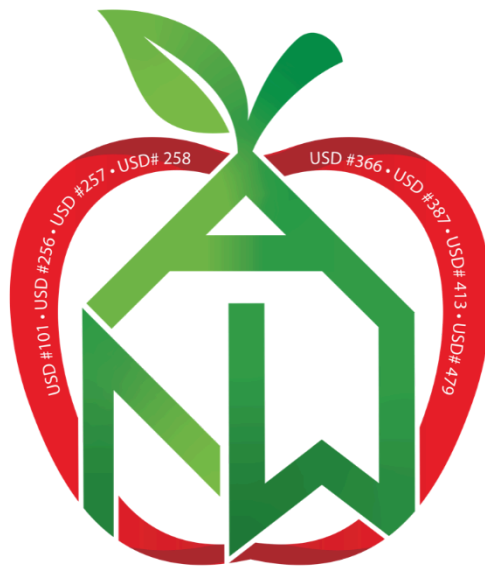


PROFESSIONAL AGREEMENT

2025 - 2026



BUILDING CAPACITY FOR INDIVIDUAL
SUCCESS THROUGH PARTNERSHIPS

ANW Special Education Interlocal #603

&

ANW Education Association

Affiliated with Kansas-NEA

and the

National Education Association

ANW Special Education Interlocal
*****Important Dates*****
2025 - 2026

SEPTEMBER 1ST

Deadline for submitting official transcripts for salary movement CURRENT SCHOOL YEAR (as indicated the previous April)

OCTOBER 1ST

Deadline for completing the virtual mandated content

MARCH 15TH

Deadline for submitting request for assignment transfer

APRIL 1ST

Deadline for submitting notification for salary movement for the following school year

MAY 1ST

Deadline for notice due to Separation/Retirement for compensation for unused sick leave

3rd FRIDAY IN MAY

Deadline for notification by Administration for intent to non-renew

14 CALENDAR DAYS FOLLOWING THE 3RD FRIDAY IN MAY

Deadline for notification by Staff member to Administration of resignation

Table of Contents

SECTION 1: DURATION OF AGREEMENT & DEFINITIONS

Article 1: Duration of Agreement

Article 2: Contract Definitions

SECTION 2: LICENSED PROFESSIONAL STAFF LICENSURE AND ASSIGNMENTS

SECTION 3: EMPLOYEE BENEFIT AND SALARY REDUCTION PLAN

Article I: Health Insurance Pool

Article II: Life Insurance

Article III: Longevity Pay

Article IV: Salary Reduction Plan

SECTION 4: PAYROLL DEDUCTIONS

SECTION 5: SAME BENEFITS

SECTION 6: SCHOOL YEAR

SECTION 7: MILEAGE

SECTION 8: PLACEMENT ON STEP

Article I: Compensation

Article II: In-Service Points

Article III: Movement on Schedule Limit

SECTION 9: PAY PERIODS

SECTION 10: IN-SERVICE

SECTION 11: CATEGORICAL MEETINGS

SECTION 12: ASSOCIATION RIGHTS

SECTION 13: REDUCTION IN FORCE AND RECALL PROCESS

SECTION 14: LEAVE

Article I: Paid Time Off (PTO)

Article II: Sick Leave

Article III: Maternity/Adoptive Leave

Article IV: Sick Leave Pool:

Article V: Sick Leave Buy Back

Article VI: Compensation for Unused Sick Leave upon Voluntary Separation of Employment

Article VII: Professional Leave

Article VIII: Jury Duty

Article IX: Leave for Court Appearance

Article X: Extended Leave

SECTION 15: RESIGNATION/LIQUIDATED DAMAGES

SECTION 16: GRIEVANCE PROCEDURES

Article I: Purpose and Definition

Article II: Procedure

Article III: Miscellaneous

SECTION 17: TEACHER DISCIPLINE

SECTION 18: LICENSED PROFESSIONAL STAFF DISMISSAL

SECTION 19: PROFESSIONAL EMPLOYEE APPRAISAL PROCEDURE

Article I: General Administration Procedures

Article II: Evaluation Timeline

Article III: Evaluation Implementation

Article IV: Schedule For Evaluation

Article V: Plan Of Improvement

SECTION 1: DURATION OF AGREEMENT & DEFINITIONS

Article 1: Duration of Agreement

This agreement shall become effective July 1, 2025 and shall continue in full force and effect to and including June 30, 2026 and shall not be extended, amended, or modified except by express agreement in writing of both parties.

