

2025 NEGOTIATIONS: Tentative Agreement

May 22, 2025

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Article XII: Professional Employee Compensation

A. District Compensation

D. Supplemental Positions and Salary Schedule

Compensation Proposal

- Salary Package Increase not including health insurance = 4.38%
 - Increase all steps by 1.50%; and then added \$385 to the base (all cells)

COMPENSATION PACKAGE (Not Including Health Insurance)		
Steps + Salary Scale Enhancements	\$ 1,055,338	3.25%
Estimated Column Movement	\$ 225,000	0.69%
Supplemental Schedule Changes (Fine Arts)	\$ 10,389	0.03%
Supplemental Schedule Steps + Salary Enhancements (3%)	\$ 50,315	0.15%
Off Scale Estimated Increase (add 3 steps MS and over) + Scale Increases	\$ 82,719	0.25%
SALARY PACKAGE INCREASE	\$ 1,422,684	4.38%
FICA	\$ 128,042	0.39%
Health Insurance Increase	\$ 408,918	1.26%
TOTAL PACKAGE INCREASE	\$ 1,960,817	6.03%

Supplemental Positions and Salary Schedule

- Salary Enhancements of **3%** = \$50,315
- Supplemental additions:
 - Orchestra (placed under middle school instrumental music)
 - High school assistant musical specialist
 - High school assistant musical tech
 - High school instrumental music (extended day contract x 2 days)
 - High school assistant band (extended day contract x 2 days)
 - *Total for added positions in 2025-26 = \$10,389* estimated*

Proposed Extended Salary Schedule

Addition of three (3) steps; adds **1.50%** to all steps; then adds **\$385** to the base

Step	BS	BS+15	MS	MS+15	MS+30	MS+45	Spec./ Dr.
1	\$50,757	\$51,485	\$53,876	\$55,954	\$58,033	\$60,112	\$62,502
2	\$51,173	\$51,901	\$54,395	\$56,474	\$58,553	\$60,631	\$63,022
3	\$51,589	\$52,316	\$54,915	\$56,994	\$59,072	\$61,151	\$63,542
4	\$52,005	\$52,732	\$55,435	\$57,513	\$59,592	\$61,671	\$64,061
5	\$52,524	\$53,252	\$56,058	\$58,137	\$60,216	\$62,294	\$64,685
6	\$53,044	\$53,772	\$56,682	\$58,760	\$60,839	\$62,918	\$65,308
7	\$53,564	\$54,291	\$57,305	\$59,384	\$61,463	\$63,542	\$65,932
8	\$54,083	\$54,811	\$57,929	\$60,008	\$62,086	\$64,165	\$66,556
9	\$54,603	\$55,331	\$58,553	\$60,631	\$62,710	\$64,789	\$67,179
10	\$55,227	\$55,954	\$59,280	\$61,359	\$63,438	\$65,516	\$67,907
11	\$55,227	\$56,682	\$60,112	\$62,190	\$64,269	\$66,348	\$68,738
12	\$55,227	\$57,409	\$60,943	\$63,022	\$65,101	\$67,179	\$69,570
13	\$55,227	\$57,409	\$61,775	\$63,853	\$65,932	\$68,011	\$70,401
14	\$55,227	\$57,409	\$62,606	\$64,685	\$66,764	\$68,842	\$71,233
15	\$55,227	\$57,409	\$63,438	\$65,516	\$67,595	\$69,674	\$72,064
16	\$55,227	\$57,409	\$64,373	\$66,452	\$68,530	\$70,609	\$73,000
17	\$55,227	\$57,409	\$65,308	\$67,387	\$69,466	\$71,545	\$73,935
18	\$55,227	\$57,409	\$66,244	\$68,323	\$70,401	\$72,480	\$74,871
19	\$55,227	\$57,409	\$67,179	\$69,258	\$71,337	\$73,415	\$75,806
20	\$55,227	\$57,409	\$68,115	\$70,193	\$72,272	\$74,351	\$76,741
21	\$55,227	\$57,409	\$69,154	\$71,233	\$73,312	\$75,390	\$77,781
22	\$55,227	\$57,409	\$70,193	\$72,272	\$74,351	\$76,430	\$78,820
23	\$55,227	\$57,409	\$71,233	\$73,312	\$75,390	\$77,469	\$79,860
24	\$55,227	\$57,409	\$72,272	\$74,351	\$76,430	\$78,508	\$80,899
25	\$55,227	\$57,409	\$73,364	\$75,442	\$77,521	\$79,600	\$81,990
26	\$55,227	\$57,409	\$74,455	\$76,534	\$78,612	\$80,691	\$83,082
27	\$55,227	\$57,409	\$75,546	\$77,625	\$79,704	\$81,782	\$84,173
28	\$55,227	\$57,409	\$76,637	\$78,716	\$80,795	\$82,874	\$85,264
29	\$55,227	\$57,409	\$77,729	\$79,808	\$81,886	\$83,965	\$86,356
30	\$55,227	\$57,409	\$78,820	\$80,899	\$82,978	\$85,108	\$87,499
31	\$55,227	\$57,409	\$79,901	\$81,980	\$84,059	\$86,240	\$88,631
32	\$55,227	\$57,409	\$80,982	\$83,061	\$85,140	\$87,372	\$89,763
33	\$55,227	\$57,409	\$82,063	\$84,142	\$86,221	\$88,504	\$90,895

