

Board of Education Agenda
Wichita Public Schools · USD 259
June 9, 2025 · 6:00 p.m.
Alvin E. Morris Administrative Center
903 S. Edgemoor · Wichita KS



Wichita Public Schools will be the premier district of choice, and inspire each student and staff member to thrive and become future ready within the greater community.

I. Roll Call

- A. Moment of Silence
- B. Pledge of Allegiance – Heights High School Color Guard

II. Presentations

A. Good News

- 1. Spring Athletics Update

Diligent 2.1

Contact(s): Chris Asmussen

Summary: Recognition of spring athletic performances.

- 2. Overview and Recognition of 2024-2025 Grants

Diligent 2.2

Contact(s): Addi Lowell

Summary: For the 2024–2025 school year, the district secured a total of \$19,961,713 through competitive grants, supporting various schools and programs. Notable awards include a \$15 million Department of Energy grant and \$2.27 million in School Improvement Grants across 30 schools. Additional funding includes over \$1.2 million for 21st Century Community Learning Center grants at Washington and Cessna, along with support for technology and program development through grants such as DOCK 2.0, VILS Learning Lab (in-kind), Alx Coherence, and Coach Beyond. In addition to these grants, a total of \$234,925 in small school grants was awarded to 25 staff across 22 schools and programs.

B. United Teachers of Wichita

C. Service Employees International Union

III. Public Communications

A member of the public (speaker) may address the Board during the Public Communications section of the BOE Agenda. Comments by public speakers made during the Public Communications will be limited to items on the BOE Agenda or items within the jurisdiction of the Board. The number of speakers who speak during Public Communications will not exceed ten. A speaker, in lieu of speaking during Public Communications, may speak during an agenda item. Comments during an agenda item will be limited to the topic of the agenda item. Speakers

may register to speak by calling the Clerk of the Board at 973-4553 by noon on the day of the BOE meeting, or they may register at the location of the BOE meeting until 10 minutes before the meeting begins. When registering to speak, a speaker will identify the topic the speaker wishes to address. A speaker's comments at a meeting will not exceed 3 minutes, will be limited to the registered topic, and will not include personnel matters concerning district employees and/or matters that would violate the privacy of students. Speakers will provide twelve (12) copies of any handouts to the Clerk of the Board's table for distribution at the Board table. For more information and restrictions, please see BOE Policy 0200 - BOE Agendas and Meetings.

IV. Education

A. Strategic Plan Goal #1: Elementary & Middle School Interim Goal Data Update

Diligent 4.1

Contact(s): Holly Ingram

Purpose: As part of our Future Ready Strategic Plan to focus on academic achievement and graduation rate, we will share an update on the elementary and middle school interim goals. This report will provide end of year Fastbridge screener data, areas for improvement, and continued strategies.

Recommendation: This strategic plan update is for the Board's information.

B. Strategic Plan Interim Goal #3: Progress Monitoring Report

Diligent 4.2

Contact(s): Loren Hatfield

Purpose: As part of our Future Ready Strategic Plan, we will present regular progress monitoring reports. This report will review the Strategic Plan Interim Goal 3 Average Daily Attendance data and strategies employed to continue making academic progress in Wichita Public Schools.

Recommendation: This report is for the Board's information.

V. Consent

A. Human Resources

1. Human Resources Report

Appendix 1

Diligent 5.1

Contact(s): Sean Hudspeth

Purpose: Report

Recommendation: Board approval.

2. 2025-2026 Salary Schedule for Administrators; 2025-2026 Employment Agreement with United Teachers of Wichita; 2025-2026 Salary Schedule for Wichita Association of Technical/Supervisory Personnel

Appendix 2

Diligent 5.2

Contact(s): Sean Hudspeth, Dan Lawrence

Funding Source: All Funds; 2025-26 Budget

Purpose: The purpose of this item is to obtain Board approval to set the salary schedule of the meet-and-confer group for Administrators and Wichita Association of Technical/Supervisory Personnel and the tentative agreement reached between representatives of United Teachers of Wichita and the Board of Education.

Recommendation: It is recommended that the Board of Education approve the salary schedules and agreements as presented for the meet-and-confer group for Administrators and Wichita Association of Technical/Supervisory Personnel and the

tentative agreement reached between United Teachers of Wichita for 2025-26 and the 2025-26 budget years.

3. 2025-2026 The Service Employees International Agreement and Uniformed Security Officers Agreement Appendix 3

Diligent 5.3

Contact(s): Sean Hudspeth

Funding Source: All Funds; 2025-26 Budget

Purpose: The proposed 2025-2026 The Service Employees International Agreement, 2025-2026 Uniformed Security Officers Agreement is being submitted for review and approval.

Recommendation: It is recommended that the Board adopt the proposed 2025-2026 The Service Employees International Agreement, 2025-2026 Uniformed Security Officers Agreement.

4. NATSB National Screening Bureau (Annual)

Diligent 5.4

Contact(s): Sean Hudspeth

Funding Source: Fund 08 - Supplemental General Fund; 2025-26 Budget

Purpose: The district runs approximately 5,000 background checks each year. The district would like to continue using the services of NATSB National Screening Bureau, which can complete comprehensive background checks and I-9 verifications.

Recommendation: It is recommended that the Board approve the district's use of NATSB for background checks and I-9 verifications in an amount not to exceed \$104,000 for the 2025-26 fiscal year. Should additional quantities be required, the services should be billed at the contracted price and shall not be returned to the Board.

5. Equifax - Unemployment Verification Administration (Annual)

Diligent 5.5

Contact(s): Sean Hudspeth

Funding Source: Fund 08 - Supplemental General Fund; 2025-26 Budget

Purpose: The outsourcing of unemployment claims, employer unemployment tax administration, and employment verifications to Equifax Workforce Solutions will allow Human Resources staff to be redeployed to strategic and higher value services for our end customers. Equifax Workforce Solutions was selected in 2012 as the preferred vendor through a formal request for proposal (RFP) process because of its IT infrastructure and its ability to handle the volume of unemployment claims administration and employment verifications.

Recommendation: It is recommended that the Board authorize Human Resources to approve an amount not to exceed \$34,429 to purchase services for the 2025-26 fiscal year from Equifax Workforce Solutions. Should additional quantities be required, the services shall be billed at the contracted price and shall not be returned to the Board.

6. Master Teacher (Annual)

Diligent 5.6

Contact(s): Sean Hudspeth

Funding Source: Fund 08 - Supplemental General Fund; 2025-26 Budget

Purpose: The purpose of this item is to purchase Master Teacher's tool to utilize the

ParaPD Now testing. ParaPD Now is used by the district as a pre-employment screening tool to test all paraeducator applicants for highly qualified status as required by the U.S. Department of Education and the Kansas State Department of Education. Master Teacher will provide and maintain all hardware, software, programming, and research for the Master Teacher tools.

Recommendation: It is recommended that the Board authorize the district to enter into an agreement with Master Teacher in an amount not to exceed \$40,317 for the 2025-26 fiscal year. Should additional quantities be required, the services shall be billed at the contracted price and shall not be returned to the Board.

7. Designation of Agent for Kansas Public Employees Retirement System (Annual)

Diligent 5.7

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 08 - Supplemental General Fund; 2025-26 Budget

Purpose: The Kansas Public Employees Retirement Act provides that each participating employer, through its governing body, designate an individual through whom retirement system transactions and communications will be directed.

Recommendation: It is recommended the Board continue to appoint Nicole Heizelman, current Retirement Specialist for Employee Benefits and Insurance Management, as its designated agent through whom retirement system transactions and communications shall be directed for Unified School District 259 of Sedgwick County, Kansas for the 2025-26 fiscal year. This is a service many school districts or KPERS agencies do not provide, and our employees have a designated agent and expert available. This position handles not only retirement meetings and estimates, but also payroll variances reporting between the district and KPERS.

8. KSHSAA Membership and Insurance (Annual)

Diligent 5.8

Contact(s): Christopher Asmussen, Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 08 - Supplemental General Fund and 57 Fund - Athletic Activities Fund; 2025-26 Budget

Purpose: The purpose of this item is to authorize the district's respective schools to maintain their membership in the Kansas State High School Activities Association (KSHSAA) in order to participate in KSHSAA-sponsored events and to take advantage of the liability insurance and student accident insurance that is part of the KSHSAA program.

Background Information: Membership in the Kansas State High School Activities Association requires each senior high school and each middle school to pay annual membership dues and for the district to purchase the KSHSAA basic liability catastrophe accident medical insurance.

Each senior high school and middle school must submit dues directly to KSHSAA. The Employee Benefits and Insurance Management office (EBIM) shall pay the required insurance premium. The liability portion of the KSHSAA policy covers the schools, the district, its employees, and the school board members. The medical part of the policy is designed to cover medical expenses of students who are injured while practicing, traveling to and from, or participating in activities or athletic events under the jurisdiction of the Kansas State High School Activities. The insurance premium is based on the number of student athletes, cheerleaders, and pommies/dance teams at each school with protection extended to cover injuries to all interscholastic activity participants (i.e.: marching bands, orchestra, pep bands, flag teams, choral groups, dramatics, forensics, debaters, student council, and scholar bowls).

The policy has a \$500,000 per occurrence liability limit that responds to negligence claims. The accident medical benefit is secondary to other insurance and is subject to a \$25,000 deductible that must be paid by the family of the injured student. After the deductible is satisfied, the medical policy provides up to \$25,000 for medical expenses during the 52 weeks following the accident. If the \$25,000 benefit is paid, beginning the 53rd week the policy provides a lifetime excess medical expense benefit of \$5,000,000.

As noted in the chart below, the Board in most recent years has approved expending funds to purchase insurance to reduce the deductible for families down to \$3,500 from the KSHSAA deductible, which is currently \$25,000.

The district has analyzed the risk vs. premium costs for the med-catastrophic layer of coverage between \$10,000 and \$25,000 and has determined to self-insure for up to \$25,000 in risk.

Year	Projected Number of Students	Rate	KSHSAA Insurance Premium	% Students w/o Private Insurance	Projected Number of Students w/o Private Insurance	\$3,500 Deductible Insurance
2025-2026	4464	\$7.60	\$33,927.00	14.0	625	Self-Insured
2024-2025	4200	\$7.60	\$31,920.00	14.0	588	Self-Insured
2023-2024	4050	\$7.57	\$30,658.50	14.0	567	Self-Insured
2022-2023	3,330	\$7.35	\$24,475.50	14.0	466	Self-Insured
2021-2022	4,743	\$7.06	\$33,485.58	14.0	664	Self-Insured
2020-2021	3,158	\$6.97	\$22,011.26	14.0	442	Self-Insured
2019-2020	5,400	\$6.83	\$37,422.00	14.0	756	Self-Insured
2018-2019	5,293	\$6.61	\$34,986.73	14.0	741	Self-Insured
2017-2018	5,491	\$6.39	\$35,087.49	13.0	685	Self-Insured
2016-2017	5,800	\$6.06	\$35,148.00	12.2	708	Self-Insured
2015-2016	5,796	\$6.03	\$34,949.88	12.9	748	Self-Insured
2014-2015	5,791	\$5.97	\$34,572.00	12.1	703	\$22,240
2013-2014	5,452	\$6.03	\$32,875.56	10.0	544	\$22,240
2012-2013	5,294	\$5.99	\$31,711.06	16.0	855	\$28,125
2011-2012	6,236	\$4.98	\$31,055.28	15.0	939	\$22,500

Recommendation: It is recommended that the Board authorize the district's respective schools to renew their membership in KSHSAA for the 2024-25 Budget fiscal year and to authorize each high school to pay a fee of \$500 and each middle school to pay a fee of \$200 from the Athletic Activities Fund, 57 Fund, directly to KSHSAA. The total amount for insurance is not to exceed \$45,000. Should the total exceed the projected amount, the services shall be billed at the contracted price and shall not be returned to the Board.

9. Flexible Spending Plan (Annual)

Diligent 5.9

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 96 - Flexible Spending Fund; 2025-26 Budget

Purpose: The purpose of this item is to re-appoint Application Software, Inc., (ASI) as the administrator for the Flexible Spending Plan.

Background Information: Since the mid-1990s, the district has had a Flexible Spending Plan, including a separate account for non-reimbursed medical expenses and for dependent childcare. These are voluntary plans for benefitted employees.

Employee payroll deductions are deposited into Fund 96. The district pays all administrative fees required to operate the plan. Fund 96 interest earnings, other monies remaining in the fund because of the "use it or lose it" rule, and money transferred into Fund 96 from Fund 06 are to be used to pay administration expenses.

Application Software, Inc., (ASI) has been in place since as the flex spending claims administrator since July 2000 and has been submitted annually for continuing Board approval.

Year	01/01/25 to 3/31/25 YTD	01/01/24 to 12/31/24	01/01/23 to 12/31/2023	01/01/22 to 12/31/22	01/01/21 to 12/31/21	01/01/20 to 12/31/20
No. of employees	2,543	2,577	2,612	2,411	2,258	2,537
Total Deferred Payroll	\$848,526	\$3,302,086	\$3,250,107	\$3,283,359	\$3,013,419	\$3,297,945
Soc. Sec. Savings – Employee	\$64,912	\$252,609	\$248,633	\$251,177	\$230,527	\$252,293
Administrative Expenses Paid	\$22,893	\$89,121	\$88,047	\$86,787	\$81,273	\$22,818
Administration Fee per Month	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00
Monthly Admin fee for Employee Debit cards	Waived (1,424 employees using debit card)	Waived (1,493 employees using debit card)	Waived (1,331 employees using debit card)	Waived (1,242 employees using debit card)	Waived (1,259 employees using debit card)	Waived (1,207 employees using debit card)
Return on Investment-- Soc. Sec. Savings – District	\$64,912	\$252,609	\$248,633	\$251,177	\$230,527	\$252,293
SS amounts	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%

Recommendation: It is recommended the Board approve renewal of the contract for the 2025-26 fiscal year with ASI, (Columbia, MO) for claim administration expenses for a fee of \$3.00 per participating employee per month, not to exceed \$100,000 per year. Should the total exceed the projected amount, the services should be billed at the contracted price and should not be returned to the Board.

10. Supplemental Life Insurance (Annual)

Diligent 5.10

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 98 - Payroll Deduction Fund; 2025-26 Budget

Purpose: The purpose of this item is to reappoint Guardian Life Insurance Company (Lehigh Valley, PA) to administer the district's voluntary supplemental life insurance.

The district makes available on a voluntary purchase basis a supplemental life insurance plan for employees eligible for district benefits. Employees may purchase, without cost to the district, group term life insurance that is in addition to the insurance provided by the district and KPERS. It offers an increased guaranteed issue amount with spouse and child options.

As of April 30, 2025, USD 259 has 1,114 employees, 373 spouses, and 463 dependent children enrolled in the voluntary life plan. Current premium rates being paid by the employees are guaranteed until June 30, 2027.

Recommendation: It is recommended that the Board authorize the district to continue this voluntary contribution life insurance plan through Guardian Insurance Company for the 2025-26 fiscal year.

11. Group Term Life Insurance (Annual)

Diligent 5.11

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 08 - Supplemental General Fund; 2025-26 Budget

Purpose: The purpose of this item is to reappoint Standard Insurance Company (Portland, OR) to administer the district's Group Term Life Insurance policy at the guaranteed rate of \$ 0.155 per \$1,000 of coverage through June 30, 2028.

Background Information: Group term life insurance is a negotiated benefit. On June 1, 1992, the Board approved the low responsible proposal for group term life insurance for school district employees and early retirees as submitted by American United Life Insurance of Indianapolis, IN. In 2001, the Board approved the proposal as submitted to provide Group Term Life Insurance for the district by Standard Insurance Company (Portland, OR) subject to annual Board approval. Standard Insurance is the current underwriter for this coverage.

Standard Insurance Company offered a reduced rate for the 2024-25 fiscal year to \$

0.190 per \$1,000 of coverage. Standard has offered a reduced renewal of \$ 0.155 per \$1,000 of coverage as of July 1, 2025, and locked in through June 30, 2028.

Historical Information:

Fiscal Year	Rate per \$1000 of coverage	Annual Paid Premiums
2025-2026 Projected	\$ 0.155	\$459,733
2024-2025 (04/01/25 YTD)	\$ 0.19	\$408,563
2023-2024	\$ 0.19	\$561,092
2022-2023	\$ 0.21	\$541,569
2021-2022	\$ 0.21	\$603,220
2020-2021	\$ 0.21	\$609,101
2019-2020	\$ 0.21	\$621,142
2018-2019	\$ 0.21	\$607,265
2017-2018	\$ 0.21	\$542,906
2016-2017	\$ 0.19	\$491,995
2015-2016	\$ 0.19	\$589,327
2014-2015	\$ 0.19	\$541,840
2013-2014	\$ 0.19	\$451,126
2012-2013	\$ 0.19	\$513,799
2011-2012	\$ 0.19	\$473,955
2010-2011	\$ 0.19	\$491,143
2009-2010	\$ 0.19	\$508,054
2008-2009	\$ 0.19	\$432,626
2007-2008	\$ 0.19	\$507,921
2006-2007	\$ 0.17	\$452,160

Recommendation: It is recommended the Board approve the purchase of group term life insurance from Standard Insurance Company at a cost not to exceed \$459,733 for premiums for the 2025-26 fiscal year. Should the total exceed the projected amount, the services should be billed at the contracted price and should not be returned to the Board.

12. Employee Assistance Program (Annual)

Diligent 5.12

Contact(s): Sean Hudspeth, Danielle Dettmer, Boni Burkhart

Funding Source: Fund 08 - Supplemental General Fund; 2025-26 Budget

Purpose: The district has partnered with ComPsych since July of 2021 with a locked in rate through June of 2026. ComPsych is the world's largest Employee Assistance Program and services many major school districts nationwide. They offer digital self-care platforms, financial wellness, and multiple online resources for a variety of topics including legal guidance, marital and family issues, and emotional and social concerns. Employees and members of their household have access to ten (10) free sessions per issue that surfaces.

Other services include formal management referrals for poor work performance, alcohol and/or drug use or well-being concerns, plus educational seminars, and critical incident support as requested.

ComPsych provides in-person appointments, as well as text therapy and virtual sessions.

Our usage rate for this program surpasses national averages for employee assistance programs, so it is a well-used and desired program for our employees.

Recommendation: It is recommended that the Board approve an amount not to exceed \$245,000 to purchase employee assistance program services from ComPsych for the 2025-26 fiscal year. ComPsych has agreed to lock in this rate through June 30, 2026. Should additional services be required, the services should be billed at the contracted price and should not be returned to the Board.

13. Department of Transportation (DOT), Fitness for Duty, Post Offer Employment Tests (POETS), Reasonable Suspicion Testing, and Hepatitis Shots (Annual)

Diligent 5.13

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 08 - Supplemental General Fund; 2025-26 Budget

Purpose: This item provides for pre-employment Department of Transportation (DOT) tests for drivers whose duties qualify under federal regulations, Fitness for Duty examinations, Post Offer Employment Tests (POETS), drug testing for pre-employment and for current safety sensitive positions, Independent Medical Exams (IME's), and drug testing for cause due to "reasonable suspicion" that the employee is under the influence or impaired. It also provides Hepatitis B shots for employees in "at-risk" positions or after exposure.

Recommendation: It is recommended that the Board approve an amount not to exceed \$262,801 for both pre-employment and post-employment testing, exam, and shots as outlined for the 2025-26 fiscal year. Should additional quantities be required, the services should be billed at the contracted price and should not be returned to the Board.

14. Special Liability Expenses Fund (Annual)

Diligent 5.14

Contact(s): Sean Hudspeth, Addi Lowell, Danielle Dettmer

Funding Source: Fund 42 - Special Liability Expenses Fund; 2025-26 Budget

Purpose: Kansas law authorizes school districts to establish a special liability fund to pay the cost of providing for a district's defense and the defense of its employees that arise under the Kansas Tort Claims Act, and for payment of claims and other direct and indirect costs relating thereto. The payment of judgments rendered against the school district is also to be paid from this fund.

Recommendation: It is recommended that the Board authorize the Administration to pay liability judgments and direct and indirect expenses to any judgment that may arise during the 2025-26 fiscal year from Fund 42 in an aggregate amount not to exceed \$1,000,000.

15. Self-Funded Insurance Reserve (Annual)

Diligent 5.15

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 47 - Self-Funded Insurance Reserves

Purpose: The district has operated self-funded benefit plans since the 1980s. The health plan is part of the self-funded 47 reserve fund but is housed in its own separate agenda item annually herein. This agenda item covers the following expenses: Short-Term Disability income, replacement costs for damaged property under Property & Casualty, building and property appraisals under Property and Casualty, and wellness expenses related to First Aid and CPR training.

Part of this total includes the execution of an agreement with Appraisal Compliance Services (ACS) to perform up to five building appraisals per quarter. Appraisal costs are based on the type of building, with elementary schools being the least costly and high schools and non-attendance centers being the most expensive (Elementary: \$1,675; Middle, Special, or Alternative School: \$1,950; and High, K-8, or Non-Attendance Center: \$2,300). Yearly costs are not expected to exceed \$39,000; however, if additional appraisals were performed outside of the schedule, they would be billed at the agreed upon rate and not returned to the Board. Keeping building appraisals more current will aid in property & casualty coverage and premiums in the future.

Short Term Disability

This is for the purpose of paying self-funded short-term disability claims for eligible district employees.

After meeting a five-day waiting period, employees without accumulated temporary leave are reimbursed 70% of their regular pay for workdays missed up to 180-calendar days of disability. Beginning with the 181st day of continuous disability, an employee may be eligible for long-term disability from KPERS disability and Social Security Disability.

Disability rates have been as high as 0.40% in the past; however, in recent years have continued to lower with the current rate at 0.30%.

	2025-26 Projected	2024-2025 YTD	2023-2024	2022-2023	2021-2022
Expenses	\$1,632,574	\$1,112,746	\$1,610,158	\$1,636,281	\$1,266,570
Premium Rate	.30%	.30%	.35%	.35%	.35%

Risk Management Reserve Fund

In 1984, the Board established the Risk Management Reserve Fund as per KSA 12-2615 for the purpose of paying losses under the school district's self-insured retention and paying certain self-insured liability as well as obligations under BOE Policy 3713: repair or replace district owned property that is damaged, lost, or stolen.

Other Programs and Expenses in the 47 Fund

Administration and office expenses

Property and Casualty replacement expenses and property and building appraisals

First Aid and CPR training and class-related expenses, including AED batteries and pads for schools

Recommendation: It is recommended that the Board authorize the Administration to fund an amount for self-funded insurance programs in the 47 Fund in an amount not to exceed \$2,400,000 for the 2025-26 fiscal year. Again, this does not include the Medical, Pharmacy, Vision, and Dental Benefit Plan item in this BOE Agenda.

16. Workers' Compensation Reserve Fund (Annual)

Diligent 5.16

Contact(s): Sean Hudspeth, Danielle Dettmer, Boni Burkhart

Funding Source: Fund 52 - Workers' Compensation Reserve Fund; 2025-26 Budget

Purpose: Since 1986, the Board has approved self-funding its statutory obligation to provide workers compensation benefits to employees injured while in the course of and arising out of their employment. K.S.A. 44-505(e) and amendments thereto requires a self-insured school district to maintain a separate loss reserve loss fund for the payment of workers compensation claims, judgments, and expenses.

The Employee Benefits and Insurance Management office administers this program. The school district has used the legal services of McDonald Tinker PA since 1990 for litigated workers compensation claims, and actuarial services are provided by Sigma Actuarial Consulting Services. The school district's outside auditor is Allen, Gibbs & Houlik.

Since 1996, the district has utilized CorVel Corporation as a third-party billing administrator for its workers' compensation claims. All claim costs are reviewed and paid according to the Medical Services and Fee Schedule determined by the Kansas Department of Labor.

In 2007, Section 111 of the SCHIP Extension Act (MMSEA), Medicare and Medicaid (CMS) added mandatory reporting requirements for workers compensation plans to

electronically report to Medicare the details of workers compensation settlements, judgments, awards, or other payments to Medicare recipients. In the last year, heightened reporting deadlines have been put in place, carrying strict fines and penalties for violation.

Additionally, in 2013, the Kansas Department of Labor began mandating the use of Electronic Data Interchange (EDI) for claims submission and in 2014, would no longer accept paper versions for First Reports of Injury (FROI). Specific claim information had to be sent electronically for the life of the claim.

Background Information: The 52 Fund was established to receive premium transfers from other district funds to pay all expenses, including salary and benefits for district employees hired to administer this plan. This benefit is administered in the Employee Benefits and Insurance Management office. Workers' Compensation rates are assessed each year to maintain solvency of the program.

REVENUE	2024-2025 (YTD as of 03/31/25)	2023-2024	2022-2023	2021-2022
Premium	\$1,388,330	\$1,540,360	\$1,718,357	\$1,698,643
Interest	\$665,099	\$748,960	\$466,501	\$15,939
Total Revenue	\$14,047,647	\$13,889,075	\$14,106,758	\$14,415,097
EXPENSES				
Salaries	\$117,177	\$137,744	\$156,609	\$108,310
Expenses	\$320,865	\$557,105	\$504,528	\$639,131
Claims	\$1,360,981	\$1,481,657	\$1,869,843	\$1,753,621
Total Expenses	\$1,799,023	\$2,038,762	\$2,530,980	\$2,501,062
Net Fund Balance	\$12,248,624	\$11,850,313	\$11,575,778	\$11,914,035
Payroll	\$222,449,286	\$428,738,576	\$428,408,859	\$420,602,176
Premium Rate	.47%	.57%	.40%	.40%

- *The expenses line can be impacted by Judgments/Settlements year over year.*
- *Please note the previous year's numbers may change slightly to year as these are projections and post-fiscal year audits are subsequently completed.*

Recommendation: It is recommended that the Board authorize the Administration to expend up to \$3,494,159 from the Workers' Compensation Reserve Fund for the 2025-2026 fiscal year to pay Workers' Compensation claims and expenses and maintain compliance with the Kansas state law requirements for self-funded plans.

17. Medical, Pharmacy, Vision, and Dental Benefit Plan (Annual)

Diligent 5.17

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: 47 Fund - Self-Funded Health Plan Reserve; 2025-26 Budget

Purpose: All benefited employees with Full-Time Equivalency (FTE) of 0.75 and above receive an offer for basic medical, pharmacy, vision, and dental plan coverage.

Minimum Value Plans under ACA - Under the Affordable Care Act (ACA), a Minimum Value Health Plan (MVP) must be available to employees who meet a specific 30-hour look-back period eligibility requirement and who do not meet the eligibility requirements for the district's health plan. There is no dental coverage or spousal coverage provided under the MVP.

Retiree Plans - The district also offers health plan benefits to eligible employees with their eligible dependents upon retirement at a retirement rate. Retirees must sign up or continue benefits at the time of retirement.

Stop Loss Policy - The district buys a specific stop loss policy, which attaches at \$750,000 on each individual claim, meaning after a claim hits this level of medical claims, the stop loss carrier will reimburse the plan beyond that. The current carrier is currently Optum Unimerica Insurance Company.

Benefit Administration – Bswift is the benefit technology administrator company used who helps administer COBRA benefits, facilitates health plan enrollment, tracks MVP eligibility, and prepares and files IRS forms for the ACA.

Plan Choices - The district offers self-funded healthcare plans via two different carriers at this time with three different plan choices, a base and premium option with UMR, and an innovative co-pay only with no deductible plan with Surest, a company owned by UMR. The district offers base and buy-up options on both dental and vision plans through Delta Dental of Kansas and Surency Vision, respectively. Plans are available to benefitted employees and their eligible dependents.

Prescription Coverage - MaxorPlus is the pharmacy benefit for all three plans. RxResults is a third-party pharmacy reviewing company who reviews pharmacy benefits to ensure they are aligned with plan design and that lower cost and generic alternatives are being offered to save the consumer money and also to ensure the plan is remaining financially stable to keep rates down for the overall member population.

Benefits Broker - IMA is the current benefit broker who assists with review of health plan contracts, financials, and benefit design. This includes assistance in development, mailing, and design of health plan open enrollment brochures, financial projections, vendor contract reviews, and vetting of new benefit offerings, among a host of other activities to ensure benefits remain competitive, continue to attract new talent and are inclusive.

Background Information: The district has operated self-funded plans since 1981. We have collaborated with third-party administrators to design and administer benefits plans that meet the requirements and financial limits established through negotiations.

Medical, Pharmacy, Vision, and Dental Plan: All benefitted employees with an FTE of 0.75 and above receive an offer for basic medical, pharmacy, vision, and dental plan coverage. Employees and spouses enrolled in the medical plan are eligible to receive an annual wellness discount, saving \$1200 per person on the annual premium. Those who can prove other group coverage are eligible to enroll in the cash option and receive \$1,200 annually.

To administer the medical and prescription claims, the current third-party administrator charges an administration fee and a provider network access fee. In addition, the district buys a specific stop loss policy which attaches at \$750,000 on each individual claim with an aggregating specific corridor of an additional \$300,000 in plan liability. Currently, the Stop Loss carrier is Optum - Unimerica Insurance Company.

Over 5000 employees and over 200 retirees are currently covered on one of the district health plans. When dependents (children and spouses) are included, over 10,000 lives are covered. Over 1100 employees currently take the "cash option" because they have other coverage.

Health, Pharmacy, Dental Expenses, and Vision

Fiscal Year	Expenses
2025-2026 Projected	\$79,158,866
2024-2025 as of 3/31/25	\$76,612,000
2023-2024	\$59,860,000
2022-2023	\$72,363,000
2021-2022	\$66,100,840
2020-2021	\$68,701,595
2019-2020	\$61,914,612
2018-2019	\$62,632,095
2017-2018	\$53,553,921
2016-2017	\$67,212,290
2015-2016	\$62,819,935
2014-2015	\$52,424,542
Dental Expenses projected for fiscal year 2025-2026	\$4,051,821
Medical/Prescription expenses projected for fiscal year 2025-2026	\$74,221,180
Vision Expenses projected for fiscal year 2025-2026	\$885,865
Benefit Administration System Vendor	\$413,000

Recommendation: For the 2025-2026 fiscal year, it is recommended that the Board continue to authorize the current vendors being utilized: health plan carriers with UMR and Surest, pharmacy benefit through MaxorPlus and pharmacy review via RxResults, dental plans with Delta Dental of Kansas, vision plans through Surency Vision, stop-loss through Optum - Unimerica Insurance Company, and benefit technology administration through Bswift (for continued tracking of MVP eligibility, COBRA administration, facilitation of health plan enrollment, and preparation and filing of IRS forms for the ACA). It is also recommended that the district continue to use IMA as the benefit broker on record, paid \$125,000 annually, paid in quarterly installments.

18. Property and Casualty Insurance (Annual)

Diligent 5.18

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 08 - Supplemental General Fund; 2025-26 Budget

Purpose: IMA became the broker of record for the property and casualty program in calendar year 2023. Services renew on January 1st of each year unless cancelled. IMA's current fees are set at \$125,000 per year and are embedded into the property and casualty fees as noted in the chart below.

Background Information: The district's property and casualty insurance program assumes a large, self-insured retention in order to control costs. A broker is involved at annual renewal to take the different coverages to market to seek the coverage that will be best for the district, as well as the most competitive rates. Deductibles, risk tolerance, and the current needs of the district are closely examined. We have continued to experience lower increases than the national average in these markets due to diligence on our broker's part and controls in place within the district both within the risk case management realm and the departments that oversee building maintenance and controls.

Type of Insurance	Projected 2025-26	2024-2025	2023-2024
Total General Liability Package *	\$472,273	\$410,672	\$415,092
Property Premium**	\$4,325,000	\$4,131,940	\$3,761,096
Cyber Liability Premium	\$120,000	\$124,500	\$127,000
Crime Premium	\$9,200	\$8,907	\$8,907
Excess Work Comp Premium	\$201,828	\$204,744	\$179,921
Underground Tanks Premium	\$4,000	\$3,577	\$3,410
Active Assailant Premium	\$44,182	\$42,300	\$40,165
Terrorism Premium	\$34,584	\$34,065	\$32,725
Fine Arts Floater & Drone Premiums	\$22,820 (Fine Arts \$7320 & Drone \$15,500)	\$20,924 (Fine Arts \$6844 & Drone \$14,080)	\$19,193
Misc. Bonds	\$1,262	\$1,262	\$1,262
Policy Fees	\$44,605	\$44,605	\$40,672
All Surplus Lines Tax	\$134,903	\$129,039	\$237,720
Broker Fees	\$125,000	\$125,000	\$125,000
Total	\$5,539,657	\$5,280,905	\$4,990,900

*Package Policy includes General Liability, Commercial Auto, Employee Benefits Liability, and Fire Legal Liability).

**Property premiums are based on total insurable value of buildings, contents, computers, vehicles, and other district assets.

Fiscal Year	2025-2026	2024-2025	2023-2024	2022-2023
Property Total Insurable Value	\$2,185,291,904	\$2,157,978,360	\$2,042,710,866	\$1,923,694,099

Recommendation: It is recommended that the Board authorize the expenditure from the Supplemental General Fund an amount not to exceed \$5,777,273 for the purchase of property and casualty insurance, IMA broker fees for the period of July 1, 2025, through June 30, 2026, and any related services IMA may perform during the 2025-26 fiscal year.

19. Student Accident Insurance: Voluntary/Latchkey (Annual)

Diligent 5.19

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 08 - Supplemental General Fund; 2025-26 Budget

Purpose: As a service for parents or guardians, the district has allowed the solicitation of student accident insurance for those families who want to cover their students for accidents that might occur during the school year. This district does not provide accident insurance or premises medical coverage on a blanket basis for all students or members of the public. Depending upon the scope of coverage, such insurance could cost the district over \$100,000 a year. Therefore, the district makes available this voluntary insurance, and no district funds are used to purchase this insurance.

Recommendation: It is recommended that the Board authorize Student Assurance Services (Lawrence, KS) the right to provide voluntary student accident insurance, including sports coverage, for the fiscal year 2025-26.

Also, it is recommended that Student Assurance Services (Lawrence, KS) provide this service to the district's School Age Program (Latchkey) at a cost of \$2.00 per participant which is built into the fees charged by the program.

20. Origami Risk Software (Annual)

Diligent 5.20

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: Fund 08 –Supplemental General Fund; 2025-26 Budget

Purpose: The district uses Origami Risk Software as their claims management system for the following programs: Workers' Compensation, Employee Health (this includes medical leave, parental and adoptive leave, FMLA or family medical leave, and various claim tracking regarding formal management referrals, fitness for duty exams, catastrophic claims, etc.), Property and Casualty (this includes student latchkey, athletics and accident claims, as well as property and general liability claims), Retirement, and Employee Relations (including investigations and ADA or accommodation claims).

This software allows confidential tracking of claims and the ability to store information per federal compliance guidelines for certain programs. There is also an interface that allows the district to remain in adherence with CMS (Center of Medicare Services) and Electronic Data Exchange (EDI) in regard to the Workers' Compensation program. These interfaces help protect the district from fines and penalties.

Origami Risk Software is used by a total of 13 employees to perform their job successfully. Each user has access only to claims needed for their area of expertise and job functions.

The calendar year 2025 will mark the end of a three-year contract with Origami. Historically, this program and its costs have been embedded into the Workers' Compensational annual agenda item request; however, for 2025-2026 due to the vast coverage it now provides is being moved to Fund 08.

Recommendation: A three-year renewal will be pursued for January 1, 2026, for a locked in rate through December 31, 2028. Estimates provided by Origami Risk secure a not to exceed total annually of \$200,000. Should any additional projects surface that are outside of this, they would be billed at an hourly contracted rate and would not be returned to the Board if minimal.

21. Empathy: Comprehensive Bereavement Care

Diligent 5.21

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: 47 Fund - Self-Funded Insurance Reserve; 2025-26 Budget

Purpose: Comprehensive bereavement care with Empathy went into effect in January of 2024. Our UMR health insurance carrier has offered "wellness credit dollars" to be applied toward projects that will benefit employee wellness or promote existing programs. These dollars were prepaid for Empathy services through December 2025. This benefit provides all active employees full access to a personalized care team that will assist with the following: processing grief, helping close accounts of loved ones, assisting with claiming benefits, researching funeral homes, writing obituaries, creating a "family hub" where employees can invite family members to collaborate on the app with them, and a "vault" to store important documents. Employees have access to articles, meditations, and meetings with a care manager. Wichita Public Schools was positively highlighted in a video about this service which is featured on Empathy's LinkedIn page and the Empathy website. Current usage of this program surpasses national averages. Wichita Public Schools is the only school district in the state with this program and the only company in Wichita that offers this program.

Recommendation: It is recommended that the BOE approve a total amount not to exceed \$36,000 for the portion of the budget year 2025-26 not covered by wellness dollars. This contract renews on the first of each calendar year, so this amount would encompass the

last two quarters of the 2025-26 budget year. The cost for calendar year 2026 is not expected to exceed \$72,000.

22. LifeVault: Estate Planning Benefit (Annual)

Diligent 5.22

Contact(s): Sean Hudspeth, Danielle Dettmer

Funding Source: 47 Fund - Self Funded Insurance Reserve; 2025-26 Budget

Purpose: Our UMR health insurance carrier has offered “wellness credit dollars” to be applied toward projects that will benefit employee wellness or promote existing programs. Employee Benefits and its benefits broker IMA has identified estate planning as a desired, useful, and unique benefit for our permanent, active employees. LifeVault is owned by Empathy and will provide comprehensive planning including the ability to complete a will, revocable living trust, power of attorney, advance healthcare directive, funeral directive, and more. Permanent, active employees will be able to sign up for service as a single person or as a married couple.

Recommendation: It is recommended that the Board approve this new contract that would go into effect on January 1, 2026. The district plans to pay upfront upon approval of this recommendation for a two-year term that will run from January 2026 through December 2027. The amount is \$82,490 and would be reimbursed to Wichita Public Schools by UMR.

B. Finance

1. Treasury Warrants: April 2025

Appendix 4

Diligent 5.24

Contact(s): Addi Lowell

Purpose: Monthly Report

Recommendation: Board Approval

2. Monthly Finance Report: April 2025

Appendix 5

Diligent 5.25

Contact(s): Addi Lowell

Purpose: This is a monthly report to the Board on the budget and finances of the district.

Recommendation: The report is provided for the Board’s information. No action is requested.

3. Audit Services

Diligent 5.26

Contact(s): Addi Lowell, Nancy Iverson

Funding Source: Supplemental General Fund; 2025-26 Budget

Purpose: The purpose of this item is to extend the contract with Allen, Gibbs and Houlik, L.C. (AGH) for the 2025-26 Fiscal Year. AGH will submit itemized billing to the district for professional audit services in the estimated \$209,815 for the FY26 audit, Special services not related to this contract but applicable to projects or services required by the district will be billed at hourly rates identified in the contractual agreement.

Recommendation: It is recommended that the Board approve a contract with Allen, Gibbs & Houlik, L.C., to provide auditing services to the district for a total not to exceed \$209,815 through the completion of the FY26 audit.

4. Innofin Solutions LLC

Diligent 5.27

Contact(s): Addi Lowell

Funding Source: Supplemental General Fund

Purpose: Mandatory reporting requirements within Financial Services are currently managed through labor-intensive, manual processes, consuming significant time and staff resources. This vendor will not only complete the necessary reporting for the 2025-26 fiscal year but will also develop and implement process automation for future reporting cycles while improving efficiency and reducing risk of errors. The automation will significantly reduce manual workloads in subsequent years, enabling staff to focus on higher-value tasks. Additionally, Innofin Solutions will provide hands-on training to ensure that staff are equipped to maintain and further improve the automated processes. This investment will create sustainable improvements in reporting accuracy, compliance, and efficiency, ultimately benefiting the district's financial operations.

Recommendation: It is recommended the Board approve payment be made to Innofin Solutions, LLC (Denver, CO) in the amount not to exceed \$100,000, for professional development, report development, and mandatory budget reporting support for various local and state reporting requirements.

C. Facilities

1. On-Call Concrete - Various

Diligent 5.28

Contact(s): Luke Newman

Funding Source: Capital Outlay; 2025-26 Budget

Purpose: The Capital Outlay Budget includes monies for on-call concrete projects at various District sites. On-call concrete contractor agreements allow for concrete and/or paving scopes of work to be addressed in response to concrete failures or imminent failures which pose a trip hazard, a safety or security concern, a water intrusion concern, or other emerging high priority needs in the District that require expedited attention. On May 17, 2023, bids were received according to specifications prepared on a per unit cost basis for concrete contracting. The low bid was submitted by Elite Concrete, Inc., based on per unit costs for various types of cast-in-place concrete solutions commonly required by the District. The original bid included annual consideration for nominal cost increases related to inflation to allow the contract to be renewed annually for up to three (3) subsequent years.

Recommendation: It is recommended that the Board enter into a contract renewal with Elite Concrete, Inc., for a not to exceed contract of \$150,000, with the option to renew on an annual basis for up to three (3) subsequent years. This is the third of three possible renewals of this contract.

2. On-Call Mechanical - Various

Diligent 5.29

Contact(s): Luke Newman

Funding Source: Capital Outlay; 2025-26 Budget

Purpose: The Capital Outlay Budget includes monies for on-call mechanical projects at various District sites. On-call mechanical contract agreements allow HVAC, mechanical piping, and other related projects to be addressed in response to system failures, safety or security concerns, or other emerging high priority needs in the District that require expedited attention. On May 7, 2025, bids were received according to specifications

prepared on a per unit cost basis for mechanical contracting. The low bid (Bid #25070) was submitted by Central Mechanical Wichita, LLC. Each bid included annual considerations for nominal cost increases related to inflation to allow the contract to be renewed annually for up to three (3) subsequent years.

Recommendation: It is recommended that the Board enter into a contract with Central Mechanical Wichita, LLC, in the amount not to exceed \$250,000, with the option to renew on an annual basis for up to three (3) subsequent years.

3. FEMA Inspections and Preventive Maintenance - Various

Diligent 5.30

Contact(s): Luke Newman

Funding Source: Capital Outlay; 2025-26 Budget

Purpose: The District constructed FEMA storm shelters during previous bond and capital funded construction projects at various sites throughout the District. To ensure these spaces function as designed in an emergency, regular inspection, preventive maintenance, and repairs are needed, specifically on specialty doors and door hardware systems. Hutton Corporation provides all necessary annual inspections, preventive maintenance and repair of these specialized spaces to ensure our FEMA shelters function properly in an emergency.

Recommendation: It is recommended that the Board enter into a contract with Hutton Corporation for a total amount not to exceed \$250,000 for the FEMA storm shelter inspection and preventive maintenance services at various District sites.

4. HVAC Products - Various

Diligent 5.31

Contact(s): Luke Newman

Funding Source: Capital Outlay; 2025-26 Budget

Purpose: Various sites throughout the district have HVAC controls and equipment that are provided solely by Sandifer Engineering & Controls, Inc., C&C Sales, Inc., Trane U.S., Inc. (Trane & Mitsubishi), Johnson Controls (York), Daikin TMI, LLC (McQuay), and Building Controls Systems, Inc. (AAON & LG). On an as needed basis, immediate replacement or repair is necessary to keep learning environments safe and comfortable.

Recommendation: It is recommended the Board approve a cumulative amount not to exceed \$500,000 for HVAC - related labor, equipment, and material to be purchased from Sandifer Engineering & Controls, Inc., C&C Sales, Inc., Trane U.S., Inc., Johnson Controls, Daikin TMI, LLC, and Building Controls Systems, Inc.

5. On-Call Electrical - Various

Diligent 5.32

Contact(s): Luke Newman

Funding Source: Capital Outlay; 2025-26 Budget

Purpose: The Capital Outlay Budget includes monies for on-call electrical projects at various District sites. On-call electrical contractor agreements allow electrical, lighting, low voltage, network cabling and other related projects to be addressed in response to system failures, safety or security concerns, or other emerging high priority needs in the District that require expedited attention. On June 30, 2022, the Board approved a contract with Southwestern Electrical Company, Inc., based on low bid responses. The original bid included annual consideration for nominal cost increases related to inflation to allow the contract to be renewed annually for up to three (3) subsequent years.

Recommendation: It is recommended that the Board enter into a contract renewal with Southwestern Electrical Company, Inc., in an amount not to exceed \$250,000 with the option to renew on an annual basis for up to three (3) subsequent years. This is the third of three possible renewals of this contract.

6. On-Call General - Various

Diligent 5.33

Contact(s): Luke Newman

Funding Source: Capital Outlay; 2025-26 Budget

Purpose: The Capital Outlay Budget includes monies for on-call general projects at various District sites. On-call general contractor agreements allow for general construction items such as doors, hardware, framing, flooring, ceiling, and other related projects to be addressed in response to system failures, safety or security concerns, or other emerging high priority needs in the District that require expedited attention. On June 30, 2022, The Board approved a contract with Cherokee Construction, Inc., based on low bid response. The original bid included annual consideration for nominal cost increases related to inflation to allow the contract to be renewed annually for up to three (3) subsequent years.

Recommendation: It is recommended that the Board enter into a contract renewal with Cherokee Construction, Inc., for a not to exceed contract of \$250,000, with the option to renew on an annual basis for up to three (3) subsequent years. This is the third of three possible renewals of this contract.

7. Black Water – Fire Sprinkler System – Various

Diligent 5.34

Contact(s): Luke Newman

Funding Source: Capital Outlay; 2025-26 Budget

Purpose: As required by applicable life safety building codes, fire sprinkler piping systems in various District sites are installed to ensure the safety of students and staff. These systems require routine maintenance and necessary repairs to ensure they are fully functional and to satisfy building code requirements related to inspection and operation of these systems. Black Water Fire Protection, LLC, provides all necessary annual inspections, preventive maintenance, and repairs of these critical life safety systems to ensure that occupant safety is maintained, and necessary building code provisions are met.

Recommendation: It is recommended that the Board enter into a contract with Black Water Fire Protection, LLC, for a total amount not to exceed \$100,000 for the fire sprinkler system inspection, service and repairs at various District sites.

8. On-Call Roofing - Various

Diligent 5.35

Contact(s): Luke Newman

Funding Source: Capital Outlay; 2025-26 Budget

Purpose: The Capital Outlay Budget includes monies for on-call roofing projects at various District sites. On-call roofing contractor agreements allow roofing and other related projects to be addressed in response to system failures, safety or security concerns, or other emerging high priority needs in the District that require expedited attention. On May 23, 2024, bids were received according to specifications prepared on a per unit cost basis for roofing contracting. The low bid was submitted by Wray Roofing, Inc., based on per unit costs for various types of roofing solutions commonly required by

the District. The original bid included annual consideration for nominal cost increases related to inflation to allow the contract to be renewed annually for up to three (3) subsequent years.

Recommendation: It is recommended that the Board enter into a contract renewal with Wray Roofing, Inc., for a not to exceed contract of \$250,000, with the option to renew on an annual basis for up to three (3) subsequent years. This is the first of three possible renewals of this contract.

9. HVAC Preventative Maintenance Services - Various

Diligent 5.36

Contact(s): Luke Newman

Funding Source: Capital Outlay; 2025-26 Budget

Purpose: The District utilizes a combination of the following firms to provide preventative maintenance service on HVAC equipment district-wide: P1 Service, LLC, Kruse Corporation, Trane US, Inc., Building Controls & Services, Inc., JM O'Connor Inc., Select Mechanical, LLC, Kan-Tech, Inc., and The Waldinger Corporation. The services they provide include maintenance on boilers, chillers, RTUs, AHUs, pool equipment, hydronic systems, and building automation/controls. Preventive maintenance is a critical need for our district to ensure our HVAC systems are optimized and provide the highest level of comfort, reliability, and efficiency possible.

Recommendation: It is recommended that the Board approve a maximum amount of \$2,500,000 for HVAC preventive maintenance services provided by: P1 Service, LLC, Kruse Corporation, Trane US, Inc., Building Controls & Services, Inc., JM O'Connor Inc., Select Mechanical, LLC, Kan-Tech, Inc., and The Waldinger Corporation, on an as-needed basis.

D. Operations

1. Nutrition Services Meal Price Increases

Diligent 5.37

Contact(s): Fabian Armendariz and David J. Paul

Funding Source: Nutrition Services (Fund 24); 2025-26 Budget

Purpose: School Food Authorities (SFAs) that have a negative balance in the non-profit school food service account at the end of each school year are required to establish a price for paid lunches according to the Paid Lunch Equity (PLE) provisions in Section 12(p) of the Richard B. Russell National School Lunch Act.

SFAs with a positive fund balance in its nonprofit school food service account are exempt from Paid Lunch Equity pricing requirements for the upcoming school year. While not required, exempt SFAs may utilize the PLE tool to determine their targeted SY 2025-26 paid lunch prices, consistent with program regulations and adjust their paid lunch prices accordingly.

Nutrition Services utilized the Paid Lunch Equity (PLE) Tool to determine meal price increases for the 2025-26 school year.

The U.S. Bureau of Labor Statistics data for April 2025 indicated that food prices rose by approximately 3% in the past 12 months. Food and supply prices are expected to continue to increase in the next 12 months. Nutrition Services has experienced a 4.1% increase in food costs during the 2024-25 school year. In addition, program labor costs also increased by approximately 5.4%.

Recommendation: It is recommended that the Board of Education authorize the District to increase meal prices as follows beginning July 1, 2025:

Elementary school student lunch price from \$2.75 to \$2.85;
 Middle school student lunch price from \$2.90 to \$3.00;
 High school student lunch price from \$3.05 to \$3.15;
 Adult lunch price from \$4.90 to \$5.15; and
 Adult breakfast price from \$2.80 to \$3.05.

The Universal Free Breakfast Program will continue to be available for all students, regardless of household size and income for the 2025-26 school year.

E. Bids

1. Purchasing Consent

Appendix 6

Diligent 5.38

Purpose: Report

Recommendation: Board approval.

Summary

Description of Products/Services	Amount	Responsible Party
1. Roll-Off Dumpster & Solid Waste Removal Service – Annual	\$1,100,000.00	Luke Newman
2. Box Truck with Lift Gate	\$150,000.00	Fabian Armendariz
3. Elevator Inspection & Repair	\$150,000.00	Luke Newman
4. Securly Classroom	\$64,100.00	Rob Dickson
5. HVAC Controls Programming & Analytics	\$661,500.00	Luke Newman
6. HVAC Maintenance	\$300,000.00	Luke Newman
7. Nutrition Services Temp Hospitality - Annual	\$25,000.00	Fabian Armendariz
8. Athletic Game Video and Analysis Services - Annual	\$100,000.00	Loren Hatfield/Chris Asmussen
9. CNC Router Equipment	\$42,250.00	Tim Hamblin/Loren Hatfield
10. Magnet School Application Selection Software - Annual	\$37,000.00	Michelle Drumright/Rob Dickson
11. Fastbridge Learning - Annual	\$212,000.00	Rob Dickson
12. ClassLink OneData	\$65,000.00	Rob Dickson
13. Athletic Uniforms	\$210,000.00	Loren Hatfield
14. Copier Lease Payments – Canon - Annual	\$252,000.00	Fabian Armendariz
15. Copier Lease Payments – Konica Minolta - Annual	\$80,000.00	Fabian Armendariz
16. Rise Vision Digital Signage	\$50,000.00	Rob Dickson
17. Nutrition Services Employee Uniforms -	\$60,000.00	Fabian Armendariz

Annual		
18. Nutrition Services Laundry Services - Annual	\$30,000.00	Fabian Armendariz
19. Nutrition Services Enterprise Resource Planning Software - Annual	\$235,000.00	Fabian Armendariz/Addi Lowell
20. Nutrition Services Meal Order Planning and Inventory Management Software - Correction	\$87,530.00	Fabian Armendariz
21. Security Video Cameras, Video Recorders, Card Readers & Licenses - Annual	\$1,500,000.00	Terri Moses/Luke Newman/Rob Dickson
22. Vehicle Lease Payments	\$2,000,000.00	Luke Newman
23. Roland MO-240 Versaobject UV Flatbed Printer	\$47,000.00	Fabian Armendariz
24. Bulk Technology Hardware Devices & Accessories for Students	\$6,000,000.00	Rob Dickson
25. Mobile Device Management - Correction	\$180,000.00	Rob Dickson
26. Schoolbooks & Tracks Software Maintenance & Support - Annual	\$60,000.00	Rob Dickson/Addi Lowell
27. EnergyCAP Utility Management Software	\$48,853.20	Luke Newman
28. Securly Filter - Annual	\$89,440.00	Rob Dickson

F. Renewals

1. Capturing Kids' Hearts

Diligent 5.39

Contact(s): Loren Hatfield, Christie Meyer

Funding Source: Various (General, Title, Virtual Funds); 2025-26 Budget

Purpose: The purpose of the Capturing Kids' Hearts training is to equip staff with tools to help support the whole child in building meaningful relationships that will connect them with the school as well as create a positive school culture. This training supports the district's shared belief of safety and belonging as well as the district's strategic themes of supporting the whole child, investing in staff, and communicating to build trust. Based on the need to build this culture and climate for students, staff, and families, the purpose of this request is to ask the Board's approval for \$82,000.

Recommendation: It is recommended the Board approve Capturing Kids' Hearts contract with the Flippen Group in an amount not to exceed \$82,000 for training at, Greiffenstein-Wells, Education Imagine Academy, Hamilton, Gordon Parks, Chester Lewis, and Mead.

G. Agreements, Fees, Services, Settlements

1. Legal Services: Fleeson, Gooing, Coulson & Kitch and McDonald Tinker PA

Diligent 5.40

Contact(s): Sean Hudspeth, Dan Lawrence

Funding Source: 47 Fund –Self Funded Insurance Reserves, 42 Fund – Special Liability, 52 Fund – Workers' Compensation Reserve Fund; 2024-25 Budget

Purpose: Fleeson, Gooing, Coulson & Kitch, LLC have submitted a statement for April 2025 legal services and expenses for Civil Litigation in the amount of \$9,492.50.

McDonald Tinker PA have submitted a statement for April 2025 legal services and expenses for Workers' Compensation in the amount of \$15,502.80.

This brings the 2024-25 fiscal year-to-date total to \$69,472.83 for Civil Litigation services and \$165,265.45 for Workers' Compensation services.

Recommendation: It is recommended that the Board authorize payment for legal services and expenses for Civil Litigation and Workers' Compensation under the school district's self-insured programs for March 2025 in the amount of \$9,492.50 to Fleeson, Gooing, Coulson & Kitch, LLC and the amount of \$15,502.80 to McDonald Tinker PA.

H. Routine Items

1. BOE Meeting Minutes for May 5, 2025

Appendix 7

Diligent 5.41

Contact(s): Litona Hoyt

Purpose: The BOE Meeting Minutes for the May 5, 2025 Board Meeting are attached in the Appendix.

Recommendation: Board approval.

2. BOE Meeting Minutes for May 19, 2025

Appendix 8

Diligent 5.42

Contact(s): Litona Hoyt

Purpose: The BOE Meeting Minutes for the May 19, 2025 Board Meeting are attached in the Appendix.

Recommendation: Board approval.

I. Out of State Travel Requests

1. East High School to New York, NY

Diligent 5.43

Contact(s): Loren Hatfield, Branden Johnson

Funding Source: Students payments and fundraisers

Trip Notes: On 3/16/2026 to 3/21/2026, East High School Orchestra Program will participate in a performance, clinic, and will view a performance at Carnegie Hall in New York, NY. Approximately 50 students, and 5 teachers will also participate.

Recommendation: It is recommended that the Board approve for East High School Orchestra to attend the performance and clinic in New York, NY, in an amount not to exceed \$90,000.

2. Northwest High School to Branson, MO

Diligent 5.44

Contact(s): Loren Hatfield, Branden Johnson

Trip Notes: On 3/13/2026 to 3/26/2026, Northwest High School Orchestra Program will participate in a performance, visit museums, attend a performance, and visit a theme park. Approximately 40 students, and 5 teachers will also participate.

Recommendation: It is recommended that the Board approve for Northwest High School Orchestra Program to attend the performance and other activities in Branson, MO in an

amount not to exceed \$20,000.

VI. Action

- A. Kansas Association of School Boards – Appointments for Board of Directors and Legislative Committee

Diligent 7.1

Contact(s): Litona Hoyt

Funding Source: Board of Education; 2025-26 Budget

Purpose: The Kansas Association of School Boards (KASB) reserves two seats for Wichita USD 259 Board of Education members to serve on their Board of Directors and Legislative Committee. The Board of Directors is the governing body while the legislative committee helps to craft legislative priorities for the association.

The USD 259 appointments for 2024-25 were board members Julie Hedrick for the KASB Board of Directors and Melody McCray-Miller for the KASB Legislative Committee. We would ask the board to make the appointments for the 2025-26 Board of Directors and Legislative Committee.

Recommendation: This item provides an opportunity for the Board's discussion and appropriate action.

- B. Policy 1231 – Artificial Intelligence

Appendix 9

Diligent 7.2

Contact(s): Rob Dickson

Funding Source: N/A

Purpose: As part of an ongoing effort to review BOE policies, Administration proposes the following new Board Policy 1231 regarding Artificial Intelligence.

Recommendation: This item is being presented for discussion and will be brought back to the next regular board meeting for approval.

- C. Policy 3460 – Unrestricted Reserves

Appendix 10

Diligent 7.3

Contact(s): Addi Lowell

Funding Source: N/A

Purpose: As part of an ongoing effort to review BOE policies, Administration proposes the following new policy on Unrestricted Reserves. This policy has been recommended by the district's Financial Oversight Committee.

Recommendation: This item is being presented for discussion and will be brought back to the next regular board meeting for approval.

VII. Executive Session

- A. Attorney Client Privilege

VIII. Reports and Requests

- A. Superintendent's Report
B. New Business and Board of Education Requests

IX. Adjournment

Recommendation: This item is being presented for discussion and will be brought back to the next regular board meeting for approval.