If a portion of this agreement is found to be contrary to law, then only that portion shall be invalid. All other provisions shall remain in full force and effect.

This Agreement shall become effective July 1, 2025 provided it is ratified by a majority of the members of the board and a majority of the members of the negotiating unit and shall remain in full force and effect to and including June 30, 2026.

All articles of this Agreement shall continue in full force and effect to and including June 30, 2026 and thereafter for successive contracted periods, unless written notice to amend is given by either party to the other not later than March 31, immediately preceding the expiration date pursuant to K.S.A. 72-2228.

Should either party give written notice to amend any article as provided above, that article will not continue in force except by mutual consent of both parties reduced in writing, email and signed except as provided by law.

Article 2: Contract Definitions

ADMINISTRATION: All persons employed by the Board in positions requiring an administrative certificate by regulation of the State Department of Education as stated in the current Certificate Handbook. The Board will mean the #603 Board of Directors, or a district served by the Interlocal.

ASSOCIATION: ANW Interlocal EA affiliated with Kansas-National Educational and the National Education Association exclusive representative of professional employees for the purpose of professional negotiations as provided by KSA 72-5415.

BOARD: The Board of Directors of Interlocal No. 603, ANW Special Education Interlocal, Kansas are made up of the eight (8) districts:

- a. Altoona-Midway #387,
- b. Chanute #413,
- c. Crest #479,
- d. Erie #101,
- e. Iola #257,
- f. Humboldt #258,
- g. Marmaton Valley #256 and
- h. Yates Center #366

DAYS: Except when otherwise indicated, days shall mean working days.

DUTY DAY: Shall be the length of the contracted day as determined by the BOE of the district to which the ANW Teacher is assigned.

DISTRICT: ANW Special Education Interlocal #603.

EMPLOYEE: The terms "employee" and "teacher" may be used interchangeably, but shall mean the same.

K-NEA: Kansas National Education Association.

SENIORITY: The period of professional service in the district.

DIRECTOR: Director of the programs (or designee as assigned by the Board of Directors) of Interlocal #603.

LICENSED PROFESSIONAL STAFF: Any person employed by the Board in a position which requires a license issued by the State Board of Education or employed in a professional educational or instructional capacity by the Board, but shall not include any such person who is an administrative employee, occupational therapist, physical therapist, school nurse, social workers, paraprofessional (even if person has been issued a license to teach), teacher assistant or substitute teacher. This agreement shall not cover administrative personnel.

SECTION 2: LICENSED PROFESSIONAL STAFF LICENSURE AND ASSIGNMENTS

Each employee shall be given written notice of their class, subject area, exceptionality, and the room assignments for the forthcoming year not later than August 1st. Licensed Professional Staff shall be given input into their assignments. In the event it becomes necessary for the district to change an employee's assignment, before the change is made the director and immediate supervisor shall provide written notice to include Building principal (name and contact information) and meet with each affected employee at the new assignment/location to discuss the change.

If an employee is notified after August 1st of a change in assignment, the staff member will be compensated two (2) days pay at their average daily rate to facilitate the movement of their materials and supplies to the new location.

Employees shall file a voluntary transfer request with the Interlocal Director, no later than March 15th of the present year, if they are to be considered for a transfer in the upcoming year. The transfer request shall be the responsibility of the employee. If an employee does not have a transfer request on file, they may not be considered for a transfer. Each transfer request will be considered. A transfer request does not guarantee transfer of assignment. In the event that an internal vacancy is posted, a transfer request for the posted position will be considered after the March 15th deadline.