Proposed Percentage Increase
(1 step movement, base increase)

Steps	BS	BS+15	MS	MS+15	MS+30	MS+45	Spec./Dr.
1							
2	3.1%	3.1%	3.2%	3.2%	3.1%	3.0%	3.0%
3	3.1%	3.1%	3.2%	3.1%	3.1%	3.0%	3.0%
4	3.1%	3.1%	3.2%	3.1%	3.1%	3.0%	3.0%
5	3.3%	3.3%	3.4%	3.3%	3.2%	3.2%	3.1%
6	3.3%	3.2%	3.3%	3.3%	3.2%	3.2%	3.1%
7	3.2%	3.2%	3.3%	3.3%	3.2%	3.1%	3.1%
8	3.2%	3.2%	3.3%	3.2%	3.2%	3.1%	3.1%
9	3.2%	3.2%	3.3%	3.2%	3.2%	3.1%	3.0%
10	3.4%	3.4%	3.4%	3.4%	3.3%	3.3%	3.2%
11	2.2%	3.5%	3.6%	3.5%	3.5%	3.4%	3.3%
12	2.2%	3.5%	3.6%	3.5%	3.4%	3.4%	3.3%
13	2.2%	2.2%	3.5%	3.5%	3.4%	3.3%	3.3%
14	2.2%	2.2%	3.5%	3.4%	3.4%	3.3%	3.3%
15	2.2%	2.2%	3.5%	3.4%	3.4%	3.3%	3.2%
16	2.2%	2.2%	3.6%	3.6%	3.5%	3.4%	3.4%
17	2.2%	2.2%	3.6%	3.5%	3.5%	3.4%	3.3%
18	2.2%	2.2%	3.6%	3.5%	3.4%	3.4%	3.3%
19	2.2%	2.2%	3.5%	3.5%	3.4%	3.4%	3.3%
20	2.2%	2.2%	3.5%	3.4%	3.4%	3.3%	3.3%
21	2.2%	2.2%	3.6%	3.6%	3.5%	3.5%	3.4%
22	2.2%	2.2%	3.6%	3.5%	3.5%	3.4%	3.4%
23	2.2%	2.2%	3.6%	3.5%	3.5%	3.4%	3.3%
24	2.2%	2.2%	3.5%	3.5%	3.4%	3.4%	3.3%
25	2.2%	2.2%	3.6%	3.5%	3.5%	3.4%	3.4%
26	2.2%	2.2%	3.6%	3.5%	3.4%	3.4%	3.3%
27	2.2%	2.2%	3.5%	3.5%	3.4%	3.4%	3.3%
28	2.2%	2.2%	3.5%	3.4%	3.4%	3.3%	3.3%
29	2.2%	2.2%	3.5%	3.4%	3.4%	3.3%	3.3%
30	2.2%	2.2%	3.4%	3.4%	3.3%	3.4%	3.3%

Proposed Supplemental Salary Schedule for 2025-26

CATEGORY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 10
1	6494	6657	6819	7035	7306	8117
2	6278	6430	6581	6678	7024	7771
3	5521	5662	5802	5954	6116	6711
4	4548	4677	4807	4948	5099	5651
5	4115	4234	4353	4483	4623	5132
6	3628	3737	3845	3964	4093	4559
7	3358	3455	3553	3661	3780	4202
8	2893	2980	3066	3163	3272	3650
9	2601	2666	2731	2806	2893	3185
10	2201	2255	2309	2374	2450	2698
11	1660	1703	1747	1801	1866	2071
12	1173	1206	1238	1282	1336	1498
13	871	892	914	946	990	1109

Article X: Leaves of Absence

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D. 6., Military Leave

6. ~~Military~~ Uniformed Service Leave

For the purposes of this section, the use of "military" leave means service in the uniformed services in accordance to the Uniformed Services Employment and Reemployment Act of 1994.

