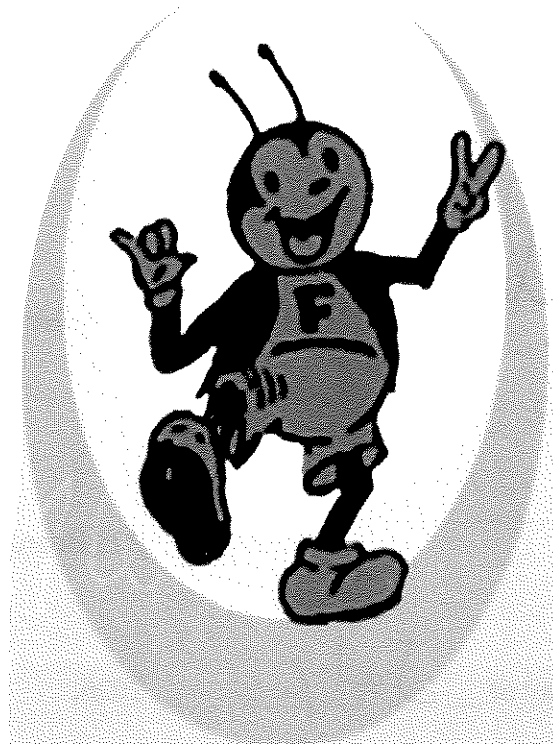


**USD 225
Fowler Public Schools**

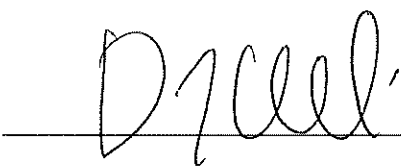
**2026-2027
Negotiated Agreement**



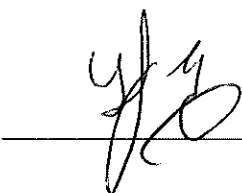
**USD 225 Board of Education
&
Fowler Teachers' Association**

Statement of Ratification

The attached negotiated agreement, resulting from professional negotiations between the Fowler Teachers' Association and the Board of Education of USD 225, for the 2026-2027 school year, is hereby approved by the undersigned on the date noted below.



Danny Chamberlain
Chief Negotiator, Fowler Teachers' Association



TJ Milford
President, USD 225 Board of Education

On this 15th day of July, 2026.

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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's 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, 2026, through June 30, 2027.

Article III Salary and Wages

Section A – Salary Schedule

The base salary will be \$46,500. All teachers shall be allowed movement for steps and columns as applicable. 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 30 years of certified experience in education may be brought into the district. Certified experience must have been completed within the area of teaching/administration in which the employee is licensed. Further documentation or proof of employment may be requested by the district.

Section B – Supplemental Salary Schedule

Supplemental Salaries are figured on a percentage of the base salary on the Certified Salary Schedule. The Board of Education reserves the right to not fill positions, reduce the number of positions, or combine positions filled based on financial availability of funds.

Section C – Fringe Benefit

The board will provide the following fringe insurance benefits:

1. **Health Insurance:** The board will pay 100% (not to exceed \$800.00) monthly towards a district purchased health insurance plan. This is a 'take it or lose it" benefit. For employees who fulfill the obligations of their full-year contract, the Board shall provide this contribution for twelve (12) consecutive months, aligned with the contract year of July 1- June 30.
2. **Life Insurance:** The board will pay the cost of a term life insurance policy in the minimum amount of \$10,000.
3. **Medical Transport:** The board will pay the cost of one Medical Air Services Association (MASA) base membership per employee.

Article IV Hours and Amounts of Work

Section A – Length of Contract

The teacher contract is for 161 days, following the approved district calendar.

Section B – Length of Contract Day and Calendar

The contract day will begin at 7:30am and end at 4:15pm as determined by administration. Professional employees will adhere to the approved school calendar for required days.

Section C – Lunch

Teachers will be provided with no less than a 25-minute duty free lunch period.

Section D – Guaranteed Plan Time

Elementary Teachers - Each full-time elementary teacher's duty day shall include at least 60 minutes of planning time per instructional day, with planning periods scheduled in minimum increments of 30 minutes.