SECTION 3: EMPLOYEE BENEFIT AND SALARY REDUCTION PLAN

Article I: Health Insurance Pool

All licensed employees employed on a continuing basis prior and up to the beginning of the 2025- 2026 school years, upon the first day of employment of the 2025-2026 school years for the Interlocal shall be eligible for Insurance at the amount determined to be paid by the Board.

The board will contribute the same amount to all licensed professional employees regardless of which insurance plan they choose. Employees selecting the Board approved Health Savings Account (HSA) policy will have the difference in the cost between the Board determined amount for each participating employee and the HSA policy premium, if any,

deposited on a monthly basis in the employees' Health Savings Account.

The Board will retain any excess monies not needed to meet the financial obligations of paying for the above described employee health care costs.

The board-provided health insurance benefit for professional employees covers a 12-month period and shall be renewable annually at the coverage level determined by the employee. For those employees who complete their employment contracts for the school year, the district's health insurance program continues for the end of the 12 months cycle or until a former employee becomes eligible for group health insurance under a new employer's plan.

The employee will contribute \$25/month with the board contributing the remaining balance towards the premium of an employee only plan for every eligible licensed professional staff who selects to participate in the ANW Special Education Interlocal Insurance plan for the 2025-26 school year.

Should employment be terminated prior to the end of the employee's contract, health insurance coverage will stop at the end of the last month the employee works.

Article II: Life Insurance

ANW will provide a \$10,000 paid life insurance benefit for all licensed professional staff.

Article III: Longevity Pay

The Board will make a one-time payment to professional employees to recognize their longevity as employees of the Interlocal providing the person has not been on a Plan of Improvement in the previous five (5) years. The longevity pay shall be made with the June payroll of the year the employee completes the 10th, 15th, 20th, 25th, 30th, 35th or 40th year of service. The amount of the payment shall be made pursuant to the following schedule:

Years of service	Amount of Longevity Pay
10	\$250
15	\$500
20	\$750
25	\$1,000
30	\$1,500
35	\$2,000
40	\$2,500

Article IV: Salary Reduction Plan

*All licensed employees upon the first day of employment in the Interlocal, of each school year, shall be eligible to participate in the Salary Reduction Plan. This cafeteria plan shall consist of the non-taxable benefits of health insurance; dental insurance; vision insurance; cancer/dread disease insurance; heart & stroke insurance; and flexible spending accounts for medical reimbursement and day care expense reimbursement.

Each licensed employee shall declare an amount to be reduced from their salary, not to exceed the maximum necessary to allow said employee to purchase health insurance; disability income insurance; dental insurance; vision insurance; cancer/dread disease insurance; heart & stroke

insurance; and flexible spending accounts for medical reimbursement and day care expense reimbursement. This amount shall be applied to the Interlocal Salary Reduction Plan, on or before September 1st of each school year, on a form provided by the Interlocal. The employee will declare the amount per month of their salary to be reduced. After initial enrollment employees will be allowed no changes in selected benefits for that school year.

It is hereby understood that the dollars allocated to the Salary Reduction Plan for non-taxable benefits are exempt from State and Federal Income Tax, Social Security and KPERS.

Any change in companies providing benefits under salary reduction shall be endorsed by the Association and presented to the ANW Board for approval. This action is covered by Section 125-IRS 1954 as amended and the Interlocal 125 benefit plan contained in the Appendix.

*This action is subject to review as to its legality.

SECTION 4: PAYROLL DEDUCTIONS

The Board agrees to make payroll deduction from licensed professional staff salaries for the following purpose and subject to the conditions hereinafter set forth:

- Section 125 benefits options, tuition and other deductions as required by state and federal law

In regard to the above items, deductions will be made as authorized in writing by each licensed professional staff desiring such deductions. Said authorizations shall be made on forms provided by the Board and shall be filed annually with the benefits clerk on or before September 1.

