



**NEGOTIATED AGREEMENT**

**BETWEEN THE**

**BOARD OF EDUCATION**

**OF**

**UNIFIED SCHOOL DISTRICT NO. 467**

**AND THE**

**WICHITA COUNTY EDUCATORS COUNCIL**

**LEOTI, KANSAS**

**2019-20**

**AGREEMENT**



This agreement made and entered into as of the 18th Day of July, 2019, by and between the Board of Education, Unified School District No. 467, hereinafter sometimes referred to as the "Board", and the Wichita County Educators Council, hereinafter sometimes referred to as the "Council".

WITNESSETH:

WHEREAS, The Legislature of the State of Kansas has established a procedure for professional employees of school districts of the State of Kansas to organize and to select a representative for the purpose of professional negotiations, and a majority of such employees within the school district have designated the Council as their representative for professional negotiations and the Council has selected a team to negotiate for the Council; and

WHEREAS, The Board has designated a team to negotiate for the Board; and

WHEREAS, Said teams have met, conferred and discussed in good faith various terms and conditions of professional services, and reached certain agreements which parties desire to reduce in writing and to ratify and accept;

NOW, THEREFORE, It is mutually agreed as follows:

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**MANAGEMENT RIGHTS CLAUSE.** (1983-84)

It is recognized and agreed by the Wichita County Educators Council that the Board has and will continue to retain the exclusive rights and responsibilities to operate and manage the school system and its programs, facilities, properties, and the curriculum to be taught by its employees, unless such rights and responsibilities are specifically abridged, delegated, or modified by another specific provision of this agreement.

**CLOSURE CLAUSE.** (1983-84)

It is acknowledged that all mandatory subjects, noticed, have been negotiated and neither party has any right to negotiate further on these or any other subjects during the term of this agreement except by mutual consent. However, no amendment to this agreement shall be binding unless executed in writing and ratified by both the Board and the Council.

**CALENDAR COMMITTEE** (2010-11)

USD #467 will establish a Calendar Committee consisting of 4 teachers, the president of the negotiations' team, the chair of the PDC, 2 board members, the principals, and the superintendent. The team will begin meeting at the beginning of the school year, and work together to agree on one calendar for board approval.

**DUTY FREE LUNCH.** (1983-84)

Each teacher will have a minimum amount of time during the noon period free of the responsibility from students that the teacher may use for lunch time purposes. The duty free period of the teachers shall be twenty (20) minutes in length at R. B. Stewart Elementary School. The administration will work to assure that every teacher in all other attendance centers will have a similar amount of time.

**EVALUATION.** (1989-90)

Unified School District No. 467 will enact the evaluation plan established by the Evaluation Committee. A copy is attached to this agreement (See Attachment A.)

### **EXTRA DUTIES.** (1983-84)

Each principal has the authority to assign hall, playground, recess, lunchroom, and other reasonable duties deemed necessary for the successful operation of the school to all teachers during the time school is in session.

(2005-06) Teachers will be paid ten dollars (\$10.00) per hour for covering classes for other teachers when substitutes are unavailable or when teachers have to miss for school activities.

(2018-19) Teachers will be paid \$25/hour for covering classes for other teachers when subs are unavailable or when teachers have to miss for school activities. This is an increase from \$10/hour.

### **FRINGE BENEFIT.**

**Fringe Benefit.** (1990-91)(1991-92)(1992-93)(1993-94)(1995-96)(1996-97)(1997-98)(1999-2000)(2000-01)(2001-02)(2002-03)(2003-04)(2007-08)(2008-09) (2009-10) (2010-11)(2011-12)(2012-13)(2013-14)(2014-15)(2015-16)(2016-17)(2017-18)(2019-20)

A fringe benefit in the amount of **\$585.00** will be provided for all employees working 30 or more hours per week. The employees and district will split 50/50 any increase in health insurance premiums above the current amount of \$585.00 per month, as based on a single-membership plan.

The fringe benefit carries the following stipulations:

- a. Employees can use this fringe amount only toward the purchase of USD #467 group health insurance.
- b. A fringe benefit of \$30.00 per month will continue for employees hired prior to the 1989-90 school year who do not take the medical insurance. This benefit must be used for any combination of insurance available through the cafeteria plan (disability, cancer, life).

### **GRADING DAY.** (1996-97)

One-half day will be scheduled at the end of the first nine weeks for grading purposes.

