

March 28, 2025

TO: USD 232 Board of Education c/o Clerk of the Board, Wendy Denham
FROM: Dandra Arter, De Soto Teachers' Association President
CC: Dr. Cory Gibson, USD 232 Superintendent
RE: Notice of items for the 2025-2026 Negotiated Agreement

Members of the Board:

In accordance with the negotiation law, K.S.A 72-2218 et seq., we respectfully submit notice of the items that we propose to negotiate for inclusion in the 2025-2026 contract.

Mandatory Items

Article XI: Fringe Benefits

C: Tuition Reimbursement: The Association seeks to expand the scope of tuition reimbursement to include the fees associated with adding an endorsement.

Article XII: Professional Employee Compensation

A: District Compensation: It is the Association's purpose to both maintain and propose higher salary levels and fringe benefits to assure that the district attracts and retains the quality educators needed to provide optimum learning opportunities for our students. The Association also seeks to amend the structure of the salary schedule and distribution of money throughout the salary schedule.

D: Supplemental Positions and Salary Schedule: The Association seeks to negotiate additional compensation for existing and new supplemental positions, subject to the finding of the joint Supplemental Salary Committee. The Association also seeks to amend the distribution of money throughout the supplemental salary schedule.

PDC: Professional Development Committee Handbook: The Association seeks to negotiate changes affecting compensation, subject to the recommendation of the Professional Development Committee.

Article XIII: Professional Day

B: Contract Day: The Association seeks to reduce the maximum number of required school activities or events beyond the school day.

F: Flexible Professional Development: The Association seeks to add language that would create more authentic and additional flexible professional development opportunities during the school year. The Association seeks to add language that would allow for flexible time and location on teacher workdays.

In addition, DTA selects these three additional items from the list of mandatory topics:

Article X: Leaves of Absence

B1: The Association seeks to increase the rate at which employees may sell back unused Discretionary or Personal Leave at the end of the school year.

D: The Association seeks to add language allowing spouses who are both employed by the District to share discretionary leave for a new baby or adoption.

Article XV: USD 232 Retirement Program

A: The Association seeks to increase the rate at which employees may sell back unused Discretionary or Personal Leave upon retirement.

Article XVIII: Fair Dismissal Procedures

The Association seeks to amend existing language to introduce a binding third-party decision maker.

In addition, the Association proposes the following change:

Article XVI: Duration Clause

The Association seeks to change the dates for a one-year contract.

Additionally, we desire the following information in writing:


- The name, FTE, step placement, column placement, and primary salary of each employee currently in the bargaining unit schedule
- The name, FTE, step placement, column placement, and primary salary of each employee currently paid under the certified salary schedule but not included in the bargaining unit
- In scattergram format, the salary placement of each employee currently in the bargaining unit or paid under the certified salary schedule (step and column)
- The name, FTE, step placement, column placement, and supplemental salary of each employee currently in the bargaining unit with a supplemental contract

- In scattergram format, the salary placement of each employee currently receiving supplemental contracts (step and column)
- The names, step placement, column placement, and primary salary of employees in the bargaining unit leaving the District in 2024-25
- The names, step placement, column placement, and primary salary of new certified employees in the bargaining unit hired for the 2025-26 school year
- The names, salaries, and years of service of all district-level and administrative office employees for 2024-25
- The names and salaries of all building-level administrators and for 2024-25
- Fringe benefits included in building and district level administrators' contracts
- Total number of bargaining unit members who opt into the District's health insurance plan
- Total number of bargaining unit members who opt into the District's dental insurance plan
- Total new dollars added to certified salary schedule, not including step and column movement, for each year since 2019-2020
- Total new dollars added to certified salary schedule for step and column movement for each year since 2019-2020
- Any amounts and allocation of funds received from college credit or dual-enrollment programs, including, but not limited to, Johnson County Community College, Baker University, and The College Board (Advanced Placement).
- A list of required school events/activities outside of the contract day at each school.

Please forward this information to Jeff Wieland and Dandra Arter at your earliest convenience. We realize it may take a few days to gather this request and would regard such as still timely. Electronic versions are acceptable.

It is our understanding that agreements reached and properly ratified will not become effective until the 2025-2026 school year, unless otherwise mutually agreed upon.

Respectfully,



Dandra Arter

President, De Soto Teachers' Association

Jeff Wieland

Jeff Wieland
Lead Negotiator