TYPE OF UNIFORM SERVICE	TYPE OF DUTY
United States Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard	Active duty, active duty for training, initial active duty for training, inactive duty training, a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty
Reserves of the United States Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard	Active duty, active duty for training, initial active duty for training, inactive duty training, a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty, performing funeral honors duty
Army National Guard or Air National Guard	Active duty, active duty for training, initial active duty for training, inactive duty training, full-time National Guard duty, state active duty for a period of 14 days or more, state active duty in response to a national emergency or major disaster declared by the President, state active duty in response to a major disaster, absence from work for an examination to determine a person's fitness for any of the above types of duty, performing funeral honors duty

Commissioned Corps of the Public Health Service

Active duty, active duty for training, initial active duty for training, inactive duty training, a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty

Commissioned Officer Corps of the National Oceanic and Atmospheric Administration

Active duty, active duty for training, initial active duty for training, inactive duty training, a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty

System Members of the National Urban Search and Rescue Response System

Participation of the System member in exercises, pre-incident staging, major disaster and emergency response activities, and training events sponsored or sanctioned by the Administrator

Intermittent Personnel Appointed to the Federal Emergency Management Agency

Service to the Federal Emergency Management Agency or to train for such service

Any Other Category of Persons Designated by the President in a Time of War or National Emergency

Active duty, active duty for training, initial active duty for training, inactive duty training, a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty

**** All remaining language remains unchanged.**

Change title to “Uniformed Service Leave” to align to the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended by Congress to expand the types of uniformed services for which the rights apply.

ARTICLE XI: Fringe Benefits

C. Tuition Reimbursement

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1. The Professional Employee shall be entitled to reimbursement in an amount not exceeding \$500.00 per fiscal year (July 1 – June 30) for tuition expenses **or fees** incurred for the purposes of:
 - a. enrolling in courses at an accredited institution; **or**
 - b. **preparatory classes for a District-required endorsement, licensure, or accreditation; or**
 - c. **tests for a District-required endorsement, licensure, or accreditation.**

All courses, classes, or tests should be part of the Professional Employee's Individual Development Plan.

The Professional Employee seeking reimbursement for such expenses shall comply with normal District procedures for reimbursement of expenses including presentation of receipts, bills, vouchers, etc.

ARTICLE XII: Professional Employee Compensation

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I. Horizontal Schedule Placement and Movement

Professional Employees will be placed on the Salary Schedule based on college credits earned following the completion of a baccalaureate degree. For original placement, if the Professional Employee has earned a Master's Degree, only college graduate credits earned following completion of the Master's Degree will be used for establishing a "Master's Plus" placement.

Current Professional Employees may request horizontal schedule movement based on points earned and/or college credits earned. The Professional Employee must submit a request for movement **by August 15** ~~by September 1~~ to the Human Resource Department **with verification through official documentation by September 1 for changes to apply by September 15 and by December 15 for changes to apply by December 31. Information about this process may be found on the HR Intranet. Once a Professional Employee has earned a Master's Degree, he or she is limited to one column movement per year.**

Article XIII: Professional Day

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F. Teacher Workdays

On workdays, except for special circumstances, Professional Employees shall have the time for working in classrooms for the purpose of instructional planning and preparation. For the ~~2024-25~~ **2025-26** school year, flexibility with respect to locations and working will be supported on the half teacher workdays of ~~October 18, 2024 and March 24, 2025~~ **October 17, 2025, January 2, 2026, March 23, 2026, and May 22, 2026**. An all-faculty meeting, not to exceed thirty (30) minutes, may be called during a workday other than ~~October 18, 2024, and March 24, 2025~~, **the specific dates identified**, provided it is the only all-faculty meeting of the week.

Article XVI: Duration Clause

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This Agreement shall govern the rights of the Board and the Association from *July 1, 2025* through *June 30, 2026*.

