2026 NEGOTIATIONS: Tentative Agreement

October 27, 2026

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Article XII: Professional Employee Compensation

A. District Compensation

D. Supplemental Positions and Salary Schedule

Compensation Proposal

District proposes monetary compensation as indicated in the chart on this page, plus 8 hours of professional leave per non-center based Pre-K-12 Resource and Gifted teachers to be completed at their building or at the Administrative Office, with an estimated cost for professional leave at $18,270. Updated compensation package includes additional dollars toward health insurance; more accurate overall estimate.

COMPENSATION PACKAGE		% Increase Over Last Year's Compensation
Steps + Salary Scale Enhancements	$884,875	2.43%
Estimated Column Movement	$145,000	0.40%
Total Salary Estimate - Steps, Column, Salary Schedule Changes	**$1,029,875**	2.83%
Supplemental Schedule Changes	$31,986	0.09%
Supplemental Steps + Pay Enhancements (2.4%)	$54,214	0.15%
Total Supp. Salary Estimate - Additional positions and % Increase	**$86,200**	0.24%
Cost for Subs for K-12 Resource and Gifted (8 Hours)	**$18,270**	0.05%
SALARY PACKAGE ESTIMATED INCREASE	**$1,134,345**	3.12%
FICA	$102,091	0.28%
TOTAL PACKAGE ESTIMATED INCREASE	**$1,236,436**	3.40%
Health Insurance Increase in District Contribution (60% of all insurers. Approx. 486 employees) Additional Cost For Bargaining Unit FY'27 (Sept-Dec.): *Total for all staff ($483,000)*	$291,600	0.80%
Increase in Dental Insurance: *Total for all staff $11,100* (60%)	$7,260	0.02%
Health Insurance Increase in District Contribution (60% of all insurers. Approx. 486 employees) Additional Cost For Bargaining Unit FY'27 (Jan - Aug.) (Adding $40 a month effective Jan. 1)	$155,712	0.43%
TOTAL PACKAGE ESTIMATED INCREASE	**$1,691,008**	**4.64%**

Supplemental Positions and Salary Schedule

Supplemental Additions/Changes	$ 31,986.00
2.4% + Step	$ 54,214.00
Total Package Estimate	**$ 86,200.00** (not including payroll tax)

Supplemental additions:

- Add HS E-Sports as a new position at Category 10
- Add HS Girls Flag Football Head and Assistant Coach at Category 4 and Category 8
- Add HS Head Track Coach Combined as a Category 2 position with multiplier of 1.3
- Add HS Head Wrestling Coach Combined as a Category 2 position with multiplier of 1.3
- Add HS Head Powerlifting Coach as a new position at Category 9

Supplemental movements:

- Move HS Asst. Dance/Drill from Category 8 to Category 6
- Move MS Head Track Coach from Category 7 to Category 6
- The Committee would further recommend that HS Head Track Coach Combined and HS Head Wrestling Coach Combined be considered jointly.

Proposed Supplemental Salary Schedule 2026-27

Category	Step 1	Step 2	Step 3	Step 4	Steps 5-9	Step 10
1	$6,646	$6,813	$6,979	$7,200	$7,476	$8,308
2	$6,426	$6,580	$6,735	$6,834	$7,188	$7,953
3	$5,650	$5,795	$5,937	$6,094	$6,260	$6,868
4	$4,654	$4,786	$4,919	$5,064	$5,218	$5,784
5	$4,212	$4,334	$4,454	$4,589	$4,731	$5,252
6	$3,713	$3,825	$3,935	$4,057	$4,188	$4,665
7	$3,437	$3,536	$3,636	$3,747	$3,869	$4,301
8	$2,960	$3,051	$3,139	$3,237	$3,350	$3,736
9	$2,661	$2,728	$2,796	$2,871	$2,960	$3,259
10	$2,253	$2,308	$2,362	$2,430	$2,508	$2,762
11	$1,699	$1,743	$1,788	$1,843	$1,910	$2,120
12	$1,200	$1,234	$1,268	$1,312	$1,367	$1,533
13	$892	$912	$936	$969	$1,014	$1,136