- When a teacher covers another class during their designated plan time, the teacher will be paid a rate of \$20.00 per class period or \$10.00 per half class period (one class or learning section is considered 45 minutes).
- A signed timesheet is to be submitted to the board clerk no later than one week after coverage. Compensation will be made at the next scheduled pay period.

Section E – Certification

- All professional employees must hold a license issued by the Kansas State Board of Education qualifying them for the position they hold.
- A salary WILL NOT be allowed for persons whose license is not current or in the process of renewal by the due date.
- It is the responsibility of the professional employee to see that the license is renewed by the due date.
 - In the event a professional employee's license expires and the employee has submitted all required materials for renewal to the Kansas State Department of Education at least 45 days prior to the expirations of their license, such lapse in license will not be considered a break in service with the district as long as the delay is on KSDE's end. Nothing herein shall require the Board to continue employment of an unlicensed individual if deemed not to be in the best interest of the district beyond what is permitted by law.
- A copy of the current license is to be on file with the district office and registered with the Superintendent prior to August 1st.
- A copy of an up-to-date transcript is to be on file with the district office when college hours are obtained.
- Professional employees may be required to have a TB test given by the health

department.

Waivers:

Waivers, including emergency substitute, are approved on an annual basis, and compensated accordingly. The district will not accept a waiver without an approved application by the state prior to BOE consideration. A waiver will not be extended past two years.

An application for a Kansas license and a passing score on any required exam(s) will be necessary for further consideration of employment.

Transition to Teach:

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

Article V Leave

Section A – Universal Leave

- Teachers will be granted 10 days of universal leave each year.
- Leave lasting longer than two consecutive contract days, at one time, will need Superintendent approval.
- Leave is prorated for a teacher not employed for the entire year.
- Universal leave days may be sold back to the district for \$100 per day at the end of the school year. A signed form is required.
- Days carried over into the next school year will be treated as sick days—not universal leave days—and are not eligible for year-end buyback, except that upon retirement, disability, or death, up to 60 carried-over days may be bought back at \$50 per day.
- Sick days may be used for absences of the teacher’s own illness, or illness of immediate family. Illness encompasses physical, mental, or emotional health.
- Sick days can accumulate up to 60 days.
- Five (5) universal days must be used before the use of carried over sick days.
- 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 is defined as death of immediate family, parents, child, spouse.

Section D - Maternity or Adoption 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. Universal days are to be used before sick days.

Section E - Donated leave –

Criteria for use of donated leave:(voluntary basis only and non-negotiable).

- Only accessible for an unexpected medical, physical, or mental emergency.
- All universal and carried over sick leave days must be exhausted prior to the request for donated leave.
- Licensed staff may donate a number of leave days not to exceed two days.
- Donated leave cannot be retracted.
- A request is to be submitted in writing to the Superintendent
- Donated requests cannot exceed four days per request.
- The superintendent will make the final decision on requests submitted.
- A request can be denied.
- A maximum number of requests per year is two (one request per semester).
- Donated leave days are only accessible if available.
- Requests are confidential.

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. Licensed 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 within the first semester 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-Renewals

Section A – Resignations

All teacher contracts of employment will continue with board approval for the next school year unless:

- Notice of intent to non-renew the contract is served by the board on, or before, the third (3rd) Friday of May; or
- The board provides written notice of its intent to non-renew the teacher's contract on or before the third (3rd) Friday of May; or
- The teacher provides written notice of resignation on or before the 14th calendar day following the 3rd Friday of May.

The terms of the contract may be changed at any time by mutual consent of the teacher and the Board of Education (BOE). All contracts shall be binding on both the teacher and the BOE until the teacher has been legally discharged or released by the BOE from his/her contract.

- A teacher may be assessed a fine in the amount of \$1500 for breaking a contract after the non-renewal deadline through June 30th and \$3,000 after July 1.

Section B – Fair Dismissal

Upon notice of intent to terminate a contract by the board, the teacher may use the following procedure regarding fair dismissal:

Step One: A teacher may request a meeting with the board of education by filing a written request. The meeting request may also include a request for copies of any documentation to be reviewed at such meeting.

Step Two: A written request, submitted to the Clerk of the Board, must be received within 10 business days following the notification of non-renewal.

Step Three: The Board of Education will hold a special meeting within 15 days of the teacher's notification of request.

