

March 24, 2025

USD 212 Board of Education
512 West Bryant Street
Almena, KS 67622
c/o Ken Tharman, Superintendent

Members of the Board:

In accordance with the Professional Negotiations Act, K.S.A. 72-2218 *et seq.*, we submit the following items which we propose to negotiate for inclusion in the ensuing agreement.

Items Required by Law

Compensation

- Salaries and Wages: The Association proposes higher career salary levels to coincide with cost-of-living increases and to ensure the maintenance of dedicated teachers in this district.
- Salary Schedule: The Association proposes to seek agreement with the board on the language that will guarantee accurate placement on the salary schedule regarding steps for career experience and education.
- Supplemental Contract Salaries: The Association will seek additional compensation for all educators for assignments exceeding the regular work year or the normal hours and workload.

Hours and Amount of Work

- None

Additional Items

- Consideration for compensation of drivers of any mode of non-CDL required transportation to and from events.

The NVEA's bargaining team is looking forward to meeting with the board's team and entering into a collegial and collaborative negotiation process. Please contact us with possible dates and times that we can meet.

Respectfully,



Emily Lowry - NVEA Negotiations Chairman

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