### **INSERVICE.**

(1983-84) (1989-90) (1999-2000) (2005-06)

Inservice will be provided as specified by the Inservice Plan. One (1) inservice day will be added to the calendar beginning in the 2006-07 school year, and another inservice day will be added to the calendar beginning in the 2007-08 school year. Teachers will be paid for each day at the applicable per diem rate. The Professional Development Council and administrators will work together to develop meaningful and effective inservice training and programs. The Board does not intend to bring up additional inservice days as an item for negotiation, through the end of the 2007-08 school year, unless changes in federal or state laws, rules or regulations require more inservice days for training.

### **INSERVICE POINTS**

All Inservice Points earned prior to the 1991-92 school year can be used for salary schedule movement beginning with the 1991-92 contract year.

Points earned must be a part of an approved Individual Development Plan (IDP).

### **JUNIOR CLASS SPONSORS.** (2002-03)

All junior class sponsors will be responsible for Prom with the 2% pay on the supplemental salary schedule being divided among all of them.

## **LEAVE BENEFITS.**

### **ABSENCE - FUNERALS.** (1983-84) (2010-11) (2011-12)

Employees are permitted to attend funerals of relatives, with absence to be counted as sick leave. Other absences to attend funerals must be approved by the building principal and superintendent, only for the period of the funeral, and with salary deduction to be the amount paid the substitute.

### **ABSENCE - PERSONAL BUSINESS.**

(1983-84) (1991-92)(1999-2000) (2000-01) (2002-03)(2006-07)(2013-14)  
(2015-16)

Each teacher will be credited with **five (5)** days personal leave per year; with one of those days being allowed to be used for sick leave. If these days are not used, at the end of the school year they will be accumulated as sick leave. A leave may be obtained by application to the building principal. The leave is without pay deduction. Prior to any absence, a request for absence must be completed and approved, barring an emergency. Normally, personal leave shall be requested at least one week in advance of its use. If personal leave is to be used within two days of its requested use the building principal shall be given a reason, in writing, for its use and he/she may deny the request for personal leave if a substitute cannot be secured. Personal leave shall not be approved for days immediately preceding or immediately following any vacation period.

Beginning in 2006-07 restrictions on personal days related to holidays for verifiable emergencies is removed. It shall be totally within the discretion of the superintendent whether or not to allow a personal day rather than a pay deduction for a teacher. Should multiple staff requests for personal days create staffing problems for the district, the Board will be allowed to unilaterally rescind the discretionary granting of personal days related to holidays, and the policy will return to the current policy.



**ADOPTION LEAVE.** (1992-93)

Accumulated sick leave days may be used by a parent of a newly adopted child when required by an adoption agency and when such requirement is verified in writing to the school district.

**EARLY RESIGNATION STIPEND.**(2009-10)

Any USD 467 teacher who resigns for the next school year by the regularly scheduled January Board of Education meeting of the current year will receive a \$500 stipend to be paid upon Board of Education's acceptance of the teacher's resignation.

**EMERGENCY LEAVE.** (1983-84)

Short term leave of absence for circumstances not provided for under other leave provisions may be granted by the superintendent of schools. Requests for emergency leave shall be made to the superintendent and set forth reasons in support of the request. Leave shall be deducted from the teacher's accumulated leave and may be no-deduct, substitute pay deduct, or full deduct as circumstances dictate.

**LEAVE FOR A DEATH IN THE IMMEDIATE FAMILY**  
(2000-01) (2010-11)

A leave of a maximum of ten (10) days may be granted to a teacher when a member of their immediate family dies. Immediate family will be defined as including grandparents through first cousins (including in-laws) and/or a relative living in the employee's home. The leave days will be counted against their accumulated sick leave and/or personal leave; if the teacher has fewer than ten sick leave and personal days accumulated, they may use all of their accumulated days and be docked for any additional days up to and including ten for the cost of their substitute only.

Should salary deduction be necessary, the deduction will be made in the following monthly check or during July or August of that school year, whichever the teacher requests.

**NON-APPROVED ABSENCE.** (1983-84) (1992-93)

Any staff member who is absent from work and the absence is not approved by their immediate supervisor and the superintendent of schools, may have their salary deducted a full day's pay based on number of contract days.