VII. Executive Session

- A. Attorney Client Privilege

VIII. Reports and Requests

- A. Superintendent's Report
- B. New Business and Board of Education Requests

IX. Adjournment

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES**

Report Date 6/09/2025

Job Data Report

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Abner,Melissa	HIR	In-State District	8/1/2025	Curtis	Physical Ed-Middle	1.00
Andrews,Roxanne Irene	REH	Temporary Assignment	5/26/2025	Levy	Temp Aide - ESY	
Armitage,Brian K	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Armstrong,Vonda Kay	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Atkinson,Phyllis Anne	REH	Temporary Assignment	5/26/2025	Price	Temp Latchkey 1 - Support	
Becker,Christopher William	HIR	In-State District	8/1/2025	Anderson	Fourth Grade	1.00
Baldon,Charles Edward	REH	Rehire	5/12/2025	Adams	Custodian 1	1.00
Barcnas,Kiara Oliviaann	HIR	In-State College	8/1/2025	Jefferson	Second Grade	1.00
Barnes,Georgieanna Donise	REH	Temporary Assignment	5/26/2025	Chsm LSC	Temp Aide - ESY	
Bawl,Sherry J	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Bazzelle,Jennifer Suzanne	REH	Returning Teacher	8/1/2025	Coll Hill	Interrelated-Elem	1.00
Beaver,Michelle Rene	HIR	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Bedore,Samantha Amanda	HIR	Out-of-State District	8/1/2025	Cessna	Fourth Grade	1.00
Begley McCall,Kelley Hoyt	HIR	In-State District	8/1/2025	Chsm Trail	Instructional Coach Elem	1.00
Bell,Pamela Shyna	HIR	Regular Hire	4/28/2025	Jackson	Para Sped Low Incidence	0.88
Belshe,Kyle Allen	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
Benson,Matthew Allen	HIR	From Business or Industry	8/1/2025	PV Middle	Leadership	1.00
Bieler,Stone Ramsey	HIR	Regular Hire	5/5/2025	West	Crewperson 4	1.00
Bishop,Janella Michelle	HIR	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Bollenbach,Elizabeth Ann	REH	Temporary Assignment	5/26/2025	McCollom	Temp Latchkey 1 - Support	
Bowman,Kelly	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Brannan,Cheyenne Elizabeth	HIR	In-State College	8/1/2025	Jackson	First Grade	1.00
Brinda,Molli Renee	REH	Temporary Assignment	5/26/2025	Earhart	Temp Latchkey 2 - Assist Dir	
Brinkley,Kenon Raymont	REH	Temporary Assignment	4/23/2025	Southeast	Temp Aide - Coach	
Browder II,Philander Arnaz	HIR	Regular Hire	5/7/2025	Heights	Para Sped High Incidence	0.81
Brown,McKenzie	HIR	Hired From Private School	8/1/2025	Brooks	Mathematics-Middle	1.00
Bruey,Hayden D	HIR	In-State College	8/1/2025	Linwood	Social Worker	1.00
Burk,Joshua Lee	HIR	Regular Hire	7/1/2025	IST	Tech 4 Network Services	1.00
Burke,Justin J	REH	In-State District	8/1/2025	Northwest	Physical Ed-Sr High	1.00
Butner,Donavon T	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Caley-Lemire,Tiera Aleatha	HIR	In-State District	8/1/2025	Robinson	Student Suprt Services Liaison	1.00
Calkins,Brenda Lee	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Capers,Ebony Lanae	REH	Temporary Assignment	5/26/2025	East	Temp Aide - Summer	
Carlton,Carol Suzanne	REH	Rehire	8/5/2025	Mueller	Para Title Instruction Support	0.88

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES
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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Carter,Aneshea Shauntay	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Carter,Greta D	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Cervantes,Claire Elizabeth	REH	Rehired From Private School	8/1/2025	Caldwell	Kindergarten-All Day	1.00
Chambers,Michelle Lee	REH	In-State District	8/1/2025	McAuliffe	Kindergarten-All Day	1.00
Champion,Rochelle	REH	Temporary Assignment	5/26/2025	Levy	Temp Aide - ESY	
Chan,Justine Marie M	HIR	Regular Hire	4/23/2025	Southeast	Para Sped High Incidence	0.75
Chandler,Hilda Sofia	REH	Temporary Assignment	5/26/2025	Washington	Temp Aide - Summer	
Chavez Ojeda,Brisa	HIR	Temporary Assignment	5/5/2025	Dunbar	Temp Aide - Language Support	
Chavez,Michelle Marie	REH	Temporary Assignment	5/26/2025	Chsm LSC	Temp Aide - ESY	
Christianson,Jayden Michael	HIR	In-State College	8/1/2025	Mead	Social Studies-Middle	1.00
Cisneros Reynoso,Ana Lilia	HIR	Regular Hire	8/5/2025	Mueller	Paraeducator ESL	0.88
Clarke,Kami L	REH	Temporary Assignment	5/26/2025	GordonPark	Temp Aide - Summer	
Colbert,Trajata	HIR	In-State College	8/1/2025	Harry St	Physical Ed - Elem	1.00
Coleman,Charlene Hope	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Colvin,Arleta Kay	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
Cooley,Auston Trey	HIR	In-State College	8/1/2025	Anderson	Counselor-Elem	1.00
Copper,Chantal Marie	REH	Temporary Assignment	6/16/2025	AMAC	Temp Aide - Summer	
Crabb,Kelly Lynn	HIR	In-State District	8/1/2025	Isely	First Grade	1.00
Crawford,Maegan Leann	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Cruse,Bayleigh Breeann	HIR	In-State College	8/1/2025	Curtis	Art-Middle	1.00
Davis,Eric T	HIR	Regular Hire	5/12/2025	West	Custodian 1	1.00
Davis,Laycie Macae	REH	Temporary Assignment	6/16/2025	AMAC	Temp Aide - Summer	
Dean,Janice Lyn	REH	Temporary Assignment	5/26/2025	SSC	Custodian - Summer	
Dembkowski,Jean Lisa	POS	Position Data Update	7/1/2025	AMAC	Administrative Assistant 4	1.00
Depperschmidt,Janna Lynne	REH	Temporary Assignment	5/26/2025	Hyde	Temp Latchkey 1 - Support	
Dixon,Natasha Renee	REH	Temporary Assignment	5/26/2025	Earhart	Temp Latchkey 1 - Support	
Dixon-Harding,Trina Lashelle	REH	Temporary Assignment	5/26/2025	Coleman	Temp Aide - Summer	
Dwier,Lily Grace	HIR	Temporary Assignment	5/26/2025	East	Temp Aide - Summer	
Earl,Ketura Amariah Arnetta	HIR	In-State College	8/1/2025	GordonPark	Fifth Grade	1.00
Earleywine,Rachelle Lea	REH	Temporary Assignment	5/26/2025	Levy	Temp Aide - ESY	
Easum,Jennifer Marie	REH	Temporary Assignment	5/26/2025	Kensler	Temp Latchkey 1 - Support	
Edeal,Julia Christine	HIR	Temporary Assignment	5/26/2025	Earhart	Temp Latchkey 1 - Support	
Fair,Jason Kinano	REH	Temporary Assignment	4/1/2025	Mueller	Temp Latchkey 3 - Director	
Fanska,Rachel Leah	REH	Temporary Assignment	5/26/2025	McCollom	Temp Latchkey 1 - Support	

**REPORT TO THE SUPERINTENDENT FROM
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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Friesen, Cheryl Lynn	HIR	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Gaither, Langston Malik	HIR	Out-of-State District	8/1/2025	Buckner	Fifth Grade	1.00
Gandara, Brenda L	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Garcia Cordero, Rosalia	HIR	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Garcia, Jaqueline Elizabeth	REH	Rehire	8/5/2025	Southeast	Paraeducator ESL	0.88
Garnes, Chaves Donnell	REH	Temporary Assignment	5/26/2025	Chsm LSC	Temp Aide - ESY	
Gates, Caroline	REH	Temporary Assignment	5/26/2025	GordonPark	Temp Aide - Summer	
Gerona, Venus Pualani	REH	Temporary Assignment	6/16/2025	AMAC	Temp Aide - Summer	
Ginyard, Makishia Dawn	HIR	Regular Hire	8/5/2025	Curtis	Para Sped Low Incidence	0.88
Godina, Lisel Anahi	HIR	Temporary Assignment	5/26/2025	Spaght	Temp Aide - Summer	
Goldwater, Shane Louis	REH	In-State District	8/1/2025	North	Interrelated-Sr High	1.00
Gomez, Nathaly A	REH	Rehire	8/5/2025	Mead	Paraeducator ESL	0.88
Gonzalez, Maria De La Luz	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Gordon, Braden Wesley	RFL	Return From Leave	5/16/2025	Heights	Para Sped High Incidence	0.88
Goter, Luke William	HIR	In-State College	8/1/2025	Mead	Winds-Middle	1.00
Graham, Kristen Lee	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Grant, Shaunece Marie	REH	Temporary Assignment	4/7/2025	North	Temp Aide - Supplemental	
Green, LaShonda D	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
Groth, Lisa Ann	REH	Temporary Assignment	8/1/2025	Dunbar	Temp Teacher	
Hagerman, Nova Celia	HIR	Regular Hire	4/28/2025	Caldwell	Asst Para - Title	0.74
Hagler, Thomas Leon	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Hallam, Natasha Emma Lynn	HIR	Temporary Assignment	4/1/2025	Mueller	Temp Latchkey 2 - Assist Dir	
Hannon, Jessie Lynn	HIR	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Harden, Toni Laverne	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
Harmon, Rhonda Renae	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Harris, Gale E	HIR	In-State District	8/1/2025	Griffith	Positive Behavior Suprt - Elem	1.00
Harter, Anna R.	HIR	Hired From Private School	8/1/2025	Allen	Fifth Grade	1.00
Hathaway, Karen Louise	REH	Temporary Assignment	5/26/2025	Levy	Temp Aide - ESY	
Henderson, Marc Alan	LOA	Health of Employee	5/3/2025	AMAC	Para Title Instruction Support	0.88
Hermosillo, Sellma J	HIR	Temporary Assignment	5/26/2025	Cloud	Temp Aide - Summer	
Herrera, Lisvett	REH	Temporary Assignment	5/26/2025	Little	Temp Aide - ESY	
Higgins, Danielle Elisabeth	REH	Temporary Assignment	5/26/2025	McCollom	Temp Latchkey 2 - Assist Dir	
Hill, Brian Lee	HIR	In-State District	8/1/2025	Heights	Social Studies-Sr High	1.00
Holloway, Lizmarie	HIR	Temporary Term	5/14/2025	Southeast	Temp Aide - Coach	

**REPORT TO THE SUPERINTENDENT FROM
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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Horning,Teagan Grace	HIR	In-State College	8/1/2025	Lawrence	Vocal Music-Elem	1.00
Hughes,Casey Craig	HIR	Temporary Assignment	5/26/2025	Washington	Temp Aide - Summer	
Hull,Daneshea Len	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Jones,Jonathan David	HIR	Regular Hire	5/28/2025	Northeast	Custodian 1	1.00
Jacobs,Alexandra Nicole	HIR	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Jacobs,D'Ron	REH	Transition to Teaching	8/1/2025	Curtis	Physical Ed-Middle	1.00
Janucik-Lowe,Sarah Christine	HIR	Temporary Assignment	8/1/2025	Franklin	Temp Latchkey 1 - Support	
Johnson,Melissa Sue	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
Johnston,Jaimie	HIR	Temporary Assignment	8/1/2025	Woodman	Temp Latchkey 3 - Director	
Jones,Alexander Benjamin	HIR	Out-of-State College	8/1/2025	HoraceMann	Third Grade	1.00
Jones,Gail A	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Jones,Jenee Deett	REH	Temporary Assignment	5/26/2025	Dodge	Temp Latchkey 2 - Assist Dir	
Jordan,Janice Lynn	HIR	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Jordan,Lauren Ashely Ann	HIR	In-State College	8/1/2025	Beech	Kindergarten-All Day	1.00
Kayitesi,Aliette	REH	Temporary Assignment	5/19/2025	Dunbar	Temp Aide - Language Support	0.38
Kiser,Emma Kaylynn	HIR	In-State College	8/1/2025	McAuliffe	First Grade	1.00
Kisrow,Austin Bailey	HIR	Transition to Teaching	8/1/2025	West	Business	1.00
Knoll,Stacie S	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Lima,Eduardo Moises	HIR	Regular Hire	5/14/2025	SSC	Crewperson 3	1.00
Lagares,Lori Jo	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Lampe,Gabriella Rae	HIR	In-State College	8/1/2025	Irving	Physical Ed - Elem	1.00
Lawrence,Julia Paige	HIR	In-State District	8/1/2025	PV Elem	First Grade	1.00
Lee,Kai Sien	LOA	Personal - Unspecified	5/23/2025	Isely	School Psych Practicum	0.88
Leidy,Gabriella Kae	REH	Temporary Assignment	8/1/2025	Harry St	Temp Latchkey 2 - Assist Dir	
Leuci,Shanda Marie	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
Lincicome,Dora Lynn	REH	Temporary Assignment	5/26/2025	Chsm LSC	Temp Aide - ESY	
Little,Aryanah Arelashae	REH	Temporary Assignment	5/26/2025	Spaght	Temp Aide - Summer	
Little,DeeDee Lynn	REH	Temporary Assignment	5/26/2025	Allen	Temp Aide - Summer	
Littlejohn,Gabielle Kay	HIR	Temporary Assignment	4/29/2025	Chsm LSC	Student Worker	
Locke,Braden Hunter	HIR	In-State College	8/1/2025	West	Art-Sr High	1.00
Lopez,Citlalli	REH	Temporary Assignment	5/26/2025	Dodge	Temp Latchkey 1 - Support	
Lopez,Ira M	HIR	Regular Hire	5/19/2025	SSC	Crewperson 6c	1.00
Lovings,Kathryn Elisabeth	REH	Temporary Assignment	5/26/2025	Kensler	Temp Latchkey 1 - Support	
Lumbreras,Elizabeth	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES
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Job Data Report**

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Lyles,Olivia Kathleen	REH	Temporary Assignment	3/1/2025	Chsm Trail	Temp Latchkey 1 - Support	
Mabry,Pierre Xavier	HIR	Regular Hire	5/7/2025	Truesdell	Custodian 1	1.00
Macias,Antonio F.	HIR	Regular Hire	5/21/2025	Allison	Custodian 1	1.00
Maldonado,Brenda	REH	Temporary Assignment	5/26/2025	Chsm Trail	Temp Latchkey 1 - Support	
Maxwell,Catherine Helen	HIR	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
May,Ramona Jean	REH	Temporary Assignment	5/26/2025	East	Temp Aide - Summer	
Mayen,Vladimir	HIR	In-State College	8/1/2025	South	Art-Sr High	1.00
McArthur,Tiffany	HIR	In-State District	8/1/2025	Irving	Prekindergarten	1.00
McDonald,Miranda Faith	REH	Temporary Assignment	5/26/2025	Kensler	Temp Latchkey 1 - Support	
McFadden,Denise	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
McGregor,Wendy R	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
McKibben,Katherine Noelle	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
Medrano,America Noemi	HIR	Temporary Assignment	5/27/2025	Enders	Temp Latchkey 1 - Support	
Meek,Alexander Morgan	HIR	In-State District	8/1/2025	McAuliffe	Winds-Middle	1.00
Menas-Huggins,Marigitsa Sophia	REH	Temporary Assignment	6/16/2025	AMAC	Temp Aide - Summer	
Mendez-Urbina,Vanessa	REH	Temporary Assignment	5/2/2025	Dunbar	Temp Aide - Language Support	
Meng,Melissa Marie	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Michel,Shantal Eunice	HIR	Regular Hire	8/5/2025	Price	Paraeducator ESL	0.88
Michel,Shantal Eunice	HIR	Temporary Assignment	7/1/2025	Dunbar	Temp Aide - Language Support	
Miller,Branden M	HIR	Regular Hire	4/28/2025	McAuliffe	Custodian 1	1.00
Miller,Mary Elizabeth	REH	Temporary Assignment	5/26/2025	SSC	Crewperson Summer	
Miller,Sarah Lynne	HIR	In-State District	8/1/2025	Bryant	Interrelated-Elem	1.00
Moore,MarKeyshia R	HIR	Temporary Assignment	5/26/2025	Enders	Temp Aide - Summer	
Moose,Charles Steven	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Moran,Martha Alicia	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Mork,Scarlet Nicole	REH	Temporary Assignment	5/26/2025	North	Temp Aide - Summer	
Morley,Emelia R	HIR	In-State College	8/1/2025	Brooks	Science-Middle	1.00
Mosley Dyer,Sherrie Sue	REH	Temporary Assignment	5/26/2025	SSC	Custodian - Summer	
Munoz Ayala,Viridiana	LOA	Personal - Unspecified	5/15/2025	North	Para Sped High Incidence	0.88
Munson,Tyler Anne	HIR	Out-of-State College	8/1/2025	Hamilton	English-Middle	1.00
Murphy,Aaron D	HIR	Out-of-State District	8/1/2025	McAuliffe	Kindergarten-All Day	1.00
Newton,Gloria Ann	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Nichols,Caleb Joshua	REH	Temporary Assignment	5/26/2025	SSC	Crewperson Summer	
Nixon,Jacqueline	HIR	Regular Hire	5/19/2025	IST	Data Analyst	1.00

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES**

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Report Date 6/09/2025

Job Data Report

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Noble Jr, Coy Eugene	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
OConnor, Liam Ambrose	HIR	In-State College	8/1/2025	Mayberry	Social Studies-Middle	1.00
Oldham, Carol A	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Oliphant, Matthew Tyler	HIR	Regular Hire	4/28/2025	Unassigned	Roving Paraeducator	0.88
Oliver, Jenny Rebecca	HIR	In-State District	8/1/2025	Mead	English-Middle	1.00
Ortiz, Marty James	HIR	Temporary Assignment	5/26/2025	East	Temp Aide - Summer	
Ozaeta, Norma Yolanda	REH	Temporary Assignment	5/26/2025	Jefferson	Temp Aide - Summer	
Parker, Paul A	REH	Temporary Assignment	5/26/2025	McAuliffe	Temp Latchkey 1 - Support	
Pequin-Williams, Chris A	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Pfeiffer, Kimberly Marie	REH	In-State District	8/1/2025	Curtis	Winds-Middle	1.00
Phillips-Straight, Christine Beneau	REH	Temporary Assignment	5/26/2025	Kensler	Temp Latchkey 1 - Support	
Pineda, Jessica Nicole	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Piper, Alan Roy	HIR	Temporary Assignment	5/7/2025	East	Temp Aide - Coach	
Pittman, Seth Christopher	REH	New Administrator	8/1/2025	North	Asst Principal	1.00
Porter, Sara Jayne	HIR	In-State District	8/1/2025	Southeast	English-Sr High	1.00
Potochnik, Caroline Elizabeth	HIR	Regular Hire	8/5/2025	AMAC	School Psych Practicum	0.88
Proulx, Angelie Danielle	HIR	Hired From Private School	8/1/2025	Anderson	Third Grade	1.00
Purviance, Angela Michelle	POS	Position Data Update	7/1/2025	AMAC	Administrative Assistant 6	1.00
Quarles, Tracy Lynne	REH	Temporary Assignment	5/26/2025	Chsm LSC	Temp Aide - ESY	
Quincy, Tiffany Marie	HIR	From Business or Industry	8/1/2025	PV Elem	Nurse-Elem	1.00
Quincy, Virginia Marianne	REH	In-State District	8/1/2025	Chester LC	Business Technology	1.00
Raborn, Susan Marie	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Rachedi, Saida	HIR	Temporary Assignment	5/26/2025	Chsm LSC	Temp Aide - ESY	
Renovato, Aracely	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Retana, Danielle Renee	REH	Temporary Assignment	5/26/2025	Cloud	Temp Aide - Summer	
Richardson, Patsy J	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Ritchie, Joylee A	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Roberts, Chiquitta G	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Robison, Braden Patrick	HIR	Regular Hire	6/9/2025	SSC	Crowperson 6	1.00
Rodgers, Candi Elizabeth	HIR	Temporary Assignment	5/19/2025	Dunbar	Temp Aide - Language Support	
Rosales, Carina	REH	Temporary Assignment	4/28/2025	GordonPark	Temp Aide - Title	
Roth, Marcia R	REH	Temporary Assignment	4/1/2025	Mueller	Temp Latchkey 3 - Director	
Rowe, Rocky G	LOA	Health of Employee	5/14/2025	AMAC	Teacher	1.00
Royal, Benjamine Thomas	REH	Transition to Teaching	8/1/2025	Stucky	Interrelated-Middle	1.00

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES**

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Job Data Report

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Rucker,Andrew A	REH	Temporary Assignment	5/26/2025	SSC	Crewperson Summer	
Ruffin III,Adlai G.	HIR	Transition to Teaching	8/1/2025	Curtis	Interrelated-Middle	1.00
Stewart,Patricia Ann	HIR	Temporary Term	5/28/2025	Truesdell	Temp - Accompanist	0.38
Sanders,Creighton Austin	REH	Temporary Assignment	5/26/2025	Heights	Temp Aide - Summer	
Savage,Kimberly S	REH	Temporary Assignment	5/26/2025	Chsm LSC	Temp Aide - ESY	
Schlatter,Susan Carol	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Schlegel,Marcia Ann	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Schwebke,Alina Dawn	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
Scott,Katelin Ann	REH	Temporary Assignment	5/26/2025	Levy	Temp Aide - ESY	
Shipman,Stacy Danelle	HIR	Out-of-State District	8/1/2025	Truesdell	Instructional Coach Sec	1.00
Shorb,Jami Michelle	REH	Temporary Assignment	5/26/2025	Spaght	Temp Aide - Summer	
Smalls,Darin	REH	Temporary Assignment	5/26/2025	SSC	Crewperson Summer	
Smith,Paul B	HIR	In-State District	8/1/2025	Curtis	ESOL, Newcomer-Middle	1.00
Smith,Rachel Michele	HIR	In-State College	8/1/2025	White	Speech Clinic-Elem	1.00
Snodgrass,Denise Vanessa	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Snyder Hernandez,Andrea Alejandra	REH	Temporary Assignment	5/26/2025	Allen	Temp Aide - Summer	
Spangler,Aubri Lorraine	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Sparks,Megan Tenese	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Spencer,Dianna Lee	REH	Temporary Assignment	5/26/2025	SSC	Custodian - Summer	
Stroh,Courtney Elizabeth	HIR	In-State District	8/1/2025	Bryant	Reading Intervention-Elem	1.00
Stuchlik,Clarissa Marie	HIR	In-State District	8/1/2025	Gardiner	Fifth Grade	1.00
Suther,Lauren Marie	HIR	In-State College	8/1/2025	Beech	Second Grade	1.00
Sutton,Michelle Irene	REH	Rehire	8/5/2025	Curtis	Para Sped High Incidence	0.88
Taylor,Angela Marie	REH	Rehired From Private School	8/1/2025	Washington	ESOL, Newcomer-Elem	1.00
Taylor,Lanae Brianne	REH	Temporary Assignment	5/26/2025	Kensler	Temp Latchkey 1 - Support	
Thompson,Grace Elizabeth	HIR	In-State College	8/1/2025	Northwest	Physical Ed-Sr High	1.00
Thompson,Jamie Allison	HIR	In-State College	8/1/2025	Kelly	Fourth Grade	1.00
Torres-Hernandez,Daniel Omar	REH	Temporary Assignment	5/26/2025	SSC	Crewperson Summer	
Turner,Faith L'Von	HIR	Temporary Assignment	5/26/2025	Gammon	Temp Latchkey 1 - Support	
Twitchell,Rebecca Sue	REH	Temporary Assignment	5/26/2025	Chsm LSC	Temp Aide - ESY	
Valencia -Araujo,Daysi	REH	Temporary Assignment	5/2/2025	Dunbar	Temp Aide - Language Support	
Valentine,Lori Grimes	REH	Temporary Assignment	5/1/2025	Spaght	Temp Latchkey 2 - Assist Dir	
Vara de Vazquez,Luz Yarim	REH	Classified Sub	5/21/2025	Food Prod	Sub Nutrition Services	
Vega,Estela	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Veloza,Rachel N	REH	Temporary Assignment	4/1/2025	Mueller	Temp Latchkey 2 - Assist Dir	
Villa,Luz M	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Vontress,Shannon	REH	Temporary Assignment	5/26/2025	Cloud	Temp Aide - Summer	
Voshell,Augusta Marie	HIR	Temporary Assignment	5/26/2025	Chsm LSC	Temp Aide - ESY	
Wagers,Laura Renae	REH	Temporary Assignment	5/19/2025	Minneha	Temp Latchkey 2 - Assist Dir	
Walker,Sherry Ann	HIR	Regular Hire	8/5/2025	Wells	Para Sped High Incidence	0.88
Waller,Charlene Gail	REH	Hired From Private School	8/1/2025	Enterprise	Kindergarten-All Day	1.00
Wammack,Cammie Lenee	HIR	Out-of-State District	8/1/2025	Caldwell	First Grade	1.00
Ward,Charlene Michelle	HIR	In-State District	8/1/2025	Truesdell	Interrelated-Middle	1.00
Wescott,Stephanie M	REH	In-State District	8/1/2025	PV Elem	Fourth Grade	1.00
Whitcomb,Jennifer M	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
White,Kathleen Joanne	REH	Temporary Assignment	5/26/2025	Kensler	Temp Latchkey 1 - Support	
White,Tabitha Dawn	REH	Temporary Assignment	8/1/2025	Harry St	Temp Latchkey 1 - Support	
Whitt,Carla Jane	REH	Temporary Assignment	5/26/2025	SSC	Crewperson Summer	
Wigley,Grace Joy	REH	Temporary Assignment	5/26/2025	Wells	Temp Aide - ESY	
Williams,Cody Michael	HIR	Temporary Assignment	5/26/2025	SSC	Crewperson Summer	
Williams,Marivia Anquanette	REH	Temporary Assignment	5/26/2025	SSC	Custodian - Summer	
Williams,Taryn M	REH	Temporary Assignment	5/27/2025	Enders	Temp Latchkey 1 - Support	
Willis,Daniel Josiah	HIR	Hired From Private School	8/1/2025	Curtis	Reading Intervention - MS	1.00
Wingard,Stacey D	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	
Wise,Bailey G	REH	Temporary Assignment	5/26/2025	Washington	Temp Aide - STEALTH	
Wiseman,Alexis	HIR	In-State District	8/1/2025	Brooks	Science-Middle	1.00
Wyatt,Angela Illandra Gabrie	HIR	Temporary Assignment	5/1/2025	North	Temp Teacher	
Yarbrough,Lauana K	HIR	In-State District	8/1/2025	Spaght	Interrelated-Elem	1.00
Ybarra,Teresa P	REH	Temporary Assignment	5/26/2025	Kensler	Temp Latchkey 1 - Support	
Yearout,Jennifer Marie	REH	Temporary Assignment	8/1/2025	Harry St	Temp Latchkey 2 - Assist Dir	
Young,Tiffany Ann	REH	Temporary Assignment	5/26/2025	Food Prod	Summer Nutr Worker	

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Additional Pay

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Amir,Jessica Marie	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Strings-Middle	1
Amir,Jessica Marie	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Strings-Middle	1
Anderson,MacKenzie Taylor	ADD PAY	Untitled Level - B	5/1/2025	Coleman	ESOL-Middle	1
Anderson,MacKenzie Taylor	END PAY	Untitled Level - B	7/31/2025	Coleman	ESOL-Middle	1
Arzola,Hector	ADD PAY	School Improvement Team	8/1/2024	Catholic	Title I Teacher	0.5
Arzola,Hector	END PAY	School Improvement Team	7/31/2025	Catholic	Title I Teacher	0.5
Beck,Denise M	ADD PAY	School Improvement Team	8/1/2024	Catholic	Title I Teacher	1
Beck,Denise M	END PAY	School Improvement Team	7/31/2025	Catholic	Title I Teacher	1
Belsan,Samuel Morris	ADD PAY	MS Asst Track	5/1/2025	Coleman	Social Studies-Middle	1
Belsan,Samuel Morris	END PAY	MS Asst Track	7/31/2025	Coleman	Social Studies-Middle	1
Black,Robert	ADD PAY	E-Sports Coach - High	9/1/2024	ISC	Virtual Teacher	1
Black,Robert	END PAY	E-Sports Coach - High	7/31/2025	ISC	Virtual Teacher	1
Brown,Felisha Shontel	ADD PAY	Untitled Level - A	8/1/2024	Gateway	English-Sr High	0.2
Brown,Felisha Shontel	END PAY	Untitled Level - A	4/30/2025	Gateway	English-Sr High	0.2
Brown,Felisha Shontel	ADD PAY	Untitled Level - A	8/1/2024	Gateway	English-Sr High	1
Brown,Felisha Shontel	END PAY	Untitled Level - A	4/30/2025	Gateway	English-Sr High	1
Brown,Felisha Shontel	ADD PAY	School Improvement Team	8/1/2024	Gateway	English-Sr High	0.5
Brown,Felisha Shontel	END PAY	School Improvement Team	4/30/2025	Gateway	English-Sr High	0.5
Brown,Tania Renae	ADD PAY	Additional Comp	5/1/2025	Heights	Assessment Facilitator	1
Brown,Tania Renae	END PAY	Additional Comp	5/31/2025	Heights	Assessment Facilitator	1
Bryant,Abigail Angel	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Vocal Music-Elem	1
Bryant,Abigail Angel	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Vocal Music-Elem	1
Butherus,Clay Daniel	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Winds-Middle	1
Butherus,Clay Daniel	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Winds-Middle	1
Chambers,Amber Marie	ADD PAY	Additional Comp - Admin	5/1/2025	Cloud	Asst Principal	1
Chambers,Amber Marie	END PAY	Additional Comp - Admin	7/31/2025	Cloud	Asst Principal	1
Chapman,Carla Darlene	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Winds-Middle	1
Chapman,Carla Darlene	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Winds-Middle	1
Clayton,Ryan Barry	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Strings-Middle	1
Clayton,Ryan Barry	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Strings-Middle	1
Coca,Elaina Renee	ADD PAY	Certificate-Cust Basic	4/28/2025	Cessna	Custodian 4	1
Coca,Elaina Renee	END PAY	Certificate-Cust Basic	3/8/2026	Cessna	Custodian 4	1
Comer,Erin Marie	ADD PAY	Lunchroom Monitor	2/1/2025	Coleman	Art-Middle	1
Comer,Erin Marie	END PAY	Lunchroom Monitor	7/31/2025	Coleman	Art-Middle	1
Cowsill,Kimberly Diane	ADD PAY	School Improvement Team	8/1/2024	Catholic	Title I Teacher	1
Cowsill,Kimberly Diane	END PAY	School Improvement Team	7/31/2025	Catholic	Title I Teacher	1

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Additional Pay

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Crawford,Eric Leon	ADD PAY	District Curriculum Design	8/1/2024	AMAC	Strings-Sr High	1
Crawford,Eric Leon	END PAY	District Curriculum Design	1/31/2025	AMAC	Strings-Sr High	1
Crawford,Eric Leon	ADD PAY	Instrumental Music Leader High	8/1/2024	East	Strings-Sr High	1
Crawford,Eric Leon	END PAY	Instrumental Music Leader High	1/31/2025	East	Strings-Sr High	1
Crawford,Eric Leon	ADD PAY	District Curriculum Design	5/1/2025	AMAC	Strings-Sr High	1
Crawford,Eric Leon	END PAY	District Curriculum Design	7/31/2025	AMAC	Strings-Sr High	1
Crawford,Eric Leon	ADD PAY	Instrumental Music Leader High	5/1/2025	East	Strings-Sr High	1
Crawford,Eric Leon	END PAY	Instrumental Music Leader High	7/31/2025	East	Strings-Sr High	1
Curtis,Brian R	ADD PAY	MS Head Track	2/1/2025	PV Middle	Social Studies-Middle	1
Curtis,Brian R	END PAY	MS Head Track	4/30/2025	PV Middle	Social Studies-Middle	1
Curtis,Brian R	ADD PAY	MS Head Track	5/1/2025	PV Middle	Social Studies-Middle	1
Curtis,Brian R	END PAY	MS Head Track	5/31/2025	PV Middle	Social Studies-Middle	1
Deckard,Elizabeth A	ADD PAY	Untitled Level - B	5/1/2025	Northeast	Resource Tchr-Sr High	1
Deckard,Elizabeth A	END PAY	Untitled Level - B	5/31/2025	Northeast	Resource Tchr-Sr High	1
Dellinger,Scott D	ADD PAY	Untitled Level - C	5/1/2025	AMAC	School Stat Analyst	1
Dellinger,Scott D	END PAY	Untitled Level - C	7/31/2025	AMAC	School Stat Analyst	1
Doerksen,Mona D	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Winds-Middle	1
Doerksen,Mona D	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Winds-Middle	1
Dover,Marcillene Renee	ADD PAY	Untitled Level - A	8/1/2024	North	Science-Sr High	1
Dover,Marcillene Renee	END PAY	Untitled Level - A	4/30/2025	North	Science-Sr High	1
Dover,Marcillene Renee	ADD PAY	Untitled Level - A	8/1/2024	North	Science-Sr High	1
Dover,Marcillene Renee	END PAY	Untitled Level - A	4/30/2025	North	Science-Sr High	1
Dover,Marcillene Renee	ADD PAY	Intervention Tutor - B	8/1/2024	North	Science-Sr High	0.5
Dover,Marcillene Renee	END PAY	Intervention Tutor - B	4/30/2025	North	Science-Sr High	0.5
Dover,Marcillene Renee	ADD PAY	Untitled Level - A	10/1/2024	North	Science-Sr High	0.5
Dover,Marcillene Renee	END PAY	Untitled Level - A	4/30/2025	North	Science-Sr High	0.5
Dover,Marcillene Renee	ADD PAY	Untitled Level - A	5/1/2025	North	Science-Sr High	0.5
Dover,Marcillene Renee	END PAY	Untitled Level - A	5/31/2025	North	Science-Sr High	0.5
Dover,Marcillene Renee	ADD PAY	Untitled Level - A	5/1/2025	North	Science-Sr High	1
Dover,Marcillene Renee	END PAY	Untitled Level - A	5/31/2025	North	Science-Sr High	1
Dover,Marcillene Renee	ADD PAY	Untitled Level - A	5/1/2025	North	Science-Sr High	1
Dover,Marcillene Renee	END PAY	Untitled Level - A	5/31/2025	North	Science-Sr High	1
Dover,Marcillene Renee	ADD PAY	Intervention Tutor - B	5/1/2025	North	Science-Sr High	0.5
Dover,Marcillene Renee	END PAY	Intervention Tutor - B	5/31/2025	North	Science-Sr High	0.5
Dykstra,Shannon Jaye	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Winds-Middle	1
Dykstra,Shannon Jaye	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Winds-Middle	1

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Additional Pay

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Foster,Christina L	ADD PAY	Career/Technical Support Org	8/1/2024	North	Family and Consumer Science	1
Foster,Christina L	END PAY	Career/Technical Support Org	4/30/2025	North	Family and Consumer Science	1
Foster,Christina L	ADD PAY	Career/Technical Support Org	5/1/2025	North	Family and Consumer Science	1
Foster,Christina L	END PAY	Career/Technical Support Org	7/31/2025	North	Family and Consumer Science	1
Frazee,Kaylie Wilson	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Winds-Sr High	1
Frazee,Kaylie Wilson	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Winds-Sr High	1
Frisch,AnnMarie	ADD PAY	Untitled Level - B	5/1/2025	Woodland	Special Ed Campus Support-LIC	0.5
Frisch,AnnMarie	END PAY	Untitled Level - B	7/31/2025	Woodland	Special Ed Campus Support-LIC	0.5
Gaddis,Shontel Lena	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Strings-Middle	1
Gaddis,Shontel Lena	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Strings-Middle	1
Garcia,Adrian Elizabeth	ADD PAY	Family Engagement Contact	8/1/2024	Coleman	Social Studies-Middle	1
Garcia,Adrian Elizabeth	END PAY	Family Engagement Contact	1/31/2025	Coleman	Social Studies-Middle	1
Garcia,Adrian Elizabeth	ADD PAY	Lunchroom Monitor	8/1/2024	Coleman	Social Studies-Middle	1
Garcia,Adrian Elizabeth	END PAY	Lunchroom Monitor	1/31/2025	Coleman	Social Studies-Middle	1
Garcia,Adrian Elizabeth	ADD PAY	Family Engagement Contact	5/1/2025	Coleman	Social Studies-Middle	1
Garcia,Adrian Elizabeth	END PAY	Family Engagement Contact	7/31/2025	Coleman	Social Studies-Middle	1
Garcia,Adrian Elizabeth	ADD PAY	Lunchroom Monitor	5/1/2025	Coleman	Social Studies-Middle	1
Garcia,Adrian Elizabeth	END PAY	Lunchroom Monitor	5/31/2025	Coleman	Social Studies-Middle	1
Graham,David Allen	ADD PAY	License - Elec Journeyman	5/20/2025	SSC	Crewperson 4	1
Graham,David Allen	END PAY	License - Elec Journeyman	12/31/2025	SSC	Crewperson 4	1
Gruber,Andrea Harris	ADD PAY	Untitled Level - B	5/1/2025	North	Business	1
Gruber,Andrea Harris	END PAY	Untitled Level - B	5/31/2025	North	Business	1
Guerra,Alison Joy	ADD PAY	School Improvement Team	8/1/2024	Mayberry	Counselor-Middle School	0.5
Guerra,Alison Joy	END PAY	School Improvement Team	4/30/2025	Mayberry	Counselor-Middle School	0.5
Guerra,Alison Joy	ADD PAY	Lunchroom Monitor	8/1/2024	Mayberry	Counselor-Middle School	1
Guerra,Alison Joy	END PAY	Lunchroom Monitor	4/30/2025	Mayberry	Counselor-Middle School	1
Halstead,Lindsay D	ADD PAY	Intervention Tutor - B	2/1/2025	Hamilton	Counselor-Middle School	1
Halstead,Lindsay D	END PAY	Intervention Tutor - B	4/30/2025	Hamilton	Counselor-Middle School	1
Halstead,Lindsay D	ADD PAY	Lunchroom Monitor	2/1/2025	Hamilton	Counselor-Middle School	0.5
Halstead,Lindsay D	END PAY	Lunchroom Monitor	4/30/2025	Hamilton	Counselor-Middle School	0.5
Halstead,Lindsay D	ADD PAY	Intervention Tutor - B	5/1/2025	Hamilton	Counselor-Middle School	1
Halstead,Lindsay D	END PAY	Intervention Tutor - B	5/31/2025	Hamilton	Counselor-Middle School	1
Halstead,Lindsay D	ADD PAY	Lunchroom Monitor	5/1/2025	Hamilton	Counselor-Middle School	0.5
Halstead,Lindsay D	END PAY	Lunchroom Monitor	5/31/2025	Hamilton	Counselor-Middle School	0.5
Harpenau,Kathleen M	ADD PAY	Untitled Level - B	5/1/2025	West	English-Sr High	1
Harpenau,Kathleen M	END PAY	Untitled Level - B	5/31/2025	West	English-Sr High	1

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Additional Pay

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Heiman,Kori Danelle	ADD PAY	Untitled Level - C	8/1/2024	Catholic	Instructional Coach Elem	0.25
Heiman,Kori Danelle	END PAY	Untitled Level - C	7/31/2025	Catholic	Instructional Coach Elem	0.25
Henning,Natalie Nicole	ADD PAY	Untitled Level - J	8/1/2024	Griffith	Behavior Intervention-Elem	1
Henning,Natalie Nicole	END PAY	Untitled Level - J	1/31/2025	Griffith	Behavior Intervention-Elem	1
Henning,Natalie Nicole	ADD PAY	School Improvement Team	8/1/2024	Griffith	Behavior Intervention-Elem	1
Henning,Natalie Nicole	END PAY	School Improvement Team	1/31/2025	Griffith	Behavior Intervention-Elem	1
Henning,Natalie Nicole	ADD PAY	Untitled Level - J	5/1/2025	Griffith	Behavior Intervention-Elem	1
Henning,Natalie Nicole	END PAY	Untitled Level - J	7/31/2025	Griffith	Behavior Intervention-Elem	1
Henning,Natalie Nicole	ADD PAY	School Improvement Team	5/1/2025	Griffith	Behavior Intervention-Elem	1
Henning,Natalie Nicole	END PAY	School Improvement Team	7/31/2025	Griffith	Behavior Intervention-Elem	1
Hines,Jennifer K	ADD PAY	Untitled Level - A	8/1/2024	Jackson	Psychologist-Elem	1
Hines,Jennifer K	END PAY	Untitled Level - A	3/31/2025	Jackson	Psychologist-Elem	1
Hines,Jennifer K	ADD PAY	Bus Monitor	8/1/2024	Jackson	Psychologist-Elem	0.5
Hines,Jennifer K	END PAY	Bus Monitor	3/31/2025	Jackson	Psychologist-Elem	0.5
Hines,Jennifer K	ADD PAY	Untitled Level - A	5/1/2025	Jackson	Psychologist-Elem	1
Hines,Jennifer K	END PAY	Untitled Level - A	7/31/2025	Jackson	Psychologist-Elem	1
Hines,Jennifer K	ADD PAY	Bus Monitor	5/1/2025	Jackson	Psychologist-Elem	0.5
Hines,Jennifer K	END PAY	Bus Monitor	7/31/2025	Jackson	Psychologist-Elem	0.5
Huber,Shanele R	ADD PAY	Additional Comp	4/1/2025		Accounts Payable Clerk	1
Ibarra,Daniel	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Strings-Middle	1
Ibarra,Daniel	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Strings-Middle	1
Jackson,Jasmine Leota	ADD PAY	School Improvement Team	8/1/2024	Caldwell	Fifth Grade	1
Jackson,Jasmine Leota	END PAY	School Improvement Team	4/30/2025	Caldwell	Fifth Grade	1
Johnson,Ran'Dee Kristeen Dale	ADD PAY	School Improvement Team	8/1/2024	Adams	Instructional Support Teacher	1
Johnson,Ran'Dee Kristeen Dale	END PAY	School Improvement Team	4/30/2025	Adams	Instructional Support Teacher	1
Johnson,Ran'Dee Kristeen Dale	ADD PAY	Bus Monitor	8/1/2024	Adams	Instructional Support Teacher	0.5
Johnson,Ran'Dee Kristeen Dale	END PAY	Bus Monitor	4/30/2025	Adams	Instructional Support Teacher	0.5
Jones,Isabela Alexandra	ADD PAY	Intervention Tutor - B	8/1/2024	Heights	English-Sr High	1
Jones,Isabela Alexandra	END PAY	Intervention Tutor - B	4/30/2025	Heights	English-Sr High	1
Kells-Young,Julia Katherine	ADD PAY	Additional Comp	3/22/2025	AMAC	HRIS Technician	1
Kemp,Tyler Clinton Joseph	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Strings/Winds-Sr High	1
Kemp,Tyler Clinton Joseph	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Strings/Winds-Sr High	1

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Additional Pay

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Kerr,Crystal Lucille	ADD PAY	Untitled Level - D	8/1/2024	Northwest	Science-Sr High	0.5
Kerr,Crystal Lucille	END PAY	Untitled Level - D	4/30/2025	Northwest	Science-Sr High	0.5
Kerr,Crystal Lucille	ADD PAY	Department Chair 9-17 - High	8/1/2024	Northwest	Science-Sr High	0.5
Kerr,Crystal Lucille	END PAY	Department Chair 9-17 - High	4/30/2025	Northwest	Science-Sr High	0.5
Kerr,Crystal Lucille	ADD PAY	Untitled Level - D	5/1/2025	Northwest	Science-Sr High	0.5
Kerr,Crystal Lucille	END PAY	Untitled Level - D	5/31/2025	Northwest	Science-Sr High	0.5
Kerr,Crystal Lucille	ADD PAY	Department Chair 9-17 - High	5/1/2025	Northwest	Science-Sr High	0.5
Kerr,Crystal Lucille	END PAY	Department Chair 9-17 - High	5/31/2025	Northwest	Science-Sr High	0.5
Kirk,Jennifer Ann	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Strings/Winds-Middle	1
Kirk,Jennifer Ann	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Strings/Winds-Middle	1
Koppenhaver,Bryonna Brooke	ADD PAY	Untitled Level - D	8/1/2024	Levy	Vocal Music-Elem	0.3
Koppenhaver,Bryonna Brooke	END PAY	Untitled Level - D	4/30/2025	Levy	Vocal Music-Elem	0.3
Koppenhaver,Bryonna Brooke	ADD PAY	School Improvement Team	8/1/2024	Levy	Vocal Music-Elem	1
Koppenhaver,Bryonna Brooke	END PAY	School Improvement Team	4/30/2025	Levy	Vocal Music-Elem	1
Lewis,Sarah Renee	ADD PAY	Department Chair 7-8 - High	8/1/2024	Southeast	ESOL, Newcomer-Sr High	0.5
Lewis,Sarah Renee	END PAY	Department Chair 7-8 - High	4/30/2025	Southeast	ESOL, Newcomer-Sr High	0.5
Lewis,Sarah Renee	ADD PAY	Department Chair 7-8 - High	5/1/2025	Southeast	ESOL, Newcomer-Sr High	0.5
Lewis,Sarah Renee	END PAY	Department Chair 7-8 - High	7/31/2025	Southeast	ESOL, Newcomer-Sr High	0.5
Lopez,Ira M	ADD PAY	License - Elec Masters BU	5/19/2025	SSC	Crewperson 6c	1
Lopez,Ira M	END PAY	License - Elec Masters BU	12/31/2025	SSC	Crewperson 6c	1
Lopez,Nina Renee	ADD PAY	School Improvement Team	8/1/2024	Catholic	Title I Teacher	1
Lopez,Nina Renee	END PAY	School Improvement Team	7/31/2025	Catholic	Title I Teacher	1
Lukens,Leslie Ann	ADD PAY	School Improvement Team	8/1/2024	Catholic	Title I Teacher	0.5
Lukens,Leslie Ann	END PAY	School Improvement Team	7/31/2025	Catholic	Title I Teacher	0.5
Maltz,Jolene Michelle	ADD PAY	Untitled Level - B	5/1/2025	South	Analytic and Assessment Leader	1
Maltz,Jolene Michelle	END PAY	Untitled Level - B	5/31/2025	South	Analytic and Assessment Leader	1
Marquez Jr,Darren Keith	ADD PAY	Untitled Level - D	10/1/2024	Sowers	Interrelated-Sr High	1
Marquez Jr,Darren Keith	END PAY	Untitled Level - D	5/31/2025	Sowers	Interrelated-Sr High	1
Marquez Jr,Darren Keith	ADD PAY	Untitled Level - D	6/1/2025	Sowers	Interrelated-Sr High	1
Marquez Jr,Darren Keith	END PAY	Untitled Level - D	6/30/2025	Sowers	Interrelated-Sr High	1
McCulloch,Lauren Elizabeth	ADD PAY	Safety Patrol Sponsor - Elem	8/1/2024	Jefferson	Physical Ed - Elem	0.5
McCulloch,Lauren Elizabeth	END PAY	Safety Patrol Sponsor - Elem	5/31/2025	Jefferson	Physical Ed - Elem	0.5
McCulloch,Lauren Elizabeth	ADD PAY	School Improvement Team	8/1/2024	Jefferson	Physical Ed - Elem	1
McCulloch,Lauren Elizabeth	END PAY	School Improvement Team	4/30/2025	Jefferson	Physical Ed - Elem	1
McQueary,Taylor Renee	ADD PAY	Head Softball - High	4/23/2025	West	Art-Sr High	1
McQueary,Taylor Renee	END PAY	Head Softball - High	7/31/2025	West	Art-Sr High	1

**REPORT TO THE SUPERINTENDENT FROM
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Report Date 6/09/2025

Additional Pay

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Meraz,Caitlyn Marie	ADD PAY	Hallway Supervision Lunch	8/1/2024	South	Business	1
Meraz,Caitlyn Marie	END PAY	Hallway Supervision Lunch	4/30/2025	South	Business	1
Meraz,Caitlyn Marie	ADD PAY	Career/Technical Support Org	8/1/2024	South	Business	1
Meraz,Caitlyn Marie	END PAY	Career/Technical Support Org	4/30/2025	South	Business	1
Meyer,Michael L	ADD PAY	Teacher Additional Pay	5/1/2025	Hamilton	Science-Middle	1
Meyer,Michael L	END PAY	Teacher Additional Pay	7/31/2025	Hamilton	Science-Middle	1
Miller,Shellie Lea Ann	ADD PAY	Teacher Additional Pay	5/1/2025	Hamilton	Middle School Exploration of T	1
Miller,Shellie Lea Ann	END PAY	Teacher Additional Pay	5/31/2025	Hamilton	Middle School Exploration of T	1
Moore,Christopher P	ADD PAY	Safety Patrol Sponsor - Elem	8/1/2024	Bostic	Gifted Resource Rm	0.5
Moore,Christopher P	END PAY	Safety Patrol Sponsor - Elem	4/30/2025	Bostic	Gifted Resource Rm	0.5
Moore,Christopher P	ADD PAY	Lunchroom Monitor	8/1/2024	Bostic	Gifted Resource Rm	0.5
Moore,Christopher P	END PAY	Lunchroom Monitor	4/30/2025	Bostic	Gifted Resource Rm	0.5
Moore,Christopher P	ADD PAY	Robotics Sponsor	8/1/2024	Bostic	Gifted Resource Rm	1
Moore,Christopher P	END PAY	Robotics Sponsor	1/31/2025	Bostic	Gifted Resource Rm	1
Moore,Christopher P	ADD PAY	Robotics Sponsor	2/1/2025	Bostic	Gifted Resource Rm	1
Moore,Christopher P	END PAY	Robotics Sponsor	4/30/2025	Bostic	Gifted Resource Rm	1
Moore,Christopher P	ADD PAY	Safety Patrol Sponsor - Elem	5/1/2025	Bostic	Gifted Resource Rm	0.5
Moore,Christopher P	END PAY	Safety Patrol Sponsor - Elem	7/31/2025	Bostic	Gifted Resource Rm	0.5
Moore,Christopher P	ADD PAY	Lunchroom Monitor	5/1/2025	Bostic	Gifted Resource Rm	0.5
Moore,Christopher P	END PAY	Lunchroom Monitor	7/31/2025	Bostic	Gifted Resource Rm	0.5
Moore,Christopher P	ADD PAY	Robotics Sponsor	5/1/2025	Bostic	Gifted Resource Rm	0.5
Moore,Christopher P	END PAY	Robotics Sponsor	7/31/2025	Bostic	Gifted Resource Rm	0.5
Morgan,Tyler	ADD PAY	Lunchroom Monitor	5/1/2025	Mayberry	ESOL-Middle	0.5
Morgan,Tyler	END PAY	Lunchroom Monitor	7/31/2025	Mayberry	ESOL-Middle	0.5
Norris,Celia Luisa	ADD PAY	Bus Monitor	8/1/2024	Coll Hill	Interrelated-Elem	0.5
Norris,Celia Luisa	END PAY	Bus Monitor	1/31/2025	Coll Hill	Interrelated-Elem	0.5
Norris,Celia Luisa	ADD PAY	Lunchroom Monitor	8/1/2024	Coll Hill	Interrelated-Elem	0.5
Norris,Celia Luisa	END PAY	Lunchroom Monitor	1/31/2025	Coll Hill	Interrelated-Elem	0.5
Norris,Celia Luisa	ADD PAY	Bus Monitor	5/1/2025	Coll Hill	Interrelated-Elem	0.5
Norris,Celia Luisa	END PAY	Bus Monitor	7/31/2025	Coll Hill	Interrelated-Elem	0.5
Norris,Celia Luisa	ADD PAY	Lunchroom Monitor	5/1/2025	Coll Hill	Interrelated-Elem	0.5
Norris,Celia Luisa	END PAY	Lunchroom Monitor	7/31/2025	Coll Hill	Interrelated-Elem	0.5
Nutter,Matthew Evan	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Vocal Music-Middle	1
Nutter,Matthew Evan	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Vocal Music-Middle	1
O'Crowley,Jennifer Ann	ADD PAY	Lunchroom Monitor	5/1/2025	Mayberry	English-Middle	0.5
O'Crowley,Jennifer Ann	END PAY	Lunchroom Monitor	7/31/2025	Mayberry	English-Middle	0.5

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Additional Pay

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Ogilvie,Andrea Francine	ADD PAY	Site Technology Specialist - D	8/1/2024	Little	Pre-K Mixed Abilities	1
Ogilvie,Andrea Francine	END PAY	Site Technology Specialist - D	4/30/2025	Little	Pre-K Mixed Abilities	1
Overholt,Sunny Elizabeth	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Art-Sr High	1
Overholt,Sunny Elizabeth	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Art-Sr High	1
Palacios Santillan,Jose Enrique	ADD PAY	License - Mech Journeyman	4/9/2025	SSC	Crewperson 6A	1
Palacios Santillan,Jose Enrique	END PAY	License - Mech Journeyman	12/31/2025	SSC	Crewperson 6A	1
Palacios Santillan,Jose Enrique	ADD PAY	License - EPA Refrigeration	4/9/2025	SSC	Crewperson 6A	1
Pector,Jared Scott	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Vocal Music-Middle	1
Pector,Jared Scott	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Vocal Music-Middle	1
Pieschl,Allison Jae	ADD PAY	Untitled Level - C	8/1/2024	Mayberry	Drama-Middle	1
Pieschl,Allison Jae	END PAY	Untitled Level - C	2/28/2025	Mayberry	Drama-Middle	1
Pieschl,Allison Jae	ADD PAY	Drama Production Middle	8/1/2024	Mayberry	Drama-Middle	1
Pieschl,Allison Jae	END PAY	Drama Production Middle	2/28/2025	Mayberry	Drama-Middle	1
Pieschl,Allison Jae	ADD PAY	Untitled Level - C	5/1/2025	Mayberry	Drama-Middle	1
Pieschl,Allison Jae	END PAY	Untitled Level - C	5/31/2025	Mayberry	Drama-Middle	1
Pieschl,Allison Jae	ADD PAY	Drama Production Middle	5/1/2025	Mayberry	Drama-Middle	1
Pieschl,Allison Jae	END PAY	Drama Production Middle	7/31/2025	Mayberry	Drama-Middle	1
Poole,LeAndra Asha	ADD PAY	Lunchroom Monitor	8/1/2024	Southeast	Sub Teacher	1
Poole,LeAndra Asha	END PAY	Lunchroom Monitor	12/31/2024	Southeast	Sub Teacher	1
Popp,Amanda Lynn	ADD PAY	Untitled Level - D	7/1/2024	Levy	Audiologist	0.75
Popp,Amanda Lynn	END PAY	Untitled Level - D	7/31/2024	Levy	Audiologist	0.75
Popp,Amanda Lynn	ADD PAY	Untitled Level - D	8/1/2024	Levy	Audiologist	0.75
Popp,Amanda Lynn	END PAY	Untitled Level - D	7/31/2025	Levy	Audiologist	0.75
Pringle,Bethany Ruth	ADD PAY	Untitled Level - B	5/1/2025	Northwest	Instructional Coach Sec	1
Pringle,Bethany Ruth	END PAY	Untitled Level - B	5/31/2025	Northwest	Instructional Coach Sec	1
Rathman,Zachary Phillips	ADD PAY	Asst Football - High	11/1/2024	Southeast	Interrelated-Middle	1
Rathman,Zachary Phillips	END PAY	Asst Football - High	7/31/2025	Southeast	Interrelated-Middle	1
Reichenborn,Ashley Lavon	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Instructional Coach Sec	1
Reichenborn,Ashley Lavon	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Instructional Coach Sec	1
Renner,Alison Dianne	ADD PAY	Additional Comp - Admin	5/1/2025	AMAC	Principal	1
Renner,Alison Dianne	END PAY	Additional Comp - Admin	7/31/2025	AMAC	Principal	1
Rogers,Cynthia Deann	ADD PAY	EC Event/Club Sponsor Lv A	8/1/2024	GordonPark	Mathematics-Middle	0.5
Rogers,Cynthia Deann	END PAY	EC Event/Club Sponsor Lv A	4/30/2025	GordonPark	Mathematics-Middle	0.5
Roos,Ann P	ADD PAY	School Improvement Team	8/1/2024	Catholic	Psychologist-Elem	1.5
Roos,Ann P	END PAY	School Improvement Team	7/31/2025	Catholic	Psychologist-Elem	1.5

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Additional Pay

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Salley,Shelly Lynn	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Art-Sr High	1
Salley,Shelly Lynn	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Art-Sr High	1
Santillan,Diana M	ADD PAY	MS Asst Track	5/1/2025	PV Middle	Counselor-Middle School	1
Santillan,Diana M	END PAY	MS Asst Track	7/31/2025	PV Middle	Counselor-Middle School	1
Schaar,Sarah Catherine	ADD PAY	Safety Patrol Sponsor - Elem	8/1/2024	Beech	Interrelated-Elem	0.5
Schaar,Sarah Catherine	END PAY	Safety Patrol Sponsor - Elem	12/31/2024	Beech	Interrelated-Elem	0.5
Schirmer,Alexis Lynn	ADD PAY	Acad Core Team Ldr 3-4 - Midd	8/1/2024	Wilbur	Interrelated-Middle	1
Schirmer,Alexis Lynn	END PAY	Acad Core Team Ldr 3-4 - Midd	5/31/2025	Wilbur	Interrelated-Middle	1
Schneider,Anne Patrice	ADD PAY	Additional Comp	5/5/2025	AMAC	Bookkeeper 6	1
Schneider,Anne Patrice	END PAY	Additional Comp	5/31/2025	AMAC	Bookkeeper 6	1
Schoenhofer,Katelyn Cheyenne	ADD PAY	Additional Comp	5/1/2025	Southeast	AI Specialist	1
Schoenhofer,Katelyn Cheyenne	END PAY	Additional Comp	5/31/2025	Southeast	AI Specialist	1
Schramm,Becky Ann	ADD PAY	Certificate-Cust Basic	4/28/2025	GordonPark	Custodian 1	1
Schramm,Becky Ann	END PAY	Certificate-Cust Basic	3/8/2026	GordonPark	Custodian 1	1
Sims,Destiney Dawn	ADD PAY	Family Engagement Contact	8/1/2024	Irving	Fifth Grade	1
Sims,Destiney Dawn	END PAY	Family Engagement Contact	4/30/2025	Irving	Fifth Grade	1
Smith,Lisa Michelle	ADD PAY	Intervention Tutor - B	8/1/2024	Hamilton	Behavioral Health Schl Liaison	1
Smith,Lisa Michelle	END PAY	Intervention Tutor - B	1/31/2025	Hamilton	Behavioral Health Schl Liaison	1
Smith,Lisa Michelle	ADD PAY	Lunchroom Monitor	8/1/2024	Hamilton	Behavioral Health Schl Liaison	0.5
Smith,Lisa Michelle	END PAY	Lunchroom Monitor	1/31/2025	Hamilton	Behavioral Health Schl Liaison	0.5
Smith,Lisa Michelle	ADD PAY	Intervention Tutor - B	5/1/2025	Hamilton	Behavioral Health Schl Liaison	1
Smith,Lisa Michelle	END PAY	Intervention Tutor - B	7/31/2025	Hamilton	Behavioral Health Schl Liaison	1
Smith,Lisa Michelle	ADD PAY	Lunchroom Monitor	5/1/2025	Hamilton	Behavioral Health Schl Liaison	0.5
Smith,Lisa Michelle	END PAY	Lunchroom Monitor	7/31/2025	Hamilton	Behavioral Health Schl Liaison	0.5
Smith,Michelle Denise	ADD PAY	Acad Core Tm Ldr 5 & above Mid	8/1/2024	GordonPark	Interrelated-Middle	1
Smith,Michelle Denise	END PAY	Acad Core Tm Ldr 5 & above Mid	4/30/2025	GordonPark	Interrelated-Middle	1
Smith,Michelle Denise	ADD PAY	Before School Supervisor	8/1/2024	GordonPark	Interrelated-Middle	1
Smith,Michelle Denise	END PAY	Before School Supervisor	4/30/2025	GordonPark	Interrelated-Middle	1
Smith,Michelle Denise	ADD PAY	Acad Core Tm Ldr 5 & above Mid	5/1/2025	GordonPark	Interrelated-Middle	1
Smith,Michelle Denise	END PAY	Acad Core Tm Ldr 5 & above Mid	7/31/2025	GordonPark	Interrelated-Middle	1
Smith,Michelle Denise	ADD PAY	Before School Supervisor	5/1/2025	GordonPark	Interrelated-Middle	1
Smith,Michelle Denise	END PAY	Before School Supervisor	7/31/2025	GordonPark	Interrelated-Middle	1
Smith,Wyatt Hill	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Strings/Winds-Sr High	1
Smith,Wyatt Hill	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Strings/Winds-Sr High	1
Stang,Lisa Ann	ADD PAY	Intervention Tutor - B	8/1/2024	Heights	Mathematics-Sr High	1
Stang,Lisa Ann	END PAY	Intervention Tutor - B	7/31/2025	Heights	Mathematics-Sr High	1

**REPORT TO THE SUPERINTENDENT FROM
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Report Date 6/09/2025

Additional Pay

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Strawn,Susan Elizabeth	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Winds-Middle	1
Strawn,Susan Elizabeth	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Winds-Middle	1
Sturdevant,Guy Clark	ADD PAY	Untitled Level - D	8/1/2024	Northwest	Science-Sr High	0.5
Sturdevant,Guy Clark	END PAY	Untitled Level - D	4/30/2025	Northwest	Science-Sr High	0.5
Sturdevant,Guy Clark	ADD PAY	Untitled Level - D	5/1/2025	Northwest	Science-Sr High	1
Sturdevant,Guy Clark	END PAY	Untitled Level - D	7/31/2025	Northwest	Science-Sr High	1
Tummons,Catherine Anne	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Strings-Middle	1
Tummons,Catherine Anne	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Strings-Middle	1
Urban,Danelle Ann	ADD PAY	School Improvement Team	8/1/2024	Catholic	Title I Teacher	1
Urban,Danelle Ann	END PAY	School Improvement Team	7/31/2025	Catholic	Title I Teacher	1
Vogel,Meagan Caroline	ADD PAY	Department Chair 9-17 - High	8/1/2024	Northwest	Science-Sr High	0.5
Vogel,Meagan Caroline	END PAY	Department Chair 9-17 - High	4/30/2025	Northwest	Science-Sr High	0.5
Vogel,Meagan Caroline	ADD PAY	Department Chair 9-17 - High	5/1/2025	Northwest	Science-Sr High	1
Vogel,Meagan Caroline	END PAY	Department Chair 9-17 - High	7/31/2025	Northwest	Science-Sr High	1
Volkman,Ashten Beth	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Winds-Middle	1
Volkman,Ashten Beth	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Winds-Middle	1
Wassemiller,Jennifer R	ADD PAY	Teacher Additional Pay	6/1/2025	AMAC	Vocal Music-Middle	1
Wassemiller,Jennifer R	END PAY	Teacher Additional Pay	6/30/2025	AMAC	Vocal Music-Middle	1
Watson,Marci Lynn	ADD PAY	Untitled Level - D	7/1/2024	Levy	Audiologist	0.75
Watson,Marci Lynn	END PAY	Untitled Level - D	7/31/2024	Levy	Audiologist	0.75
Watson,Marci Lynn	ADD PAY	Untitled Level - D	8/1/2024	Levy	Audiologist	0.75
Watson,Marci Lynn	END PAY	Untitled Level - D	7/31/2025	Levy	Audiologist	0.75
Williams,Ryan Mitchell	ADD PAY	Untitled Level - B	5/1/2025	East	Science-Sr High	0.5
Williams,Ryan Mitchell	END PAY	Untitled Level - B	5/31/2025	East	Science-Sr High	0.5
Yager,Tyson Boone	ADD PAY	Untitled Level - B	5/1/2025	East	Science-Sr High	0.5
Yager,Tyson Boone	END PAY	Untitled Level - B	5/31/2025	East	Science-Sr High	0.5

**REPORT TO THE SUPERINTENDENT FROM
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Report Date 6/09/2025

Pay Adjustment

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Erickson,Kellie Jo	PAY	Salary Adjustment	5/12/2025	South	Nutrition Services Lead	1
Erickson,Kellie Jo	PAY	Salary Adjustment	5/23/2025	South	Nutrition Services Lead	1
Minks,Kenzi Jean	PAY	Salary Adjustment	6/1/2025	Brooks	Interrelated-Middle	1
Schoenhofer,Katelyn Cheyenne	PAY	Salary Adjustment	5/1/2025	IST	AI Specialist	1
Zizumbo,Juana	PAY	Salary Adjustment	5/6/2025	West	Nutrition Services Lead	1
Zizumbo,Juana	PAY	Salary Adjustment	5/23/2025	West	Nutrition Services Lead	1

**REPORT TO THE SUPERINTENDENT FROM
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Transfer Report**

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NAME	ACTION	REASON	EFFT DATE	FROM: LOC / POS / FTE	TO: LOC / POS / FTE
Anderson, Leonestee Cherelle	XFR	Transfer	7/1/2025	Little / Paraeducator Pre-K / 0.88	Franklin / Para Sped Low Incidence / 0.88
Arce, Lorena Del Socorro	XFR	Transfer	8/5/2025	HoraceMann / Asst Para - Title / 0.5	Cloud / Para ESOL Newcomer / 0.88
Ashburn, Martina Patrice	XFR	Transfer	7/1/2025	North / Para Sped Low Incidence / 0.88	Kensler / Paraeducator Pre-K / 0.88
Baca, Jacob Ramon	XFR	Transfer	8/5/2025	East / Para In School Suspension / 0.94	Northwest / Paraeducator ESL / 0.88
Barton, Jayden Grace	XFR	Transfer	8/5/2025	Stucky / Asst Para - Low Incidence / 0.74	Stucky / Para Sped Low Incidence / 0.88
Bates, Natalie J	XFR	Transfer	8/5/2025	Southeast / Para Sped High Incidence / 0.75	Heights / Paraeducator ESL / 0.88
Belshe, Kyle Allen	XFR	Transfer	7/1/2025	North / Para Sped Low Incidence / 0.88	Wells / Para Sped High Incidence / 0.88
Bliss, Charles	XFR	Transfer	8/5/2025	Unassigned / Sub Paraeducator /	Jackson / Para Sped Low Incidence / 0.88
Bolanos, Erica Angelica	XFR	Transfer	7/21/2025	Dunbar / Administrative Assistant 5 / 1	Chester LC / Administrative Assistant 5 / 1
Brown, Ashley Dawn	XFR	Transfer	8/5/2025	Unassigned / Sub Teacher /	Lawrence / Temp Aide - Co-op /
Burke, Sydnei Anne	XFR	Transfer	5/26/2025	SSC / Accounts Assistant / 1	SSC / Supv Construction Projects / 1
Caballero, Angel	XFR	Transfer	4/28/2025	Unassigned / Sub Paraeducator /	PV Middle / Paraeducator ESL / 0.88
Carroll, Jordan Tyler	XFR	Transfer	5/19/2025	IST / Tech 1 Network Services / 1	IST / Tech 2 Network Services / 1
Claros, Dolores Magdalena	XFR	Transfer	7/1/2025	Mueller / Para Title Instruction Support / 0.88	Seltzer / Para Sped Low Incidence / 0.88
Claros, Dolores Magdalena	XFR	Transfer	5/26/2025	Enterprise / Temp Latchkey 1 - Support /	Seltzer / Temp Latchkey 1 - Support /
Claros, Dolores Magdalena	XFR	Transfer	7/21/2025	Seltzer / Temp Latchkey 1 - Support /	Mueller / Temp Latchkey 1 - Support /
Coca, Elaina Renee	XFR	Transfer	4/28/2025	SSC / Custodian 2 -Night Relief / 1	Cessna / Custodian 4 / 1
Condella, Emily Dawn	XFR	Transfer	7/1/2025	Allen / Para Sped Low Incidence / 0.88	Kelly / Para Sped Low Incidence / 0.88
Cotton, Anthony J	XFR	Transfer	4/28/2025	Unassigned / Sub Paraeducator /	Levy / Special Ed Safety Support / 1
Deckinger, Tiffany	XFR	Transfer	7/1/2025	Seltzer / Para Sped High Incidence / 0.88	Bostic / Paraeducator ESL / 0.88
Doffing, Sunny Rae	XFR	Transfer	7/1/2025	Gammon / Temp Aide - Co-op /	Beech / Temp Aide - Co-op /
Driscoll, Felicia Ann	XFR	Transfer	7/1/2025	Minneha / Paraeducator Pre-K / 0.88	Minneha / Para Sped High Incidence / 0.88
Ellsaesser Smith, Kandi Kathalea	XFR	Transfer	7/1/2025	Caldwell / Para Sped High Incidence / 0.88	Caldwell / Para ESOL Newcomer / 0.88
Escalera Garcia, Andrea	XFR	Transfer	7/1/2025	Colvin / Health Room Assistant / 0.88	Colvin / Paraeducator ESL / 0.88
Evans, Kaden Gage	XFR	Transfer	5/12/2025	SSC / Crewperson 3 / 1	SSC / Crewperson 4 / 1
Flores, Alejandrina	XFR	Transfer	4/21/2025	AMAC / Administrative Assistant 5 / 1	AMAC / Magnet Program Specialist / 1
Galvan, Angela M	XFR	Transfer	7/21/2025	Irving / Administrative Assistant 3 / 1	Irving / Administrative Assistant 5 / 1
Garcia, Gladys	XFR	Transfer	7/1/2025	Dodge / Para Sped High Incidence / 0.88	Dodge / Paraeducator ESL / 0.88
Garner, Mycah Alexander	XFR	Transfer	7/1/2025	Isely / Para Sped Low Incidence / 0.88	Irving / Para Sped High Incidence / 0.88
Gomez, Brysa	XFR	Transfer	8/5/2025	PV Middle / Para Sped High Incidence / 0.88	PV Middle / Health Room Assistant / 0.88
Gonzales, Leticia Daniela	XFR	Transfer	7/1/2025	Colvin / Para Sped High Incidence / 0.88	Earhart / Para Sped High Incidence / 0.88
Greer, Joan Louise	XFR	Transfer	8/5/2025	Earhart / Para Sped High Incidence / 0.75	Earhart / Para Sped High Incidence / 0.88
Guldner, Paul Shannon	XFR	Transfer	5/5/2025	SSC / Crewperson 3 / 1	SSC / Crewperson 4 / 1
Haag, Eleonora Gullermina	XFR	Transfer	7/1/2025	Kelly / Para Sped Low Incidence / 0.88	Franklin / Paraeducator ESL / 0.88
Hannah, Melissa Ann	XFR	Transfer	8/5/2025	Adams / Para Sped High Incidence / 0.75	Adams / Para Sped High Incidence / 0.88
Harmon, Adrienne	XFR	Transfer	7/1/2025	Cloud / Paraeducator Pre-K / 0.88	Lawrence / Para Title Instruction Support / 0.88
Harms, Anne Elizabeth	XFR	Transfer	7/1/2025	Franklin / Speech Lang Pathologist Asst / 0.88	Little / Speech Lang Pathologist Asst / 0.88
Homan, Kanika D	XFR	Transfer	7/1/2025	Anderson / Para Title Instruction Support / 0.88	Linwood / Para Title Instruction Support / 0.88
Huffman, Mercedes Anne	XFR	Transfer	5/13/2025	Enders / Temp Latchkey 1 - Support /	Enders / Temp Latchkey 2 - Assist Dir /
Hunn, James Douglas	XFR	Transfer	5/19/2025	SSC / Supv Elec Projects / 1	SSC / Tech, Energy / 1
Hutton, Amy Marie	XFR	Transfer	7/1/2025	Griffith / Para Sped High Incidence / 0.88	Allen / Para Sped Low Incidence / 0.88
Inchekel, Joan	XFR	Transfer	7/1/2025	Northeast / Para Sped Low Incidence / 0.88	Jackson / Para Sped Low Incidence / 0.88
Ingram, Holly A	XFR	Transfer	6/1/2025	AMAC / Executive Director / 1	AMAC / Assistant Superintendent / 1
Janack, Olesha Mashelle	XFR	Transfer	7/1/2025	Anderson / Para Sped High Incidence / 0.88	Anderson / Para Title Instruction Support / 0.88
Jayne, Steffanie Renay	XFR	Transfer	7/1/2025	Beech / Para Sped Low Incidence / 0.88	Linwood / Para Sped High Incidence / 0.88
Kelly, Ashlynn Cora	XFR	Transfer	7/21/2025	Unassigned / Sub Teacher /	Southeast / Library Clerk / 1
Killenberg, David A	XFR	Transfer	8/5/2025	Caldwell / Para Sped High Incidence / 0.81	Caldwell / Para Sped High Incidence / 0.88