- Association Dues: The Board shall deduct Association dues from the salary of a licensed professional staff only upon written authorization signed by the employee. The written authorization must be filed with the Association on or before September 1st. Once the authorization is properly filed, the deduction will continue on an annual basis until revoked in writing by the employee. The revocation must be filed with the Association on or before September 1st.

SECTION 5: SAME BENEFITS

The ANW Special Education Interlocal shall provide a duty free lunch and a planning period for each licensed staff comparable to other licensed employees in the building in which they are assigned. It shall be the licensed staff's responsibility to notify the ANW administration should there be discrepancies. If the licensed staff is required by ANW administration to provide direct instructional service or direct supervision during duty free lunch, planning period, or outside the duty day not including IEP staffings, the licensed professional staff will be compensated at a rate equal to the compensated hourly rate of their individual contract. Compensation for planning period will be calculated at 1.0 hours and lunch will be 0.5 hours.

In the event a teacher is required to supervise one or more students during time which has been designated as planning or duty-free lunch, the following will happen;

1) Notification of lost planning time and/or lost duty-free lunch will be submitted by the teacher within 5 school days of the occurrence by utilizing the Notification of Lost Lunch/Plan form which is located on the ANW website;

2) Upon receipt of the Notification, the administrator will have 10 school days to work with the teacher to rectify the situation with a suitable solution. If the teacher is not satisfied with the solution, the teacher has the procedure outlined in Article 16 available to them.

In May, notice for loss of planning/preparation time, duty free lunch must be turned in no later than teacher checkout.

Monetary compensation is not guaranteed.

No ANW licensed staff will be compelled to serve on any local district committee or provide supervision that is not a specialized IEP service without compensation by the local district equal to that district's compensation to its staff.

SECTION 6: SCHOOL YEAR

Teachers will work no more than 186 days plus two-and one-half additional days (2.5 days) for ANW Pre-Service and state mandated trainings due October 1, 2025.

Speech Language Pathologists contract days will be equal to 186 days plus two-and-one-half additional days for ANW Pre-Service and state mandated trainings.

School Psychologists contract days will be equal to 190 days plus two-and-one-half additional days for ANW Pre-Service and state mandated trainings.

Licensed Professional Staff are required to be present during all student contact days unless paid time off/sick leave is approved.

Mandatory training for new licensed professional staff will have 5 initial days (prior to the beginning of the school year) plus a minimum of 20 training hours scheduled throughout the year.

Addendum days will be paid at the daily rate of pay for days contracted beyond the employee's contract year. The standard formula for figuring daily rate of pay will be the individual's contract salary plus any yearly incentive or supplemental contract amount paid to the individual in the specified contract year divided by the maximum number of contract days for the employee.

SECTION 7: MILEAGE

When, in the performance of their duty, employees are required by the Interlocal to travel, mileage will be paid starting from their departure from their established base of operation according to the state rate. In order to be reimbursed, mileage must be turned in by the 20th of each month. May mileage must be turned in no later than teacher checkout. This excludes Pre-service, conferences, and any professional duty not related to direct services to children.

SECTION 8: PLACEMENT ON STEP

Article I: Compensation

During the 2025-2026 year, licensed professional staff shall be paid in accordance with the attached salary schedule. As used in said salary schedule, BS shall mean a Bachelor of Science, Bachelor of Arts or equivalent degree; MS shall mean a Master of Science, Master of Arts or Equivalent degree. Hours shall mean semester hours earned by licensed staff subsequent to being awarded BS, BA or equivalent degree: provided further that in order for said hours to be counted for column placement on said salary schedule said hours must meet at least one of the following requirements.

1. Be in the licensed staff's area of certification
2. Be creditable for the next higher degree in the licensed staff's area of certification.
3. Be approved by the Director.

It is recommended that licensed staff who desire credit for additional hours under number 3 above check with the Director before enrolling in any class which does not qualify under paragraphs 1 and 2 above. Hours which have heretofore been approved for column placement shall continue to be counted for column placement notwithstanding any other provisions of this article.