Step Four: During this meeting, the Board of Education will be in review of documents relating to the dismissal. Each party may include representation.

Step Five: The Board of Education will make a final decision within 10 days following the special meeting.

REDUCTION IN FORCE (RIF)

A. Purpose

The purpose of this Article is to establish a fair and orderly procedure for reducing the number of licensed professional employees when the Board determines that a reduction is necessary due to:

- Declining enrollment
- Financial limitations

- Program changes
- District reorganization
- Other legitimate educational or operational reasons

A Reduction in Force (RIF) is not a disciplinary action and shall not reflect negatively on the professional performance of affected employees.

B. Board Authority

The Board of Education retains the sole authority to:

- Determine the educational program of the district
- Establish, combine, or eliminate positions
- Determine the number of staff members required

Nothing in this Article limits the Board's statutory authority under Kansas law.

C. Definitions

- RIF: Reduction in the number of licensed staff positions.
- Endorsement Area: Certification area(s) listed on a valid Kansas teaching license.

D. Determination of Positions to be Reduced

1. The Board, upon recommendation of the Superintendent, shall determine:
 - The positions and/or endorsement areas to be reduced.
2. Prior to implementing a RIF, the district will consider:
 - Attrition
 - Voluntary resignations or retirements
 - Reduction of temporary or supplemental contracts

E. Criteria for Selecting Employees

Within each affected endorsement area or position, the following criteria shall be applied:

1. Primary Criteria

a. Current and Recent Evaluations

- Employee performance as reflected in evaluations conducted pursuant to Kansas law and district policy

b. Certification and Endorsements

- Ability to meet district needs across programs and grade levels

c. Instructional Effectiveness and Skills

- Demonstrated ability to contribute to student achievement and district goals

2. Secondary Criteria

If employees are substantially equal in the primary criteria, the following shall be considered:

a. Specialized Training or Skills

- Including hard-to-fill endorsements or critical program needs
- Longevity with the district

- Use of Rubric to determine best candidate for position

F. Notice of Non-Renewal

1. Employees affected by RIF shall be recommended for non-renewal of contract.
2. Written notice shall be provided in accordance with Kansas law, including:
 - Statutory deadlines (typically on or before the third Friday in May)
3. Employees shall be entitled to any due process rights provided under Kansas statutes.

G. Recall Procedure

1. A recall list shall be established and maintained for a period of twenty-four (24) months from the effective date of non-renewal.
2. Employees shall be recalled in reverse order of layoff within endorsement areas, based on:
 - Certification
 - Qualifications
 - Prior service
3. Employees must:
 - Keep current contact information on file
 - Respond to recall offers within ten (10) calendar days
4. Failure to respond or accept a comparable position shall result in removal from the recall list.
- 5.

H. Non-Discrimination

The implementation of this Article shall be conducted without discrimination based on any protected classification under state or federal law.

I. Association Rights

1. The Association shall be notified when a RIF is being considered.
2. Upon request, the district will:
 - Provide relevant non-confidential data used in making RIF decisions
3. The Association may meet and confer with the Superintendent regarding the impact of the RIF.

J. Exceptions

The Board may deviate from strict application of these criteria when necessary to:

- Maintain accreditation requirements
- Preserve essential programs
- Ensure student safety or compliance with law

Such deviations shall be documented and based on legitimate educational reasons.

K. Legal Compliance

This Article shall be interpreted consistent with:

- Kansas statutes
- Applicable court decisions

If any provision is found to be in conflict with law, the law shall control.

Complaints-Grievance

1. Definition

A grievance is a claim by an employee or group of employees that there has been a violation, misinterpretation, or misapplication of this Negotiated Agreement, a Board policy, or an administrative regulation that affects the employee.

2. Right to Representation and Non-Retaliation

a. An employee may be represented at any level of the grievance procedure by the Association or its designee. b. No employee shall be subjected to discipline, reprisal, or discrimination for filing a grievance in good faith or for participating in the grievance process.