USD 232
Unified School District No. 232
www.usd232.org

De Soto Teachers' Association

Proposed Salary Schedule 2026-27

	BS	BS+15	MS	MS+15	MS+30	MS+45	Spec./ Dr.
1	$51,397	$52,134	$54,555	$56,659	$58,764	$60,869	$63,290
2	$51,818	$52,555	$55,080	$57,186	$59,291	$61,395	$63,816
3	$52,239	$52,975	$55,607	$57,712	$59,816	$61,922	$64,343
4	$52,660	$53,396	$56,133	$58,238	$60,343	$62,448	$64,868
5	$53,186	$53,923	$56,764	$58,870	$60,975	$63,079	$65,500
6	$53,712	$54,450	$57,396	$59,500	$61,606	$63,711	$66,131
7	$54,239	$54,975	$58,027	$60,132	$62,237	$64,343	$66,763
8	$54,764	$55,502	$58,659	$60,764	$62,868	$64,973	$67,395
9	$55,291	$56,028	$59,291	$61,395	$63,500	$65,605	$68,025
10	$55,923	$56,659	$60,027	$62,132	$64,237	$66,342	$68,763
11	$55,923	$57,396	$60,869	$62,974	$65,079	$67,184	$69,604
12	$55,923	$58,132	$61,711	$63,816	$65,921	$68,025	$70,447
13	$55,923	$58,132	$62,553	$64,658	$66,763	$68,868	$71,288
14	$55,923	$58,132	$63,395	$65,500	$67,605	$69,709	$72,131
15	$55,923	$58,132	$64,237	$66,342	$68,447	$70,552	$72,972
16	$55,923	$58,132	$65,184	$67,289	$69,393	$71,499	$73,920
17	$55,923	$58,132	$66,131	$68,236	$70,341	$72,446	$74,867
18	$55,923	$58,132	$67,079	$69,184	$71,288	$73,393	$75,814
19	$55,923	$58,132	$68,025	$70,131	$72,236	$74,340	$76,761
20	$55,923	$58,132	$68,973	$71,077	$73,183	$75,288	$77,708
21	$55,923	$58,132	$70,025	$72,131	$74,236	$76,340	$78,761
22	$55,923	$58,132	$71,077	$73,183	$75,288	$77,393	$79,813
23	$55,923	$58,132	$72,131	$74,236	$76,340	$78,445	$80,866
24	$55,923	$58,132	$73,183	$75,288	$77,393	$79,497	$81,918
25	$55,923	$58,132	$74,288	$76,393	$78,498	$80,603	$83,023
26	$55,923	$58,132	$75,393	$77,498	$79,603	$81,708	$84,129
27	$55,923	$58,132	$76,498	$78,603	$80,708	$82,812	$85,234
28	$55,923	$58,132	$77,603	$79,708	$81,813	$83,918	$86,338
29	$55,923	$58,132	$78,708	$80,814	$82,918	$85,023	$87,444
30	$55,923	$58,132	$79,813	$81,918	$84,024	$86,180	$88,601
31	$55,923	$58,132	$80,908	$83,013	$85,118	$87,327	$89,748
32	$55,923	$58,132	$82,002	$84,108	$86,213	$88,473	$90,894
33	$55,923	$58,132	$83,097	$85,202	$87,307	$89,619	$92,040

Salary Schedule Estimated Percentage Increase*

*Chart does not include column movement.