Quarter hours credits in class qualify under no. 1, 2, or 3 above shall be converted to semester hours as follows: each quarter hour shall be the equivalent of two-thirds of a semester hour.

In applying additional semester hours, part of a semester hour equal to at least one-half of an hour shall be counted as a full hour. Example: 11.00 to 11.49 hours would be counted as 11 hours. Example: 11.50 hours to 11.99 hours would be counted as 12 hours.

College hours, (semester hours for determining placement on the salary schedule) must be filed with the Director of Special Education on or before September 1 to be applicable in determining where the licensed staff shall be placed on the salary schedule for the school year. The Director may require such proof as he deems necessary, such as a certified copy of a college transcript, in order to determine where the licensed staff will be placed on the salary schedule for that school year. At the time of employment, each new staff member may be given credit for up to five (5) full years of previous general teaching experience, all years of previous special education teaching or related professional experience (as determined by the Director) in the categorical area for which the person is being initially employed at ANW, and one half (1/2) year experience for each additional accredited year of general education teaching.

The Board, upon the recommendation of the Director, may choose to award up to full credit for all experience beyond the limits previously listed.

Article II: In-Service Points

1. Each professional shall be eligible to use in-service points for horizontal movement on the salary schedule. The equating of in-service points for hours shall be the same as indicated in the ANW Interlocal In-service Plan (20 in-service points = 1 college hour). In-service points used for horizontal salary schedule movement by a teacher with a M.S. will be those points earned following the earning and receipt of the M.S. degree.
2. PDP knowledge points earned on duty time cannot be used for movement on the salary schedule.
3. A maximum of 40 application and impact points, earned on duty time, may be used for movement per column on the salary schedule. Example: Knowledge = 6 points; application = 12 points; impact = 18 points. The professional can count 12 + 18 for a total of 30 points towards the 40 maximum points excluding the original 6 points for knowledge.
4. All application and impact points to be used for salary schedule movement must be approved

by the Director and the Professional Development Committee process as outlined in the ANW Interlocal In-service Plan.

5. The Director must be notified in writing of the professional's intent to use application and impact points for movement on the salary schedule prior to April 1st of the school year preceding salary movement.
6. Teachers may use up to four college hours of credit per column movement obtained during the paid duty day provided those hours are documented through the PDP process.

Article III: Movement on Schedule Limit

Professional employees must provide written notice they intend to move across the salary schedule due to education or in-service points on or before April 1 of the current year (year preceding the year movement will take effect). There is no penalty if the requirements for the movement on the salary schedule are not met. The official transcript or documentation of request for transcript must be filed with the central office no later than September 1. If it falls on a weekend it must be filed prior to the weekend. Failure to provide notification will result in non-column movement until the following school year.

SECTION 9: PAY PERIODS

Each professional employee will be paid in twelve equal installments which will be directly deposited in the financial institution of their choice on the 15th of each month, unless that day falls on the weekend or a holiday, in which case the payment will be deposited the preceding business day.

Each professional employee who has requested the lump sum payment of their July and August salary, according to statute, for that contractual year will be paid on or before June 30 providing completion of their contractual obligations. Said request shall remain in effect until revoked in writing by the professional employee

SECTION 10: IN-SERVICE

The Board recognizes the need for quality inservice for staff to help improve the quality of education. The Association shall provide input on the topics for staff inservice opportunities.

Licensed Professional Staff wishing to attend conferences or professional training events may request to attend by completing the conference request form on the ANW Website under Licensed Staff resources at least 30 days prior to the conference. Conference requests with less than 30 days notice can be submitted for consideration. Staff will be notified if their request is approved. Licensed staff are responsible for notifying their coordinator in the event they are unable to attend all or part of the conference or professional training. If the licensed professional staff does not or is not able to notify ANW prior to the fee refund cut-off date, then the licensed professional staff may be responsible for refunding the cost of the registration and/or other related expenses to ANW.