3. Procedure

- Step One: Written grievance to supervisor within ten (10) days of the event, specifying the facts, the contract/policy allegedly violated, and the remedy sought.
- Step Two: Supervisor meets with employee and issues written response within ten (10) days.
- Step Three: If unresolved, written appeal to Superintendent within ten (10) days of Step Two response.
- Step Four: Superintendent meets with employee (and representative, if requested) and issues written response within ten (10) days.
- Step Five: If unresolved, appeal to the Board. The Board will consider the grievance at the next reasonable meeting and provide a written decision. The decision of the Board shall be final.

4. Time Limits

Failure of the grievant to file or appeal within the specified timelines shall constitute acceptance of the last decision. Time limits may be extended by mutual agreement.

Article VIII

Evaluation of Professional Employees

- Section A – Purpose

The purpose of teacher evaluation is to improve instruction, promote professional growth, and ensure that student learning is supported through effective teaching practices. Evaluation shall be conducted in a fair, consistent, and timely manner in accordance with Kansas law and KSDE regulations.

- Section B – Evaluation Instrument

The Board shall adopt an evaluation instrument and procedures which meet or exceed the minimum requirements established by the Kansas State Department of Education. Any changes to the evaluation instrument or procedures shall be discussed with the Association prior to implementation. The Board of Education has adopted the E4E Evaluation criteria.

- Section C – Frequency of Evaluation

1. Teachers in their first two consecutive years of employment in the district shall be formally evaluated at least two (2) times each school year, with one evaluation completed no later than the 60th school day and the second completed no later than February 15.
2. After the first two consecutive years in the district, teachers shall be formally evaluated at least once every three (3) years, unless more frequent evaluation is required by law or deemed necessary by the administration.
3. Nothing in this section shall preclude additional informal observations or evaluations as deemed appropriate by the evaluator.

- Section D – Evaluation Procedures

1. Evaluations shall be conducted by administrators or other individuals who hold the appropriate Kansas license to evaluate teachers.

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2. Each formal evaluation shall be preceded by at least one classroom observation of sufficient length to assess instructional practices.
3. A post-observation conference shall be held within ten (10) school days of each formal observation to review the evaluation, provide feedback, and allow the teacher to ask questions.
4. Evaluation reports shall be reduced to writing and signed by both the evaluator and the teacher. The teacher's signature shall acknowledge receipt of the evaluation, not necessarily agreement with its contents.

- Section E – Teacher Rights

1. A copy of each written evaluation shall be provided to the teacher and placed in the teacher's personnel file.
2. A teacher shall have the right to submit a written response to any evaluation within ten (10) school days of receipt. Such response shall be attached to and become a part of the evaluation document in the personnel file.
3. Upon request, a teacher shall have the right to review the contents of his or her personnel file, excluding confidential references, in accordance with board policy and Kansas law. The teacher may have an Association representative present during such review.

- Section F – Improvement Plans

1. When an evaluation identifies areas of deficiency, the evaluator may develop a written Improvement Plan in collaboration with the teacher.
2. The Improvement Plan shall identify specific areas of concern, expected outcomes, support to be provided, and timelines for demonstrating improvement.
3. Follow-up observations and conferences shall be conducted within the timelines established in

the Improvement Plan.

Other Considerations

Professional Dress

- Teachers and staff are expected to maintain a professional appearance that reflects positively on the district and sets an appropriate example for students. Clothing should be neat, clean, and appropriate for the employees' job duties and the activities planned for the day. Attire should allow staff to perform their responsibilities comfortably and safely while maintaining a professional image. Jeans are permitted when they are professional in appearance, free from holes, tears, frays, or excessive fading, and are worn with an appropriate professional top such as a blouse, collared shirt, polo, or school-branded shirt. Clothing such as leggings, athletic wear, or other overly casual attire is not considered appropriate professional dress.