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NAME	ACTION	REASON	EFFT DATE	FROM: LOC / POS / FTE	TO: LOC / POS / FTE
Kiser,Donald Wayne	XFR	Transfer	5/19/2025	West / Crewperson 4 / 1	Northwest / Crewperson 4 / 1
Lemus,Sandra	XFR	Transfer	8/5/2025	Woodland / Para Sped High Incidence / 0.75	Truesdell / Para Sped High Incidence / 0.88
Lovings,Emily Joyce	XFR	Transfer	8/5/2025	Unassigned / Sub Paraeducator /	Black Trad / Para Sped High Incidence / 0.88
Lynch,Staci A	XFR	Transfer	5/13/2025	Griffith / Temp Latchkey 1 - Support /	Griffith / Temp Latchkey 2 - Assist Dir /
Maldonado,Perla Elizabet	XFR	Transfer	7/1/2025	Colvin / Para Title Instruction Support / 0.88	Franklin / Para ESOL Newcomer / 0.88
Mann,Courtleigh M	XFR	Transfer	7/1/2025	Allen / Para Sped Low Incidence / 0.88	Allen / Para Sped High Incidence / 0.88
Matos,Jasmine Ann-Lisette	XFR	Transfer	7/1/2025	North / Para Sped High Incidence / 0.88	Lawrence / Para Sped High Incidence / 0.88
McAdams,Jasmine Nicole	XFR	Transfer	8/5/2025	Unassigned / Sub Paraeducator /	Gammon / Para Sped High Incidence / 0.81
McCabe,LaVonnda D	XFR	Admin Transfer for Plac	7/1/2025	West / Security Officer / 1	Gateway / Security Officer / 1
McCray,Montorria D	XFR	Transfer	7/1/2025	Mueller / Para Sped Low Incidence / 0.88	Mueller / Para Title Instruction Support / 0.88
Mendoza Sosa,Alexis	XFR	Transfer	5/19/2025	SSC / Crewperson 3 / 1	SSC / Crewperson 4 / 1
Miller,Mary Elizabeth	XFR	Transfer	7/1/2025	Isely / Para Sped High Incidence / 0.88	Washington / Para Sped High Incidence / 0.88
Miller,Sarah Jo	XFR	Transfer	7/1/2025	Jackson / Para Sped Low Incidence / 0.88	South / Para Sped High Incidence / 0.88
Moore,Bailee Nicole	XFR	Transfer	7/1/2025	Allen / Para Sped Low Incidence / 0.88	Mueller / Para Sped Low Incidence / 0.88
Moore,Brianne Nicole	XFR	Transfer	7/21/2025	Chester LC / Para Title Instruction Support / 0.88	Stucky / Administrative Assistant 4 / 1
Morales,Ashley	XFR	Transfer	7/1/2025	Levy / Para Sped Low Incidence / 0.88	South / Para Sped High Incidence / 0.88
Moreno,Vanessa Marie	XFR	Transfer	7/1/2025	Caldwell / Para ESOL Newcomer / 0.88	Washington / Para ESOL Newcomer / 0.88
Nazaran,Maryam Fatemi	XFR	Transfer	7/1/2025	Coleman / Para Sped High Incidence / 0.88	Coleman / Para ESOL Newcomer / 0.88
Neloms,Mikalalah Marie	XFR	Transfer	7/1/2025	Jackson / Para Sped Low Incidence / 0.88	Minneha / Paraeducator Pre-K / 0.88
Norona,Emili Yadira	XFR	Transfer	7/1/2025	Stucky / Para Sped High Incidence / 0.88	Stucky / Paraeducator ESL / 0.88
Omar,Emily Courtney-Star	XFR	Transfer	8/5/2025	Bostic / Para Sped High Incidence / 0.75	Irving / Paraeducator ESL / 0.88
Ostrander,Katy Rose	XFR	Transfer	7/1/2025	Kelly / Para Sped Low Incidence / 0.88	Gardiner / Para Sped High Incidence / 0.88
Palma,Bianca Vanessa	XFR	Transfer	7/1/2025	McCollom / Para Sped Low Incidence / 0.88	Little / Paraeducator Pre-K / 0.88
Parson II,Edward Andre'	XFR	Transfer	8/5/2025	Unassigned / Sub Mentor /	Hamilton / Para Sped High Incidence / 0.75
Perrine,Joanie Rose	XFR	Transfer	7/1/2025	Levy / Para Sped Low Incidence / 0.88	Wilbur / Paraeducator ESL / 0.88
Pettis,Christopher Taylor	XFR	Transfer	6/2/2025	Minneha / Custodian 1 / 1	Dunbar / Custodian 4 / 1
Phillips,Yolanda Denise	XFR	Transfer	7/1/2025	Gammon / Para Title Instruction Support / 0.88	Seltzer / Para Sped High Incidence / 0.88
Ramirez,Veronica	XFR	Transfer	7/21/2025	AMAC / Administrative Assistant 4 / 1	Washington / Administrative Assistant 5 / 1
Rangel-Dominguez,Crystal	XFR	Transfer	8/5/2025	Truesdell / Aide 2 - F S / 0.44	Truesdell / Para Sped High Incidence / 0.88
Renteria,Elizabeth	XFR	Transfer	7/1/2025	Allen / Para Sped Low Incidence / 0.88	Little / Paraeducator Pre-K / 0.88
Rhode,Patricia Dian	XFR	Transfer	8/5/2025	Unassigned / Sub Teacher /	McLean / Para Sped High Incidence / 0.88
Richey,Sarah Ranaye	XFR	Transfer	7/1/2025	Seltzer / Paraeducator Pre-K / 0.88	Seltzer / Para Sped High Incidence / 0.88
Richmeier,Kirstin Lynn	XFR	Transfer	8/5/2025	Unassigned / Sub Teacher /	Allen / Asst Para - LRE / 0.5
Rosales,Carina	XFR	Transfer	4/28/2025	Dodge / Para Title Instruction Support / 0.88	GordonPark / Administrative Assistant 2 / 0.5
Ross,Rashida Tahirah	XFR	Transfer	5/26/2025	Coleman / Para Sped High Incidence / 0.75	McAuliffe / Custodian 1 / 1
Saenz-Duran,Ruby Carol	XFR	Transfer	8/5/2025	Unassigned / Sub Clerical /	Wilbur / Para Sped High Incidence / 0.75
Sanders,Creighton Austin	XFR	Transfer	4/28/2025	Heights / Paraeducator / 0.88	Heights / Academic Support Specialist / 1
Scholler,Janessa E	XFR	Transfer	7/1/2025	Kelly / Para Sped Low Incidence / 0.88	North / Para Sped Low Incidence / 0.88
Scholler,Janessa E	XFR	Transfer	7/1/2025	Kelly / Temp Latchkey 1 - Support /	Jackson / Temp Latchkey 1 - Support /
Schramm,Becky Ann	XFR	Transfer	4/28/2025	SSC / Custodian 2 -Night Relief / 1	GordonPark / Custodian 1 / 1
Scott,Nadia Aleksandra	XFR	Transfer	7/1/2025	Levy / Para Sped Low Incidence / 0.88	Stanley / Para Sped Low Incidence / 0.88
Sexton,Antoine Ronzell	XFR	Transfer	7/1/2025	Cessna / Para Sped High Incidence / 0.88	Curtis / Para Sped High Incidence / 0.88
Shetler,Shelly Knox	XFR	Transfer	7/1/2025	Washington / Para Sped High Incidence / 0.88	Washington / Para ESOL Newcomer / 0.88
Solorzano,Danari Monique	XFR	Transfer	8/5/2025	Colvin / Para Sped High Incidence / 0.81	Colvin / Para ESOL Newcomer / 0.88
Stephens,Cecilia	XFR	Transfer	7/1/2025	Levy / Para Sped Low Incidence / 0.88	Chsm LSC / Para Sped High Incidence / 0.88
Stephens,Shannon Denise	XFR	Transfer	5/26/2025	Linwood / Custodian 1 / 1	Linwood / Custodian 2 / 1
Taylor,Tori Ann	XFR	Transfer	7/1/2025	Unassigned / Roving Paraeducator / 0.88	Kelly / Para Sped Low Incidence / 0.88

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NAME	ACTION	REASON	EFFT DATE	FROM: LOC / POS / FTE	TO: LOC / POS / FTE
Tremble,Tianna M	XFR	Transfer	7/1/2025	Benton / Para Sped Low Incidence / 0.88	Benton / Para Sped High Incidence / 0.88
Valdez Donaire,Paola Alejandra	XFR	Transfer	7/1/2025	Spaght / Paraeducator ESL / 0.88	Allen / Paraeducator ESL / 0.88
Valencia -Araujo,Daysi	XFR	Transfer	8/5/2025	HoraceMann / Asst Para - Title / 0.74	HoraceMann / Paraeducator ESL / 0.88
Vanburkleo,Katherine Nicole	XFR	Transfer	7/1/2025	Adams / Para Sped High Incidence / 0.88	Adams / Paraeducator ESL / 0.88
Velazquez-Gutierrez,Beatriz Lorena	XFR	Transfer	7/1/2025	Adams / Paraeducator ESL / 0.88	Adams / Para ESOL Newcomer / 0.88
Vickers,Jonas Andrew	XFR	Transfer	4/28/2025	SSC / Crewperson 4 / 1	SSC / Crewperson 6 / 1
Viramontes,Melissa	XFR	Transfer	7/1/2025	Linwood / Para Sped High Incidence / 0.88	Linwood / Paraeducator ESL / 0.88
Waggy,Alishia Marie	XFR	Transfer	7/1/2025	Cessna / Paraeducator Pre-K / 0.88	Earhart / Paraeducator Pre-K / 0.88
Walsh,Kristina Natasha	XFR	Transfer	8/5/2025	Unassigned / Sub Paraeducator /	Mueller / Para Sped Low Incidence / 0.88
Warkentine,Melissa A	XFR	Transfer	5/5/2025	AMAC / Tech, Purchasing Procurement / 1	AMAC / Asst Supervisor Purchasing / 1
Washington,Willie Ray	XFR	Transfer	5/19/2025	Unassigned / Sub Custodian /	McAuliffe / Custodian 1 / 1
Wedel,Kaley Adele	XFR	Transfer	7/1/2025	Cessna / Paraeducator Pre-K / 0.88	Cessna / Para Sped High Incidence / 0.88
Woods-Harding,Camille J	XFR	Transfer	5/13/2025	Coll Hill / Temp Latchkey 1 - Support /	Coll Hill / Temp Latchkey 2 - Assist Dir /
Yanez,Jeri Lyn	XFR	Transfer	6/9/2025	Washington / Administrative Assistant 5 / 1	Dunbar / Administrative Assistant 5 / 1
Yasmin,Syeda Samira	XFR	Transfer	5/8/2025	AMAC / Data Analyst / 1	IST / Data Analyst / 1
Zepeda Mendez,Maria Cristina	XFR	Transfer	8/5/2025	Southeast / Aide 2 - F S / 0.69	Southeast / Para ESOL Newcomer / 0.88

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Separations

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Acuna Beck,Shelby Lorraine	SEP	Leave Profession	5/23/2025	Gammon	Paraeducator Pre-K
Andrews,Ann Elizabeth	SEP	Move Out of State	5/23/2025	Jefferson	Para Sped High Incidence
Andrews,Roxanne Irene	SEP	Temporary End of Assignment	7/31/2025	Levy	Temp Aide - ESY
Anthony,Abby L	SEP	Leave Profession	7/31/2025	Levy	Speech Clinic-Elem
Arce,Lorena Del Socorro	SEP	Temporary End of Assignment	7/18/2025	HoraceMann	Temp Latchkey 1 - Support
Armitage,Brian K	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Armstrong,Vonda Kay	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Astoquilca,Ana Rosa	SEP	No Hours 6 Months	4/30/2025	Dunbar	Temp Aide - Language Support
Atchison,Jennifer Marie	SEP	Professional Reasons	7/31/2025	Jackson	Social Worker
Atkinson,Phyllis Anne	SEP	Temporary End of Assignment	7/31/2025	Price	Temp Latchkey 1 - Support
Avitia,Lilia	RET	Pre Early Retirement	5/30/2025	Irving	Administrative Assistant 5
Avitia,Lilia	RET	Pre Early Retirement	5/30/2025	Dunbar	Temp Aide - Language Support
Baker,Rachel Marie	SEP	Leave Profession	7/31/2025	Colvin	Nurse-Elem
Baldwin,Brooke Michelle	SEP	Move Out of State	7/31/2025	South	Interrelated-Sr High
Baldwin,Brooke Michelle	SEP	Move Out of State	7/31/2025	AMAC	Temp Tchr - Homebound
Baldwin,Brooke Michelle	SEP	Move Out of State	7/31/2025	AMAC	Temp Tchr - Homebound
Barnes,Georgieanna Donise	SEP	Temporary End of Assignment	7/31/2025	Chsm LSC	Temp Aide - ESY
Barnett,Abigail Virginia	SEP	To Another School in State	7/31/2025	Spaght	Kindergarten-All Day
Batchman,Jaden A	SEP	Take Care of Family	5/23/2025	Linwood	Para Title Instruction Support
Batchman,Jaden A	SEP	Take Care of Family	5/23/2025	Linwood	Temp Aide - Title
Batchman,Jaden A	SEP	Take Care of Family	5/23/2025	Linwood	Temp Aide - STEALTH
Baughman,Shawn Riley	SEP	Dismissed for Cause	4/22/2025	West	Temp Aide - Coach
Bawl,Sherry J	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Beaver,Michelle Rene	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Belshe,Kyle Allen	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
Benoit,Shannon Noel	RET	Pre Early Retirement	7/31/2025	Dunbar	Executive Director
Berry,Deonte Raychon	SEP	Leave Profession	5/27/2025	West	Para Sped Low Incidence
Berry,Deonte Raychon	SEP	Leave Profession	5/27/2025	West	Temp Aide - Coach
Bishop,Janella Michelle	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Bollenbach,Elizabeth Ann	SEP	Temporary End of Assignment	7/31/2025	McCollom	Temp Latchkey 1 - Support
Bowman,Kelly	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Briscoe,Brandi Lynn	SEP	Leave Profession	5/23/2025	Kelly	Para Sped Low Incidence
Brown,Alexander David	SEP	Rescind Non-Renewal	7/31/2025	Marshall	Behavioral Health Schl Liaison
Brown,Alexander David	SEP	Temporary End of Assignment	7/31/2025	Marshall	Temp Teacher
Buchanan,Kara Ann	SEP	Leave Profession	7/31/2025	White	Social Worker
Bultmann,Devin Rae	SEP	Other Position - Non Teacher	5/5/2025	Curtis	Custodian 1

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Separations

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Burkholder,Mary Ann	SEP	Other Position - Non Teacher	4/25/2025	Adams	Aide 2 - F S
Burson,Maxwell Thomas	SEP	Leave Profession	7/31/2025	Northwest	Technology Educ-Sr High
Butner,Donavon T	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Cadenhead,Robin R	RET	Retirement	7/31/2025	Gardiner	Second Grade
Calkins,Brenda Lee	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Campa Martinez,Miriam Araliz	SEP	Temporary End of Assignment	4/25/2025	HoraceMann	Temp Aide - Babysitter
Capers,Ebony Lanae	SEP	Temporary End of Assignment	7/31/2025	East	Temp Aide - Summer
Carmona,Jesus	SEP	Leave Profession	5/16/2025	SSC	Crewperson 4
Carney,Peri Leigh	SEP	Leave Profession	7/31/2025	Hamilton	Strings-Middle
Carter,Aneshea Shauntay	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Carter,Erma	SEP	Health of Employee	5/14/2025	AMAC	Custodian 1
Carter,Greta D	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Ceballos,Crystal	SEP	Leave Profession	6/30/2025	SSC	Scheduler 3
Champion,Rochelle	SEP	Temporary End of Assignment	7/31/2025	Levy	Temp Aide - ESY
Chandler,Hilda Sofia	SEP	Temporary End of Assignment	7/31/2025	Washington	Temp Aide - Summer
Chavez,Michelle Marie	SEP	Temporary End of Assignment	7/31/2025	Chsm LSC	Temp Aide - ESY
Clarke,Kami L	SEP	Temporary End of Assignment	6/30/2025	GordonPark	Temp Aide - Summer
Clement Jr,Allen Romain	SEP	Dismissed	5/9/2025	Northwest	Custodian 1
Cobb,Wyatt William	SEP	Leave Profession	5/23/2025	Sowers	Para Sped High Incidence
Coleman,Charlene Hope	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Colvin,Arleta Kay	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
Conner,Gregory Dennis	SEP	No Hours 6 Months	4/30/2025	South	Temp Aide - Coach
Conrady,Ethan Chase	SEP	No Hours 6 Months	4/30/2025	Heights	Temp Aide - Coach
Contreras,Vanesa Marie	SEP	No Hours 6 Months	4/30/2025	Southeast	Temp Aide - Coach
Copeland,Cassidy Nicole	SEP	Move Out of State	7/31/2025	Hamilton	Mathematics-Middle
Copeland,Cassidy Nicole	SEP	Move Out of State	7/31/2025	Hamilton	Temp Teacher
Copper,Chantal Marie	SEP	Temporary End of Assignment	7/18/2025	AMAC	Temp Aide - Summer
Crawford,Maegan Leann	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Crawford,Sydney P	SEP	Temporary End of Assignment	5/23/2025	Buckner	Temp Latchkey 2 - Assist Dir
Dang,John	SEP	No Hours 6 Months	4/30/2025	Southeast	Temp Aide - Coach
Davis,Laycie Macae	SEP	Temporary End of Assignment	7/18/2025	AMAC	Temp Aide - Summer
DeMoure,Nicole Michelle	RET	Retirement	7/31/2025	Beech	Academic Life Skills - Elem
DeMoure,Nicole Michelle	RET	Retirement	7/31/2025	AMAC	Temp Tchr - Homebound
DeMoure,Nicole Michelle	RET	Retirement	7/31/2025	AMAC	Temp Tchr - Homebound
Dean,Janice Lyn	SEP	Temporary End of Assignment	7/31/2025	SSC	Custodian - Summer
Delgado,Noemi	SEP	Temporary End of Assignment	4/30/2025	Dunbar	Temp Teacher

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Depperschmidt,Janna Lynne	SEP	Temporary End of Assignment	7/31/2025	Hyde	Temp Latchkey 1 - Support
Dixon,Natasha Renee	SEP	Temporary End of Assignment	7/31/2025	Earhart	Temp Latchkey 1 - Support
Dixon,Vincent Lee	SEP	Dismissed for Cause	5/14/2025	Mueller	Custodian 1
Dixon-Harding,Trina Lashelle	SEP	Temporary End of Assignment	7/31/2025	Coleman	Temp Aide - Summer
Duerksen,Caiden Leigh	SEP	No Hours 6 Months	4/30/2025	Southeast	Temp Aide - Coach
Dunagan,Makayla Lea	SEP	Temporary End of Assignment	5/23/2025	Harry St	Temp Latchkey 3 - Director
Dwier,Lily Grace	SEP	Temporary End of Assignment	7/31/2025	East	Temp Aide - Summer
Dwyn,Audry Daeva	SEP	To Another School in State	5/23/2025	Riverside	Asst Para - High Incidence
Earleywine,Rachelle Lea	SEP	Temporary End of Assignment	7/31/2025	Levy	Temp Aide - ESY
Earsery,Jamaal De'quan	SEP	Health of Employee	5/8/2025	Brooks	Para Sped High Incidence
Easum,Jennifer Marie	SEP	Temporary End of Assignment	7/31/2025	Kensler	Temp Latchkey 1 - Support
Eck,Tessa Elizabeth	SEP	Leave Profession	7/31/2025	Seltzer	Behavioral Health Schl Liaison
Edeal,Julia Christine	SEP	Temporary End of Assignment	7/31/2025	Earhart	Temp Latchkey 1 - Support
Ensign,Bethany Marie	SEP	Other Position - Non Teacher	7/31/2025	Dodge	Interrelated-Elem
Esparza,Johana	SEP	Temporary End of Assignment	7/31/2025	Dunbar	Temp Teacher
Fanska,Rachel Leah	SEP	Temporary End of Assignment	7/31/2025	McCollom	Temp Latchkey 1 - Support
Filippi,Erika Ann	SEP	Move Out of State	5/23/2025	Coleman	Para Sped High Incidence
Fisher,Gregory Joe	SEP	Not Asked to Return	5/7/2025	Price	Temp Aide - Lunch Support
Flores,Daniel L	SEP	Leave Profession	7/31/2025	GordonPark	Physical Ed - Elem
Foster,Ridge Allen	SEP	Move Out of State	7/31/2025	Heights	Social Studies-Sr High
Frawley,Emily Nicole	SEP	Move Out of State	7/31/2025	Jefferson	Third Grade
Friesen,Cheryl Lynn	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Gainey,Melanie De Ette	SEP	Dismissed	4/29/2025	Chsm Trail	Paraeducator ESL
Gallegos-Velasco,Zayra Andrea	SEP	Leave Profession	5/16/2025	Southeast	Aide 2 - F S
Gamble,Jason E	SEP	Professional Reasons	4/25/2025	West	Temp Aide - Coach
Gandara,Brenda L	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Garcia Cordero,Rosalia	SEP	Temporary End of Assignment	7/31/2025	Food Prod	Summer Nutr Worker
Garcia Cruz,Javier A	SEP	Professional Reasons	4/28/2025	Southeast	Temp Aide - Coach
Garcia,Angel	SEP	Other Position - Non Teacher	5/16/2025	Ortiz	Para Title Instruction Support
Garcia,Angel	SEP	Other Position - Non Teacher	5/16/2025	Dunbar	Temp Aide - Language Support
Garnes,Chaves Donnell	SEP	Temporary End of Assignment	7/31/2025	Chsm LSC	Temp Aide - ESY
Gates,Caroline	SEP	Temporary End of Assignment	6/30/2025	GordonPark	Temp Aide - Summer
Gerona,Venus Pualani	SEP	Temporary End of Assignment	7/18/2025	AMAC	Temp Aide - Summer
Gibson,Steven A	SEP	Professional Reasons	5/23/2025	Harry St	Temp Latchkey 1 - Support
Godina,Lisel Anahi	SEP	Temporary End of Assignment	7/31/2025	Spaght	Temp Aide - Summer
Gonzales,Elijah G	SEP	Leave Profession	5/23/2025	Robinson	Para Sped High Incidence

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Gonzales,Trey Jerrell	SEP	Leave Profession	5/8/2025	Truesdell	Para Title Instruction Support
Gonzalez,Maria De La Luz	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Graham,Kristen Lee	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Graves,William	SEP	Resignation	6/30/2025	AMAC	Executive Director
Green,LaShonda D	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
Groff,Brittany Nicole	SEP	Move Out of State	7/19/2025	Heights	Para Sped Low Incidence
Guerrero Pena,Mitzi I	SEP	Leave Profession	7/31/2025	HoraceMann	Social Studies-Middle
Guerrero Pena,Mitzi I	SEP	Leave Profession	7/31/2025	HoraceMann	Temp Latchkey 3 - Director
Hagler,Thomas Leon	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Hannon,Jessie Lynn	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Harden,Toni Laverne	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
Harmon,Adrienne	SEP	Temporary End of Assignment	6/30/2025	Cloud	Temp Aide - Lunch Support
Harmon,Rhonda Renae	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Hathaway,Karen Louise	SEP	Temporary End of Assignment	7/31/2025	Levy	Temp Aide - ESY
Hauck,Brittany Ray	SEP	To Another School in State	7/31/2025	McAuliffe	Interrelated-Middle
Heath,Garret Lawrence	SEP	To Another School in State	7/31/2025	West	Interrelated-Sr High
Heisler,Timothy Paul	SEP	Health of Employee	4/28/2025	Jackson	Aide 2 - F S
Henry,Indira Dolcena	SEP	Return to School	5/23/2025	Buckner	Paraeducator
Hermosillo,Sellma J	SEP	Temporary End of Assignment	7/31/2025	Cloud	Temp Aide - Summer
Hernandez,Alisa Marie	SEP	Temporary End of Assignment	4/25/2025	AMAC	Temp Aide - Babysitter
Herrera,Lisvett	SEP	Temporary End of Assignment	7/31/2025	Little	Temp Aide - ESY
Higgins,Danielle Elisabeth	SEP	Temporary End of Assignment	7/31/2025	McCollom	Temp Latchkey 2 - Assist Dir
Hoelting,Matthew Carl	SEP	No Hours 6 Months	4/30/2025	Northwest	Temp Aide - Coach
Hogan,Amber M	SEP	Leave Profession	5/23/2025	Colvin	Paraeducator Pre-K
Hoy,Alaisjah	SEP	Health of Employee	5/13/2025	West	Para Sped Low Incidence
Hughes,Casey Craig	SEP	Temporary End of Assignment	6/30/2025	Washington	Temp Aide - Summer
Hull,Daneshea Len	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Huslig,Kristi Lynn	SEP	Resignation	6/30/2025	AMAC	Administrative Assistant 3
Jacobs,Alexandra Nicole	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
James,Alicia Asia	SEP	To Another School in State	7/31/2025	Northeast	Para Sped Low Incidence
Jennings,Isaac Caton	SEP	Return to School	5/23/2025	Enders	Temp Aide - Co-op
Johnson,Jessica Marie	SEP	Leave Profession	7/31/2025	Harry St	Second Grade
Johnson,Melissa Sue	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
Johnson,Traze Trinidad	SEP	Leave Profession	5/29/2025	Northwest	Custodian 2
Jones,Gail A	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Jones,Jaysa Marie-Carrie	SEP	Job Abandonment	4/22/2025	Southeast	Para Sped Low Incidence

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Separations

NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Jones,Jenee Deett	SEP	Temporary End of Assignment	7/31/2025	Dodge	Temp Latchkey 2 - Assist Dir
Jones,Natasha Rae	SEP	Leave Profession	5/23/2025	Hyde	Para Sped High Incidence
Jones,Sarah Marian	SEP	To Another School in State	7/31/2025	Washington	Lib Media Spec-Elem
Jordan,Janice Lynn	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Jordan,Pamela S	RET	Retirement	7/31/2025	Benton	Academic Life Skills - Elem
Kargbo,Jessica Renae	SEP	To Another School in State	7/31/2025	Kensler	Interrelated-Elem
Kee-Adams,Ramona G	RET	Retirement	7/31/2025	McAuliffe	English-Middle
Keller,Jared Garland	SEP	Leave Profession	7/18/2025	Coll Hill	Para Sped Low Incidence
Keller,Jared Garland	SEP	Leave Profession	7/18/2025	Coll Hill	Temp Latchkey 1 - Support
Killgore,Kaylee Susanne	SEP	Leave Profession	5/30/2025	Dunbar	Administrative Assistant 5
Kimble,Kirk A.	RET	Retirement	7/31/2025	Wilbur	English-Middle
Kincaid,Austin David	SEP	Move Out of State	7/31/2025	Bryant	Physical Ed - Elem
Knoll,Stacie S	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Kratz,Jeremiah D	SEP	Take Care of Family	7/31/2025	Robinson	Physical Ed-Middle
Kuhn,Kimberly Blake	SEP	To Another School in State	4/28/2025	Cessna	Para Title Instruction Support
Kurait,Sally	SEP	Temporary End of Assignment	4/30/2025	Dunbar	Temp Teacher
Lagares,Lori Jo	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Lazarin,Diego A.	SEP	Leave Profession	7/31/2025	Coleman	Technology Educ-Middle
Lazarin,Diego A.	SEP	Leave Profession	7/31/2025	Dunbar	Temp Teacher
LeHane,Dina M	RET	Retirement	7/31/2025	Unassigned	Roving Teacher
Lemus,Sandra	SEP	Temporary End of Assignment	8/4/2025	Woodland	Temp Latchkey 1 - Support
Lenhardt,Justin Edward	SEP	Temporary End of Assignment	4/30/2025	Dunbar	Temp Teacher
Leuci,Shanda Marie	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
Lewis Jr,Darren Wayne	SEP	Dismissed for Cause	4/21/2025	Linwood	Custodian 2
Lile,Sara Krystl	SEP	Leave Profession	5/2/2025	Beech	Para Sped Low Incidence
Lincicome,Dora Lynn	SEP	Temporary End of Assignment	7/31/2025	Chsm LSC	Temp Aide - ESY
Lipford,Taylor Nicole	SEP	Return to School	5/23/2025	Kensler	Temp Aide - Co-op
Lira Ramirez,Larissa Jocelyn	SEP	Return to School	5/23/2025	Colvin	Temp Aide - Co-op
Little,Aryanah Arelashae	SEP	Temporary End of Assignment	7/31/2025	Spaght	Temp Aide - Summer
Little,DeeDee Lynn	SEP	Temporary End of Assignment	7/31/2025	Allen	Temp Aide - Summer
Lopez,Citlalli	SEP	Temporary End of Assignment	7/31/2025	Dodge	Temp Latchkey 1 - Support
Lopez,Janelle Marie	SEP	Take Care of Family	7/31/2025	Coleman	Mathematics-Middle
Lopez,Karina	SEP	Job Abandonment	5/6/2025	North	Aide 2 - F S
Lovings,Kathryn Elisabeth	SEP	Temporary End of Assignment	7/31/2025	Kensler	Temp Latchkey 1 - Support
Lumbreras,Elizabeth	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Mages,Kathleen Diane	SEP	Other Position - Non Teacher	7/31/2025	Coll Hill	Second Grade
Mages,Kathleen Diane	SEP	Other Position - Non Teacher	7/31/2025	Coll Hill	Temp Latchkey 1 - Support
Maldonado,Brenda	SEP	Temporary End of Assignment	7/31/2025	Chsm Trail	Temp Latchkey 1 - Support
Mann,John Bryan	SEP	Health of Employee	5/23/2025	Linwood	Asst Para - High Incidence
Mares,Liliana	SEP	Leave Profession	5/23/2025	Colvin	Paraeducator ESL
Mares,Liliana	SEP	Leave Profession	5/23/2025	Dunbar	Temp Aide - Language Support
Marquez Jr,Darren Keith	SEP	Dismissed	5/13/2025	Sowers	Interrelated-Sr High
Martin,Angel Talia	SEP	Professional Reasons	5/23/2025	Wilbur	Para Sped High Incidence
Matthews,Kenzi Kara Lynne	SEP	No Hours 6 Months	4/30/2025	Southeast	Temp Aide - Coach
Maxwell,Catherine Helen	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
May,Ramona Jean	SEP	Temporary End of Assignment	7/31/2025	East	Temp Aide - Summer
Maydew,Barry Edward	SEP	Temporary End of Assignment	4/30/2025	Heights	Temp Aide - Coach
Maze,Eboni Aothia	SEP	Take Care of Family	5/23/2025	Mead	Para Sped High Incidence
McAuliffe,Kayla Morgan	SEP	Take Care of Family	7/31/2025	Enterprise	Speech Clinic-Elem
McBeth,Austin Murray	SEP	Leave Profession	6/2/2025	West	Temp Aide - Coach
McBeth,Austin Murray	SEP	Leave Profession	6/2/2025	West	Coordinator College Career Tec
McCullough,Nancy Jean	SEP	Leave Profession	7/31/2025	Jefferson	Second Grade
McDonald,Miranda Faith	SEP	Temporary End of Assignment	7/31/2025	Kensler	Temp Latchkey 1 - Support
McDowell,Kody Duane	SEP	Leave Profession	5/23/2025	Stanley	Asst Para - Title
McFadden,Denise	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
McGlory,Donovan W	SEP	Other Position - Non Teacher	7/31/2025	Kelly	Psychologist-Elem
McGregor,Wendy R	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
McGuire,Latanisha Rashea	SEP	Temporary End of Assignment	5/23/2025	Franklin	Temp Latchkey 2 - Assist Dir
McHugh,Denise Renee	SEP	Temporary End of Assignment	5/23/2025	Kensler	Temp Latchkey 1 - Support
McKibben,Katherine Noelle	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
McPherson,Winifred Larae	RET	Retirement	5/23/2025	Bryant	Para Sped High Incidence
McQueen,Brandon	SEP	Other Position - Non Teacher	5/23/2025	Sowers	Para Sped High Incidence
McVicker,Melissa Dawn	SEP	To Another School in State	7/31/2025	Adams	Kindergarten-All Day
Medina,Karen Migdalia	SEP	No Hours 6 Months	4/30/2025	Dunbar	Temp Aide - Language Support
Medrano,America Noemi	SEP	Temporary End of Assignment	7/31/2025	Enders	Temp Latchkey 1 - Support
Mellema,Tailyn Marie	SEP	Return to School	5/23/2025	Spaght	Temp Aide - Co-op
Menas-Huggins,Marigitsa Sophia	SEP	Temporary End of Assignment	7/18/2025	AMAC	Temp Aide - Summer
Meng,Melissa Marie	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Merwin,Kirk D	RET	Retirement	7/31/2025	East	ESOL, Newcomer-Sr High
Metcalf,Jeffery L	SEP	To Another School in State	7/31/2025	Anderson	Fourth Grade
Meza,Roberto Josue	SEP	Leave Profession	5/23/2025	Stanley	Temp Aide - Tutor

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Middleton, Travis M	SEP	Job Abandonment	5/21/2025	West	Custodian 2
Millege, Kelsey Sue	SEP	Leave Profession	5/23/2025	Cessna	Para Sped High Incidence
Miller, Branden M	SEP	Walked off Job	5/2/2025	McAuliffe	Custodian 1
Miller, Mary Elizabeth	SEP	Temporary End of Assignment	7/31/2025	SSC	Crewperson Summer
Miller, Sherhonda L	SEP	Temporary End of Assignment	4/25/2025	AMAC	Temp Aide - Babysitter
Miller, Tate Guadalupe	SEP	Return to School	5/16/2025	Enterprise	Asst Para - LRE
Mizer-Dalrymple, Stacey Jean	SEP	Professional Reasons	7/31/2025	Linwood	Behavior Intervention-Elem-LIC
Moore, Haley A	SEP	To Another School in State	7/31/2025	Hamilton	Mathematics-Middle
Moore, MarKeyshia R	SEP	Temporary End of Assignment	7/31/2025	Enders	Temp Aide - Summer
Moore, Solomon Addison Columbus	SEP	Professional Reasons	7/31/2025	North	Counselor-Sr High
Moose, Charles Steven	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Moran, Maria Jesus	SEP	Temporary End of Assignment	4/30/2025	Dunbar	Temp Aide - Language Support
Moran, Martha Alicia	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Mork, Scarlet Nicole	SEP	Temporary End of Assignment	5/31/2025	North	Temp Aide - Summer
Moses, John L	SEP	Leave Profession	7/31/2025	Griffith	Physical Ed - Elem
Mosley Dyer, Sherrie Sue	SEP	Temporary End of Assignment	7/31/2025	SSC	Custodian - Summer
Mundell, Austen James	SEP	Failure to Return From Leave	5/7/2025	AMAC	Paraeducator 3
Munoz Ayala, Viridiana	SEP	Temporary End of Assignment	5/14/2025	Dunbar	Temp Aide - Language Support
Nance, Lora Lee	SEP	No Hours 6 Months	4/30/2025	Southeast	Temp Aide - Coach
Nation, Antony Charles	SEP	No Hours 6 Months	4/30/2025	Southeast	Temp Aide - Coach
Neises, Lexie Catherine	SEP	Return to School	5/23/2025	Enders	Temp Aide - Co-op
Nelson, Julie Amanda	SEP	Temporary End of Assignment	5/31/2025	Woodman	Temp Latchkey 3 - Director
Newsted, Paige Christina	SEP	Return to School	5/23/2025	Gammon	Para Sped High Incidence
Newton, Gloria Ann	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Nguyen, Shalyn Adora	SEP	Leave Profession	7/31/2025	Dodge	Kindergarten-All Day
Nichols, Caleb Joshua	SEP	Temporary End of Assignment	7/31/2025	SSC	Crewperson Summer
Norton, Shannon Leigh Sutherlin	SEP	To Another School in State	7/31/2025	McLean	Lib Media Spec-Elem
Oldham, Carol A	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Olds, Jaxon Luis Enrique	SEP	Leave Profession	5/23/2025	Robinson	Para In School Suspension
Ortiz, Marty James	SEP	Temporary End of Assignment	7/31/2025	East	Temp Aide - Summer
Ortiz, Saul Roman	SEP	Leave Profession	5/23/2025	Northwest	Para Sped High Incidence
Ostrander, Katy Rose	SEP	Temporary End of Assignment	5/31/2025	Kelly	Temp Latchkey 1 - Support
Ozaeta, Norma Yolanda	SEP	Temporary End of Assignment	7/31/2025	Jefferson	Temp Aide - Summer
Pacheco, Yasmin	SEP	Move Out of State	5/23/2025	Ortiz	Asst Para - High Incidence
Parker, Paul A	SEP	Temporary End of Assignment	7/31/2025	McAuliffe	Temp Latchkey 1 - Support
Patterson, Kaitlin Jo	SEP	To Another School in State	7/31/2025	Curtis	ESOL, Newcomer-Middle

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Pequin-Williams,Chris A	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Percell,Matthew W	RET	Pre Early Retirement	5/30/2025	Gateway	Security Officer
Phillips,Micah Montrel	SEP	Leave Profession	5/9/2025	Bryant	Para Sped High Incidence
Phillips-Straight,Christine Beneau	SEP	Temporary End of Assignment	7/31/2025	Kensler	Temp Latchkey 1 - Support
Pineda,Jessica Nicole	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Pineda,Laura Eileen	SEP	No Hours 6 Months	4/30/2025	Heights	Temp Aide - Coach
Powell,Rona Salvadora	SEP	Take Care of Family	5/2/2025	Harry St	Custodian 1
Powers,Alexandra Danielle	SEP	Leave Profession	7/31/2025	L'Ouvertur	Third Grade
Priest,Krista Kay	RET	Pre Early Retirement	7/31/2025	Beech	Lib Media Spec-Elem
Quarles,Tracy Lynne	SEP	Temporary End of Assignment	7/31/2025	Chsm LSC	Temp Aide - ESY
Quiroz,Yrma	SEP	No Hours 6 Months	4/30/2025	Dunbar	Temp Aide - Language Support
Raborn,Susan Marie	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Rachedi,Saida	SEP	Temporary End of Assignment	7/31/2025	Chsm LSC	Temp Aide - ESY
Rader,Haley Mae	SEP	To Another School in State	7/31/2025	Buckner	Vocal Music-Elem
Reddoch,Lori Ann	RET	Pre Early Retirement	7/31/2025	Woodman	ESOL-Elementary
Reeves,Aaron Thomas	SEP	Leave Profession	7/31/2025	Gateway	Social Worker
Reichenberger,Christine Ann	SEP	Professional Reasons	7/31/2025	GordonPark	Pre-K Developmentally Delayed
Renovato,Aracely	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Retana,Danielle Renee	SEP	Temporary End of Assignment	7/31/2025	Cloud	Temp Aide - Summer
Reyes,Zuriel Jose	SEP	Leave Profession	5/23/2025	Southeast	Para Sped High Incidence
Richardson,Patsy J	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Ritchie,Joylee A	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Rizo,Victor	SEP	Leave Profession	5/23/2025	Colvin	Para ESOL Newcomer
Rizo,Victor	SEP	Leave Profession	5/23/2025	Dunbar	Temp Aide - Language Support
Roberts,Chiquitta G	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Robl-Daniels,Deanna Lynn	RET	Retirement	7/31/2025	Wilbur	Social Studies-Middle
Rodriguez,Maria Guadalupe	SEP	No Hours 6 Months	4/30/2025	Dunbar	Temp Aide - Language Support
Rowe,Rocky G	SEP	Health of Employee	7/31/2025	AMAC	Teacher
Rucker,Andrew A	SEP	Temporary End of Assignment	7/31/2025	SSC	Crowperson Summer
Salgado,Sylvia	SEP	Temporary End of Assignment	4/30/2025	Dunbar	Temp Teacher
Sanders,Creighton Austin	SEP	Temporary End of Assignment	7/31/2025	Heights	Temp Aide - Summer
Santos-Trevizo,Elda Ivonne	SEP	Return to School	5/23/2025	Cloud	Temp Aide - Co-op
Savage,Kimberly S	SEP	Temporary End of Assignment	7/31/2025	Chsm LSC	Temp Aide - ESY
Schlatter,Susan Carol	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Schlegel,Marcia Ann	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Schneider,Anne Patrice	SEP	Resignation	6/30/2025	AMAC	Bookkeeper 6

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Schrag, Logan Lee	SEP	To Another School in State	7/31/2025	Cloud	Principal
Schwebke, Alina Dawn	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
Schweer, Jonathan Dallas	SEP	Professional Reasons	7/31/2025	Southeast	Mathematics-Sr High
Scott, Katelin Ann	SEP	Temporary End of Assignment	7/31/2025	Levy	Temp Aide - ESY
Sebastian, Aimee Rae	SEP	Temporary End of Assignment	5/23/2025	Price	Temp Aide - Co-op
Sexton, Telana Denise	SEP	Temporary End of Assignment	4/30/2025	Dunbar	Temp Teacher
Shorb, Jami Michelle	SEP	Temporary End of Assignment	7/31/2025	Spaght	Temp Aide - Summer
Slusser, Hollee Elizabeth	SEP	To Another School in State	7/31/2025	Gammon	Physical Ed - Elem
Smalls, Darin	SEP	Temporary End of Assignment	7/31/2025	SSC	Crewperson Summer
Smith, Dmarquiz Timothy Dvonte	SEP	Temporary End of Assignment	4/30/2025	GordonPark	Temp Aide - Coach
Snodgrass, Denise Vanessa	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Snyder Hernandez, Andrea Alejandra	SEP	Temporary End of Assignment	7/31/2025	Allen	Temp Aide - Summer
Soto Lopez, Daniela Concepcion	SEP	Health of Employee	5/23/2025	Dodge	Para Title Instruction Support
Soto Lopez, Daniela Concepcion	SEP	Health of Employee	5/22/2025	Dodge	Temp Latchkey 1 - Support
Spangler, Aubri Lorraine	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Sparks, Megan Tenese	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Spencer, Dianna Lee	SEP	Temporary End of Assignment	7/31/2025	SSC	Custodian - Summer
Standiford, Blake Sterling	SEP	No Hours 6 Months	4/30/2025	Northwest	Temp Aide - Coach
Stout, Kaylee Nicole	SEP	Return to School	5/23/2025	Woodman	Temp Aide - Co-op
Swindler, Cindy Lea	RET	Retirement	7/31/2025	Benton	Vocal Music-Elem
Tafolla, Selah Juliana	SEP	Take Care of Family	5/2/2025	Southeast	Para Sped High Incidence
Tauer, Parker Reese	SEP	Return to School	5/23/2025	Allen	Para Sped High Incidence
Taylor, Lanae Brianne	SEP	Temporary End of Assignment	7/31/2025	Kensler	Temp Latchkey 1 - Support
Teeter, Jennifer Kaye	SEP	Temporary End of Assignment	5/23/2025	Jefferson	Temp Latchkey 1 - Support
Thompson, Ruby Elizama	SEP	Take Care of Family	7/31/2025	Minneha	Fifth Grade
Thompson, Ruby Elizama	SEP	Take Care of Family	7/31/2025	Dunbar	Temp Teacher
Tillman, Senciarre Shanelle	SEP	Return to School	4/7/2025	West	Temp Aide - Coach
Tolliver Evans, Lakecia	SEP	Temporary End of Assignment	11/30/2024	Curtis	Temp Teacher
Tompkins, Zane Owen	SEP	Take Care of Family	4/25/2025	L'Ouvertur	Para Sped High Incidence
Tompkins, Zane Owen	SEP	Take Care of Family	4/25/2025	L'Ouvertur	Temp Latchkey 1 - Support
Torres-Hernandez, Daniel Omar	SEP	Temporary End of Assignment	7/31/2025	SSC	Crewperson Summer
Turner, Faith L'Von	SEP	Temporary End of Assignment	7/31/2025	Gammon	Temp Latchkey 1 - Support
Twitchell, Rebecca Sue	SEP	Temporary End of Assignment	7/31/2025	Chsm LSC	Temp Aide - ESY
Twomey, Alison Leann	SEP	Leave Profession	7/31/2025	Wilbur	Social Worker
Ugues Chavarria, Meghan Dawn	SEP	Professional Reasons	7/31/2025	Enders	Counselor-Elem
Underwood, Earnestine	SEP	Temporary End of Assignment	4/25/2025	AMAC	Temp Aide - Babysitter

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VanBurkleo, Madison Faye	SEP	Other Position - Non Teacher	7/31/2025	Beech	Behavior Intervention-Elem
Vega, Estela	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Villa, Luz M	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Viramontes Esparza, Deisy Guadalupe	SEP	Leave Profession	5/23/2025	North	Aide 2 - F S
Vongsena, Tudsaley	SEP	Leave Profession	7/31/2025	McAuliffe	Kindergarten-All Day
Vontress, Shannon	SEP	Temporary End of Assignment	7/31/2025	Cloud	Temp Aide - Summer
Voshell, Augusta Marie	SEP	Temporary End of Assignment	7/31/2025	Chsm LSC	Temp Aide - ESY
Wakim, Joseph Antoine	SEP	No Hours 6 Months	4/30/2025	Northwest	Temp Aide - Coach
Washmon, Paige Renee	SEP	Temporary End of Assignment	6/30/2025	Buckner	Temp Latchkey 3 - Director
Watkins, Chelsea Lynn	SEP	Resignation	6/30/2025	AMAC	Tech Asst Communications
Whitcomb, Jennifer M	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
White, Kathleen Joanne	SEP	Temporary End of Assignment	7/31/2025	Kensler	Temp Latchkey 1 - Support
Whitt, Carla Jane	SEP	Temporary End of Assignment	7/31/2025	SSC	Crewperson Summer
Wigley, Grace Joy	SEP	Temporary End of Assignment	7/31/2025	Wells	Temp Aide - ESY
Williams, Cody Michael	SEP	Temporary End of Assignment	7/31/2025	SSC	Crewperson Summer
Williams, Holly Elizabeth	SEP	Take Care of Family	7/31/2025	Chester LC	Speech Clinic-Elem
Williams, Lisa M	SEP	Temporary End of Assignment	5/8/2025	Lawrence	Temp Latchkey 3 - Director
Williams, Marivia Anquanette	SEP	Temporary End of Assignment	7/31/2025	SSC	Custodian - Summer
Williams, Patricia Kay	SEP	Take Care of Family	5/23/2025	Minneha	Temp Latchkey 1 - Support
Williams, Taryn M	SEP	Temporary End of Assignment	7/31/2025	Enders	Temp Latchkey 1 - Support
Wilson, Alisha Ruth	SEP	Move Out of State	7/31/2025	Cloud	First Grade
Wingard, Stacey D	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker
Wise, Bailey G	SEP	Return to School	6/29/2025	Washington	Para Title Instruction Support
Wise, Bailey G	SEP	Temporary End of Assignment	6/29/2025	Washington	Temp Aide - STEALTH
Wise, Bailey G	SEP	Return to School	6/29/2025	Washington	Temp Latchkey 1 - Support
Wood, Molly Brooke	SEP	Leave Profession	4/24/2025	Wells	Para Sped High Incidence
Wyatt, Angela Illandra Gabrie	SEP	Temporary End of Assignment	5/1/2025	North	Temp Teacher
Ybarra, Teresa P	SEP	Temporary End of Assignment	7/31/2025	Kensler	Temp Latchkey 1 - Support
Young, Tiffany Ann	SEP	Temporary End of Assignment	8/1/2025	Food Prod	Summer Nutr Worker

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NAME	ACTION	REASON	EFFT DATE
Aguilera,Lluvia Anay	WKS	Workshop/Stipend	5/2/2025
Al Sheikh,Amani A	WKS	Workshop/Stipend	5/2/2025
Alarcon,Ysela Alejandra	WKS	Workshop/Stipend	5/2/2025
Anderson,Leonestee Cherelle	WKS	Workshop/Stipend	5/2/2025
Araujo-Regalado,Braulio	WKS	Workshop/Stipend	5/2/2025
Ashley,Olivia Anne	WKS	Workshop/Stipend	5/2/2025
Berner,Heather Jannell	WKS	Workshop/Stipend	5/2/2025
Berube,Kasey Ann	WKS	Workshop/Stipend	5/2/2025
Beverage,Faith Marie	WKS	Workshop/Stipend	5/2/2025
Bohannon Jr,Gary	WKS	Workshop/Stipend	5/2/2025
Borjon-Ravelo,Leslie Violeta	WKS	Workshop/Stipend	5/2/2025
Brown,Hollee Cherelle	WKS	Workshop/Stipend	5/2/2025
Burleigh,Joyce A	WKS	Workshop/Stipend	5/2/2025
Campbell,Ronda Diane	WKS	Workshop/Stipend	5/2/2025
Carter,Amber Jean	WKS	Workshop/Stipend	5/2/2025
Cheaney,Carleta Montorria	WKS	Workshop/Stipend	5/2/2025
Clarke,Kami L	WKS	Workshop/Stipend	5/2/2025
Cooley,Mary Elizabeth	WKS	Workshop/Stipend	5/2/2025
Cullom,Victoria Marie	WKS	Workshop/Stipend	5/2/2025
Cushenbery,Hannah Marie	WKS	Workshop/Stipend	5/2/2025
Dai,Andrianna Jorae	WKS	Workshop/Stipend	5/2/2025
Dickson,Bailey Kate	WKS	Workshop/Stipend	5/2/2025
Elam,Judith A	WKS	Workshop/Stipend	5/2/2025
Elliott,Hunter McCoy	WKS	Workshop/Stipend	5/2/2025
Esparza-Aranda,Damian	WKS	Workshop/Stipend	5/2/2025
Exley,Jayden Amanda	WKS	Workshop/Stipend	5/2/2025
Falo,Terri L	WKS	Workshop/Stipend	5/2/2025
Filippi,Joseph Louis	WKS	Workshop/Stipend	5/2/2025
Frausto Vazquez,Karina	WKS	Workshop/Stipend	5/2/2025
Garcia,Jaqueline Elizabeth	WKS	Workshop/Stipend	5/2/2025
Garnes,Chaves Donnell	WKS	Workshop/Stipend	5/2/2025

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES
Report Date: 06/09/2025**

NAME	ACTION	REASON	EFFT DATE
Garrett,KeAnna Inez	WKS	Workshop/Stipend	5/2/2025
Gates,Caroline	WKS	Workshop/Stipend	5/2/2025
Gibbs,Julie Kay	WKS	Workshop/Stipend	5/2/2025
Gillenwater,Michelle Renee	WKS	Workshop/Stipend	5/2/2025
Green,Missy Diane	WKS	Workshop/Stipend	5/2/2025
Griffin,Stacey Lynn	WKS	Workshop/Stipend	5/2/2025
Hamer,Vicki S	WKS	Workshop/Stipend	5/2/2025
Hamilton,Akisha Iris	WKS	Workshop/Stipend	5/2/2025
Harding,SRenity Tleis Newton	WKS	Workshop/Stipend	5/2/2025
Harris,Candice Rae	WKS	Workshop/Stipend	5/2/2025
Hendrix,Gracie Christine	WKS	Workshop/Stipend	5/2/2025
Herrera,loan	WKS	Workshop/Stipend	5/2/2025
Herrmann,Tatyana LeeAnn	WKS	Workshop/Stipend	5/2/2025
Hess,Jemma Celia	WKS	Workshop/Stipend	5/2/2025
Hofmann,Kimberly Ann	WKS	Workshop/Stipend	5/2/2025
Hoy,Shamika S	WKS	Workshop/Stipend	5/2/2025
Jansen,Kathleen Rose	WKS	Workshop/Stipend	5/2/2025
Jeronimo,Candida	WKS	Workshop/Stipend	5/2/2025
Johnson,Theresa L	WKS	Workshop/Stipend	5/2/2025
JosephGeorge,Irudhaya	WKS	Workshop/Stipend	5/2/2025
Killenberg,David A	WKS	Workshop/Stipend	5/2/2025
Lincicome,Dora Lynn	WKS	Workshop/Stipend	5/2/2025
Lopez Ibarra,Arleth Guadalupe	WKS	Workshop/Stipend	5/2/2025
Lopez,Citlalli	WKS	Workshop/Stipend	5/2/2025
Lopez-Carrera,Mia Crecensiana	WKS	Workshop/Stipend	5/2/2025
Lozano Haywood,Burgandy Omauri	WKS	Workshop/Stipend	5/2/2025
Luthy,Stacy Lynn	WKS	Workshop/Stipend	5/2/2025
Mader,Olivia Marie	WKS	Workshop/Stipend	5/2/2025
Mann,John Bryan	WKS	Workshop/Stipend	5/2/2025
Martinez Munoz,Jose	WKS	Workshop/Stipend	5/2/2025
Martinez,Pamela	WKS	Workshop/Stipend	5/2/2025

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES
Report Date: 06/09/2025**

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NAME	ACTION	REASON	EFFT DATE
May,Ramona Jean	WKS	Workshop/Stipend	5/2/2025
Mayberry,Kimberly	WKS	Workshop/Stipend	5/2/2025
McCarther,Amber D	WKS	Workshop/Stipend	5/2/2025
McCray,Montorria D	WKS	Workshop/Stipend	5/2/2025
McPherson,Shavonne Michelle	WKS	Workshop/Stipend	5/2/2025
McQuiston,Cheyenne Dawn	WKS	Workshop/Stipend	5/2/2025
Mendez,Daniel Mark	WKS	Workshop/Stipend	5/2/2025
Mendoza,Stephanie	WKS	Workshop/Stipend	5/2/2025
Morales,Emily Elena	WKS	Workshop/Stipend	5/2/2025
Mork,Scarlet Nicole	WKS	Workshop/Stipend	5/2/2025
Murray,Regina Pauline	WKS	Workshop/Stipend	5/2/2025
Mwangi,Lucy Lynn Wairimu	WKS	Workshop/Stipend	5/2/2025
Nguyen,Minh Anh	WKS	Workshop/Stipend	5/2/2025
Nunez,Melany Keylah	WKS	Workshop/Stipend	5/2/2025
Oswald,Miranda Mae	WKS	Workshop/Stipend	5/2/2025
Patterson,Sandra K	WKS	Workshop/Stipend	5/2/2025
Perez Jeronimo,Melanie Montserrath	WKS	Workshop/Stipend	5/2/2025
Perez Valentin,Stella Marie	WKS	Workshop/Stipend	5/2/2025
Perez,Amanda Michelle	WKS	Workshop/Stipend	5/2/2025
Poland,Christine Elise	WKS	Workshop/Stipend	5/2/2025
Ramirez,Alexandra Sophia	WKS	Workshop/Stipend	5/2/2025
Ramirez-Lopez,Lluritsi	WKS	Workshop/Stipend	5/2/2025
Rivera,Brenda Gisell	WKS	Workshop/Stipend	5/2/2025
Robles,Deborah Ann	WKS	Workshop/Stipend	5/2/2025
Rodgers,Candi Elizabeth	WKS	Workshop/Stipend	5/2/2025
Rodriguez,Karina	WKS	Workshop/Stipend	5/2/2025
Rodriguez,Paige Nicole	WKS	Workshop/Stipend	5/2/2025
Romo,Leticia	WKS	Workshop/Stipend	5/2/2025
Rueda,Misty	WKS	Workshop/Stipend	5/2/2025
Rutherford,Vickie Jo	WKS	Workshop/Stipend	5/2/2025
Ruto,Leah Jepkoech	WKS	Workshop/Stipend	5/2/2025

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES
Report Date: 06/09/2025**

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NAME	ACTION	REASON	EFFT DATE
Saber,Rose Terese	WKS	Workshop/Stipend	5/2/2025
Salazar Vaquera,Lizbeth	WKS	Workshop/Stipend	5/2/2025
Sanchez Sanchez,Angelica Maria	WKS	Workshop/Stipend	5/2/2025
Santillan,Johanna Jacqueline	WKS	Workshop/Stipend	5/2/2025
Schram,Nicole L	WKS	Workshop/Stipend	5/2/2025
Scott,Sherrie L	WKS	Workshop/Stipend	5/2/2025
Shaver,Ana Marie	WKS	Workshop/Stipend	5/2/2025
Shetler,Shelly Knox	WKS	Workshop/Stipend	5/2/2025
Silvers,Nicole Leigh	WKS	Workshop/Stipend	5/2/2025
Singleterry,Gwendolyn Ann	WKS	Workshop/Stipend	5/2/2025
Sinha,Bharti	WKS	Workshop/Stipend	5/2/2025
Snell,Elisha Diane	WKS	Workshop/Stipend	5/2/2025
Socha,Erin Nicole	WKS	Workshop/Stipend	5/2/2025
Stevens,Rhonda Ann	WKS	Workshop/Stipend	5/2/2025
Sullivan,Tayler Elexis	WKS	Workshop/Stipend	5/2/2025
Teemant,Clara Costa	WKS	Workshop/Stipend	5/2/2025
Thompson,Candice Marie	WKS	Workshop/Stipend	5/2/2025
Turner,Davia Dominique	WKS	Workshop/Stipend	5/2/2025
Urbina-Renteria,Jose Joel	WKS	Workshop/Stipend	5/2/2025
Vega,Patricia	WKS	Workshop/Stipend	5/2/2025
Viramontes,Melissa	WKS	Workshop/Stipend	5/2/2025
Walker,Dories Jean	WKS	Workshop/Stipend	5/2/2025
Wigley,Grace Joy	WKS	Workshop/Stipend	5/2/2025
Williams,Candra Monique	WKS	Workshop/Stipend	5/2/2025
Williams,Loriana Lee	WKS	Workshop/Stipend	5/2/2025
Winn,Christine Renee	WKS	Workshop/Stipend	5/2/2025
Wray,Aaron Matthew	WKS	Workshop/Stipend	5/2/2025
Yates,Nikole Rose	WKS	Workshop/Stipend	5/2/2025

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES
Report Date: 06/09/2025**

Legend

COLUMNS

ACTION	Note
REH	Rehired employee or rehired position
HIR	Newly hired
SEP	Separation, quits, layoff
XFR	Transfers
RET	Retirement

From - To	Note
	Job Code or Position Change

Range STP TRK LVL	Note
Level **	Typically additional pay item such as a supplemental, certificate, or additional pay
## XXX	Step or Track level change

POS CNT	Note
	FTE

**WICHITA PUBLIC SCHOOLS
2025-2026
TEACHER SALARY SCHEDULE 3%**

Initial Placement	Step	BA Degree Track	BA+ 10 Gr. Hours Track	BA+ 20 Gr. Hours Track	BA+ 30 Gr. Hours Track	MA+ Degree Track	MA+ 10 Gr. Hours Track	MA+ 20 Gr. Hours Track	MA+ 30 Gr. Hours Track	Ed. Sp. or MA+ 40 Gr. Hours Track	Ed. Sp.+ 10 or MA+ 50 Gr. Hours Track	Ed. Sp.+ 20 or MA+ 60 Gr. Hours Track	Earned Doctorate Track
0	2	51,626	52,332	53,037	53,742	54,845	55,550	56,255	56,960	57,665	58,370	59,075	59,780
1	3	52,867	53,572	54,277	54,982	56,483	57,188	57,893	58,598	59,303	60,008	60,713	61,418
2	4	54,107	54,813	55,518	56,223	58,122	58,827	59,532	60,237	60,942	61,647	62,352	63,057
3	5	55,348	56,053	56,758	57,463	59,760	60,465	61,170	61,875	62,580	63,285	63,990	64,696
4	6	56,589	57,294	57,999	58,704	61,399	62,104	62,809	63,514	64,219	64,924	65,629	66,334
5	7	57,829	58,534	59,239	59,944	63,037	63,742	64,447	65,152	65,857	66,563	67,268	67,973
6	8	59,070	59,775	60,480	61,185	64,676	65,381	66,086	66,791	67,496	68,201	68,906	69,611
7	9	60,310	61,015	61,720	62,425	66,314	67,019	67,724	68,430	69,135	69,840	70,545	71,250
8	10		62,256	62,961	63,666	67,953	68,658	69,363	70,068	70,773	71,478	72,183	72,888
9	11			64,201	64,906	69,592	70,297	71,002	71,707	72,412	73,117	73,822	74,527
10	12				66,147	71,230	71,935	72,640	73,345	74,050	74,755	75,460	76,165
11	13					72,869	73,574	74,279	74,984	75,689	76,394	77,099	77,804
12	14							75,917	76,622	77,327	78,032	78,737	79,442
13+	15									78,966	79,671	80,376	81,081

Salary Schedule 25-26

WICHITA PUBLIC SCHOOLS													
K-Z SALARY SCHEDULE 3.75%													
2025-2026													
Step	1	2	3	4	5	6	7	8	9	10	11	12	13
Range													
K	51,303	52,100	52,959	53,873	54,870	55,909	57,011	58,175	59,401	60,690	62,041	63,455	64,931
L	52,718	53,607	54,536	55,554	56,635	57,778	58,984	60,252	61,582	62,954	64,389	65,886	67,445
M	54,249	55,209	56,239	57,340	58,504	59,730	61,019	62,370	63,784	65,260	66,799	68,400	70,063
N	55,875	56,935	58,045	59,230	60,477	61,787	63,159	64,593	66,090	67,649	69,271	70,955	72,702
O	57,625	58,766	59,976	61,265	62,616	64,030	65,506	67,045	68,646	70,309	72,035	73,823	75,674
P	59,480	60,722	62,033	63,405	64,839	66,336	67,895	69,517	71,201	72,948	74,757	76,629	78,563
Q	61,460	62,802	64,193	65,669	67,207	68,808	70,472	72,177	73,944	75,774	77,667	79,621	81,639
R	63,564	64,987	66,478	68,037	69,659	71,343	73,090	74,899	76,770	78,704	80,701	82,760	84,881
S	65,772	67,296	68,888	70,551	72,256	74,024	75,854	77,746	79,701	81,718	83,798	85,940	88,144
T	68,106	69,730	71,423	73,169	74,978	76,850	78,784	80,780	82,839	84,960	87,144	89,390	91,678
U	70,564	72,289	74,062	75,892	77,784	79,739	81,756	83,836	85,978	88,182	90,449	92,779	95,170
V	73,147	74,953	76,825	78,759	80,756	82,794	84,894	87,057	89,283	91,570	93,921	96,333	98,808
W	75,834	77,741	79,714	81,731	83,811	85,953	88,158	90,425	92,754	95,146	97,600	100,117	102,696
X	78,646	80,654	82,728	84,828	86,991	89,216	91,504	93,854	96,267	98,742	101,280	103,880	106,542
Y	81,583	83,692	85,845	88,050	90,317	92,646	95,038	97,492	100,009	102,588	105,209	107,892	110,638
Z	84,645	86,833	89,088	91,376	93,726	96,138	98,614	101,151	103,751	106,413	109,138	111,926	114,775

WICHITA PUBLIC SCHOOLS ADMINISTRATORS SALARY SCHEDULE 4% 2025-2026						
Level Of Responsibility	Length Of Contract	Administrative Experience	USD 259 Experience or Other Relevant Experience			
			A 1 - 9 years	B 10 - 14 Years	C 15 - 19 Years	D 20+ Years
2	240	1 - 3 Years	84,079	86,484	88,090	89,726
2	240	4 - 6 Years	90,198	92,790	94,510	96,262
2	240	7+	98,737	101,583	103,480	105,412
2E	252	1 - 3 Years	88,277	90,682	92,289	93,925
2E	252	4 - 6 Years	94,396	96,989	98,708	100,461
2E	252	7+	102,481	105,781	107,678	109,610
3	252	1 - 3 Years	91,705	94,337	96,084	97,863
3	252	4 - 6 Years	98,384	101,209	103,093	105,012
3	252	7+	107,709	110,814	112,889	115,003
4	252	1 - 3 Years	96,684	99,455	101,303	103,186
4	252	4 - 6 Years	103,728	106,715	108,701	110,724
4	252	7+	113,567	116,848	119,032	121,257
5	260	1 - 3 Years	106,619	109,677	111,715	113,790
5	260	4 - 6 Years	114,391	117,682	119,876	122,112
5	260	7+	125,258	128,876	131,289	133,746
6	260	1 - 3 Years	115,572	118,893	121,104	123,356
6	260	4 - 6 Years	124,011	127,585	129,967	132,393
6	260	7+	135,801	139,732	142,344	145,006
7	260	1 - 3 Years	124,267	127,836	130,216	132,641
7	260	4 - 6 Years	133,344	137,191	139,754	142,364
7	260	7+	146,031	150,254	153,075	155,949
8	260	1 - 3 Years	126,123	129,749	132,163	134,622
8	260	4 - 6 Years	135,337	139,241	141,841	144,490
8	260	7+	148,213	152,501	155,363	158,279

AGREEMENT

Between

The Board of Education

of

USD 259

Wichita, Kansas

and

The Service Employees International Union

Local No. 513



July 1, 202~~3~~⁵ – June 30, 202~~5~~⁶

WICHITA BOARD OF EDUCATION

2023~~5~~-2026~~4~~

~~Sheri Logan~~ Melody McCray-Miller Kathy Bond

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Stan Reeser Hazel Stabler

~~Ernestine Krehbiel~~ Ngoc Vuong

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Kelly Bielefeld

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Legal Services

Sean Hudspeth, Chief Negotiator

Chief Human Resources Officer

Terri Moses

Division Director, Safety Services

David Paul

Director, Nutrition Services

Sharon Rye

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Luke Newman

Division Director, Plant Facilities

Fabian Armendariz

Division Director, Operations

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Human Resources Information Systems Manager

Victoria Manning

Director, Employee Relations & Training

~~Jenna Shaban~~ Kaitlyn Rawcliffe

~~Manager~~ Supervisor, Talent Acquisitions

~~Eric Hofer-Holdeman~~ Travis Rogers

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Justin Kasel

Principal, Pleasant Valley Middle School

Carol Dunne

Principal, Seltzer Elementary School

Danielle Dettmer

Manager, Benefits & Insurance

Boni Burkhart

Supervisor, Benefits

**SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 513, SEIU, USD 259 UNIT OFFICERS**

***Esau Freeman, Chief Negotiator**

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*Debbie Ollek, Chairperson

*~~David Moore~~Rinann Speaker, Vice-Chairperson

CUSTODIAL

*Lee Moore, Chairperson

*Joe Murphy, Vice Chairperson

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*~~Andrae Carter~~Azucena Bojorquez, Chairperson

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*Wendy Ratliff, Vice Chairperson

SCHOOL SERVICE CENTER

*John Rodriguez, Chairperson

*Chad Blanchat, Vice Chairperson

***Negotiating Committee**

**SERVICE EMPLOYEES
INTERNATIONAL UNION,
LOCAL 513, SEIU,
EXECUTIVE BOARD MEMBERS
202~~53~~-202~~456~~**

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Elisha Snell, Sergeant-At-Arms

*Wendy Ratliff, *Dina Williams
*Chad Blanchat, *John Rodriguez,
Brian Knox, *Lee Moore

***Negotiating Committee**

The Wichita Public Schools is committed to ensuring an environment that is free of discrimination, and to fostering a climate in which all employees and students may participate, contribute and grow to their fullest potential. Harassment and disparate treatment will not be permitted or condoned in Wichita Public Schools. The Wichita Public Schools does not discriminate on the basis of race, color, national origin, religion, sex, gender identity, sexual orientation, disability, age, veteran status, or any other legally protected classification in its programs and activities. All Wichita Public Schools employees have the responsibility to support this statement. The following person have been designated to handle inquiries regarding the Non-Discrimination Statement:

**SECTION 504 COORDINATOR FOR ADULTS
AND TITLE IX COORDINATOR FOR ADULTS AND STUDENTS,
903 SOUTH EDGEMOOR,
WICHITA, KANSAS 67218,
(316) 973-4420**

**SECTION 504 COORDINATOR FOR STUDENTS
903 SOUTH EDGEMOOR
WICHITA, KANSAS 67218**

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**Agreement Between
The Board of Education of
Unified School District 259
Wichita, Kansas
and
The Service Employees International Union
Local No. 513**

PREAMBLE

This statement of understanding is made and entered into following meetings as specified in the Kansas Public Employee Relations Act. The terms of this statement of understanding hereinafter called agreement, apply only to those employees who are included in the bargaining unit which was certified by the Kansas Public Employee Relations Board on January 19, 1973, and as amended on December 16, 1987, and as are set forth in Article I, B. Such unit members, hereinafter called employees, have ratified this agreement. This agreement has been ratified by the Board of Education of Unified School District 259, Sedgwick County, Kansas, and Service Employees International Union, Local No. 513, hereinafter called the Union, and this agreement shall constitute Board policy for the period specified. The agreement between the Board and the Union is to be for a term of one (1) year beginning July 1, 2023, and ending June 30, 2025 Article XII, Employment Benefits, may be reopened to negotiate board contribution to premiums only in the event that the health fund reserves fall below eighteen (18) million dollars. By mutual agreement between the Union and the Board, this agreement may be opened as to any change or modification. Any subsequent statements of understanding which result from such reopening shall be set forth and made an amendment to this agreement and when ratified by the employees and the Board shall constitute a change in this policy. ~~The parties agree that the five percent (5%) increase to the salary schedule for the 2024 2025 school year is contingent upon a decrease in Total Enrollment as measured on September 20, 2023, of less than two percent (2%) as compared to the Total Enrollment for the prior school year. In the event of such a decrease, the Board may reopen Appendix A. "Total Enrollment" means the total full-time equivalent enrollment number utilized under the State school funding formula for the purpose of calculating the Base Aid for Student Excellence (BASE). Article V may be reopened at any time by either party to negotiate terms of that section if the BASE, by legislative action, is reduced from the rate adjusted by the average percentage increase in the Consumer Price Index for all urban consumers (CPI-U) in the Midwest region during the three immediately preceding school years to a rate that is 4% or less. The parties agree to meet and confer by February 1, 2026~~

The Wichita Public Schools is committed to ensuring an environment that is free of discrimination and to fostering a climate in which all employees and students may participate, contribute, and grow to their fullest potential.

