



Unified School District 232

Human Resources

Carrie Handy – Executive Director of Elementary Education
Brian Schwanz – Executive Director of Secondary Education

To: Members of the Board of Education
Dr. Cory Gibson, Superintendent of Schools

From: Carrie Handy, Executive Director of Elementary Education
Brian Schwanz, Executive Director of Secondary Education

Date: November 1, 2023

Subject: **Memorandum of Understanding with DTA – Premium Pay (Action)**

We will seek the Board’s approval for a memorandum of understanding (MOU) between the Board of Education and De Soto Teachers’ Association regarding premium pay for professional employees. As you may recall, the school district would utilize grant funds provided through the Elementary and Secondary School Emergency Relief (**ESSER**) Grant Programs, administered by the Kansas State Department of Education.

When the U.S. Department of Education awarded ESSER funds to states, it noted that a local educational agency (school district) could use local ESSER funds to provide employees with additional premium pay to address recruitment or retention challenges considering the pandemic. The COVID-19 Pandemic placed a tremendous strain on all school employees. This has led to a higher-than-normal attrition rate which is compounded by a shortage of candidates for many vacancies.

Administration intends, with the Board’s approval, to provide the retention incentive to other employee groups not covered by the Professional Negotiated Agreement. The proposed MOU with DTA follows this report.

Memorandum of Understanding

USD 232 & De Soto Teachers' Association

November 1, 2023

RE: 2023-24 Spring Semester Premium Payment

PNA Reference:

Article XII: Professional Employee Compensation

A. District Compensation

The District shall compensate all Professional Employees in accordance with the salary schedule in Appendix A-1.

Recitals:

1. On July 10th, 2023 the Board and the Association entered into a Negotiated Agreement ("Negotiated Agreement") setting forth the terms and conditions of professional service from August 1, 2023 through July 31, 2024.
2. The Board and Association agreed there was a need to further amend the Negotiated Agreement due to circumstances related to Premium Pay.

Agreement as Approved September 12, 2022:

Full time staff members who are employed before March 20, 2023, and have been continuously employed through October 22, 2023 a one-time \$600 Retention Incentive to be paid in a November payroll. Employees who were employed after March 20, 2023 but by August 17, 2023 and have been continuously employed through March 20, 2023 will receive a \$300 retention/hiring incentive.

Those staff members employed less than full time will receive a prorated payment.

Amended Agreement as of November 6, 2023

In addition to the November Premium Payment,

Full time staff members who are employed before November 7, 2023 and have been continuously employed through March 29, 2024 a one-time \$600 Retention Incentive to be paid in an April payroll. Employees who were employed after November 7, 2023 but on or before January 9, 2024 and have been continuously employed through March 29, 2024 will receive a \$300 retention/hiring incentive.

Those staff members employed less than full time will receive a prorated payment.

Funding Source:

The only funding source to be used for payment of the Retention Incentive will be federal funding, commonly known as ESSER. All Retention Incentive payments are contingent on the District receiving approval to utilize ESSER funds for this purpose.

De Soto Teachers' Association

Date: _____

USD 232 Board of Education President

Date: _____

The parameters outlined in this MOU will also be applied to all employees of USD 232.