Appendix

Salary Schedule

Year	BS	BS+15	BS+30	BS+45	MS	MS+15	MS+30	MS+45	Ed.S
0	46500	47075	47650	48225	48800	49375	49950	50525	51100
1	47075	47650	48225	48800	49375	49950	50525	51100	51675
2	47650	48225	48800	49375	49950	50525	51100	51675	52250
3	48225	48800	49375	49950	50525	51100	51675	52250	52825
4	48800	49375	49950	50525	51100	51675	52250	52825	53400
5	49375	49950	50525	51100	51675	52250	52825	53400	53975
6	49950	50525	51100	51675	52250	52825	53400	53975	54550
7	50525	51100	51675	52250	52825	53400	53975	54550	55125
8	51100	51675	52250	52825	53400	53975	54550	55125	55700
9	51675	52250	52825	53400	53975	54550	55125	55700	56275
10	52250	52825	53400	53975	54550	55125	55700	56275	56850
11	52825	53400	53975	54550	55125	55700	56275	56850	57425
12	53400	53975	54550	55125	55700	56275	56850	57425	58000
13	53975	54550	55125	55700	56275	56850	57425	58000	58575
14	54550	55125	55700	56275	56850	57425	58000	58575	59150
15	55125	55700	56275	56850	57425	58000	58575	59150	59725
16	55700	56275	56850	57425	58000	58575	59150	59725	60300
17	56275	56850	57425	58000	58575	59150	59725	60300	60875
18	56850	57425	58000	58575	59150	59725	60300	60875	61450
19	57425	58000	58575	59150	59725	60300	60875	61450	62025

20	58000	58575	59150	59725	60300	60875	61450	62025	62600
21	58575	59150	59725	60300	60875	61450	62025	62600	63175
22	59150	59725	60300	60875	61450	62025	62600	63175	63750
23	59725	60300	60875	61450	62025	62600	63175	63750	64325
24	60300	60875	61450	62025	62600	63175	63750	64325	64900
25	60875	61450	62025	62600	63175	63750	64325	64900	65475
26	61450	62025	62600	63175	63750	64325	64900	65475	66050
27	62025	62600	63175	63750	64325	64900	65475	66050	66625
28	62600	63175	63750	64325	64900	65475	66050	66625	67200
29	63175	63750	64325	64900	65475	66050	66625	67200	67775
30	63750	64325	64900	65475	66050	66625	67200	67775	68350
31	64325	64900	65475	66050	66625	67200	67775	68350	68925
32	64900	65475	66050	66625	67200	67775	68350	68925	69500
33	65475	66050	66625	67200	67775	68350	68925	69500	70075
34	66050	66625	67200	67775	68350	68925	69500	70075	70650
35	66625	67200	67775	68350	68925	69500	70075	70650	71225
36	67200	67775	68350	68925	69500	70075	70650		71800
37	67775	68350	68925	69500	70075	70650	71225	575	72375
38	68350	68925	69500	70075	70650	71225	71800	1150	72950
39	68925	69500	70075	70650	71225	71800	72375	1725	73525
40	69500	70075	70650	71225	71800	72375	72950	73525	74100

Note: Beginning in the 2023-2024 academic year, teachers who are at the bottom of their respective column

and have taught in the district for at least 5 years will receive a longevity stipend as follows: 5-9 years, \$500 stipend, years 10+, \$1,000 stipend. This stipend will be based on the financial availability of funding

Supplemental Salary Schedule

Supplemental Salaries are figured on a percentage of the base salary on the Certified Salary Schedule. The Board of Education reserves the right to not fill positions, reduce the number of positions, or combine positions filled based on financial availability of funds.

Supplemental Salary / Stipend Schedule

Position	Percentage
Elementary Testing Coordinator	2%
Elementary Musical Concert Stipend	\$100.00 per teacher per concert, not to exceed 4 concerts per year
ESOL / ELL Endorsement	One-time payment of \$250.00
Seal of Literacy Endorsement	One- time payment of \$250.00 and payment for 1 praxis test not to exceed \$115.00
New Teacher Mentor	\$250/per teacher

Salary Advancement/Enhancement Request 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 Requested Placement

Bachelor's ☐ _____ → ☐

Bachelor's +15 ☐ _____ → ☐

Bachelor's +30 ☐ _____ → ☐

Bachelor's +45 ☐ _____ → ☐

Master's ☐ _____ → ☐

Master's +15 ☐ _____ → ☐

Master's +30 ☐ _____ → ☐

Master's +45 ☐ _____ → ☐

Ed.S. ☐ _____ ☐

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.

 Signature Date

 Employee's

Transition to Teach Plan of Study

Name: _____

College/University: _____

Program _____

Anticipated completion date: _____

Fall _____	
Course Title	Hours
Total Hours	

Summer _____	
Course Title	Hours

Total Hours	

Spring _____	
Course Title	Hours

Total Hours	

