

**Professional Negotiated Agreement
Between
Kansas National Education Association
Turner

and

Turner USD #202
Board of Education

for the

~~2024-25~~2025-26
School Year**

Appendix A ~~2024-2025~~2025-2026 Total Compensation Schedule

Appendix B ~~2024-2025~~2025-2026 Supplemental Contracts

Appendix C Formal Grievance Statement

Appendix D Extra Duty Timecard

Appendix E Longevity Schedule

Professional Negotiated Agreement

This AGREEMENT is entered into this July 1, ~~2024-2025~~ (KNEAT ratified and Board ~~May 14,~~
~~2024~~May 1, 2025) by and between the BOARD OF EDUCATION OF TURNER UNIFIED SCHOOL DISTRICT NO. 202 (herein referred to as the "Board") and the KANSAS NATIONAL EDUCATION ASSOCIATION TURNER (herein referred to as "KNEAT").

ARTICLE 1: Recognition

1. The Board recognizes the KNEAT as the exclusive bargaining representative for all persons who are covered by this Agreement. This recognition is extended, and this Agreement is entered into pursuant to KSA 72-2228 et seq.
2. All certified personnel holding a basic teacher's contract are covered by the provisions of this Agreement except when they are performing regular administrative or supervisory duties.
3. For purposes of this Agreement, "teacher" is defined as any member of the teacher's negotiating unit as defined in KSA 72-2219. This includes teachers, counselors, librarians, library/media specialists, school psychologists, school nurses, and school social workers.

ARTICLE 2: Management Rights

1. The Board reserves and retains, solely and exclusively, all rights of management which have not been abridged by a specific provision of this Agreement or by state law.

ARTICLE 3: Duration

1. The Agreement between the KNEAT and the Board shall be effective from July 1, ~~2024~~2025) until June 30, ~~2025~~2026.
2. The Agreement may be opened for meetings and conferring if either party serves notice in writing upon the other party by March 31, ~~2024~~2025. If notice is given by either party by March 31, ~~2025~~2026, the parties shall begin thereafter to meet as required by K.S.A. 72-2228.

ARTICLE 4: Legal Provisions

1. In the event any federal, state, or local law is finally ruled to conflict with any provision or provisions of this Agreement, the provision or provisions so affected will no longer be operative or binding upon the parties, but the remaining portions of the Agreement shall continue in full force and effect.
2. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

2.1 In addition, the Board will pay up to \$764.72 per month of the cost of the contracted health insurance for permanent employees participating in the Wellness Screening. For employees who choose not to participate in the Wellness screening, the Board will pay up to \$733.72 per month of the cost of the contracted health insurance.

2.1.1 In the event two married professional employees are employed by the Board, the Board payment to each of the two professional employees can be pooled but shall be limited to, and not exceed, the two-person monthly premiums for the insurance programs selected and in no event shall the monthly payment exceed two times the amount provided to an employee as described in Article 22, Section

2.2 2.2 Employees contracted to work a minimum of .625 FTE are eligible for the full Board contribution toward the purchase of an individual membership in the district health care provider's plan.

403b District Matching Program. Certified employees who are benefits eligible and actively contributing to KPERS are eligible for this program.

3.1 The board will match an employee's contributions up to ~~4.50~~1.75% of the employee's salary placement on schedule A.

3.2 Employees own 100% of the employee's contribution.

3.3 All TUSD years of service will count toward the five-year vesting schedule.

3.4 An employee is 100% vested after completing 5 years of service to TUSD. If an employee separates employment prior to fully vesting, the amount of the district

Articl 20: Salary Increase

KNEAT Accepts TUSD Proposal #1

2:25pm

4/22/2025

1. 4.00% on Base (\$52,256)
 - a. Vertical movement
 - b. Horizontal movement

*KNEAT notes that Appendix B is tied to Appendix A.

Appendix B new base equals \$52,256

Article 21: Wrestling

ARTICLE 21: Supplemental Contracts **KNEAT Proposal 1**

April 22, 2025

KNEAT NOTICED

- Article 21: Supplemental Contracts
Base increase 4% to \$52,256

Winter Sports, Wrestling, to differentiate between boys' and girls' wrestling programs.

WRESTLING

10	THS	Head Girls Coach	0.148	\$7734
10	THS	Head Boys Coach	0.148	\$7734
21	THS	Assistant Coach	0.091	\$4755
26	TMS	Head	0.075	\$3919
87	TMS	Assistant	0.068	\$3553

Article 22: Benefits Update/Increase

KNEAT Counterproposal #1

April 22, 2025

KNEAT accepts TUSD Proposal #1

Article 22: Fringe Benefits

2.1 In addition, the Board will also pay up to \$764.72 per month of the cost of the contracted health insurance for permanent employees participating in the Wellness Screening. For employees who choose not to participate in the Wellness Screening, the Board will pay up to \$733.72 per month of the cost of the contracted health insurance.

3.1 The board will match an employee's contributions up to 1.75% of the employee's salary placement on Schedule A.