Article XVIII: Fair Dismissal Procedures

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It is the expectation of the parties that the hearing officer's recommendation be rendered prior to June 1 and all reasonable efforts should be made to accomplish that goal. ~~The hearing officer's recommendation shall not be binding upon the board.~~ The decision of the hearing officer shall be submitted to the Employee and to the Board, setting forth the hearing officer's findings of fact, reasoning and determination of the issues. The decision of the hearing officer shall be final, subject to appeal to the district court by either party as provided in K.S.A. 60-2101, and amendments thereto.

~~After receiving the recommendation, the board shall determine the matter within 14 calendar days.~~

~~The Professional Employee shall pay for his/her expenses, including any witnesses and/or legal representation.~~ Each party shall be responsible for the payment of its own attorneys' fees and expenses.

The cost of the hearing officer and all other costs shall be borne by the non-prevailing party of the hearing officer's recommendation.

The Board of Education and district administration is taking meaningful action to honor and support our educators. Recognizing the vital role teachers play in student success, the Board is not only ensuring competitive compensation—elevating our district to 2nd in the State of Kansas for average teacher compensation—but also reinforcing its deep respect for the teaching profession. As a powerful demonstration of this commitment, the Board and administration is embracing binding arbitration, a clear signal that it values transparency, fairness, and the voices of those who shape our students' futures every day.

Article XIX: Disciplinary Procedures

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4. c., Paid Administrative Leave

4. Disciplinary action may include:

- a. An informal reprimand;
- b. A formal reprimand;
- c. ~~Paid administrative leave~~ Suspension with pay;
- d. Suspension without pay;
- e. Non-renewal or termination.

Strike *Paid administrative leave* and change language to read *Suspension with pay*. The use of paid administrative leave is for circumstances whereby disciplinary action is not needed or has yet to be determined.

Important Dates / Deadlines

[page 1]

2025-2026 Important Dates/Deadlines

Evaluation Deadlines:

- September 15, 2025 – Notify Teachers of Evaluation
- November 3, 2025 – A1 and A2 Evaluations Completed (including signatures)
- February 15, 2026 – B1, B2, and C Evaluations Completed (including signatures)
- April 3, 2026 – A1 and A2 Evaluations Completed (including signatures)

Other Employment Deadlines, on or before:

- ~~September 1, 2024~~ **August 15, 2025** – Deadline to submit Horizontal Salary Movement Paperwork to HR
- December 15, 2025 – Deadline to resign and receive \$84 per day for unused general leave
- December 15, 2025 – Deadline to retire and receive \$155 per day for unused general leave
- January 15, 2026 – Deadline to resign and receive \$74 per day for unused general leave
- January 15, 2026 – Deadline to submit written request to HR for Job Sharing Proposal
- February 1, 2026 – Deadline to submit Transfer Application Request for 2026-27 to HR (if job is posted after February 1, the staff member has 2 days after posting to apply)
- March 1, 2026 – Deadline to resign and receive \$64 per day for unused general leave
- March 1, 2026 – Deadline to submit written request to HR to participate in the USD 232 Retirement Program (See eligibility pg. 47 letter C)
- May 1, 2026 – Deadline to resign and receive \$40 per day for unused general leave
- May 1, 2026 – Deadline to retire and receive \$104 per day for unused general leave
- May 15, 2026 – Deadline for BOE to give notice to “Non-renew” professional employees
- May 29, 2026 – Deadline for Professional Employee to resign and be released from 2026-27 school year contract (without BOE release)
- ~~June 15, 2025~~ **July 15, 2026** – Deadline to submit Tuition Reimbursements to HR for the 2025-26 fiscal year

Liquidated Damages for Late Resignation

The Board of Education will accept resignations from professional employees for the succeeding school year without restriction if tendered on or before the date established by Kansas law. For resignations tendered after the date established by Kansas law, liquidated damages may be enforced by the Board. The Professional Employee must provide a minimum of 10 contract days' notice of resignation, counted from the first contract day after the written resignation notice is tendered. The Board may waive liquidated damages for unforeseeable circumstances. Refer to the liquidated damages scale. If enforced, payment must be made to the Board when the contract release is granted.

Date of Resignation

Liquidated Damages

From statutory date to June 30

\$ 500.00

From July 1 to July 31

\$1,500.00

From August 1 to remainder of contract

\$2,500.00