SECTION 11: CATEGORICAL MEETINGS

With the approval of the Director, categorical meetings will be scheduled on school days and/or during in-service days, with the following objectives:

1. Identify existing and future problems
2. Arrive at acceptable solutions
3. Relate pertinent information relevant to:
 - a. Rules, procedures, policies, safety, and security of students and instructors
4. The planning and implementation of student instructional programs
5. Personnel problems, unless such problems are confidential
6. Discussion of relevant educational developments

A minimum of one categorical meeting will be attended each semester. Additional meetings may be approved by the Director. Attendance shall be mandatory and the Director shall be notified in the event that someone is unable to attend. The notice of a meeting will be given throughout administrative channels, including agenda, to the employees involved at least ten working days prior to meetings except in an emergency. Employees shall have an opportunity to suggest items for the agenda.

SECTION 12: ASSOCIATION RIGHTS

- A. Copies of this agreement titled "Professional Agreement between ANW Special Education Interlocal and ANW Special Education Interlocal Teachers Association Affiliated with K-NEA and NEA" shall be posted on the Interlocal web site for viewing for all employees of the Board. The Board shall furnish 5 printed copies to the Association.
- B. The Board agrees to furnish to the Association, upon request, information that will assist the Association in developing intelligent, accurate, and informed and constructive programs on behalf of the licensed professional staff and their students together with information which may be necessary for the Association to assist in a grievance or complaint.
- C. The Association shall have the right to use school facilities and equipment when possible.
- D. The Association shall have the right to post notices of activities and matters of the Association. The Association shall have the use of the Interlocal districts' Email, mail service and teacher mailboxes for communication for teachers. The cost shall not be borne by the districts or the Interlocal.
- E. At the beginning of every school year, the Association shall be provided with a total of six (6) days of paid leave to be used by licensed professional staff who are officers or agents of the Association. Approval for use of said days shall be at the discretion of the Association Executive Board or the Association President. Such days shall be used for Association business as determined by the Association Executive Board or the Association President. The Association agrees to notify the Director, or their designee, no less than ten (10) days in advance of taking such leave, and no more than two (2) shall be used in one calendar month. The Director shall have the authority to waive the notice requirements in the case of an emergency.

SECTION 13: REDUCTION IN FORCE AND RECALL PROCESS

If the ANW Board determines that a reduction of staff is necessary, the program area(s) will be identified and licensed professional staff shall be selected for non-renewal in each program area according to the following order:

- A. Attrition
- B. Non-tenured teachers

- C. Full licensure vs. provisional licensure in assigned teaching field
- D. Administrative evaluation
- E. Length of service with ANW Special Education Interlocal

Licensed professional staff whose employment is terminated due to reduction in force shall be afforded the opportunity for consideration for future employment in the event vacancies occur in areas for which they are licensed and have an interest. For those who wish to be considered, the following procedures will be followed:

- A. Upon termination due to RIF, the licensed professional staff will complete a form indicating their desire to be considered for re-employment with ANW, the positions for which they would like to be given consideration and a way to contact them if such vacancy occurs. It shall be the responsibility of the licensed professional staff to maintain a current address or method of contact during the time of recall.
- B. The completed form shall be kept on file at the ANW office for two (2) years unless notification is received from the licensed professional staff to withdraw their interest in being re-employed.
- C. As vacancies occur, the administration will review the file to determine if any RIF (Reduction in Force) teachers have expressed an interest in the positions.
- D. Interviews will be scheduled and interested RIF licensed professional staff shall be notified of the vacancy and their appointment to meet with ANW administration.
- E. Licensed professional staff that are notified will have ten (10) calendar days to respond to the notice to confirm their interest. Failure to respond will be considered an indication of lack of interest in the position.
- F. The licensed professional staff will be interviewed and consideration will be given to determine whether the licensed professional staff should be offered the position. The administration will determine the best candidate for the position.
- G. If the licensed professional staff is re-employed, the staff member shall regain all employment benefits to which they were entitled at the time of termination and any benefits to which they are entitled at time of re-employment.
- H. Recall privileges shall be terminated after two (2) years.