**SICK LEAVE.** (1983-84)(2002-03)(2012-13)(2013-14)(2014-15)

Each employee will be credited with **eight (8) days** of sick leave per year, accumulative to ninety (90) days. An administrator may ask for the attending physician's verification of illness. Extended absences for family sickness could fall under the Family and Medical Leave Act (See Board Policy GARI).

**SICK LEAVE BANK  
(2008-09) (2013-14)(2014-15)**

Definition: The sick leave bank is a system whereby, on a voluntary basis, a teacher may contribute two (2) days to the bank and be eligible to draw from the bank in the event the teacher has need for more days than he/she has accumulated.

Management: A committee consisting of three participating teachers shall be the custodians of the sick leave bank, with the superintendent as an ex officio member. The committee shall consist of representatives of the elementary, middle and high school levels. The committee shall be selected by the appropriate groups by the end of the school year, to take office at the beginning of the following year. The duties of the committee shall be:

1. Initiate a meeting of the committee during the first month of school and select a chairperson and a secretary of the committee.
2. Inform teachers at the beginning of each year of the existence of the bank and membership requirements. Copies of the operational procedures of the bank will be provided at that time. Solicit membership and receive teacher contributions prior to September 15 of each year.
3. Receive requests from the teachers for leave from the bank, and/or extended emergency leave.
4. The committee will evaluate each request and will, by a majority vote, grant or deny the request.

5. The secretary will inform the central office of the action taken of the committee and the number of days involved.

Regulations: To belong to the sick leave bank, a teacher must contribute two (2) days of sick leave on or before September 15 of the school year. During a given school year, a teacher may request one (1) to ten (10) days from the sick leave bank, if all of the teacher's sick leave and personal leave days have been used. After the initial deposit, a member must contribute again in the following situations:

- a. if the bank falls below a minimum of 60 days at the beginning of the school year, all members will contribute one or two days prior to September 15. The three person Sick Leave Bank Committee will notify members of the balance of days in the bank and the number needed to replenish. If at the beginning of a school year, the bank is at the 60 day level, existing members may not be required to contribute additional days.
- b. If only one day is used, the member will be required to contribute 1 day at the beginning of the next school year. **If a half-time employee, if one half-day is used, the member will be required to contribute one half-day at the beginning of the next school year.**
- c. If a sick leave bank member uses 2 or more days during the school year, they must contribute 2 days to the bank the next school year to maintain membership. **If a half-time employee uses 2 or more half-days during the school year, they must contribute 2 half-days to the bank the next school year to maintain membership.**

Once a person agrees to be a member, he/she will remain a member until a written request to withdraw from the sick leave bank is received by the sick leave bank committee. Any days contributed will remain in the sick leave bank after a member withdraws.

Hold Harmless: The Association shall hold the Board and USD 467 harmless regarding any decisions made by the sick leave bank.

### **REMITTANCE FOR UNUSED SICK LEAVE DAYS.**

(1983-84)(2001-02)(2012-13)

The Board of Education will credit to each certified teacher with at least forty-five (45) days of accumulated sick leave, an amount of \$240.00 at the beginning of each school term. Each day the teacher is absent from work using sick leave or personal leave days, \$20.00 will be subtracted from the amount up to a total of twelve (12) days per year. At the end of the current school year (May 30), the teacher has the option of receiving that portion of the \$240.00 remaining or to transfer the number of sick leave days left to accumulate toward the ninety (90) day total. If the teacher chooses to receive the money the Board of Education will pay on or before June 30.

### **UNCATEGORIZED LEAVE.** (2017-18)(2019-20)

Beginning in the 2017-2018 school year, the 13 days leave will be uncategorized and used at teacher's discretion. Prior approval will still be needed whenever possible. These 13 days will be used first for any leave reason. After your current year 13 days are gone, accrued leave from previous years can be used for medical reasons only as has been the policy in the past unless you have already received prior approval as a personal day (no more than 7) before the 13 days are used up. This in no way affects the current sick bank members or policy. Holiday rules still apply- Personal days will not be approved before or after a holiday.

However, it will be up to the superintendent's discretion to allow a staff member to request a personal day before or after the holiday period if the employee has a child participating in a school activity that day. Should multiple staff requests for personal days create staffing problems for the district, the Board will be allowed to unilaterally rescind the discretionary granting of personal days related to holidays, and the policy will return to the current policy. It is requested that teachers make every effort to not schedule appointments or personal leave days on those in-service and work days already scheduled. Abuse of this could result in such requests being denied or a deduction in pay.