BS	BS+15	MS	MS+15	MS+30	MS+45	Spec./ Dr.
2.1%	2.1%	2.2%	2.2%	2.2%	2.1%	2.1%
2.1%	2.1%	2.2%	2.2%	2.2%	2.1%	2.1%
2.1%	2.1%	2.2%	2.2%	2.2%	2.1%	2.1%
2.3%	2.3%	2.4%	2.4%	2.3%	2.3%	2.2%
2.3%	2.2%	2.4%	2.3%	2.3%	2.3%	2.2%
2.3%	2.2%	2.4%	2.3%	2.3%	2.3%	2.2%
2.2%	2.2%	2.4%	2.3%	2.3%	2.3%	2.2%
2.2%	2.2%	2.4%	2.3%	2.3%	2.2%	2.2%
2.4%	2.4%	2.5%	2.5%	2.4%	2.4%	2.4%
1.3%	2.6%	2.7%	2.6%	2.6%	2.5%	2.5%
1.3%	2.6%	2.7%	2.6%	2.6%	2.5%	2.5%
1.3%	1.3%	2.6%	2.6%	2.6%	2.5%	2.5%
1.3%	1.3%	2.6%	2.6%	2.5%	2.5%	2.5%
1.3%	1.3%	2.6%	2.6%	2.5%	2.5%	2.4%
1.3%	1.3%	2.8%	2.7%	2.7%	2.6%	2.6%
1.3%	1.3%	2.7%	2.7%	2.6%	2.6%	2.6%
1.3%	1.3%	2.7%	2.7%	2.6%	2.6%	2.5%
1.3%	1.3%	2.7%	2.6%	2.6%	2.6%	2.5%
1.3%	1.3%	2.7%	2.6%	2.6%	2.6%	2.5%
1.3%	1.3%	2.8%	2.8%	2.7%	2.7%	2.6%
1.3%	1.3%	2.8%	2.7%	2.7%	2.7%	2.6%
1.3%	1.3%	2.8%	2.7%	2.7%	2.6%	2.6%
1.3%	1.3%	2.7%	2.7%	2.7%	2.6%	2.6%
1.3%	1.3%	2.8%	2.7%	2.7%	2.7%	2.6%
1.3%	1.3%	2.8%	2.7%	2.7%	2.6%	2.6%
1.3%	1.3%	2.7%	2.7%	2.7%	2.6%	2.6%
1.3%	1.3%	2.7%	2.7%	2.6%	2.6%	2.6%
1.3%	1.3%	2.7%	2.7%	2.6%	2.6%	2.6%
1.3%	1.3%	2.7%	2.6%	2.6%	2.6%	2.6%
1.3%	1.3%	2.6%	2.6%	2.6%	2.6%	2.6%
1.3%	1.3%	2.6%	2.6%	2.6%	2.6%	2.6%
1.3%	1.3%	2.6%	2.6%	2.5%	2.6%	2.5%

Article III: Licensed Personnel

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B.2. Job-Sharing Opportunities

b. Job Sharing means that two (2) staff members will actually share one (1) full-time position. District provided benefits will be split according to full-time equivalency (FTE) or awarded to one of two participating staff members. Benefit costs will not exceed 1.0 FTE. However, the amount of time that each staff member devotes to the job is determined by the partners, so long as the total time devoted by the job-sharing partners equals one (1) full-time position. If either participant desires a change to the agreed upon share of benefits, they must alert their partner, supervisor, and HR in writing no later than March 15 of the current contract year.

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e. New job-sharing requests and annual renewals shall be made in writing to the Human Resource office on or before January 15th, unless extraordinary circumstances arise. If a member of the job share team wishes to end the partnership, they must alert their partner, supervisor, and HR in writing no later than March 15 of the current contract year.

Article X: Leaves of Absence

[Page 25] The district proposes rewriting the first portion of the article from *A. Definitions*, ending at *2. Request for Leave*, with a minor adjustment in *section f.* of *Request for Leave.* Adds a new *section 9.* to the article.

A. Definitions

1. **"Leave"** is defined as an approved absence from duty for which no deduction is made in the regular compensation of the Professional Employee, provided the employee has sufficient leave to cover the absence requested.
2. **"Days"** is defined as days on which the employee taking leave would normally have reported for duty.
3. **"Immediate Family"** shall include individuals related by blood or affinity whose close association with the Professional Employee is the equivalent of a family relationship.
4. **"Discretionary Leave"** is defined as an annual leave allotment granted to each Professional Employee at the start of each contract year, which may be used for any purpose the employee chooses, including personal illness, family illness, medical or dental appointments, bereavement, religious observance, or civic duty. Discretionary Leave must be exhausted before Accrued Leave may be used.
5. **"Accrued Leave"** is defined as leave carried over from previous contract years. Accrued Leave may be used for any purpose the employee chooses, including illness of the employee or an immediate family member. Accrued Leave is not restricted to sick or medical purposes.

