

Amendments/Adoptions/Revision:

Article 1-

Adopted during 1976-77 Meet and Confer Sessions. Effective July 1, 1977.
Amended during 2017/18 Negotiations – definition of a teacher.

Article 2-

Adopted during 1976-77 Meet and Confer Sessions. Effective July 1, 1977.
Amended during 1996-97 Meet and Confer Sessions, Effective July 1, 1997
Amended during 1998-99 Meet and Confer Sessions, Effective July 1, 1999 - Added "C" Master Contract

Article 3-

Adopted during the 1970-71 Meet and Confer Sessions. Effective July 1, 1972
Revised during the 1995-96 Committee Process. Effective July 1, 1996
Revised during the 1996-97 Committee Process. Effective July 1, 1997
Revised during the 1998-99 Meet and Confer Sessions
Revised during 2006-2007 Negotiations Sessions
Amended during the 2023-24 Negotiations Session Added D.1.b.

Article 4-

Adopted during 1975-76 Meet and Confer Sessions. Effective July 1, 1976
Revised during 2006-2007 Negotiations Sessions.

4.5- Adopted during 2010/11 Negotiations Sessions. Effective July 1, 2010

Article 5-

Adopted during 1975-76 Meet and Confer Sessions. Effective July 1, 1976.

Article 6-

No amendments have been made

Article 7-

- A.** Adopted during 1971-72 Meet and Confer Sessions. Effective July 1, 1972.
Amended during 1978-79 Meet and Confer Sessions. Effective July 1, 1979.
Amended during 1980-81 Meet and Confer Sessions. Effective July 1, 1981.
Amended during 1987-88 Negotiations. Effective July 1, 1988.
Amended during 1990-91 Negotiations. Effective July 1, 1991.
Amended during 1994-95 Negotiations (120 days acc) Effective July 1, 1994.
Amended during 1999-00 Negotiations, 10 days of family leave
Revised during 2006-2007 Negotiations, definition of immediate family
Amended during the 2014-15 Negotiations. The first sentence concerning obtaining a sub was added.
- B.** Amended 1987-88 Negotiations.
Amended 1992-93 Negotiations.
Amended 1994-95 Negotiations
Amended 2004-05 Negotiations; \$20 increased to \$30, \$10 increased to \$20.
Moved to follow sick leave clause 2006-2007 Negotiations.
Amended 2007-2008 Negotiations, compensation by separate check.
Amended 2016-17 Negotiations, \$30 increased to \$40 for unused sick leave, no change for amount paid at retirement.
Amended during 2023-24 Negotiations, \$20 increased to \$30 for unused sick leave at retirement.
- C.** Adopted during the 1971-72 Meet and Confer Sessions. Effective July 1, 1972.
Amended to include Emergency Leave Bank during the 1976-77 Meet and Confer Sessions. Total policy effective July 1, 1977.
Amended to add five days to Emergency Leave Bank during 1978-79 Meet and Confer Sessions. Effective July 1, 1979.
Amended to add B6 during 1979-80 Meet and Confer Sessions. Effective July 1, 1980.
Amended to change word personal to "employee" and to change "personal business" to "business" during 1980-81 Meet and Confer Sessions. Effective July 1, 1981.
Amended 1986-87 Negotiations - excluding holidays.
Amended 1987-88 Change employee to personal and add "Personal Sensitive" issues.
Amended 1994-95 Clause on principal in-service
Amended during the 1995-96 Committee Sessions. Effective July 1, 1996. Paragraph on discretion day added.
Amended during the 1997-98 Committee Session. Effective July 1, 1998. Discretionary days increased from one to two.
Amended 2004-2005 Negotiations. Effective July 1, 2004. Added \$30 per day for unused personal leave.
Amended 2006-2007 Negotiations. Allow one discretionary day carry-over.
Amended 2016-2017 Negotiations. One day added/all at employee discretion/guidelines for minimum time taken and securing a substitute/waiver for special events and increased unused payout from \$30 to \$40 per full day.
Amended 2022-23 Negotiations. Section C-g added; Section C.g and C.h moved to Section C.h and C.i respectively.
Amended 2024-2025 Negotiations. Changed Section C. a-i to numbers and combined F and C
- D.** Amended 1987-88 Change Emergency Bank to new article.
Revised 2006-2007 Negotiations
Amended 2013-14 Item #4 – appeal for additional 10 days added.
Amended 2015-16 Guidelines and clarification added to Items #3 and #4
Amended 2023-24. Added #7 regarding maternity leave.
Amended 2023-24 Updated language on #7

