

**USD 225
FOWLER PUBLIC SCHOOLS**

**2020-2021
NEGOTIATED AGREEMENT**

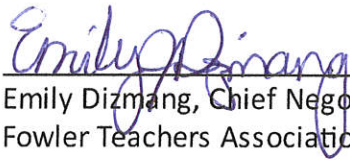


**USD 225 BOARD OF EDUCATION
&
FOWLER TEACHERS ASSOCIATION**

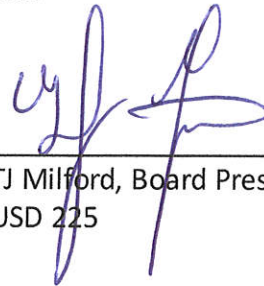
Approved by the USD 225 Board of Education on May 11, 2020.

Statement of Ratification

The attached negotiated agreement, resulting from professional negotiations between Fowler Teachers Association and the Board of Education of Unified School District 225, for the 2020-2021 school year, is hereby approved by the undersigned.



Emily Dizmang, Chief Negotiator,
Fowler Teachers Association



TJ Milford, Board President,
USD 225

Fowler Teachers Association Team

Emily Dizmang
Megan Adams
David Adams

Board Negotiations Committee

TJ Milford
Kimberly Copenhaver
Jamie Boese

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ARTICLE I DEFINITIONS

ADMINISTRATION: Any employee so designated by the Board of Education as employed in an administrative capacity.

ASSOCIATION: The Fowler Teachers Association, affiliated with the Kansas National Education Association and the National Education Association.

BOARD: The Board of Education of Unified School District 225, Fowler, Kansas.

SUPERINTENDENT: Superintendent of Schools of Unified School District 225.

DISTRICT: Unified School District 225

DAYS: Except when otherwise indicated, days shall mean calendar days.

EMPLOYEE: The terms “employee” and “teacher” may be used interchangeably, but shall mean the same.

TEACHER: All “professional employees” (except administration) employed in a position requiring certificate issued by the State Board of Education.

KNEA: Kansas National Education Association

NEA: National Education Association

FTA: Fowler Teachers Association

ARTICLE II GENERAL PROVISIONS

Section A – Recognition Clause

Pursuant to the Professional Negotiations Act (PNA), K.S.A. 72-2218 et seq., the Fowler Teachers Association has been duly recognized as the exclusive representative of the Unified School District No. 225 Board of Education's (Board or District) professional employees' bargaining unit.

The bargaining unit shall be defined as those employees of the Board in positions which require a certificate issued by the State Board of Education but shall not mean an administrative employee.

Section B – Saving Clause

If any provision of this agreement or an application of this agreement to any employee or group of employees is held to be contrary to law, such provision or application of the provision shall not be deemed valid except as permitted by law, but all other provisions or applications shall continue in full force and effect.

Section C – Ratified Agreement Distribution

Once the agreement has been ratified by both parties, it will be typed in final form by the Board. Both parties will proofread the final typed copy and will attest to its accuracy by signature of the appropriate representatives for both parties.

An electronic copy will be posted on the District website and a printed copy will be provided to staff members upon request.

Section D – Duration of Agreement

After ratification by the Board and the Fowler Teachers Association, the terms of this agreement shall be in effect from July 1, 2020 through June 30, 2021.

ARTICLE III SALARIES AND WAGES

Section A – Salary Schedule

The base salary will be \$35,500. All teachers shall be allowed movement for steps and columns.

a.) Salary Enhancement

1. All undergraduate and graduate hours must relate to education, or a specific teaching field, to count towards salary enhancement.
2. Professional Development Council (PDC) points may be used for column movement. Twenty PDC points are equivalent to 1 college credit hour. Highest movement would be BA+45 column until Master's degree is earned. Once a Master's degree is earned then teachers can continue to use both college credit and PDC points for column movement.

b.) Salary Enhancement Request Form

1. A Salary Enhancement Request Form must be submitted to the board clerk by May 1st to assist the board in budget planning for the next year.
2. All supporting documentation (official transcripts, etc.) regarding the Salary Enhancement Request must be filed with the board clerk by September 1st for the salary enhancement to take place.

c.) Amount of Experience Accepted

1. A maximum of 12 years of experience may be brought into the district.

d.) Longevity

1. Each teacher who has reached the BS+45 column or above and have reached the maximum steps on the salary schedule will still earn a step on the salary schedule.

Section B – Supplemental Salary Schedule

Supplemental Salaries are figured on a percentage of the base salary on the Certified Salary Schedule.

Section C – Fringe Benefit

The board will provide the following fringe insurance benefits:

a.) Health Insurance

The board will pay up to \$400 monthly towards the district purchased health insurance plan. This is a "take it or lose it" benefit.

b.) Life Insurance

The board will pay the cost of a term life insurance policy in the amount of \$10,000.

