

ARTICLE 11 COMPENSATION

A. Requirements for Movement on Salary Schedule

The Professional Development Council will approve professional development points on individual plans completed annually by all certified teaching staff. Points earned beginning with the 1991-92 school year shall be accepted for movement on the salary schedule at a rate of 20 points = 1 hour. The board may accept in-service points for new teachers employed by the board but such points shall be limited to those points earned during the school year immediately preceding the school year such teacher is first employed by the board.

Points and hours earned toward advancement on the salary schedule may be used only once toward advancement at each degree level. No movement shall be made on the salary schedule if a teacher's license is delinquent or suspended.

Advancement to the "BS + 15" column requires a total of 300 PDC points. Of the 300, 160 points must be achieved by completing at least 8 college graduate hours. The remainder of the 300 points may be earned from PDC points or additional college graduate courses.

Advancement to the "BS + 25" column requires a total of 500 PDC points. Of the 500, 240 points must be achieved by completing at least 12 college graduate hours. This may or may not include the 8 hours used to reach the "BS+15" column. The remainder of the 500 points may be earned from PDC points or additional college graduate courses.

Revised during the 2012-13 Negotiations to improve the language regarding advancement to the BS+15 and BS+25 columns.

B. Pay Date

The pay date of an employee shall be the twenty-fifth (25th) day of each calendar month beginning in September. New employees will receive a three-hundred sixty dollar check, which will be deducted from the teacher's gross salary in amounts of \$30.00 per month for twelve months. The three-hundred sixty dollar payroll check less applicable taxes will be payable on August 25th of each year.

Revised payment date for new employee pay option in 2006-2007 Negotiations.

C. Supplemental Salary Schedule See Article 12

D. Credit for Experience Outside Pratt USD 382

Experience credit for new hires shall be granted on a year for year basis except when:

1. The years of incoming experience exceeds the cap for the applicable column. In that case, the initial placement step cannot exceed the cap. The caps, corresponding to the number of steps in the 2025-2026 Salary Schedule, are as follows:

Column	Cap
BS	12
BS+15	14
BS+25	17
MS	18
MS+15	18
MS+25	18
MS+45	19

Amended 2025-2026 Negotiations – Updated column caps

E. Cancellation or Change of Teacher Contract

1. That cancellation or change of this contract shall be permitted only upon the mutual consent of the teacher and Board. Said teacher may be released from the contract only after a satisfactory replacement is secured. The damage clause for breaking a contract agreed upon through negotiations and herein stated shall be in effect at the issuance of the contractual period:

1-30 days after statutory notification date	2%
31-60 days after statutory notification date	.3%
61-90 days after statutory notification date	4%
91 days or more after statutory notification date	5%
2. Exception to the damage clause for staff resignations due to pregnancy, child adoption, or job change of spouse requiring relocating in another community, could be granted subject to review and approval by a committee of three individuals (one appointed by administration, one appointed by P-NEA President, and one appointed by teacher involved) and approval by USD 382 Board of Education.
3. Written notice of intention to non-renew a contract shall be served by a board upon any teacher on or before the third Friday in May. A teacher shall give written notice to a board that the teacher does not desire continuation of a contract on or before the 14th calendar day following the third Friday in May or, if applicable, not later than 15 days after the issuance of a unilateral contract as authorized by K.S.A. 72-5428a, and amendments thereto, whichever is the later date.

Amended 2017/18 Negotiations – included language regarding notice of termination or nonrenewal of teacher contracts.

F. Salary Deduction

In order to make professional dues easier to pay, teachers may notify the president of the local teachers association prior to September 15 of each year to withhold their annual professional dues in ten (10) equal payments. The President of the P-NEA will provide a list of said teachers to the district business office. Dues will be withheld from October through July.

Amended during 2010-11 Negotiations - Article E to reflect changes made at state level.