**UNUSED SICK LEAVE.** (1989-90)

The Board of Education will not pay for any unused sick leave except in those areas expressed elsewhere in this agreement.

**LIQUIDATED DAMAGES** (1999-2000)(2000-01)(2009-10)(2014-15)

Financial penalties will be assessed to those teachers who resign their teaching positions after May 31. Below are the agreed-upon penalties:

May 31-June 15	\$ 200	June 16 – July 1	\$ 400
July 2 - July 15	\$ 600	July 16 - August 1	\$ 800
August 2 and after	\$1,000		

The date of resignation is determined by the post mark on the letter if mailed, or the date it is hand delivered to the Board Office.

**MAKEUP DAYS FOR SNOW DAYS BEYOND THOSE IN THE CALENDAR.** (2002-03)

To eliminate the possibility of having to make up snow days beyond the designated calendar days, when the BOE has demonstrated to the Education Association the need for additional time in order to meet the State Dept. of Education's 1116 hour requirement for attendance, the two groups will determine an adjustment in the length of the school day which will be for the remainder of the affected school year, and will not carry over into subsequent years.

### **MENTOR PROGRAM.** (2017-18)

Mentors are paid stipends for successfully meeting the requirements of the mentorship. They are paid according to the following: Stipend for full-time classroom teacher serving as mentor: \$500; Professional Development Points. The stipend is paid in June after approval from the building administrator that all mentorship requirements were met and completion of the mentorship survey in a timely fashion.

### **NUMBER OF TEACHING PERIODS AT THE SECONDARY LEVEL.**

(1984-85)(Considered 1992-93 - no change)

The regular teaching assignment at Wichita County High School of Unified School District No. 467 will be six teaching periods with one period for lesson preparation. If a seventh teaching period is needed and is mutually agreed upon between the instructor and the building principal, the instructor will receive additional compensation to be paid at one-seventh of the classroom teaching salary. All teaching assignments over the regular six period teaching assignment must have prior approval by the Board of Education.

After consultation with the teachers at the involved attendance center, the administration will recommend the number of class periods in a day for board approval. One teaching period will be set aside for preparation; teachers will normally be allowed at least 200 minutes per week for planning or at least one class period in each class period cycle at the junior high and senior high schools. If a teacher needs to teach all periods, such must be agreed upon by the board, and the teacher will receive additional compensation to be paid at the proportionate amount of the classroom teaching salary. For example, in a seven period cycle, where a teacher normally teaches six periods, the pay would be an additional 1/7 of the teacher's salary. (1998-99)

### **LENGTH OF CLASS PERIODS. (1998-99)**

After consultation with the teachers at the involved attendance center, the administration will recommend the length of class periods for board approval.

### **PUBLICATION AND DISTRIBUTION OF THE NEGOTIATED AGREEMENT (1999-2000)**

The WCEC agrees to share the cost of the publication and distribution of the Negotiated Agreement either in labor or a financial contribution in the amount of \$100.

### **REDUCTION IN CERTIFIED STAFF (TENURED).**

### **GENERAL STATEMENT. (1983-84)**

The Board has the responsibility of determining composition of the professional staff necessary to implement and maintain the educational programs of Unified School District No. 467. A decision to reduce professional staff will, in all cases, remain within the sole discretion and judgment of the Board of Education. The Board of Education may retain any professional employee who it deems necessary to staff any program in the school district. It is the policy of this Board to use normal attrition of staff, i.e., resignations, retirement, leaves of absence, as the first means of achieving the necessary reduction of professional staff. In the event that further reduction of professional staff is necessary, it shall be accomplished in a fair and orderly manner as provided in this policy.

### **PROCEDURE. (1983-84) (1984-85)**

Whenever the superintendent determines that a necessary reduction of professional staff will not be accomplished through normal attrition of staff, all professional employees of the school district will be advised of the reasons for the reduction of professional staff and will be informed of the procedures and considerations to be used in determining which employees will have their contracts non-renewed. The superintendent will review all relevant facts and circumstances and will present to the Board of Education the names of those professional employees whose contracts are recommended for non-renewal. The educational needs of the school district will be the primary criteria used in making the decisions on reduction in personnel.