Section D – Payroll Deduction

The board will withhold, without cost to the employee, dues for NEA, KNEA, and KPAC from the salary of any employee who requests such withholdings. Dues shall be withheld upon request, in approximately 9 equal monthly installments beginning with the September pay date.

ARTICLE IV HOURS AND AMOUNT OF WORK

Section A – Length of Contract

The teacher contract is for 160 days, following the approved district calendar.

Section B – Length of Contract Day

The contract day will begin at 7:30am and end at 4:15pm Monday through Thursday. Except for the weeks of fall and winter homecoming, which will also include Friday. Parent Teacher Conferences will be a total of 8 hours per semester and may include Friday.

Section C – Lunch

Teachers will be provided no less than a 25-minute lunch. Teachers that eat breakfast or lunch with students will receive their meal for free.

Teachers may be required to monitor lunch at least once a week at the discretion of administration.

Section D – Guaranteed Plan Time

Teachers shall be provided the following plan time:

Pre-K: 60 minutes daily (grant restrictions)

K-5: 90 minutes daily

Middle/High Teachers: 54 minutes daily or 216 minutes weekly

If a teacher covers another class during their designated plan time the teacher will be paid a rate of \$16.00 per hour. A time sheet must be submitted to the board clerk monthly for compensation to be dispersed.

Section E – Certification

All professional employees must hold a certificate issued by the Kansas State Board of Education qualifying them for the position they hold. No salaries can be allowed for persons whose certificates are not issued and kept in force. It is the responsibility of the certified employee to see that the proper certificate issued and renewed Certificates must be registered with the superintendent prior to the opening of school, as well as an up-to-date transcript and health certificate.

Individuals that are designated "Transition to Teach" must provide documentation demonstrating enrollment in an accredited education program and a Program of Study. See Article VI Tuition Reimbursement Section B for more details.

ARTICLE V LEAVE

Section A – Personal Leave

Teachers will be granted 10 days of personal leave. Leave lasting longer than two consecutive contract days needs to be approved by the superintendent. Teachers not employed for the entire year will have their leave prorated. Unused personal leave days may be sold back to the district for \$100 per day or may be carried over as sick days.

Section B – Sick Leave

Personal leave must be used prior to accessing sick leave. Sick days will be allowed to accumulate up to 60 days. Sick leave may be used for absences of the teacher's own illness, or illness of immediate family. Illness encompasses physical, mental, or emotional health. Other sick leave may be requested from the superintendent. Days in excess of 60 will be paid out at a rate of \$25 per day in the last payroll cycle of the school year.

Upon retirement, disability or death, employees will be paid for unused sick days at a rate of \$25 per day.

Section C – Bereavement Leave

The board will grant up to three (3) days of bereavement. Bereavement leave defined as death of immediate family, parents, child, spouse.

Section D - Maternity or Adoption Leave

Personal leave must be used prior to accessing sick leave. Such leave may be granted not to extend beyond the end of the current school year. If the employee is eligible for such leave under the Family Medical Leave Act, any maternity or adoptive leave will be granted under the provisions of the Family Medical Leave Act.

ARTICLE VI TUITION REIMBURSEMENT

Section A – Tuition Reimbursement Procedure

A Tuition Reimbursement Request Form must be submitted to the superintendent prior to enrollment of courses. Hours must be in an education field or specific teaching field AND pre-approved by the superintendent. Teachers will be reimbursed for courses taken at a rate of \$200 per graduate hour and \$100 per undergraduate hour.

Tuition expenses will be reimbursed at the rate above for courses with a grade of C or higher. Reimbursement for courses taken within the contract year will be made only after a contract has been signed for the following school year. This payment will be made in the first pay cycle of the new contract.

Section B – Transition to Teach Plan of Study

Any teacher in a Transition to Teach program must file a Plan of Study with the superintendent and provide documentation of enrollment, and adequate progress, within said program.

Adequate progress is defined as taking 1 class per semester with a grade of C or higher, OR completing the courses listed on the Plan of Study filed with the district with a grade of C or higher.

ARTICLE VII RESIGNATIONS AND NON-RENEWAL

Section A – Resignations

All teacher contracts of employment will continue for the next year unless written notice of intention to terminate the contract is served by the board on any teacher on, or before, the third (3rd) Friday of May, or the teacher shall give written notice to the board on, or before, the 14th day following the third (3rd) Friday of May that the teacher does not desire continuation of contract. The terms of the contract may be changed at any time by mutual consent of the teacher and the board of education. All contracts shall be binding on both the teacher and the board until the teacher has been legally discharged or released by the board from his/her contract.

Section B – Fair Dismissal

A teacher will be given written notice of the board's intention not to renew the teacher's contract. The written notice shall state the reasons for non-renewal. The teacher may request a meeting with the board by filing a written request with the clerk of the board within 10 days from the date of receipt of the written statement of nonrenewal of the contract.

