



Unified School District 232

De Soto – Shawnee – Lenexa – Olathe
www.usd232.org

March 30, 2026

To: De Soto Teachers' Association

In accordance with the terms of Kansas Statutes, the Board of Education of Unified School District No. 232 gives notice to De Soto Teachers' Association of the items the Board of Education desires to negotiate for the 2026-2027 school year. The Board proposes to review the current agreement and make changes, additions, or deletions to the following items.

Mandatory Topics – K.S.A. 72-2228

Article XII: Professional Employee Compensation, p. 41

Review with purpose to amend

- A. District Compensation
- D. Supplemental Positions and Salary Schedule

Article XI: Fringe Benefits, p. 39

Review with purpose to amend

- A. Paid Benefits

The District will propose including the specific contribution amounts towards a single health membership and a single dental membership in the first sentence of the article. Clearly identifying the monetary value of these benefits will provide professional employees with a better understanding of the overall value of their compensation package. If approved, the stated dollar amounts may vary from year to year and will need to be updated accordingly.

In addition, the Board of Education selects three (3) additional items from the list of mandatory topics:

Article III: Licensed Personnel

Review with purpose to amend

- B. 2. Job-Sharing Opportunities, p. 8

The District will propose adding additional dates and timelines to provide greater clarity for both professional employees and the District. Establishing clear timelines is intended to improve the overall efficiency and consistency of the process.

Article X: Leaves of Absence, p. 25

Review with purpose to amend

B. General Leave

The District will propose adding a new category, number **8 – Association Leadership Leave**. The District recognizes that it has historically provided paid leave for association leadership to support professional employees. As District leadership may change over time, formally articulating this paid leave within the agreement is intended to provide clarity and continuity for both parties.

Article XV: USD 232 Retirement Program, p. 49

Review with purpose to amend

A. 1. (Option 1 under second paragraph)

The District will propose striking the phrase “District paid” from the first sentence for clarity, as accrued and unused leave is earned by the employee, and the employee has the option to direct that payment into their existing 403(b) account through payroll deduction.

The District will also recommend adding “/457(b)” after “403(b)” to reflect that a 457(b) plan is also available to professional employees under Section 125 fringe benefits.

C. *Only Professional Employees Employed by the District on August 1, 2012...*

The District will recommend deleting this entire section, as the final employee covered under this provision of the agreement will retire at the end of the current school year.

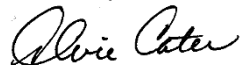
Finally, the district seeks to discuss additional topics, if agreeable to the association.

Article XVI: Duration Clause

The district will propose the new agreement from *July 1, 2026* through *June 30, 2027*.

We appreciate the partnership between the district and DTA. We look forward to scheduling our first meeting where we can each summarize items which are noticed for negotiations.

Sincerely,



USD 232 Negotiations Team

Cc: Superintendent Cory Gibson;
Board of Education
Board negotiations representatives