



Unified School District 232

Administration & Communications

Alvie L. Cater, II
Assistant Superintendent

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

From: Alvie Cater

Date: July 5, 2023

Subject: **Professional Negotiated Agreement for 2023-24 (ACTION)**

The purpose of this report is to share that the district reached a tentative agreement with De Soto Teachers' Association (DTA) on Monday, June 19, in regards to the Professional Negotiated Agreement for the 2023-24 school year. The negotiating team representing the Board of Education recommends approval of the tentative agreement.

DTA initiated a process to seek ratification of the agreement by the professional employees who are represented by the association. The ratification process is expected to close on July 7. We will share the results of the process with the Board at the meeting on July 10.

As you may recall, the Kansas Professional Negotiations Act, K.S.A. 72-2218, *et seq.*, governs the interaction between boards of education and professional employees when negotiating terms and conditions of employment. The Act requires the parties to negotiate compensation, hours, and amounts of work. Each party can also select up to three additional items to negotiate from the Act's list of mandatory topics. All other items would be considered permissive topics for negotiation.

We are pleased to report that USD 232 continues to share a strong partnership with DTA. The recent negotiations process was once again positive and professional with both teams identifying important issues, working together to reach a reasonable agreement.

Summary of Professional Negotiated Agreement

District Compensation

- \$2,500 increase to base rate of salary schedule, from \$44,500 to \$47,000
 - Changes to Salary Schedule cells: MS Steps 21-30, MS+15 Steps 1, 25-30, MS +30 Steps 1, 25-30, MS+45 Steps 1 & 25, and SPEC./DR Steps 1 & 25
 - Step movement = \$359,640
 - Horizontal movement = \$130,000 estimated
 - **6.31%** average increase in salaries
 - **Total salary dollars = \$1,997,650** estimated
 - Copy of proposed salary schedule included at the end of this summary.

Retention Stipend – separate from Professional Negotiated Agreement; 2022 Memorandum of Understanding with DTA

- \$600 – to be paid in November of 2023
 - Retention stipend to be prorated for newly hired employees

Health Insurance

- Health insurance increase estimated **10%**
 - Increase = **\$460,000** estimate for 2024

Supplemental Positions and Salary Schedule – Supplemental Assignments

- AP Teacher Extended Day Contract = \$9,674
- Assistant Robotics Coach = \$3,190
- Elementary Choir – move to Category 12 = \$2,331
- MS Assistant Drama – move to Category 11 = \$1,980
- Assistant Dance – move to Category 8 = \$620
- Head Robotics – move to Category 7 = \$790
- Allow Assistant Coaches to move to Step 10 = \$8,350
- Incoming coaches with 10+ years of head coaching experience placed on Step 10
- Supplemental Base – add **\$130** to Base increase to \$805 = \$805,502
 - **6.27%** increase to Supplemental Salary Schedule
- Increase In-House Coverage to \$25/hr. = \$3,000
- Increase all \$13.75/hr. positions to 17/hr. = \$7,475
- **Total increase** for supplemental positions and changes = **\$117,912**

Compensation Summary

- Avg. **6.31%** salary increase
- Avg. **7.07%** salary, supplemental, and benefits increase
- Total increase for salaries, benefits, supplemental assignments (not including retention stipends) = **\$2,552,371** estimated

Other Items

- **Credit for Professional Experience:** For hard-to-fill positions, the District will be able to grant an incoming certified employee more than 20 years of credit for placement on the salary schedule in order to be competitive with other districts.
- **Amending the PDC Handbook:** As a result of the 2022 negotiations process, both sides agreed to convene a Professional Development Council Committee to discuss the terms of horizontal movement and the process by which the PDC Handbook could be amended. Changes to the PDC Handbook that affect horizontal movement on the salary schedule may be recommended by the Professional Development Council, but those changes must now be negotiated before taking effect.