In making those determinations included in the preceding paragraph, the superintendent shall give consideration to the following factors:

1. Areas of certification;
2. Educational performance as determined from the certified employee evaluations;
3. Prior teaching and/or appropriate experience in specific service areas;
4. Advanced degrees or additional credit hours;
5. Seniority in the district;
6. Building Principal's recommendation.

### **RECALL. (1983-84)**

Those employees who have been terminated through a reduction in force may be offered re-employment within the district within a period of two (2) years from the end of the current contract when vacancies occur for which they are qualified. At re-employment, the employee shall retain any benefits which had accrued to said employee at the time of termination. The length of time represented by the break in service shall not be included as service with the district. The employee shall be responsible for maintaining his or her address and telephone number and certification within the district's administration office. When a vacancy occurs, notice of the vacancy will be sent to employees and they may be offered re-employment in reverse order of the order in which they were laid off.



## **REIMBURSEMENT FOR ADDITIONAL COLLEGE CREDIT.**

(1985-86)(1986-87)(1987-88)(1993-94)(1999-2000)(2000-01)(2004-05)

The Board of Education will reimburse teachers \$75.00 per semester hour for additional college credit up to eight (8) hours per year. To be eligible for payment, the course work must have prior approval, the work must be for graduate credit and the work must be in the instructors teaching field. For approved course work to be reimbursed it must be completed within one year of the starting date of the class/seminar/workshop, etc. unless the Superintendent gives prior approval to a class with an extended deadline (i.e. practicum or thesis). It is the teachers' responsibility to present the Board office with an updated college transcript before payment can be made. Payment for college credit will be made in September of the year immediately after credits are earned providing the teacher is still employed in the school district.

On or before May 1 of each school year the district office will provide to each teacher a copy of their inservice transcript and teachers shall notify the Board on or before May 15 (on a form provided by the Board) of their intent to move across the salary schedule.

Failure to notify the Board by this date shall result in the instructor receiving no pay increase that would have been the result of additional college hours or inservice credits being taken over the summer (June 1-August 1)

Exception: Credit earned by the teacher from a class or workshop taken as a result of Administrative request after the approval period would result in the teacher being given credit for column advancement if earned.

(2018-19) Reimbursement for additional college credit will be increased to \$100/credit hour from \$75/credit hour and the maximum hours has been increased to 10 from the previous 8 per year.

**PAYMENT FOR ESL CLASSES** (2003-04) (2008-09)(2012-13)

The board will continue to pay for classes for ESL certification for teachers with the provision that if the teacher does not complete requirements for certification in the amount of time allotted for the program by the college through whom the classes are taken, he/she will reimburse the district for the difference between the cost of the class and the current amount offered for college reimbursement by the board. This proposal is not retroactive. It will be in force for anyone taking ESL classes after approval of this agreement. Once ESL course work is finished, the required test and certification need to be completed within a timely fashion.

**TEACHER WORK DAY.** (1995-96)(2006-07)(2007-08)

Teachers will have at least one full work day in their room during the scheduled inservice days before school starts and one full work day without students at the end of school. Effective with the 2007-08 school year and after teachers will be given a work day after Christmas to complete semester grades and prepare for the new semester.

**LENGTH OF TEACHER WORK DAY** (1998-99)(2012-13)(2013-14)

The length of the teacher work day will be set at 8:00 a.m. to 4:00 p.m. The length of the student day, defined as the beginning time for the first class of the day (starting after the final tardy bell) and ending time for the last class of the day, shall be set within the normal teacher work day. The student dismissal time will be no more than (a) 7 hours and 10 minutes after start of the first class period at WCES, and (b) 7 hours and 10 minutes after the start of the first class period at WCJSHS, or to be extended to meet the minimum required hours as set by the state.

**TEACHER SALARY SCHEDULE.**  
**GENERAL STATEMENT. (1983-84)**

It is understood that a board in the adoption of a salary schedule cannot definitely bind a school district beyond the fiscal year for which it is adopted.

The adoption does signify the intent of the board, within the limitations of changing membership, budget limitation and tax levy, lids, and other variables, to try to follow the intent of the adopted salary schedule.

**EFFECTIVE DATE. (Revised annually)**

This salary schedule is to be in effect for the school year 2014-15.

**PLACEMENT OF TEACHERS ON THE SCHEDULE. (1983-84)**

New teachers coming into the school district will be placed on the salary schedule in light of their training and experience.