The board shall hold such a meeting within 15 days after the filing of the teacher's request. The meeting shall be held in executive session and, at such meeting the board shall specify the reason, or reasons, for the board's intention to not renew the teacher's contract. The teacher shall be afforded an opportunity to respond to the board. Either party shall have the right to legal counsel present and the teacher may have an additional representative present.

Within 10 days after the meeting, the board shall reconsider its reason, or reasons, for non-renewal and will give written notice of their final decision.

APPENDIX

2020-2021

Certified Salary Schedule

Year	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30
0	35500	36075	36650	37225	37800	38375	38950
1	36075	36650	37225	37800	38375	38950	39525
2	36650	37225	37800	38375	38950	39525	40100
3	37225	37800	38375	38950	39525	40100	40675
4	37800	38375	38950	39525	40100	40675	41250
5	38375	38950	39525	40100	40675	41250	41825
6	38950	39525	40100	40675	41250	41825	42400
7	39525	40100	40675	41250	41825	42400	42975
8	40100	40675	41250	41825	42400	42975	43550
9	40675	41250	41825	42400	42975	43550	44125
10	41250	41825	42400	42975	43550	44125	44700
11	41825	42400	42975	43550	44125	44700	45275
12	42400	42975	43550	44125	44700	45275	45850
13	42975	43550	44125	44700	45275	45850	46425
14	43550	44125	44700	45275	45850	46425	47000
15	44125	44700	45275	45850	46425	47000	47575
16	44700	45275	45850	46425	47000	47575	48150
17	45275	45850	46425	47000	47575	48150	48725
18	45850	46425	47000	47575	48150	48725	49300
19	46425	47000	47575	48150	48725	49300	49875
20	47000	47575	48150	48725	49300	49875	50450
21	47575	48150	48725	49300	49875	50450	51025
22	48150	48725	49300	49875	50450	51025	51600
23	48725	49300	49875	50450	51025	51600	52175
24	49300	49875	50450	51025	51600	52175	52750
25	49875	50450	51025	51600	52175	52750	53325
26	50450	51025	51600	52175	52750	53325	53900
27	51025	51600	52175	52750	53325	53900	54475
28	51600	52175	52750	53325	53900	54475	55050

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Supplemental Salary Schedule

Position	Percentage
Sports	
HS Head Coach	12%
HS Assistant Coach	8%
JH Head Coach	6%
JH Assistant Coach	4%
Clubs/Activities	
Activities Director	12%
Debate/Forensics	5%
HS Scholar's Bowl	5%
JH Scholar's Bowl	4%
NHS	2%
Student Council	4%
FFA	12%
Pep Band	5%
Play/Musical	4%
Sr. Class Sponsor	4%
Jr. Class Sponsor	4%
Elementary Testing Coordinator/ESOL	2%
New Teacher Mentor	\$250/per teacher
Multiple Grade Stipend	\$1500/per semester

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Salary Advancement/Enhancement Request Form
Form Due by May 1

Employee's Name (please print)

☐ Please check if you want an official PDC transcript submitted to the board clerk to support this enhancement request. PDC Points _____ divided by 20 = _____ equivalent

☐ Check here and list colleges attended to support this enhancement request:

College: _____ # hrs: _____

College: _____ # hrs: _____

It is the employee's responsibility to contact the college and make sure transcripts arrive by the deadline!

Select your current placement and your requested placement.

Current Placement

Bachelor's	<input type="checkbox"/>	_____
Bachelor's +15	<input type="checkbox"/>	_____
Bachelor's +30	<input type="checkbox"/>	_____
Bachelor's +45	<input type="checkbox"/>	_____
Master's	<input type="checkbox"/>	_____
Master's +15	<input type="checkbox"/>	_____
Master's +30	<input type="checkbox"/>	_____

Requested Placement

Bachelor's +15	<input type="checkbox"/>
Bachelor's +15	<input type="checkbox"/>
Bachelor's +15	<input type="checkbox"/>
Bachelor's +15	<input type="checkbox"/>
Bachelor's +15	<input type="checkbox"/>
Bachelor's +15	<input type="checkbox"/>
Bachelor's +15	<input type="checkbox"/>

Deadline for transcripts – September 1st

This is to declare my intention to complete the required number of in-service training points and or college hours by the applicable deadline to qualify for salary enhancement as approved by the Board of Education. I understand that failure to complete the requirements and to provide official transcripts by the respective classified/certified deadline will disqualify me from salary enhancement for the fiscal year.

Employee's Signature

Date

Transition to Teach Plan of Study

Employee Name: _____

College or University: _____

Program of Study: _____

Anticipated Completion Date: _____

Fall _____	
Course Title	Hours
Total Hours	

Fall _____	
Course Title	Hours
Total Hours	

Spring _____	
Course Title	Hours
Total Hours	

Spring _____	
Course Title	Hours
Total Hours	

Summer _____	
Course Title	Hours
Total Hours	

Summer _____	
Course Title	Hours
Total Hours	