

Summary

2021 Negotiations – Tentative Agreement with De Soto Teachers' Association

Professional Employee Compensation

Salary

- Adds \$500 on the base, including all individuals off the salary schedule
- New Column in salary schedule
- \$30 increase on base of supplemental agreements
- 2.51% increase to the salary schedule

Total salary increase for Professional Employees = \$782,070

Supplemental Positions & Supplemental Salary Schedule – Supplemental Assignments

- Add one new position – High School Rocket Club
- Move categories on two positions:
 - HS Assistant Forensics from Category 11 to Category 8
 - HS Assistant Band from Category 8 to Category 5
- Increase In-House Coverage from \$18.00/hr to \$20.00/hr
- Extra Duty Pay for Athletics
 - Announcer from \$13.75 to \$17.00/hr
 - Line Judge from \$13.75 to \$17.00/hr
 - Clock from per game to \$17.00/hr
 - Spotter from \$13.75 to \$17.00/hr
 - Scorebook from \$24.00/game to \$17.00/hr

Total annual increase for supplemental positions is estimated at \$17,662.25.

Benefits

- Health Insurance: Continue Single Coverage
- Dental Insurance: Continue Single Coverage

Other Items within Professional Negotiated Agreement

- Increase the buyback of unused discretionary leave and personal leave to \$120 per day.
- Create an advisory salary schedule committee to review the salary schedule on an annual basis.
- Provide a duty-free lunch of not less than 27 minutes per day for the next two years. Will revisit this topic for the 2023-24 school year.
- Limit faculty meetings to a maximum of two (2) per month; avoids faculty meetings during certain weeks and circumstances.
- Clarify language regarding health certificates required by the State of Kansas for professional employees.
- Modify restrictions for blackout day leave for 2021-22 school year (*continued from previous year*).
- Increase bereavement leave to three (3) days per occurrence.
- Updates language for military leave to comply with federal statutes.
- Adds tax-sheltered annuities (e.g., 403(b) and 457(b) plan options) to list of fringe benefits.

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