Maximum years of service credit in schools other than Wichita County may be up to five (5) years plus one-third ( $1/3$ ) of the remaining years of teaching experience; or

Exceptions may be made by the administrators if it is in the best interest of the school district.

**MOVEMENT ON THE SALARY SCHEDULE. (1983-84)(2012-13)**  
**(2016-17)**

1. After initial placement on the salary schedule a teacher may move one step. A step is one year of successful teaching experience. Horizontal movement shall not be more than one column in a school year, unless approved by the Board of Education and only with approved college credit.
2. The Board reserves the right to advance a teacher two or more steps on the salary schedule if the teacher receives an outstanding teacher evaluation and recommendation by the building principal.
3. The Board reserves the right to hold a teacher at the same step if the teacher receives an unsatisfactory teacher evaluation which leads to notification of movement to corrective assessment.

4. Movement can be made into column II, III, IV and V with approved college hours or inservice points. Movement into column VI requires a Masters degree. Movement into column VII and VIII requires graduate hours or inservice points beyond the masters.
5. Add one step on Column V and VI (1998-99)
6. Add one step on Columns III, IV, and V and add four steps to Column VI (1999-2000)
7. Add Column VII: MS + 16 hours (2000-01)
8. Add two steps to Columns V, VI, VII, and VIII.
9. Add two steps to Columns V and VII (2016-17).
10. Add two steps to Columns V and VIII (2018-19).

## **SUPPLEMENTAL PAY.**

**(2000-01)(2006-07)(2007-08)(2008-09)(2013-14)(2015-16)**

All years of experience will be noticed on the salary schedule for supplemental assignments. In 2006-07 the parties agree to increase WCHS head coaches beginning salary 1% to 10.5% plus .1% per year of experience and WCJHS head coaches beginning salary .5% to 7.0% plus .1% per year of experience. Changes or additions to the supplemental schedule include: remove high school concession stand from the schedule, add high school athletic director to the schedule at 20% plus .1% per year of experience, and add junior high athletic director to the schedule at 10% plus .1% per year of experience. In 2007-08 7-12 Vocal Music was increased from 7% to 8.5%, Yearbook supplemental was increased from 5% to 8.5% since the sponsor will do one yearbook for grades k-12; WCHS head coaches are increased by 1% from 10.5% to 11.5%; WCJHS head coaches are increased by 5% from 7.0% to 7.5% except Wrestling because of the short season. Professional Development Committee Chairperson will receive 2.25% plus .1% per year of experience with all other members receiving \$150.00 per year with a maximum of two members per school. Head coaching salaries for high school boys baseball and high school girls softball will be set at 11.5% plus .1% per year of experience. In 2012-13 the yearbook supplemental position was changed to a 5% stipend plus .1% per year of experience for a WCJSHS sponsor and a WCES yearbook supplemental position with 3.5% sponsor stipend plus .1% per year of experience was added. High School Assistant Baseball Coach was added to the supplemental schedule in 2013-14. In 2015-16 the parties agree to increase the High School Cheer Sponsor's contract from 6.3 to 7%, and combine the Cheer Sponsor and Pom Pon Sponsor into one position.

## **SUPPLEMENTAL PAY**

**(2018-19)**

Athletic head and assistant coaching salaries will be increased 1% at both the High School and Junior High Level. Coaching salaries are based on a percentage of the base salary.

## **SUPPLEMENTAL PAY**

**(2019-20)**

Non Athletic Academic Sponsorship salaries are increased by 1% on the supplemental scale.

