



February 1, 2010

The Board of Education, USD320
Spring Hill, Kansas
c/o Bart Goering, Superintendent

Members of the Board:

In accordance with K.S.A. 72-5413 et seq., we respectfully submit notice of the items which we propose to negotiate for the 2010-2011 Master Agreement.

Items for discussion have been placed and prioritized into three separate categories for your review.

Category I

- Article VII of the Master Agreement – Compensation
 - Section 8.1 – Basic salary
 - Section 8.3 – Supplemental Salary
 - Section 8.5 – 10 month employees
 - Section 8.7 – Fringe benefits
 - Rationale: The Association wishes to maintain the competitive salary schedule and benefits that it has worked collaboratively with the district to achieve.
- Article V of the Master Agreement – Reduction in force and recall
 - Section 5.1 – Reduction in force
 - Section 5.2 – Recall
 - Rationale: Due to the current structure of the master agreement, and the impending financial crisis in the state of Kansas, the Association wishes to clarify language in this important Article.
- Article I – Certified employees terms and conditions of employment
 - Section 1.6 – Evaluation
 - Rationale: The Association wishes to propose language clarifying the manner in which all certified employees are to be evaluated.
- Article III – Probation
 - Rationale: The Association wishes to correct an error located in this section.

Category II

- Rationale: By providing notice to the Board of the topics outlined in Category II, the Association wishes to take a proactive stance to collaboratively uphold and protect the terms and working

conditions of the employees of this district. Should the Board adopt a four-day work week for the 2010-2011 school year, the Association feels strongly these items must be addressed:

- Article I – Certified employees terms and conditions of employment
 - Section 1.2 –Contract days
 - Section 1.3 – Duty day/work day for certified employees
 - Section 1.4 – Duty free lunch
 - Section 1.5 – Preparation time
- Article II – Leaves of absence
 - Section 2.2 – Personal leave
 - Section 2.3 – General sick leave
 - Section 2.4 – Pay for unused sick leave
 - Section 2.12 – Professional improvement leave

Category III

- Other items to be discussed:
 - Race to the Top
 - Rationale: Should the state of Kansas be awarded grant monies through the federal stimulus program (i.e. Race to the Top), the Association wishes to emphasize the need for all parties concerned to work collaboratively in the creation of a district-wide plan.

Georann Whitman, President, Spring Hill Education Association

Date