- **Sell Back of General Leave:** The sell-back rate for current year unused leave will increase to \$155 per day from the current rate of \$140 per day to keep pace with an anticipated increase in the substitute rate of pay.
- **Sick Leave Payout for Retirees:** The sell-back rate for unused leave for retirees providing notice by December 15 will increase to \$155 per day from the current rate of \$144 per day to be consistent with the sell-back rate for general leave.
- **Blockout Days:** The temporary provision that the days before or after a school holiday not to be counted as “blockout” days will be made permanent. Both sides agreed that data collected on teacher absences during the 2022-23 school year indicated that the days before or after a school holiday were not especially high days for substitute teacher usage.
- **Long-Term Leave for New Baby and Adoption:** The new contract changes “calendar days” to “contract days” to allow certified employees more total leave time. The change also aligns the policy for certified employees with the current policy for classified employees.
- **Non-FMLA Extended Injury or Illness Leave:** The new contract provides for extended leave of up to 60 contract days for certified employees who do not qualify under Family Medical Leave Act (FMLA). The change also aligns the policy for certified employees with the current policy for classified employees.
- **Workers Compensation:** A new section allows employees subject to workers compensation to use discretionary leave to make up the difference between the maximum pay allowed under workers compensation and the employee’s actual rate of pay. The Board of Education addressed this issue by amending Board policy at its June 5th meeting, but similar language also has been added to the Professional Negotiated Agreement.
- **Contract Day – Evening Requirements:** For the 2023-24 school year only, a professional employee can be required to attend three school activities or events beyond the normal school day rather than the previous maximum of two activities or events. Those events cannot exceed a total of eight hours, with no single event exceeding three hours. Both sides intend to revisit the issue in the next negotiations cycle after gathering data on how those events are used by buildings, the impact of those events on community outreach, and the opinion of certified staff on the value of those events.
- **Tuition Reimbursement:** The annual reimbursement amount for tuition increases to \$500 per school year from \$225 per school year.
- **Disciplinary Procedures:** The new contract adds language clarifying that non-renewal and termination are distinct.

USD #232 PROPOSED SALARY SCHEDULE FOR 2023-24								
Step	BS	BS+15	MS	MS+15	MS+30	MS+45	SPEC./DR	Step
1	47,000	47,700	50,000	52,000	54,000	56,000	58,300	1
2	47,400	48,100	50,500	52,500	54,500	56,500	58,800	2
3	47,800	48,500	51,000	53,000	55,000	57,000	59,300	3
4	48,200	48,900	51,500	53,500	55,500	57,500	59,800	4
5	48,700	49,400	52,100	54,100	56,100	58,100	60,400	5
6	49,200	49,900	52,700	54,700	56,700	58,700	61,000	6
7	49,700	50,400	53,300	55,300	57,300	59,300	61,600	7
8	50,200	50,900	53,900	55,900	57,900	59,900	62,200	8
9	50,700	51,400	54,500	56,500	58,500	60,500	62,800	9
10	51,300	52,000	55,200	57,200	59,200	61,200	63,500	10
11	51,300	52,700	56,000	58,000	60,000	62,000	64,300	11
12	51,300	53,400	56,800	58,800	60,800	62,800	65,100	12
13	51,300	53,400	57,600	59,600	61,600	63,600	65,900	13
14	51,300	53,400	58,400	60,400	62,400	64,400	66,700	14
15	51,300	53,400	59,200	61,200	63,200	65,200	67,500	15
16	51,300	53,400	60,100	62,100	64,100	66,100	68,400	16
17	51,300	53,400	61,000	63,000	65,000	67,000	69,300	17
18	51,300	53,400	61,900	63,900	65,900	67,900	70,200	18
19	51,300	53,400	62,800	64,800	66,800	68,800	71,100	19
20	51,300	53,400	63,700	65,700	67,700	69,700	72,000	20
21	51,300	53,400	64,700	66,700	68,700	70,700	73,000	21
22	51,300	53,400	65,700	67,700	69,700	71,700	74,000	22
23	51,300	53,400	66,700	68,700	70,700	72,700	75,000	23
24	51,300	53,400	67,700	69,700	71,700	73,700	76,000	24
25	51,300	53,400	68,750	70,750	72,750	74,750	77,050	25
26	51,300	53,400	69,800	71,800	73,800	75,800	78,100	26
27	51,300	53,400	70,850	72,850	74,850	76,850	79,150	27
28	51,300	53,400	71,900	73,900	75,900	77,900	80,200	28
29	51,300	53,400	72,950	74,950	76,950	78,950	81,250	29
30	51,300	53,400	74,000	76,000	78,000	80,050	82,350	30
	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	

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