B. General Leave

Short-term absences of five (5) or fewer consecutive workdays may be granted in accordance with the provisions below.

1. Discretionary Leave

a. Full-time Professional Employees shall receive twelve (12) days of Discretionary Leave each contract year, available on the first report day of the contract year.

b. Discretionary Leave may be used for any reason the Professional Employee chooses. All Discretionary Leave must be exhausted before Accrued Leave may be used.

c. The following options are available for unused Discretionary Leave at the close of the contract year:

Sell Back to the District — If the Professional Employee has used eight (8) or fewer Discretionary Leave days during the contract year, the District will purchase unused

Discretionary Leave at the current daily substitute rate of pay (not to exceed twelve (12) days total), to be paid on or before the June 30 payroll, subject to the following parameters:

- A Professional Employee with fewer than twenty (20) days of Accrued Leave carryover may sell back no more than one-half of their current year's unused Discretionary Leave. *(Example: An employee with 10 days Accrued Leave carryover uses 2 discretionary leave days during the year. Of the 10 unused discretionary leave days, the employee may sell back up to 5 days and must carry over at least 5 days, bringing their Accrued Leave balance to no less than 15 days.)*
- A Professional Employee with twenty (20) or more days of Accrued Leave carryover may sell back all or any portion of their current year's unused Discretionary Leave. *(Example: An employee with 30 days Accrued Leave carryover uses 2 days during the year, leaving 10 unused. The employee may sell back all 10 days or any number thereof.)*

The Professional Employee must submit an election form to the Payroll Department no later than **the last business day in April** indicating their sell-back election, subject to the parameters above.

d. The District will comply with all provisions and requirements of the Family and Medical Leave Act of 1993.

e. A Professional Employee shall be entitled to use leave in increments of 15 minutes.

2. Accrued Leave

a. Unused Discretionary Leave that is not sold back to the District shall carry over as Accrued Leave at the close of each contract year.

b. Accrued Leave may be used for any reason the Professional Employee chooses, including but not limited to personal illness, illness of an immediate family member, medical or dental appointments, and other personal needs. Accrued Leave is not limited to sick or medical use.

c. Accrued Leave shall be used only after all Discretionary Leave for the current year has been exhausted.

UDPATE TO OTHER SECTION IN ARTICLE X

2. Request for Leave

f. Any days taken without approval will be docked at the District's single daily cost of a substitute and a discretionary day, or accrued leave day if discretionary leave is exhausted, taken from the staff member's allotment. If the Professional Employee does not have any remaining discretionary or accrued leave, then the amount docked will be the Professional Employee's daily rate of pay. Leave days must be properly submitted via Skyward in a timely matter. If not submitted within one (1) week of return from the Professional Employee's absence, the staff member and principal will be reminded via email to submit the absence. Any absence then not submitted within three (3) business days from the date of the email reminder will be docked double the rate of substitute pay and the employee shall be subject to reprimand. Exceptions may be made for extenuating circumstances.

Key changes summarized:

- *Eliminated the separate "Sick Leave," "Personal Leave," and "Discretionary Leave" definitions, replacing them with two clean categories.*
- *Accrued Leave is explicitly reclassified as general-purpose leave ("for any reason"), with illness listed as one example rather than the only permitted use.*
- *Everything else (sell-back rules, thresholds, leave approval) is preserved as-is.*

New sections #9 and #10

9. **De Soto Teachers' Association Leadership Leave**

The District shall provide up to 80 hours of Association Professional Leave per school year for collective use by designated members of the Association's leadership. Such leave may be used to fulfill Association-related responsibilities and obligations in support of professional employees.

The Association shall determine which members of its leadership are authorized to use Association Professional Leave and shall coordinate the use of such days to ensure the total number of days does not exceed the annual allotment.

