

January 31, 2012

TO: USD 232 Board of Education c/o Clerk of the Board, Wendy Denham  
FROM: Nikki Leisten, DTA President  
CC:: Dr. Doug Sumner  
RE: Notice of items for the 2012-2013 Negotiated Agreement

Members of the Board:

In accordance with the negotiation law, K.S.A 72-5413 et seq., we respectfully submit notice of the items that we propose to negotiate for inclusion in the 2012-2013 contract.

**Article III: Licensed Personnel**

Section B: Job-Sharing: The Association intends to review the parameters of job-sharing.

Section D: Private Tutoring: The Association intends to review the tutoring policy in order to align it with surrounding districts.

**Article VII: Teacher Evaluation**

The Association proposes to establish a joint Board-Association evaluation committee to review current evaluation procedures to determine their alignment with proposed guidelines required by the ESEA waiver, should it be approved. We propose that the committee's recommendations, if any, be developed and delivered to the Board and the Association's bargaining teams by March 1, 2013.

**Article X: Leaves of Absences**

Section A: The association wishes to clarify and change language regarding when discretionary and sick leave may be taken.

**Article XII: Professional Employee Compensations**

Section A: District Compensation: It is the Association's purpose to both maintain and strengthen the district's commitment to educational excellence. The Association proposes higher beginning and career salary levels to assure that the district will attract and retain the quality educators needed to provide optimum learning opportunities for our students.

Section C: Extra Duty Assignments: The Association intends to propose improved salaries for extra-duty assignments.

Section D: Supplemental Positions and Salary Schedule: The Association seeks to negotiate additional compensation for several existing and new supplemental positions. Specifics on positions and suggested amounts will be shared at the table.

**Article XIII: Professional Day**

Section B: Contract Day: The Association will seek contractual provisions which assure that a teacher's expected work can be done within the contract day.

Section D: Planning Period: The Association will seek contractual provisions that will provide adequate planning time for each educator.

New Section G: Class Size: The Association proposes to negotiate a class size provision. The size of a class affects the quality and degree of student learning and impacts directly upon the hours and

amounts of work of each educator. The Association proposes that, except in experimental classes, each educator whose class size(s) exceeds the maximum to be specified in the contract shall receive a daily remuneration for each pupil in excess of the maximum.

**Article XIV: Calendar Committee**

Section B: Membership: The Association seeks to negotiate language to change and clarify the make-up of the calendar committee.

**Article XVI: Duration Clause:**

The Association seeks to negotiate a one year contract.

Additionally, we desire the following information in writing:

- The 2011-2012 budget, including the general fund, supplemental general fund, special funds, and forms 148, 150, 155, 239
- The SO 66 form from October, 2011
- The completed 2010-2011 state audit for enrollment, if that is completed
- The name, FTE, and primary salary of each employee currently in the bargaining unit
- The current salary placement of each employee currently in the bargaining unit (step and column)
- All extended duty assignments, number of extended days, and the salary amounts for each bargaining unit member
- All supplemental assignments and the salary amount for each bargaining unit member

Please forward this information to Cheron Tiffany at your earliest convenience. We realize it may take a few days to gather this request and would regard such as still timely. Electronic versions are acceptable.

It is our understanding that agreements reached and properly ratified will not become effective until the 2012-2013 school year, unless otherwise mutually agreed upon.

Respectfully,

---

President  
De Soto Teachers' Association

---

Spokesperson  
De Soto Teachers' Association