a 1-1 meeting with the ASL Instructor to address their concerns
    a. If a meeting is not scheduled within 2 weeks of the request, then send a request for a meeting to the Interpreter Coordinator as the immediate supervisor of the ASL Instructor
2. After meeting 1-1 with the ASL Instructor, allow 3 class periods for any changes to be implemented
    a. If no changes are made by the third class period following the meeting with the instructor, send a request for a meeting to the Interpreter Coordinator as the immediate supervisor of the ASL Instructor
3. After meeting 1-1 with the Interpreter Coordinator, again allow 3 class periods for changes to be implemented
    a. If no changes are made by the third class period after meeting with the Interpreter Coordinator, send a request for a meeting to the Superintendent and Human Resources

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Diagnostic Instrument

The bilingual department at KSD developed an in-house ASL diagnostic instrument based on known types of competencies expected in fluent ASL signers. The assessment is videotaped, and scored using a 10 item rubric–9 items are related to expressive skills, and 1 item is focused on receptive language comprehension. The rubric is included as an appendix at the end of this document. Raw scores can range from 0 to 50. Raw scores are then converted to a proficiency score using the following conversion chart:

Raw Score Range	Proficiency Score
0-9	**0**
10-20	**1**
21-28	**2**
29-36	**3**
37-43	**4**
44-50	**5**

DRAFT COUNTER PROPOSAL (8/18/2025)

~~Expected~~ ASL Skill Level Standards ~~Proficieney~~ by Department & Position

*Rationale Levels correspond to amount of contact with DHH people who sign
High Contact = A; Medium Contact = B; Low Contact = C
These skill level scores are what is expected either at hire or within 3 years of hire

Superintendent's Office:

Positions:	ASL Skill Level Standard	*Rationale
Superintendent	5	A
Executive Secretary	3	B

Human Resources:

Positions:	ASL Skill Level Standard	*Rationale
Director	3	B
HR Professional	3	B

Business Office:

Positions:	ASL Skill Level Standard	*Rationale
Director of Finance	3	B
Accountant	2	C
Accounting Specialist	2	C
Procurement Officer	3	B

Information Systems:

Positions:	ASL Skill Level Standard	*Rationale
Director of Information Systems	3	B
Information Systems Specialist ~~Instructional Technology Coordinator~~	4	A

Network Specialist	4	A
Technology Support Technician	3	A ~~B~~

Interpreting Services:

Positions:	**ASL Skill Level Standard**	***Rationale**
ASL Interpreter Coordinator	5	A
ASL Instructor/Deaf Interpreter	5	A
Interpreter	5	A
Substitute Interpreter	4	A

Operations:

Positions:	**ASL Skill Level Standard**	***Rationale**
Chief of Operations	2	C
Director of Operations	3	B
Supervisor/administrator	3	B
Housekeeping		
Custodial Specialist	1	C
Maintenance		
Lead-Operations Technician	3	B
General Maintenance & Repair Technician	2	C

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Operations (continued):

Positions:	ASL Skill Level Standard	*Rationale
Nutrition Services		
Director of Nutrition Services	3	B
Food Service Supervisor	3	B
Cook	~~3~~ 2	C
Food Service Worker	3	B
Kitchen Assistant	3	B
Special Assistant	2	C
Security		
Lead Safety Specialist	3	B
Facility Security Officer	3	B

Student Life:

Positions:	ASL Skill Level Standard	*Rationale
Dean of Student Life	4	A
Senior Administrative Specialist	4	A
Activity Coordinator	4	A
Coach	4	A
Supervisor–Dormitory Teacher	4	A
Dormitory Teacher	4	A
Residential Advisors	4	A
Dormitory Substitute Teacher	4	A

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Instructional:

Positions:	ASL Skill Level Standard	*Rationale
Principal	4	A
Senior Administrative Specialist	4	A
Curriculum Assessment Coordinator	4	A
Bilingual Specialist	5	A
Language Facilitator	4	A
Teacher: ASL & Deaf Studies	5	A
Teacher	4	A
Teacher: Long Term Sub	4	A
Teacher: Art	4	A
Teacher: Early Childhood	4	A
Teacher: Elementary	4	A
Teacher: KSTAR	4	A
Teacher: Librarian	4	A
Teacher: PE	4	A
Teacher: Secondary	4	A
Teacher: Transition & Dual Placement	4	A
Substitute Teacher	4	A
Paraprofessional	4	A
1:1 Paraprofessional	4	A
Substitute Paraprofessional	4	A
Job Coach	4	A

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Outreach & Related Services:

Positions:	ASL Skill Level Standard	*Rationale
Director of Outreach & Related Services	4	A
Senior Administrative Specialist	4	A
Administrative Assistant	3	B
Health Center		
Registered Nurse Supervisor	3	B
Registered Nurse	3	B
Licensed Practical Nurse	3	B
Outreach		
Teacher: ASL Live!	5	A
Teacher: Parent & Deaf Mentor	4	A
Deaf Mentor	4	A
Family Signs Kansas Coordinator	4	A
Family Signs Kansas (instructor)	4	A
Outreach Consultant/LAP Specialist (ASL)	~~3~~ 4	B
Outreach Consultant/LAP Specialist (English)	3	B
LAP-DHH Coordinator	4	A
~~LAP~~ Early Intervention Specialist (Sound START - ASL)	4	A
Early Intervention Specialist (Sound START - English)	3	B
Sound START Coordinator	4	A

Outreach & Related Services (continued):

Positions:	ASL Skill Level Standard	*Rationale
Related Services		
Audiologist	3	B
Speech-Language Pathologist (Campus-based)	4	B
Speech-Language Pathologist (Outreach)	3	B
Occupational Therapist	3	B
Part-Time Physical Therapist	3	B
Physical Therapy Assistant	3	B
Psychologist	5	A
Social Worker-academic	5	A

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Appendix A: Proficiency Score Descriptions

0 No Functional Skills:

Does not communicate visually except for iconic gestures with or without spoken English. May or may not use some fingerspelling to communicate. It is much easier to communicate using written English or by texting. Use of an interpreter is required for all business matters.

1 Novice:

Uses 1-3 signs and some short phrase/sentence responses to basic questions signed at a slow-to-moderate rate with frequent repetition and rephrasing. Vocabulary is primarily related to everyday work and/or social areas such as basic work-related signs, time, calendar, and greetings signs. Production and fluency is characterized by many sign production errors and by a slow rate with frequent inappropriate pauses/hesitations. Use of an interpreter is required for all business matters.

2 Survival:

Discusses basic social and work topics with responses generally 1-to-3 sentences in length. Has some knowledge of basic sign language vocabulary with many sign vocabulary and/or sign production errors. Slow-to-moderate signing rate. Basic use of a few sign language grammatical features. Fair comprehension for signing produced at a slow-to-moderate rate with some repetition and rephrasing. Use of an interpreter is required for all business matters.

3 Intermediate:

Discusses with some confidence routine social and work topics within a conversational format with some elaboration; generally 3-to-5 sentences. Good knowledge and control of everyday/basic sign language vocabulary with some sign vocabulary errors. Fairly clear signing at a moderate signing rate with some sign mis-productions. Fair use of some sign language grammatical features and fairly good comprehension for a moderate-to-normal signing rate; a few repetitions and rephrasing of questions may be needed. Use of an interpreter is required for highly-academic content.

4 Advanced:

Has generally shared conversations with good, spontaneous elaboration for both social and work topics. Broad sign language vocabulary knowledge and clear, accurate production of signs and fingerspelling at a normal/near-normal rate; occasional misproductions do not detract from conversational flow. Good use of many sign language grammatical features, and comprehension is good for normal signing rate. Uses some English syntactical features when translating English text.