Members of the Association's leadership utilizing Association Professional Leave shall notify the District's Human Resources office in writing, in advance when practicable, specifying the date(s) of intended use. Approved Association Professional Leave shall not be deducted from the individual employee's accrued personal leave.

The Association agrees to comply with reasonable District procedures for reporting and tracking the use of Association Professional Leave days.

10. Professional Leave for Special Education Staff

Non-Center-based **Pre-**K-12 Resource and Gifted Teachers in the special education field directly responsible for the construction of an Individualized Education Plan (IEP) will be given eight (8) professional leave hours each school year that can be used to complete paperwork or additional tasks required for their positions. These hours do not accrue and must be used at their building or at the Administrative Office.

Article XI: Fringe Benefits

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A. Paid Benefits

The Board of Education will contribute at least $811.50 per month ($9,738 per year) as a health insurance benefit, and a single dental membership, with a jointly agreed upon provider.

Effective January 1, 2027, the health insurance benefit contribution by the Board of Education will increase to at least $851.50 per month ($10,218 per year).

In addition, life insurance and a short-term disability salary protection plan will be provided by the Board. A Fringe Benefits Committee, which will include representatives from the district's Leadership Team, classified staff, and the De Soto Teachers' Association, will convene to explore various benefit options related to each of the provided benefit plans. In the event two married professional employees are employed by the Board of Education, the Board payment to each of the two professional employees may be pooled.

Article XV: USD 232 Retirement Program

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A. Sick Leave Pay Out

Upon retirement from the District with full or reduced KPERS benefits, a Professional Employee shall be entitled to receive pay for each day of accrued and unused leave on the following basis:

1. Option 1 - $155.00 per day provided written notice is received by December 15.
2. Option 2 - $104.00 per day provided written notice is received by May 1.

However, a Professional Employee will not be entitled to receive payment for accrued and unused leave if the Professional Employee fails to fulfill his/her employment contract or fails to submit a written notice of retirement on or before May 1. The Professional Employee, at his/her discretion, may choose to receive this payment in one of the following manners:

((Note: changed "*1. And 2.*" to "bullet points."))

- Option 1 - Paid into ~~a District paid~~ the Professional Employee's 403(b)/457(b) account, provided notice is given in writing, to the Payroll Department prior to May 1. A retirement program form is located on the HR Intranet.

- Option 2 – If Option 1 is not chosen the payment will automatically be paid as a lump sum in the June 15 paycheck.

The district proposes striking section C in its entirety, as the final employee covered under this provision has retired.

C. ~~**Only Professional Employees Employed by the District on August 1, 2012** retiring with full KPERS benefits **and** meeting the criteria below will be eligible to receive the following benefit:~~

~~1. Professional Employees meeting both of the following criteria as of August 1, 2012 will receive a one-time lump sum payment of $23,000:~~

~~a. 30 years of teaching experience;~~

~~b. At least 20 years of teaching experience in USD 232.~~

2. Professional Employees meeting both of the following criteria as of August 1, 2012 will receive a one-time lump sum payment of $19,000:
    a. 25 years of teaching experience;
    b. At least 18 years of teaching experience in USD 232.

This is a phased-out retirement incentive program that applies to very few USD 232 employees.

The payment will be deposited into a District paid 403(b) account in the employee's name no later than July 15 in the year in which the employee retires.

In order to receive this benefit, the Professional Employee must declare their intent to retire, in writing, to the Human Resources Department no later than the first school day in March.

ARTICLE XIII: Professional Day

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A. Number of Contract Days

Professional Employee contracts shall not exceed ~~187~~ 186 days (~~190~~ 189 for new-to-district employees) or as stated in an individual Professional Employee's contract. On days when classes are canceled for students because of inclement weather, teachers will not be expected to work. Notification of cancellation for Professional Employees will be given with the school closing message through the media and the various calling trees.