We recognize and value our diverse population and are committed to fair treatment of all employees and students.

Harassment and disparate treatment based on race, color, national origin, sex, handicap/disability, age, or religion will not be permitted or condoned in the Wichita Public Schools.

All Wichita Public Schools employees have the responsibility to support this policy and to take appropriate steps to ensure a workplace free of discrimination against any person.

Each of us should:

- Treat every student, parent, coworker, customer, and supplier with respect and dignity.
- Examine our attitudes and actions toward people who are different from ourselves.
- Speak out when we see harassment and discrimination in our work environment.

We will not tolerate any action that violates the core beliefs of our school district.

ARTICLE 1: RECOGNITION

- A. The Board recognizes the Union as the exclusive representative for the purpose of meeting and conferring and the settlement of grievances for those designated in the bargaining unit.
- B. The bargaining unit shall consist of all employees of Unified School District 259 who are employed in permanent positions for twenty (20) or more hours per week and are paid on ranges A through Jc of the Classified Salary Schedule. However, the unit shall not include any such person who is designated as a security employee.
- C. The Board of Education will seek input from Service Employees International Union members when designing inservice activities for classified employees during the school year.

ARTICLE II: CLOSURE CLAUSE

Both the Board and the Union acknowledge that all mandatory subjects have been discussed and neither party has any right to meet and confer further on these or any other subjects during the term of this agreement except by mutual consent or as otherwise expressly provided herein.

ARTICLE III: MANAGEMENT'S RIGHTS

The Union acknowledges that the Board and the Superintendent have certain exclusive statutory rights and responsibilities which they may not surrender and except as expressly provided otherwise by this agreement or by law, the Board shall retain its rights to make, amend, or execute decisions and policies that are necessary to operate and maintain the program of the school district and to otherwise carry out its lawful rights and responsibilities.

Neither shall anything in this agreement be construed to limit the statutory power and duty of the Superintendent. Such rights of the school district include but are not limited to: direct the work of the employees; hire, promote, demote for non-disciplinary reasons, transfer, assign, or retain employees in positions within the public agency; demote for disciplinary reasons, suspend or

discharge employees for proper cause; maintain the efficiency of governmental operations; relieve employees from duties because of a lack of work or for other legitimate reasons; take actions as may be necessary to carry out the mission of the school district in emergencies; and to determine the methods, means, and personnel by which operations are to be carried on, including subcontracting if such is deemed desirable. Employees whose positions are eliminated by subcontracting, downsizing, or dissolving will be given priority to transfer to vacant positions within the district for which they are qualified or receive training.

ARTICLE IV: SAVINGS CLAUSE & CAPTIONS

A. Savings Clause

Any paragraph of this agreement or any action pursuant thereof which is contrary to law shall be null and void; but the remainder of the policy shall remain in full force and effect.

B. Captions

The captions set forth at the beginning of each article, paragraph or subparagraph are for the convenience of the parties only and are not intended to fully describe or define the provisions of the portions of the Agreement to which they pertain and shall not affect the meaning or interpretation of this Agreement.

ARTICLE V: EMPLOYEE RIGHTS

- A.** Employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing.
- B.** Employees shall also have the right to refuse to join or participate in activities of employee organizations.
- C.** Classified employees will be included on building committees and entitled to vote. The purpose of the School Building Committee shall be to give classified employees the opportunity to identify problems at the building level and to work in an advisory capacity to the principal toward acceptable solutions.
- D.** No employee shall be subject to workplace bullying, harassment, discrimination, abusive, derogatory, or belittling language, and/or retaliation.

ARTICLE VI: PAYROLL DEDUCTIONS

A. Authorized Deductions

The Board agrees that whenever duly authorized by any employee on a form or forms appropriate for such purpose and consistent with the regulations established by the Business Services, payroll deductions shall be made and paid over in accordance with such form or forms for any or all of the following purposes:

- 1. Donations to the Friendship Fund

2. Union dues
3. YMCA dues
4. Flexible Spending Account
5. Tax Sheltered Annuity
6. Health Insurance Premiums

B. Union Dues

The Union shall develop, and the Board shall approve a dues authorization card which shall provide for the cancellation of union dues only once during the year, which date shall be July 1 each year, unless the employee terminates employment with the school district. Such dues deduction authorization may specify that it will continue each year and will continue in effect from year to year unless terminated as specified on the authorization card.

1. The Union shall indemnify and hold harmless the Board of Education from any and all claims, demands, suits, or other forms of liability (including specifically costs and attorney fees) that shall arise out of or by reason of any action taken or not taken by the Board for the purposes of complying with the provisions of Paragraph B or the authorization form.
2. The Union may submit new payroll deduction authorization cards on a monthly basis. Such cards shall be submitted on or before the fifth of each month and should be representative of employees who have successfully completed their probationary employment status.

C. Tax Sheltered Annuity Plan

Employees shall be eligible to participate in a tax-sheltered annuity plan established pursuant to the Internal Revenue code, consistent with regulations established by the Business/Financial Services Division.

ARTICLE VII: HOURS OF WORK

A. Changes and Exceptions

Nothing herein shall be construed as guaranteeing any employee any number of hours of work per day or week. Work schedules may be changed by the administration, and such schedules may vary from the base work schedule. However, an employee is to be paid for any additional time worked at the request of the employee's supervisor.

B. Hours for Specific Positions

The working hours for specific positions are as follows: (Employees who are involved in a shift change will be given a three-day notice unless there is an emergency.)

1. Maintenance Personnel

Base schedule, forty (40) hours per week, 7 a.m. to 4 p.m., Monday through Friday, with one-half hour or one-hour lunch period to be determined by needs of respective departments. The working schedule for the Roofing section of the Building Repair Operational Area is a five-day work week, Monday through Friday, 6:00 a.m. to 2:30 p.m., when the heat contingency working schedule is approved and operational for facilities'

personnel. The facilities' administration will give consideration to severe days identified outside of the heat contingency plan for a working schedule change.

Four-day, ten-hour per day working schedules, and other flexible schedules may be initiated by the Administration in selected areas where there is mutual agreement on the part of management and the selected department personnel.

2. Supply and Distribution

Base schedule, forty (40) hours per week. Regular Monday through Friday weekly schedules are determined by the starting time of schools and Facilities with one-half hour or one-hour lunch period to be determined by the respective departments.

3. Custodial Personnel

Base schedule, forty (40) hours per week. Regular Monday through Friday weekly and daily schedules are provided individual classifications. Lunch periods will be one-half hour unless lengthened to one hour by the site manager/supervisor.

4. Aides and Paraeducator Personnel

The nature of the work of an Aide and a Paraeducator shall determine the normal schedule. Aides and Paraeducators shall be informed of their respective schedules at the time of employment by the Human Resources Division and of any subsequent changes by the immediate supervisor.

5. Nutrition Services Personnel

Working schedules are determined by the guidelines approved for establishing nutrition services allocations. The nutrition services manager will provide the time schedule for each nutrition services employee, which will include a one-half hour lunch period.

6. Clerical Personnel

Working schedules are determined by the guidelines and procedures approved for establishing clerical allocations. Base schedule, forty (40) hours per week, regular Monday through Friday working schedules; however, the nature of the work and assignment location shall determine the working schedule which may require less than forty (40) hour work week.

C. Rest Periods/Breaks

All employees shall be allowed a rest period if their regular daily schedule calls for four (4) hours or more of continuous work. Rest periods may be flexible, but shall generally be consistent with the following recommended schedule:

Daily Hours Worked	Suggested Rest Periods		
	1 st	2 nd	3 rd
10 hours	15 minutes	15 minutes	15 Minutes
8 hours	15 minutes	15 minutes	
7.5 hours	15 minutes	10 minutes	
7 hours	15 minutes	10 minutes	
6.5 hours	10 minutes	10 minutes	

6 hours	10 minutes	10 minutes
5.5 hours to 4 hours	15 minutes	

ARTICLE VIII: COMPENSATION

A. Salary Schedule

The salaries of employees covered by this agreement are set forth in the salary schedule in Appendix A which is attached to and incorporated into this agreement.

B. Salary Range

An individual employee of the Wichita School System will be placed on a range as identified in the Board-approved Classified Personnel Classification Plan. The exact step on the range will be determined by the Division of Human Resources after consideration of the individual's prior work, education and/or training.

C. Salary Steps

Increment or step increases are included in the wage and salary schedule to recognize changes in responsibility based upon assignment and to reward length of service.

D. Step Movement

Employees who began service prior to January 1, of the current year, shall normally advance one step on the salary schedule on July 1. Any employee, who on July 1 is on a disciplinary probation or Plan of Assistance, shall not advance on the salary schedule. Upon successful completion of a disciplinary probation or Plan of Assistance the employee is to be eligible for step movement, that will be prorated from the date of completion of the disciplinary probation or Plan of Assistance, if employed prior to January 1st, of the current calendar year.

E. Certificates

Certain employees, due to the nature of their jobs, are required to qualify for and obtain certificates from the City of Wichita or governmental bodies. In such instances, the Board shall compensate full-time individuals having such a certificate which is recommended for reimbursement according to the following categories:

Architectural State Registration, Main	\$300/mo.
Architectural State Registration, back-up	\$150/mo.
Asbestos Program Manager	\$200/mo.
Asbestos Management Planner	\$100/mo.
Asbestos Inspector	\$50/mo.
Asbestos Supervisor Class II	\$35/mo.
Asbestos Worker Class I	\$20/mo.
ASE (automotive) certificate, any 1 area	\$60/mo.
ASE (automotive) certificate, any 2 areas	\$80/mo.
ASE (automotive) certificate, any 3 areas	\$100/mo.
ASE (automotive) certificate, any 4 areas	\$120/mo.
ASE (automotive) certificate, any 5 areas	\$140/mo.
ASE (automotive) certificate, any 6 areas	\$160/mo.
ASE (automotive) certificate, any 7 areas	\$180/mo.
ASE (automotive) certificate, any 8 areas	\$200/mo.

Cement	
Contractor License	\$100/mo.
Contractor License back-up	\$75/mo.
Commercial Driver's License/Class B	\$20/mo.
Commercial Driver's License/Class A	\$40/mo.
HAZMAT	\$60/mo.
Contractor, General, Main	\$250/mo.
Contractor, General, back-up	\$150/mo.
Drainlayer	
Masters Certificate	\$100/mo.
Masters License back-up	\$75/mo.
Drone License	\$100/mo.
Electrical	
Masters License	\$200/mo.
Masters back-up	\$150/mo.
Journeyman	\$100/mo.
Fire Alarms	
NICET II, Main	\$300/mo.
NICET II, back-up	\$200/mo.
NICET I, Main	\$100/mo.
Fire Extinguishers (portable)	
Class RB state certification-	
NAFED, Main	\$150/mo.
Class RB state certification-	
NAFED, back-up	\$100/mo.
Heating	
Masters Main	\$200/mo.
Masters back-up	\$150/mo.
Journeyman	\$100/mo.
Mechanical	
Masters License Main	\$200/mo.
Masters back-up	\$150/mo.
Journeyman	\$100/mo.
Metals, General	
Masters Main	\$200/mo.
Masters back-up	\$150/mo.
Journeyman	\$100/mo.
Nuisance Wildlife Control Permit	\$40/mo.
Pest Control, 7A-E Main	\$200/mo.
Pest Control, 7A-E back-up	\$150/mo.
Playgrounds, Main	\$200/mo.
Playgrounds, back-up	\$150/mo.
Plumbing	
NICET II, Main	\$300/mo.
NICET II, back-up	\$200/mo.
NICETT III, Main	\$300/mo.

NICETT III, back-up	\$200/mo.
Masters License	\$200/mo.
Masters back-up	\$150/mo.
Journeyman	\$100/mo.
Professional Engineer License (Electrical)	\$150/mo.
Professional Engineer License (Mechanical)	\$150/mo.
Roofing License back up D	\$100/mo.
Welder certificate	\$100/mo.

Such payment shall be consistent with the procedures which have been set down in Board policy for payment for special certificates. Part-time employees will receive a prorated amount.

F. Professional Development Program (PDP)

Full-time service employees who qualify may complete the requirements for the Professional Development Program (PDP) certificates awarded by the School Nutrition Association. Upon receipt in the Human Resources Division of proof of such certification and approval by the Director of Nutrition Services, qualified employees will receive the following compensation. Part-time employees will receive a prorated amount.

SNA Certification Level 1	\$25.00/mo.
SNA Certification Level 2	\$50.00/mo.
SNA Certification Level 3	\$75.00/mo.
SNA Certification Level 4	\$100.00/mo.

A Career Ladder Committee shall consist of three (3) A through Jc employees appointed by the Union President and three (3) management employees appointed by the Director of Nutrition Services. The Committee shall meet, and report as needed by management or the union.

G. Clerical Professional Growth Program (CPG)

Full-time clerical employees who qualify for and complete the requirements for the Clerical Professional Growth Program (CPG) approved by the Human Resources Division will receive the following compensation:

Level 1:	\$30 per month
Level 2:	\$50 per month
Level 3:	\$70 per month
Level 4:	\$100 per month

Clerical employees who qualify for additional pay through the Clerical Professional Growth must begin on Level 1 and may only move up one level per CPG opportunity.

H. Documentation of Job/Career Training

Employees are responsible for submitting evidence of job or career-related training to their immediate supervisor who shall forward such material to the Human Resources Division for placement in their respective personnel files.

I. Shift differential

Full-time classified employees placed on Ranges A through Jc shall be paid fifty cents (50¢) shift differential pay per hour for each hour of their regular working schedule which occurs later than 6:00 p.m. but earlier than 6:00 a.m.

J. Spray Paint/Clean up

An additional seventy-five cents (75¢) per hour is paid to eligible employees when assigned to spray painting and spray-painting clean-up work.

K. Sandblasting/Clean up

An additional one dollar (\$1.00) per hour is paid to eligible employees when assigned to sandblasting and sandblasting clean-up work.

L. Differential Pay

An additional seventy-five cents (75¢) per hour will be paid to eligible employees in the Facilities Division and Operations Division areas when working conditions are identified by the employees as justifying such differential pay and when the need is verified by the supervisors. These working conditions will also involve verified working time spent in the nutrition services coolers and freezers.

M. Premium Pay

All classified staff will receive \$0.50 per hour premium pay for permanently assigned work at the following locations: Gateway Alternative Program, Greiffenstein-Wells Middle School, Bryant Opportunity Academy, Levy Special Education Center, and Sowers Alternative High School.

N. Pitch

An additional one dollar twenty-five cents (\$1.25) per hour shall be paid to eligible employees when working with pitch.

O. Pesticides

An additional one dollar (\$1.00) per hour shall be paid to eligible employees when working with pesticides.

P. Asbestos

Employees who are required to have an Asbestos Class I or Class II certificate, and employees who have received a minimum of 16 hours of asbestos training and are identified and required by the appropriate administrator to wear the protective garb and respirator, shall be paid an

additional one dollar seventy-five cents (\$1.75) per hour for a minimum of 2 hours when working with asbestos.

- Q. Medium Density Fiberboard (MDF) is an engineered wood. Employees who are required to work with MDF are required by the appropriate administrator to wear the protective garb and respirator. To be eligible to receive the one dollar seventy-five cents (\$1.75) per hour, an employee must work a minimum of 2 consecutive hours when working with MDF.

R. Paid Holidays

Paid holidays covered by this agreement are shown in Article X and are included in determining the number of paid working days in a pay period for computing fractional or part-time work by employees.

S. Longevity

Permanent classified employees who work twenty (20) hours or more per week are eligible for longevity payment if they meet the requirements set forth in Article VIII Section S3. Classified employees who are eligible for longevity during 202~~53~~4-2024~~6~~ will be paid by November 30, 2023~~5~~. ~~Classified employees who are eligible for longevity during 2024-2025 will be paid by November 30, 2024.~~ (See Timeline for Determining Percentages.) Notwithstanding anything to the contrary herein, classified employees who completed ten (10) years of employment with the Board on or before July 1, 202~~56~~6, will not advance to receive a longevity payment for the 202~~56~~-2027~~6~~ school year and thereafter.

1. Determination

An employee's longevity shall be determined by counting the years of continuous service as an employee of Unified School District 259 in any position which is permanent and requires a working schedule of twenty (20) hours or more per week.

2. Discontinuance of Employment

Any discontinuity in employment, regardless of length, shall result in full loss of longevity. In the event that a former employee, terminated as a result of reduction in force, is reemployed within two (2) years of the date of termination, then the period of unemployment shall not be regarded as a discontinuity in employment for the purpose of determining eligibility for a longevity payment. However, the period of unemployment shall not be counted in determining such eligibility.

3. Years of Service

Classified employees on Ranges A through Jc of the Classified Salary Schedule shall qualify for longevity payments according to the following schedule:

10 to 19 years	3% of July 1 base salary
20 to 29 years	7% of July 1 base salary

30 or more years 11% of July 1 base
salary

4. Timeline for Determining Percentages

The percentages specified in item three (3) above shall be applied to the employee's base salary as of July 1 excluding all licenses, certificates, differentials, overtime, etc., and shall not be affected by any increases due to a reclassification or adjustment occurring after July 1. To be eligible for a particular longevity category in item three (3) above, an employee must have started that number of years of continuous service on or before July 1.

5. Longevity Payment Schedule

All longevity payments shall be made in November in accordance with regular payroll procedures and shall be subject to all applicable deductions. Any employee whose employment terminates prior to November 15 shall receive no part of any longevity payment.

T. Mileage

Classified employees who are required to drive their own automobiles in connection with their employment shall be compensated at a rate per mile established by the Board of Education at the beginning of the fiscal year. Compensation shall be in a manner consistent with procedures established by the Business Services.

U. Custodial Building Maintenance Program

Full-time custodial employees paid on Ranges A through Jc who successfully complete a Custodial Building Maintenance program will receive a Certificate of Proficiency awarded by the Wichita Public Schools and \$40.00 per month. Employees earning a Masters Certificate issued by the Wichita Public Schools will receive \$70.00 per month. Employees are responsible for submitting evidence of training to their immediate supervisor who shall forward such materials to the Human Resources Division for placement in their respective personnel files. Head custodians who held the position prior to July 1, 2012, will be grandfathered in regarding Master Certificate at their current base location, unless they move to a new location. All other head custodian positions after July 1, 2012, will require the Master Certificate at the next available opportunity, subject to Paragraph Y of this Article.

The above certificates are issued for two or five years and can be renewed after expiration if the holder has attended at least one class during the life of the certificate. Part-time employees will receive a prorated amount.

V. Paraeducators

1. In-service

Paraeducators who volunteer to attend in-service and are approved to attend will receive their regular hourly rate of pay up to but not exceeding the amount teachers receive per hour.

2. Newly Hired Paraeducators

The Board of Education will provide a mandatory twelve (12) hour training program for newly hired paraeducators.

3. Community Based Instruction

An additional \$30.00 per month for ten (10) months will be paid to eligible special education paraeducators who drive their own car in transporting students in the community-based program.

4. Classroom Supervision Compensation

Paraeducators who supervise a classroom or classrooms when a certificated teacher for the classroom is absent from ~~school~~ the classroom for any time greater than thirty (30) consecutive minutes and when there are no other certified or substitute staff present in the classroom shall receive an additional ~~five-seven~~ dollars (\$7.00) per hour for providing such supervisory services. The right to direct the work in Article III applies to this paragraph.

5. Career Ladder (Paraeducators and Health Room Assistants)

Paraeducators and Health Room Assistants who have met all requirements and who have not been placed on a disciplinary probation or Plan of Assistance will move on the Career Ladder, subject to Paragraph Z of this Article. Upon successful completion of the disciplinary probation or Plan of Assistance the employee would be eligible for career ladder movement from the date of completion.

W. District Sponsored In-service

Classified employees who are released to attend district sponsored in-service activities and are being paid a wage will be allowed to use that time, if approved by Superintendent, Chief Human Resources Officer or designee, to advance on a career ladder or receive compensation for certificates or required licenses.

X. Nutrition Services Uniforms Allowance

Each nutrition services employee who is required to wear a uniform shall receive an annual uniform allowance equal to such employee's Typical Daily Hours multiplied by eighteen (18). "Typical Daily Hours" means the number of hours that the employee customarily works on a day when such employee is scheduled to work during the current contract year. If the employee's hours vary from day-to-day, then Typical Daily Hours for purposes of this calculation shall be the average of the employee's daily hours during the contract year.

Y. Extended Years Schools

Nutrition services employees, paraeducators, aides, and library clerks who are employed at an extended year school and who work at least 210 days shall receive the same benefits as do 220-day employees, except they shall not receive vacation benefits.

Z. Career Ladder Advancement and Certificate/License Compensation

For the ~~2023-2024 and 2024-2025~~ 2025-2026 contract years only, in order to be paid for Career Ladder Advancement, all eligible employees must submit documentation to Human

Resources by ~~November 1, 2023 for the 2023-2024 school year and~~ September 1, 202~~5~~⁴ for the 202~~4~~⁵-202~~5~~⁶ school year. Eligible employees will not be entitled to retroactive compensation for years prior to 2022. Notwithstanding anything to the contrary herein for classified employees, there will be no advancement on career ladders (including Paraeducators) for the 202~~5~~⁶-202~~6~~⁷ school year and thereafter. Increases in compensation will be considered for certificates or licenses awarded for the 202~~3~~⁵-202~~5~~⁶ school years if a special license is required for movement from one position to another position. SSC workers who are required to hold more than one certificate for their current position will be compensated for all certificates required for their current position. A list of the certificates can be found in Article VIII of the negotiated agreement.

ARTICLE IX: OVERTIME AND HOLIDAY PAY

A. Holiday Pay Rates

Employees who are required to be on duty on holidays observed by the Board will receive premium pay. Employees shall receive hourly rates as follows:

1. Two (2) times their regular hourly rate plus the Board-paid holiday rate, if eligible, for work required on the days listed in Article X, A. If employees are called back to work at any time other than their regular working schedule, such employees will be paid three (3) times their regular hourly rate for all hours worked on national Board-approved holidays which fall on Monday through Friday, unless the employees at their own option choose to report other than during regular working hours. If employees are called back to work during the above days, and during their regular working schedule, the employees will receive two (2) times, their regular hourly rate plus Board-paid holiday rate, if eligible, for work required during their regular assigned shift.
2. One and one-half (1½) times their regular hourly rate plus the Board-paid holiday rate, if eligible, for work required on the days listed in Article X, B.

B. Sunday Pay

Employees called back to work on Sunday shall earn two (2) times their hourly rate, unless Sunday is a Board-recognized national holiday, in which case the employees shall be paid three (3) times their hourly rate.

C. Saturday Pay

Employees called back to work on a Saturday which is not a holiday shall receive one and one-half (1½) times their regular hourly rate provided the employees have been in pay status (a 40-hour work schedule) prior to the Saturday assignment.

D. Excess of Forty (40) Hours (Overtime)

Employees shall be paid one and one-half (1½) times their regular hourly rate for all assigned hours exceeding a forty (40) hour work week (40 hours in pay status) which are assigned during Monday through Friday and are not identified in A, 1 or A, 2 above.

E. Call Back to Duty

A "call back" to duty shall be considered not less than two (2) hours' work performed. Employees called to work under special circumstances, such as snow removal, will be allowed to work overtime and a regular shift.

F. Major Emergency Work

In cases of major emergency work, designated employees will be paid according to the stipulations set forth in the Board policy entitled "Major Emergency Work."

G. Determination of Eligibility for Overtime Work

All earned or accrued leaves of absence with pay and paid holidays will be credited as time worked in determining eligibility for overtime pay.

H. Opportunity for Overtime Work

All qualified classified employees shall be given an equitable opportunity for overtime work. All employees who are qualified to perform an overtime assignment shall be rotated in overtime assignments as evenly as possible. The distribution of overtime shall be the responsibility of the administrator or supervisor of the work to be done. Employees shall keep the administrator or supervisor informed concerning their availability for overtime work. In the event a qualified employee is not available on a voluntary basis for necessary overtime work, the supervisor may appoint an employee to fill the overtime assignment. A list shall be maintained by the supervisor showing such assignments.

I. Planning and Notification of Overtime Work

Supervisors are responsible for planning work assignments and will inform the employee at least one day in advance when overtime is required, unless an emergency situation occurs, and in the emergency situation an attempt should be made to inform the employee as soon as possible.

J. Authorization of Overtime Work

Final determination in the authorization of overtime work and personnel selected is the responsibility of the appropriate administrator, building principal, Division Director, Facilities, or their designated representative.

ARTICLE X: HOLIDAYS

A. Board Recognized National Holidays

The calendar adopted by the Board recognizes certain national holidays. For ~~2023-2024~~2025-2026, these days are as follows:

Independence Day
Labor Day
Veteran's Day
Fall Recess
Winter Recess
New Year's Day
Martin Luther King, Jr. Day
President's Day
Memorial Day

B. Other Board Recognized Holidays

The calendar adopted by the Board designates certain other days as holidays. For ~~2023-2024~~2025-2026, these days are as follows:

Friday following Thanksgiving
Christmas Eve
New Year's Eve
Spring Break

C. Rate of Holiday Pay

Full-time employees shall be paid their regular daily rate for their normal shift assignment for the above holidays provided they are in pay status (except personal business) or have an approved request for absence on the day before and the day following paid holidays.

D. Nutrition Services Employees

Nutrition Services employees shall have ten (10) paid holidays. For ~~2023-2024~~2025-2026, these days are as follows:

Fall Recess (2 days)
Winter Recess (3 days)
New Year's Holiday (1 day)
Martin Luther King, Jr. Day (1 day)
Spring Recess (3 days)

The Director of Nutrition Services may adjust holiday work schedules to meet the needs of the nutrition services program, and any such adjustments shall not make any affected employee eligible for overtime pay.

E. Clerical Employees

Clerical employees shall have paid holidays according to the following working schedule:

1. Schedule of 220 day, 225 day, and 230 day:

Clerical Employees who work the 220 day, the 225 day, and the 230 day schedule shall have twelve (12) paid holidays. For 2023~~5~~-2024~~56~~, these days are as follows:

Labor Day (1 day)
Veterans Day (1 day)
Fall Recess (2 days)
Winter Recess (2 days)
New Year's Day (1 day)
Martin Luther King, Jr. Day (1 day)
Spring Recess (3 days)
Memorial Day (1 day)

2. Schedule of 260 day

Clerical Employees who work the 260 day schedule shall receive the same paid holidays as identified in Section A and B.

F. Other Selected Individuals

Paraeducators, parent involvement workers, library clerks and other selected individuals will work the same calendar as teachers. All employees with a 198-day schedule (except administrative assistants) and library clerks in a 230-day schedule may leave at the end of one-half day (usually 3.5 hours) at the end of each grading period on days when teachers are required to provide grade reports (i.e., non-teaching duty days). All employees other than administrative assistants will be paid at their regular hourly rate of pay for hours beyond one-half day (typically 3.5 hours) not worked on such days, which, if worked, would be within their normal shift assignment. Non-teaching duty days are normal workdays for administrative assistants with a 198-day schedule.

~~Paraeducators, parent involvement workers, library clerks and other selected individuals will work the same calendar as teachers. In addition, paraeducators and library clerks may leave at the end of one-half day (3.5 hours) at the end of each grading period on days when teachers are required to provide grade reports (i.e., non-teaching duty days). Paraeducators and library clerks will be paid at their regular hourly rate of pay for hours beyond one-half day (3.5 hours) not worked on such days which, if worked, would be within their normal shift assignment.~~ They shall have ten (10) paid holidays. For 2023~~5~~-2024~~56~~, these days are as follows:

Fall Recess (2 days)
Winter Recess (3 days)
New Year's Day (1 day)
Martin Luther King, Jr. Day (1 day)
Spring Recess (3 days)

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The calendar adopted by the Board may be altered at the discretion of the Board or Administration.

ARTICLE XI: VACATIONS

A. Eligibility

Vacation with pay is granted to full-time classified personnel employed in positions requiring a 260, 230, 225, or 220 day working schedule.

1. Schedule of 260 Day

A minimum of ten (10) days and a maximum of twenty (20) days paid vacation is granted based on continuous years of employment for personnel working the 260 day schedule.

2. Schedule of 230 Day

A minimum of seven (7) days and a maximum (12) days paid vacation is granted based on continuous years of employment for personnel working the 230 day schedule.

3. Schedule of 225 Day

A minimum of six (6) days and a maximum of eleven (11) days paid vacation is granted based on continuous years of employment for personnel working the 225 day schedule.

4. Schedule of 220 Day

A minimum of five (5) days and a maximum of ten (10) days paid vacation is granted based on continuous years of employment for personnel working the 220 day schedule.

B. Vacation Accrual Dates

The date for determining vacation eligibility is the anniversary date of employment for each full-time employee. Vacation credit shall be accrued and earned on a monthly basis based upon an employee's working schedule set forth hereafter. An employee is eligible to use accrued vacation days once earned, except, new employees shall not be eligible to use accrued vacation days until they have satisfactorily completed their three month probationary period. A new employee will not be eligible for vacation pay or credit if the new employee is terminated prior to satisfactorily completing their three (3) month probationary period.

Hours of Vacation Accrued per Month Based on Years of Service
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Months of Service	220-Day	225-Day	230-Day	260-Day
1 to 36	3.33	4.00	4.67	6.67
37 to 48	4.00	4.67	5.33	7.33
49 to 60	4.00	4.67	5.33	8.00
61 to 72	4.67	5.33	6.00	8.67
73 to 84	4.67	5.33	6.00	9.33
85 to 96	5.33	6.00	6.67	10.00
97 to 108	5.33	6.00	6.67	10.67
109 to 120	6.00	6.67	7.33	11.33
121 to 132	6.00	6.67	7.33	12.00
133 to 144	6.00	6.67	7.33	12.67
145 and over	6.67	7.33	8.00	13.33

C. Approval of Vacation

The responsibility for approval of an individual's vacation schedule rests with the building level supervisor who signs payroll forms for that building to which the employee is assigned. Vacation approval for custodians building engineers, site maintenance workers, and nutrition services workers who earn vacation should be shared with the respective School Service Center supervisor, when appropriate, in order to provide substitutes if needed. Approval of vacation for building engineers must be shared with the supervisor of Building Equipment and Grounds. If an individual's request for vacation is denied, the supervisor must give a written reason why the request is denied.

1. Carryover of Vacation

All vacation accrued between anniversary dates of any given year shall ordinarily be scheduled and taken prior to the employee's anniversary date of the following year. While the "carrying over" of vacation is discouraged, an employee may carry over vacation days beyond June 30 of each year to a maximum of forty (40) days.

2. Maximum Days Allowed

The maximum allowable number of vacation days that may be scheduled at any one time shall be the total number of days that an employee will earn between the anniversary dates of the year the vacation is taken.

3. Minimum Units of Vacation Allowed

Absences chargeable to vacation time for employees paid on ranges A through Jc shall be in units no smaller than one-quarter hour.

D. Severance Pay

All earned vacation credit up to a maximum of twenty (20) days is paid upon separation from employment and is computed on the basis of the current salary. At the discretion of the Administration, employees who move to a shorter work year may be paid for some or all of their accumulated unused vacation days.

E. Holiday During Vacation

Holidays will not be charged against an employee's vacation time when they occur during regularly scheduled vacation periods.

F. Working During Vacation

Employees are not allowed to work for the Board during their scheduled vacation time and receive additional pay for such time worked. Any exceptions, due to an emergency situation, must have prior approval of the appropriate administrator or supervisor.

G. Winter/ Spring Breaks

Classified employees who work the 220, 225, or 230 day schedule will be allowed, when approved by their supervisor, to use up to five (5) earned vacation days during winter and/or spring breaks on non-work non-paid days (excluding weekends), provided request for vacation is made a minimum of twenty (20) days in advance. Utilizing these days (winter or spring break) as workdays is not an option. Those using this choice would work fewer days on the end of their work schedule depending on the number of vacation days used during the holiday period. No overtime or extra time will be allowed at the end of the schedule to perform the work. Total number of days on the work schedule will not change.

ARTICLE XII: EMPLOYMENT BENEFITS

A. Medical and Dental Benefits

1. The Plan

a) The Board will offer employees a base medical and a base dental plan with no additional employee paid premiums other than: premium without wellness discount, tobacco/nicotine user premium, working spouse premium, and part-time employee premium (0.75-0.99 FTE), as further described below. The Board provided medical and dental plans shall provide coverage for employees and eligible dependents, if any, in accordance with the terms, conditions and exclusions of the Board provided group medical and dental plans. Changes in these Board provided medical and dental plans will normally be effective on January 1 of any year and only with the involvement of the Union. At its discretion, the Board may offer additional medical and dental plan options with employee-paid premiums, through payroll deduction, that will be in addition to the premiums further described below.

b) The medical and dental plans will begin January 1 and will end December 31 of each year.

2. Eligibility

a) Employees who are employed in a position for 30 hours or more per week are eligible to participate in the Board provided group medical and dental plans. The employees' participation will be governed by the Health Plan Document.

b) Employees who were employed for at least 20 hours but less than 30 hours per week as of August 1, 2014, and who are currently receiving Health Plan benefits ("Grandfathered Employees") will also be eligible to participate in the Health Plan

("Grandfathered Employees"). An employee whose Grandfathered Status ends will no longer be eligible to participate in the health plan. The employee's removal from participation in the health plan will be governed by the Health Plan document.

c) To be eligible to participate in the Board group medical and dental plans, all employees will be required to enroll during open enrollment or within 31 days of hire. Employees who do not enroll, or decline through the enrollment process, will be automatically enrolled in the employee only base medical plan without the wellness discount and the employee only base dental plan.

3. Board Contribution

a) The Board will contribute \$690 per month, all of which will be used to partially fund the Medical and Dental Plan, for every employee who is eligible to participate in the Health Plan under this Article XII, Section A

b) The Board shall continue to pay its contribution for any eligible employee who suffers a continuing total disability for a period not to exceed 180 calendar days after the date of the commencement of the total disability. All actions and decisions under the medical and dental plans shall be made in accordance with rules and regulations established by the Administration.

4. Premiums/Payroll Deductions

a) Effective January 1, 2018, classified employees and their spouses shall agree to a payroll deduction as set in the table below unless the employee and/or spouse qualify for a wellness premium discount:

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Employee Without Wellness Discount	\$46.15	\$60.00	\$100.00	\$1,200.00
Spouse Without Wellness Discount	\$46.15	\$60.00	\$100.00	\$1,200.00
Both Without Wellness Discount	\$92.30	\$120.00	\$200.00	\$2,400.00

*These premiums do not apply to dependent children; actual monthly deduction may vary based on pay calendar

~~The 2024 wellness program was further simplified as the 2024 wellness discount (\$1200 per year for an employee and \$1200 per year for a spouse) will be applied for the employee (and spouse if applicable) if the employee completes the enrollment process and certifies that one of the following two conditions has been met: 1) 100 points of wellness activities have been met from the wellness matrix provided by Employee Benefits & Insurance Management, or 2) both an annual physical exam with blood work AND an eye exam have been performed. Services must have been rendered between September 1, 2022 and August 31, 2023 to apply toward the 2024 discount. The employee must complete the enrollment process to receive the wellness discount. If the employee fails to complete the enrollment process, no wellness discount will be provided.~~

To receive the 202~~5~~⁶ wellness discount (\$1200 per year for an employee and \$1200 per year for a spouse), the employee (and spouse if applicable) must have received either an annual physical exam with blood work OR an eye exam between September 1, 202~~3~~⁴ and August 31, 202~~4~~⁵. The employee must complete the enrollment process to receive the wellness discount. If the employee fails to complete the enrollment process, no wellness discount will be provided.

New hires and employees transferring into benefitted positions will automatically receive the wellness discount for the rest of that calendar year. Employees hired after April each year and employees transferring into benefitted positions after April will automatically receive the wellness discount for the rest of that calendar year and the following calendar year.

~~If non-tobacco/nicotine user is one of the wellness points selected for the current plan premium credit, the employee and/or spouse will be subject to audit and confirmation testing. Employees are asked to certify if they are a tobacco user, during the enrollment process. This is subject to audit by testing. If the employee's test has a positive result for tobacco/nicotine use, the teacher will be subject to the additional payroll deduction for tobacco/nicotine use. The payroll deduction for a positive test result or refusal to be tested shall equal the annual tobacco/nicotine premium, averaged between the date of the first paycheck after a positive test result or refusal to be tested and the last paycheck paid in December of the year the nicotine payroll deduction is begun.~~

~~If the spouse's test has a positive result for tobacco/nicotine use, the employee will be subject to the additional payroll deduction for the spouse's tobacco/nicotine use. The payroll deduction for a positive test result or refusal to be tested shall equal the annual tobacco/nicotine premium, averaged between the date of the first paycheck after a positive test result or refusal to be tested and the last paycheck paid in December of the year the nicotine payroll deduction is begun.~~

~~If the test has a positive result, the employee and/or spouse will be disqualified from receiving the wellness discount and will be subject to paying the annual tobacco premium. The payroll deduction for a positive test result or refusal to be tested shall equal the annual tobacco premium, averaged between the date of the first payroll deduction after the employee and/or spouse refuses a test or is found to be positive for tobacco/nicotine use and the last payroll deduction paid in December of the year the payroll deduction is begun.~~

b) Employees whose spouses have access to group medical insurance who choose to utilize the Board provided group medical and dental plans to provide coverage for the employee's spouse shall agree to a payroll deduction of \$200 per month, or \$2400 per year, beginning January 1, 2017 and thereafter. However, such employees who work less than a 12 month assignment shall agree to a payroll deduction equal to \$2,400 per year pro-rated for the length of their assignment.

Employees with a spouse shall certify whether or not their spouse has access to group medical insurance. It is the employee's responsibility to notify Employee Benefits if their spouse gains benefit coverage.

c) Effective January 1, 2017, a permanent employee who is employed 30 or more hours and less than 40 hours per week in a primary benefited position shall agree to a payroll deduction of \$40 per month. However, such employees who work less than a 12 month assignment shall agree to a payroll deduction of \$480 per year prorated for the length of their assignment. For the 2016 health plan year only, the \$40 per month part-time premium will be waived for eligible employees who are .75 FTE to .99 FTE. Grandfathered Employees, defined under Article XII, Section A, who are less than .75 FTE will continue paying the \$40 monthly premium for the health plan.

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Part Time Premium	\$18.46	\$24.00	\$ 40.00	\$ 480.00

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Working Spouse	\$92.31	\$120.00	\$200.00	\$2,400.00

d)
An

employee who is a tobacco/nicotine product user shall agree to pay the annual tobacco premium.

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Employee tobacco user	\$46.15	\$60.00	\$100.00	\$1,200.00
Spouse tobacco user	\$46.15	\$60.00	\$100.00	\$1,200.00
Both tobacco users	\$92.30	\$120.00	\$ 200.00	\$ 2,400.00

However, such employees who work less than a 12 month assignment shall agree to a payroll deduction equal to the annual tobacco premium, prorated for the length of their assignment. To be eligible to participate in the Board medical plan, an employee whose spouse is a tobacco/nicotine product user who participates in the Board health insurance plan shall agree to pay the annual tobacco premium. However, such employees who work less than a 12 month assignment shall agree

to a payroll deduction equal to the annual tobacco premium, prorated for the length of their assignment. Employees shall sign a certified statement verifying whether or not they are tobacco/nicotine product users and whether or not their spouse who participates in the Board health insurance plan is a tobacco/nicotine product user.

A tobacco/nicotine product user is a person who uses a tobacco/nicotine product or products four or more times per week within no longer than the past 6 months and includes cigarettes (including electronic cigarettes), cigars, pipes, and any form of chewing tobacco. The term tobacco/nicotine user does not include for religious or ceremonial use or when prescribed or recommended by a physician or in conjunction with smoking cessation treatment. Physician documentation would be required.

5. Cash Option

a) Eligible employees who provide evidence of other medical coverage as required by the Affordable Care Act may enroll in a cash option in lieu of participation in the base or buy-up medical plans. Eligible employees enrolled in the cash option shall be paid \$1,200.00 per year pro-rated for the length of their assignment subject to applicable payroll deductions.

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Cash Option	\$46.15	\$60.00	\$ 100.00	\$ 1,200.00

B. Severance Pay Benefits

1. Death, Retirement, Honorable Resignation

An employee who dies or who retires or resigns honorably after reaching age fifty-five (55) years or five (5) years in the employ of the Board shall be eligible for a severance payment.

2. Termination

An employee with 15 or more years of service with USD 259 who is terminated (other than for suspected criminal activity) may have their individual case reviewed through the grievance procedure. The parties to the grievance may allow the employee to voluntarily resign rather than involuntary termination, and if allowed, the employee will receive severance pay, if otherwise eligible. As a condition of allowing the discretionary severance payment, the employee must agree to settle and discontinue their grievance and additionally waive any other individual right or rights they may have against any officer, manager, supervisor, or employee of USD 259 arising out of their termination. The employee who is allowed to self-terminate under the above conditions will sign a Personnel Action Request with the remark "not eligible for rehire" in the comment section.

3. Computation and Rate of Severance Pay

The amount of the severance payment for which the employee is eligible shall be computed by multiplying the sum of the number of unused temporary leave hours which the employee has accumulated plus the number of unused vacation hours which the employee has accumulated in excess of the number which he/she is still eligible to take by \$3.75 per hour.

For those employees paid by the hour the severance payment will be computed by multiplying the accumulated hours by \$3.75 per hour. The severance payment shall be made to the eligible employee in accordance with regular payroll procedures and shall be subject to all applicable deductions.

4. Exceptions

Any employee who applies for retention of employment prior to retiring for the purpose of KPERS is not eligible for such severance payment at that time.

C. Group Life Benefits

The Board shall provide group term life coverage with individual limits of \$30,000 for all permanent employees who work twenty (20) hours or more per week. Any increase in coverage shall not be effective until the employee reports for work.

D. Short Term Disability Benefits

The Board shall provide short-term disability benefits as set forth in the short term disability summary plan description.

1. Rate of Benefits and Waiting Period

Short term disability benefits for disabilities resulting from non-occupational illness or injury, shall be paid at the rate of 70% of the employee's regular rate subject to all applicable deductions. Following the exhaustion of temporary leave, there is a five (5) day waiting period before short term disability benefits begin. The five (5) day waiting period will be waived for absences greater than thirty (30) consecutive calendar days and short term disability payments shall be paid retroactively. (See also Temporary Leave.)

2. Single Disability

A single disability for a period of 180 calendar days is defined as a single absence. Under no circumstances will short term disability benefits be paid in excess of 180 calendar days from the date of disability.

3. Exceeding 180 Days Absent

If the employee cannot return to work on or before the 181st calendar day of absence, the employee will be terminated or placed on leave of absence from the district, if eligible.

4. Recurrence of Disability

For the recurrence of a disability to be considered a new disability, the disability will be subject to a new waiting period and required independent medical evaluation designated by Employee Benefits and Insurance Management. In addition, the employee must have returned to work for a continuous period equal to the period of absence or for thirty (30) consecutive work days. Short absences for reasons not related to the disability shall not be counted towards fulfillment of this requirement, but will not be considered an interruption thereof.

5. Second Distinct Disability

If a second distinct disability occurs prior to the expiration of thirty (30) consecutive work days, the thirty (30) day work requirement may be waived by the Chief Human Resources Officer or designee.

6. Injury/Accident During Employment

If subsequent to the commencement of short term disability benefits, it is determined that the illness or accident arose out of or in the course of employment, the employee's compensation shall revert to worker's compensation disability payments and the employee's short term disability shall be reduced by any retroactive payment of workers compensation.

E. KPERS Benefits

The Board shall participate in the Kansas Public Employees Retirement System in accordance with KSA 74-4931, et seq.

F. Worker's Compensation Benefits

The Board shall continue under the Kansas Workers Compensation Law to provide worker's compensation coverage for all employees. Employee benefits are defined in state statute and are subject to legislative and judicial changes. Current state statute will supersede any provisions contained in this agreement. Workers compensation covers injury and disease arising out of and in the course of one's employment. Benefits include medical expenses and disability payments when applicable. Job related accidents ~~will~~ must be reported to the employee's supervisor, and both the Employee Report of Incident and Supervisor's Report will be forwarded to the Employee Benefits and Insurance Management office immediately but no more than 24 hours after the occurrence. Compensation and charge to temporary leave procedures are as follows:

1. Procedures:

- a. Injured employees ~~will~~ must immediately report accidents to their supervisors and the Employee Benefits and Insurance Management office within 24 hours.

~~b. If employee believes that the absence is a result of personal injury caused by battery arising out of or in the course of their employment, the employee must~~

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request paperwork from the Workers' Compensation department. This request should be made as soon as possible following the incident but no later than 30 days from the date of incident for battery consideration. The determination and investigation of battery will be made independent of the Workers' Compensation office.

c. Injured employees will take their doctors' work status report after each appointment to their supervisor.

d.e. Injured employees will report in after each doctor visit to the Employee Benefits and Insurance Management office.

de. If employees have questions concerning Worker eCompensation benefits or procedures, they may call the Employee Benefits and Insurance Management office, or the claims advisory section of the Division of Workers Compensation (1-800-332-0353).

2. Disability Payments:

- a. A seven calendar day waiting period must be met before the disability payments begin. If the employee is off work for 21 consecutive days, the same statute requires the employer to pay retroactively the first seven (7) days of disability.
- b. The employee will receive 66²/₃ percent of their average weekly wage, subject to the state weekly maximum. This benefit is paid as long as the authorized treating physician certifies that the employee is temporarily, totally disabled.
- c. A job injury absence up to five days will be charged to the employee's accumulated temporary leave to the extent that temporary leave is available, such charge will be reinstated if the employee is authorized to be off work for 21 consecutive days.
- d. Use of vacation time to cover any part of any absence due to an on-the-job injury is not permitted.

e. ~~e.~~ If certified by the authorized treating physician, the Board will pay any permanent partial disability according to the formula provided by the state statute.

f. If the employee files a battery claim within the designated 30-day period following an injury and the injury is determined after investigation to meet the definition of battery, they shall be paid their full salary less any other Board provided or State provided employee compensation or disability benefits for the period of such absence without having such absence charged to their accumulated temporary leave. Payment for such absence shall not extend beyond 180 calendar days. Requests for battery more than 30 days after date of an injury will not be considered.

3. Medical Expense:

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- a. Workers' Compensation will pay all medical expenses resulting from the job related injury and prescribed by the authorized treating physician. Kansas state statute allows the Board to direct the medical care of its injured employees.
- b. Injured employees will receive care from authorized doctors and will return a work status form from the doctor after each appointment to his or her supervisor.
- c. State statute provides a limited amount for the employee to use at their discretion for a second opinion or treatment. This unauthorized medical amount is explained with initial paperwork sent to the employee following injury.

G. Other Injury Benefits

1. For the 2025-2026 school year only, up to seven (7) days of temporary leave will be restored to an employee who misses work at the direction of a physician due to physical injury sustained as a result of a student altercation.

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HG. General Liability Coverage

1. The Board shall provide commercial general liability coverage with a combined single limit of liability of at least \$500,000 per occurrence and including employees of the district within this coverage.
2. This coverage will include classified employees who transport pupils within the course and scope of their employment. However, a commercial general liability policy excludes coverage for automobiles. This reference to transport of pupils refers to the act of supervision of pupils. Employees' own automobile insurance shall be primary coverage for property damage, personal injury protection, and automobile liability protection. Board insurance shall provide secondary coverage only.

HI. Unemployment

The Board, under the Kansas Employment Law, shall provide unemployment compensation for all eligible employees.

I. Voluntary Early Retirement

The Board will provide a voluntary early retirement program for classified employees who were hired prior to July 1, 1996. The substance and procedures of the program, and any changes thereto, are in each instance to be determined by the Board. Alterations shall not be applied retroactively to affect any retired employee receiving benefits from the program.

JK. Flexible Spending

The Board shall provide a Flexible Spending Account Plan established pursuant to Section 125 of the Internal Revenue Code which will allow voluntary payroll deduction. The substance and procedures of the Plan, and any changes thereto, are in each instance to be determined by the Board after consultation with the Union. The Plan shall include only dependent care assistance and non-reimbursed medical expenses. Health insurance

premiums will be deducted from wages on a pre-tax basis through the use of a Section 125 Cafeteria Plan.

K.L. Reassignment

Employees who are reassigned from one employee group to another will be subject to decisions by the Human Resources Division concerning temporary leave, longevity payments, and other conditions of employment. Such decisions shall be based on relevant provisions of various policies, procedures and employment agreements in addition to the past practices of the district and maintenance of equity among employees.

L.M. Personal Injury/Battery

~~Whenever employees are absent as a result of personal injury caused by battery arising out of or in the course of their employment and when investigation by the administration indicates that they have used reasonable judgment, they shall be paid their full salary less any other Board provided or State provided employee compensation or disability benefits for the period of such absence without having such absence charged to their accumulated temporary leave. Payment for such absence shall not extend beyond 180 calendar days.~~

M.N. Catastrophic Emergency Benefit Plan

The Catastrophic Benefit Pool was established to help employees recover payment for days they have entered into deduct status after they have exhausted all their temporary leave and experience a major disaster declared by the President of the United States or a qualified medical emergency. The catastrophic event would need to be considered a qualifying Family Medical Leave event to be deemed a qualifying medical emergency.

1. The plan shall be established by allowing each benefited employee to contribute one (1) day of temporary leave into the plan. Those who wish to enroll in the Plan (those new to the district, those who wish to enroll for the first time, or those who went off benefits since they contributed a day) may do so at any time during the year. Those who have contributed a day in the past will NOT be allowed to do so again unless they went off benefits since they contributed the day or if in the future the hours drop low enough that the pool is required to be replenished.

2. All applicable temporary leave must be exhausted before individuals are eligible to apply for reinstatement of temporary leave days already deducted because of the catastrophe. Temporary leave must be in deduct and showing up as such on the PeopleSoft system before individuals are eligible. Employees who meet the criteria above shall be eligible to submit an application to draw on the pool up to twenty (20) days per contract year.

3. The Catastrophic Benefit Pool is not an option for people eligible for or receiving

Worker's Compensation or Disability Compensation payments.

4. The plan shall be administered by Employee Benefits and Insurance Management. Disputes shall be resolved by the President of the Service Employees International Union or designee, the President of the United Teachers of Wichita or designee, and the Chief Human Resources Officer or designee.

~~NO.~~

BOE Carrier Options

Each benefit specified by this agreement may, at the Board's option, be provided by a Board selected carrier or by self-funding by the Board or any combination thereof. The Board may change from one carrier to another or to self-funding at any time. The specific coverage may be altered by the Board at any time so long as the coverage provided complies with the expressed terms of this agreement.

ARTICLE XII: PROPERTY DAMAGE

A. Property Damage

When arising out of an in the course of his/her employment, a staff member's clothing or personal effects worn by the staff member are damaged or destroyed as a result of a physical attack or willful malice, and when the staff member has used reasonable judgement, the Board shall reimburse the staff member for the cost of the repair or reasonable value thereof in an amount not to exceed \$1,200.

When arising out of and in the course of his/her employment a staff member's personal property, brought to the classroom setting as a teaching aid for the curriculum being taught, is damaged or destroyed as a result of willful malice, and when the staff member has used reasonable judgment, the Board shall reimburse the staff member for the cost of the repair or reasonable value thereof, whichever is less, in an amount not to exceed \$1,200 per each occurrence.

The above does not cover accidental damage, theft or mysterious disappearance.

ARTICLE XIII: TEMPORARY LEAVE

A. Eligibility

Employees are eligible to accrue temporary leave days if they are working in a permanent position twenty (20) hours or more per week. Temporary leave days are computed on a common factor for all eligible employees based on one (1) day earned for every fifteen (15) days in pay status.

B. Accrual

Each employee who is eligible to accrue temporary leave days shall be granted the number of days to which he/she is entitled for a year on the first day that the employee

reports for work on or after July 1. Temporary leave days will be prorated for any eligible employee who works less than full time or who is hired after July 1. Temporary leave days granted shall be added immediately to the employee's accumulation. Probationary employees will not be granted any temporary leave days in advance of such days being earned.

C. Unused Temporary Leave

Unused temporary leave days shall be cumulative without limit.

D. Use of Temporary Leave

Accumulated temporary leave days may be used for:

1. Personal Illness, Injury, Incapacitation

Personal illness, injury, or incapacitation up to the maximum of the number of days the employee has accumulated. However, no employee may use temporary leave days for any single such disability beyond 180 calendar days from the first day of the disability. If the absence qualifies or will qualify for Short Term Disability and an employee will be absent six (6) or more consecutive work days, the employee must notify Employee Benefits and Insurance Management and provide medical documentation to Employee Benefits and Insurance Management within fourteen (14) calendar days of the onset of the absence. Employee Benefits and Insurance Management may require the ongoing verification of disability.

2. ~~Spouse, Child, Parent~~ Family Illness & Family Death (Bereavement)

~~Employees may use up to fourteen (14) days per contract year from their available temporary leave for absences related to family illness or bereavement. These days are not in addition to temporary leave but are drawn from the existing temporary leave balance.~~

~~(i) Family Illness~~

~~Up to fourteen (14) days may be used for the illness or injury of a spouse, child, or parent. Up to eight (8) of these days may be used for the illness or injury of extended family members or other significant individuals in the employee's life.~~

~~(ii) Family Death (Bereavement)~~

~~Up to fourteen (14) days may be used for bereavement leave due to the death of an immediate family member, extended family member, or other significant individual in the employee's life.~~

~~These provisions do not limit an eligible employee's right to additional unpaid leave under the Family and Medical Leave Act (FMLA), although FMLA may run concurrently with these benefits. FMLA provides up to 12 workweeks of unpaid, job-protected leave in a 12-month period for eligible employees to care for a spouse, child under the age of 18, disabled adult child, or parent with a serious health condition.~~

~~Illness, injury, or death of the employee's spouse, child, or parent up to a maximum of fourteen (14) days per fiscal year. Up to eight (8) of these days may be used for illness, injury, or death of the employee's in-law, grandchild, grandparent, sibling, aunt, uncle, niece, nephew, any person having been regularly living in the employee's household, or in-law of the employee's spouse, child, or parent.~~

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3. Personal Business

Personal business up to a maximum of three (3) days per fiscal year by employees with less than twenty (20) years employment with the Board, and up to a maximum of four (4) days per fiscal year by employees with twenty (20) years or more employment with the Board. Temporary leave days for personal business shall be granted as long as regular work assignments can be carried on. However, temporary leave days for personal business shall not be used to extend vacation and/or to extend adopted Board approved holidays (with the exception of the conference release day in November), or non-working days. Personal business leave is provided for the employee who is confronted with serious and urgent individual or family problems, emergency situations, or legal demands which cannot be attended to at any time other than through the employee's duty day. Personal business leave may be used in the event of the illness or death of a friend or any other relative not identified as a member of the immediate family. Personal business leave is not provided for recreation or avocational activities. The employee is not required to give the specific reason or nature of the personal business but must state that it falls within the above definition. The immediate supervisor must be notified as soon as the employee knows of the need for personal business leave in order for the necessary arrangements to be made. Repetitive use of personal business leave without proper notice, normally at least 24 hours in advance, will be cause for review.

- a. One day of personal business leave may be used as a personal leave day by employees, as provided for in Article XIII, D, 3, (b), who do not accumulate vacation.
- b. A personal leave day taken in place of a personal business day shall be granted by the employee's supervisor as long as regular work assignments can be carried on. Employees are not required to give a specific reason to justify the taking of personal leave day. The immediate supervisor shall be notified as soon as the employee knows of the need for a personal leave day in order for the necessary arrangement to be made. In addition, employees shall file an Anticipated Absence Form of notification not later than twenty-four (24) hours in advance of taking a personal leave day. In cases of emergency, the supervisor may waive the twenty-four hours advance notice requirement. A personal leave day shall not be used during the first five or the last five days of the school year and shall not be used to extend board holidays, non-working days, or designated in-service days. The restrictions set forth in the preceding sentence do not apply to attending a graduation ceremony of the employee's child.

4. Temporary Active Duty

Temporary active duty up to a maximum of ~~fourteen-thirty~~ (1430) days per fiscal year. Non-Chargeable Leave for temporary active duty is provided the employee who is a member of a reserve military unit which is ordered to active duty as a result of an emergency or disaster.

5. Parental/ Adoptive-Leave

Employees who are legal parents or guardians are eligible for up to six (6) weeks of paid parental leave per contract year for the purpose of attending the birth of their child and participating in bonding time following birth. Adoptive and foster parents are also eligible for up to six (6) weeks of paid leave for bonding following the placement of a child. This leave is charged to temporary leave as personal illness (PI) and must be approved through the Employee Benefits office.

Paid parental and adoptive leave under this provision does not limit or replace the employee's right to take up to 12 workweeks of unpaid, job-protected leave under the Family and Medical Leave Act (FMLA), if eligible, although FMLA may run concurrently with these benefits. FMLA bonding leave must be taken within 12 months of the birth or placement of the child. If both parents are employed by the District, they may be limited to a combined total of 12 workweeks of FMLA bonding leave, in accordance with FMLA regulations.

Parental leave up to a maximum of five (5) days per contract year shall be provided for the non-delivering parent to attend the birth of their child.

~~6. Adoptive Leave~~

~~—Adoptive leave up to a maximum of fifteen (15) days per fiscal year. Adoptive leave is provided to the employee to provide time needed by the employee to complete the adoption of a child by the employee.~~

E. Charging Temporary Leave

When an employee is absent from his/her assignment for any of the above reasons, such absence shall be a chargeable absence and the number of days of such chargeable absence shall be subtracted from his/her accumulated temporary leave days. Absence for a part of a day for hourly employees shall be charged as temporary leave in amounts no smaller than one quarter hour.

F. Excessive Absences

Absences in excess of accumulated temporary leave or in excess of the specified limits are deducted from the employee's salary at a daily rate for each day of such excess. However, the specified limits may be extended by the Chief Human Resources Officer upon written request by the employee if the employee has accumulated sufficient days.

G. Absences Subject to Review

All chargeable absences that continue beyond the specified limits, all absences without leave, all absences which are too frequent, and all chargeable absences which end without the employee giving proper advance notice shall be subject to review and appropriate action by the Administration.

H. Reemployment

Any former employee, who is reemployed within twelve (12) months of the date of termination, upon satisfactory completion of their probationary period, will have their temporary leave days that were accrued at the time of their separation reinstated for up

to a maximum of five (5) years for temporary leave that was accrued after March 31, 1999, unless severance compensation has been paid for such leave.

I. Exceeding Five Days

If temporary leave is claimed in excess of five (5) consecutive work days, on or before the end of the sixth (6th) day, for an illness, injury, or incapacitation, certification by a physician may be required before the salary for the period of leave is paid. Further, an employee's immediate supervisor may request, given evidence there is just cause, a physician's statement requiring medical verification at any time the employee is absent.

J. Voting in Elections

In accordance with the provisions of Kansas Labor Laws, (KSA, 1978, Supp. 25-418) persons entitled to vote at a general or primary election shall be entitled to absent themselves from their employment under the circumstances and for the period of time described therein.

K. Court/Jury Duty

Non-chargeable temporary leave for court duty or jury duty may be granted to a classified employee to appear in court to answer a jury summons or for reasons other than personal neglect, violation of law, or matters in which the classified employee has a vested interest. The amount paid for jury duty or witness fees, if any, shall be deducted from the classified employee's regular pay. Verification of the amount received for jury duty or witness fees must be provided.

L. Notifying Supervisor

Employees desiring to be off duty for any reason should make arrangements with their supervisors as far in advance as possible.

