

March 30, 2026

TO: USD 232 Board of Education c/o Clerk of the Board, Marissa Franco
FROM: Dandra Arter, De Soto Teachers' Association President
CC: Dr. Cory Gibson, USD 232 Superintendent
RE: Notice of items for the 2026-2027 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 2026-2027 contract.

Mandatory Items

Article XI: Fringe Benefits

A: Paid Benefits: The Association seeks to add language that would set a maximum increase on health, dental, and vision insurance premium increases for spouses and dependents paid by certified employees.

D: New Item: The Association seeks to add language that would provide certified staff utilizing childcare services through Johnson County Parks and Recreation Department benefits including, but not limited to, reduced fees and preferred enrollment.

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.

B: Payday Notification: The Association seeks to add language that will require the District to provide timely written notice to employees before docking their pay.

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.

N: New Item: The Association seeks to add language that would provide additional compensation or professional leave to allow all special education teachers to complete Individual Education Plans or related documents.

Article XIII: Professional Day

A: Number of Contract Days: The Association seeks to reduce the number of required contract days.

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 amend language that allows for flexible time and location on teacher workdays.

G: New Item: The Association seeks to add language that would set a maximum number of professional development days and a minimum number of teacher workdays in each school year.

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

Article X: Leaves of Absence

B2e: The Association seeks to require that the District provide employees with written notice of blockout decisions.

Article IX: Grievance Procedure

C: The Association seeks to add or amend language to grievance procedures to ensure grievances are initiated at the first level in which the arbiter is not the subject of the grievance or subordinate to the subject of the grievance.

Article XIX: Disciplinary Procedures

The Association seeks to add or amend language to disciplinary procedures that will clarify a certified employee's rights to due process, including but not limited to the right to representation during any meetings related to investigation of a certified employee.

In addition, the Association proposes the following change:

Article XVI: Duration Clause

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

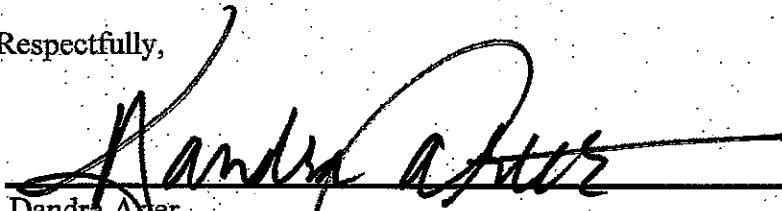
Additionally, we desire the following information in writing:

- 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 2025-26
- The names, step placement, column placement, and primary salary of new certified employees in the bargaining unit hired for the 2026-27 school year
- The names, salaries, and years of service of all district-level and administrative office employees for 2025-26
- Copies of contracts including fringe benefits for all district-level administrators
- The names and salaries of all building-level administrators and for 2025-26
- 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
- A list of required school events/activities outside of the contract day at each school.
- A list of the number of investigations of certified staff initiated by USD 232 Human Resources department by month.
- A list of the number of certified staff members placed on plans of assistance by building.

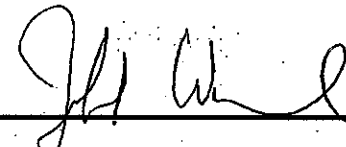
Please forward this information to Jeff Wieland and Dandra Arter at your earliest convenience. We realize it may take a few days to gather this request and would regard such as still timely. Electronic versions are acceptable.

It is our understanding that agreements reached and properly ratified will not become effective until the 2026-2027 school year, unless otherwise mutually agreed upon.

Respectfully,



Dandra Arter
President, De Soto Teachers' Association



Jeff Wieland
Lead Negotiator

