

2026 Negotiations Update

Negotiations Background

- Board of Education (BOE) representatives and Haysville Education Association (HEA) representatives collectively bargain annually, pursuant to statute, for a Negotiated Agreement which covers certified staff who fall under the Bargaining Unit.

- This collective bargaining process has occurred since the early 1970s.

- For 2026, the Haysville Negotiations Team agreed to use Interest Based Bargaining (IBB). During that process, a Joint Opening Statement was formed by the Negotiations Team and shared with district staff on March 11, 2026.

2026 IBB Timeline

March 11, 2026

- IBB Negotiations began
- Joint Opening Statement distributed to district staff

April 1, 8, 15, 22, and 29, 2026

- Negotiations Meetings were held

May 13, 2026

- After seven meetings, the Negotiations Team reached a Tentative Agreement (TA) on the entire contract, subject to ratification by the Bargaining Unit and the BOE

May 15, 2026

- A placement-schedule issue was identified by HEA
- When asked to collaborate on this issue, IBB representatives developed an adjusted TA by email
- This TA was sent to the Bargaining Unit to vote on

May 26, 2026

- District was notified the Bargaining Unit ratified the adjusted agreement

June 15, 2026

- BOE ratification had been planned; however, a review identified two additional unintended consequences

Tentative Agreement

- May 13, 2026 TA Package Total Cost = $906,484
- Package Cost Increase = 3.44%
- All other portions of the TA, including the raises, are acceptable and recommended for ratification after the identified issues are corrected
- Only the new-hire placement provisions require resolution

How Did This Happen?

- When the Negotiations Team agreed upon a TA; no member of the team was aware of any issue with the proposals within the agreement
- On May 15, 2026, HEA Chief Negotiator, Dennis Munk, identified "*a problem we overlooked*" in which new hires could gain movement when existing teachers did not (since vertical step was not negotiated for the upcoming 2026-2027 school year for current staff)
- HEA proposed a solution to renumber rows on the placement salary schedule so new hires would not advance past current district staff
- Both the BOE team and HEA agreed to collaboratively resolve this issue, and that suggested adjustment was incorporated into the TA, which was later ratified by the Bargaining Unit
- The adjustment had unintended consequences that were not known at the time

Problem 1: Previously Made New-Hire Offers

- District Past Practice: Candidates being hired for the upcoming school year are commonly offered positions from January through May, before the following year's negotiations are complete
- Offers are typically made on the current salary schedule; final contracts then reflect the negotiated salary schedule
- Offers to our newly hired candidates for the upcoming 2026–2027 school year had already been made verbally and/or in writing when the new placement schedule was discovered
- The proposed schedule would reduce compensation for 14 newly hired candidates to our district; losses range from $211 to more than $2,000 for seven teachers; and one offer would be reduced by $8,267
- Written offer letters confirmed earlier verbal offers, consistent with district past practice; written offers are often requested by candidates who are attempting to get bank loans for new homes, new cars, etc.

Problem 1: Consequences

- The proposed TA would prevent the district from honoring good-faith offers made before the placement schedule was negotiated
- New hires may already have committed to the district and made consequential decisions, including housing decisions, based on those offers
- The district feels strongly we should do what is best and what is right for all teachers, which includes honoring initial offers made to newly hired candidates who will join our district for the 2026-2027 school year; reducing pay for any teacher is not what is best for our staff

Problem 2: Internal Conflict in the Tentative Agreement

- **Per the Negotiated Agreement:**

  Article V, Section A, Paragraph 2 in both the current agreement and proposed TA states: "*Educators new to the district will be placed on the salary schedule according to comparable current certified staff based upon experience and education level*"

- **The proposed New Hire Placement Schedule does not, in multiple cases, place new educators according to "*comparable current certified staff based upon experience and education level*"**

- **The Tentative Agreement provides no direction on which provision should be followed:**
  - **The New Hire Placement Schedule OR**
  - **The written language: "*comparable current certified staff based upon experience and education level*"**

- **Result: There are conflicting placement standards within the same proposed Tentative Agreement**

Ratification of the Tentative Agreement

- The Tentative Agreement contains known defects affecting new-hire compensation and contract administration
- Ratifying a document that cannot honor existing offers and contains conflicting placement language would create avoidable risk and uncertainty
- The issues were discovered before BOE ratification, while contracts for next year were being prepared
- The BOE team notified the IBB team immediately when the issue was discovered; representatives discussed the matter twice by Zoom and scheduled an IBB Negotiations Meeting for July 7, 2026 to discuss and resolve the issue

IBB Rules and the Path Forward

- The Negotiation Team adopted IBB rules which state: "*TA is tentative until the entire package is finished in the bargaining process*"
- The package is not finished until both the Bargaining Unit and the BOE ratify the TA, which has not occurred
- Normal IBB practice is to return to problem-solving mode when an issue is discovered, and seek a mutually acceptable resolution
- The BOE team offered and urged a return to the bargaining table; HEA objected and declined to meet on July 7, 2026 or another time, requesting a BOE non-ratification vote first

Recommended Board Action

- Regretfully, the district must recommend the BOE vote NOT to ratify the proposed TA in its current defective form
- The district would like to direct the matter back to the IBB team under the Negotiations Team adopted rules, to resolve the two placement issues
- Once the two issues are corrected, the district recommends to bring the remaining acceptable package forward for ratification



Questions