ARTICLE XIV: EXTENDED LEAVE

Employees may be granted extended leave without pay or benefits subject to approval of the Board for health, illness of spouse, child, or parent, maternity, paternity, adoption, study, campaigning for or serving in public office, or for professional activities. Such leaves are subject to the provisions of the Board policy on Extended Leaves.

Employees will be allowed to take an unpaid leave of absence for military service in accordance with the employee handbooks.

ARTICLE XV: LEAVE OF ABSENCE FOR STUDENT TEACHING

A. Purpose

In order to provide opportunities for professional improvement, student teaching leaves of absence are available to classified employees to complete student teaching requirements at a college or university for earning teaching licensure in the State of Kansas.

B. Eligibility

1. Years of Service

An applicant must have performed two (2) years of continuous benefited service in Unified School District 259 immediately prior to the commencement of the student teaching leave of absence.

2. Return to Service

Each applicant must sign a statement of intent to return to service in Unified School District 259 immediately upon completion of student teaching leave of absence.

3. Commitment to Repay

Each applicant must sign a commitment to repay the amount paid during the student teaching leave of absence on a prorated basis in the event the employee fails to return to Unified School District 259 and perform assigned services, including a contract of employment for a period of two (2) years after return from student teaching leave of absence.

C. Application

1. Deadline

Applications for student teaching leave of absence shall be made to the Chief Human Resources Officer on or before the annual deadline of March 31 of each year.

2. Proposed Plans

The application shall present the applicant's plans for the student teaching leave of absence and such other information as the committee deems advisable.

D. Selection

1. Selection Committee

The committee for student teaching leave of absence shall consist of two members appointed by the Superintendent, two members appointed by Service Employees International Union, Local 513, and the Chief Human Resources Officer or designee, who will chair the committee.

2. Judgment/Priorities

The committee will prepare a priority listing of eligible applicants and recommend employees for student teaching leave of absence appointments. The committee shall judge the quality of the applications and recommend no more than two (2) employees per contract year. ~~Exception~~Exceptions may be made by the Board if they determine to fund additional positions.

3. Consideration shall be given to:

- a. Assured eligibility.
- b. The potential contribution to the applicant's professional growth.
- c. The applicant's prior contribution to the school district and potential for future contributions.
- d. Evidence of professional growth.
- e. Any other pertinent factors as established by the committee.

4. Final Approval

The priority listing of applicants for student teaching leave of absence shall be submitted to the Board for approval.

E. Compensation

While on student teaching leave of absence the employee shall be paid according to the base salary which would have been earned had the employee not been on leave.

F. General Provisions

An employee shall:

1. Receive full credit for system experience as a classified employee while on student teaching leave of absence.
2. Be subject upon return from student teaching leave of absence to any general salary reductions which may be ordered by the Board.
3. Retain during the student teaching leave of absence current status if applicable in the Wichita Supplemental Annuity Plan.
4. Retain accumulated temporary leave and vacation days, if applicable, but additional temporary leave and vacation days shall not accumulate during the student teaching leave of absence.
5. Maintain all rights accruing under Kansas Public Employees Retirement System (KPERs), if any.
6. Be permitted to retain the health coverage benefit as set forth in the Employment Benefits Article.
7. Retain Group Term Life Coverage.
8. Retain disability income protection coverage.
9. Upon completion of student teaching leave of absence, be assigned in a position which is at least comparable to the one held when assuming student teaching leave of absence status.
10. Be eligible for student teaching leave of absence for one (1) semester only.
11. Not deviate while on student teaching leave of absence from his/her approved plan except with the written approval of the Committee for Student Teaching Leave of Absence.

ARTICLE XVI: PLAN OF ASSISTANCE

The Plan of Assistance is designed to be helpful. It is initiated when other means of the assistive process have not been successful and the supervisor determines that the classified employee needs additional assistance and support to maintain or achieve an acceptable level of performance.

ARTICLE XVII: NO STRIKE-LOCKOUT CLAUSE

- A. The Union shall not authorize, cause, aid, ratify, condone nor shall any bargaining unit employees take part in, aid, render assistance to, or support any strike, sit-down, slow-down, stoppage of work, boycott, picket, or other interruption of work at any facilities or in the operation of the school district.
- B. The Board agrees that during the term of this agreement, there will be no lockout. Lockout is defined in KSA 75-4322 (s) as any action taken by the Board to provoke interruptions of or prevent the continuity of work normally and usually performed by the employees for the purpose of coercing the employees into relinquishing rights guaranteed by this act.

ARTICLE XVIII: CLASSIFIED FURLOUGH AND REDUCTION IN FORCE

The Superintendent of Schools shall have the responsibility for determining the number of classified positions employed by the school district. If the Superintendent determines the need to reduce the number of classified positions, the Superintendent may, in his/her discretion, furlough classified employees for a specified period not to exceed ninety (90) days or declare a reduction in force. In either event, the following administrative implemental procedures shall take full force and effect and shall apply to all classified employees.

- 1. If a reduction in force is necessary, the greatest possible reduction shall be accomplished through attrition.
- 2. If a reduction in force is necessary, the remaining reduction in the number of positions shall be accomplished by layoff.
 - a. The reduction shall be applied to the largest group of classified positions which may be reasonable considered. The Superintendent or designee shall consult with union representatives prior to determining the group or groups of classified positions from which the reduction shall be made.

- b. Within each specified classified group, classified employees shall be selected by the respective administrative for layoff in the following order:
 - 1) Probationary classified employees within the 90-day probationary period.
 - 2) Classified employees on probation when a reduction in force is declared.
 - 3) Classified employees who are on a Plan of Assistance when a reduction in force is declared.
 - 4) Within each of the above sub- paragraphs, if two or more classified employees are otherwise equally eligible for selection, employees with shorter lengths of total seniority within the district will be selected before those with longer lengths of total district seniority.
 - 5) Following the above procedures, if two or more classified employees are equally eligible based on total seniority in the district, employees with the shorter lengths of current employment within the position will be selected before those of longer length of current employment.
- 3. After implementing such a reduction procedure, the list of names of laid off classified employees shall be maintained by the Human Resources Division for two (2) years.
- 4. Any classified employee who has been so laid off shall no longer be considered an employee and shall have no employee rights or benefits other than those required by law or by this policy.
- 5. Any classified employee who has been so laid off may retain membership in the Board provided health coverage plan for a period of up to 18 months. However, the Board shall make no contribution and the employee must make advance arrangements for payment of premiums with the Employee Benefits and Insurance Management Office.
- 6. It is the responsibility of the listed laid off classified employee to keep the Human Resources Division informed of their current contact information, i.e., e-mail address, current address, and phone number. Additionally, the laid off employee will maintain a current electronic employment application with Human Resources.

7. The named classified employee on the list will be considered an internal application. If a classified vacancy occurs within two (2) years for which the named classified employee on the list is qualified, the employee will be contacted to interview for the open position. The usual employment procedures will be followed in determining the fitness for employment.
8. If any classified employee on the list waives recall rights in writing, fails to accept recall to a position for which the employee is qualified, fails to respond within 10 days to a recall notice sent to the latest address furnished to Human Resources Division, or fails to report for duty in the accepted position, the name of such classified employee shall be removed from the list and such classified employee shall have no further recall rights.
9. Any classified employee who is recalled shall regain all employment benefits to which he/she was entitled at the time of layoff. However, no benefits may be accrued during the period of unemployment and the classified employee shall be subject to all changes in employment conditions which have been made in the interim.
10. In lieu of a reduction in force, the Superintendent may determine, in his/her discretion, that there is a need to furlough classified employees for a specified period not to exceed ninety (90) days. If so, the measures set forth in paragraph 2 above will govern the selection of employees for furlough, and the measures set forth in paragraphs 3, 4, 5, 6, 7, 8 and 9 will apply to employees who have been furloughed. If necessary, the Superintendent may determine in his/her discretion that it is necessary to eliminate the positions of and lay off employees who have been furloughed.
11. Employees on furloughed status shall retain existing vacation and/or temporary leave balances, and longevity status, accrued as of the date on which the employee is furloughed; however, no additional vacation and/or temporary leave, or longevity, will accrue during the furlough period. Furloughed employees are eligible to retain health and dental coverage in place as of the date they are furloughed, subject to the terms and conditions of the applicable plan(s). Furloughed employees remain responsible for their share of the cost of their coverage, with payment of the employee's share due at the same time as it would be made if by payroll deduction, or by an alternate payment schedule approved by Employee Benefits.

ARTICLE XIX: GRIEVANCE PROCEDURE

A. Grievance Definition

It is the right of an employee to seek relief to any problem as specified in the Grievance Procedure. A grievance shall be defined as a violation or allegation of a violation or misapplication of a negotiated agreement.

B. Immediate Level of Administration

An employee or a group of employees shall seek a solution to a grievance at the immediate level of administration having the authority to make necessary adjustments.

C. Informal Review

Within ten (10) regular workdays from the occurrence of a grievance, the aggrieved shall seek and review and, if possible, resolve the problem with the immediate supervisor. However, an employee or the Union may consult directly with the Chief Human Resources Officer and/or Human Resources Director concerning an unusual grievance.

D. Written Formal Grievance

If further action is required, the aggrieved has ten (10) regular workdays from the review with the immediate supervisor to file a written, formal grievance with the Chief Human Resources Officer and/or Human Resources Director. The written grievance will indicate the specific language of the negotiated agreement which has been violated or misapplied and all supporting data.

E. Closed Administrative Hearing

A closed administrative hearing will be called and conducted by the Chief Human Resources Officer and/or designee within thirty (30) regular workdays after the grievance is filed.

1. The petitioner will be informed in writing of the time, date, and place of the hearing at least five (5) regular workdays prior to the date set.
2. The petitioner may be represented by an authorized representative of SEIU, Local #513, himself/ herself, legal counsel, or any other person selected by the petitioner. The petitioner may request that employees of the district with relevant information be present at the hearing. The petitioner may also request that relevant documents in the custody of the district be produced for the hearing. Such request shall be made in writing to the Chief Human Resources Officer five (5) days prior to the hearing. The petitioner or his representative shall have the right to cross-examine district witnesses and the district shall have the right to cross-examine petitioner's witnesses. A taped record of the hearing will be taken by the district and will be kept for a period of not less than sixty (60) days and shall be made available to the petitioner upon request.
3. Within ten (10) regular workdays following the conclusion of the review, the petitioner will be given a written decision of the administrative review by the Chief Human Resources Officer and/or designee.

F. Arbitration (Termination Grievances Only)

1. Within ten (10) days after receiving the decision of the Chief Human Resources Officer and/or designee, the petitioner may appeal the decision (in termination grievances only) to arbitration. The petitioner shall forward copies of the request for arbitration to the petitioner's representative, if any, the authorized representative

of SEIU, Local #513, and the Chief Human Resources Officer and/or designee. Cost of arbitrator shall be shared equally by both parties.

2. Within ten (10) days after the receipt of the request for arbitration, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators. The right to first strike a name shall be determined by the flip of a coin. The parties shall then alternately strike names from this list until one name remains. The person whose name remains shall be the arbitrator. The arbitrator shall be notified of his/her selection by a joint letter from the petitioner and the District, requesting that he/she set a time and place for the hearing subject to the availability of the parties, and the letter shall specify by stipulation the issue to be determined by the arbitrator.
3. The arbitrator shall have no right to add to, subtract from, nullify, ignore, or modify any of the terms of this agreement. He/she shall consider and decide only the stipulated issue presented to him/her in writing by the District and the petitioner, and his/her decision and award shall be based solely on his/her interpretation of the application of the terms of the agreement to the issue stipulated. If the matter presented to the arbitrator does not involve interpretation of the terms of provision of this agreement, the arbitrator shall so rule in his/her award and shall make no other decision on the issue. The arbitrator shall render no award under this agreement which shall be retroactive beyond the date of the event on which the grievance is based. The award of the arbitrator shall be final and binding upon the Board, the SEIU, Local #513, and the petitioner involved.
4. The arbitrator selected shall determine the time and place for the arbitration and notify the parties thereof. In a termination grievance, the arbitrator shall have no authority to alter or amend the termination imposed by the District if the arbitrator finds either that the District's actions did not violate the agreement or that there was just cause for the action.
5. No arbitration decision made hereunder shall constitute a binding precedent with respect to any renewal of the existing agreement or the making of a new agreement between the SEIU, Local #513, and the Board. The force and effect of arbitration decisions shall expire when the agreement expires, unless the language involved is substantially the same in the expired agreement and the new agreement.
6. No decision of the arbitrator in any one case shall create a basis for retroactive adjustment in any other case which arose prior to the date of the written decision of the arbitrator, unless SEIU, Local #513, and the District mutually agree otherwise in writing.
7. The fees and expenses of the arbitrator shall be borne equally by both parties. Each party shall be responsible for its own arbitration expenses. The party providing any witnesses shall pay the expenses of said witnesses, if any. Upon request of either party, an official court reporter shall record the proceedings, and the party making

such request shall pay the cost of the reporter. If the other party requests a copy of the proceeding, that party shall share equally the costs of the reporter.

G. Board Review (All Grievances other than Termination)

1. Should the decision (relating to grievances other than termination grievances as outlined in Item F above) of the administrative review be unsatisfactory to the petitioner, within ten (10) regular work days of the rendering of the decision, the petitioner may make a written request for appeal to the Board. The petitioner shall file a request for appeal with the Chief Human Resources Officer and/or designee.
2. The Chief Human Resources Officer and/or designee will set a hearing date with a committee of the Board not fewer than ten (10) regular work days or more than forty (40) regular work days after such an appeal is filed with the Chief Human Resources Officer and/or designee and the petitioner will be informed in writing of the time, date, and place of the hearing at least five (5) regular work days prior to the hearing.
3. The petitioner may be represented by an authorized representative of SEIU, Local #513, himself/ herself, legal counsel, or any other person selected by the petitioner. The petitioner may also have witnesses appear at the hearing. The Chief Human Resources Officer and/or designee shall be informed in writing five (5) days prior to the hearing with the Board of the petitioner's representatives and all witnesses to be present during the hearing.
4. The Board of Education, or a committee thereof, shall conduct the hearing in executive session unless the employee requests an open hearing.
5. The petitioner will be given a written decision of the Board within thirty (30) regular workdays following the conclusion of the hearing.
6. The final decision lies with the Board of Education, except that the employee shall have other remedies or appeals as are provided by the federal or state constitutions or by law.

H. Legal or Statutory Remedy

If the petitioner pursues any legal or statutory remedy for an issue, then any further or subsequent proceedings for relief through the grievance procedure shall be barred unless the court or administrative agency refuses jurisdiction until all administrative remedies have been exhausted.

I. Reprisal/Discrimination

No employee shall be subject to any reprisal or discrimination by reason of the exercise of his/her rights under this Grievance Procedure or any appeal provisions set forth herein.

ARTICLE XX: CLASSIFIED PROFESSIONAL

DRESS PHILOSOPHY

- A. It is the intent of the Wichita Public Schools Classified Professional Dress policy to ensure all classified personnel present themselves to our students, parents and public in a manner which enhances their professional position and/or job assignment. The secondary intent of this professional dress is to ensure all classified personnel model for students and staff the attire appropriate to success and provide a positive image for our educational community.
- B. The professional dress applies to all classified personnel-attendance center and non-attendance center based. All attire for classified personnel will be compatible with student dress codes and appropriate for job assignments within the building's culture. The professional dress expectations are in effect during normal business hours and should conform to the standards and expectations of the school and the workplace. Any item of clothing, jewelry or body adornment that in the opinion of the Superintendent or designee creates a disruption to the environment and/or well-being of students and staff may be excluded. Where questions arise concerning appropriateness of professional dress/attire, the building administration or supervisor will make the final determination.
- C. By enacting this professional dress policy, the Wichita Public Schools recognizes that there are occasions when individuals may need to wear specific clothing due to medical reasons or as a part of a *bona fide* personal religious practice. When such is the case, the classified personnel should provide documentation to his or her supervisor of the medical necessity or his or her *bona fide* personal religious practice that gives rise to the need for deviation for this professional dress policy.
- D. Inappropriate Professional Dress includes, but not limited to, clothing that promotes or displays:
- Tobacco products
 - Alcohol or drugs
 - Sexually explicit language or graphics
 - Profanity, violence, or gang references
 - Racially derogatory language or graphics
 - Clothing that displays midriff, underwear, low cut tops, etc.
 - Athletic wear – no sweatpants
 - Sleepwear
- E. Inappropriate Professional Attire:
- Sweat/wind pants, jogging suits, spandex, lycra or form fitting pants
 - Shirts/tops/blouses/tank tops which show visible cleavage or excessive skin, such as low cut, see through midriff, halter style, off the shoulder or large armhole cut-outs
 - T-shirts (with the exception listed below) no cutoff sleeves or sleeveless T-shirts allowed
 - Tank tops
 - Athletic shoes except during playground duty or the exception below

- Beach-style flip-flops
- Headwear (see below)
- Visible undergarments
- Visible tattoos and piercings that may be deemed inappropriate by the determination of the building principal/supervisor with the coordination of Human Resources

****Exceptions:** School t-shirts, athletic shoes, sleepwear, and/or costumes may be designated for specific circumstances such as spirit days, field trips, Friday dress down, etc.

F. Professional Dress Requirements:

All employees are required to adhere to dress requirements established for their specific work group (i.e., required uniform, safety glasses or any other Personal Protective Equipment, etc.)

G. Appropriate Professional Dress:

In order to maintain professionalism, recommended dress includes tops, buttoned and/or collared shirts, blouses, collared shirts, sweaters, and jackets. Sleeveless clothing must cover undergarments. Suits, dresses, skirts and dress shorts are to be no shorter than three inches above the knee. Pants could include slacks, trousers, capri pants, and dress shorts. All preferred bottoms should be free from holes and rips and should be worn at the natural waistline. Appropriate footwear includes dress shoes, lace or loafer style shoes, pumps, boots, and casual comfort shoes as seen appropriate with above mentioned attire. Open toed shoes with a dress appearance and/or heel is also permitted within the responsibilities of the employee's assigned duties.

ARTICLE XXI: CLASSIFIED ATTENDANCE STANDARDS

- A. The purpose of the Classified Attendance Standards are to provide guidelines to supervisors concerning employees who are approaching or in deduct status pertaining to the use of temporary leave.
- B. It is the employee's responsibility to be aware of how many temporary leave hours they have accumulated and have remaining.
- C. Temporary Leave Balance Under Forty (40) Hours
 1. An "awareness letter" will be sent to the employee who has forty (40) hours of temporary leave remaining. The goal is to notify the employee as close to forty (40) hours as possible, however, the parties recognize that this awareness letter may not be issued exactly forty (40) hours of temporary leave remaining. The "awareness letter" is electronically sent to the employee and the employee's supervisor based on the hours in the Human Resources Information Systems system (currently PeopleSoft). This is not a disciplinary conference. The documentation of this conference will be kept in the supervisors file for five (5) years.

2. Employees who have been in deduct status previously within the prior five (5) years of employment will move to the progressive disciplinary actions for attendance when they have a temporary leave balance under forty (40) hours.

D. Deduct Absences

1. An absence is considered to be in deduct when the employee does not have enough temporary leave hours available to cover all hours that they were absent for that shift.
2. Any protected absence approved by Employee Benefits considered is exempt and will not be included in calculation or application of this rubric.
3. A deduct absence that shall be considered as exempt from the rubric must also be approved by the Chief Human Resources Officer.

E. Progressive Disciplinary Actions

1. When an employee is in deduct status for the first time since employment they will receive a written warning. Additional resources can be provided to the employee by the direct supervisor regarding EAP (Employee Assistance Provider) services. The second deduct absence will result in the employee being placed on a ninety (90) day probation for attendance. The third absence in deduct will result in termination.
2. Employees who have been in deduct status previously within the prior five years of employment will receive a written warning when they have a temporary leave balance under forty (40) hours. Additional resources can be provided to the employee by the direct supervisor regarding EAP (Employee Assistance Provider) services. The first deduct absence will result in being placed on a ninety (90) day probation for attendance. The second deduct absence will result in termination.
3. Supervisor will notify Human Resources before proceeding with disciplinary actions for deduct absences.
4. A formal disciplinary conference requires the supervisor to give written 24-hour notification to the employee. The employee has the right to bring representation of their choice to the conference. A signed copy of Personnel Conference Summary is to be sent to Human Resources.
5. When an employee is on probation for attendance, a defined absence is: a no call, a late call, (meaning past the timeframe in which the employee is slated to call in to report an absence), no shows, tardies, leaving early without permission, and non-exempt absences.

	Paid leave balance under 40 hours	Deduct absence #1	Deduct absence #2	Deduct absence #3

<u>Level A</u> Employee is in deduct status for the <i>FIRST</i> time since employment OR it has been at least 5 years since the employee has been in deduct status.	Awareness Letter (Letter A)	Written Warning (PCS A1)	90 day Probation for attendance (PCS A2)	Termination (PCS A3)
<u>Level B</u> Employee has a temporary leave balance under forty (40) hours, and has been in deduct status in one of the previous 5 years of employment.	Written Warning (PCS B1)	90 day Probation for attendance (PCS B2)	Termination (PCS B3)	

**WICHITA PUBLIC SCHOOLS
A-J SALARY SCHEDULE 4.7%
2023-2024**

Step Range	1	2	3	4	5	6	7	8	9	10	11	12	13
A	14.63	14.83	15.05	15.30	15.57	15.83	16.12	16.44	16.77	17.10	17.46	17.86	18.25
B	15.02	15.25	15.49	15.76	16.04	16.36	16.67	17.02	17.38	17.75	18.14	18.54	18.95
C	15.44	15.68	15.96	16.25	16.56	16.86	17.22	17.57	17.94	18.33	18.75	19.17	19.64
D	15.88	16.17	16.44	16.75	17.07	17.41	17.77	18.14	18.54	18.95	19.38	19.82	20.30
E	16.38	16.66	17.01	17.33	17.69	18.07	18.46	18.88	19.30	19.75	20.22	20.71	21.19
F	16.86	17.21	17.52	17.90	18.27	18.67	19.07	19.51	19.95	20.42	20.90	21.40	21.93
G	17.43	17.77	18.12	18.49	18.90	19.30	19.74	20.19	20.66	21.14	21.63	22.16	22.69
H	17.99	18.35	18.75	19.16	19.59	20.04	20.51	20.98	21.50	22.01	22.55	23.10	23.68
I	18.59	18.98	19.40	19.82	20.29	20.74	21.22	21.72	22.24	22.79	23.34	23.90	24.50
J	19.24	19.66	20.09	20.54	21.01	21.50	22.00	22.51	23.05	23.61	24.18	24.78	25.39
JA	19.90	20.35	20.80	21.30	21.79	22.32	22.85	23.40	23.98	24.58	25.20	25.81	26.46
JB	20.58	21.08	21.55	22.05	22.56	23.10	23.66	24.23	24.82	25.44	26.07	26.70	27.36
JC	21.32	21.80	22.34	22.87	23.40	23.97	24.53	25.13	25.73	26.36	27.00	27.68	28.35

WICHITA PUBLIC SCHOOLS
A-J SALARY SCHEDULE 5%
2024-2025

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
Range													
A	15.36	15.57	15.81	16.06	16.35	16.62	16.92	17.26	17.60	17.96	18.33	18.76	19.16
B	15.77	16.01	16.26	16.55	16.84	17.18	17.50	17.87	18.25	18.64	19.04	19.47	19.89
C	16.21	16.47	16.76	17.06	17.38	17.71	18.08	18.45	18.84	19.25	19.69	20.13	20.62
D	16.67	16.98	17.26	17.59	17.93	18.28	18.65	19.04	19.47	19.89	20.35	20.81	21.32
E	17.20	17.50	17.86	18.20	18.57	18.98	19.38	19.82	20.27	20.74	21.23	21.74	22.25
F	17.71	18.07	18.40	18.79	19.18	19.60	20.03	20.49	20.94	21.44	21.94	22.47	23.03
G	18.30	18.65	19.03	19.42	19.84	20.27	20.72	21.20	21.69	22.20	22.71	23.27	23.83
H	18.89	19.27	19.69	20.11	20.57	21.05	21.54	22.03	22.57	23.11	23.67	24.25	24.86
I	19.52	19.93	20.37	20.81	21.30	21.78	22.28	22.81	23.35	23.93	24.51	25.10	25.73
J	20.20	20.64	21.10	21.57	22.06	22.57	23.10	23.64	24.20	24.79	25.39	26.01	26.66
JA	20.89	21.37	21.84	22.37	22.88	23.44	24.00	24.57	25.18	25.81	26.46	27.10	27.78
JB	21.61	22.13	22.62	23.15	23.69	24.25	24.84	25.44	26.07	26.71	27.37	28.03	28.73
JC	22.39	22.89	23.45	24.01	24.57	25.17	25.76	26.39	27.02	27.68	28.36	29.07	29.76

**WICHITA PUBLIC SCHOOLS
A-J SALARY SCHEDULE 3%
2025-2026**

Step Range	1	2	3	4	5	6	7	8	9	10	11	12	13
A	15.83	16.04	16.28	16.54	16.84	17.12	17.43	17.78	18.13	18.50	18.88	19.32	19.74
B	16.24	16.49	16.75	17.05	17.35	17.69	18.03	18.41	18.80	19.20	19.62	20.05	20.49
C	16.70	16.96	17.26	17.57	17.90	18.24	18.62	19.00	19.41	19.83	20.28	20.73	21.24
D	17.17	17.49	17.78	18.11	18.46	18.83	19.21	19.62	20.05	20.49	20.96	21.43	21.96
E	17.71	18.02	18.39	18.74	19.13	19.55	19.97	20.42	20.87	21.36	21.87	22.39	22.92
F	18.24	18.61	18.95	19.35	19.76	20.19	20.63	21.10	21.57	22.08	22.60	23.14	23.72
G	18.85	19.21	19.60	20.00	20.44	20.87	21.35	21.83	22.34	22.87	23.39	23.97	24.54
H	19.46	19.84	20.28	20.72	21.19	21.68	22.18	22.69	23.25	23.81	24.38	24.98	25.61
I	20.11	20.52	20.98	21.43	21.94	22.43	22.95	23.49	24.05	24.65	25.24	25.85	26.50
J	20.80	21.26	21.73	22.22	22.73	23.25	23.79	24.35	24.93	25.54	26.15	26.80	27.46
JA	21.52	22.01	22.49	23.04	23.56	24.14	24.72	25.31	25.94	26.59	27.25	27.91	28.61
JB	22.25	22.80	23.30	23.84	24.40	24.98	25.59	26.20	26.85	27.51	28.19	28.87	29.59
JC	23.06	23.58	24.16	24.73	25.31	25.92	26.53	27.18	27.83	28.51	29.21	29.94	30.66

APPENDIX B

Revised 6/2021

Wichita Public Schools Paraeducator Career Ladder Guidelines

Range C	Range D	Range E	Range F	Range G	Range H	Range I
Requirements: High School Diploma or GED <u>Achieve HQ Status</u> After 2/1/2018: Passing score on Para PD Now Prior to 2/1/2018: 48 College Credit Hours or Passing Score on a State Approved Assessment	Requirements: 2 Years of Experience as a USD 259 Paraeducator A Total of 100 Approved Career Ladder Credits	Requirements: 3 Years of Experience as a USD 259 Paraeducator An Additional 75 Approved Career Ladder Credits	Requirements: 4 Years of Experience as a USD 259 Paraeducator An Additional 50 Approved Career Ladder Credits	Requirements: 5 Years of Experience as a USD 259 Paraeducator An Additional 50 Approved Career Ladder Credits	Requirements: 6 Years of Experience as a USD 259 Paraeducator An Additional 50 Approved Career Ladder Credits	Requirements: 7 Years of Experience as a USD 259 Paraeducator An Additional 50 Approved Career Ladder Credits

- Any and all opportunities for Career Ladder reclassification are subject to negotiations.
- Paraeducators working at least 20 hours per week in a permanent position are eligible for career ladder reclassification.
 - Assistant Paraeducators are not eligible for career ladder reclassification.
- Entry level for most positions will be Range "C" or below. Due to responsibilities and skills required, some positions may be placed on ranges other than designated entry-level ranges (*Advancement beyond this range will follow Career Ladder requirements*).
- Paraeducators who pass a Praxis test and earn an endorsement will be granted 100 Career Ladder Credits one time only.
- Paraeducators may only advance one Range per Career Ladder reclassification opportunity.
- All activities are subject to audit for verification.

You may earn credits from the following:

- Professional Development Hours**
 - All PD hours must be documented and approved in MyLearningPlan in order to count towards Career Ladder.
 - Only PD hours accumulated within one contract year may count towards the Career Ladder reclassification following that contract year.
 - 1 approved PD hour in MLP is equal to 1 Career ladder credit.
 - Any PD that occurs during a workday, while the Paraeducator is on paid status, will count towards Career Ladder.
 - Paraeducators wanting to earn clock hours must be allowed to attend/participate in any scheduled trainings.
 - CHAMPS and MTSS training hours are eligible to be counted.
 - Completed trainings, conferences, or seminars that are not offered by USD 259 may count towards Career Ladder if they are documented and approved in MLP with a certificate or proof of completion.
- College Credit Hours**
 - College classes completed and passed with a "C" or better may count towards Career Ladder if they were completed after the start date of a permanent, benefited paraeducator position.
 - In order for college credits to count towards Career Ladder, an unofficial transcript from the college or university with final grades listed must be provided to Human Resources.
 - 1 semester college credit hour is equal to 20 approved Career Ladder credits.
 - College credit hours may roll over from year to year if they have not yet been used for credits towards a Career Ladder reclassification.
- Master Teacher Modules**
 - Master Teacher is an online learning platform, offering 147 modules that you could take on your own time.
 - Each module, when successfully passed with a 70% or better, is equal to 1 point on the Career Ladder.
 - Modules may roll over from year to year if they have not yet been used for credits towards a Career Ladder reclassification.
 - It is not required to turn in any verification of completed modules; a report from Master Teacher will capture that.
- ComPsych (EAP Program) Webinars**
 - ComPsych is an Employee Assistance Program offering Webinars that you could take on your own time.
 - Each job relevant Webinar is equal to 1 point on the Career Ladder reclassification.
 - Job relevancy of Webinar will be determined by Human Resources.
 - Only Webinar hours accumulated within one contract year may count towards the Career Ladder reclassification following that contract year.
 - All Webinars must be documented and approved in MyLearningPlan by submitting a Certificate of Documentation in order to count towards Career Ladder.

GUIDELINES TO GO INTO EFFECT FOR THE 2024-2025 CONTRACT YEAR

Revised 9/2023

Wichita Public Schools Paraeducator Career Ladder Guidelines

Range C	Range D	Range E	Range F	Range G	Range H	Range I
Requirements: High School Diploma or GED <u>Achieve HQ Status</u> After 2/1/2018: Passing score on Para PD Now Prior to 2/1/2018: 48 College Credit Hours or Passing Score on a State Approved Assessment	Requirements: 2 Years of Experience as a USD 259 Paraeducator A Total of 100 Approved Career Ladder Credits	Requirements: 3 Years of Experience as a USD 259 Paraeducator An Additional 100 Approved Career Ladder Credits	Requirements: 4 Years of Experience as a USD 259 Paraeducator An Additional 75 Approved Career Ladder Credits	Requirements: 5 Years of Experience as a USD 259 Paraeducator An Additional 75 Approved Career Ladder Credits	Requirements: 6 Years of Experience as a USD 259 Paraeducator An Additional 75 Approved Career Ladder Credits	Requirements: 7 Years of Experience as a USD 259 Paraeducator An Additional 75 Approved Career Ladder Credits

- Any and all opportunities for Career Ladder reclassification are subject to negotiations.
- Paraeducators working at least 20 hours per week in a permanent position are eligible for career ladder reclassification.
 - Assistant Paraeducators are not eligible for career ladder reclassification.
- Entry level for most positions will be Range "C" or below. Due to responsibilities and skills required, some positions may be placed on ranges other than designated entry-level ranges. (*Advancement beyond this range will follow Career Ladder requirements.*)
- Paraeducators who pass a Praxis test and earn an endorsement will be granted 100 Career Ladder Credits one time only.
- Paraeducators may only advance one Range per Career Ladder reclassification opportunity.
- All activities are subject to audit for verification.

You may earn credits from the following:

- Professional Development Hours**
 - All PD hours must be documented and approved in Frontline in order to count towards Career Ladder.
 - Only PD hours accumulated within one contract year may count towards the Career Ladder reclassification following that contract year.
 - 1 approved PD hour in MLP is equal to 1 Career ladder credit.
 - Any PD that occurs during a workday, while the Paraeducator is on paid status, will count towards Career Ladder.
 - Paraeducators wanting to earn clock hours must be allowed to attend/participate in any scheduled trainings.
 - CHAMPS and MTSS training hours are eligible to be counted.
 - Completed trainings, conferences, or seminars that are not offered by USD 259 may count towards Career Ladder if they are documented and approved in MLP with a certificate or proof of completion.
- College Credit Hours**
 - College classes completed and passed with a "C" or better may count towards Career Ladder if they were completed after the start date of a permanent, benefited paraeducator position.
 - In order for college credits to count towards Career Ladder, an unofficial transcript from the college or university with final grades listed must be provided to Human Resources.
 - 1 semester college credit hour is equal to 20 approved Career Ladder credits.
 - College credit hours may roll over from year to year if they have not yet been used for credits towards a Career Ladder reclassification.
- Master Teacher Modules**
 - Master Teacher is an online learning platform, offering 147 modules that you could take on your own time.
 - Each module, when successfully passed with a 70% or better, is equal to 1 point on the Career ladder.
 - Modules may roll over from year to year if they have not yet been used for credits towards a Career Ladder reclassification.
 - It is not required to turn in any verification of completed modules; a report from Master Teacher will capture that.
- ComPsych (EAP Program) Webinars**
 - ComPsych is an Employee Assistance Program offering Webinars that you could take on your own time.
 - Each job relevant Webinar is equal to 1 point on the Career Ladder reclassification.
 - Job relevancy of Webinar will be determined by Human Resources.
 - Only Webinar hours accumulated within one contract year may count towards the Career Ladder reclassification following that contract year.
 - All Webinars must be documented and approved in Frontline by submitting a Certificate of Documentation in order to count towards Career Ladder.

Wichita Public Schools
Paraeducator Career Ladder Guidelines

Range C	Range D	Range E	Range F	Range G	Range H	Range I
Requirements: High School Diploma or GED <u>Achieve HQ</u> <u>Stams</u> After 2/1/2018: Passing score on Para PD Now Prior to 2/1/2018: 48 College Credit Hours or Passing Score on a State Approved Assessment	Requirements: 2 Years of Experience as a USD 259 Paraeducator A Total of 100 Approved Career Ladder Credits	Requirements: 3 Years of Experience as a USD 259 Paraeducator An Additional 100 Approved Career Ladder Credits	Requirements: 4 Years of Experience as a USD 259 Paraeducator An Additional 75 Approved Career Ladder Credits	Requirements: 5 Years of Experience as a USD 259 Paraeducator An Additional 75 Approved Career Ladder Credits	Requirements: 6 Years of Experience as a USD 259 Paraeducator An Additional 75 Approved Career Ladder Credits	Requirements: 7 Years of Experience as a USD 259 Paraeducator An Additional 75 Approved Career Ladder Credits

- Any and all opportunities for Career Ladder reclassification are subject to negotiations.
- Paraeducators working at least 20 hours per week in a permanent position are eligible for career ladder reclassification.
 - Assistant Paraeducators are not eligible for career ladder reclassification.
- Entry level for most positions will be Range "C" or below. Due to responsibilities and skills required, some positions may be placed on ranges other than designated entry-level ranges (*Advancement beyond this range will follow Career Ladder requirements*).
- Paraeducators who pass a Praxis test and earn an endorsement will be granted 100 Career Ladder Credits one time only.
- Paraeducators may only advance one Range per Career Ladder reclassification opportunity.
- All activities are subject to audit for verification.

You may earn credits from the following:

- Professional Development Hours**
 - All PD hours must be documented and approved in Frontline in order to count towards Career Ladder.
 - Only PD hours accumulated within one contract year may count towards the Career Ladder reclassification following that contract year.
 - 1 approved PD hour in MLP is equal to 1 Career ladder credit.
 - Any PD that occurs during a workday, while the Paraeducator is on paid status, will count towards Career Ladder.
 - Paraeducators wanting to earn clock hours must be allowed to attend/participate in any scheduled trainings.
 - CHAMPS and MTSS training hours are eligible to be counted.
 - Completed trainings, conferences, or seminars that are not offered by USD 259 may count towards Career Ladder if they are documented and approved in MLP with a certificate or proof of completion.
- College Credit Hours**
 - College classes completed and passed with a "C" or better may count towards Career Ladder if they were completed after the start date of a permanent, benefited paraeducator position.
 - In order for college credits to count towards Career Ladder, an unofficial transcript from the college or university with final grades listed must be provided to Human Resources.
 - 1 semester college credit hour is equal to 20 approved Career Ladder credits.
 - College credit hours may roll over from year to year if they have not yet been used for credits towards a Career Ladder reclassification.
- Master Teacher Modules**
 - Master Teacher is an online learning platform, offering 147 modules that you could take on your own time.
 - Each module, when successfully passed with a 70% or better, is equal to 1 point on the Career ladder.
 - Modules may roll over from year to year if they have not yet been used for credits towards a Career Ladder reclassification.
 - It is not required to turn in any verification of completed modules; a report from Master Teacher will capture that.
- ComPsych (EAP Program) Webinars**
 - ComPsych is an Employee Assistance Program offering Webinars that you could take on your own time.
 - Each job relevant Webinar is equal to 1 point on the Career Ladder reclassification.
 - Job relevancy of Webinar will be determined by Human Resources.
 - Only Webinar hours accumulated within one contract year may count towards the Career Ladder reclassification following that contract year.
 - All Webinars must be documented and approved in Frontline by submitting a Certificate of Documentation in order to count towards Career Ladder.

APPENDIX C

Revised 6/2023

Wichita Public Schools Clerical Professional Growth Program Guidelines

Level	Years of Service	Initial Requirement	Continuation Requirement
Level 1(\$30/month)	2 years minimum	75 pts.	Additional 10 hours
Level 2(\$50/month)	3 years minimum		Additional 15 hours
Level 3(\$70/month)	4 years minimum		Additional 20 hours
Level 4(\$100/month)	5 years minimum		Additional 30 hours

- Any opportunities for Clerical Program Growth Program (CPGP) advancement are subject to negotiations.
- Administrative Assistants, Bookkeepers, and Clerks in a permanent position are eligible for CPGP.
- An employee must be on A-Jc pay scale.
- An employee must have worked in a benefitted clerical role within the district for at least two academic years.
- All employees must start on Level 1 and employee can only move 1 level per Career Ladder opportunity.
- All activities are subject to audit for verification.
- Points may be accumulated, but not applied, during the first two years of employment in a benefitted clerical position.
- Additional pay will continue to be awarded, subject to negotiation approval, if the continuation requirements are met every five years or until the employee leaves the district.

You may earn credits from the following:

- Professional Development Hours**
 - All PD hours must be documented and approved in MyLearningPlan in order to count towards Clerical Professional Growth Program (CPGP).
 - Only PD hours accumulated within one contract year may count towards the CPGP following that contract year.
 - 1 approved PD hour in MLP is equal to 1 CPGP credit.
 - Any PD that occurs during a workday, while the Clerical staff is on paid status, will count towards CPGP.
 - Completed trainings, conferences, or seminars that are not offered by USD 259 may count towards CPGP if they are documented and approved in MLP with a certificate or proof of completion.
- College Credit Hours**
 - College classes completed and passed with a "C" or better may count towards CPGP if they were completed after the start date of a permanent, benefitted clerical position.
 - In order for college credits to count towards CPGP, an unofficial transcript from the college or university with final grades listed must be provided to Human Resources.
 - 1 semester college credit hour is equal to 20 approved CPGP credits for the initial requirement and 1 CPGP credit for continuation credit.
 - College credit hours may roll over from year to year if they have not yet been used for credits towards a CPGP.
- ComPsych (EAP Program) Webinars**
 - ComPsych is an Employee Assistance Program offering Webinars that you could take on your own time.
 - Each job relevant Webinar is equal to 1 point on the CPGP.
 - Job relevancy of Webinar will be determined by Human Resources.
 - All Webinars must be documented and approved in MyLearningPlan by submitting a Certificate of Documentation to count towards CPGP.

APPENDIX D

Revised 6/2021

Wichita Public Schools Health Room Assistant Career Ladder Guidelines

Range C	Range D	Range E	Range F	Range G	Range H	Range I
Requirements: High School Diploma or GED	Requirements: 2 Years of Experience as a USD 259 Health Room Assistant A Total of 100 Approved Career Ladder Credits	Requirements: 3 Years of Experience as a USD 259 Health Room Assistant An Additional 75 Approved Career Ladder Credits	Requirements: 4 Years of Experience as a USD 259 Health Room Assistant An Additional 50 Approved Career Ladder Credits	Requirements: 5 Years of Experience as a USD 259 Health Room Assistant An Additional 50 Approved Career Ladder Credits	Requirements: 6 Years of Experience as a USD 259 Health Room Assistant An Additional 50 Approved Career Ladder Credits	Requirements: 7 Years of Experience as a USD 259 Health Room Assistant An Additional 50 Approved Career Ladder Credits

- Any and all opportunities for Career Ladder reclassification are subject to negotiations.
- Health Room Assistant working at least 20 hours per week in a permanent position are eligible for career ladder reclassification.
- Entry level for most positions will be Range "C" or below. Due to responsibilities and skills required, some positions may be placed on ranges other than designated entry-level ranges (*Advancement beyond this range will follow Career Ladder requirements*).
- Health Room Assistants may only advance one Range per Career Ladder reclassification opportunity.
- All activities are subject to audit for verification.

You may earn credits from the following:

- Professional Development Hours**
 - All PD hours must be documented and approved in MyLearningPlan in order to count towards Career Ladder.
 - Only PD hours accumulated within one contract year may count towards the Career Ladder reclassification following that contract year.
 - 1 approved PD hour in MLP is equal to 1 Career ladder credit.
 - Any PD that occurs during a workday, while the Health Room Assistant is on paid status, will count towards Career Ladder.
 - Health Room Assistants wanting to earn clock hours must be allowed to attend/participate in any scheduled trainings.
 - Completed trainings, conferences, or seminars that are not offered by USD 259 may count towards Career Ladder if they are documented and approved in MLP with a certificate or proof of completion.
- College Credit Hours**
 - College classes completed and passed with a "C" or better may count towards Career Ladder if they were completed after the start date of a health room assistant position.
 - In order for college credits to count towards Career Ladder, an unofficial transcript from the college or university with final grades listed must be provided to Human Resources.
 - 1 semester college credit hour is equal to 20 approved Career Ladder credits.
 - College credit hours may roll over from year to year if they have not yet been used for credits towards a Career Ladder reclassification.
- ComPsych (EAP Vendor) Webinars**
 - ComPsych is an Employee Assistance Program offering Webinars that you could take on your own time.
 - Each job relevant Webinar is equal to 1 point on the Career Ladder reclassification.
 - Job relevancy of Webinar will be determined by Human Resources.
 - Only Webinar hours accumulated within one contract year may count towards the Career Ladder reclassification following that contract year.
 - All Webinars must be documented and approved in MyLearningPlan by submitting a Certificate of Documentation in order to count towards Career Ladder.

July 1, 202~~3~~5 – June 30, 202~~5~~6

/s/ Debbie Ollek
Union Local 513

/s/ ~~David Moore~~Rinann Speaker
Union Local 513

/s/ Lee Moore
Union Local 513

/s/ Joe Murphy
Union Local 513

/s/ ~~Andrae Carter~~Azucena Bojorquez
Union Local 513

/s/ ~~Lindsay Fairbanks~~Mary Haley
Union Local 513

/s/ Dina Williams
Union Local 513

/s/ Wendy Ratliff
Union Local 513

/s/ John Rodriguez
Union Local 513

/s/ Chad Blanchet
Union Local 513

/s/ ~~Sheril Logan~~Diane Albert
Board of Education

~~October 2, 2023~~June 9, 2025
Date

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AGREEMENT

Between

The Board of Education

of

USD 259

Wichita, Kansas

and

**Uniformed Security Officers and Security Dispatchers
(Safety Services Employees)
The Service Employees International Union**

Local No. 513



July 1, 202~~3~~⁵ – June 30, 202~~5~~⁶

WICHITA BOARD OF EDUCATION

2023~~5~~-2024~~6~~

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Julie Hedrick Diane Albert

Stan Reeser Hazel Stabler

~~Ernestine Krehbiel~~Ngoc Vuong

SUPERINTENDENT OF SCHOOLS

Kelly Bielefeld

NEGOTIATION TEAM

Daniel Lawrence, Chief Negotiator

Legal Services

Sean Hudspeth

Chief Human Resources Officer

Terri Moses

Division Director, Safety Services

SERVICE EMPLOYEES INTERNATIONAL UNION

LOCAL 513, SEIU

UNIFORMED SECURITY OFFICERS & SECURITY DISPATCHERS

***Esau Freeman, Chief Negotiator**

UNIT OFFICERS

***Ene Akpan, Unit Chair**

***Shane Murray, Vice Chair**

***Shannon Wilson, Recording Secretary**

***~~Leonett Hodges~~Kimberly Brewer, ~~Sergeant-At-Arms~~State President**

***Negotiating Committee**

**SERVICE EMPLOYEES
INTERNATIONAL UNION,
LOCAL 513, SEIU,
EXECUTIVE BOARD MEMBERS
2023-2025**

OFFICERS

Kimberly Brewer, President
Janet Jones, 1st Eastern Vice President
Wendy Ratliff, 2nd Eastern Vice President
Gregg DeGarmo, Western Vice President
James Black, Secretary/Treasurer
Kimberly Murrow, Recording Secretary
Elisha Snell, Sergeant-At-Arms

Wendy Ratliff, Dina Williams
Chad Blanchat, John Rodriguez,
Brian Knox, Lee Moore

***Negotiating Committee**

The Wichita Public Schools is committed to ensuring an environment that is free of discrimination, and to fostering a climate in which all employees and students may participate, contribute and grow to their fullest potential. Harassment and disparate treatment will not be permitted or condoned in Wichita Public Schools. The Wichita Public Schools does not discriminate on the basis of race, color, national origin, religion, sex, gender identity, sexual orientation, disability, age, veteran status, or any other legally protected classification in its programs and activities. All Wichita Public Schools employees have the responsibility to support this statement. The following person have been designated to handle inquiries regarding the Non-Discrimination Statement:

**SECTION 504 COORDINATOR FOR ADULTS
AND TITLE IX COORDINATOR FOR ADULTS AND STUDENTS,
903 SOUTH EDGEMOOR,
WICHITA, KANSAS 67218,
(316) 973-4420.**

**SECTION 504 COORDINATOR FOR STUDENTS
903 SOUTH EDGEMOOR
WICHITA, KANSAS 67218**

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**Agreement Between
The Board of Education of
Unified School District 259,
Sedgwick County, Kansas
and
The Service Employees International Union
Local No. 513
(Uniformed Security Officers and Security Dispatchers)**

INTRODUCTION

- A. The entering into this Agreement and the terms of this Agreement are governed by the Act. The terms of this Agreement apply to employees of the District who are members of the Bargaining Unit. The members of the Bargaining Unit and the Board have ratified this Agreement. The Agreement is for a term of ~~two~~one years, beginning July 1, 202~~3~~5, and ending June 30, 202~~5~~6. Article XII, Employee Benefits, may be reopened by the Board at any time during the term of the Agreement solely for the purpose of negotiating the health plan premiums in the event that health plan reserves fall below Eighteen Million Dollars (\$18,000,000). In addition, the Board and the Union may agree to reopen negotiations at any time during the term of this Agreement in order to make amendments to this Agreement. An amendment that results from a reopening of negotiations will be effective when the amendment is ratified by the Board and the Bargaining Unit. ~~The parties agree that the five percent (5%) increase to the salary schedule for the 2024-2025 school year is contingent upon a decrease in Total Enrollment as measured on September 20, 2023, of less than two percent (2%) as compared to the Total Enrollment for the prior school year. In the event of such a decrease, the Board may reopen Appendix C. "Total Enrollment" means the total full-time equivalent enrollment number utilized under the State school funding formula for the purpose of calculating the Base Aid for Student Excellence (BASE). Article V may be reopened at any time by either party to negotiate terms of that section if the BASE, by legislative action, is reduced from the rate adjusted by the average percentage increase in the Consumer Price Index for all urban consumers (CPI-U) in the Midwest region during the three immediately preceding school years to a rate that is 4% or less. The parties agree to exchange proposals that relate to negotiating an agreement for the 2026-2027 school year on or before February 1, 2026.~~
- B. Appendix "A" to this Agreement is adopted by reference and incorporated by reference into this Agreement as though fully set forth in this Agreement.

ARTICLE I: RECOGNITION

- A. The Board recognizes the Union as the exclusive representative for the purpose of meeting and conferring and the settlement of grievances for those designated in the Bargaining Unit.
- B. The Bargaining Unit shall consist of all uniformed security officers and security dispatchers employed in permanent positions for twenty (20) or more hours per week and paid on Ranges AS-JcS of the Wichita Public Schools' safety services salary schedule. Safety Services employees paid on Ranges K-Z of the Wichita Public Schools' safety services salary schedule, and supervisors, as defined by the Act, are excluded from the Bargaining Unit.

- C. The Board of Education will seek informal input from the Union when designing in-service activities for Safety Services employees during the school year.

ARTICLE II: MANAGEMENT'S RIGHTS

The Union acknowledges that the Board and the Superintendent have certain exclusive statutory rights and responsibilities which they may not surrender and except as expressly provided otherwise by this agreement or by law, the Board shall retain its rights to make, amend, or execute decisions and policies that are necessary to operate and maintain the program of the school district and to otherwise carry out its lawful rights and responsibilities.

Neither shall anything in this agreement be construed to limit the statutory power and duty of the Superintendent. Such rights of the school district include but are not limited to: direct the work of the employees; hire, promote, demote for non-disciplinary reasons, transfer, assign, or retain employees in positions within the public agency; demote for disciplinary reasons, suspend or discharge employees for proper cause; maintain the efficiency of governmental operations; relieve employees from duties because of a lack of work or for other legitimate reasons; take actions as may be necessary to carry out the mission of the school district in emergencies; and to determine the methods, means, and personnel by which operations are to be carried on, including subcontracting if such is deemed desirable. Employees whose positions are eliminated by subcontracting, downsizing, or dissolving will be given priority to transfer to vacant positions within the district for which they are qualified or receive training.

ARTICLE III: SAVINGS CLAUSE

- A. Any paragraph of this Agreement or any action pursuant thereof which is contrary to law will be null and void, but the remainder of the Agreement will remain in full force and effect.
- B. Any previously adopted policies, practices, procedures, customs, rules, regulations or writings of the Board which are in conflict with this Agreement will be superseded by the terms set forth in this Agreement. The Board will not amend this agreement nor make nor execute decisions or policies which violate this Agreement.

ARTICLE IV: WAIVER CLAUSE

The Union recognizes that it has the right to negotiate any and all terms and conditions of employment as set forth in the Act and judicial interpretations thereof. Regardless of that right, the Union hereby waives its right to negotiate any such term or condition which has not been noticed, negotiated, agreed, set forth herein, and ratified by both parties. The Union expressly agrees that the Board and Administration have the exclusive right to control and change such terms and conditions which have not been negotiated by policy, rule, procedure, regulation or decision during the term of this Agreement. Negotiations may be re-opened in accordance with the terms set forth in the Introduction section of this Agreement.

ARTICLE V: EMPLOYEE RIGHTS

- A. Safety Services Employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing.

- B. Safety Services Employees shall also have the right to refuse to join or participate in activities of employee organizations.
- C. Safety Services Employees shall be eligible to participate and vote on building committees if a building committee exists.
- D. No Employee shall be subject to workplace bullying, harassment, discrimination, abusive, derogatory, or belittling language, and/or retaliation.

ARTICLE VI: PAYROLL DEDUCTIONS

A. Authorized Deductions

The Board agrees that whenever duly authorized by any Employee on a form or forms appropriate for such purpose and consistent with the regulations established by the Business/Financial Services Division, payroll deductions will be made and paid over in accordance with such form or forms for any or all of the following purposes:

1. Donations to the Friendship Fund
2. Union dues
3. YMCA dues
4. Flexible Spending Account
5. Tax Sheltered Annuity
6. Health Insurance Premiums

B. Union Dues

The Union will develop, and the Board will approve a dues authorization card which will provide for the cancellation of union dues only once during the year, which date shall be July 1 each year, unless the Employee terminates employment with the school district. Such dues deduction authorization may specify that it will continue each year and will continue in effect from year to year unless terminated as specified on the authorization card.

1. The Union will indemnify and hold harmless the Board from any and all claims, demands, suits, or other forms of liability (including specifically costs and attorney fees) that may arise out of or by reason of any action taken or not taken by the Board for the purpose of complying with the provisions of Paragraph B or the authorization form.
2. The Union may submit new payroll deduction authorization cards on a monthly basis. Such cards will be submitted on or before the 5th of each month and should be representative of Employees who have successfully completed their probationary employment status.

C. Tax Sheltered Annuity Plan

Employees will be eligible to participate in district tax-sheltered annuity/deferred compensation plans established pursuant to the Internal Revenue Code, consistent with regulations established by the Business/Financial Services Division.

ARTICLE VII: HOURS OF WORK

A. Changes and Exceptions

Nothing herein shall be construed as guaranteeing any Employee any number of hours of work per day or week. Work schedules may be changed by the Director of Safety Services or Building Principal, and such schedules may vary from the base work schedule.

B. Hours for Specific Positions

The working hours for specific positions are as follows (Employees who are involved in a shift change will be given a three-day notice unless there is an emergency):

1. Uniformed Security Officers (Site-Based)

Base schedule to be forty (40) hours per week, Monday through Friday, as determined by the Director of Safety Services or Building Principal. Designated lunch periods will be one-half hour, at times set by the Director of Safety Service or Building Principal unless an exception has been granted by the Director of Safety Service or Building Principal. Officers will use the time clock system to check out for and document their lunch periods.

2. Uniformed Security Offices (SSC-Based) and Security Dispatchers

Base schedule to be forty (40) hours per week, as determined by the Director of Safety Services. Designated lunch periods will be one-half hour, as times set by the Director of Safety Services unless an exception has been granted by the Director of Safety Services. Officers and Dispatchers will use the SecTrac system to check out for and document their lunch periods.

C.

Rest Periods/Breaks

All employees shall be allowed a rest period if their regular daily schedule calls for four (4) hours or more of continuous work. Rest periods may be flexible, but shall generally be consistent with the following recommended schedule:

Daily Hours Worked	Suggested Rest Periods		
	1 st	2 nd	3 rd
10 hours	15 minutes	15 minutes	15 Minutes
8 hours	15 minutes	15 minutes	

ARTICLE VIII: COMPENSATION

A. Salary Schedule

The salaries of Employees covered by this Agreement are set forth in the salary schedule in Appendix B which is attached to and incorporated into this Agreement.

B. Salary Range

Employees will be placed on a range as identified in the Board-approved Safety Services Personnel Classification Plan. The exact step on the range will be determined by the Division of Human Resources after consideration of the individual's prior work, education and/or training.

C. Salary Steps

Increment or step increases are included in the wage and salary schedule to recognize changes in responsibility based upon assignment and to reward length of service.

D. Step Movement

Employees who began service prior to January 1, of the current year, shall normally advance one step on the salary schedule on July 1. Any employee, who on July 1 is on a disciplinary probation or Plan

of Assistance, shall not advance on the salary schedule. Upon successful completion of a disciplinary probation or Plan of Assistance the employee is to be eligible for step movement, that will be prorated from the date of completion of the disciplinary probation or Plan of Assistance, if employed prior to January 1st, of the current calendar year.

E. Safety Services Career Ladder

~~—A Career Ladder Committee shall consist of three (3) AS through JcS Employees appointed by the Union Chair and three (3) management employees appointed by the Director of Safety Services. The committee shall meet, and report as needed by management or the union.~~

In the ~~2023-2024 and 2024-2025~~2025-2026 school year, the Committee shall create a career ladder process. A testing process will be offered to eligible Safety Services employees once in the ~~2023-2024 and the 2024-2025~~2025-2026 school year. Employees who successfully complete the career ladder process by June 30, 2024~~5~~ will be able to advance on the career ladder for the ~~2023-2024~~2025-2026 school year only. ~~Employees who successfully complete the career ladder process by June 30, 2025 will be able to advance on the career ladder for the 2024-2025 school year only.~~ Employees eligible for advancement will not be entitled to retroactive compensation.

F. Education Pay

Full-time security employees paid on Ranges AS through JcS who earn a college degree in Law Enforcement, Administration of Justice, Education, Cyber Risk, Psychology or Sociology, or a degree which the HRIS Compliance Manager determines in their discretion to be sufficiently related to one of those fields of study, may submit to the Human Resources Office competent proof of such degree and thereafter receive the following monthly compensation:

Associate's Degree \$65/mo.

Bachelor's Degree \$70/mo.

Master's Degree \$75/mo.

G. Paid Holidays

Paid holidays covered by this Agreement are shown in Article X and are included in determining the number of paid working days in a pay period for computing fractional or part-time work by Employees.

H. Differential Pay

Employees shall be paid one dollar (\$1.00) shift differential pay per hour for each hour of their regular work schedule which occurs later than 6:00 p.m. but earlier than 6:00 a.m.

I. Premium Pay

All safety and security staff will receive \$0.50 per hour premium pay for permanently assigned work at the following locations: Gateway Alternative Program, Greiffenstein-Wells Middle School, Bryant Opportunity Academy, and Sowers Alternative High School.

J. Longevity

Permanent safety services employees who work twenty (20) hours or more per week are eligible for longevity payment if they meet the requirements set forth in Article VIII Section I3. Safety services employees who are eligible for longevity during ~~20235-20246~~ will be paid by November 30, 2023~~5~~. ~~Safety services employees who are eligible for longevity during 2024-2025 will be paid by November 30, 2024.~~ (See Timeline for Determining Percentages.) Notwithstanding anything to the contrary herein, safety services employees who completed ten (10) years of employment with the Board on or before July 1, 2025~~6~~, will not advance to receive a longevity payment for the ~~2025-2026~~2026-2027 school year and thereafter.

1. Determination

An Employee's longevity shall be determined by counting the years of continuous service as an employee of the District in any position which is permanent and requires a working schedule of twenty (20) hours or more per week.

2. Discontinuance of Employment

Any discontinuity in employment, regardless of length, will result in full loss of longevity. In the event that a former employee, terminated as a result of reduction in force, is reemployed within two (2) years of the date of termination, then the period of unemployment shall not be regarded as a discontinuity in employment for the purpose of determining eligibility for a longevity payment. However, the period of unemployment shall not be counted in determining such eligibility,

3. Years of Service

Employees on Ranges AS through JcS of the Safety Services Salary Schedule shall qualify for longevity payments according to the following schedule:

10 to 19 years	3% of July 1 base salary
20 to 29 years	7% of July 1 base salary
30 or more years	11% of July 1 base salary

4. Timeline for Determining Percentages

The percentages specified in item three (3) above will be applied to the Employee's base salary as of July 1 excluding all licenses, certificates, differentials, overtime, etc., and will not be affected by any increases due to a reclassification or adjustment occurring after July 1. To be eligible for a particular longevity category in Paragraph G.3. above, an Employee must have started that number of years of continuous service on or before July 1.

5. Longevity Payment Schedule

All longevity payments will be made in November in accordance with regular payroll procedures and will be subject to all applicable deductions. Any Employee who is on unpaid leave of absence or whose employment terminates prior to November 15 will receive no part of any longevity payment.

K. Mileage

Employees who are required to drive their own vehicles in connection with their employment shall be compensated at a rate per mile established by the Board at the beginning of the fiscal year. Compensation will be in a manner consistent with procedures established by the Business/Financial Services Division.

L. Personal Phones

Employees who are required to use their own personal cell phones in connection with their employment shall be compensated at a flat rate of \$60/month. Compensation for this will be in a manner consistent with the procedures established by Human Resources.

M. District Sponsored In-service

Employees who are released to attend District-sponsored in-service activities and are being paid a wage will be allowed to use that time, if approved by Superintendent, Chief Human Resources Officer or designee, to advance on a career ladder.

N. Safety Services Uniforms Allowance

Employees required to wear uniforms, will receive an annual uniform allowance of up to \$550.00. Uniforms may be ordered by employees through the District established ordering process. Payment for uniforms will be made by the District directly to the vendor.

- O. During the 202~~54~~-202~~56~~ contract year, uniformed security officers and security dispatchers shall receive, in addition to any other negotiated increase to base pay, one-third (1/3) of the difference between the classified bargaining unit salary schedule and the safety services bargaining unit salary schedule. The parties previously agreed to that provisions in for the 2024-2025 and similar adjustment shall be included in future contract~~(s) for each~~ of the ~~2025-2026 and~~ 2026-2027 contract years, resulting in an additional adjustment in each of those ~~two~~-years equal to one-third of the difference between the classified bargaining unit and safety services bargaining unit schedules.

ARTICLE IX: OVERTIME AND HOLIDAY PAY

A. Holiday Pay Rates

Employees who are required to be on duty on holidays observed by the Board will receive premium pay. Employees shall receive holiday rates as follows:

1. For the Board recognized National holidays, listed in Article X, A, an Employee, who requests it, shall be granted the recognized holiday off when safety services activities permit. If the recognized holiday falls on a regular day off, the Employee shall be given time off as holiday pay on a day selected by the Employee within the 28-day work period in which the holiday falls, as safety services activities permit.

Example: An Employee works Wednesday – Sunday. Labor Day falls on a Monday. The Employee shall be given a day to take as a holiday within a 28-day period, as safety services activities permit.

If an Employee works on board recognized national holiday, the Employee shall be compensated two (2) times their regular hourly rate plus the Board-paid holiday rate and no time off will be given for working the recognized holiday. (“Worked National Holiday Pay”)

Example: Employee works Saturday – Wednesday. Labor Day falls on a Monday. If the Employee works, (2) times regular rate of pay will be paid plus Board-paid holiday. No other day will be given as time off. Otherwise, if the Employee does not work, holiday pay only will be paid.

2. In cases where an employee working a Monday - Friday schedule are given a day off within a regular work week (e.g. July 4 falls on a weekend and a Monday is given as a day off) no holiday premium compensation will be given for working on these days (e.g. no holiday premium pay on Monday if work is performed on Monday).

Employees who are not scheduled to work will receive the appropriate number of days off during the 28-day period, as safety services activities permit. Those working a Monday-Friday schedule

given days off within the regular work week will not be paid premium if they work on those recognized holidays but will be paid premium compensation if they work on the weekend days. The Director of Safety Services will determine minimum and maximum staffing requirements for Board recognized national holidays. If Employees are called back to work during a Board recognized national holiday, the Employees will receive two (2) times their regular hourly rate plus Board-paid holiday rate.

3. For other Board recognized holidays listed in Article X, B, an Employee who requests it shall be granted the day(s) off when safety services activities permit. If the(se) days fall on a regular day off, the Employee shall be given time off as holiday pay on a day selected by the Employee within the 28-day work period in which the holiday(s) fall, as safety services activities permit. An Employee who works on Board recognized holiday(s) shall be compensated at one and one-half (1 1/2) times their regular hourly rate plus the Board-paid holiday rate. No time off will be given for working the holiday(s). The Director of Safety Services will determine minimum and maximum staffing requirements for Board recognized holidays.

B. Sunday Pay

Employees called back to work on Sunday shall earn two (2) times their hourly rate, unless Sunday is a Board-recognized national holiday, in which case the Employees shall be paid three (3) times their hourly rate. Employees who begin their call back on Saturday shall be paid the Sunday pay rate beginning at 12:01 a.m. on Sunday, if at least one hour is worked on Sunday.

C. Call Back to Duty

A "call back" to duty shall be considered not less than two (2) hours' work performed. Employees called to work under special circumstances, such as snow removal, will be allowed to work overtime and a regular shift.

D. Safety Services Emergency Work

In cases of emergency (e.g. entire District shut down, with the exception of limited Safety Services personnel), as identified by the Director of Safety Services, employees shall be compensated two times their regular hourly rate for work performed.

E. Excess of Forty (40) Hours (Overtime)

Employees shall be paid one and one-half (1 1/2) times their regular hourly rate for all assigned hours exceeding a forty (40) hour work week (40 hours in pay status) which are not identified in A.1 or A.2 above.

F. Event Work

Employees assigned to work extracurricular events will be paid for a minimum of 2 hours even if they work less than 2 hours.