- E. Adopted during 1971-72 Meet and Confer Sessions, Effective July 1, 1972.
Amended to include daughter-in-law, son-in-law and grandchildren during 1978-79 Meet and Confer Sessions. Effective July 1, 1979.
Amended to include blood-line relatives during 1979-80 Meet and Confer Sessions. Effective July 1, 1980.
Amended to include words "and/or spouse" during 1980-81 Meet and Confer Sessions. Effective July 1, 1981.
Amended to delete "Blood-line" during 1984-85 Meet and Confer Sessions. Effective July 1985.
Amended to add "one day for persons other than family" Negotiations 1987-88.
- F. Adopted during 1974-75 Meet and Confer Sessions. Effective July 1, 1975.
Amended during 1979-80 Meet and Confer Session to 1/200 deduction. Effective July 1, 1980.
Amended during 1980-81 Meet and Confer Sessions by adding word "president" after the word association. Effective July 1, 1981.
Amended during 1988-89-Negotiations-Adding two (2) days Professional leave.
Amended during 1994-95 Negotiations adding- If additional days are needed.
- G. Adopted during the 1974-75 Meet and Confer Sessions. Effective July 1, 1975.
Amended to include more specific procedures and number of days allocated during 1977-78 Meet and Confer Sessions. Effective July 1, 1978.
Amended 1982, Effective July 1, 1982

Article 8-

- A. Adopted during the 1973-74 Meet and Confer Sessions. Effective July 1, 1974.
Amended during 1976-77 Meet and Confer Sessions. Effective July 1, 1977 to include annuity option.
Amended during 1978-79 Meet and Confer Sessions to increase benefit from \$30.00 to \$40.00. Continuation of American Fidelity Option.
Amended during 1979-80 Meet and Confer Sessions to increase benefit from \$40.00 to \$50.00.
Amended 1995-96 Negotiations
Amended during 1980-81 Meet and Confer Sessions in increase benefit from \$50.00 to \$65.00. Effective July 1, 1981.
Amended during 1981-82 Sessions to increase benefits from \$65.00 to \$70.00. Effective July 1, 1982.
Amended during 1982-83 Sessions to increase benefits from \$70.00 to \$85.00. Effective July 1, 1983.
Amended during 1983-84 Sessions to increase benefits from \$85.00 to \$93.50. Effective July 1, 1984.
Amended during 1984-85 Sessions to increase from \$93.50 to \$101.00. Effective July 1, 1985.
Amended during 1985-86 Sessions to increase benefits from \$101.00 to \$105.00. Effective July 1, 1986.
Amended during 1986-87 Sessions to increase benefits from \$105.00 to \$109.00. Effective July 1, 1987.
Amended from 1987-88 negotiations from Fringe Benefit to Salary Reduction and Salary Reduction for Annuities Increase Benefit from monthly \$109.00 to annual \$1,363.00 to be added to teacher's salary.
Amended during 1988-89 negotiations to increase benefit from \$1,363.00 to \$1,424.00 annually to be added to teachers salary.
Amended during '90-'91 to increase from \$1,454 to \$1,552.
Amended during '91-'92 to increase from \$1,552 to \$1,680.
Amended during '92-'93 to increase from \$1,680 to \$1,820.
* \$1,680 applies to those who choose not to subscribe to Pratt USD 382 group health insurance plan.
**\$1,820 applies to those who subscribe to Pratt USD 382 group health insurance plan.
Future increases in "fringe" will only be applied to a USD 382 group health insurance plan.
Amended 1994-95 Increase from \$1820 to \$1840 (see above explanation)
Amended 1995-96 to follow defined benefit (Section C)
Amended 2004-05 negotiations to change salary reduction request dates.
- B. Amended 1987-88 Negotiations. Amended 1996-97 Meet & Confer. Effective July 1, 1997.
Amended 2004-05 to add reference to Appendix A
Amended 2007-08 addition of committee
- C. Revised in 2006-2007 Negotiations to remove State Health Insurance and establish new percentage benefits effective Jan. 1, 2007.
Amended during 2008-09 Negotiations – paragraph on divisible surplus added.
Amended during 2010-11 Negotiations – changed from % of premium to the legal benefit amount required by insurance carrier and/or Health Care Reform Act of 2010.
Amended during 2012-13: premium amounts will be stated.
Added 1995-96 Negotiations- C. Defined Benefit

