

The attached negotiated agreement shall be effective for one year beginning on July 1, 2025 and continue through June 30, 2026.

Approved by U.S.D. 291, Grinnell Teachers' Association and the Teachers by a majority vote of the teachers on this 19th day of August 2025.

Dolly Theobald, President
Grinnell Teachers' Association

Approved by Board of Education, USD No. 291, Gove County, Kansas this 19th day of August 2025.

Brian Beckman, President
Board of Education

Attest:

Elizabeth Rietcheck, Clerk
USD No. 291

**NEGOTIATED AGREEMENT
 BETWEEN THE BOARD OF EDUCATION OF
 UNIFIED SCHOOL DISTRICT NO. 291
 GOVE COUNTY KANSAS
 and
 NEGOTIATING UNIT REPRESENTED BY
 GRINNELL TEACHERS' ASSOCIATION**

THIS AGREEMENT is made and entered into by and between the Board of Education of Unified School District No. 291, Gove County, Kansas and the members of the recognized negotiating unit represented by Grinnell Teachers' Association this 19th day of August 2025.

NOW, THEREFORE the parties agree as follows:

Article 1 - Salary

**GRINNELL PUBLIC SCHOOLS
 USD NO. 291
 SALARY SCHEDULE**

1. The salary schedule for the year of 2025-2026 is as follows:

	BS	BS + 10	BS + 20	BS + 30	BS + 40	MS	MS + 10	MS + 2
1	40,039	40,539	41,039	41,539	42,039	43,139	43,739	44,339
2	40,439	40,939	41,439	41,939	42,439	43,639	44,239	44,839
3	40,839	41,339	41,839	42,339	42,839	44,139	44,739	45,339
4	41,239	41,739	42,239	42,739	43,239	44,639	45,239	45,839
5	41,639	42,139	42,639	43,139	43,639	45,139	45,739	46,339
6	42,039	42,539	43,039	43,539	44,039	45,639	46,239	46,839
7	42,439	42,939	43,439	43,939	44,439	46,139	46,739	47,339
8	42,839	43,339	43,839	44,339	44,839	46,639	47,239	47,839
9	43,239	43,739	44,239	44,739	45,239	47,139	47,739	48,339
10	43,639	44,139	44,639	45,139	45,639	47,639	48,239	48,839
11	44,039	44,539	45,039	45,539	46,039	48,139	48,739	49,339
12	44,439	44,939	45,439	45,939	46,439	48,639	49,239	49,839
13	44,839	45,339	45,839	46,339	46,839	49,139	49,739	50,339
14		45,739	46,239	46,739	47,239	49,639	50,239	50,839
15		46,139	46,639	47,139	47,639	50,139	50,739	51,339
16		46,539	47,039	47,539	48,039	50,639	51,239	51,839
17		46,939	47,439	47,939	48,439	51,139	51,739	52,339
18			47,839	48,339	48,839	51,639	52,239	52,839
19				48,739	49,239	52,139	52,739	53,339
20					49,639	52,639	53,239	53,839
21						53,139	53,739	54,339
22						53,639	54,239	54,839
23							54,739	55,339

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2. A new teacher coming into the district for the contract year shall be granted up to ten (10) years outside teaching experience in another public or accredited private school district.
 3. Teachers coming into this system for the first time with ten (10) or more years of public or accredited private school teaching experience shall be limited to step 11. Example: A teacher with five (5) years of outside experience will start on step 6; teachers with more than ten (10) years outside experience are limited to step 11.
 4. Teachers with one-half (1/2) but less than one (1) year teaching experience in the district will be granted one (1) full year's teaching experience. Teachers coming into the district with less than one (1/2) year's teaching experience will not be given credit for the portion of a year.
 5. Teachers that top out on salary schedule will receive \$250.00 per year for teaching experience starting with BS+10 and across.
 6. One hundred dollars (\$100.00) per credit hour for recertification up to six hours annually, non-accumulating, will be paid to certified teachers.
 7. Teachers will receive an incentive to live within the boundaries of the district equal to two percent (2%) of their salary excluding fringe and extra duty pay. Teachers who reside in the district only part of the year beginning July 1 will receive a partial payment prorated for the number of months lived in the district divided by twelve.
 8. Teachers will be paid on the fifteenth day of the month. When the fifteenth falls on a weekend or a day school is not in session designated by the school calendar, payment will be prior to the 15th.