G. Safety Services Emergency Pay

Employees who are assigned to a building that experiences an Emergency Event, or who are called on to respond to an Emergency Event, shall receive Emergency Pay. "Emergency Event" means a fire that causes significant property damage and/or extended evacuation; a gas odor or leak that causes extended evacuation; a violent intruder; severe weather causing extensive wind or water

damage; credible threats of violence resulting in extended action by security staff; a student in possession of a firearm; a medical emergency requiring the use of CPR, AED, Narcan, or "Stop the Bleed"; or any other circumstance identified by the building principal or Director of Safety Services as requiring extraordinary or unusual efforts by security staff. "Emergency Pay" means (1) an employee's regular hourly rate, multiplied by (2) the number of hours actually worked by the employee during the Emergency Event at the building affected by the Emergency Event, multiplied by (3) one-and-one-half (1.5).

ARTICLE X: HOLIDAYS

A. Board Recognized National Holidays

The calendar adopted by the Board recognizes certain national holidays. For ~~2023-2024 and 20245-~~20245~~6~~, these days are as follows:

Independence Day
Labor Day
Veteran's Day
Thanksgiving
Christmas Day
New Year's Day
Martin Luther King, Jr. Day
Presidents Day
Memorial Day

B. Other Board Recognized Holidays

The calendar adopted by the Board designates certain other days as holidays. For ~~2023-2024 and~~20245-20256 these days are as follows:

Friday following Thanksgiving
Christmas Eve
New Year's Eve
Spring Break (5 days)

C. Rate of Holiday Pay

Full-time Employees shall be paid their regular daily rate for their normal shift assignment for the above holidays, provided they are in pay status (except personal business) on the day before and the day following paid holidays.

D. Calendar

The calendar adopted by the Board may be altered at the discretion of the Board or Superintendent.

ARTICLE XI: VACATIONS

A. Eligibility

Vacation with pay is granted to full-time Employees in positions requiring a 260-day working schedule.

B. Vacation Accrual Dates

The date for determining vacation eligibility is the anniversary date of employment for each full-time Employee. Vacation credit will be accrued and earned on a monthly basis based upon an Employee's working schedule set forth hereafter. An Employee is eligible to use accrued vacation days once earned, except new Employees will not be eligible to use accrued vacation days until they have satisfactorily completed their three (3) month probationary period. A new Employee will not be eligible for vacation pay or credit if the new Employee is terminated prior to satisfactorily completing their three (3) month probationary period.

Hours of Vacation Accrued per Month Based on Years of Service	
Months of Service	260-Day
1 to 36	6.67
37 to 48	7.33
49 to 60	8.00
61 to 72	8.67
73 to 84	9.33
85 to 96	10.00
97 to 108	10.67
109 to 120	11.33
121 to 132	12.00
133 to 144	12.67
145 and over	13.33

C. Approval of Vacation

The responsibility for approval of an Employee's vacation schedule rests with the Director of Safety Services or Building Principal.

1. Carryover of Vacation

All vacation accrued between anniversary dates of any given year shall ordinarily be scheduled and taken prior to the Employee's anniversary date of the following year. While the "carrying over" of vacation is discouraged, an Employee may carry over vacation days beyond June 30 of each year to a maximum of 320 hours.

2. Maximum Days Allowed

The maximum allowable number of vacation days that may be scheduled at any one time shall be the total number of days that an Employee will earn between the anniversary dates of the year the vacation is taken.

3. Minimum Units of Vacation Allowed

Absences chargeable to vacation time for employees paid on ranges AS-JcS shall be in units no smaller than one-quarter hour.

D. Severance Pay

All earned vacation credit up to a maximum of twenty (20) days is paid upon separation from employment and is computed on the basis of the current salary. At the discretion of the Administration, employees who move to a shorter work year may be paid for some or all of their accumulated unused vacation days.

- E. Holiday During Vacation
Holidays will not be charged against an Employee's vacation time when they occur during regularly scheduled vacation periods.
- F. Working During Vacation
Employees are not allowed to work for the Board during their scheduled vacation time and receive additional pay for such time worked. Any exceptions, due to an emergency situation, must have prior approval of the Director of Safety Services or Building Principal.
- G. Winter/Spring Breaks
Employees who work the 260-day schedule will be scheduled to work at a minimum staffing level (i.e., two officers and one dispatcher per shift). Those not scheduled to work will be required to take these days as calendared vacation or temporary leave days unless the Employee opts to take them as unpaid days.

ARTICLE XII: EMPLOYMENT BENEFITS

- A. Medical and Dental Benefits
 - 1. The Plan
 - a) The Board will offer employees a base medical and a base dental plan with no additional employee paid premiums other than: premium without wellness discount, tobacco/nicotine user premium, working spouse premium, and part-time employee premium (0.75-0.99 FTE), as further described below. The Board provided medical and dental plans shall provide coverage for employees and eligible dependents, if any, in accordance with the terms, conditions and exclusions of the Board provided group medical and dental plans. Changes in these Board provided medical and dental plans will normally be effective on January 1 of any year and only with the involvement of the Union. At its discretion, the Board may offer additional medical and dental plan options with employee-paid premiums, through payroll deduction, that will be in addition to the premiums further described below.
 - b) The medical and dental plans will begin January 1 and will end December 31 of each year.
 - 2. Eligibility
 - a) Employees who are employed in a position for 30 hours or more per week are eligible to participate in the Board provided group medical and dental plans. The employees' participation will be governed by the Health Plan Document.
 - b) Employees who were employed for at least 20 hours but less than 30 hours per week as of August 1, 2014, and who are currently receiving Health Plan benefits ("Grandfathered Employees") will also be eligible to participate in the Health Plan ("Grandfathered Employees"). An employee whose Grandfathered Status ends will no longer be eligible to participate in the health plan. The employee's removal from participation in the health plan will be governed by the Health Plan document.
 - c) To be eligible to participate in the Board group medical and dental plans, all employees will be required to enroll during open enrollment or within 31 days of hire. Employees who do not enroll, or decline through the enrollment process, will be automatically enrolled in the employee only base medical plan without the wellness discount and the employee only base dental plan.

3. Board Contribution

- a) The Board will contribute \$690 per month, all of which will be used to partially fund the Medical and Dental Plan, for every employee who is eligible to participate in the Health Plan under this Article XII, Section A.
- b) The Board shall continue to pay its contribution for any eligible employee who suffers a continuing total disability for a period not to exceed 180 calendar days after the date of the commencement of the total disability. All actions and decisions under the medical and dental plans shall be made in accordance with rules and regulations established by the Administration.

4. Premiums/Payroll Deductions

- a) Effective January 1, 2018, safety services employees and their spouses shall agree to a payroll deduction as set in the table below unless the employee and/or spouse qualify for a wellness premium discount:

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Employee Without Wellness Discount	\$46.15	\$60.00	\$100.00	\$1,200.00
Spouse Without Wellness Discount	\$46.15	\$60.00	\$100.00	\$1,200.00
Both Without Wellness Discount	\$92.30	\$120.00	\$200.00	\$2,400.00

*These premiums do not apply to dependent children; actual monthly deduction may vary based on pay calendar

~~The 2024 wellness program was further simplified as the 2024 wellness discount (\$1200 per year for an employee and \$1200 per year for a spouse) will be applied for the employee (and spouse if applicable) if the employee completes the enrollment process and certifies that one of the following two conditions has been met: 1) 100 points of wellness activities have been met from the wellness matrix provided by Employee Benefits & Insurance Management, or 2) both an annual physical exam with blood work AND an eye exam have been performed. Services must have been rendered between September 1, 2022 and August 31, 2023 to apply toward the 2024 discount. The employee must complete the enrollment process to receive the wellness discount. If the employee fails to complete the enrollment process, no wellness discount will be provided.~~

To receive the 202~~65~~ wellness discount (\$1200 per year for an employee and \$1200 per year for a spouse), the employee (and spouse if applicable) must have received either an annual physical exam with blood work OR an eye exam between September 1, 202~~34~~ and August 31, 202~~45~~. The employee must complete the enrollment process to receive the wellness discount. If the employee fails to complete the enrollment process, no wellness discount will be provided.

New hires and employees transferring into benefitted positions will automatically receive the wellness discount for the rest of that calendar year. Employees hired after April each year and employees transferring into benefitted positions after April will automatically receive the wellness discount for the rest of that calendar year and the following calendar year.

Employees are asked to certify if they are a tobacco user, during the enrollment process. This is subject to audit by testing. If the employee's test has a positive result for tobacco/nicotine use, the teacher will be subject to the additional payroll deduction for

tobacco/nicotine use. The payroll deduction for a positive test result or refusal to be tested shall equal the annual tobacco/nicotine premium, averaged between the date of the first paycheck after a positive test result or refusal to be tested and the last paycheck paid in December of the year the nicotine payroll deduction is begun.

If the spouse's test has a positive result for tobacco/nicotine use, the teacher will be subject to the additional payroll deduction for the spouse's tobacco/nicotine use. The payroll deduction for a positive test result or refusal to be tested shall equal the annual

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Working Spouse	\$92.31	\$120.00	\$200.00	\$2,400.00

tobacco/nicotine premium, averaged between the date of the first paycheck after a positive test result or refusal to be tested and the last paycheck paid in December of the year the nicotine payroll deduction is begun.

~~If non-tobacco/nicotine user is one of the wellness points selected for the current plan premium credit, the employee and/or spouse will be subject to audit and confirmation testing. If the test has a positive result, the employee and/or spouse will be disqualified from receiving the wellness discount and will be subject to paying the annual tobacco premium. The payroll deduction for a positive test result or refusal to be tested shall equal the annual tobacco premium, averaged between the date of the first payroll deduction after the employee and/or spouse refuses a test or is found to be positive for tobacco/nicotine use and the last payroll deduction paid in December of the year the payroll deduction is begun.~~

b) Employees whose spouses have access to group medical insurance who choose to utilize the Board provided group medical and dental plans to provide coverage for the employee's spouse shall agree to a payroll deduction of \$200 per month, or \$2400 per year, beginning January 1, 2017 and thereafter. However, such employees who work less than a 12-month assignment shall agree to a payroll deduction equal to \$2,400 per year pro-rated for the length of their assignment.

Employees with a spouse shall certify whether or not their spouse has access to group medical insurance. It is the employee's responsibility to notify Employee Benefits if their spouse gains benefit coverage.

c) Effective January 1, 2017, a permanent employee who is employed 30 or more hours and less than 40 hours per week in a primary benefited position shall agree to a payroll deduction of \$40 per month. However, such employees who work less than a 12-month assignment shall agree to a payroll deduction of \$480 per year prorated for the length of their assignment. For the 2016 health plan year only, the \$40 per month part-time premium will be waived for eligible employees who are .75 FTE to .99 FTE. Grandfathered Employees defined under Article XII, Section A, who are less than .75 FTE will continue paying the \$40 monthly premium for the health plan.

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Part Time Premium	\$18.46	\$24.00	\$ 40.00	\$ 480.00

d) An employee who is a tobacco/nicotine product user shall agree to pay the annual tobacco premium.

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Employee tobacco user	\$46.15	\$60.00	\$100.00	\$1,200.00
Spouse tobacco user	\$46.15	\$60.00	\$100.00	\$1,200.00
Both tobacco users	\$92.30	\$120.00	\$ 200.00	\$ 2,400.00

However, such employees who work less than a 12-month assignment shall agree to a payroll deduction equal to the annual tobacco premium, prorated for the length of their assignment. To be eligible to participate in the Board medical plan, an employee whose spouse is a tobacco/nicotine product user who participates in the Board health insurance plan shall agree to pay the annual tobacco premium. However, such employees who work less than a 12-month assignment shall agree to a payroll deduction equal to the annual tobacco premium, prorated for the length of their assignment. Employees shall sign a certified statement verifying whether or not they are tobacco/nicotine product users and whether or not their spouse who participates in the Board health insurance plan is a tobacco/nicotine product user.

A tobacco/nicotine product user is a person who uses a tobacco/nicotine product or products four or more times per week within no longer than the past 6 months and includes cigarettes (including electronic cigarettes), cigars, pipes, and any form of chewing tobacco. The term tobacco/nicotine user does not include for religious or ceremonial use or when prescribed or recommended by a physician or in conjunction with smoking cessation treatment. Physician documentation would be required.

5. Cash Option

Eligible employees who provide evidence of other medical coverage as required by the Affordable Care Act may enroll in a cash option in lieu of participation in the base or buy-up medical plans. Eligible employees enrolled in the cash option shall be paid \$1,200.00 per year pro-rated for the length of their assignment subject to applicable payroll deductions.

	Bi-weekly 26 pays	Bi-weekly 20 pays	Monthly	Annually
Cash Option	\$46.15	\$60.00	\$ 100.00	\$ 1,200.00

B. Severance Pay Benefits

1. Death, Retirement, Honorable Resignation

An employee who dies or who retires or resigns honorably after reaching age fifty-five (55) years or five (5) years in the employ of the Board shall be eligible for a severance payment.

2. Termination

An employee with 15 or more years of service with USD 259 who is terminated (other than for suspected criminal activity) may have their individual case reviewed through the grievance procedure.

The parties to the grievance may allow the employee to voluntarily resign rather than involuntary termination, and if allowed, the employee will receive severance pay, if otherwise eligible. As a condition of allowing the discretionary severance payment, the employee must agree to settle and discontinue their grievance and additionally waive any other individual right or rights they may have against any officer, manager, supervisor, or employee of USD 259 arising out of their termination. The employee who is allowed to self-terminate under the above conditions will sign a Personnel Action Request with the remark "not eligible for rehire" in the comment section.

3. Computation and Rate of Severance Pay

The amount of the severance payment for which the employee is eligible shall be computed by multiplying the sum of the number of unused temporary leave hours which the employee has accumulated plus the number of unused vacation hours which the employee has accumulated in excess of the number which he/she is still eligible to take by \$3.75 per hour.

For those employees paid by the hour the severance payment will be computed by multiplying the accumulated hours by \$3.75 per hour. The severance payment shall be made to the eligible employee in accordance with regular payroll procedures and shall be subject to all applicable deductions.

4. Exceptions

Any employee who applies for retention of employment prior to retiring for the purpose of KPERS is not eligible for such severance payment at that time.

C. Group Life Benefits

The Board shall provide group term life coverage with individual limits of \$30,000 for all permanent employees who work twenty (20) hours or more per week. Any increase in coverage shall not be effective until the employee reports for work.

D. Short Term Disability Benefits

The Board shall provide short-term disability benefits as set forth in the short-term disability summary plan description.

1. Rate of Benefits and Waiting Period

Short term disability benefits for disabilities resulting from non-occupational illness or injury, shall be paid at the rate of 70% of the employee's regular rate subject to all applicable deductions. Following the exhaustion of temporary leave, there is a five (5) day waiting period before short term disability benefits begin. The five (5) day waiting period will be waived for absences greater than thirty (30) consecutive calendar days and short-term disability payments shall be paid retroactively.

(See also Temporary Leave.)

2. Single Disability

A single disability for a period of 180 calendar days is defined as a single absence. Under no circumstances will short term disability benefits be paid in excess of 180 calendar days from the date of disability.

3. Exceeding 180 Days Absent

If the employee cannot return to work on or before the 181st calendar day of absence, the employee will be terminated or placed on leave of absence from the district, if eligible.

4. Recurrence of Disability

For the recurrence of a disability to be considered a new disability, the disability will be subject to a new waiting period and required independent medical evaluation designated by Employee Benefits and Insurance Management. In addition, the employee must have returned to work for a continuous period equal to the period of absence or for thirty (30) consecutive workdays. Short absences for reasons not related to the disability shall not be counted towards fulfillment of this requirement but will not be considered an interruption thereof.

5. Second Distinct Disability

If a second distinct disability occurs prior to the expiration of thirty (30) consecutive workdays, the thirty (30) day work requirement may be waived by the Chief Human Resources Officer or designee.

6. Injury/Accident During Employment

If subsequent to the commencement of short-term disability benefits, it is determined that the illness or accident arose out of or in the course of employment, the employee's compensation shall revert to worker's compensation disability payments and the employee's short term disability shall be reduced by any retroactive payment of workers compensation.

E. KPERS Benefits

The Board shall participate in the Kansas Public Employees Retirement System in accordance with KSA 74-4931, et seq.

F. Worker's Compensation Benefits

The Board shall continue under the Kansas Workers Compensation Law to provide worker's compensation coverage for all employees. Employee benefits are defined in state statute and are subject to legislative and judicial changes. Current state statute will supersede any provisions contained in this agreement. Workers' compensation covers injury and disease arising out of and in the course of one's employment. Benefits include medical expenses and disability payments when applicable. Job related accidents ~~will~~must be reported to the employee's supervisor, and both the Employee Report of Incident and Supervisor's Report will be forwarded to the Employee Benefits and Insurance Management office immediately but no more than 24 hours after the occurrence. Compensation and charge to temporary leave procedures are as follows:

1. Procedures:

- a. Injured employees ~~will~~must immediately report accidents to their supervisors and the Employee Benefits and Insurance Management office within 24 hours.

b. If employee believes that the absence is a result of personal injury caused by battery arising out of or in the course of their employment, the employee must request paperwork from the Workers' Compensation department. This request should be made as soon as possible following the incident but no later than 30 days from the date of incident for battery consideration. The determination and investigation of battery will be made independent of the Workers' Compensation office.

~~b~~c. Injured employees will take their doctors' work status report after each appointment to their supervisor.

~~d~~e. Injured employees will report in after each doctor visit to the Employee Benefits and Insurance Management office.

~~f~~d. If employees have questions concerning ~~w~~Worker ~~e~~Compensation benefits or procedures, they may call the Employee Benefits and Insurance Management office, or the claims advisory section of the Division of Workers Compensation (1-800-332-0353).

2. Disability Payments:

a. A seven-calendar day waiting period must be met before the disability payments begin. If the employee is off work for 21 consecutive days, the same statute requires the employer to pay retroactively the first seven (7) days of disability.

b. The employee will receive 66 2/3 percent of their average weekly wage, subject to the state weekly maximum. This benefit is paid as long as the authorized treating physician certifies that the employee is temporarily, totally disabled.

c. A job injury absence up to five days will be charged to the employee's accumulated temporary leave to the extent that temporary leave is available, such charge will be reinstated if the employee is authorized to be off work for 21 consecutive days.

d. Use of vacation time to cover any part of any absence due to an on-the-job injury is not permitted.

e. If certified by the authorized treating physician, the Board will pay any permanent partial disability according to the formula provided by the state statute.

f. If the employee files a battery claim within the designated 30-day period following an injury and the injury is determined after investigation to meet the definition of battery, they shall be paid their full salary less any other Board provided or State provided employee compensation or disability benefits for the period of such absence without having such absence charged to their accumulated temporary leave. Payment for such absence shall not extend beyond 180 calendar days. Requests for battery more than 30 days after date of an injury will not be considered.

3. Medical Expense:

a. Workers' ~~e~~Compensation will pay all medical expenses resulting from the job related injury and prescribed by the authorized treating physician. Kansas state statute allows the Board to direct the medical care of its injured employees.

b. Injured employees will receive care from authorized doctors and will return a work status form from the doctor after each appointment to his or her supervisor.

c. State statute provides a limited amount for the employee to use at their discretion for a second opinion or treatment. This unauthorized medical amount is explained with initial paperwork sent to the employee following injury.

G. Other Injury Benefits

1. For the 2025-2026 school year only, up to seven (7) days of temporary leave will be restored to an employee who misses work at the direction of a physician due to physical injury sustained as a result of a student altercation.

GH. General Liability Coverage

1. The Board shall provide commercial general liability coverage with a combined single limit of liability of at least \$500,000 per occurrence and including employees of the district within this coverage.

2. This coverage will include safety services employees who transport pupils within the course and scope of their employment. However, a commercial general liability policy excludes coverage for automobiles. This reference to transport of pupils refers to the act of supervision of pupils. Employees' own automobile insurance shall be primary coverage for property damage, personal injury protection, and automobile liability protection. Board insurance shall provide secondary coverage only.

HI. Unemployment

The Board, under the Kansas Employment Law, shall provide unemployment compensation for all eligible employees.

IJ. Voluntary Early Retirement

The Board will provide a voluntary early retirement program for safety services employees who were hired prior to July 1, 1996. The substance and procedures of the program, and any changes thereto, are in each instance to be determined by the Board. Alterations shall not be applied retroactively to affect any retired employee receiving benefits from the program.

JK. Flexible Spending

The Board shall provide a Flexible Spending Account Plan established pursuant to Section 125 of the Internal Revenue Code which will allow voluntary payroll deduction. The substance and procedures of the Plan, and any changes thereto, are in each instance to be determined by the Board after consultation with the Union. The Plan shall include only dependent care assistance and non-reimbursed medical expenses. Health insurance premiums will be deducted from wages on a pre-tax basis through the use of a Section 125 Cafeteria Plan.

KL. Reassignment

Employees who are reassigned from one employee group to another will be subject to decisions by the Human Resources Division concerning temporary leave, longevity payments, and other conditions of employment. Such decisions shall be based on relevant provisions of various policies, procedures and employment agreements in addition to the past practices of the district and maintenance of equity among employees.

L. ~~Personal Injury/Battery~~

~~Whenever employees are absent as a result of personal injury caused by battery arising out of or in the course of their employment and when investigation by the administration indicates that they have used reasonable judgment, they shall be paid their full salary less any other Board provided, or State provided employee compensation or disability benefits for the period of such absence without having such absence charged to their accumulated temporary leave. Payment for such absence shall not extend beyond 180 calendar days.~~

MN. Catastrophic Emergency Benefit Plan

The Catastrophic Benefit Pool was established to help employees recover payment for days they have entered into deduct status after they have exhausted all their temporary leave and experience a major disaster declared by the President of the United States or a qualified medical emergency. The catastrophic event would need to be considered a qualifying Family Medical Leave event to be deemed a qualifying medical emergency.

1. The plan shall be established by allowing each benefited employee to contribute one (1) day of temporary leave into the plan. Those who wish to enroll in the Plan (those new to the district, those who wish to enroll for the first time, or those who went off benefits since they contributed a day) may do so at any time during the year. Those who have contributed a day in the past will NOT be allowed to do so again unless they went off benefits since, they contributed the day or if in the future the hours drop low enough that the pool is required to be replenished.

2. All applicable temporary leave must be exhausted before individuals are eligible to apply for reinstatement of temporary leave days already deducted because of the catastrophe. Temporary leave must be in deduct and showing up as such on the PeopleSoft system before individuals are eligible. Employees who meet the criteria above shall be eligible to submit an application to draw on the pool up to twenty (20) days per contract year.

3. The Catastrophic Benefit Pool is not an option for people eligible for or receiving Worker's Compensation or Disability Compensation payments.

4. The plan shall be administered by Employee Benefits and Insurance Management. Disputes shall be resolved by the President of the Service Employees International Union or designee, the President of the United Teachers of Wichita or designee, and the Chief Human Resources Officer or designee.

NO. BOE Carrier Options

Each benefit specified by this agreement may, at the Board's option, be provided by a Board selected carrier or by self-funding by the Board or any combination thereof. The Board may change from one carrier to another or to self-funding at any time. The specific coverage may be altered by the Board at any time so long as the coverage provided complies with the expressed terms of this agreement.

ARTICLE XIII: TEMPORARY LEAVE

A. Eligibility

Employees are eligible to accrue temporary leave days if they are working in a permanent position twenty (20) hours or more per week. Temporary leave days are computed on a common factor for all eligible Employees based on one (1) day earned for every fifteen (15) days in pay status.

B. Accrual

Each Employee who is eligible to accrue temporary leave days will be granted the number of days to which he/she is entitled for a year on the first day that the Employee reports for work on or after July 1. Temporary leave days will be prorated for any eligible Employee who works less than full-time or who is hired after July 1. Temporary leave days granted shall be added immediately to the Employee's accumulation. Probationary Employees will not be granted any temporary leave days in advance of such days being earned.

C. Unused Temporary Leave

Unused temporary leave days will be cumulative without limit.

D. Use of Temporary Leave

Accumulated temporary leave days may be used for:

1. Personal Illness, Injury, Incapacitation

Personal illness, injury, or incapacitation up to the maximum number of days the Employee has accumulated. However, no Employee may use temporary leave days for any single such disability beyond 180 calendar days from the first day of the disability. If the absence qualifies or will qualify for short-term disability and an Employee will be absent six (6) or more consecutive work days, the Employee must notify Employee Benefits and Insurance Management and provide medical documentation to Employee Benefits and Insurance Management within fourteen (14) calendar days of the onset of the absence. Employee Benefits and Insurance Management may require the ongoing verification of disability.

2. ~~Spouse, Child, Parent~~Family Illness & Family Death (Bereavement)

Employees may use up to fourteen (14) days per contract year from their available temporary leave for absences related to family illness or bereavement. These days are not in addition to temporary leave but are drawn from the existing temporary leave balance.

(i) Family Illness

Up to fourteen (14) days may be used for the illness or injury of a spouse, child, or parent. Up to eight (8) of these days may be used for the illness or injury of extended family members or other significant individuals in the employee's life.

(ii) Family Death (Bereavement)

Up to fourteen (14) days may be used for bereavement leave due to the death of an immediate family member, extended family member, or other significant individual in the employee's life.

These provisions do not limit an eligible employee's right to additional unpaid leave under the Family and Medical Leave Act (FMLA), although FMLA may run concurrently with these benefits. FMLA provides up to 12 workweeks of unpaid, job-protected leave in a 12-month period for eligible employees to care for a spouse, child under the age 18, disabled adult child, or parent with a serious health condition.

~~Illness, injury, or death of the Employee's spouse, child, or parent up to a maximum of fourteen (14) days per fiscal year. Up to eight (8) of these days may be used for illness, injury, or death of the Employee's in-law, grandchild, grandparent, sibling, aunt, uncle, niece, nephew, any person having been regularly living in the Employee's household, or in-law of the Employee's spouse, child, or parent.~~

3. Personal Business

Personal business up to a maximum of three (3) days per fiscal year by employees with less than twenty (20) years employment with the Board, and up to a maximum of four (4) days per fiscal year by Employees with twenty (20) years or more employment with the Board. Temporary leave days for personal business will be granted as long as regular work assignments can be carried on. However, temporary leave days for personal business will not be used to extend vacation and/or to

extend adopted Board-approved holidays (with the exception of the District conference release day in November), or non-working days. Personal business leave is provided for the Employee who is confronted with serious and urgent individual or family problems, emergency situations, or legal demands which cannot be attended to at any time other than through the Employee's duty day. Personal business leave may be used in the event of the illness or death of a friend or any other relative not identified as a member of the immediate family. Personal business leave is not provided for recreation or avocational activities. The Employee is not required to give the specific reason or nature of the personal business but must state that it falls within the above definition. The immediate supervisor must be notified as soon as the Employee knows of the need for personal business leave in order for the necessary arrangements to be made. Repetitive use of personal business leave without proper notice, normally at least 24 hours in advance, will be cause for review.

4. Temporary Active Duty

Temporary active duty up to a maximum of ~~fourteen-thirty~~ (1430) days per fiscal year. Non-Chargeable Leave for temporary active duty is provided for the Employee who is a member of a reserve military unit which is ordered to active duty as a result of an emergency or disaster.

5. Parental/ Adoptive Leave

Employees who are legal parents or guardians are eligible for up to six (6) weeks of paid parental leave per contract year for the purpose of attending the birth of their child and participating in bonding time following birth. Adoptive and foster parents are also eligible for up to six (6) weeks of paid leave for bonding following the placement of a child. This leave is charged to temporary leave as personal illness (PI) and must be approved through the Employee Benefits office.

Paid parental and adoptive leave under this provision does not limit or replace the employee's right to take up to 12 workweeks of unpaid, job-protected leave under the Family and Medical Leave Act (FMLA), if eligible, although FMLA may run concurrently with these benefits. FMLA bonding leave must be taken within 12 months of the birth or placement of the child. If both parents are employed by the District, they may be limited to a combined total of 12 workweeks of FMLA bonding leave, in accordance with FMLA regulations.

~~Parental leave up to a maximum of five (5) days per contract year shall be provided for the non-delivering parent to attend the birth of their child.~~

~~6. Adoptive Leave~~

~~Adoptive leave up to a maximum of fifteen (15) days per fiscal year. Adoptive leave is provided to the Employee to provide time needed by the Employee to complete the adoption of a child by the Employee.~~

E. Charging Temporary Leave

When an Employee is absent from his/her assignment for any of the above reasons, such absence will be a chargeable absence and the number of days of such chargeable absence will be subtracted from his/her accumulated temporary leave days. Absence for a part of a day for hourly Employees shall be charged as temporary leave in amounts no smaller than one quarter hour.

F. Excessive Absences

Absences in excess of accumulated temporary leave or in excess of the specified limits are deducted from the Employee's salary at a daily rate for each day of such excess. However, the specified limits may be extended by the Chief Human Resources Officer upon written request by the Employee if the Employee has accumulated sufficient days.

G. Absences Subject to Review

All chargeable absences that continue beyond the specified limits, all absences without leave, all absences which are too frequent, and all chargeable absences which end without the Employee giving proper advance notice will be subject to review and appropriate action by the Administration.

H. Reemployment

Any former Employee who is reemployed within twelve (12) months of the date of termination, upon satisfactory completion of his/her probationary period, will have his/her temporary leave days that were accrued at the time of his/her separation reinstated for up to a maximum of five (5) years unless severance compensation has been paid for such leave.

I. Exceeding Five Days

If temporary leave is claimed in excess of five (5) consecutive days for an illness, injury, or incapacitation, on or before the end of the sixth day certification by a physician may be required before the wages for the period of leave are paid. Further, the Director of Safety Services or Building Principal may request, given evidence there is just cause, a physician's statement requiring medical verification at any time the Employee is absent.

J. Voting in Elections

In accordance with the provisions of Kansas Labor Laws, (KSA, 1978, Supp. 25-418) persons entitled to vote at a general or primary election will be entitled to absent themselves from their employment under the circumstances and for the period of time described therein.

K. Court/Jury Duty

Non-chargeable temporary leave for court duty or jury duty may be granted to an Employee to appear in court to answer a jury summons or for reasons other than personal neglect, violation of law, or matters in which the Employee has a vested interest. The amount paid for jury duty or witness fees, if any, shall be deducted from the Employee's regular pay. Verification of the amount received for jury duty or witness fees must be provided.

L. Notifying Supervisor

An Employee desiring to be off duty for any reason should make arrangements with his/her supervisor as far in advance as possible.

ARTICLE XIV: EXTENDED LEAVE

An Employee may be granted extended leave without pay or benefits, subject to approval of the Board, for health; illness of spouse, child or parent; maternity; paternity; adoption; study; campaigning for or serving in public office; or professional activities. Such leaves are subject to the provisions of the Board policy on extended leaves.

An Employee will be allowed to take an unpaid leave of absence for military service in accordance with the employee handbook.

ARTICLE XV: PLAN OF ASSISTANCE

The Plan of Assistance is designed to be helpful. It is initiated when other means of the assistive process have not been successful, and the supervisor determines that the Employee needs additional assistance and support to maintain or achieve an acceptable level of performance.

ARTICLE XVI: NO STRIKE-LOCKOUT CLAUSE

- A. The Union will not authorize, cause, aid, ratify or condone, nor will any Employee take part in, aid, render assistance to, or support any strike, sit-down, slow-down, stoppage of work, boycott, picket, or other interruption of work at any facilities or in the operation of the District.
- B. The Board agrees that during the term of this Agreement, there will be no lockout. Lockout is defined in K.S.A. 75-4322 (r) as any action taken by the Board to provoke interruptions of or prevent the continuity of work normally and usually performed by the Employees for the purpose of coercing the Employees into relinquishing rights guaranteed by the Act.

ARTICLE XVII: FURLOUGH AND REDUCTION IN FORCE

The Superintendent of Schools shall have the responsibility for determining the number of safety services positions employed by the school district. If the Superintendent determines the need to reduce the number of safety services positions, the Superintendent may, in his/her discretion, furlough safety services employees for a specified period not to exceed ninety (90) days or declare a reduction in force. In either event, the following administrative implemental procedures shall take full force and effect and shall apply to all safety services employees.

- 1. If a reduction in force is necessary, the greatest possible reduction shall be accomplished through attrition.
- 2. If a reduction in force is necessary, the remaining reduction in the number of positions shall be accomplished by layoff.
 - a. The reduction shall be applied to the largest group of safety services positions which may be reasonable considered. The Superintendent or designee shall consult with union representatives prior to determining the group or groups of safety services positions from which the reduction shall be made.
 - b. Within each specified classified group, safety services employees shall be selected by the respective administrative for layoff in the following order:
 - 1) Probationary safety services employees within the 90 day probationary period.
 - 2) Safety services employees on probation when a reduction in force is declared.
 - 3) Safety services employees who are on a Plan of Assistance when a reduction in force is declared.
 - 4) Within each of the above sub- paragraphs, if two or more safety services employees are otherwise equally eligible for selection, employees with

shorter lengths of total seniority within the district will be selected before those with longer lengths of total district seniority.

- 5) Following the above procedures, if two or more safety services employees are equally eligible based on total seniority in the district, employees with the shorter lengths of current employment within the position will be selected before those of longer length of current employment.
- c. After implementing such a reduction procedure, the list of names of laid off safety services employees shall be maintained by the Human Resources Division for two (2) years.
 - d. Any safety services employee who has been so laid off shall no longer be considered an employee and shall have no employee rights or benefits other than those required by law or by this policy.
 - e. Any safety services employee who has been so laid off may retain membership in the Board provided health coverage plan for a period of up to 18 months. However, the Board shall make no contribution and the employee must make advance arrangements for payment of premiums with the Employee Benefits and Insurance Management Office.
 - f. It is the responsibility of the listed laid off safety services employee to keep the Human Resources Division informed of their current contact information, i.e., e-mail address, current address, and phone number. Additionally, the laid off employee will maintain a current electronic employment application with Human Resources.
 - g. The named safety services employee on the list will be considered an internal application. If a safety services vacancy occurs within two (2) years for which the named safety services employee on the list is qualified, the employee will be contacted to interview for the open position. The usual employment procedures will be followed in determining the fitness for employment.
 - h. If any safety services employee on the list waives recall rights in writing, fails to accept recall to a position for which the employee is qualified, fails to respond within 10 days to a recall notice sent to the latest address furnished to Human Resources Division, or fails to report for duty in the accepted position, the name of such safety services employee shall be removed from the list and such safety services employee shall have no further recall rights.
 - i. Any safety services employee who is recalled shall regain all employment benefits to which he/she was entitled at the time of layoff. However, no benefits may be accrued during the period of unemployment and the safety services employee shall be subject to all changes in employment conditions which have been made in the interim.
 - j. In lieu of a reduction in force, the Superintendent may determine, in his/her discretion, that there is a need to furlough safety services employees for a specified period not to exceed ninety (90) days. If so, the measures set forth in paragraph 2 above will govern the selection of employees for furlough, and the measures set forth in paragraphs 3, 4, 5, 6, 7, 8 and 9 will apply to employees who have been furloughed. If necessary, the Superintendent may determine in his/her discretion that it is necessary to eliminate the positions of and lay off employees who have been furloughed.

- k. Employees on furloughed status shall retain vacation and/or temporary leave balances, and longevity status, accrued as of the date on which the employee is furloughed; however, no additional vacation and/or temporary leave, or longevity, will accrue during the furlough period. Furloughed employees are eligible to retain health and dental coverage in place as of the date they are furloughed, subject to the terms and conditions of the applicable plan(s). Furloughed employees remain responsible for their share of the cost of their coverage, with payment of the employee's share due at the same time as it would be made if by payroll deduction, or by an alternate payment schedule approved by Employee Benefits.

ARTICLE XVIII: GRIEVANCE PROCEDURE

A. Purpose and Definitions

- 1. The purpose of this grievance procedure shall be to resolve good faith differences of opinion regarding the interpretation or application of this agreement.
- 2. Grievance: any alleged violation or misapplication of this agreement.
- 3. Grievant: an Employee who has filed a grievance or, in the case of a group grievance, the Union.

B. Time Limitations

- 1. The time limitations specified at each level may be extended by mutual agreement between the grievant or his/her representative and the Superintendent or designee.

2. When the term “days” is used herein, unless otherwise specified, it shall mean contract days during the school year and calendar days between school years.

C. Informal Level

1. Prior to filing a grievance in writing and within fourteen (14) days after the occurrence of the event upon which it is based, the grievant and his/her representative, if any, shall attempt to resolve the matter informally by requesting a meeting with the immediate supervisor. Such a meeting shall be held within seven (7) days after the request is made.
2. Lack of adherence to informal level remedy shall retain grievance status.

D. Level One

1. If the matter is not resolved informally to the satisfaction of the grievant, the grievance must be filed in writing with the grievant’s immediate supervisor within seven (7) days after the first informal meeting and a copy of such grievance shall be forwarded to the Union President or designee and the Superintendent or designee.
2. Within seven (7) days after receiving the Level One grievance, the immediate supervisor may, at his/her option, hold a discussion meeting with the grievant and his/her representative, if any. Within seven (7) days after the discussion meeting, if one is held, or within seven (7) days after the grievance is filed in writing, the immediate supervisor shall make a decision in writing, together with the supporting reasons. Copies shall be forwarded to the grievant, the grievant’s representative, if any, the Union President or designee and the Superintendent or designee.
3. (a) The Union, as an alternative to the informal level and to an Employee(s) filing a Level One grievance, may file with the Superintendent an alternative Level One grievance in circumstances where the otherwise grievant(s) has a genuine concern that the filing of a grievance might result in retaliation being taken by the grievant’s immediate supervisor. The President of Union shall verify to the Superintendent that the person who would otherwise file the grievance has a genuine concern that the filing of a grievance might result in retaliation being taken by the otherwise grievant’s immediate supervisor. It is understood by the Union that the Board does not tolerate retaliation by supervisors against persons who file grievances, and the Union agrees that it will cooperate with the Superintendent regarding the addressing and eliminating of situations where retaliation may be occurring.

(b) Upon the filing of an alternative Level One grievance, the Union shall file a written statement that sets out the alleged violation or misapplication of this Agreement. If the matter is not informally resolved between the Superintendent and the Union to the satisfaction of the person(s) who would otherwise have filed the grievance within ten (10) days after the grievance is filed, then the Superintendent and President shall meet at their mutual earliest convenience. Upon such meeting the Superintendent and President shall select a neutral person as a hearing officer to serve on a panel with the Union President and the Superintendent to decide whether there was a violation or misapplication of this agreement. The decision of the panel shall be final.

E. Level Two

1. Within seven (7) days after receiving the decision at Level One, the grievant may appeal the decision in writing to the Superintendent. The grievant shall forward copies to the immediate supervisor, the grievant's representative, if any, the Union President or designee and the Superintendent or designee.
2. Within fourteen (14) days after receipt of the written appeal or a grievance filed at Level Two, the Superintendent or designee will meet with the grievant and/or representative of the Union and all parties of interest in an effort to resolve the grievance.
3. Within fourteen (14) days after the meeting specified in Paragraph 2 above, the Superintendent or designee shall make a decision in writing. Copies shall be forwarded to the grievant, the immediate supervisor, the grievant's representative if any, the Union President or designee and the Superintendent or designee.

F. Level Three (Termination Grievances Only)

1. Within twenty (20) days after receiving the decision at Level Two, the grievant may appeal the decision of the Superintendent or designee to a hearing officer. The grievant shall forward copies of the request for a hearing officer to the grievant's representative, if any, the Union President or designee and the Superintendent or designee.
2. Within ten (10) days after the receipt of the request for a hearing officer, the parties shall jointly submit an open records request to the chief legal counsel for the Kansas State Department of Education for the list of hearing officers compiled by the Commissioner of Education as required by K.S.A. 72-5438(f) and amendments thereto. If the list exceeds five (5) names, the first five (5) names on the list will be the panel from which the hearing officer will ultimately be chosen. Any list provided after the first requested list that exceeds five (5) names will be chosen on a rotational basis, e.g., if there are eight names on the second list, then the sixth, seventh, eighth, first and second names on the list will serve as the panel from which the hearing officer will be chosen. After the panel has been selected, the right to first strike a name shall be determined by the flip of a coin. The parties shall then alternately strike names from this list until one name remains. The person whose name remains shall be the hearing officer. The hearing officer will be notified of his/her selection by a joint letter from the petitioner and the District, requesting that he/she set a time and place for the hearing subject to the availability of the parties, and the letter shall specify by stipulation the issue to be determined by the hearing officer.
3. The hearing officer will generally consider the following guidelines, as appropriate, in making a determination as to whether there is just cause to terminate.
 - (a) Was the employee, if appropriate, warned of the consequences of his or her conduct? The warning may be given orally or in writing. There are exceptions for certain conduct, such as, but not limited to, coming to work under the influence of alcohol and/or drugs, falsification documents including electronic documents, stealing District property, and behavior that threatens the health or safety of students, District employees or members of the public.
 - (b) If the termination involves not following a rule or an order, was the employer's rule or order reasonably related to efficient and safe operations? Was the rule or order communicated?

- (c) Did the employer investigate before administering discipline, i.e., did the investigation include interviews of key witnesses and review of necessary documents, including those witnesses and documents suggested by both the employee and the District?
 - (d) Can the District meet its burden of proof by a preponderance of the evidence?
 - (e) Were rules, orders and discipline applied consistently and without discrimination?
 - (f) Did the employer use progressive discipline, if appropriate?
 - (g) Did the District, if appropriate, take into account the employee's length of service and past record, except conduct described in (a) above?
4. The hearing officer shall have no right to add to, subtract from, nullify, ignore or modify any of the terms of this agreement. The hearing officer shall consider and decide only the stipulated issue presented to the hearing officer in writing by the district and the grievant, and the hearing officer's decision and award shall be based solely on the hearing officer's interpretation of the application of the terms of the agreement to the issue stipulated. If the parties were unable to stipulate the issue, the hearing officer shall first determine the issue to be decided as presented by one party or the other without alteration. If the matter presented to the hearing officer does not involve interpretation of the terms or provisions of this agreement, the hearing officer shall so rule in his/her award and shall make no other decision on the issue. The hearing officer shall render no award under this agreement which shall be retroactive beyond the date of the event on which the grievance is based. The award of the hearing officer shall be final and binding upon the Board, the Union, and the grievant involved.
 5. The hearing officer so selected shall fix the time and place for the hearing and notify the parties thereof. In any disciplinary grievance, the hearing officer shall have no authority to alter or amend any discipline imposed by the district if the hearing officer finds either that the district's actions did not violate the agreement, or that there was just cause for the action.
 6. No hearing officer decision made hereunder shall constitute a binding precedent with respect to any renewal of the existing agreement or the making of a new agreement between the Union and the Board. The force and effect of hearing officer decisions shall expire when the agreement expires unless the language involved is substantially the same in the expired agreement and the new agreement.
 7. No decision of the hearing officer in any one case shall create a basis for retroactive adjustment in any other case which arose prior to the date of the written decision of the panel, unless the Union and the district mutually agree otherwise in writing.
 8. The fees and expenses of the hearing officer shall be borne equally by both parties. Each party shall be responsible for its own hearing expenses. The party producing any witnesses shall pay the expenses of said witness, if any. Upon request of either party, an official court reporter shall record the proceedings, and the party making such request shall pay the cost of the reporter. If the other party requests a copy of the proceeding, that party shall share equally the costs of the reporter.

G. Board Review (All Grievances other than Termination)

1. Should the decision (relating to grievances other than termination grievances as outlined in Item F above) of the administrative review be unsatisfactory to the grievant, within ten (10) regular workdays of the rendering of the decision, the grievant may make a written request for appeal to the Board. The grievant shall file a request for appeal with the Chief Human Resources Officer and/or designee.
2. The Chief Human Resources Officer and/or designee will set a hearing date with a committee of the Board not fewer than ten (10) regular workdays or more than forty (40) regular work days after such an appeal is filed with the Chief Human Resources Officer and/or designee and the grievant will be informed in writing of the time, date, and place of the hearing at least five (5) regular work days prior to the hearing.
3. The grievant may be represented by an authorized representative of the Union, himself/herself, legal counsel, or any other person selected by the grievant. The grievant may also have witnesses appear at the hearing. The Chief Human Resources Officer and/or designee shall be informed in writing five (5) days prior to the hearing with the Board of the grievant's representatives and all witnesses to be present during the hearing.
4. The Board of Education, or a committee thereof, shall conduct the hearing in executive session unless the employee requests an open hearing.
5. The grievant will be given a written decision of the Board within thirty (30) regular work days following the conclusion of the hearing.
6. The final decision lies with the Board of Education, except that the employee shall have other remedies or appeals as are provided by the federal or state constitutions or by law.

H. Legal or Statutory Remedy

If the grievant pursues any legal or statutory remedy for an issue, then any further or subsequent proceedings for relief through the grievance procedure shall be barred unless the court or administrative agency refuses jurisdiction until all administrative remedies have been exhausted.

I. Reprisal/Discrimination

No employee shall be subject to any reprisal or discrimination by reason of the exercise of his/her rights under this Grievance Procedure or any appeal provisions set forth herein.

ARTICLE XIX: SAFETY SERVICES PROFESSIONAL DRESS PHILOSOPHY

All Employees are required to adhere to dress requirements established for their specific work group (i.e., required uniforms, protective equipment, etc.). When attending District in-service or other District-sponsored events, Employees will follow the safety services Professional Dress Philosophy as set forth in the then current Agreement between the District and the Union that applies to employees of the District who are employed in permanent positions for twenty (20) hours or more per week and are paid on range AS-JcS of the safety services salary schedule, excluding non-members of the Bargaining Unit and confidential employees. Exceptions may be granted by the Director of Safety Services or Building Principal as needed.

ARTICLE XX: SAFETY SERVICES ATTENDANCE GUIDELINES

- A. The purpose of the Safety Services Attendance Standards are to provide guidelines to supervisors concerning employees who are approaching or in deduct status pertaining to the use of temporary leave.
- B. It is the employee's responsibility to be aware of how many temporary leave hours they have accumulated and have remaining.
- C. Temporary Leave Balance Under Forty (40) Hours
 - 1. An "awareness letter" will be sent to the employee who has forty (40) hours of temporary leave remaining. The goal is to notify the employee as close to forty (40) hours as possible realizing that due to hours missed this awareness letter may not be issued at exactly forty (40) hours of temporary leave remaining. The "awareness letter" is electronically sent to the employee and the employee's supervisor based on the hours in the Human Resources Information Systems system (currently PeopleSoft). This is not a disciplinary conference. The documentation of this conference will be kept in the supervisors file for five (5) years.
 - i. Employees who have been in deduct status previously within the prior five (5) years of employment will move to the progressive disciplinary actions for attendance when they have a temporary leave balance under forty (40) hours.
- D. Deduct Absences
 - 1. An absence is considered to be in deduct when the employee does not have enough temporary leave hours available to cover all the hours, they were absent for that shift.
 - 2. Any protected absence approved by Employee Benefits is considered exempt and will not be included in calculation or application of this rubric.
 - 3. A deduct absence that shall be considered as exempt from the rubric must be approved by the CHRO.
- E. Progressive Disciplinary Actions
 - 1. When an employee is in deduct status for the first time since employment, they will receive a written warning. Additional resources can be provided to the employee by the direct supervisor regarding EAP (Employee Assistance Program) services. The second deduct absence will result in the employee being placed on a ninety (90) day probation for attendance. The third absence in deduct would result in termination.
 - 2. Employees who have been in deduct status previously within the prior five years of employment will receive a written warning. Additional resources can be provided to the employee by the direct supervisor regarding EAP (Employee Assistance Program) services. The first deduct absence will result in being placed on a ninety (90) day probation for attendance. The second deduct absence will result in termination.
 - 3. Supervisor will notify Human Resources before proceeding with disciplinary actions for deduct absences.
 - 4. A formal disciplinary conference requires the supervisor to give written 24-hour notification to the employee. The employee has the right to bring representation of their choice to the conference.

Documentation of this conference is to be sent to Human Resources.

5. When an employee is on probation for attendance, a defined absence is: a no call, a late call, (meaning past the timeframe in which the employee is slated to call in to report an absence), no shows, tardies, leaving early without permission, and a non-exempt absence.

	Paid leave balance under 40 hours	Deduct absence #1	Deduct absence #2	Deduct absence #3
<u>Level A</u> Employee is in deduct status for the <i>FIRST</i> time since employment OR it has been at least 5 years since the employee has been in deduct status.	Awareness Letter (Letter A)	Written Warning (PCS A1)	90 day Probation for attendance (PCS A2)	Termination (PCS A3)
<u>Level B</u> Employee is in deduct status, and has been in deduct status in one of the previous 5 years of employment.	Written Warning (PCS B1)	90 day Probation for attendance (PCS B2)	Termination (PCS B3)	

APPENDIX A

TO THE AGREEMENT BETWEEN THE BOARD OF EDUCATION OF USD 259, SEDGWICK COUNTY, KANSAS AND THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL NO 513 (UNIFORMED SECURITY OFFICERS AND SECURITY DISPATCHERS)

DEFINITIONS

The following words and terms, for the purpose of the Agreement to which this Appendix A is attached, shall have the meanings prescribed below:

1. **“Agreement”** means the Memorandum of Agreement between the Board of Education of Unified School District No. 259, Sedgwick County, Kansas, and the Service Employees International Union, Local No. 513 (Uniformed Security Officers and Security Dispatchers, as certified by KDOL Case No.: 72-UDC-1-2014 on August 13, 2014).
2. **“Act”** means the Public Employer-Employee Relations Act (K.S.A. 75-4321 *et seq.*)
3. **“Administration”** means the Superintendent and the Superintendent’s designees.
4. **“Bargaining Unit”** means all uniformed security officers and security dispatchers employed in permanent positions for twenty (20) or more hours per week and paid on Ranges AS-JcS of the Wichita Public Schools’ classified safety services salary schedule. Safety Services employees paid on Ranges K-Z of the Wichita Public Schools’ classified safety services salary schedule, supervisors and confidential employees, as defined by the Act, are excluded from the Bargaining Unit.
5. **“Board”** means the Board of Education of Unified School District No. 259, Sedgwick County, Kansas.
6. **“Chief Human Resources Officer”** means the person whose job title is Chief Human Resources Officer for the District.
7. **“Contract Year”** means the one (1) year period of time beginning July 1 and ending June 30.
7. **“Director of Safety Services”** means the person whose job title is Director of Safety and Environmental Services for the District.
8. **“District”** means Unified School District No. 259, Sedgwick County, Kansas.
9. **“Employee”** means employees of the District who are members of the bargaining unit.
10. **“Superintendent”** means the Superintendent of Schools for the District.
11. **“Union”** means Service Employees International Union, Local No. 513.

APPENDIX B

WICHITA PUBLIC SCHOOLS SSC DISPATCHER AND OFFICER CAREER LADDER

Range F	Range G	Range H	Range I	Range J
Requirements:	Requirements:	Requirements:	Requirements:	Requirements:
High School Diploma	Score 80% on Career Ladder test administered by Safety Services staff	Score 80% on Career Ladder test administered by Safety Services staff	Score 80% on Career Ladder test administered by Safety Services staff	Score 80% on Career Ladder test administered by Safety Services staff
	20 hours of In-service earned within the last twelve months, 10 hours of in-service earned within the last twelve months for dispatchers	24 hours of In-service earned within the last twelve months for officers, 12 hours of in-service earned within the last twelve months for dispatchers	32 hours of In-service earned within the last twelve months, 16 hours of in-service earned within the last twelve months for dispatchers	40 hours of In-service earned within the last twelve months, 20 hours of in-service earned within the last twelve months for dispatchers
	No formal disciplinary actions in the past twelve months	No formal disciplinary actions in the past twelve months	Mentor new Safety Services personnel	Mentor new Safety Services personnel
	No assistive process or plan of assistance in the past twelve months	No assistive process or plan of assistance in the past twelve months	No formal disciplinary actions in the past twelve months	No formal disciplinary actions in the past twelve months
			No assistive process or plan of assistance in the past twelve months	No assistive process or plan of assistance in the past twelve months

NOTES:

- If an employee received disciplinary action in the previous school year, they will be eligible for advancement on the career ladder one year from the date (the pay period following the one year anniversary) of the incident that led to the discipline. The employee will be allowed to take the career ladder test at the time it is administered; advancement will occur later.
- To move one range on the Salary Schedule an employee must have served at least one calendar year at the previous range. The employee will be allowed to take the career ladder test prior to their one year anniversary, advancement will occur at the time of their anniversary.

APPENDIX C

WICHITA PUBLIC SCHOOLS													
2023-2024													
A-J SECURITY SALARY SCHEDULE 4.9%													
Step	1	2	3	4	5	6	7	8	9	10	11	12	13
Range													
AS	14.24	14.42	14.64	14.88	15.15	15.40	15.68	16.00	16.31	16.64	16.99	17.38	17.76
BS	14.61	14.83	15.07	15.34	15.60	15.92	16.22	16.56	16.91	17.27	17.65	18.04	18.43
CS	15.02	15.26	15.52	15.81	16.11	16.40	16.75	17.10	17.46	17.83	18.24	18.65	19.11
DS	15.45	15.73	16.00	16.29	16.61	16.94	17.28	17.65	18.04	18.43	18.86	19.28	19.75
ES	15.93	16.21	16.55	16.86	17.21	17.58	17.96	18.37	18.78	19.22	19.67	20.14	20.61
FS	16.40	16.74	17.05	17.41	17.77	18.16	18.56	18.98	19.41	19.86	20.33	20.82	21.34
GS	16.95	17.28	17.63	17.99	18.38	18.78	19.20	19.64	20.10	20.57	21.04	21.56	22.08
HS	17.50	17.85	18.24	18.64	19.06	19.50	19.96	20.41	20.91	21.42	21.93	22.47	23.03
IS	18.09	18.46	18.87	19.28	19.74	20.18	20.65	21.13	21.64	22.17	22.70	23.25	23.84
JS	18.71	19.12	19.55	19.99	20.44	20.91	21.40	21.90	22.42	22.97	23.52	24.10	24.70
JAS	19.36	19.80	20.23	20.72	21.20	21.71	22.23	22.77	23.33	23.91	24.51	25.11	25.74
JBS	20.02	20.50	20.96	21.45	21.95	22.47	23.02	23.57	24.15	24.75	25.36	25.97	26.62
JCS	20.74	21.21	21.73	22.25	22.77	23.32	23.87	24.45	25.03	25.64	26.27	26.93	27.58

WICHITA PUBLIC SCHOOLS

2025-2026

A-J SECURITY SALARY SCHEDULE 3% (plus 1%)

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
Range													
AS	15.69	15.90	16.14	16.40	16.70	16.98	17.29	17.63	17.98	18.34	18.72	19.16	19.57
BS	16.11	16.35	16.61	16.91	17.20	17.55	17.88	18.26	18.64	19.04	19.45	19.89	20.32
CS	16.56	16.82	17.11	17.43	17.75	18.08	18.46	18.85	19.24	19.66	20.11	20.56	21.06
DS	17.03	17.34	17.63	17.96	18.31	18.67	19.05	19.45	19.89	20.32	20.79	21.25	21.77
ES	17.56	17.87	18.24	18.59	18.97	19.38	19.80	20.25	20.70	21.18	21.69	22.21	22.73
FS	18.08	18.45	18.79	19.19	19.59	20.02	20.46	20.92	21.39	21.89	22.41	22.95	23.52
GS	18.69	19.05	19.43	19.83	20.27	20.70	21.17	21.65	22.15	22.67	23.19	23.77	24.34
HS	19.30	19.68	20.11	20.54	21.01	21.50	22.00	22.50	23.06	23.61	24.18	24.77	25.39
IS	19.94	20.35	20.80	21.25	21.76	22.24	22.76	23.30	23.85	24.44	25.03	25.64	26.28
JS	20.63	21.08	21.55	22.03	22.54	23.06	23.59	24.15	24.72	25.32	25.93	26.57	27.23
JAS	21.34	21.83	22.31	22.85	23.37	23.94	24.51	25.10	25.72	26.36	27.02	27.68	28.37
JBS	22.07	22.60	23.11	23.64	24.20	24.77	25.38	25.98	26.62	27.28	27.96	28.63	29.34
JCS	22.86	23.38	23.96	24.53	25.10	25.71	26.31	26.95	27.59	28.27	28.96	29.69	30.40

WICHITA PUBLIC SCHOOLS
2024-2025
A-J SECURITY SALARY SCHEDULE 5%

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
Range													
AS	14.95	15.15	15.38	15.62	15.90	16.17	16.47	16.80	17.13	17.47	17.83	18.25	18.64
BS	15.34	15.57	15.82	16.10	16.38	16.71	17.03	17.39	17.75	18.13	18.53	18.94	19.35
CS	15.77	16.02	16.30	16.60	16.91	17.22	17.59	17.95	18.33	18.73	19.15	19.58	20.06
DS	16.22	16.51	16.80	17.11	17.44	17.79	18.15	18.53	18.94	19.35	19.80	20.24	20.74
ES	16.73	17.02	17.37	17.70	18.07	18.46	18.86	19.29	19.72	20.18	20.66	21.15	21.65
FS	17.22	17.58	17.90	18.28	18.66	19.07	19.48	19.93	20.38	20.85	21.35	21.86	22.40
GS	17.80	18.15	18.51	18.89	19.30	19.72	20.16	20.62	21.10	21.60	22.09	22.64	23.18
HS	18.38	18.74	19.15	19.57	20.01	20.47	20.95	21.43	21.96	22.49	23.03	23.59	24.19
IS	18.99	19.39	19.81	20.24	20.72	21.18	21.68	22.19	22.72	23.28	23.84	24.42	25.03
JS	19.65	20.08	20.52	20.99	21.46	21.96	22.47	23.00	23.54	24.12	24.70	25.31	25.94
JAS	20.33	20.79	21.25	21.76	22.26	22.80	23.35	23.91	24.50	25.11	25.74	26.36	27.02
JBS	21.02	21.53	22.01	22.52	23.05	23.59	24.17	24.75	25.36	25.98	26.63	27.27	27.95
JCS	21.78	22.27	22.82	23.36	23.91	24.48	25.06	25.67	26.28	26.93	27.59	28.28	28.95

APPENDIX D

One member of the Bargaining Unit shall participate in all Safety Services applicant interviews, including management interviews. The Executive Board as listed above will select the member who will participate in the interview. The District will provide training for members who wish to participate in applicant interviews once in the 2023-2024 and 2024-2025 school year. In order to participate in an interview, the member must have attended the interview training as provided by a human resources representative. The Bargaining Unit agrees that at least 10 members will attend the training to ensure availability.