Amended during 1996-97 Meet and Confer Sessions, Effective July 1, 1997

Amended during 1998-99 Meet and Confer Sessions,

Amended during 1999-00 Negotiations. Effective July 1, 2000 - Increase \$35.00 health contribution to \$70.00

Amended 2001-02 Negotiations - Defined Benefit Grandfather Provision and State Health Insurance and Blood Test added

Revised 2006-2007 Negotiations from \$15 to \$20.

Article 9-

Adopted during 1974-75 Meet and Confer Session. Effective July 1, 1975.

Amended during 1977-78 Meet and Confer Sessions to modify the schedule for the month of January from the third or fourth Wednesday to the Friday to the end of the first semester.

Amended 1987-88 Negotiations.

Amended 2009-10 Negotiations to add B – teaching assignment during planning period.

Amended 2017-18 Negotiations – early dismissal time changed to 11:30 for the last day of first, second and third nine weeks.

Amended 2023-24. Added C.

Article 10-

- C. Adopted during 1972-73 Meet and Confer Sessions. Effective July 1, 1973.
Amended to include payment on September 10 during 1976-77 Meet and Confer Sessions. Effective July 1, 1977.
Amended during 1978-79 Meet and Confer Sessions. Effective July 1, 1979.
Amended during 1980-81 Meet and Confer Sessions to include a three-member committee for recommending extended contracts. Effective July 1, 1981.
Amended during 1991-92 Meet and Confer Sessions. Effective July 1, 1992.
Amended during 1992-93 Meet and Confer Sessions, Effective July 1, 1993.
Amended during 1996-97 Meet and Confer Sessions, Effective July 1, 1997
"Summer assignments" amended to \$15.00 per hour, during 2002-03 negotiations.
Amended during 2005-06 Negotiations. \$20.00 per hour and removal of chairperson hourly pay.
Amended during 2017/18 Negotiations. QPA/NCA changed to KESA
- D. Adopted during the 1981-82 Meet and Confer Session. Effective July 1, 1982.
Adopted during the 1982-83 Meet and Confer Session. Effective July 1, 1983.
Adopted during the 1983-84 Meet and Confer Session. Effective July 1, 1984.
Amended during 2002-03 Negotiations. Effective July 1, 2002.
Amended during 2005-06 negotiations to remove September 10 payment date for extended contracts.

Article 11-

- A. Adopted during 1975-76 Meet and Confer Sessions. Effective July 1, 1976
Amended to "approved" points during 2002-03 negotiations.
Revised during 2006-2007 Negotiations to clarify horizontal movement and application of PDC points and hours.
Revised during the 2010-11 Negotiations to eliminate advanced degree outline requirements for advancement beyond the BS+15 columns.
- B. Adopted during 1976-77 Meet and Confer Sessions. Effective July 1, 1977.
- D. Adopted prior to 1971-72. Effective July 1, 1971.
(N) Adopted March 22, 1976
Amended 1987-88 Negotiations
Amended 1990-91 Negotiations
Amended 2001-02 Negotiations
Amended 2022-23 Negotiations – replaced experience 1-14 & above & increments 1-8 with columns/cap
- E. Amended 2013/14 Negotiations - percentage amounts increased by 1%
- F. Article 11 adopted during 1970-71 Meet and Confer Sessions. Effective July 1, 1971.
Amended to add Item I during 1978-79 Meet and Confer Sessions. Effective July 1, 1979.
Amended to add Item H2 during 1979-80 Meet and Confer Sessions. Effective July 1, 1980.
Amended to change number of equal payments for annual professional dues to ten (10) (Item I). Effective July 1, 1980.
Amended to include word change in H2 during 1980-81 Meet and Confer Sessions. Effective July 1, 1981.
Amended Article 11 A to conform more closely with certification standards. June 1982.
Amended Article D during negotiations session 1990-91. Effective July 1, 1991.
Amended during 2001-02 Negotiations.
Amended to allow staff members over age 60 to advance on schedule during 2005-06 negotiations.