SECTION 14: LEAVE

Article I: Paid Time Off (PTO)

- Each licensed professional staff shall be granted 12 Paid Time Off (PTO) days per contract year.
- Paid Time Off (PTO) in excess of two (2) consecutive days for non-medical leave purposes must be requested and approved in writing by the ANW Director or designee at least three (3) working days prior to taking the leave.
- If a licensed professional staff must be absent for more than two (2) consecutive days for non-medical leave and have acquired the approval of the ANW Director or designee, any absence beyond the second day will be unpaid.
 - Exception: If the staff is using Paid Time Off (PTO) due to no accumulation of sick leave, they will be paid beyond the second day providing a medical release is obtained.
- Paid Time Off (PTO) shall not be used for extended break or holiday time nor taken within the first or last five (5) days of the contract year unless in case of emergency and is approved in writing by the ANW Director or designee.

All unused Paid Time Off (PTO) will be rolled over to the following contract year and recorded as sick leave.

Article II: Sick Leave-

Personal disability is defined as an illness or accident which prevents the licensed professional staff from satisfactorily performing their duties as required in the contract of employment.

- A licensed professional staff may use all or any portion of their sick leave to recover from their personal disability or the disability or illness of a spouse or child.
- The ANW Director, at their discretion, may require a licensed professional staff to furnish said Director with a certificate from a licensed medical professional whenever the licensed professional staff is absent for more than three (3) consecutive days because of personal illness or disability or the illness/disability of a spouse or child.
- When a licensed professional staff member is absent for more than 15 school days in the school year because of illness or disability, the Director may request certification from a medical professional.
- A licensed professional staff may use any portion of the leave granted for the school year for the illness, serious injury or death of the licensed professional staff's immediate family.
 - The term immediate family as used in this agreement shall mean the professional staff's spouse, child, mother, father, mother-in-law, father-in-law, sister, brother, grandparent or grandchild or other person in which the licensed professional staff is legally responsible to support.
 - To the extent possible, a licensed professional staff shall notify the ANW Director or immediate supervisor at least 24 hours prior to the commencement of such leave.

In addition to the above granted sick leave, the Board may also grant to each licensed professional staff up to an additional ten (10) days of sick leave during the school year for any disability which extends beyond the number of sick leave days which the licensed professional staff has accumulated. Days of sick leave shall be treated as follows: The licensed professional staff receiving such sick leave shall be paid at the licensed professional staff's regular daily rate.

Article III: Maternity/Adoptive Leave

A licensed professional staff may use up to six weeks of paid sick leave for maternity, 5 days paid sick leave for paternity or 10 days paid sick leave for adoptive leave provided that the employee has the number of sick leave days available.

Employees have the right to access Family Medical Leave as set forth by federal statute. To do so they will need to complete the application forms that will be supplied, upon their request, by the ANW office in the event a staff member utilizes FMLA. All eligible accumulated sick leave days, as defined by this article, will be counted as a part of the total days allowed by FMLA. Any days over the number of eligible accumulated sick leave days will become salary deduct as defined by this article.

Article IV: Sick Leave Pool:

- The sick leave pool shall be administered by a sick leave pool committee consisting of two (2) EA members and two (2) Administrators.

- Every licensed staff is eligible to participate in the sick leave pool as per criteria set forth in the negotiated agreement.
- Maternity leave is not eligible for the sick leave pool - except in the case of extenuating circumstances.
- The cap per person per school year is 30 days. Staff who have reached the 30 day cap have the right to appeal to the ANW Board of Directors for emergency leave per BOE policy.
- If the sick leave pool drops below 100 days all staff shall have the option to donate additional days.
- The sick leave pool committee will meet prior to the payroll cutoff of each month, providing a request for days has been made.
- To participate in the sick leave pool, all new licensed staff shall donate 1 day in years 1 and 2 of employment.