Article 2 - Fringe Benefits

1. The Board of Education, USD No 291, approves employees to contribute up to the maximum amount allowed by the IRS in a Salary Reduction Plan.
2. Fifty dollars (\$50.00) per month will be contributed by USD #291 for each part-time teacher to the district's Section 125 Plan. In addition, part-time teachers also will receive a prorated increase up to \$350.00 annually to the district's Section 125 Plan. One hundred four dollars and seventeen cents (\$104.17) per month will be contributed by USD #291 for each full-time teacher to the district's Section 125 Plan for a total of \$1,250.00 annually. The Employer Contribution may be made up of Non-Elective Contributions and/or Elective Contributions authorized by each Participant on a salary reduction basis or taken as cash as designated by the employee.

Article 3 - Extra Duty Pay Schedule

The Board reserves the right to establish new supplemental jobs and to establish the initial pay for said jobs.

Cheerleader/Pep Club Sponsor	781
Head Football Coach	1905
Assistant Football Coach	1512
Head Volleyball Coach	1901
Assistant Volleyball Coach	1512
Head Boys' Basketball Coach	2048
Assistant Boys' Basketball Coach	1574
Head Girls' Basketball Coach	2048
Assistant Girls' Basketball Coach	1574
Head Track Coach	1901
Assistant Track Coach	1512
Scholar's Bowl	575
Student Council	857
Librarian	726
Concessions Coordinator	1883

Extra Duty Pay: Any person working on a district or school task after his/her normal contract hours will be paid extra duty pay. Extra duty pay will be divided into two types of pay: General Extra Duty and Professional Extra Duty.

Professional Extra Duty:

Teachers who perform approved additional duties outside their contracted school year or school day will be paid \$25 per hour. For these activities, teachers shall seek prior approval from the administration. For items listed on the Approved Additional Duties list, approval will not be withheld without cause.

Approved Additional Duties

- Parent Teacher Conferences
- Music Programs
- Open House

General Extra Duty:

Teacher who performs approved additional duties will be paid \$15 per hour. For these activities, teachers shall seek prior approval from the administration. For items listed on the Approved Additional Duties list, approval will not be withheld without cause.

Approved Additional Duties

- Lunch Duty
- Ticket-taking
- Announcing
- Chain gang
- Concession stand
- Score book
- Time clock
- Line Judging
- Helping with track meets
- Quiz bowl
- After-school Tutoring

Instead of pay, faculty members can receive a free lunch as compensation for lunch duty. A maximum of four free lunches would be available for grade school and middle school lunch periods for a total of eight per day. If more than four staff members request lunch duty for any lunch period, the administration shall develop a schedule.

All faculty members may file a preference sheet for all extra duty assignments.

Article 3-a: Extra Pay for Planning Period

1. If any middle school teacher gives up their planning period to either teach or take a study hall for the school year, that teacher will receive an additional \$1800. Grade school teachers asked to teach during their planning or study hall period will receive \$1250.00.
2. If any teacher is asked to take additional students during the school day, that teacher will be reimbursed based off the current substitute pay. Hourly pay will be figured at 1/8 of substitute daily rate. For example Substitute pay at \$125/hr = \$15.63/hour.

Article 4 - Leave Days

1. It is hereby agreed the Teacher shall be entitled to leave days with full pay during the term of the contract, provided all terms of the contract are fulfilled:

- A. Five (5) Sick Leave Days
 - B. Five (5) Sick or Personal Days
 - C. Two (2) Personal Days
- Twelve (12) Total Days per contract year.

The first two personal days used will be deducted from Line C. Any other personal days used will be deducted from Line B. The district will buy back any unused portion of Line C at \$30.00 per day. No personal days may be carried over to the following year. Any unused portion of Lines A & B, up to ten (10) days, will be added to the employee's accumulative sick leave, up to seventy-five (75) days.

2. In the event the teacher's contract is terminated for cause prior to the end of the contract year, sick leave will be pro-rated as follows:

- One (1) day at the beginning of school,
- One (1) day each month during the time taught,
- Any days used that were not earned will be deducted from the teacher's salary at the time of termination.

3. A teacher may use personal days with no deduction from pay, no questions asked, with two limitations: (1) not to extend a holiday and (2) not on a scheduled Parent-Teacher Conference date. Any exceptions requested to this policy will be handled by the Superintendent on a case-by-case basis. Leave should be requested at least two (2) days in advance of the date of desired leave.

4. Staff members are allowed to leave during the school day for their USD #291 child's Preschool – 12th grade home and away events without taking personal leave as long as they make arrangements for other teachers or aides to cover their remaining class or position in-house. The leave time will be at the discretion of the administration. A leave form will need to be filled out and signed by administration before leaving for your child's event.