Article 12-

Adopted during 1977-78 Meet and Confer Sessions, Effective July 1, 1978.
(N) Board of Education Policy Book Adopted, March 27, 1978.
Amended during 1978-88 Session. Effective July 1, 1988.
Amended during 1990-91 Session. Effective July 1, 1991.
Amended during 1995-96 Session. Effective August 19, 1996.
Amended during 1997-98 Session. Effective July 1, 1998
Amended during 1998-99 Session. Effective August, 1999
Amended during 1999-00 Negotiations. Effective July 1, 2000
Amended during 2000-01 Negotiations.
Amended during 2001-02 Negotiations
Faculty Council added during 2003-04 Negotiations
Fall/Winter Cheerleader Sponsor added during 2004-05 Negotiations
Amended during 2005-06 Negotiations. Added co-curricular clubs and NCA/QPA Chairs.
Amended during 2008-09 Negotiations. Changed title from Bot-ball to Bot-ball/Robotics.
Amended during 2009-10 Negotiations. Added Title I Plan and Parent Involvement Coordinators at HES/SW.
Amended during 2010-11 Negotiations. Added Scholar's Bowl at LMS.
Amended during 2013/14 Negotiations. Increased Major Musical Head to 8%, Musical Asst. to 5%, Eco-Meet Sponsor 5%, Robotics 5% and Science Olympiad at LMS and PHS to 5%
Amended during 2014/15 Negotiations. Eliminated "freshman" coaching position and regard as assistant coaches and pay the percentage that all assistants receive; increased PHS Student Council and NHS sponsors from 2 to 2.5%; increased PHS KAY Club Sponsor from 2.5 to 3% and increased LMS head football, basketball, volleyball and wrestling coaches to 7%.
Amended during 2016-17 Negotiations. Increased PHS Scholar's Bowl to 4%, PHS Band/Asst Band adjusted to split a total of 15% based on duties /time outside of class, increased LMS band to 4.5% and added stipend for elementary yearbook.
Amended during 2017-18 Negotiations. Added ½% to Football supplementals when season extends beyond 10 weeks.
2018-19 Negotiations Increased State Scholar Bowl from 4%/2% at LMS/PHS to 5%/3.5% and added assistants at both

levels and added PHS Color Guard at 2% and PHS Prom Sponsor at 3%.

2019-20 Negotiations - added PHS Archery, Frog Shop, Live Stream, Skills USA, E-Sports, LMS Cross Country, Robotics & Yearbook and changed LMS Science Olympiad to TSA. Eliminated Southwest Title I Plan Coordinator and increased the following supplementals:

PHS Football	Head from 10 to 12 %	Assistant from 7 to 9%
PHS Basketball	Head from 10 to 12%	Assistant from 7 to 9%
PHS Track	Head from 10 to 12%.	Assistant from 6 to 8%
PHS Wrestling	Head from 10 to 12%	Assistant from 7 to 9%
PHS Baseball/Softball	Head from 9 to 11%	Assistant from 6 to 8%
PHS Volleyball	Head from 9 to 11%	Assistant from 6 to 8%
PHS Tennis	Head from 7 to 9%	Assistant from 5 to 7%
PHS Cross Country	Head from 7 to 9%	Assistant from 5 to 7%
PHS Assistant AD	Total from 6 to 7%	
PHS Golf	Head from 6 to 8%	Assistant from 4 to 6%
PHS Fall Sports Cheer Sponsor	Head from 7 to 9%	Assistant from 4 to 6%
PHS Winter Sports Cheer Sponsor	Head from 7 to 9%	Assistant from 4 to 6%
PHS Forensics	Head from 7 to 8%	Assistant from 4 to 5%
LMS Track	Head from 7 to 8%	Assistant from 4.5 to 5.5%
LMS Football	Head from 7 to 8%	Assistant from 4.5 to 5.5%
LMS Basketball	Head from 7 to 8%	Assistant from 4.5 to 5.5%
LMS Volleyball	Head from 7 to 8%	Assistant from 4.5 to 5.5%
LMS Wrestling	Head from 7 to 8%	Assistant from 4.5 to 5.5%
LMS Cheerleader Sponsor	Head from 5 to 6%	Assistant from 3 to 4%
SW Yearbook	Changed from \$1200 stipend to 4%	

2020-21 Negotiations - Increased Student Council Sponsor at PHS from 2.5 to 4.5% and added FFA at 6% and LMS Play at 4%.