*Note: For the 2026-27 school year, the Board will remove the **March 22, 2027,** half PD Day, half Workday. The district will coordinate with principals to not hold PLC or collaboration time during the week prior or the week after Spring Break 2027. Beginning with the 2027-28 school year, the Board will remove the **Flex PD Day.***

B. Contract Day

The contract day for all Professional Employees of the District shall be eight (8) hours in duration with the exception of parent/teacher conference weeks and other special circumstances. During the contract day, Professional Employees shall perform such duties as may be assigned to them by the Superintendent or his/her designated representative. Except in the event of an emergency, no Professional Employee shall be required to attend more than ~~three (3)~~ two (2) school activities or events beyond the times/days outlined in this professional agreement, not to exceed a total of ~~eight (8)~~ five (5) hours, with no single event to exceed three (3) hours, over the course of the school year. The reduction of the school activities or events requirement shall sunset effective June 30, 2028.

Professional employees who are requested and agree to assist in the logistical planning of a school event/activity outside of the contract day shall be compensated at the extra-duty rate. Logistical planning for a school event/activity outside of the contract day will not be required to occur during the employee's planning period. The Principal/Supervisor shall advise Professional Employees of required attendance at a school event/activity outside the contract day at least six (6) weeks in advance of the event/activity.

Note regarding sunset provision: the District and De Soto Teachers' Association will jointly gather and review data in a collaborative process regading family engagement opportunities, participation, and overall effectiveness. The process will help inform future negotiations on this topic.

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 2025-26 school year, f~~ Flexibility with respect to locations and working will be supported on ~~the~~ teacher workdays (16 or greater hours combined) as determined by the Board of Education, with input from the calendar committee ~~of 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 the specific ~~dates~~ months identified, provided it is the only all-faculty meeting of the week.

Article IX: Grievance Procedure

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C. Procedures

Level One

Within ten (10) days following the occurrence of the event which is the subject of a grievance, the Professional Employee may file a written grievance with the Principal or immediate supervisor. If the Principal or immediate supervisor is the respondent in the grievance, the Professional Employee may file the written grievance directly with the human resources department. As a condition precedent to advancement of the grievance, the Professional Employee shall provide documented evidence demonstrating that a good-faith attempt to resolve the matter at the lowest applicable level was undertaken. Upon satisfaction of such condition, the grievance shall be deemed to commence and proceed at **Level Two** of the grievance procedure set forth herein.

The Principal or immediate supervisor will arrange for a meeting with the grievant to take place within ~~five (5)~~ ten (10) business days of receipt of the grievance. The Principal will provide a written decision to the grievant within ~~five (5)~~ ten (10) business days of the Grievance Conference.

Level Two

In the event the grievant is not satisfied with the disposition of the grievance at Level One, the grievant may, within ~~five (5)~~ ten (10) days after receipt of the Principal's decision, submit the written grievance to a District Administrator that oversees the human resoures department. ~~Director of Human Resources.~~ If the District Administrator that oversees the human resources department is the respondent in the grievance, the Professional Employee may file the written grievance directly with the Superintendent of Schools. As a condition precedent to advancement of the grievance, the Professional Employee shall provide documented evidence demonstrating that a good-faith attempt to resolve the matter at the lowest applicable level was undertaken. Upon satisfaction of such condition, the grievance shall be deemed to commence and proceed at **Level Three** of the grievance procedure set forth herein.

A ~~Director of Human Resources~~ District Administrator that oversees the human resoures department will arrange for a meeting with the grievant to take place within ~~five (5)~~ ten (10) business days of receipt of the appeal. ~~A Director of Human Resources~~ The District Administrator that oversees the human resources department shall have ~~five (5)~~ ten (10) business days following such meeting in which to provide a written decision to the grievant.

Level Three

In the event the grievant is not satisfied with the disposition of the grievance at Level Two, the grievant may, within ~~five (5)~~ ten (10) business days after receipt of the ~~a Director of Human Resources~~ decision by the District Administrator who oversees human resources, submit the written grievance to the Superintendent of Schools. The Superintendent will arrange for a meeting with the grievant to take place within ~~five (5)~~ ten (10) business days of receipt of the appeal. The Superintendent shall have ~~five (5)~~ ten (10) business days following such meeting in which to provide a written decision to the grievant.