Experience	Column I	Column II	Column III	Column IV	Column V	Column VI	Column VII	Column VIII
	B.S.	B.S. +	B.S. +	B.S. +	B.S. +	M.S.	M.S. +	M.S. +
	Degree	8 Hours	16 Hours	24 Hours	36 hours		8 Hours	16 hours
0	\$36,253	\$36,653	\$37,053	\$37,453	\$37,953	\$38,553	\$39,153	\$39,853
1	\$37,468	\$37,672	\$38,081	\$38,490	\$39,002	\$39,615	\$40,229	\$40,944
2	\$37,877	\$38,081	\$38,490	\$38,899	\$39,411	\$40,024	\$40,638	\$41,354
3	\$38,286	\$38,490	\$38,899	\$39,308	\$39,820	\$40,433	\$41,047	\$41,763
4	\$38,695	\$38,899	\$39,308	\$39,717	\$40,228	\$40,842	\$41,456	\$42,172
5	\$39,104	\$39,308	\$39,717	\$40,126	\$40,638	\$41,251	\$41,865	\$42,581
6	\$39,513	\$39,717	\$40,126	\$40,535	\$41,047	\$41,660	\$42,274	\$42,990
7	\$39,922	\$40,126	\$40,535	\$40,944	\$41,456	\$42,069	\$42,683	\$43,399
8		\$40,535	\$40,944	\$41,354	\$41,865	\$42,478	\$43,092	\$43,808
9		\$40,944	\$41,354	\$41,763	\$42,274	\$42,887	\$43,501	\$44,217
10		\$41,354	\$41,763	\$42,172	\$42,683	\$43,297	\$43,910	\$44,626
11		\$41,763	\$42,172	\$42,581	\$43,092	\$43,706	\$44,319	\$45,035
12			\$42,581	\$42,990	\$43,501	\$44,115	\$44,728	\$45,444
13			\$42,990	\$43,399	\$43,910	\$44,524	\$45,137	\$45,853
14				\$43,808	\$44,319	\$44,933	\$45,546	\$46,262
15				\$44,217	\$44,728	\$45,342	\$45,955	\$46,671
16				\$44,626	\$45,137	\$45,751	\$46,364	\$47,080
17				\$45,035	\$45,546	\$46,160	\$46,773	\$47,489
18					\$45,955	\$46,569	\$47,183	\$47,898
19					\$46,364	\$46,978	\$47,592	\$48,307
20					\$46,773	\$47,387	\$48,001	\$48,716
21					\$47,183	\$47,796	\$48,410	\$49,125
22					\$47,592	\$48,205	\$48,819	\$49,535
23					\$48,001	\$48,614	\$49,228	\$49,944
24					\$48,410	\$49,125	\$49,637	\$50,353
25					\$48,819	\$49,637	\$50,046	\$50,762
26					\$49,228		\$50,557	\$51,171
27					\$49,637		\$51,068	\$51,580
28					\$50,148			\$51,989
29					\$50,659			\$52,398
30								\$52,807
31								\$53,216
32								\$53,625
33								\$54,034
34								\$54,443
35								\$54,852
36								\$55,261
37								\$56,795
38								\$57,306

<b>WCHS</b>		
HS Athletic Director	21.0%	+1% per year of experience
Head Baseball, Basketball, Cross Country, Football, Golf, Track, Volleyball, Wrestling	12.5%	+1% per year of experience
Assistant Basketball, Cross Country, Football, Golf, Track, Volleyball, Wrestling	7.0%	+1% per year of experience
Cheerleader	8.0%	+1% per year of experience
FFA	5.0%	+1% per year of experience
Honor Society	2.75%	+1% per year of experience
Junior Class Sponsor (split between all sponsors)	3.0%	+1% per year of experience
KAYS	3.0%	+1% per year of experience
Scholars' Bowl	3.7%	+1% per year of experience
Yearbook	6.0%	+1% per year of experience
Speech and Drama Activities???	9.5%	+1% per year of experience
Student Council (split between all sponsors)	3.0%	+1% per year of experience
Pep Club (split between all sponsors)	5.0%	+1% per year of experience
Weightlifting - summer program (split between all sponsors)	5.0%	+1% per year of experience
Football, Volleyball, and Cross Country coaches report early 0.7% of base		
<b>WCJHS</b>		
Athletic Director	11.0%	+1% per year of experience
Head Basketball, Football, Track, Volleyball, Wrestling	8.5%	+1% per year of experience
Assistant Basketball, Football, Track, Volleyball, Wrestling	6.5%	+1% per year of experience
Cheerleader (split between all sponsors)	3.5%	+1% per year of experience
Scholars' Bowl (split between all sponsors)	2.8%	+1% per year of experience
STUCO (split between all sponsors)	2.2%	+1% per year of experience
<b>WCES</b>		
K-6 Vocal Music	5.0%	+1% per year of experience
<b>District</b>		
7-12 Vocal Music	8.0%	+1% per year of experience
5-12 Instrumental Music	11.5%	+1% per year of experience
District Instrumental and Secondary Vocal only when there is 1 person	21.0%	+1% per year of experience
PDC Chair	3.25%	+1% per year of experience
PDC Committee (limit 2 per building)		\$150.00 per year
Director of CTE	5.50%	+1% per year of experience
Gate Duty, Scorekeeper, Designated Committees, etc.		\$7.25/hour
Writing Curriculum and grading state assessments outside of contract hours		\$10.25/hour
<b>All percentages are of the base salary.</b>		
Junior and Senior High Coaches increased 1% in 2018-19		
Remaining activities increased 1% in 2019-20		

