



Unified School District 232

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

March 28, 2025

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 2025-2026 Professional Negotiated Agreement. The Board proposes to review the current agreement and make changes, additions, or deletions to the following items.

Mandatory Items

Article XII: Professional Employee Compensation

Review with purpose to amend

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

Article XIII: Professional Day

Review with purpose to amend

- F. Teacher Workdays
 - Consider updating language and dates regarding flexibility with respect to locations on half teacher workdays.

In addition, the Board of Education selects one additional item from the list of mandatory topics:

Article XIX: Disciplinary Procedures

Review with purpose to amend

- 4. c. Paid administrative leave

The district will propose striking *Paid administrative leave* and changing 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.

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

Important Dates / Deadlines

The district will propose adding language to “Other Employment Deadlines” for clarity.

Other Employment Deadlines, on or before:

Additionally, the district will propose changing the deadline date to submit Horizontal Salary Movement paperwork to HR from September 1 to August 15. The rationale is to allow the necessary time to process the information and have it included in employees’ compensation by the first pay period in September.

Article X: Leaves of Absence, D. 6. Military Leave

Propose title change to “Uniformed Service Leave” to align to the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended by Congress. Review current language (and propose new language if necessary) to ensure it meets changes made to the Act that specify leave and protections that are available to both a larger group of uniformed service branches (Space Force, for example) and to expand the types of services for which the rights apply.

Article XVI: Duration Clause

Propose agreement from *July 1, 2025* through *June 30, 2026*.

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