5. There will be no payment for accumulated sick leave except for the following: any teacher who has taught in our school district for at least five (5) years and is resigning for the next school year before May 1st of the current school year will be entitled to payment of \$35.00 per day for each day of accumulated sick leave with a maximum payment of \$2,625. Any teacher who has taught in our district for less than five (5) years and is resigning for the next school year before May 1st of the current school year will be entitled to payment of \$17.50 for each day of accumulated sick leave.

6. In the event a teacher uses their allowed sick leave days, they may apply for additional sick leave as stated in the Emergency Sick Leave Pool that is defined in board policy GBRIB-R and adopted by the Board of Education in 1982.

Article 5 – Jury Duty

1. Time off with no deduction will be allowed for jury duty or other court appearances wherein the employee was issued a subpoena to appear in court. Monies paid to the employee by the court, except for mileage paid for personal vehicle use, must be reimbursed to the district. A copy of the subpoena must accompany the leave request.

Article 6 - Professional Leave

1. Certified teachers may be granted up to two (2) days of professional leave.
2. Professional leave is to be used for attendance at any professional clinic, workshop, conference or school visitation that involves the teacher's teaching area or any extra duty in which the teacher may be involved.
3. Requests for professional leave shall be made to the superintendent of schools in writing at least two (2) days in advance of the leave day. Requests must specify the reason or reasons for the request. The request for professional leave shall be submitted to the superintendent for his approval or disapproval. The superintendent's approval must be obtained prior to the teacher being absent from his or her duties.
4. Professional leave is not cumulative.

Article 7 - Work Day

1. The number of class periods in the school day and the scheduled school day shall be determined from time to time by the Board of Education.
 - 1A. Teachers' workday will begin at 7:40am and end at 3:50pm. Teachers will remain at school until students have cleared the building.
2. Prior to any final decision by the board to change the work day or the school calendar, or to adopt the school calendar for the next year, the Grinnell Teachers' Association shall be notified at least thirty (30) days prior to the final decision by the board and be allowed to give comments or recommendations. The teachers' contract shall not exceed 185 days.
3. Teachers may sign out of the building during their planning period with prior administrative approval. Teachers may sign out of the building during their designated lunch period without administrative approval.

Article 8 - Reduction in Force

Upon determination by the Board of Education that a reduction in force is necessary, the following guidelines will be used to determine how the number of staff may be reduced. The Board of Education shall have the complete discretion as to the number of staff to be reduced.

1. If reduction of staff is necessary as determined by the board, the certification, teacher skills, evaluation, extra duty assignments and seniority of the teachers in the subject or grade area to be reduced will be considered. The Board shall retain those teachers possessing the certification that the Board of Education determines is needed in the District.
2. If two or more teachers are similarly qualified in the area of certification, the teachers exhibiting the greatest individual qualifications as shown by the teachers' evaluation reports shall be retained.
3. If two or more teachers possess similar certification and individual qualifications, the teacher or teachers with extra duty and/or supplemental duty assignments that the Board determines are most needed in the district shall be retained.
4. If two or more teachers possess similar certification, individual qualifications, and extra duty and/or supplemental duty assignments, the teacher or teachers with the longest service in the District shall be retained.

Article 9 - Summer Hours

1. If teachers advise superintendent of the intent to obtain additional credits over the summer by May 1 of each school year and a transcript of courses completed is filed with the superintendent by September 1, credit will be given on the salary schedule. If the above conditions are not met, the teacher must wait until the next school year for salary credit.

Article 10 - Inservice

1. Teachers shall be have a minimum of one workday prior to the first student contact day of the school term and after the last student contact day of the school term.

Article 11 - Language on Filling School Vacancies

1. When a vacancy occurs within the district, all teachers shall be notified by a written notice to be posted in all attendance centers.

Article 12 - Language to Deal with Parent Complaints

1. The Association proposes that the Board of Education's policy of handling parent complaints be included in the district newsletter prior to the beginning of each school year.

Article 13 - Sick Leave/Workmen's Compensation Benefits

1. Sick leave benefits will be coordinated with workmen's compensation benefits so that no employee receiving workmen's compensation will receive more than their full salary.

Article 14 - Benefits Under 125 Plan

1. The Board shall have the right to set the benefits to be offered under the 125 Plan and to determine the insurance carriers for the plan.

Article 15 - Grievance Procedure

1. If any teacher grievances arise, the procedure followed in dealing with them is outlined in board policy GAE-R.

Article 16 - Evaluation Forms

1. The evaluation procedures will be as per board policy GBI.
2. A review of the current evaluation process will be worked on jointly between the Board of Education for USD #291 representatives and representatives of the Grinnell Teachers' Association. The recommendations will follow the guidelines established by the state of Kansas and/or Board of Education of USD #291.