**TEACHING CONTRACT. (1983-84)**

UNIFIED SCHOOL DISTRICT NO. 467  
TEACHING CONTRACT  
LEOTI, KANSAS

This contract, made and entered into this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, by and between the Board of Education, Unified School District No. 467, Wichita County, Kansas, and \_\_\_\_\_ a teacher duly qualified under Kansas Law, and the Rules and Regulations of the Kansas Board of Education, witnesseth:

The Board of Education hereby employs the teacher for the 20\_\_\_\_-20\_\_\_\_ school term of \_\_\_\_ days.

The Board agrees to pay for such services the following sum, said salary to be paid monthly in \_\_\_\_\_ equal installments beginning with \_\_\_\_\_, 20\_\_\_\_, unless the contract is canceled for cause as hereinafter provided:

Base Salary: Step: \_\_\_\_\_ Column: \_\_\_\_\_

Total Salary:

It is agreed that said employee, in accepting this contract, agrees to abide by all rules and regulations of the Board of Education heretofore and hereinafter made, to keep a daily record of the attendance and studies of each student under his/her supervision, to make all reports desired by the Board of Education and the Superintendent of Schools, to use care to preserve in good condition and order, the school building, grounds, furniture, apparatus, and such property as may come under the immediate supervision of said employee, and to accept extra-curricular assignments of work mutually agreed upon by the teacher and their immediate supervisor.

It is further agreed that said employee shall not make any purchases for his/her department, incur any obligations, or make any contracts, for which the Board shall be responsible, without the same first having been approved by the Board of Education, Principal, or Superintendent of Schools.

It is further agreed that said employee shall hold a valid Certificate before the opening of school for the work to be performed and that no compensation shall be paid for any period for which such certificate is not in force.

This contract may be terminated by the Board of Education at any time for just cause.

IN WITNESS WHEREOF, We have hereunto subscribed our names this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

Attest: \_\_\_\_\_  
President, Board of Education

By: \_\_\_\_\_  
Teacher

By: \_\_\_\_\_  
Clerk, Board of Education



2019-2020 Negotiated Agreement Items

1. The base salary will be increased by \$650. This will bring the base salary to \$36,253. Teachers will also get their steps and columns as usual.
2. Non Athletic Academic Sponsorship salaries are increased by 1% on the supplemental scale.
3. Insurance costs increases will be split with the district as per the negotiated agreement.
4. Wording has been changed regarding leave during in-service/work days and holiday time. Basically staff is discouraged from taking leave on designated in-service and work days unless it is truly unavoidable and then we added that the superintendent has the authority to grant leave before or after holiday to attend a school event. (Full wording of change is below.)

UNCATEGORIZED LEAVE  
(2017-18) (2019-20)

Beginning in the 2017-2018 school year, the 13 days leave will be uncategorized and used at teacher's discretion. Prior approval will still be needed whenever possible. These 13 days will be used first for any leave reason. After your current year 13 days are gone, accrued leave from previous years can be used for medical reasons only as has been the policy in the past unless you have already received prior approval as a personal day (no more than 7) before the 13 days are used up. This in no way affects the current sick bank members or policy. Holiday rules still apply- Personal days will not be approved before or after a holiday; however, it will be up to the superintendent's discretion to allow a staff member to request a personal day before or after the holiday period if the employee has a child participating in a school activity that day. Should multiple staff requests for personal days create staffing problems for the district, the Board will be allowed to unilaterally rescind the discretionary granting of personal days related to holidays, and the policy will return to the current policy. It is requested that teachers make every effort to not schedule appointments or personal leave days on those in-service and work days already scheduled. Abuse of this could result in such requests being denied or a deduction in pay.

  
Nate Brown, President  
Wichita County Educators Council

7/9/19  
Date

  
Keith M. Higgins, Superintendent  
USD #467

7-9-19  
Date