2021-22 Negotiations - Added PHS Major Musical Choreographer at 3% and Southwest IT Assistant at 4%.

Amended 2023-24 Negotiations. Added District KESA Chairperson, Changed LMS Play Head to 5.0% and added LMS Play Assistant at 3.0%

Amended 2024-2025: Changed Major Musical Head from 8% to 9%, Color Guard from 2% to 2.5%, matched language for scholars bowl, and added (1 per school) for Elementary Yearbook. Removed LMS Intramurals.

12.4- Adopted during 1977-78 Meet and Confer Sessions. Effective July 1, 1978.

(N) Board of Education Policy Book Adoption - March 27, 1978

Amended during 1979-80 Meet and Confer Session. Effective July 1, 1980

Amended to change maximum stipend from \$8.00 to \$10.00 during 1984-85

Meet and Confer Sessions. Effective July 1, 1985.

Amended language and changed maximum stipend from \$10.00 to \$5.00 per hour during 1995-96 Meet and Confer Session. Effective August 19, 1996

Amended 1996-97 Meet and Confer Session, Minimum Wage Law change, Effective Sept. 1, 1997

12.5- Adopted during 1982-83 Sessions. Effective July 1, 1983.

Amended during Negotiations 2005-06 to include Driver's Ed and teacher salary schedule placement as base.

12.6-C. Added during the 2001-02 Negotiations.

Amended to \$15.00/hour during the 2002-03 Negotiations.

D. Added during the 2001-02 Negotiations

Amended during 2010-11 Negotiations – first paragraph was added.

E. Added during 2002-03 Negotiations.

F. Added during 2002-03 Negotiations

G. Added during 2002-03 Negotiations

Amended 2009-10 Negotiations – addition of 2nd paragraph.

H. Added during 2002-03 Negotiations

Amount amended from \$2000 to \$4000 during 2003-04 Negotiations

J. Amended 2007-08 Negotiations, separate check and dates of issuance.

L. Effective July 1, 2007

Amended 2023-24. Changed from 12 to 10 years for eligibility.

O. Adopted during the 2015-16 negotiations session. Effective June 1, 2015

Article 13-

A. Amended Negotiations 1987-88

B. Adopted during 1972-73 Meet and Confer Session. Effective July 1, 1973.

Adopted during 1976-77 Meet and Confer Sessions. Effective July 1, 1977.

Amended during 1977-78 Meet and Confer Sessions to increase salary from \$588.00 to \$650.00 per year

Amended during 1988-89 Negotiations - delete section on middle school rotations.

Amended during 1999-00 Negotiations, July 1, 2000

Article 14-

Amended during 1997-98 committee process, effective July 1, 1998. Item D & E added.

Amended during 2010 -11 Negotiations – Item B Teacher Duty Day added

Amended during 2012-13 Negotiations – Item A # of days changed from 188 to 186 and Item B – language concerning late start days was deleted.

Amended during 2018-19 Negotiations – Item A # days changed from 186 to 182.

Amended 2023-24. Added C, counting 7.5 hours of parent-teacher conference time towards contractual time.

Amended during 2024-2025 Negotiations. Effective July 1, 2025.

Article 15-

Adopted during 2001-02 Negotiations
Updated during the 2009-10 Negotiations
Updated – 2013/14 Negotiations
Updated – 2020-21 Negotiations

15.5- Adopted during 2005-06 Negotiations.

Article 16-

Adopted during the 1990-91 Negotiations Session. Effective July 1, 1991.
Revision proposed during the 1996-97 Committee Process.
Revisions made during the 2020-21 Negotiations Session: removal of "tenured" from the criteria to be considered;
reduced Index from 15 to 5 for Total Years Experience, Certificate Endorsements changed to ESL Endorsements; and
updated scoring rubric.
Amended 2024-2025: changed years of experience to in-district teaching only, removed points per endorsement

Article 17-

Adopted 1994-95 Negotiations
Amended during 1998-99 Negotiations

Article 18-

Adopted June 1993 (* Reference Article 7, Item G Pay for unused Sick Leave)
Amended 1998-99 Session - Effective August 1999 (Insurance option to 65 clarified)
Adopted 2001-02 Negotiations C. and E.7. Amended during 2002-03 Negotiations.
Amended 2007-2008 Negotiations, language changes for IRS compliance and less than full time employees.

Article 19-

No amendments have been made

Article 20-

No amendments have been made