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July 1, 2023– June 30, 2025

/s/ Ene Apkan
Union Local 513

/s/ Shane Murray
Union Local 513

/s/ Shannon Wilson
Union Local 513

/s/ Stephanie Willig
Union Local 513

Leonett Hodges
Union Local 513

/s/ Sheril Logan
Board of Education

October 2, 2023
Date

WICHITA PUBLIC SCHOOLS
2025-2026
A-J SECURITY SALARY SCHEDULE 3% (plus 1%)

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
Range													
AS	15.69	15.90	16.14	16.40	16.70	16.98	17.29	17.63	17.98	18.34	18.72	19.16	19.57
BS	16.11	16.35	16.61	16.91	17.20	17.55	17.88	18.26	18.64	19.04	19.45	19.89	20.32
CS	16.56	16.82	17.11	17.43	17.75	18.08	18.46	18.85	19.24	19.66	20.11	20.56	21.06
DS	17.03	17.34	17.63	17.96	18.31	18.67	19.05	19.45	19.89	20.32	20.79	21.25	21.77
ES	17.56	17.87	18.24	18.59	18.97	19.38	19.80	20.25	20.70	21.18	21.69	22.21	22.73
FS	18.08	18.45	18.79	19.19	19.59	20.02	20.46	20.92	21.39	21.89	22.41	22.95	23.52
GS	18.69	19.05	19.43	19.83	20.27	20.70	21.17	21.65	22.15	22.67	23.19	23.77	24.34
HS	19.30	19.68	20.11	20.54	21.01	21.50	22.00	22.50	23.06	23.61	24.18	24.77	25.39
IS	19.94	20.35	20.80	21.25	21.76	22.24	22.76	23.30	23.85	24.44	25.03	25.64	26.28
JS	20.63	21.08	21.55	22.03	22.54	23.06	23.59	24.15	24.72	25.32	25.93	26.57	27.23
JAS	21.34	21.83	22.31	22.85	23.37	23.94	24.51	25.10	25.72	26.36	27.02	27.68	28.37
JBS	22.07	22.60	23.11	23.64	24.20	24.77	25.38	25.98	26.62	27.28	27.96	28.63	29.34
JCS	22.86	23.38	23.96	24.53	25.10	25.71	26.31	26.95	27.59	28.27	28.96	29.69	30.40

**WICHITA PUBLIC SCHOOLS
A-J SALARY SCHEDULE 3%
2025-2026**

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
Range													
A	15.83	16.04	16.28	16.54	16.84	17.12	17.43	17.78	18.13	18.50	18.88	19.32	19.74
B	16.24	16.49	16.75	17.05	17.35	17.69	18.03	18.41	18.80	19.20	19.62	20.05	20.49
C	16.70	16.96	17.26	17.57	17.90	18.24	18.62	19.00	19.41	19.83	20.28	20.73	21.24
D	17.17	17.49	17.78	18.11	18.46	18.83	19.21	19.62	20.05	20.49	20.96	21.43	21.96
E	17.71	18.02	18.39	18.74	19.13	19.55	19.97	20.42	20.87	21.36	21.87	22.39	22.92
F	18.24	18.61	18.95	19.35	19.76	20.19	20.63	21.10	21.57	22.08	22.60	23.14	23.72
G	18.85	19.21	19.60	20.00	20.44	20.87	21.35	21.83	22.34	22.87	23.39	23.97	24.54
H	19.46	19.84	20.28	20.72	21.19	21.68	22.18	22.69	23.25	23.81	24.38	24.98	25.61
I	20.11	20.52	20.98	21.43	21.94	22.43	22.95	23.49	24.05	24.65	25.24	25.85	26.50
J	20.80	21.26	21.73	22.22	22.73	23.25	23.79	24.35	24.93	25.54	26.15	26.80	27.46
JA	21.52	22.01	22.49	23.04	23.56	24.14	24.72	25.31	25.94	26.59	27.25	27.91	28.61
JB	22.25	22.80	23.30	23.84	24.40	24.98	25.59	26.20	26.85	27.51	28.19	28.87	29.59
JC	23.06	23.58	24.16	24.73	25.31	25.92	26.53	27.18	27.83	28.51	29.21	29.94	30.66

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
April 2025

Supplier Number	Supplier Name	Amount	Payment Number
50029	3MAT Co.	9,608.54	118145
51672	3T LLC	1,556.58	539784
51672	3T LLC	1,981.19	539988
50210	9 TO 5 COMPUTER SUPPLY DIST., INC.	5,145.55	540325
43780	A TO Z THEATRICAL SUPPLY & SERVICE INC	10,880.00	539989
19076	AAA PORTABLE SERVICES LLC	170.75	117929
19076	AAA PORTABLE SERVICES LLC	2,035.50	118033
19076	AAA PORTABLE SERVICES LLC	724.50	118208
52794	Abigail Baeten	200.00	539785
16754	ACCOUNT RECOVERY SPECIALISTS INC	1,189.99	539943
16754	ACCOUNT RECOVERY SPECIALISTS INC	3,104.72	540291
33044	ACCREDITED LOCK SUPPLY	4,020.00	539786
50256	ADAPTIVEMALL.COM LLC	85.45	118034
17258	ADVANCED ORTHOPAEDIC ASSOCIATES PA	1,200.00	540326
	AILEEN M DELFORGE	70.00	540113
50880	Air Capital Equipment	745.47	539990
52374	Air Capital Office Movers LLC	1,481.00	540129
42900	AIRGAS INC	904.87	540327
51652	Alabama Aviation Education Center Inc	750.00	539991
	ALEJANDRINA FLORES	102.85	118018
	ALEXIS DIANE SANCHEZ	66.02	539900
	ALEXIS LEXY MAE EASTWOOD	88.80	118198
	ALISA A ABUZEINEH	26.00	539901
01646	ALLEN GIBBS & HOULIK LC	21,565.00	117930
53535	ALLEN LEE SCREEN PRINTING	436.75	540130
15696	ALLOY ARCHITECTURE PA	800.00	540328
51034	Alternative Logistics Technologies Holdings Inc	65,110.98	539992
51034	Alternative Logistics Technologies Holdings Inc	66,406.66	540329
51034	Alternative Logistics Technologies Holdings Inc	67,028.71	118209
51402	Amazon Capital Services Inc	39,222.83	117931
51402	Amazon Capital Services Inc	69,003.45	118035
51402	Amazon Capital Services Inc	75,377.53	118146
51402	Amazon Capital Services Inc	74,621.01	118210
	AMBER DAWN BURBRINK	373.85	540114
11160	AMERICAN FUN FOOD CO INC	91.60	539993
52620	American Medical Certification Association LLC	833.00	539994
10824	AMERICAN RED CROSS	360.00	539787
10824	AMERICAN RED CROSS	121.50	540131
53366	AMERICOLD LOGISTICS LLC	237.33	539788
53366	AMERICOLD LOGISTICS LLC	168.41	539995
52197	AMF Bowling Centers, Inc.	1,800.00	539789
	AMY DAWN ALVAREZ	48.11	118019
	AMY MARIE SNODGRASS	371.90	539902
	AMY MICHELLE STEWART	60.86	117906
	AMY MICHELLE STEWART	11.04	118119
	ANA LAURA HERNANDEZ	50.50	539903

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
April 2025

Supplier Number	Supplier Name	Amount	Payment Number
	ANA MARIA CERVANTES	21.04	539904
	ANDREA NICOLE GRAHAM	25.28	118020
	ANDREW KEITH TERRONEZ	135.95	118021
	ANGELA DAWN KERSCHEN	24.78	539758
	ANGELA RENEE BRIBIESCAMORY	80.00	540115
	ANGELINA CORDEROFLORES	26.06	539905
	ANN MARIE DAYHUFF	181.43	118022
	ANN MARIE DAYHUFF	95.00	118120
09225	ANNUITY TRUST FUND	130.65	92833
12792	APPLE COMPUTER INC	14,999.00	118147
14988	APPLICATION SOFTWARE INC	7,608.00	117932
	ARACELI LOPEZ	76.25	117986
	ARACELY LOZANO	150.60	118121
53093	Aranda Heather	40.63	540330
38145	ARNOLD SCOTT HARRIS PC	341.94	539944
38145	ARNOLD SCOTT HARRIS PC	3,731.84	540292
11752	ARTS PARTNERS INC	217.00	117933
11752	ARTS PARTNERS INC	1,201.00	118036
11752	ARTS PARTNERS INC	2,220.90	118148
11752	ARTS PARTNERS INC	3,192.88	118211
01771	Ascension Via Christi Hospitals Wichita Inc	900.00	540331
51154	ASM GLOBAL, LLC	16,904.00	117940
51154	ASM GLOBAL, LLC	1,688.00	118043
52766	Aspire 2 Play, LLC	62,272.00	540111
52766	Aspire 2 Play, LLC	30,020.70	540332
50114	ASTUTE BUSINESS SOLUTIONS	7,753.43	118037
52446	Avantis Education Inc	182.99	540333
41889	AVIS BREANNA	50.00	539790
41889	AVIS BREANNA	93.75	540132
41889	AVIS BREANNA	50.00	540334
11174	B & B ELECTRIC MOTOR CO	2,539.00	5251
43829	BALCH SCOTT	45.00	539996
43294	BANC OF AMERICA MERCHANT SERVICES LLC	4,061.75	92859
12417	BARNES & NOBLE	57.00	118212
52359	BASiq Automation LLC	157,500.00	540335
35836	BASIS CONSULTING ENGINEERS LLC	2,306.38	539997
35836	BASIS CONSULTING ENGINEERS LLC	8,100.00	540133
53557	BASTION DAVID	492.68	540286
53528	BAZANOS OLIVIA	100.00	540336
51724	BC Services Inc	926.31	539945
51724	BC Services Inc	1,192.46	540293
52886	Beacon Sales Acquisition Inc	3,299.52	539998
52886	Beacon Sales Acquisition Inc	2,230.32	540337
53066	Beasley Arthur	150.00	540134
43857	BEEKEN DR RYAN	500.00	539999
53448	Belleville Boot Company	125.00	539791

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53448	Belleville Boot Company	741.50	540000
53448	Belleville Boot Company	125.00	540135
20878	BEN E KEITH COMPANY	93,820.56	117934
20878	BEN E KEITH COMPANY	78,008.70	118038
20878	BEN E KEITH COMPANY	5,147.02	118149
20878	BEN E KEITH COMPANY	16,485.36	118213
52907	Bennett Dakota	150.00	540001
53531	BERGMAN, GREGORY	266.81	540338
32173	BERMAN & RABIN PA	2,152.94	539946
32173	BERMAN & RABIN PA	2,588.67	540294
53506	BERNAL JANE DAWN	150.00	540002
30301	Berry Companies Incorporated	2,980.96	539792
30301	Berry Companies Incorporated	2,655.95	540136
30301	Berry Companies Incorporated	4,192.00	540339
30301	Berry Companies Incorporated	406.60	540340
40032	BESSINE WALTERBACH LLP	363.36	539947
40032	BESSINE WALTERBACH LLP	90.74	540295
43005	BEST-ONE OF KANSAS INC	500.00	540003
36166	BEYNON SPORTS SURFACES INC	4,400.00	540341
52455	Bieler Alex	425.00	540137
35417	BIG SKY PARTY RENTALS LLC	675.00	540004
39634	BIMBO BAKERIES USA	2,629.65	539793
39634	BIMBO BAKERIES USA	13,519.07	540005
50701	Bind Benefits, Inc. - dba Surest	76,677.95	92829
50701	Bind Benefits, Inc. - dba Surest	72,290.57	92841
50701	Bind Benefits, Inc. - dba Surest	305,462.38	92842
50701	Bind Benefits, Inc. - dba Surest	354,247.76	92854
50701	Bind Benefits, Inc. - dba Surest	276,428.80	92862
50701	Bind Benefits, Inc. - dba Surest	537,178.48	92879
42451	BISHOP RODNEY LC MD IME LC	2,000.00	539892
41752	BITTERLIN CALLY	200.00	539794
41752	BITTERLIN CALLY	100.00	540342
35293	BLACK HILLS UTILITY HOLDINGS INC	10,936.33	92840
35293	BLACK HILLS UTILITY HOLDINGS INC	1,638.98	92861
35293	BLACK HILLS UTILITY HOLDINGS INC	2,377.44	92873
35293	BLACK HILLS UTILITY HOLDINGS INC	1,897.78	92882
51226	Black Laura	200.00	539795
41018	BLACK WATER FIRE PROTECTION LLC	11,525.00	117935
53508	BLICK ART MATERIALS LLC	760.74	540006
53508	BLICK ART MATERIALS LLC	17.96	540138
42699	BLITT AND GAINES PC	1,327.81	539948
42699	BLITT AND GAINES PC	7,020.38	540296
51338	Blooket LLC	1,800.00	540343
50823	Bloss Christopher	150.00	540139
51253	Blount Danielle	75.00	539796
52734	Blue Moon Caterers	2,030.00	540007

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Supplier Number	Supplier Name	Amount	Payment Number
51309	Boklund Interpreting Services LLC	456.00	540140
53483	BOLTON MICAH	200.00	539797
11374	BOTANICA INC	635.00	540344
53495	BOZARTH MICHELLE	25.00	540008
53495	BOZARTH MICHELLE	28.13	540141
53495	BOZARTH MICHELLE	37.50	540345
	BRADLEY LYNN OZBUN	4.99	539759
	BRADLEY LYNN OZBUN	4.99	539972
43615	BRADY INDUSTRIES OF KANSAS LLC	57,600.80	117936
43615	BRADY INDUSTRIES OF KANSAS LLC	83,173.67	118039
43615	BRADY INDUSTRIES OF KANSAS LLC	1,702.53	118150
43615	BRADY INDUSTRIES OF KANSAS LLC	15,068.97	118214
	BRENDEN A WOOD	62.31	117907
	BRENDEN A WOOD	40.99	118023
53559	Brick and Mortar Events LLC	2,400.00	540109
53559	Brick and Mortar Events LLC	2,000.00	540346
52996	Broderick Miranda	1,320.00	539798
52996	Broderick Miranda	1,320.00	540009
52996	Broderick Miranda	1,320.00	540142
52996	Broderick Miranda	2,376.00	540347
51806	Brooks Grease Service Inc	1,060.00	118040
34667	BROWN MARK	50.00	540348
40142	BSN Sports LLC	14,951.44	540349
41118	BSWIFT LLC	32,869.93	118151
53533	BUFFALOHEAD BRANDON	50.00	540010
11354	BUILDING CONTROLS AND SERVICES INC	207,793.26	540350
51358	BULK BOOKSTORE	1,885.50	539799
51358	BULK BOOKSTORE	1,271.94	540143
51358	BULK BOOKSTORE	1,699.50	540351
53092	Burnett Jacob	150.00	540144
53330	Burns, Burns, Walsh & Walsh, P.A.	24.08	539949
53330	Burns, Burns, Walsh & Walsh, P.A.	23.17	540297
39992	BUTCHER TONY	75.00	539800
39992	BUTCHER TONY	75.00	540145
17510	BUTLER & ASSOCIATES PA	406.15	539950
17510	BUTLER & ASSOCIATES PA	1,081.77	540298
40119	BUTLER RURAL ELECTRIC COOPERATIVE ASSOCIATIC	21,557.62	539983
51426	Byrum Brendan	50.00	540146
32624	C&C GROUP	785.00	539801
52806	California Department of Child Support Services	704.00	540281
	CANDICE JOY PARKS	91.22	540352
53530	CANION CREATIONS LLC	39.00	540011
52406	Canon Financial Services Inc	15,530.68	118215
53372	Canon USA Inc	18,000.40	117937
53372	Canon USA Inc	953.39	117938
53372	Canon USA Inc	2,927.55	118041

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Supplier Number	Supplier Name	Amount	Payment Number
53372	Canon USA Inc	45,358.17	118152
53232	Capital Business Solutions, LLC	20,527.95	117939
41533	CAPITOL STRATEGIES LLC	6,365.50	540012
	CARA NELSON KELLER	5.12	117908
37689	CARABETTA MD VITO J	676.00	540353
	CAREY ANN ORNELAS	85.34	117987
14215	CARL B DAVIS,CHAPTER 13 TRUSTEE	1,654.61	539951
14215	CARL B DAVIS,CHAPTER 13 TRUSTEE	8,333.53	540299
52569	Carol Simoneau Professional Development LLC	6,046.20	540013
44137	CARRIER ENTERPRISE LLC	1,559.00	540014
	CATHERINE DIANE ARELLANO	72.79	118122
	CATHERINE MICHELLE SHEAR	24.29	117988
	CATHY M MONG	26.00	118123
18825	CDW GOVERNMENT	1,250.00	118042
18825	CDW GOVERNMENT	6,875.00	118153
40126	CENTER FOR PUPPETRY ARTS INC	185.00	539802
53403	Cepeda Gilda	175.67	539968
53377	Chaffin Mary Ellen	93.75	540147
38113	CHEROKEE CONSTRUCTION INC	18,475.00	117941
38113	CHEROKEE CONSTRUCTION INC	42,275.00	118216
	CHRISTIAN MICHAEL MILLER	11.13	117989
	CHRISTIAN SARAH BALESTRACCI	110.56	118124
	CHRISTOPHER D BUTLER	273.56	540287
	CHRISTOPHER D SHETLAR	42.34	540116
	CHRISTOPHER ERIC SHIPMAN	388.60	118125
	CHRISTOPHER EUGENE GARNICA	35.89	117909
30573	CINTAS CORPORATION	192.25	540148
10974	CITY BLUE PRINT INC	15.00	540015
36066	CITY OF BEL AIRE	2,409.11	540272
11258	CITY OF PARK CITY	376.50	540273
11258	CITY OF PARK CITY	192.92	540274
11764	CITY OF WICHITA	9,211.15	539781
11764	CITY OF WICHITA	1,776.00	539803
11764	CITY OF WICHITA	9,128.17	539984
11764	CITY OF WICHITA	1,314.00	540016
11764	CITY OF WICHITA	75.00	540017
11764	CITY OF WICHITA	850.00	118044
11764	CITY OF WICHITA	30,776.82	118154
11764	CITY OF WICHITA	15,967.40	540275
11764	CITY OF WICHITA	14,124.94	540321
11764	CITY OF WICHITA	291.50	118217
43731	CLAMPITT PAPER COMPANY OF OKLAHOMA	1,452.14	540354
35429	CMI TIME MANAGEMENT LLC	409.90	539804
52452	Cochlear Americas	58.00	540149
52452	Cochlear Americas	58.00	540355
53063	Collaborative Construction & Facility Consulting LLC	19,792.21	118218

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Supplier Number	Supplier Name	Amount	Payment Number
15298	COLLEGE ENTRANCE EXAMINATION BOARD	790.00	540018
10789	COMMERCE BANK	4,154.31	92857
10789	COMMERCE BANK	76.87	92858
11303	COMMERCE BANK VISA BUSINESSCARD	10,565.45	92835
11303	COMMERCE BANK VISA BUSINESSCARD	17,721.60	92837
11303	COMMERCE BANK VISA BUSINESSCARD	595,805.88	92851
11303	COMMERCE BANK VISA BUSINESSCARD	10,994.35	92856
50420	Commercial Lawn Management of Wichita Inc	2,090.00	540019
09738	COMMUNITY PRODUCTS LLC	1,155.00	540020
50657	Compsych Employee Assistance Programs Inc	19,984.32	540021
35631	Concord Theatricals Corp	3,036.04	540022
	CONNIE LYNN REDIC	284.00	118126
53355	Consulab Educatech Inc	36,700.00	117942
53497	COOKSON LISA	200.00	540023
52774	Cornerstone Data Inc	1,330.00	540024
43082	COSGROVE DAN	37.50	540150
52762	Country Carpet	18,400.00	539805
11765	County of Sedgwick Kansas	76,962.00	540151
31433	COURT REPORTING SERVICE INC	200.00	540152
	COURTNEY ANN CLARK CHAMBERS	28.80	118199
53385	COX BUSINESS	228.32	540025
53385	COX BUSINESS	187.28	540356
13601	CREATIVE AWARDS & SCREEN PRINTING LLC	327.84	540026
13601	CREATIVE AWARDS & SCREEN PRINTING LLC	102.45	540153
38377	CRISIS PREVENTION INSTITUTE INC	200.00	118045
50960	Crossroads Trailer Sales and Service Inc	282.99	539806
53406	CROW RANDY	200.00	539807
53406	CROW RANDY	200.00	540357
35151	CRUM STEVE	50.00	539808
51172	Daikin TMI LLC	500.48	118046
36250	DAMM MUSIC CENTER INC	1,005.95	539809
	DANIELLE RENAE ESPINOSA	95.00	539906
	DANIELLE RENAE ESPINOSA	198.34	540358
50446	Darr Jeffrey	50.00	539810
50446	Darr Jeffrey	50.00	540027
50446	Darr Jeffrey	112.50	540154
50446	Darr Jeffrey	190.50	540359
	DARRIN JAMES ROSS	22.71	117910
30762	DATA RECOGNITION CORPORATION	2,177.49	118047
53548	DAUGOMAH HARRISON	50.00	540155
44305	DAVIS JAE	120.00	540028
42197	DAVIS ROGER L	1,315.00	540029
11731	DAYMARK SOLUTIONS INC	1,390.00	117943
11731	DAYMARK SOLUTIONS INC	4,577.00	118048
11731	DAYMARK SOLUTIONS INC	1,241.00	118155
11731	DAYMARK SOLUTIONS INC	299.00	118219

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	DEBORAH ANN OLLEK	9.65	117911
	DEBORAH ANN OLLEK	26.22	117990
31895	DECKER INC	546.34	540360
12430	DELL DIRECT SALES LP	18,960.57	117944
12430	DELL DIRECT SALES LP	339,478.90	118049
12430	DELL DIRECT SALES LP	16,285.31	118156
12430	DELL DIRECT SALES LP	7,520.46	118220
18210	DELTA DENTAL PLAN OF KANSAS INC	151,714.29	118050
18210	DELTA DENTAL PLAN OF KANSAS INC	62,802.60	118157
18210	DELTA DENTAL PLAN OF KANSAS INC	62,587.46	118221
37508	DEMCO INC	183.93	540361
	DENISE ALEJANDRA IBARRA	32.82	117991
37347	DEPARTMENT OF HEALTH AND ENVIRONMENT	30.00	540362
	DERRICK ALLEN HECKMAN	188.48	117912
51719	DeSpain Wesley	200.00	539811
10561	DH PACE COMPANY INC	5,262.00	540156
10561	DH PACE COMPANY INC	3,325.00	540363
40091	DICKSON DIVELEY MIDWEST ORTHOPEDIC LLC	2,500.00	539893
40091	DICKSON DIVELEY MIDWEST ORTHOPEDIC LLC	1,000.00	540157
53367	DIDAX INC	6,374.37	539812
53367	DIDAX INC	10,539.64	540158
53551	DISCOUNT SCHOOL SUPPLY	2,932.15	540364
13162	DISCOVERY EDUCATION INC	6,084.00	540030
13162	DISCOVERY EDUCATION INC	1,695.00	540365
43078	DOMEBO MARIANNE	300.00	540031
	DONAVON T BUTNER	148.16	539907
	DONNA CHRISTINE JOHNSTON	37.79	539760
	DORIAN DEE STROOT	283.83	118200
43925	EASY ICE LLC	708.22	540159
	EFFIE ANNETTE CONWAY	113.07	539973
	EFREM S. GIBSON	16.58	539761
37938	ELITE CONCRETE INC	5,280.00	117945
37938	ELITE CONCRETE INC	16,700.00	118222
53352	Elite Metal Tools	57,899.00	540160
36587	ELITE TOURS AND CHARTER LLC	3,100.00	540032
	ELIZABETH MARIE QUINN	142.46	117913
	ELLEANA MARCELLA LOPEZ FINKELDEI	52.00	539908
53532	ELLIOT MARY	87.50	540161
53532	ELLIOT MARY	31.25	540366
	ELOISA VAZQUEZPIQUERAS	12.62	539762
	EMILY LYNN TANNER	594.39	539909
50005	Empower Retirement LLC	21,495.17	118051
50005	Empower Retirement LLC	15,832.10	118052
50005	Empower Retirement LLC	21,783.81	118158
50005	Empower Retirement LLC	70,391.75	118223
50014	EMS LINQ LLC	6,029.96	117946

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35393	EMSL ANALYTICAL INC	57.10	539815
35393	EMSL ANALYTICAL INC	67.80	540163
35393	EMSL ANALYTICAL INC	110.60	540367
53444	Engaged Healthcare Solutions	1,056.00	540368
52702	Enterprise Fleet Management	127,367.99	118053
12418	ENTERPRISE LEASING COMPANY-SOUTHWEST	3,661.50	540034
12418	ENTERPRISE LEASING COMPANY-SOUTHWEST	5,384.36	540112
12418	ENTERPRISE LEASING COMPANY-SOUTHWEST	343.47	540164
12418	ENTERPRISE LEASING COMPANY-SOUTHWEST	7,863.60	540454
10827	ENVISION INDUSTRIES INC	15,435.36	117947
15141	EPIC SPORTS INC	624.99	539816
53512	EPN TRAVEL SERVICES INC	7,275.00	117982
50030	E-Rate Elite Services	5,000.00	539813
	ERIC D GENTILELLA	186.61	118127
	ERIK ROBERT COOKESTONE	186.96	539910
	ERIK ROBERT COOKESTONE	220.21	117992
53552	Espresso Source, LLC	3,000.00	540165
	ESTHER SALAZAR	116.38	539911
52002	Estrellita Inc	4,854.08	539817
37581	EUBANK STEVE	396.50	539818
	EUGENE W DODGE	81.55	539912
11010	EVANS INDUSTRIES INC	120.00	5234
10778	EVCO WHOLESALE FOOD CORPORATION	35,224.42	539814
10778	EVCO WHOLESALE FOOD CORPORATION	4,693.68	540033
10778	EVCO WHOLESALE FOOD CORPORATION	42,684.66	540162
	EVELYN MARIE HEWLETT	145.01	539913
52657	Evergy Kanas South Inc	209,455.76	539783
52657	Evergy Kanas South Inc	88,515.73	539985
52657	Evergy Kanas South Inc	166,818.88	540277
52657	Evergy Kanas South Inc	148,748.83	540323
52657	Evergy Kanas South Inc	18,236.93	92880
11355	Exploration Place Inc	1,375.00	540035
53436	Extra Duty Solutions	230.45	540166
11269	F & A FOOD SALES INC	124,727.90	117948
11269	F & A FOOD SALES INC	58,101.60	118054
11269	F & A FOOD SALES INC	90,443.20	118159
11269	F & A FOOD SALES INC	44,223.69	118224
42411	F & W PLASTICS LLC	24,736.80	118055
	FABIAN NOEL ARMENDARIZ	293.08	117993
44066	FAR FROM NORMAL SUPPLY INC	611.95	540167
34311	FASTENAL COMPANY	168.96	539819
39090	FIRST BOOK	107.60	5252
35925	FIRST STUDENT INC	1,614,412.93	117949
35925	FIRST STUDENT INC	1,529.93	118056
35925	FIRST STUDENT INC	1,811,154.53	118160
35925	FIRST STUDENT INC	70,303.43	118225

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01424	FLEESON GOOING COULSON & KITCH LLC	215.06	539952
01424	FLEESON GOOING COULSON & KITCH LLC	257.13	540300
10165	FLINN SCIENTIFIC INC	173.79	540168
43122	FLOOR PERFECT LLC	24,689.00	539820
53480	FOCUS ON LEARNING TLC LLC	1,152.02	540036
10800	FOLEY EQUIPMENT CO	2,187.79	118057
53500	FOLLETT CONTENT SOLUTIONS LLC	256.04	117950
53441	FOSTER SEAN MURPHY	298.25	539821
43895	FOX ISAAC	150.00	540169
	FRANCES E OARE	17.99	540117
52586	Franco Services	1,663.52	539969
	FRANK HENRY HEIMAN	14.42	539914
31637	FRANKLIN COVEY CLIENT SALES INC	2,663.59	5258
43550	FRANKLIN DEMARSHAE	53.13	539822
43550	FRANKLIN DEMARSHAE	25.00	540037
43550	FRANKLIN DEMARSHAE	25.00	540170
43550	FRANKLIN DEMARSHAE	71.88	540369
31165	FRANKLIN JONI J	50,000.00	539970
	FREDRICK GENTLE CRAYTON Jr	55.66	539763
12931	FREESTYLE SALES COMPANY	155.08	118161
10837	FRIENDS UNIVERSITY	5,000.00	540038
10837	FRIENDS UNIVERSITY	1,020.00	540171
10801	FRUHAUF UNIFORMS INC	100,412.64	118058
41255	GAITHER MICHAEL	1,450.00	118059
52860	GAME ONE	140.96	539823
52860	GAME ONE	561.29	540039
52860	GAME ONE	109.52	540370
38413	GANTENBEIN DAVE	75.00	539824
38413	GANTENBEIN DAVE	195.00	540172
52618	Gardner Design	15,000.00	540371
50871	Garten's Associated Music Services, Inc.	33.73	117951
37073	GASAWAY-PATTERSON IMO LEA	35.10	18341
51145	Generation Genius Inc	1,995.00	5238
38840	Geosyntec Consultants Inc	498.26	540372
51231	Geotab USA Inc	3,779.99	540040
42143	GILBERT DEBRA	62.50	540173
52480	Global Trans Services Inc.	1,000.00	539894
	GLORIA ANN NEWTON	357.95	118024
53003	GOLD STAR FOODS INC	87,884.24	117952
53003	GOLD STAR FOODS INC	47,137.07	118060
53003	GOLD STAR FOODS INC	39,845.63	118162
53003	GOLD STAR FOODS INC	69,608.07	118226
52538	Gonzalez Jacobo	1,100.00	539825
50892	Goodrum Jonathan Tanner	1,150.00	540373
52065	GOSS SHELBY	100.00	540374
10098	GRAINGER INC	1,563.54	540041

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10098	GRAINGER INC	2,118.48	540174
10098	GRAINGER INC	71.15	540375
	GRANT WILLIAM WATKINS	386.88	539915
52399	Gray Michael Edmond	1,925.00	540175
37868	Gregory Packaging Inc	23,385.60	118061
37868	Gregory Packaging Inc	23,385.60	118227
	GREGORY THOMAS GILLIS	70.00	539974
44242	GRIFFIN WILLIAM H	345.00	540301
44242	GRIFFIN WILLIAM H	900.00	540302
53539	GRIFFIN, HELEN M.	1,300.00	540176
42536	GRUBS LORI	11,737.50	118062
09343	GUARDIAN LIFE INSURANCE CO	39,121.11	540177
09843	HAJOCA CORPORATION	10,844.03	540042
09843	HAJOCA CORPORATION	3,080.79	540178
39633	HALL PASS	785.50	540376
36208	HALO BRANDED SOLUTIONS, INC	1,669.60	118063
11143	HAMPEL OIL DISTRIBUTORS INC	990.05	118228
37080	HARWICK SHARRI KAYE	34.45	18342
51976	Hay Bradley Scott	200.00	540043
53344	Hays Samuel	400.00	540179
53344	Hays Samuel	143.75	540377
35875	HEARTLAND CREDIT UNION	752.96	539953
35875	HEARTLAND CREDIT UNION	621.33	540303
	HEATHER KARENA LIESS	36.50	118128
42079	HEDRICK JULIE ANN	158.51	117953
11761	HELTEN ENTERPRISE LLC	6,602.26	118064
53429	HENRY, RANDALL C	466.87	540304
44050	HIGH SCHOOL ESPORTS LEAGUE INC	37,350.00	540044
10579	HILAND DAIRY FOODS COMPANY LLC	17,434.71	117954
10579	HILAND DAIRY FOODS COMPANY LLC	62,480.66	118229
50438	Hill Robert Craig	50.00	540180
32561	Hollins & McVay, P.A.	441.79	539954
32561	Hollins & McVay, P.A.	543.44	540305
	HOLLY J YAGER	19.35	539764
15728	HOLMES KURT A PA	3,039.67	539955
15728	HOLMES KURT A PA	4,413.65	540306
52574	Hoover Teresa	62.50	539827
52574	Hoover Teresa	78.13	540045
52574	Hoover Teresa	112.50	540181
52574	Hoover Teresa	75.00	540378
53405	HOPKINS KYLE	266.81	539828
09421	HOUGHTON MIFFLIN HARCOURT PUBLISHING COMPAI	92,968.81	117955
53422	HUTCHINS LAURA	200.00	539829
18804	HUTCHINSON COMM COLLEGE/AREA VOCATIONAL SC	500.00	540379
50525	Hutton Corporation	713,674.43	118065
50525	Hutton Corporation	1,620,122.81	118163

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50230	Icon Structures, Inc.	30,321.62	118066
50230	Icon Structures, Inc.	116,762.83	118164
52681	IMA, Inc	62,500.00	118230
12666	IML Security Supply Co	8,400.00	540182
50293	Imperial Bag & Paper Company LLC	771.20	540183
50200	incite Design Studio LLC	123,243.00	540184
51394	Independent Schools Association of the Central States	2,000.00	540185
35628	INFORMATION NETWORK OF KANSAS	172.01	540380
42758	INNOFIN SOLUTIONS LLC	4,250.00	118067
50517	Integrated Consulting Engineers, Inc	13,500.00	540046
50517	Integrated Consulting Engineers, Inc	9,500.00	540186
15663	INTEGRATED SOLUTIONS INC	380.50	540187
39810	INTERIM HEALTHCARE OF WICHITA INC	7,736.30	539830
39810	INTERIM HEALTHCARE OF WICHITA INC	38,923.40	540189
39810	INTERIM HEALTHCARE OF WICHITA INC	17,635.48	540381
53446	INTERLINGUAL INTERPRETING SERVICES	50.00	540382
53168	Intermedia.net Inc	456.69	540047
41733	IOWA DEPARTMENT OF HUMAN SERVICES	199.77	539956
41733	IOWA DEPARTMENT OF HUMAN SERVICES	199.77	540282
38115	IRS FEDERAL TAX WITHHOLDING	648,622.31	92832
38115	IRS FEDERAL TAX WITHHOLDING	930,974.15	92839
38115	IRS FEDERAL TAX WITHHOLDING	4,196.16	92848
38115	IRS FEDERAL TAX WITHHOLDING	6,303,846.60	92855
38115	IRS FEDERAL TAX WITHHOLDING	3,069.95	92876
38115	IRS FEDERAL TAX WITHHOLDING	647,930.82	92877
	JACOB MICHAEL WILKEN	60.00	539765
	JACOB MICHAEL WINGARD	104.37	539916
	JAMES WILLIAM MAREDA	309.72	539975
52764	Jan Verboom	200.00	540383
	JANA D BROWNTERRHUNE	34.12	117994
	JANELLA MICHELLE BISHOP	165.03	539917
	JANICE LYN DEAN	30.88	117995
	JASON KINANO FAIR	150.44	539766
53437	JB Solutions LLC	309.64	539831
53437	JB Solutions LLC	70.00	540048
53190	Jeffcoat Jonathan	75.00	540190
	JENNIFER ALVAREZ	41.74	539918
	JENNIFER JO LAWRIE	95.00	539919
	JENNIFER LINETTE RAMIREZ	57.26	540118
50670	Jerrold Max Turner	22,440.00	118068
	JESSE MICHAEL FALLIER	60.49	539767
	JESSE MICHAEL FALLIER	126.99	117996
	JESSICA LOUISE LEA	27.99	118201
	JESSICA RENEE JERMAN	7.43	118129
43960	JOHNSON CONTROLS US HOLDINGS INC	1,735.85	540191
52605	JOHNSON GABRIELLE	1,000.00	539832

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Supplier Number	Supplier Name	Amount	Payment Number
51230	Jones Timothy	300.00	540192
53498	Jones, Jamaal I.	700.00	539897
	JONNI KRISTIN TENNANT	49.62	540288
	JOSEPHINE I WHEELER	365.68	540119
13415	JOSTEN'S INC.	4,297.95	539833
13415	JOSTEN'S INC.	300.00	539834
13415	JOSTEN'S INC.	1,700.25	540049
13415	JOSTEN'S INC.	5,810.90	540384
39513	JOURNEYED.COM INC	183.42	118069
39513	JOURNEYED.COM INC	183.42	118231
33516	JT ENTERPRISES INC	1,185.00	540385
	JULIO ALBERTO MIRELES	79.27	539920
04176	KAHRS LAW OFFICES PA	3,590.07	539957
04176	KAHRS LAW OFFICES PA	4,522.66	540307
	KAITLYN ELIZABETH RAWCLIFFE	214.84	118130
	KAMMIE ERSSELL ANDERSON	16.73	118131
10923	KANSAS ASSOCIATION OF SCHOOL BOARDS	37,278.22	540386
50456	Kansas Association of Teachers of Family and Consumer S	1,275.00	539835
50456	Kansas Association of Teachers of Family and Consumer S	550.00	540387
10633	KANSAS CITY AUDIO-VISUAL INC	435.00	118165
10633	KANSAS CITY AUDIO-VISUAL INC	12,377.00	118232
50981	Kansas Collection Professionals LLC	348.80	539958
50981	Kansas Collection Professionals LLC	3,987.58	540308
39352	KANSAS DEPARTMENT OF HEALTH & ENVIRONMENT	38.97	118233
09105	KANSAS DEPARTMENT OF REVENUE	117,904.00	92831
09105	KANSAS DEPARTMENT OF REVENUE	777.41	539959
09105	KANSAS DEPARTMENT OF REVENUE	177,261.00	92847
09105	KANSAS DEPARTMENT OF REVENUE	1,239,482.00	92871
09105	KANSAS DEPARTMENT OF REVENUE	924.53	540309
09105	KANSAS DEPARTMENT OF REVENUE	118,356.00	92878
01451	KANSAS ELKS TRAINING CENTER FOR HANDICAPPED	3,051.96	540050
09106	KANSAS EMPLOYMENT SECURITY FD	102,388.70	92846
12395	KANSAS GAS SERVICE	522.80	539986
12395	KANSAS GAS SERVICE	46,327.55	540280
12395	KANSAS GAS SERVICE	59.75	540324
11304	KANSAS ONE-CALL SYSTEM INC	154.28	539836
15133	KANSAS PAYMENT CENTER	3,915.00	92834
15133	KANSAS PAYMENT CENTER	32,128.91	92844
15133	KANSAS PAYMENT CENTER	15,604.82	92849
15133	KANSAS PAYMENT CENTER	35,709.48	92865
41734	KANSAS POWER SCHOOL USER GROUP	1,050.00	540193
09104	KANSAS PUBLIC EMPL RETIRE SYST	145,983.99	92830
09104	KANSAS PUBLIC EMPL RETIRE SYST	855.33	92843
09104	KANSAS PUBLIC EMPL RETIRE SYST	263,022.11	92845
09104	KANSAS PUBLIC EMPL RETIRE SYST	12,859,677.68	92864
09104	KANSAS PUBLIC EMPL RETIRE SYST	1,892.58	92866

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09104	KANSAS PUBLIC EMPL RETIRE SYST	15,936.18	92867
09104	KANSAS PUBLIC EMPL RETIRE SYST	1,328,420.31	92868
09104	KANSAS PUBLIC EMPL RETIRE SYST	301,177.11	92869
09104	KANSAS PUBLIC EMPL RETIRE SYST	3,816.82	92870
09104	KANSAS PUBLIC EMPL RETIRE SYST	145,880.00	92883
42692	KANSAS READY MIX LLC	1,948.00	540194
42692	KANSAS READY MIX LLC	2,038.00	540388
11739	KANSAS RESTAURANT & HOSPITALITY ASSOCIATION	456.00	540389
53494	Kansas Scholastic Press Association	630.00	539837
53494	Kansas Scholastic Press Association	240.00	540051
53494	Kansas Scholastic Press Association	105.00	540195
36924	KANSAS SECRETARY OF STATE	25.00	539898
01422	Kansas State High School Activities Association Inc	42.00	540052
01422	Kansas State High School Activities Association Inc	3,790.00	540196
18411	KAN-TECH INC	25,590.00	118070
	KASEY RAY LITTLEFIELD	534.84	540120
	KATHY DIANE GRACE	48.60	118025
	KATYA REBECA VARGAS	105.24	539921
53264	Kawai Piano Gallery by Alamo Music	1,329.00	539838
	KAYCEE MILANNA ROOT	130.00	539976
	KAYLA DEANN VANDERBORG	130.00	540289
52803	Keck Beatrice	69.00	540053
	KEITH ROYAL REYNOLDS	294.69	117914
	KEITH ROYAL REYNOLDS	33.00	117997
51756	Kele Inc	3,603.00	118071
51756	Kele Inc	656.10	118072
	KELSEY DIANE JONES	143.89	539977
	KEM CLARISSE MOORE	151.34	117998
	KENNETH HATARI TAYLOR Jr	139.74	540121
	KERRI D KUHLMAN	60.58	117915
53316	Kidwell Amy	75.00	539839
53544	KIDWELL ERIC	120.00	540197
	KIMBERLY DENISE TILLMAN	115.12	539978
	KIMBERLY DIANE COWSILL	235.93	118026
	KIMBERLY MAYBERRY	210.35	539768
53510	KING MARTI	200.00	540054
51463	Kirk Brian	100.00	540390
01003	KLEND MITCHELL AUSTERMAN & ZUERCHER LLC	90.52	539960
01003	KLEND MITCHELL AUSTERMAN & ZUERCHER LLC	804.89	540310
52881	KM Sports LLC	374.00	540055
51053	Knight John	737.50	540198
33958	KONICA MINOLTA BUSINESS SOLUTIONS USA INC	2,200.00	540199
38133	KONICA MINOLTA PREMIER FINANCE	5,365.43	540056
	KORI DANELLE HEIMAN	24.87	118132
	KRISTA DANIELLE-HAM WASINGER	537.32	118133
	KRISTI LUELLEN WISEMAN	26.35	117916

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	KRISTI LUELLEN WISEMAN	263.99	117999
	KRISTINA L MATTHAEI	108.32	117917
30607	KRUSE CORPORATION	52,068.12	118073
30607	KRUSE CORPORATION	18,519.33	118166
30607	KRUSE CORPORATION	4,302.93	118234
30193	KS DEPT OF REVENUE	14,275.51	92872
30205	KS STATE DEPT OF EDUCATION	75.00	540200
30205	KS STATE DEPT OF EDUCATION	25.00	540391
30200	KS STATE SCHOOL FOR THE DEAF	2,000.00	539840
30200	KS STATE SCHOOL FOR THE DEAF	2,000.00	540057
09986	LAKESHORE LEARNING MATERIALS LLC	2,620.11	5235
09986	LAKESHORE LEARNING MATERIALS LLC	8,472.10	5239
09986	LAKESHORE LEARNING MATERIALS LLC	3,903.50	5253
09986	LAKESHORE LEARNING MATERIALS LLC	1,344.07	5254
09986	LAKESHORE LEARNING MATERIALS LLC	313.33	5259
09986	LAKESHORE LEARNING MATERIALS LLC	775.99	5260
43818	LAMPHOUSE PHOTO CO LLC	1,100.00	540201
43848	LARSON KENNETH	75.00	540058
43848	LARSON KENNETH	84.38	540202
43848	LARSON KENNETH	31.25	540392
51263	Lasiter Sherry	300.00	540059
50860	Lasiter William	300.00	540060
	LATRICIA ALICE STEELE	39.76	540122
51219	Lawson Pamela	200.00	540393
53395	LEADING EDGE LAMINATING	3,335.32	540203
18518	LEARNING RESOURCES INC	4,757.62	540394
	LEASA SUE COUFAL	15.52	118134
11717	LEE REED ENGRAVING INC	313.60	118167
11717	LEE REED ENGRAVING INC	757.89	118235
	LEONETT DENISE HODGES	45.30	539769
53534	LEROY SHANNON R	50.00	540204
53567	LETS ROLL SENECA	2,250.00	540395
53009	Lewis Monica	240.00	539841
53009	Lewis Monica	45.00	540205
53321	Lewis, Charlie	40.00	540206
38094	LEXIA LEARNING SYSTEMS LLC	84,440.00	540061
38094	LEXIA LEARNING SYSTEMS LLC	99.00	540396
41593	Lexjet LLC	8,579.77	540397
	LIBBY NICOLE LONG	20.39	118202
15138	LIBERTY FRUIT CO INC	32,967.45	117956
15138	LIBERTY FRUIT CO INC	93,921.70	118074
15138	LIBERTY FRUIT CO INC	38,572.37	118168
15138	LIBERTY FRUIT CO INC	39,660.66	118236
15656	LIGHTSPEED TECHNOLOGIES INC	295.00	118075
15656	LIGHTSPEED TECHNOLOGIES INC	1,449.00	118169
10865	LINDER & ASSOCIATES INC	3,982.24	539842

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10865	LINDER & ASSOCIATES INC	8,950.40	540207
	LINDSEY ERIN DAVIES	69.50	118135
36872	LINDSTROM ENTERPRISES INC	388.29	540062
36872	LINDSTROM ENTERPRISES INC	2,463.87	540208
36872	LINDSTROM ENTERPRISES INC	380.12	540398
	LINDY SUE KRALICEK	508.56	118136
	LISA ANNE DEVORE	95.04	118137
	LISA IDA STILL	23.13	117918
	LITONA B HOYT	21.96	118000
50408	Llama LLC	3,184.00	540209
52536	Long & Robinson, LLC	483.37	540311
	LONNIE K MORFORD	31.10	539770
37912	LONNY MOORE'S COLLISION REPAIR INC	8,078.50	539843
37912	LONNY MOORE'S COLLISION REPAIR INC	8,831.03	540063
53536	LOVELL CHRISTOPHER	200.00	540399
11422	LUDEMAN INSULATION & SUPPLY INC	4,932.00	117983
11422	LUDEMAN INSULATION & SUPPLY INC	2,588.00	117984
16691	Magnatag Inc	31.56	540064
51873	Mahaney a Tecta America Company LLC	2,411.62	539844
51873	Mahaney a Tecta America Company LLC	1,359.93	540210
51873	Mahaney a Tecta America Company LLC	445.93	540400
	MAKENZIE MERLE REICHENBERGER	42.36	539771
52995	Mandarich Law Group LLP	170.61	539961
52995	Mandarich Law Group LLP	46.15	540312
53421	MANS KATHLEEN	200.00	539845
	MARCIA ANN BALEVRE	322.71	539772
	MARCIA KAY SCURFIELD	123.97	539773
51318	Marcotte Shauna	45.00	540065
51318	Marcotte Shauna	75.00	540211
	MARCUS DUWAYNE MCCRAY	99.00	539922
	MARIA A MARTINEZ	131.22	539923
	MARIA CRISTINA DELAHOYA	45.83	539924
	MARIA DE JESUS DIAZMEDINA	40.88	539774
	MARIA DE JESUS DIAZMEDINA	39.37	539925
	MARIA ISABEL DOMINGUEZ	285.82	118001
	MARIA TERESA FERNANDEZ	61.73	118237
	MARTHA ALICIA ZEPEDA	86.41	539926
15750	MARTIN PRINGLE OLIVER WALLACE & BAUER LLP	468.61	539962
15750	MARTIN PRINGLE OLIVER WALLACE & BAUER LLP	518.59	540313
	MARY BETH HALLEY	13.61	118138
	MARY C CRISS	95.00	539927
	MARYALICE TALBERT BARGER	201.55	118238
36541	MATHESON TRI-GAS INC	388.80	539846
52353	Matt Kizer Design LLC	600.00	539847
	MATTHEW SAMUEL PHILLIPS	12.56	118239
52258	MAXIM HEALTHCARE SERVICES INC	1,809.60	539848

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52258	MAXIM HEALTHCARE SERVICES INC	2,847.00	540066
52258	MAXIM HEALTHCARE SERVICES INC	8,352.00	540212
52258	MAXIM HEALTHCARE SERVICES INC	2,807.40	540401
40593	MAXORPLUS LTD	603,968.83	117957
40593	MAXORPLUS LTD	379,632.75	118076
40593	MAXORPLUS LTD	417,582.63	118170
40593	MAXORPLUS LTD	503,419.22	118240
	MAYRA ANAHI ACEVESGONZALEZ	17.08	118241
	MAYRA LIZZETTE BERRIOS	81.18	118002
10897	MCCLELLAND INC	15,074.00	5236
10897	MCCLELLAND INC	6,625.00	5240
51300	McCoy Susan	150.00	540067
52706	McGraw Hill LLC	4,962,300.00	539849
52706	McGraw Hill LLC	25,133.75	540402
37101	MCLAURIAN JEWEL JUNE	37.70	18343
52800	Means Ryan	62.50	540213
52800	Means Ryan	62.50	540403
51137	Mechanical Sales Midwest Inc	2,723.00	540068
51137	Mechanical Sales Midwest Inc	7,083.00	540404
	MELISSA ANN SEIWERT	34.58	539979
	MELISSA ANN SEIWERT	54.22	540123
	MELISSA ANNE REICHMANN	12.94	540124
	MELISSA RANIECE ZIEAMMERMAN	274.42	118203
	MELODY JONES ROBINSON	95.00	539928
	MICHELLE DENISE BLOUNT	122.64	118139
	MICHELLE L FARAG	217.26	539929
	MICHELLE RENE BEAVER	240.37	118003
	MICHELLE SUE BROWN	355.98	118204
12701	MICROSOFT CORPORATION	10,464.96	117958
12701	MICROSOFT CORPORATION	1,999.60	118077
12701	MICROSOFT CORPORATION	8,593.88	118171
12701	MICROSOFT CORPORATION	1,719.34	118242
15132	MID AMERICA ALL INDIAN CENTER INC	1,200.00	539850
32006	MID AMERICAN CREDIT UNION	90.51	539963
32006	MID AMERICAN CREDIT UNION	145.62	540314
15573	MID CONTINENT ORTHOPEDICS P A	750.00	539895
15573	MID CONTINENT ORTHOPEDICS P A	1,500.00	540405
41655	MID KANSAS COOPERATIVE ASSOCIATION	100,974.17	539851
41655	MID KANSAS COOPERATIVE ASSOCIATION	42,504.61	540069
41655	MID KANSAS COOPERATIVE ASSOCIATION	77,256.20	540214
42196	MIDLAND	11,437.02	539852
42196	MIDLAND	1,576.01	540215
10921	MIDWEST SEWING CENTER INC	154.20	539853
18277	MILBY PA DANA MANWEILER	195.10	539964
18277	MILBY PA DANA MANWEILER	244.65	540315
52773	MILLER MELODY C	146.39	118078

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	MINERVA GUZMAN	261.25	539930
	MISHAL UKACHI NJOKU	605.59	117919
51650	Mohawk Carpet Distribution LLC	12,147.20	539854
51650	Mohawk Carpet Distribution LLC	34,446.37	540216
33051	MONROE KEVIN J	200.00	539855
41419	MOORE CREIGHTON W	300.00	540070
	MORGAN ANN PRESLEY SCHAEFFER	73.42	539931
53545	MOYE ROY III	4,500.00	540406
43720	Mr. Mixer LLC	595.00	540071
43240	MUCI DARREN	25.00	539856
43246	MUCI GILDA	25.00	539857
53509	MULVENON CURTIS	446.28	540407
41960	MYERS DANE	150.00	540217
50363	Nasco Education LLC	253.80	117959
53505	National Academic Quiz Tournaments	1,850.00	540218
42845	NATIONAL ARCHERY IN THE SCHOOLS PROGRAM INC	366.00	540072
42845	NATIONAL ARCHERY IN THE SCHOOLS PROGRAM INC	103.00	540219
42845	NATIONAL ARCHERY IN THE SCHOOLS PROGRAM INC	113.00	540408
12021	NATIONAL ASSOCIATION OF SECONDARY SCHOOL PR	385.00	540220
36749	NATIONAL FOOD GROUP INC	4,702.50	117960
36749	NATIONAL FOOD GROUP INC	11,520.00	118172
36749	NATIONAL FOOD GROUP INC	18,864.00	118173
50126	Native American Enterprises LLC	6,890.40	118079
38844	NATSB, NATIONAL SCREENING BUREAU	10,493.60	118080
10845	NEWMAN UNIVERSITY	43,365.00	539858
53420	NICOLAS CANES	200.00	539859
	NICOLE MARIE MARGHEIM	47.09	539776
	NINA RENEE LOPEZ	17.33	118205
19235	NORTHERN SAFETY CO INC	209.47	540221
50444	O'Donnell Lynn	75.00	540409
52707	ODP Business Solutions LLC	419.49	539860
52707	ODP Business Solutions LLC	4,721.78	540073
52707	ODP Business Solutions LLC	4,838.74	540222
52707	ODP Business Solutions LLC	2,811.85	540410
35991	OFFICE PLUS OF KANSAS	2,311.80	539861
35991	OFFICE PLUS OF KANSAS	120.60	540411
39448	OMNI FINANCIAL GROUP INC	21,603.54	118081
39448	OMNI FINANCIAL GROUP INC	42,723.40	118082
39448	OMNI FINANCIAL GROUP INC	22,158.55	118174
39448	OMNI FINANCIAL GROUP INC	361,143.04	118243
52613	OptumHealth Financial Services	116,370.20	118083
35975	ORACLE AMERICA INC	141,235.31	118175
43719	ORIGAMI RISK LLC	165.00	539862
35403	ORION SECURITY SOLUTIONS LLC	19,500.00	539863
35403	ORION SECURITY SOLUTIONS LLC	18,088.31	540074
35403	ORION SECURITY SOLUTIONS LLC	13,142.00	540223

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31195	OVERLAND CHARTERS INC	1,865.00	540075
52407	P1 Service LLC	1,323.02	540412
51535	Pablo Dominic	700.00	539899
	PAIGE MARIE GUMPENBERGER	165.24	118027
	PAIGE NICOLE TILLOTSON	95.00	539932
09379	Pankratz & Hodge, PA	1,275.75	540316
	PATRICIA ANN POWELL	77.24	539980
	PATRICIA ANNE LEARY	141.44	118004
	PAUL A KITCHEN	75.56	118140
44041	PB PARENT HOLDCO LP	187.00	540413
53517	PEREYRA RAMIREZ ROSALBA	90.05	539896
51237	Perez Jr Francisco	405.40	540414
39391	PEREZ MARC	75.00	539865
39391	PEREZ MARC	75.00	540224
10272	PERMA BOUND BOOKS	7,143.75	5237
10272	PERMA BOUND BOOKS	3,686.04	5241
10272	PERMA BOUND BOOKS	4,061.77	5255
10272	PERMA BOUND BOOKS	16,719.09	5261
	PETER A CREVOISERAT	206.33	117920
	PETER A CREVOISERAT	60.00	118028
43890	PFENNINGER AMANDA	150.00	540076
	PHILIP M BERGQUIST	223.51	540125
10010	PIONEER MANUFACTURING COMPANY INC	470.90	539866
36346	PITNEY BOWES BANK INC	109.99	118084
11059	Pitsco Education LLC	62,796.31	540225
42441	PITTENGER LAW GROUP LLC	1,038.72	540317
34650	PIZZA HUT	5,916.00	540077
34650	PIZZA HUT	18,793.50	540226
34650	PIZZA HUT	19,014.50	540415
43010	PLUMBMASTER INC	1,885.86	118085
43010	PLUMBMASTER INC	7,903.50	118176
43010	PLUMBMASTER INC	43.44	118244
51871	Potter Madeleine	162.50	540227
42018	PowerSchool Holdings LLC	6,705.00	540228
43771	PRAIRIE MILLS BAKING COMPANY LLC	13,762.56	118177
53447	Pratt (Love Box), LLC	5,954.98	540229
44259	PRIME FIT LLC	9,375.00	117961
44259	PRIME FIT LLC	1,850.00	118086
44259	PRIME FIT LLC	9,375.00	118245
41261	PRIMECO PAINTING LLC	16,358.00	540230
09099	PROFESSIONAL ENGINEERING CONSULTANTS PA	19,880.00	540079
09099	PROFESSIONAL ENGINEERING CONSULTANTS PA	31,179.80	540231
09099	PROFESSIONAL ENGINEERING CONSULTANTS PA	13,818.88	540416
18745	PROJECT LEAD THE WAY INC	197.00	118178
34975	PRO-KEM SUPPLIES INC	72.00	540078
39638	PROPIO LS LLC	6,540.05	118087

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
April 2025

Supplier Number	Supplier Name	Amount	Payment Number
52088	Purple Mallard LLC	385.00	540417
12194	PYRAMID PAPER COMPANY	9,866.89	539867
12194	PYRAMID PAPER COMPANY	11.98	540080
12194	PYRAMID PAPER COMPANY	13,126.17	540232
12194	PYRAMID PAPER COMPANY	1,300.80	540418
39852	QUADIENT FINANCE USA INC	78.75	118088
30309	QUADIENT INC	95.97	540233
32175	QUADIENT LEASING USA INC	591.05	540081
50844	Quantem Laboratories, Inc.	45.00	540082
	RADAWN MARIE FULKERSON	26.04	539777
	RADHIA BAHASHA DIWAN	40.63	539778
	RADHIA BAHASHA DIWAN	133.63	539981
	RAEGAN ACEBEDO FREUND	216.00	539933
	RAEGAN ACEBEDO FREUND	177.72	118005
01485	RAINBOWS UNITED INC	18,000.00	118179
32154	RCREW INC	10,617.00	540419
09517	REALLY GOOD STUFF LLC	507.80	118089
09517	REALLY GOOD STUFF LLC	74.97	118180
40933	RECONSTRUCTION SERVICES LLC	25,545.62	118246
40971	RECYCLE FOR YOUTH SPORTS	1,767.45	117985
40971	RECYCLE FOR YOUTH SPORTS	3,114.05	118181
40971	RECYCLE FOR YOUTH SPORTS	1,758.65	118247
51658	Reefer Systems	1,685.02	539868
51658	Reefer Systems	323.66	540234
	REGINALD WAYNE MONSON	19.34	539934
10377	RENAISSANCE LEARNING INC	3,749.28	118248
42389	Rensenhouse	7,425.00	118249
53044	Rentokil North America Inc	75.12	118090
53044	Rentokil North America Inc	61.05	118250
52742	REP Fitness LLC	1,325.25	540420
53096	Restorative Practices Consultant, LLC	5,250.00	540235
11014	RICK'S APPLIANCE SERVICE INC	130.00	118091
10042	RIDDELL ALL AMERICAN SPORTS	8,594.54	540421
53428	RIFFEE BECKY	200.00	539869
43356	RIVERSIDE ASSESSMENTS LLC	17,460.00	117962
41867	RIVERSIDE TECHNOLOGIES INC	12,633.00	117963
41867	RIVERSIDE TECHNOLOGIES INC	16,541.00	118092
41867	RIVERSIDE TECHNOLOGIES INC	540.00	118183
41867	RIVERSIDE TECHNOLOGIES INC	3,735.00	118251
34535	Roaster Joes Inc	15.66	118093
52575	Robbins Sales Co Inc	11,346.45	540236
	ROBERT BRADLEY DICKSON	374.68	117921
	ROCHELLE RUTHERFORDSNIPES	6.22	539779
37806	ROCHESTER 100 INC	1,354.80	118094
37806	ROCHESTER 100 INC	3,469.25	118252
	ROCIO PILAR CORONA	26.44	118006

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
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Supplier Number	Supplier Name	Amount	Payment Number
	ROSA CLAUDIA LOPEZCONTRERAS	27.88	118007
	ROSA H CASTILLO	152.30	118008
	ROSA MARIA REYESURBANO	186.13	118009
52476	Route4Me Inc	1,020.00	118095
50754	RxResults, LLC	50,105.75	118096
51833	RYADD LLC	816.00	540237
	RYAN PATRICK ALLIMAN	76.16	117922
12920	SADDLEBACK EDUCATIONAL INC	2,669.86	118253
12565	SAGE Publications, Inc.	2,285.70	118184
32623	SANDIFER ENGINEERING & CONTROLS INC	8,931.75	540083
	SANDRA CARLOS	6.62	540126
	SARAH JO PHILLIPS	678.39	539935
	SARAH MARIE JOHNSON	33.28	118029
11065	Schaefer Architecture	27,097.00	540238
11065	Schaefer Architecture	3,750.00	540422
51907	Schaplowsky Michael	68.75	539870
51907	Schaplowsky Michael	112.50	540239
51907	Schaplowsky Michael	121.88	540423
09623	SCHOLASTIC INCORPORATED	1,666.13	117964
09623	SCHOLASTIC INCORPORATED	4,409.65	117965
09623	SCHOLASTIC INCORPORATED	2,640.65	118254
09623	SCHOLASTIC INCORPORATED	2,125.50	118255
10134	SCHOOL HEALTH CORPORATION	4,938.08	539871
35858	SCHOOL SPECIALTY LLC	7,938.78	117966
35858	SCHOOL SPECIALTY LLC	3,914.15	118097
35858	SCHOOL SPECIALTY LLC	4,926.31	118185
35858	SCHOOL SPECIALTY LLC	2,829.73	118256
44004	SCHREIBER FOODS INTERNATIONAL INC	13,250.30	118098
44004	SCHREIBER FOODS INTERNATIONAL INC	11,439.70	118186
39396	SCOTT RICE OFFICE INTERIORS	692.30	540240
16155	SDI INNOVATIONS INC	620.79	540241
51603	Select Mechanical LLC	210.00	540084
51603	Select Mechanical LLC	1,050.00	540242
09208	SERVICE EMPLOYEES UNION LOCAL 513	15,826.73	92838
09208	SERVICE EMPLOYEES UNION LOCAL 513	18,488.17	92860
	SHANNON G POOL	161.42	540290
	SHANNON NOEL BENOIT	61.15	118206
35242	SHELDEN ARCHITECTURE INC	20,880.00	540424
	SHERRIE SUE MOSLEYDYER	48.36	118010
	SHIRLEY MAFRAY ROSE	644.75	118141
42253	SHROPSHIRE DELIA	1,000.00	540085
14694	SIGN LANGUAGE INTERPRETING SERVICES INC	809.00	540086
34578	SIGNS NOW #124	4,365.00	540425
	SILVIA OROPEZA	116.95	539936
52425	Simon Robert LaFayett	3,000.00	540087
50186	Simplot AB Retail Inc	3,296.11	540426

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
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Supplier Number	Supplier Name	Amount	Payment Number
	SKYY M FREEMAN	53.30	117923
01570	SLAPE & HOWARD CHARTERED	30,000.00	539971
53541	SLOSS ANDREW	150.00	540243
52089	SMTP2GO INC	3,120.00	540244
52089	SMTP2GO INC	68.26	540427
53082	SMX, Inc	35,000.00	118099
43297	SOLARWINDS NORTH AMERICA INC	1,792.00	118100
	SONIA DELAROSABANUELOS	70.73	540127
41894	SONOVA USA INC	554.26	118101
41894	SONOVA USA INC	358.98	118257
01697	SOUTH CENTRAL KANSAS EDUCATION SERVICE CNTF	538.32	540245
01697	SOUTH CENTRAL KANSAS EDUCATION SERVICE CNTF	221,418.75	540428
10969	SOUTHWESTERN ELECTRICAL CO INC	41,442.00	539872
10969	SOUTHWESTERN ELECTRICAL CO INC	12,390.00	540088
10969	SOUTHWESTERN ELECTRICAL CO INC	32,283.00	540246
10969	SOUTHWESTERN ELECTRICAL CO INC	3,841.00	540429
51049	Spangenberg Phillips Tice LLC	6,300.00	117967
51049	Spangenberg Phillips Tice LLC	5,040.00	118258
34201	Spectrum Promotional Products, Inc	1,042.75	118259
51922	SSA Group, LLC	864.50	540089
	STACEY D WINGARD	60.10	118011
	STACIE S KNOLL	99.85	539937
52516	Stambaugh Eric	265.50	539873
16268	STANDARD INSURANCE CO	45,373.90	539874
52003	Stanfield Rebecca	75.00	539875
35484	STAPLES INC	14,583.00	117968
35484	STAPLES INC	21,203.97	118102
35484	STAPLES INC	19,427.80	118187
35484	STAPLES INC	20,598.28	118260
10879	STAR LUMBER & SUPPLY CO INC	11,292.85	118103
10879	STAR LUMBER & SUPPLY CO INC	17,854.10	118188
10879	STAR LUMBER & SUPPLY CO INC	20,609.31	118189
10879	STAR LUMBER & SUPPLY CO INC	24,068.80	118261
43668	Stars and Stripes Elevator LLC	5,840.00	118190
52534	State of Arkansas	650.00	540283
39110	STATE OF KANSAS-OFFICE OF THE STATE FIRE MARS	90.00	540090
39110	STATE OF KANSAS-OFFICE OF THE STATE FIRE MARS	80.00	540247
	STEPHANIE KAYE CAMERON	99.11	539780
	STEPHANIE MARIE CHIPPEAUX	75.44	118207
	STEPHEN ALLAN BUESCH	63.99	117924
14642	STERICYCLE INC	44.10	540248
14642	STERICYCLE INC	114.49	540430
37120	STEVENS NONA IDELL	23.40	18344
51311	Stokes Tiffany L	600.00	540249
43358	STOLZ DIANE	150.00	540091
11671	STOVER'S RESTORATION INC	19,236.00	540250

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
April 2025

Supplier Number	Supplier Name	Amount	Payment Number
53482	STRANGHONER BRIAN	200.00	539876
51815	Straub Camille	69.00	540092
34059	STRUNK PUBLISHING LLC	120.00	539877
52200	Sturm Richard Scott	80.00	540431
42824	SUBLETT BRIDGET	500.00	540251
10995	SUPERIOR RUBBER STAMP & SEAL	99.00	5242
11533	SUPERIOR SIGNS & ENGRAVING INC	119.80	540432
51892	Surency Life & Health Insurance Company	91,453.63	118104
51892	Surency Life & Health Insurance Company	2,450.00	118191
51212	Sweet Patricia A	200.00	540433
44327	TALX CORPORATION	5,178.00	540434
	TARA L ALLEN	33.22	118012
53501	TAYLOR EDWARD	800.00	540094
52740	Temple Enterprises of Wichita	2,527.15	118262
53312	Tennant Sales and Service Company	1,710.20	540095
53312	Tennant Sales and Service Company	1,851.50	540252
	TENNELE MARIE HANKINS	57.78	540128
	TERRY ALLEN RAINS	206.00	539938
	TESSA ELIZABETH ECK	52.93	118030
15751	TESSERE INC	10,000.00	539878
15751	TESSERE INC	3,800.00	540253
53153	The Institute for Childhood Education	3,000.00	539879
53153	The Institute for Childhood Education	3,550.00	540254
31378	THE KANSAS AFRICAN AMERICAN MUSEUM INC	210.00	540435
50751	The Library Store, Inc.	84.26	540096
50272	The Modern Classrooms Project Inc.	27,000.00	540097
44054	THE NEUROSEQUENTIAL MODEL NETWORK LLC	5,000.00	540255
52592	The Opportunity Project Schools Inc (North)	23,902.22	540256
52592	The Opportunity Project Schools Inc (North)	23,902.22	540436
52594	The Opportunity Project Schools Inc (Northwest)	23,902.22	540257
52594	The Opportunity Project Schools Inc (Northwest)	23,902.22	540437
11525	THE PANDO INITIATIVE INC	2,500.00	540258
43806	THOMPSON CHAD	118.75	540259
43806	THOMPSON CHAD	62.50	540438
51332	Thompson Dory	200.00	539880
51332	Thompson Dory	200.00	540439
	THUYNGA THI NGUYEN	55.97	118013
	TIFFANY ANN JOHNSON	48.95	118014
	TIFFANY ANN JOHNSON	27.95	118031
	TIFFANY ANN JOHNSON	90.60	118142
	TIFFANY ANN YOUNG	103.45	118015
	TIFFANY LOUISE CLAYTON	130.00	539939
	TIMOTHY DAVID HAMBLIN	108.00	118143
17811	T-MOBILE USA INC	4,633.64	540093
	TODD C SHULTS	380.27	539982
51427	Toppah Shawndae	300.00	539881

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
April 2025

Supplier Number	Supplier Name	Amount	Payment Number
41780	TOPPAH SIDNEY	150.00	539882
41780	TOPPAH SIDNEY	400.00	539891
	TRACI DIANE WOOD	75.15	118016
	TRACI MICHELLE KALLHOFF	1,027.86	117925
52235	Tran Ly	75.00	540098
52235	Tran Ly	165.00	540260
52235	Tran Ly	45.00	540440
09894	TRANE U S INC	1,930.00	540099
09894	TRANE U S INC	4,043.50	540261
09894	TRANE U S INC	1,657.12	540441
50001	Transworld Systems Inc	51.51	540318
	TRAVIS R FOLDS	69.55	118144
	TRICIA ANN LOEHR	171.56	117926
17264	TRIPLETT WOOLF & GARRETSON LLC	31,402.50	5243
43803	TRIPP ADAM	131.25	540262
34663	TX CHILD SUPPORT SDU	106.15	539966
34663	TX CHILD SUPPORT SDU	260.31	539967
34663	TX CHILD SUPPORT SDU	260.31	540284
34663	TX CHILD SUPPORT SDU	106.15	540285
	TYLER NATHAN MILLER	138.20	539940
41225	TYSON PREPARED FOODS INC	24,360.32	118192
41225	TYSON PREPARED FOODS INC	11,159.28	118263
41664	U.S. DEPARTMENT OF TREASURY	1,037.31	540319
50700	UMR, Inc.	482,319.06	92836
50700	UMR, Inc.	502,797.64	92850
50700	UMR, Inc.	181,185.16	92852
50700	UMR, Inc.	567,966.71	92853
50700	UMR, Inc.	855,677.15	92863
10912	UNDERGROUND VAULTS & STORAGE	40.00	539883
10912	UNDERGROUND VAULTS & STORAGE	4.00	540100
10912	UNDERGROUND VAULTS & STORAGE	63.00	540263
36910	UNIFIED SCHOOL DISTRICT NO 259	383.32	117969
36910	UNIFIED SCHOOL DISTRICT NO 259	130.00	117970
36910	UNIFIED SCHOOL DISTRICT NO 259	130.00	117971
36910	UNIFIED SCHOOL DISTRICT NO 259	497.25	117972
36910	UNIFIED SCHOOL DISTRICT NO 259	150.00	117973
36910	UNIFIED SCHOOL DISTRICT NO 259	725.00	118105
36910	UNIFIED SCHOOL DISTRICT NO 259	400.00	118106
36910	UNIFIED SCHOOL DISTRICT NO 259	581.78	118107
36910	UNIFIED SCHOOL DISTRICT NO 259	66.00	118108
36910	UNIFIED SCHOOL DISTRICT NO 259	152.79	118112
36910	UNIFIED SCHOOL DISTRICT NO 259	148.00	540264
36910	UNIFIED SCHOOL DISTRICT NO 259	296.74	118193
36910	UNIFIED SCHOOL DISTRICT NO 259	15.38	118194
36910	UNIFIED SCHOOL DISTRICT NO 259	702.55	118195
36910	UNIFIED SCHOOL DISTRICT NO 259	730,206.73	92875