5 Superior:

Has fully shared conversations, with in-depth elaboration for both social and work/educational topics with both familiar and unknown children and adults. Very broad sign language vocabulary, near native-like production and fluency, excellent use of sign language grammatical features, and excellent comprehension for normal signing rate. Story-reads texts effortlessly.

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Appendix B: Assessment Rubric

KSD ASL Diagnostic Assessment Form A B (Circle one)

Candidate: **ASL Diagnostician:** **Date/Time:**

Skill	Superior 5	Advanced 4	Intermediate 3	Survival 2	Novice 1	No Skills 0	Total
ASL Production (Only Expressive Signs)	Correctly uses all 5 parameters; native-like; in-depth elaboration	Some errors in 1 of 5 parameters; near-typical rate; spontaneous elaboration	Some errors in 2 of 5 parameters; moderate rate; some repetition & clarification needed	Some errors in 3- 4 of 5 parameters; slow signing rate; uses a few, short sentences	Consistently demonstrates errors in all 5 parameters; very slow sign rate	Does not communi-cate through signs	/5
Fingerspelling Production (Only FS)	Fluent, correct FS including full command of lexicalization	Average speed with errors; uses many lexicalized signs	Slow, but steady production; uses a few common FS or lexicalized signs	A few letters blend together, but no lexicalization	Spells letter by letter with errors in palm orientation; no lexicalization	Uses/ copies only a few letters	/5
Breadth of ASL Vocabulary Use	Full variety of vocabulary from social to academic; uses tier 2 and 3 signs	Perpetuates conversations on social and academic topics; accurate signs	Expresses 3-5 sentences using everyday/basic ASL vocabulary with some errors	Expresses 3-4 signs per phrase; 250-500 sign vocabulary range; numerous errors	Uses same, simple vocabulary; typically 1-2 signs per phrase; 150 signs in bank	Knows only a few, random signs or gestures	/5
ASL Syntax (Word/Sign Order)	Uses Rh-?, topicalization, IF-THEN, verb/noun modification, topic continuation	Uses a 70/30 mix of ASL syntax and English syntax	Uses a 50/50 mix of ASL syntax and English syntax	Uses a 30/70 mix of ASL syntax and English syntax	Signs in English word order; uses English mouthing, or uses Sim-Com	No syntax displayed; lacks vocabulary to create utterances	/5
Classifier (CL) Variety	Uses all 8 CL types fluently; uses topic continuation; NMM perfectly align	Uses all 8 CL types at a limited level, and has some errors	Uses basic DCL, ECL, BPCL, and PCL, and more advanced SCL, ICL, LCL, and BCL	Uses basic semantic, instrument, locative, and body CL with some errors	Uses a few iconic CL through gesturing/ signing	Uses no classifiers or iconic signs that look like CL	/5
Spatial Set-up (Use of Space)	Opens stories with scenery; correct use of space for CL	Use of spatial set-up is correct about 75% of the time	Use of spatial set-up is correct about 50% of the time	Use of spatial set-up is correct about 25% of the time	Use of spatial set-up is correct less than 10% of the time	No use of space in describing/ narration	/5
Role-Shifting (Characters' Actions=CA and Dialogue=CD)	Seamlessly uses CA and CD with correct eye gaze and transitions	Use of CA/CD is correct about 75% of the time	Use of CA/CD is correct about 50% of the time	Use of CA/CD is correct about 25% of the time	Use of CA/CD is correct less than 10% of the time	Uses no CA, CD, eye gaze, transitions	/5
Linguistic Non-Manual Markers (Face, Head, and Body)	NMM are correct for adjectival and adverbial use for CL and also for questions	Use of NMM is present and correct about 75% of the time	Use of NMM is present and correct about 50% of the time	Use of NMM is present and correct about 25% of the time	Use of NMM is present and correct less than 10% of the time	No NMM use, or uses only English mouthing	/5
ASL Fluency (Flow/Speed)	Minimal mistakes in vocabulary use; steady and fluent rate of speed	Clear, accurate production of signs and FS at typical signing rate	Clear, moderate signing rate with some sign errors	Slow signing rate with some repair strategies	Searches for signs; lots of pausing, stuttering, sign-production errors; no self-repair	There is no flow with signs used	/5
Receptive ASL Ability (Comprehension)	Comprehends all content at normal-signing rate	Around 80% comprehension of normal signing rate	Around 60% comprehension; some rephrasing, repetition needed	Around 40% comprehension of slow-to-moderate signing rate	20% or less comprehension of slow-to-moderate signing rate	0% comprehen sion of slow signing rate	/5
Total:							/50