If the Superintendent is the named respondent in the grievance, the Professional Employee may file the written grievance directly with the Clerk of the Board, who shall forward the grievance to the Board of Education. As a condition precedent to advancement of the grievance, the Professional Employee shall provide documented evidence demonstrating that a good-faith attempt to resolve the matter at the lowest applicable level was undertaken. Upon satisfaction of such condition, the grievance shall be deemed to commence and proceed at Level Four of the grievance procedure set forth herein.

In the event the grievant is not satisfied with disposition of the grievance at Level Three, the grievant may, within ~~five (5)~~ ten (10) business days after receipt of the ~~Superintendent's~~ written decision, submit a written request for advisory arbitration of the grievance. The Superintendent shall appoint one (1) member of the arbitration panel, the grievant shall appoint one (1) member of the panel, and the Superintendent and grievant shall attempt to mutually agree on a third member of the panel, who shall serve as the chairperson. In the event the third member of the panel cannot be mutually agreed upon, the names of six (6) arbitrators shall be collected and one (1) name shall be drawn from the collection in order to determine the third member of the panel. At a mutually agreeable time and place, the arbitrators and parties will convene to hear the grievance. Within ~~five (5)~~ ten (10) business days following the conclusion of the hearing, the arbitration panel shall render its written decision to the grievant and the Superintendent.

Level Four

If the recommended resolution of the grievance is not satisfactory to the grievant and/or the Superintendent, either such person may submit the grievance to the Board of Education within ~~five (5)~~ ten (10) business days of receipt of the arbitration panel decision. Either the grievant or the Superintendent may send a letter to the Clerk of the Board requesting a hearing. Within twenty (20) business days thereafter, two (2) members of the Board of Education shall conduct a hearing concerning the grievance.

In the event the Superintendent is the named respondent, a panel of three (3) members of the Board of Education shall conduct the grievance hearing; provided, however, that the Board may, in its sole discretion, convene the full Board to conduct such hearing.

The grievant shall be notified at least three (3) days in advance of the time, date and location of the hearing. Within ten (10) business days of the conclusion of the hearing, the Board shall notify the grievant and the Superintendent of its decision. The decision of the Board shall be in writing and shall be final.

Important Dates / Deadlines

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2026-2027 Important Dates/Deadlines

Evaluation Deadlines:

- September 15, 2026 – Notify Teachers of Evaluation
- November 4, 2026 – A1 and A2 Evaluations Completed (including signatures)
- February 15, 2027 – B1, B2, and C Evaluations Completed (including signatures)
- April 5, 2027 – A1 and A2 Evaluations Completed (including signatures)

Other Employment Deadlines, on or before:

- August 15, 2026– Deadline to submit Horizontal Salary Movement ~~Paperwork~~ request to HR
- September 1, 2026 – Deadline to submit official documentation for Horizontial Salary Movement to HR
- December 15, 2026 – Deadline to resign and receive $84 per day for unused general leave
- December 15, 2026 – Deadline to retire and receive $155 per day for unused general leave
- January 15, 2027 – Deadline to resign and receive $74 per day for unused general leave
- January 15, 2027 – Deadline to submit written request to HR for Job Sharing Proposal
- February 1, 2027 – Deadline to submit Transfer Application Request for 2027-28 to HR (if job is posted after February 1, the staff member has 2 days after posting to apply)
- March 1, 2027 – 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)~~
- March 15, 2027—Deadline to submit change or withdraw notice for approved job share
- April 30, 2027 – Deadline to submit an election form to the Payroll to sell back unused discretionary leave
- May 1, 2027 – Deadline to resign and receive $40 per day for unused general leave
- May 1, 2027 – Deadline to retire and receive $104 per day for unused general leave
- May 21, 2027 – Deadline for BOE to give notice to "Non-renew" professional employees
- May 28, 2027 – Deadline for Professional Employee to resign and be released from 2026-27 school year contract (without BOE release)
- July 15, 2027– Deadline to submit Tuition Reimbursements to HR for the 2026-27 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
From August 1 to remainder of contract	$2,500.00

Article XVI: Duration Clause

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This Agreement shall govern the rights of the Board and the Association from *July 1, 2026* through *June 30, 2027.*