

MEMORANDUM OF UNDERSTANDING
regarding Compensation for Full-Time Secondary Teachers
Assigned to Six (6) Teaching Periods during the 2022-2023 School Year

This Memorandum of Understanding (MOU) is entered into this ___ day of December, 2021, between the Board of Education of Shawnee Mission School District U.S.D. No. 512, Johnson County, Kansas (the “District”) and the National Education Association Shawnee Mission (“NEA SM”).

WHEREAS, the Professional Negotiated Agreement (“PNA”) between the parties for July 1, 2021 – June 30, 2022 states: “Consistent with recommendations approved by the Board of Education through the ongoing strategic planning process, the District affirms its commitment to phasing in the adjustment of secondary teaching periods beginning with the 2021-22 school year, contingent on the state meeting its funding obligations under the current finance formula, and adequate availability and flexibility of district funds as defined by the Board of Education’s budgeting process.”;

WHEREAS, sufficient funds have been allocated to schedule all full-time secondary teachers to no more than five (5) teaching periods for the 2022-2023 school year;

WHEREAS, a sub-committee of the parties’ negotiations team met periodically over the past several months to discuss compensation for full-time secondary teachers who agree to teach six (6) teaching periods;

WHEREAS, the sub-committee developed basic terms for compensation for full-time secondary teachers who agree to teach six (6) teaching periods, and the sub-committee presented these basic terms to the negotiations team at a meeting held on November 11, 2021;

WHEREAS, at the November 11, 2021 meeting, the negotiations team reached a consensus on the amount of compensation for full-time secondary teachers who agree, in response to an administrative request, to teach six (6) teaching periods during the 2022-2023 school year;

WHEREAS, negotiations for a PNA for the 2022-2023 school year will not be completed before secondary schedules for the 2022-2023 school year must be developed;

WHEREAS, given that time is of the essence and administrators and teachers need to understand what compensation full-time secondary teachers who agree to teach six (6) teaching periods will receive in order to plan for the upcoming 2022-2023 school year, the negotiations team agreed to enter into a memorandum of understanding regarding compensation for full-time secondary teachers who agree, in response to an administrative request, to teach six (6) teaching periods during the 2022-2023 school year.

NOW, THEREFORE in consideration of the premises and the mutual covenants herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Full-time secondary teachers who, in response to an administrative request, agree to teach six (6) teaching periods during both semesters of the 2022-2023 school year will be compensated 10% of the amount listed in the MS+15, step 3 cell on the salary schedule for the 2022-2023 school year. The parties note that, under the current salary schedule, the amount would be \$5,263/year. Full-time secondary teachers who, in response to an administrative request, agree to teach six (6) teaching periods during one semester of the 2022-2023 school year will be compensated half this amount. The parties note that, under the current salary schedule, the amount would be \$2,618/year.

a. Secondary teachers who make a request to teach six (6) teaching periods, and who have such request approved by administration, will not receive any additional compensation for teaching a sixth period.

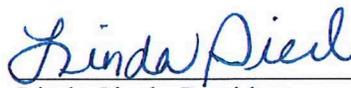
2. The parties further agree that, in planning and developing secondary schedules for the 2022-2023 school year, any assignment of a full-time secondary teacher to six (6) teaching periods during the 2022-2023 school year will be applicable to the 2022-2023 school year only; neither the District nor the teacher is bound to the same teaching schedule or number of assigned teaching periods for future school years.

IN WITNESS WHEREOF, the authorized representatives of the parties hereto have executed this Memorandum of Understanding.

Board of Education of Shawnee Mission
School District U.S.D. No. 512

National Education Association
Shawnee Mission

Heather Ousley, President
Shawnee Mission Board of Education



Linda Sieck, President

Attested by:

Terry Wintering, Secretary
Shawnee Mission Board of Education