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
April 2025

Supplier Number	Supplier Name	Amount	Payment Number
36910	UNIFIED SCHOOL DISTRICT NO 259	1,543.35	540442
36910	UNIFIED SCHOOL DISTRICT NO 259	3,940.00	118264
36910	UNIFIED SCHOOL DISTRICT NO 259	111.97	118265
36910	UNIFIED SCHOOL DISTRICT NO 259	1,355.30	118266
36910	UNIFIED SCHOOL DISTRICT NO 259	15,445.18	118267
36910	UNIFIED SCHOOL DISTRICT NO 259	5,633.43	118268
36910	UNIFIED SCHOOL DISTRICT NO 259	1,799.40	118269
36910	UNIFIED SCHOOL DISTRICT NO 259	6,038.65	118270
36910	UNIFIED SCHOOL DISTRICT NO 259	1,590.10	118271
36910	UNIFIED SCHOOL DISTRICT NO 259	151.96	118272
33729	UNIFIRST CORPORATION	3,012.76	540265
11088	UNITED SCHOOL ADMINISTRATORS OF KANSAS	375.00	539884
50987	United States Awards Inc	1,985.59	539885
12439	UNITED TEACHERS OF WICHITA INC	105,611.12	117974
13391	UNITED WAY OF THE PLAINS	3,921.00	117975
13391	UNITED WAY OF THE PLAINS	428.00	118113
	VALERIE R OTT	48.68	117927
09722	VERITIV OPERATING COMPANY	1,123.20	117976
09722	VERITIV OPERATING COMPANY	14,088.00	118114
09722	VERITIV OPERATING COMPANY	2,816.60	118196
53370	VERIZON WIRELESS	942.36	540101
53370	VERIZON WIRELESS	56.41	540443
12895	Vestis Group Inc	1,399.80	540102
12895	Vestis Group Inc	1,399.80	540444
01757	VIA CHRISTI REHABILITATION HOSPITAL INC	24,820.48	540103
	VICKI LYNNE SCHUMACHER	12.29	117928
	VICKI LYNNE SCHUMACHER	198.64	118017
	VICTORIA A MOLER	37.47	118032
38629	VILLAGE TRAVEL LLC	7,112.00	117977
38629	VILLAGE TRAVEL LLC	4,185.00	118197
38629	VILLAGE TRAVEL LLC	2,825.00	118273
	VONDA KAY ARMSTRONG	178.73	539941
53546	W & B Gold Leaf, LLC	199.65	540445
41381	WALLACE MICHAEL	75.00	539886
41381	WALLACE MICHAEL	120.00	540266
41381	WALLACE MICHAEL	45.00	540446
53469	WALTON APSI	800.00	539887
14934	WASTE CONNECTIONS OF KANSAS INC	92,726.39	540104
10788	Waxie's Enterprises LLC	14,432.00	118115
10788	Waxie's Enterprises LLC	13,971.32	118274
43907	WAYMAN & COMPANY LLC	16,005.30	117978
50583	WAYSIDE PUBLISHING	72.00	540447
52820	Weems Carol	15.00	540267
52652	Welch Alayna	75.00	540448
10415	WENGER CORPORATION	4,526.73	540105
32768	WEST PUBLISHING CORPORATION	611.70	540106

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
April 2025

Supplier Number	Supplier Name	Amount	Payment Number
11047	WICHITA BINDERY INC	900.00	5256
11047	WICHITA BINDERY INC	300.00	5262
01638	WICHITA COMMUNITY FOUNDATION	542.34	117979
01638	WICHITA COMMUNITY FOUNDATION	638.98	117980
01638	WICHITA COMMUNITY FOUNDATION	799.34	117981
01638	WICHITA COMMUNITY FOUNDATION	95.01	118116
01638	WICHITA COMMUNITY FOUNDATION	149.50	118117
01638	WICHITA COMMUNITY FOUNDATION	89.49	118118
13310	WICHITA REGIONAL CHAMBER OF COMMERCE	3,141.00	540268
13310	WICHITA REGIONAL CHAMBER OF COMMERCE	250.00	540449
20521	WICHITA STATE UNIVERSITY CAMPUS OF APPLIED SC	398.00	540450
50549	Wickham Industries, Inc.	3,453.96	540107
52823	WILKERSON, MARY	200.00	539888
11120	WILLIAMS LAFE T & ASSOC INC	280.56	118275
52879	Wine Thomas	300.00	540108
50175	WKI Operations, Inc.	10,048.82	539889
51456	WoodRiver Energy LLC	101,588.89	539987
51456	WoodRiver Energy LLC	235,998.97	92874
51456	WoodRiver Energy LLC	42,841.17	92881
40470	WOODY JIM	112.50	540269
40470	WOODY JIM	62.50	540451
51634	Workforce Alliance of South Central Kansas Inc	500.00	540452
10841	YMCA	55,079.31	539890
10841	YMCA	56,000.00	540110
10841	YMCA	17,321.36	540270
10841	YMCA	1,718.75	540271
	ZACHARY PHILLIPS RATHMAN	2,055.72	539942
		<u>53,746,348.69</u>	



**UNIFIED SCHOOL DISTRICT NO. 259
BOARD OF EDUCATION - FINANCIAL REPORTS
April 2025**

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Cash and Investment Balances

Unified School District No. 259

April 2025

CASH AND INVESTMENTS:

Cafeteria-Change Fund	2,035.00	
Petty Cash-School Activity Funds	123,000.00	
Petty Cash-Non Activity Funds	10,500.00	
Checking	133,919,932.61	
Certificate of Deposit/Money Market	225,000,000.00	
U.S. Treasury Bills/Notes	70,850,000.00	
Discount on Treasury Bills/Notes	(871,083.61)	
 (LESS)/PLUS: Interest Receivable (10431)	64,640.88	
(LESS)/PLUS: Accounts Payable (20210)	(7,926,386.75)	
(LESS)/PLUS: Pcard Expense Clearing (20211)	(350,612.51)	
(LESS)/PLUS: Inventory Payable (20212)	(24,628.55)	
(LESS)/PLUS: Internal Trade in Transit (20215)	4,953.23	
		420,802,350.30
WSA - Annuity Trust Fund:		
Commerce Bank	1,143.66	
		1,143.66
TOTAL		420,803,493.96



Governmental Budgeted Fund Balances Report

Unified School District No. 259
April 2025

	Unencumbered Cash Balances
Operational Budgets:	
06 General Fund	16,249,039.35
08 Supplemental General Fund	52,404,804.74
11 State Pre-Kindergarten Program Fund	3,000.03
13 State Intervention Fund	3,000.79
14 Bilingual Fund	3,000.88
15 E-School Virtual Education Fund	3,000.73
22 Latchkey Program Fund	4,811,186.65
24 Nutrition Services Fund	6,896,912.85
26 Professional Development Fund	2,933,089.02
28 Parents As Teachers Fund	265,465.62
29 Summer School Fund	317,546.17
30 Special Education Fund	3,000.08
34 Vocational Education Fund	3,000.80
42 Special Liability Expense Fund	2,164,265.10
53 Contingency Reserve Fund	41,000,000.00
Total - Operational Budgets	127,060,312.81



Governmental Non-Budgeted Fund Balances Report

Unified School District No. 259

April 2025

	<i>Unencumbered Cash Balances</i>
Grants and Gifts:	
07 Federal Grant Fund	(6,776,012.27)
35 Non-Federal Grant Fund	4,562,224.13
Student Fees:	
54 Student Material Revolving Fund	3,461,379.74
55 Music Rental Fund	876,686.00
56 Textbook Rental Fund	8,736,655.09
57 Athletic Activity Fund	2,593,662.20
Total Grants, Gifts and Student Fees	13,454,594.89



Board Employee Benefits Fund Balance

Unified School District No. 259

April 2025

	<i>Unencumbered Cash Balances</i>
Employee Benefits	
47 Self-Funded Insurance Reserve Fund	23,388,881.66
51 KPERs Special Retirement Contribution	0.00
52 Workers' Compensation Reserve Fund	11,980,418.01
59 Wichita Supplemental Annuity (WSA)	1,143.66
96 Flexible Spending Fund	(35,465.54)
Total Employee Benefits	35,334,977.79



Governmental Facility and Construction

Unified School District No. 259

April 2025

	<i>Unencumbered Cash Balances</i>
Facility acquisition and construction svcs:	
16 Capital Outlay Fund	84,803,592.04
67 Special Assessment Fund	11.44
Total Facility acquisition & const.	84,803,603.48
Debt Service:	
62 Bond Principal & Interest Fund	82,496,346.28
Total Debt Service	82,496,346.28



Purchases Report

Unified School District No. 259

April 2025

Security Type	Issuer/Broker	Par Value	Purchase Date	Maturity Date	Rate at Purchase	Days Invested
Operating						
Money Market	Fidelity Bank	40,000,000	04/22/2025	10/15/2025	4.241%	176
	SUBTOTAL	40,000,000				
Early Retirement Incentive Plan Trust						
	SUBTOTAL	-				
Retiree Health Benefit Trust						
	SUBTOTAL	-				
TOTAL PURCHASES			\$	40,000,000		



Maturities Report

Unified School District No. 259
April 2025

Security Type	Issuer/Broker	Cost	Purchase Date	Maturity Date	Days Invested	Rate at Maturity	Interest	Investment Proceeds
Operating								
US Treasury Bill	Commerce Bank	34,999,525	11/01/2024	04/24/2025	174	4.45%	742,475	35,742,000
FHLB Disc Note	Commerce Bank	24,754,708	01/31/2025	04/25/2025	84	4.31%	245,292	25,000,000
Money Market	Fidelity Bank	25,000,000	01/13/2025	04/11/2025	88	4.34%	261,649	25,261,649
	SUBTOTAL	84,754,233					1,249,416	86,003,649
Early Retirement Incentive Plan Trust								
	SUBTOTAL	-					-	-
Retiree Health Benefit Trust								
	SUBTOTAL	-					-	-
TOTAL MATURITIES							\$ 1,249,416	\$ 86,003,649



Investment Income Report

Unified School District No. 259

April 2025

	<i>Current Month Investment Income</i>	<i>Year To Date Accumulated Interest</i>
Investment Accounts		
16 Capital Outlay Fund	1,474,132.89	11,107,162.15
24 Nutrition Services Fund	67,245.13	577,372.19
35 Non-Federal Grant Fund	0.00	6,912.25
42 Special Liability Expense Fund	16,144.05	131,055.59
47 Self-Funded Insurance Reserve Fund	288,040.13	2,717,376.14
52 Workers' Compensation Reserve Fund	89,291.09	754,390.18
57 Athletic Activity Fund	19,820.33	156,329.52
62 Bond Principal & Interest Fund	0.00	673,448.96
Total Interest Accumulated	1,954,673.62	16,124,046.98



Long-Term Debt

Unified School District No. 259

April 2025

	Principal	Interest	Total
General Obligation Bonds Series 2009 - Issue B	132,500,000	460,116	132,960,116
General Obligation Bonds Series 2009 - Issue C	6,000,000	54,000	6,054,000
General Obligation Bonds Series 2017 - Issue A	18,805,000	174,973	18,979,973
Total Outstanding Indebtedness If Discharged on 04/30/2025	\$ 157,305,000	\$ 689,089	\$ 157,994,089

**Request for Purchasing Approval
Supplies \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: June 9, 2025

1. **ROLL-OFF DUMPSTER & SOLID WASTE REMOVAL SERVICE-ANNUAL** **24099**
Responsible party as indicated in the summary: Luke Newman

Recommendation:

It is recommended the Board approve the service provided by Waste Connections of Kansas, Inc (Wichita, KS), in the amount not to exceed \$1,100,000.00 for roll-off dumpster service and solid waste removal for all attendance and administrative centers throughout the district. The contract term is July 1, 2025, through June 30, 2026. Year 2 of 5-year-contract.

Explanation: Responsible Proposal

Tabulation:

Waste Connections of KS	\$1,100,000.00 BE
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Funding Year and Funding: 2025-2026

General & Various Funds

Reason for Purchase: The five-year contract expired with Waste Collections of Kansas. The contract was extended for a few months until an RFP could be completed. RFP new pricing for services \$1,100,000.00 for years one and two and two percent increase for years three through five.

2. **BOX TRUCK WITH LIFTGATE** **25018**
Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is recommended the board approve Don Hattan Chevrolet Inc (Wichita, KS), in an amount not to exceed \$150,000.00, for the purchase of a Box Truck with Liftgate for Supply Department deliveries within the Wichita Public School District.

Explanation: Low Bid

Tabulation:

Don Hattan Chevrolet	\$150,000.00 LB
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Funding Year and Funding: 2024-2025

Supplemental General

Reason for Purchase: The Supply Department provides districtwide distribution and needs additional vehicles due to an aging truck fleet and increasing usage.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

3. ELEVATOR INSPECTION AND REPAIR

BID EXEMPT

Responsible party as indicated in the summary: Luke Newman

Recommendation:

It is recommended the Board approve payment be made to Stars & Stripes Elevator LLC (Goddard, KS) in the amount not to exceed \$150,000.00 for major repairs and compliance upgrades for the District's elevators and wheelchair lifts.

Explanation: Bid Exempt

Tabulation:

Stars & Stripes Elevator LLC	\$150,000.00 BE
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Funding Year and Funding: 2025-2026

Capital Outlay Fund

Reason for Purchase: Stars and Stripes will provide the District with elevator inspection services along with maintenance and repairs.

4. SECURLY CLASSROOM

BID EXEMPT

Responsible party as indicated in the summary: Rob Dickson

Recommendation:

It is recommended the board approve the purchase of Securly Classroom from CDW-G (Vernon Hills, IL) in the amount of \$64,100.00 for use by teachers for classroom digital management.

Explanation: Master Control

Tabulation:

CDW-G	\$64,100.00 MC
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Funding Year and Funding: 2025-2026

Capital Outlay/Supplemental General

Reason for Purchase: Securly Classroom is a teacher-friendly classroom management platform that enhances digital learning by allowing educators to monitor student screens, push resources, and communicate in real time. Teachers can tailor websites and software access to their class schedule. With seamless integration into tools like Canvas, it simplifies digital instruction and improves student engagement. This will be available to all teachers in grades 6-12.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

5. HVAC CONTROLS PROGRAMMING AND ANALYTICS SERVICES

BID EXEMPT

Responsible party as indicated in the summary: Luke Newman

Recommendation:

It is recommended the Board approve service provided by BASiq Automation (Derby, KS) in the amount not to exceed \$661,500.00 for HVAC controls programming and data analytics services as an extension of staff.

Explanation: Bid Exempt

Tabulation:

BASiq Automation LLC	\$661,500.00 BE
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Funding Year and Funding: 2025-2026

General Fund

Reason for Purchase: The District has negotiated a competitive rate with BASiq Automation LLC to provide HVAC controls programming and data analytics services as an extension of staff. This service will help the energy management and mechanical departments more proactively identify and resolve HVAC operational anomalies and failures before they become large scale problems. This service will result in increased energy savings and improved building comfort district wide. This is year 3 of a 5-year contract.

6. HVAC MAINTENANCE

BID EXEMPT

Responsible party as indicated in the summary: Luke Newman

Recommendation:

It is recommended the Board approve service provided by Jerrod Max Turner DBA 316 Mechanical (Valley Center, KS) in the amount not to exceed \$300,000.00 for HVAC mechanical repair and maintenance services at various sites throughout the district.

Explanation: Bid Exempt

Tabulation:

Jerrod Max Turner DBA 316 Mechanical	\$300,000.00 BE
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Funding Year and Funding: 2025-2026

Capital Outlay/General Funds

Reason for Purchase: Jerrod Max Turner (316 Mechanical) has been selected to provide supplemental coverage for HVAC mechanical repair and maintenance, covering positions difficult to fill with full-time employees.

**Request for Purchasing Approval
Supplies \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: June 9, 2025

7. NUTRITION SERVICES TEMP HOSPITALITY - ANNUAL

BID EXEMPT

Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is recommended the Board approve service provided by LGC Associates LLC (Wichita, KS) in the amount not to exceed \$25,000.00 for nutrition services at various sites throughout the District.

Explanation: Bid Exempt

Tabulation:

LGC Associates LLC

\$25,000.00 BE

Funding Year and Funding: 2025-2026

Nutrition Services Fund

Reason for Purchase: LGC Associates LLC has been selected to provide supplemental coverage for Nutrition Services at various sites throughout the district; covering positions difficult to fill with full time employees.

8. ATHLETIC GAME VIDEO AND ANALYSIS SERVICE - ANNUAL

BID EXEMPT

Responsible party as indicated in the summary: Loren Hatfield / Chris Asmussen

Recommendation:

It is recommended the board approve Agile Sports Technologies Inc., (Hudl) (Wichita, KS), in an amount not to exceed \$100,000.00, for the athletic game videoing and analysis service throughout the district's 7 comprehensive high schools. The contract term is July 1, 2025, through June 30, 2026.

Explanation: Bid Exempt

Tabulation:

Agile Sports Technologies Inc. (Hudl)

\$100,000.00 BE

Funding Year and Funding: 2025-2026

Athletics Funds

Reason for Purchase: This service streamlines and expedites the district's process of videoing and game analysis for multiple sports at all District high schools.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

9. CNC ROUTER EQUIPMENT

BID EXEMPT

Responsible party as indicated in the summary: Tim Hamblin/Loren Hatfield

Recommendation:

It is recommended the board approve the purchase of a CNC Router, accessories and training from Lone Star Cutting Solutions (Mineola, TX), in the amount of \$42,250.00, for the use at South High School's CTE classes.

Explanation: Bid Exempt

Tabulation:

Lone Star Cutting Solutions	\$42,250.00 BE
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Funding Year and Funding: 2024-2025

Carl Perkins Grant

Reason for Purchase: This purchase will provide training and to students on current techniques and technologies used in the commercial carpentry industry.

10. MAGNET SCHOOL APPLICATION SELECTION SOFTWARE - ANNUAL

BID EXEMPT

Responsible party as indicated in the summary: Rob Dickson

Recommendation:

It is recommended the board approve payment be made SchoolMint (Lafayette, LA), in an amount not to exceed \$37,000.00, for licensing use services for three years of support and maintenance for student application and lottery management software used by the Magnet Office.

Explanation: Bid Exempt

Tabulation:

SchoolMint	\$37,000.00 BE
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Funding Year and Funding: 2025-2026

Capital Outlay/Supplemental General

Reason for Purchase: This software is used by the Magnet Office to give them the ability to select applications for the magnet schools throughout the district blindly.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

11. FASTBRIDGE LEARNING - ANNUAL

BID EXEMPT

Responsible party as indicated in the summary: Rob Dickson

Recommendation:

It is recommended the board approve payment be made to Renaissance Learning Inc. (Wisconsin Rapids, WI), in an amount not to exceed \$212,000.00, for the continued use of the FastBridge assessments.

Explanation: Bid Exempt

Tabulation:

Renaissance Learning Inc.

\$212,000.00 BE

Funding Year and Funding: 2025-2026

Capital Outlay/Supplemental General

Reason for Purchase: FastBridge includes screeners and progress monitoring for academics and behavior, as well as an online adaptive grade skills assessment. FastBridge assessments allow the district to continue to implement the Multi-Tier System of Supports (MTSS) framework and enhance the availability and use of both screening and grade level skills data through grade 12.

12. CLASSLINK ONEDATA

BID EXEMPT

Responsible party as indicated in the summary: Rob Dickson

Recommendation:

It is recommended the board approve payment to ClassLink Inc (Newark, NJ) in an amount not to exceed \$65,000.00 for ClassLink OneData

Explanation: Master Control

Tabulation:

ClassLink

\$65,000.00 BE

Funding Year and Funding: 2025-2026

Capital Outlay/Supplemental General

Reason for Purchase: ClassLink OneData will streamline data management by automating retrieval, merging, and transfer processes, reducing manual errors and saving time. This unified platform supports accurate student performance insights and aligns with Kansas Ed-Fi standards for secure data exchange. As IST integrates the research department, OneData will enhance the district's ability to analyze and apply findings, supporting data-driven decisions that improve student outcomes and align with our mission of continuous improvement.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

13. ATHLETIC UNIFORMS

IACP

Responsible party as indicated in the summary: Loren Hatfield/Chris Asmussen

Recommendation:

It is recommended the board approve OMNIA Partners, *Contract #R250101* with BSN Sports (Varsity Brands Holdings Company) (Dallas, TX), in an amount not to exceed \$210,000.00, for the purchase of uniforms for District high schools.

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

<i>OMNIA Partners Contract #R250101</i>	
BSN Sports (Varsity Brands Holdings)	\$210,000.00 IACP

Funding Year and Funding: 2025-2026

Various Funds

Reason for Purchase: To replace old and worn-out athletic uniforms and to supplement existing uniforms for District high school varsity athletic teams.

14. COPIER LEASE PAYMENTS – CANON

IACP

Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is recommended the board approve OMNIA Partners Contract 2020002755 with Canon Solutions America (Chicago, IL), in an amount not to exceed \$252,000.00 through the end of FY26 for the lease of three Canon Presses- 1 VarioPrint 6000 Titan B/W, 1 Canon ImagePress V1350 color, 1 Canon VarioPrint 140 B/W copier for use in the Print Center. Lease payments include software, click charges, and training.

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

Canon Solutions America	\$252,000.00 IACP
<i>OMNIA Partners 2020002755</i>	

Funding Year and Funding: 2025-2026

Supplemental General Fund

Reason for Purchase: To maintain the volume of requests in the Print Center.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

15. COPIER LEASE PAYMENTS – KONICA MINOLTA **IACP**

Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is recommended the Board approve Sourcewell Contract #112124-KON with Konica Minolta (Ramsey, New Jersey) in an amount not to exceed \$80,000.00. For the lease payment of 1 Konica Accurio Press 6136 Black/White, and 1 Konica Accurio Press 6100 Color, to include software, click charges, and training, for use in the Print Center.

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

Konica Minolta

\$80,000.00 IACP

Sourcewell #112124-KON

Funding Year and Funding: 2025-2026

Supplemental General Fund

Reason for Purchase: The Print Center uses these high-production copiers to provide lower-cost printed options for the district.

16. RISE VISION DIGITAL SIGNAGE **IACP**

Responsible party as indicated in the summary: Rob Dickson

Recommendation:

It is recommended the Board approve State of Kansas Contract #57378 with Kansas City Audio Visual (Kansas City, MO) in an amount not to exceed \$50,000.00 to upgrade the districts digital signage system to the Rise Vision system.

Explanation: Inter-Agency Cooperative Purchase

Tabulation

Kansas City Audio Visual

\$50,000.00 IACP

State of KS Contract #57378

Funding Year and Funding: 2025-2026

Capital Outlay/Supplemental General

Reason for Purchase: Rise Vision digital signage software utilizing the NUC players provides a cloud-based solution to our sites and allows administrators to update information and control displays.

**Request for Purchasing Approval
Supplies \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: June 9, 2025

17. **NUTRITION SERVICES EMPLOYEE UNIFORMS - ANNUAL** **IACP**
Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is recommended the Board approve payment be made to UniFirst Corporation (Wilmington, MA), Sourcewell Contract #011124-UFC, not to exceed the amount of \$60,000.00 as the uniform provider for Nutrition Services. The contract term is July 1, 2025, through June 30, 2026.

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

UniFirst Corporation	\$60,000.00 IACP
<i>Sourcewell Contract #011124-UFC</i>	

Funding Year and Funding: 2025-2026

Nutrition Services Fund

Reason for Purchase: Nutrition Services provides an allowance for uniform needs for its employees based on union negotiations.

18. **NUTRITION SERVICES LAUNDRY SERVICES - ANNUAL** **IACP**
Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is recommended the Board approve payment be made to Cintas Corporation (Wichita, KS), Omnia Partners, Prince William County Public Schools (VA), Contract #R-BB-19002, not to exceed the amount of \$30,000.00 as the laundry services provider for Nutrition Services. The contract term is July 1, 2025, through June 30, 2026.

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

Cintas Corporation	\$30,000.00 IACP
<i>OMNIA Partners Contract #R-BB-19002</i>	

Funding Year and Funding: 2025-2026

Nutrition Services Fund

Reason for Purchase: Nutrition Services uses this laundry service for its main Food Production Center as well as secondary locations throughout the District. The laundered items include aprons, gloves, towels, and hot pads.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

19. **NUTRITION SERVICES ENTERPRISE RESOURCE PLANNING SOFTWARE - ANNUAL** **IACP**
Responsible party as indicated in the summary: Fabian Armendariz/Addi Lowell

Recommendation:

It is recommended the Board approve payment be made to EMS LINQ Inc. (Wilmington, NC) TIPS Cooperative Contract #210101, not to exceed the amount of \$235,000.00, for enterprise resourcing planning (ERP) software, and contracted credit card service fees to be used by Nutrition Services. The contract term is July 1, 2025, to June 30, 2026.

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

EMS LINQ INC. **\$235,000.00 IACP**
TIPS Cooperative Contract #210101

Funding Year and Funding: 2024-2025 Nutrition Services/Supplemental Fund

Reason for Purchase: EMS LINQ software is used for processing free/reduced meal applications, meal accountability, and participation reporting, as well as a Point of Sale (POS) system in each school; including the use of credit/debit cards.

20. **NUTRITION SERVICES MEAL ORDER, PLANNING AND INVENTORY** **IACP**
MANAGEMENT SOFTWARE - CORRECTION
Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It was previously approved that payment be made to Primero Edge dba Cybersoft Technologies Inc (Houston, TX) utilizing the TIPS Cooperative Contract #230402, not to exceed the amount of \$87,530.00, for meal order, planning and inventory management software to be used by Nutrition Services using 2025-2026 funding. This will be paid with 2024-2025 Nutrition Services funds. The contract term is July 1, 2025, to June 30, 2026.

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

PrimeroEdge dba Cybersoft Technologies, Inc. **\$87,530.00 IACP**
TIPS Cooperative Contract #230402

Funding Year and Funding: 2024-2025 Nutrition Services Fund

Reason for Purchase: Cybersoft Technologies Inc. software is used for menu planning, ordering, production, inventory control, shipping/receiving, digital menus, and digital signage to be used by Nutrition Services.

**Request for Purchasing Approval
Supplies \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: June 9, 2025

21. SECURITY VIDEO CAMERAS, VIDEO RECORDERS, CARD READERS & LICENSES - ANNUAL IACP

Responsible party as indicated in the summary: Terri Moses/Luke Newman/Rob Dickson

Recommendation:

It is recommended the board approve GSA Contract #GS-07F-047GA to Orion Security Solutions, LLC (Edmond, OK), in the amount not to exceed \$1,500,000.00

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

Orion Security Solutions, LLC	\$1,500,000.00 IACP
<i>GSA Contract #GS-07F-047G</i>	

Funding Year and Funding: 2025-2026

Various Funds

Reason for Purchase: Security installs cameras and DVR systems throughout the district to monitor the different locations, at the school level and remotely. The Orion system will work with the Aventura system. Cameras and recorders will be replaced on an as-needed basis. This contract is for pricing only and is nonexclusive.

22. VEHICLE LEASE PAYMENTS IACP

Responsible party as indicated in the summary: Luke Newman

Recommendation:

It is recommended the board approve E and I Cooperative Contract #CNR01494, with Enterprise Holdings Inc. (Roslyn Heights, NY) in an amount not to exceed \$2,000,000.00 for the payment of leased district fleet vehicles and Geotab GPS for vehicle health tracking.

Explanation: Inter Agency Cooperative Purchase

Tabulation:

Geotab USA Inc	
Enterprise Holdings Inc	\$2,000,000.00 IACP

Funding Year and Funding: 2025-2026

Capital Outlay

Reason for Purchase: : Monthly lease and service payments for Enterprise and Geotab. The original contract was approved on August 23, 2021, to phase out the district fleet with newer leased vehicles over the course of three years. All intended owned vehicles have now been transitioned fully to the lease program. The lease program allows the District to maintain and utilize a more modern fleet and saves on costly repairs that became commonplace with our older vehicles. Proceeds from sales of leased vehicles at the end of lease periods will help to offset direct Capital Outlay needed to fund the program.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

23. ROLAND MO-240 VERSAOBJECT UV FLATBED PRINTER IACP

Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is recommended the Board approve payment be made to RICOH USA (Exton, PA) utilizing Omnia Cooperative Contract #2021002788, not to exceed the amount of \$47,000.00, for the purchase of a Roland MO-240 Versaobject UV flatbed printer, to be used in the Print Center.

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

RICOH USA

\$47,000.00 IACP

Omnia Cooperative Contract #2021002788

Funding Year and Funding: 2024-2025

Supplemental General Funds

Reason for Purchase: The Print Center will be using this table top printer for smaller object applications, such as, bell schedule badges, district name tags, pens, pencils, small awards, and small substrate orders.

24. BULK TECHNOLOGY HARDWARE DEVICES & ACCESSORIES FOR STUDENTS IACP

Responsible party as indicated in the summary: Rob Dickson

Recommendation:

It is recommended the Board approve the multiple sources listed below in an amount not to exceed \$6,000,000.00 for the purchase of District Standard Hardware approved equipment required by District schools.

Explanation: Multiple Sources

Tabulation:

Apple Computers, Inc.

State of Kansas Contract #55220

BLUUM of Texas

Region 14 ESC-TX | 01-150

Dell Marketing, L.P.

*NASPO ValuePoint Contract # MNWNC-108 – State Contract # 40400
WB13AGW/C000000010865*

Kansas City Audio Visual

State of Kansas Contract #42603

Microsoft Corporation

State of Kansas Contract #55473

Orion Security Solutions LLC

GSA #GS-07F-047GA

Riverside Technologies, Inc.

State of Kansas (NASPO VP PC) #40399AA

Virtucom Inc.

TIPS/TAPS 200105, 200904

Others as needed

\$6,000,000.00 IACP

Funding Year and Funding: 2025-2026

Various Funds

Reason for Purchase: The IST Department will make purchases on behalf of the district's students and staff for technology hardware devices and accessories to be used by District schools.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

25. **MOBILE DEVICE MANAGEMENT – ANNUAL – CORRECTION** **MASTER CONTROL**
Responsible party as indicated in the summary: Rob Dickson

Recommendation:

It was previously approved on 9/9/2024 that payment would be made to Mosyle Corporation (Winter Park, FL), not exceeding \$180,000.00, for mobile device management software maintenance to be used by the IST Department. Payment will be made to Apple Computer Inc (Dallas, TX).

Explanation: Master Control

Tabulation

Apple Computer Inc. \$180,000.00 MC

Funding Year and Funding: 2024-2025 Capital Outlay/Supplemental General Fund

Reason for Purchase: Apple Computer Inc is the reseller of Mosyle a mobile device management (MDM) tool used to manage the setup of Apple devices. This management tool has increased customer service and response times on Apple devices and has also reduced the need for additional MacBooks to manage devices at school sites.

26. **SCHOOLBOOKS & TRACKS SOFTWARE MAINTENANCE** **MASTER CONTROL**
& SUPPORT - ANNUAL

Responsible party as indicated in the summary: Rob Dickson/Addi Lowell

Recommendation:

It is recommended payment be made to Global Payments Inc., dba. Heartland Payment Systems, LLC (Atlanta, GA), in an amount not to exceed \$60,000.00, for annual support and maintenance. The contract term is July 1, 2025, through June 30, 2026.

Explanation: Master Control

Tabulation:

Global Payments Inc. \$60,000.00 MC

Funding Year and Funding: 2025-2026 Capital Outlay/Supplemental General

Reason for Purchase: SchoolBooks and Tracks Software is used at school sites for enrollment fees and books.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

27. **ENERGYCAP UTILITY MANAGEMENT SOFTWARE – ANNUAL** **MASTER CONTROL**
Responsible party as indicated in the summary: Luke Newman
- Recommendation:**
It is recommended the Board renew the annual agreement with Happy Valley Intermediate Holdco dba EnergyCAP, LLC,(Boalsburg, PA) in an amount not to exceed \$48,853.20. USD 259 has been utilizing EnergyCAP, LLC software and services since 2021 to assist with tracking, paying, and managing utility usages for all district buildings. Software and services allow Energy Managers to review energy usage trends and to quickly discover/resolve anomalies in monthly usage. \$48,853.20.
- Explanation:** Master Control
- Tabulation:**
Happy Valle Intermediate Holdco dba. EnergyCAP, LLC. **\$48,853.20 MC**
- Funding Year and Funding:** 2025-2026 Supplemental General Fund
- Reason for Purchase:** Renew the annual agreement with Happy Valley Intermediate Holdco dba EnergyCAP, LLC, to provide software and services to track, pay, and manage utility usages for all buildings within the district.
28. **SECURLY FILTER - ANNUAL** **MASTER CONTROL**
Responsible party as indicated in the summary: Rob Dickson
- Recommendation:**
It is recommended payment be made to CDW-G (Vernon Hills, IL) in the amount of \$89,440.00 for annual web filter support and maintenance.
- Explanation:** Master Control
- Tabulation:**
CDW-G **\$89,440.00 MC**
- Funding Year and Funding:** 2025-2026 Capital Outlay/Supplemental General
- Reason for Purchase:** Annual support and maintenance of web filter 2025-2026.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

Terms Legend

Low Bid (LB) – The lowest bid received and one that meets all requirements of the bid.

Low Bid Meeting Specification (LBMS) – Not the lowest priced bid but the lowest bid that meets all requirements of the bid.

Only Bid (OB) – The only bid received in the bid process.

Responsible Proposal (RP) – The proposal deemed by the proposal evaluation committee to have provided the best solution to the stated objectives of the proposal. While pricing is always considered in evaluation, it is rarely the primary selection tool.

Master Control (MC) – Per BOE Policy 3304, Purchase Orders of \$20,000 or more that are issued to set aside funds for extended periods of time for payment of such items as utility bills, postage, software maintenance agreements and lease agreements which are necessary and continuing operational expenses that can be secured from an only source provider.

Multiple Sources (MS) – Where it has been determined that multiple sources are necessary to facilitate procurement services in order to minimize expenditures and perform the absolute best services required by the District.

Inter-Agency Cooperative Purchase (IACP) – Contracts issued, awarded and meeting the requirements set forth in Kansas Statute 72-1151 for cooperative purchasing. These contracts are such as but not limited to, contracts by state agencies, federal, national or other state contracts facilitated by a federal or local governmental entity or agency.

Sole Source (SS) - A situation created due to the inability to obtain competition. This may result because only one vendor or supplier possesses the unique ability or capability to meet the particular requirements of the solicitation. The purchasing authority may require a justification from the requesting user explaining why this is the only source for the requirement.

State Use (SU) Statute KSA 75-3317 – 3322 and amendments thereto: Same; purchase of products or services by state or school district

Unified school districts must purchase products on the list certified by the State's director of purchases from qualified vendors when those products meet the specifications identified by the unified school district.

Bid Exempt (BE) – KSA 72-1151 provides for exemptions from the solicitation of competitive bids and/or proposals.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: June 9, 2025

Summary

Description of Products/Services	Amount	Responsible Party
1. Roll-Off Dumpster & Solid Waste Removal Service – Annual	\$1,100,000.00	Luke Newman
2. Box Truck with Lift Gate	\$150,000.00	Fabian Armendariz
3. Elevator Inspection & Repair	\$150,000.00	Luke Newman
4. Securly Classroom	\$64,100.00	Rob Dickson
5. HVAC Controls Programming & Analytics	\$661,500.00	Luke Newman
6. HVAC Maintenance	\$300,000.00	Luke Newman
7. Nutrition Services Temp Hospitality - Annual	\$25,000.00	Fabian Armendariz
8. Athletic Game Video and Analysis Services - Annual	\$100,000.00	Loren Hatfield/Chris Asmussen
9. CNC Router Equipment	\$42,250.00	Tim Hamblin/Loren Hatfield
10. Magnet School Application Selection Software - Annual	\$37,000.00	Michelle Drumright/Rob Dickson
11. Fastbridge Learning - Annual	\$212,000.00	Rob Dickson
12. ClassLink OneData	\$65,000.00	Rob Dickson
13. Athletic Uniforms	\$210,000.00	Loren Hatfield
14. Copier Lease Payments – Canon - Annual	\$252,000.00	Fabian Armendariz
15. Copier Lease Payments – Konica Minolta - Annual	\$80,000.00	Fabian Armendariz
16. Rise Vision Digital Signage	\$50,000.00	Rob Dickson
17. Nutrition Services Employee Uniforms - Annual	\$60,000.00	Fabian Armendariz
18. Nutrition Services Laundry Services - Annual	\$30,000.00	Fabian Armendariz
19. Nutrition Services Enterprise Resource Planning Software - Annual	\$235,000.00	Fabian Armendariz/Addi Lowell
20. Nutrition Services Meal Order Planning and Inventory Management Software - Correction	\$87,530.00	Fabian Armendariz
21. Security Video Cameras, Video Recorders, Card Readers & Licenses - Annual	\$1,500,000.00	Terri Moses/Luke Newman/Rob Dickson
22. Vehicle Lease Payments	\$2,000,000.00	Luke Newman
23. Roland MO-240 Versaobject UV Flatbed Printer	\$47,000.00	Fabian Armendariz
24. Bulk Technology Hardware Devices & Accessories for Students	\$6,000,000.00	Rob Dickson
25. Mobile Device Management - Correction	\$180,000.00	Rob Dickson
26. Schoolbooks & Tracks Software Maintenance & Support - Annual	\$60,000.00	Rob Dickson/Addi Lowell
27. EnergyCAP Utility Management Software	\$48,853.20	Luke Newman
28. Securly Filter - Annual	\$89,440.00	Rob Dickson

All Minutes are unofficial unless approved by the Board of Education.

Board of Education Minutes
Wichita Public Schools · USD 259
Wichita, Kansas
May 5, 2025

Roll Call	The Board of Education of Unified School District No. 259, Sedgwick County, Kansas, met in regular session in the Wichita High School North Lecture Hall, 1437 Rochester, Wichita, Kansas, at approximately 6 p.m., on May 5, 2025, with President Diane Albert presiding. Present: Diane Albert, Kathy Bond, Julie Hedrick, Melody McCray-Miller, Stan Reeser, Hazel Stabler, and Ngoc Vuong.
Moment of Silence/Pledge of Allegiance	The business portion of the meeting opened with a moment of silence followed by the Pledge of Allegiance led by Northwest High School Color Guard.
Reports	
Good News – Inaugural Welcoming Schools Microgrant Recipients	Wendy Johnson, Executive Director of Parent and Community Support, recognized the six schools that received the Welcoming Schools Microgrants which awards schools enhancing safety and belonging in their school communities.
Good News – Senior Celebration	Tim Hamblin, Executive Director of Career and Technical Education, reported that a reception was held for seniors prior to the board meeting. Seniors recognized were selected by their principal for their hard work, dedication, and embodiment of Every Student Future Ready.
United Teachers of Wichita – UTW	Katie Warren, UTW President. <u>Topic:</u> Shared gratitude for educators and expressed concerns for educator voices on district committees.
Service Employees International Union – SEIU	None.
Public Communications	Dave Fish, 1600 Lynnhurst, Wichita KS 67212. Topic: Master Plan, OK Elementary Aaron Andrews, 1715 N. Joann, Wichita KS 67203. Topic: OK Elementary Rebecca Armstrong, 4306 N. Rushwood, Bel Aire KS 67226. Topic: Spraying of glyphosate Jessica Carr, 3428 East 2nd Street North, Wichita KS 67208. Topic: DEI Marty Fish, 1600 Lynnhurst, Wichita KS 67212. Topic: School Closures Jeff Janusz, 1727 N. Sabin St., Wichita KS 67212. Topic: OK Elementary Elaine Janusz, 1727 N. Sabin St., Wichita KS 67212. Topic: OK Elementary

	Trish Hileman, 139 S. Fountain, Wichita KS 67218. Topic: School Closures John Profaizer, 1621 N. Lynnhurst, Wichita KS 67212. Topic: School Closure Walt Chappell, 3165 N. Porter Ave., Wichita KS 67204. Topic: Keeping Schools Open
Education	
Strategic Plan Goal #2: High School Interim goal update	Holly Ingram, Executive Director of Instructional Support, and Tim Hamblin, Executive Director of Career and Technical Education, reported out on the Strategic Plan Goal #2 sharing the interim goal by spring of 2025 the district will have a fully implemented system to track postsecondary assets. The complete presentation is included in the archival copies of this BOE Agenda and Minutes. This presentation was provided for the Board's information.
Consent	Mr. Reeser (Ms. McCray-Miller) moved the Board of Education approve Consent as presented. The motion passed 7-0.
Human Resources Report Appendix 1	Board approval.
Treasury Warrants: March 2025 Appendix 2	Provided for the Board's information. No action is requested.
Monthly Finance Report: March 2025 Appendix 3	Provided for the Board's information. No action is requested.
Design Services – North High School Exterior Restoration Phases 7, 8, 9	<u>Recommendation:</u> It is recommended the Board enter into a contract with Mauler Engineering, LLC, for design services of North High Exterior Restoration Services at North High School Phases 7, 8, 9 in an amount not to exceed \$60,000.
Design Services – Isely Kitchen Expansion	<u>Recommendation:</u> It is recommended the Board enter into a contract with Basis Consulting Engineers, LLC, for design services to expand the kitchen at Isely in an amount not to exceed \$43,000.
West High – “A” and “D” Hall Ceiling and Lighting Replacement	<u>Recommendation:</u> It is recommended the Board enter into a contract with Reconstruction Services, LLC, for Ceiling and Lighting Replacement at West High School in an amount not to exceed \$215,000.
East High School Structural Repairs – Boiler Room E127	<u>Recommendation:</u> It is recommended the Board enter into a contract with Reconstruction Services, LLC, for East High School Structural Repairs to Boiler Room E127 in an amount not to exceed \$1,600,000.
Kelly Elementary School Parking Lot Expansion	<u>Recommendation:</u> It is recommended the Board enter into a contract with Pearson Construction, LLC, to expand parking at Kelly Elementary in an amount not to exceed \$257,887.
Beech Elementary – Electrical Infrastructure Upgrades	<u>Recommendation:</u> It is recommended the Board enter into a contract with Atlas Electric, LLC, for the Beech Elementary electrical infrastructure upgrades in an amount not to exceed \$122,056.
Nutrition Services Expansion Design Professional – Construction Manager At Risk –	<u>Recommendation:</u> It is recommended the Board increase the contract to Professional Engineering Consultants in the amount of \$103,000 to bring the new contract amount total not to exceed to

Nutrition Services SSC	\$953,000.																																																
Various Schools – Water Quality Project	<u>Recommendation:</u> It is recommended the Board enter into a contract with Cherokee Construction, Inc. for the Water Quality Project in an amount not to exceed \$87,725.																																																
Stadium Lighting Replacements for South (Carpenter), Heights, and Northwest High Schools	<u>Recommendation:</u> It is recommended the Board replace these stadium lights through Cooper Lighting, LLC, using the Sourcewell Purchasing Cooperative contract #041123-CPL in the amount not to exceed \$450,000.																																																
Buckner Playground Drainage Improvements	<u>Recommendation:</u> It is recommended the Board enter into a contract with Multicon, Inc. for playground improvements at Buckner Elementary School in an amount not to exceed \$193,209.																																																
East High School Exterior Renovation – Phase Three	<u>Recommendation:</u> It is recommended the Board enter into a contract with McCownGordon Construction for Exterior Masonry Renovation at East High School Phase Three in an amount not to exceed \$1,000,790.																																																
Energy Service Contract (ESCO) – Construction Contract, Phase 2	<u>Recommendation:</u> It is recommended the Board enter into a contract with Navitas, LLC, for Energy Service Company (ESCO) Construction Phase 2 in a total amount not to exceed \$6,000,000.																																																
Design Services – East High School Exterior Renovation – Phase Four	<u>Recommendation:</u> It is recommended the Board enter into a contract with Sheldon Architecture, Inc. for design of Exterior Renovation at East High School Phase Four in an amount not to exceed \$98,000.																																																
Security Improvement Projects – Construction Manager at Risk – Various - GMP #10	<u>Recommendation:</u> It is recommended the Board amend the contract with Hutton Corporation to include Guaranteed Maximum Price (GMP) #10 in the amount of \$414,667. This will bring the cumulative total for GMP #10, and previously approved GMP awards #1 through #9, to \$14,981,277.																																																
Purchasing Consent Appendix 5	<table><tr><td colspan="3"><u>Recommendation:</u> Board approval.</td></tr><tr><td>Description of Products/Services</td><td>Amount</td><td>Responsible Party</td></tr><tr><td>1. 5-Compartment Compostable Lunch Trays</td><td>\$450,000.00</td><td>David Paul</td></tr><tr><td>2. Box Truck w/ Lift Gate</td><td>\$129,809.00</td><td>Fabian Armendariz</td></tr><tr><td>3. Boom Lift</td><td>\$44,000.00</td><td>Luke Newman</td></tr><tr><td>4. Applicant Tracking System (3 Year Renewal)</td><td>\$439,000.00</td><td>Sean Hudspeth/Rob Dickson</td></tr><tr><td>5. Brightthinker – Education Imagine Academy (Renewal)</td><td>\$61,000.00</td><td>Rob Dickson</td></tr><tr><td>6. Elementary School Building Envelope Maintenance</td><td>\$2,100,000.00</td><td>Luke Newman</td></tr><tr><td>7. FreshService – IST Helpdesk Solution/Divise Asset Manager (Renewal)</td><td>\$116,000.00</td><td>Rob Dickson</td></tr><tr><td>8. Recycling and Shredding Services - Annual</td><td>\$100,000.00</td><td>Fabian Armendariz</td></tr><tr><td>9. Roof Access Agreement</td><td>\$160,000.00</td><td>Luke Newman</td></tr><tr><td>10. Stage Rigging, Repairs & Maintenance</td><td>\$245,000.00</td><td>Luke Newman</td></tr><tr><td>11. Audio Visual Equipment, Printers, Accessories & Software – Addition</td><td>\$525,000.00</td><td>Rob Dickson/Luke Newman</td></tr><tr><td>12. Cafeteria, Classroom, Office Furniture & Supplies</td><td>\$1,500,000.00</td><td>Fabian Armendariz</td></tr><tr><td>13. Dump Truck w/ Accessories</td><td>\$210,951.00</td><td>Luke Newman</td></tr><tr><td>14. Generator 100KwMTU</td><td>\$66,175.20</td><td>Luke Newman</td></tr></table>	<u>Recommendation:</u> Board approval.			Description of Products/Services	Amount	Responsible Party	1. 5-Compartment Compostable Lunch Trays	\$450,000.00	David Paul	2. Box Truck w/ Lift Gate	\$129,809.00	Fabian Armendariz	3. Boom Lift	\$44,000.00	Luke Newman	4. Applicant Tracking System (3 Year Renewal)	\$439,000.00	Sean Hudspeth/Rob Dickson	5. Brightthinker – Education Imagine Academy (Renewal)	\$61,000.00	Rob Dickson	6. Elementary School Building Envelope Maintenance	\$2,100,000.00	Luke Newman	7. FreshService – IST Helpdesk Solution/Divise Asset Manager (Renewal)	\$116,000.00	Rob Dickson	8. Recycling and Shredding Services - Annual	\$100,000.00	Fabian Armendariz	9. Roof Access Agreement	\$160,000.00	Luke Newman	10. Stage Rigging, Repairs & Maintenance	\$245,000.00	Luke Newman	11. Audio Visual Equipment, Printers, Accessories & Software – Addition	\$525,000.00	Rob Dickson/Luke Newman	12. Cafeteria, Classroom, Office Furniture & Supplies	\$1,500,000.00	Fabian Armendariz	13. Dump Truck w/ Accessories	\$210,951.00	Luke Newman	14. Generator 100KwMTU	\$66,175.20	Luke Newman
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	diesel		
	15. Hustler Mowers	\$42,150.00	Luke Newman
	16. Cisco Networking Equipment, Security & Services – Annual (Renewal)	\$5,200,000.00	Rob Dickson
	17. Copy Machines – Annual (Renewal)	\$650,000.00	Rob Dickson
	18. Storage Area Network (SAN) Products & Support Services – Annual (Renewal)	\$800,000.00	Rob Dickson
	19. AESOP Substitute Placement Program – Annual (Renewal)	\$65,000.00	Rob Dickson
	20. Edgenuity – Imagine Learning (Renewal)	\$242,200.00	Holly Ingram/Rob Dickson
	21. Facility Management Software – Annual (Renewal)	\$221,000.00	Rob Dickson/Luke Newman
	22. Fiber, Internet, Local Access & Telecom Services – Annual (Renewal)	\$1,500,000.00	Rob Dickson
	23. Hall Pass – Annual (Renewal)	\$50,000.00	Rob Dickson
	24. Microsoft Premier Support – Annual (Renewal)	\$175,000.00	Rob Dickson
	25. My Learning Plan Maintenance & Support – Annual (Renewal)	\$115,000.00	Rob Dickson
	26. Seesaw Learning (Renewal)	\$152,000.00	Rob Dickson
	27. Food – March 2025	\$181,216.92	Fabian Armendariz
	28. Fuel – Jan. Feb. Mar 2025	\$608,888.73	Fabian Armendariz
	29. Supply Warehouse Stock – March 2025	\$211,322.04	Fabian Armendariz
Jobs for America's Graduates – Kansas (JAG-K) Appendix 6	<u>Recommendation:</u> It is recommended the Board approve JAG-K contract in an amount not to exceed \$109,784 for the renewal of programs at North, Northwest, South, Southeast, West, and the addition of two programs; second program at West and one program at Sowers.		
Accounting & Advanced Accounting Textbooks and 5-year access to online resources through Canvas Appendix 7	<u>Recommendation:</u> It is recommended the Board authorize this purchase of Century 21 Accounting: General Journal, 11th edition with three simulations from Cengage for 375 students each year for the next five years in an amount not to exceed \$73,000.		
Lexia LETRS	<u>Recommendation:</u> It is recommended the Board authorize the purchase of LETRS Volume 1-2 materials and professional development from Lexia Learning Systems LLC in an amount not to exceed \$100,000.		
AP & Advanced Chemistry Textbooks (renewal)	<u>Recommendation:</u> It is recommended the Board authorize the purchase of the textbooks and licenses for AP & Advanced Chemistry from Cengage in an amount not to exceed \$120,000.		
AP Environmental Science Textbooks	<u>Recommendation:</u> It is recommended the Board authorize the purchase of the textbooks and licenses for AP Environmental Science from Bedford, Freeman & Worth in an amount not to exceed \$55,000.		

AP Biology Textbooks	<u>Recommendation:</u> It is recommended that the Board authorize the purchase of the textbooks and licenses for AP Biology from Pearson in an amount not to exceed \$70,000.
YMCA Child Development Centers	<u>Recommendation:</u> Per BOE Policy 3304, it is reported payment will be made to the Greater Wichita YMCA (Wichita, KS), in an amount not to exceed \$235,000 for the operation of child development centers at each of the comprehensive high schools.
High School Tier 2 and 3 Reading Intervention – Read 180 HMH (Additional)	<u>Recommendation:</u> It is recommended the Board authorize the purchase of HMH Read 180 on Ed (Comprehension & Code) materials and online licenses from Houghton Mifflin Harcourt in amount not to exceed a total of \$130,000.
Membership Dues: Council of Great City Schools	<u>Recommendation:</u> It is recommended the Board approve annual membership in the Council of Great City Schools for the fiscal year July 1, 2025 through June 30, 2026 in the amount of \$49,496.00.
Amendment of Restrictive Covenant relating to Reserve C of Seltzer Elementary property	<u>Recommendation:</u> We recommend the Restrictive Covenant Amendment be approved by the Board and that the Board President be authorized to sign the Amendment on behalf of the district.
Workers' Compensation Settlement	<u>Recommendation:</u> It is recommended the Board approve this agreed upon award for R.W.'s 2022 work injury in the total amount of \$80,000.
Legal Services: Fleeson, Gooing, Coulson & Kitch, LLC and McDonald Tinker PA	<u>Recommendation:</u> It is recommended the Board authorize payment for legal services and expenses for Civil Litigation and Workers' Compensation under the school district's self-insured programs for March 2025 in the amount of \$12,076.52 to Fleeson, Gooing, Coulson & Kitch, LLC and the amount of \$15,246.67 to McDonald Tinker PA.
BOE Meeting Minutes for April 4, 2025 Appendix 8	<u>Recommendation:</u> Board approval.
BOE Meeting Minutes for April 7, 2025 Appendix 9	<u>Recommendation:</u> Board approval.
Discussion	
Policy 1231 – Artificial Intelligence Appendix 10	A new Board Policy 1231 on Artificial Intelligence was brought forward for board consideration.
Policy 3460 – Unrestricted Reserves Appendix 11	A new board policy on Unrestricted Reserves was recommended by the district's Financial Oversight Committee. The complete presentation is included in the archival copies of this BOE Agenda and Minutes.
	Mr. Reeser left the meeting at approximately 7:53 p.m. and returned at approximately 7:56 p.m.
Finance – Budget Report – Phase 4 Budget Reductions	Addi Lowell, Chief Financial Officer, shared information regarding the District's budget. The complete presentation is included in the archival copies of this BOE Agenda and Minutes. This presentation was provided for the Board's information.
	Mr. Vuong left the meeting at approximately 8:15 p.m. and returned at approximately 8:17 p.m.
Action	

2025-26 and 2026-27 Board of Education Meeting Calendar Appendix 13	The 2025-26 and 2026-27 board meeting dates, time, and locations were presented for first review. The recommendation asks the Board to adopt a resolution for the approval of these dates. Ms. Hedrick (Ms. McCray-Miller) moved. The motion passed 7-0.
Policy 5511 – Special Assignment of Students Appendix 12	Policy 5511 Special Assignment of Students was presented for first review. Changes to the policy were recommended to better align with future practice and policy 5506. This policy outlines the procedures and criteria for assigning resident (in-district) students to schools outside their designated attendance boundaries. This updated policy aims to ensure that students' reassignments are conducted fairly and transparently, with clear guidelines to follow. Ms. McCray-Miller (Ms. Hedrick) moved. The motion passed 7-0.
Reports and Requests	
Superintendent's Report	Superintendent Kelly Bielefeld clarified that the Financial Oversight Committee will be working on long-term funding options, not re-evaluating the Facilities Master Plan, recognized that highly qualified teachers make a difference for student success, and shared that May is a month of celebrations for students graduating and staff events at Botanica and the Sedgwick County Zoo.
New Business and Board of Education Requests	Mr. Vuong encouraged administration to include individuals who didn't get selected to serve on the Financial Oversight Committee in other district involvement opportunities and asked for the new AI policy to consider a broader digital citizenship aspect.
Adjournment	Ms. McCray-Miller (Ms. Albert) moved that the meeting adjourn. The motion passed 7-0. At approximately 8:59 p.m., the meeting adjourned.

Litona Hoyt
Clerk of the Board

All Minutes are unofficial unless approved by the Board of Education.

Board of Education Minutes
Wichita Public Schools · USD 259
Wichita, Kansas
May 19, 2025

Roll Call	The Board of Education of Unified School District No. 259, Sedgwick County, Kansas, met in regular session in the Alvin E. Morris Administrative Center, 903 S. Edgemoor, Wichita, Kansas, at approximately 12:00 p.m., on May 19, 2025, with President Diane Albert presiding. Present: Diane Albert, Kathy Bond, Julie Hedrick, Melody McCray-Miller, Stan Reeser, and Ngoc Vuong. Absent: Hazel Stabler.																	
Consent	Mr. Vuong cited a conflict of interest for the Consent item Destination Innovation (Formerly Rise Up for Youth) Agreement. Mr. Reeser (Ms. Hedrick) moved the Board of Education approve Consent except Destination Innovation (Formerly Rise Up for Youth) Agreement. The motion passed 6-0. Mr. Vuong left the meeting at approximately 12:02 p.m. Mr. Reeser (Ms. McCray-Miller) moved the Board of Education approve the Destination Innovation (Formerly Rise Up for Youth) Agreement. The motion passed 5-0. Mr. Vuong returned to the meeting at approximately 12:05 p.m.																	
South High School Baseball Field Lighting Replacement	<u>Recommendation:</u> It is recommended the Board replace stadium lights through Cooper Lighting, LLC, using the Sourcewell Purchasing Cooperative contract #041123-CPL in the amount not to exceed \$175,000.																	
South High School Parking Lot Lighting Replacement	<u>Recommendation:</u> It is recommended the Board replace the main student parking lot lighting at South High School through Rensenhause, LLC, using the CED State Contract #51089 in the amount not to exceed \$26,575.																	
Heights High School Auditorium Lighting Replacement	<u>Recommendation:</u> It is recommended the Board replace auditorium lighting at Heights High School through Rensenhause, LLC, using the CED State Contract #51089 in the amount not to exceed \$49,350.																	
Heights High School Parking Lot Lighting Replacement	<u>Recommendation:</u> It is recommended the Board replace parking lot lighting at Heights High School through Rensenhause, LLC, using the CED State Contract #51089 in the amount not to exceed \$78,350.																	
Purchasing Consent Appendix 1	<u>Recommendation:</u> Board approval. <table><tr><th>Description of Products/Services</th><th>Amount</th><th>Responsible Party</th></tr><tr><td>1. Business U License</td><td>\$24,530.00</td><td>Tim Hamblin/Rob Dickson</td></tr><tr><td>2. E-Rate Management Servies-Annual</td><td>\$75,000.00</td><td>Rob Dickson</td></tr><tr><td>3. Microsoft Imagine Academy - Annual</td><td>\$66,000.00</td><td>Rob Dickson</td></tr><tr><td>4. Multi-Factor</td><td>\$40,000.00</td><td>Rob Dickson</td></tr></table>			Description of Products/Services	Amount	Responsible Party	1. Business U License	\$24,530.00	Tim Hamblin/Rob Dickson	2. E-Rate Management Servies-Annual	\$75,000.00	Rob Dickson	3. Microsoft Imagine Academy - Annual	\$66,000.00	Rob Dickson	4. Multi-Factor	\$40,000.00	Rob Dickson
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	Authentication - Annual 5. SNAP Software Support and Maintenance - Annual \$82,500.00 Rob Dickson 6. eDynamic Learning \$50,000.00 Rob Dickson 7. Freshservice - IST Helpdesk Solution/Device Asset Manager \$115,000.00 Rob Dickson 8. Job Ready Work-Based Learning Software \$31,200.00 Tim Hamblin/Loren Hatfield 9. Employee Benefits Care Package Items \$36,000.00 Sean Hudspeth 10. Design & Hosting Services, Ally & Parent Link - Annual \$272,000.00 Rob Dickson 11. Duplo 700I Booklet System and Collator \$168,950.67 Fabian Armendariz 12. Nutrition Services Meal Order, Planning & Inventory Management Software \$87,530.00 Fabian Armendariz 13. PE T-Shirts \$70,000.00 Loren Hatfield 14. Certified Evaluation Tool - Annual \$210,000.00 Rob Dickson/Sean Hudspeth 15. Destiny Library System Maintenance & Support - Annual \$177,000.00 Rob Dickson 16. Facility Management Software - Annual \$221,000.00 Luke Newman/Rob Dickson 17. Edulog Support & Maintenance - Annual \$120,000.00 Rob Dickson 18. SMART Notebook Software - Annual \$60,000.00 Rob Dickson 19. Synergy Software Enrollment, Maintenance, Support & Enhancements - Annual \$650,000.00 Rob Dickson 20. Time Clock Software Support - Annual \$225,000.00 Rob Dickson 21. Food - April 2025 \$202,654.35 Fabian Armendariz 22. Supply Warehouse Stock - April 2025 \$404,738.30 Fabian Armendariz
2025-26 Local Education Agency Assurances for IDEA Federal Funds (Annual) Appendix 2	<u>Recommendation:</u> It is recommended the Board approve the KSDE Local Education Agency (LEA) Application for the Individuals with Disability Education Act (IDEA) Part B Funds, as attached in the appendix.
YESS Camp Appendix 3	<u>Recommendation:</u> It is recommended the Board authorize the district to enter into an agreement with AbilityPoint to provide summer learning opportunities for community students with developmental disabilities for the 2025 summer.
Rainbows United, Inc. (Renewal) Appendix 4	<u>Recommendation:</u> It is recommended the Board authorize the district to enter into an agreement with Rainbows United, Inc. during the 2025-26 school year to provide special education services for community-based children ages 3-5, selected by the district, not to exceed \$240,000 to be funded by Special Education.
Forgivable Loan to Certify Special Education Teachers	<u>Recommendation:</u> It is recommended the Board authorize the district to continue to pay for 2025-26 school year tuition and book

(Annual)	expenses for up to 70 teachers to become certified in Special Education. Costs are not to exceed \$330,000 and will be funded by the Special Education budget.
Independent Contractor Agreement for Braille Transcription Appendix 5	<u>Recommendation:</u> It is recommended the Board authorize the district to enter into an agreement with Miranda Broderick during the 2025-26 school year to provide braille transcription and instructional material modification services for up to 40 hours per week, not to exceed a cost of \$69,000.00 to be funded by Special Education.
Destination Innovation (Formerly Rise Up for Youth) Agreement	<u>Recommendation:</u> It is recommended the Board approve the assignment of an agreement with Destination Innovation.
Reports	
Building Needs Assessment	Addi Lowell, Chief Financial Officer, and Gil Alvarez, Deputy Superintendent, presented the district's building needs assessment as part of the budget review process as required by Kansas Statute. Highlights included state assessment scores along with discussion regarding barriers to student proficiency, budget actions to remove barriers, and the estimated time for students to achieve proficiency above level 2. The complete presentation is included in the archival copies of this BOE Agenda and Minutes. This presentation was provided for the Board's information.
	Ms. Hedrick left the meeting at approximately 1:38 p.m. and returned at approximately 1:42 p.m.
Adjournment	Mr. Reeser (Ms. McCray-Miller) moved that the meeting adjourn. The motion passed 6-0. At approximately 1:43 p.m., the meeting adjourned.

Litona Hoyt
Clerk of the Board

P1231 ARTIFICIAL INTELLIGENCE

BOARD POLICY:

The Wichita Public Schools Artificial Intelligence Policy is enacted to provide our students and staff with guidelines on the appropriate and responsible use of artificial intelligence (AI), particularly generative AI tools, in classroom instruction, school management, and systemwide operations.

Definitions –

Artificial intelligence refers to computer systems that are designed to automate tasks normally requiring human intelligence. Generative AI refers to tools that can produce new content, such as text, images, or music, based on patterns they have learned from their training data. This is made possible through "machine learning," a subset of AI where computers learn from data without being explicitly programmed for a specific task.

These guidelines apply to all students, teachers, staff, administrators, and third parties who develop, implement, or interact with AI technologies used in Wichita Public Schools.

Administrative Implemental Procedures:

1. The District is committed to evaluating AI tools for biases and ethical concerns, ensuring they effectively serve its educational community.
2. In accordance with BOE Policy 1230, the District shall not use, disclose, or disseminate personally identifiable information with consumer-based AI systems. The District shall thoroughly evaluate existing and future technologies to ensure compliance with data privacy requirements and address any gaps.
3. Students and staff shall receive support in developing AI literacy, including when and how to use AI, as well as an understanding of its foundational concepts in computer science and other disciplines.
4. The District shall support teachers in adapting instruction in a context where some or all students have access to generative AI tools.
5. Any use of AI tools by students shall align with BOE Policy 1230 and require appropriate credit to be given to sources and tools.
6. Prohibited Use of AI Tools. The following are examples of the prohibited uses of AI tools.
 - a. Bullying/harassment: Using AI tools to manipulate media to impersonate others for bullying, harassment, or any form of intimidation is strictly prohibited.
 - b. Plagiarism and cheating: Students and staff may not copy from any source, including generative AI, without prior approval and adequate documentation. Students may not submit AI-generated work as their original work. Staff and students will properly cite or acknowledge the use of AI where applicable.
 - c. Unequal access: If an assignment permits the use of AI tools, the tools will be made available to all students, considering that some may already have access to such resources outside of school.
 - d. Compromising Privacy: The District will not use AI in ways that compromise teacher or student privacy or lead to unauthorized data collection, as this violates privacy laws.

8. The District shall implement reasonable security measures to secure AI technologies against unauthorized access and misuse. All AI systems deployed within the District will be evaluated for compliance with relevant laws and regulations, including those related to data protection, privacy, and students' online safety.
9. Staff and students are prohibited from entering confidential or personally identifiable information into unauthorized AI tools, such as those without approved data privacy agreements.

Administrative Responsibility: Information Services and Technology

New Policy: March 2025 P1231

**P3460 UNRESTRICTED RESERVES
BOARD POLICY:**

In alignment with the best practices recommended by the Government Finance Officers Association (GFOA), Wichita Public Schools (WPS) will maintain an unrestricted cash balance, at a level sufficient to ensure financial stability, support cash flow needs, and safeguard against unexpected financial challenges. Unrestricted cash balance is defined as unencumbered cash that is not subject to restrictions or limitations, and the unrestricted funds included will be defined by Governmental Accounting Standards Board (GASB).

WPS will target an unrestricted cash balance within the following range:

Minimum: No less than the annual average of one state aid payment, ensuring the district can withstand temporary delays or fluctuations in state funding. This is calculated by taking total state aid revenue received in a fiscal year divided into 12.

Maximum: Up to two months of regular operating budget revenues (operating budget defined as final legal maximum General and Supplemental General funds) or two months of regular operating budget expenditures and transfers, whichever is greater.

If the unrestricted cash balance exceeds the maximum threshold, the district will evaluate the surplus and consider the following actions:

One-time investments in areas that do not create recurring obligations (i.e. salaries), such as facility improvements, or technology upgrades.

One-time taxpayer relief measures, such as mill levy adjustments.

Reallocation to restricted reserves for future anticipated obligations, such as capital projects or other long-term funding plans.

The adequacy of the cash balance will be reviewed annually as part of the district's budget process. If the cash balance falls below the minimum threshold, WPS will develop a financial recovery plan to restore it to the target range within a reasonable timeframe.