- A score of zero means that there are roughly no functional skills in ASL.

Comments:

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Appendix C: Comparable ASL Assessments

New employees that have been assessed with the SLPI or equivalent assessment within the previous three years may be waived from the KSD ASL Diagnostic assessment with satisfactory documentation.

Satisfactory documentation includes prior evaluation using the SLPI, the American Sign Language Proficiency Interview (ASLPI), and/or the Signed Communication Proficiency Interview (SCPI); if an employee does not have an assessment with one of these instruments, they may submit any other type of documentation the employee believes substantiates that they have achieved the proficiency level required at hire. The Staff ASL Development Program Committee will determine whether an alternate type of documentation is adequate.

INSTRUMENT						
KSD ASLDx	0	1	2	3	4	5
SLPI	No Functional Skills	Novice	Survival	Intermediate	Advanced	Superior
SCPI	No Functional Skills	Novice	Survival	Intermediate	Advanced	Superior
ASLPI	0	1	2	2+ // 3	3+ // 4	4+ // 5

Proposal: Alignment with Olathe Public Schools for Weather-Related Closures

Kansas School for the Deaf (KSD) – Inclement Weather Closure Policy

KSD will align with Olathe Public Schools when determining weather-related closures to ensure consistency, safety, and operational efficiency. If Olathe Public Schools closes due to severe weather, KSD will also close on the same day. These days will not count as instructional days and will be treated as non-school days.

Dormitory Students

The Superintendent and her team will monitor impending severe weather to decide whether dormitory students should remain on campus or be sent home. This decision will be based on the timing and expected severity of the storm. Residential students will remain in the dormitories during closures if appropriate supervision can be maintained. When students remain in the dorm during the 2nd shift, approximately eight staff members will be needed to cover supervision. Dorm staff coming during 1st and 3rd shift will also be compensated

Compliance and Instructional Time

KSD's academic calendar includes a three-day buffer for weather-related closures. These days will not require make-up. If closures exceed three days, additional instructional days will be added to the 2025–2026 school year calendar as needed.

Staff Compensation

- If KSD closes due to inclement weather, all employees will be compensated without using their leave.
- Staff who are responsible for supervising dormitory students during closures will be interviewed and selected throughout the year based on availability, qualifications, and ability to meet student needs.
- Selected staff will participate in training to ensure they are prepared for their roles during such events, including emergency procedures, communication protocols, and student safety measures.
- Each selected staff member will be paid a flat rate of $150 per shift during weather-related closures.
- Expectations and responsibilities during closures will be communicated in advance to ensure preparedness.

Conclusion

This policy provides clarity for families and staff, supports student safety, and ensures fairness for employees while maintaining consistency with our local district.

Agenda Number: 6

Meeting Date: 10/15/2025

KANSAS STATE DEPARTMENT OF EDUCATION

900 S.W. Jackson Street, Suite 102
Topeka, Kansas 66612-1212
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Item Title: Presentation on Regulation Review

From: Deborah Bremer

Dr. Jake Steel and Dr. Renee Nugent will present on what will become a monthly item - recommendations on regulation review.

Agenda Number: 7

Meeting Date: 10/14/2025

KANSAS STATE DEPARTMENT OF EDUCATION

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(785) 296-3201
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Item Title: Special Education Advisory Committee Quarterly Report

From: Deborah Bremer

The Special Education Advisory Committee will present a Quarterly Report on its activities.