Administration of the Sick Leave Pool

1. Employee must complete the application for sick pool leave days. The application will include the following items: qualifying event, qualifying person, number of days requested and doctor's verification.
2. The application will be sent to the committee members.
3. The sick leave pool committee will use the following to determine the amount of leave: medical evidence of serious illness, prior utilization of personal sick leave and/or utilization of the sick leave pool.
4. The sick leave pool committee will determine eligibility for the use of the pool and the amount of leave to be granted.
5. The decision of the sick leave pool committee with respect to eligibility entitlement will be final and binding and not subject to appeal, to grievance, or to arbitration.
6. ANW district office personnel shall maintain the sick leave pool records.
7. ANW administration will provide a report on the balance of sick leave pool days at the May ANW Board of Directors meeting.

Article V: Sick Leave Buy Back

At the completion of each contract year, a licensed professional staff who has accumulated over 100 days (800 hours) may be eligible for compensation of \$50 per day for any days over 100. To be eligible, the staff member must donate 1 day to the sick leave pool. In the event the employee was to end the year with 101 days, they would be able to donate one day and be paid for one day, thus 99 days would carry over to the next contract year.

Article VI: Compensation for Unused Sick Leave upon Voluntary Separation of Employment Separation/Retirement

Each licensed professional staff who has completed 10 consecutive years of service with ANW Interlocal and is voluntarily separating employment or is eligible for benefits from the Kansas Public Employees Retirement (KPERS), shall be eligible for reimbursement of unused sick leave, not to exceed one hundred (100) total days, at the rate of \$50 (Fifty dollars) per day. In order to be eligible for this benefit, the Director must be notified in writing by the staff member of their intent to leave by May 1st of the current contract year, and the contractual obligations must be met in full. If retiring, the employee shall provide written documentation of KPERS eligibility to ANW administration by May 15. Any staff member who provides notification of intent to retire by January 1 of the contract year will be entitled to a \$1,000 payment made in one payment, no later than January of the following year.

Upon death of a teacher meeting the above requirements (10 or more years of consecutive service in the district) the unused sick leave pay shall be computed as above and paid to the beneficiary indicated in KPERS. Payment for unused sick leave shall be issued in one payment no later than

January the following year of the date of retirement.

Article VII: Professional Leave

Professional leave may be granted by the Director to a licensed employee upon request. This leave will not be included in the days of leave granted each year. All licensed professional staff are required to account for all professional leave through the META time/attendance keeping system prior to the last Friday of each month. Professional leave is defined as in-service or other activity that occurs outside of the classroom.

To request paid professional leave from ANW to perform contractual duties for a district the teacher must submit a copy of the contract to ANW office and a schedule of times that they will be working for the district prior to the initiation of the duties.

Article VIII: Jury Duty

Jury duty leave will not be taken from regular leave granted yearly or accumulated leave.

Employees will be paid their regular salary while on jury duty leave. The licensed professional staff will reimburse the Interlocal for the amount of jury duty compensation received less documented court related expenses.

Article IX: Leave for Court Appearance

A licensed professional staff member will be granted leave to appear in court to answer a jury summons, or for a court-ordered appearance outside their control. The licensed professional staff will reimburse the Interlocal for the amount of any compensation received for such court appearance less documented court related expenses.

Article X: Extended Leave

Any licensed professional staff may make an application to the Board for a leave of any type not covered by other leave provisions of this agreement. The Board may grant such extended leave upon such conditions as the Board may at that time prescribe. Licensed professional staff shall be granted extended leaves subject to the approval of the Board or their designee.

SECTION 15: RESIGNATION/LIQUIDATED DAMAGES

Liquidated Damages

A compensatory fee will be assessed to teachers who wish to resign after the state statutory deadline. Fees are to be paid at the time of resignation or the employee can elect to have the fee withheld from the remaining payroll. The board may waive the fee for unforeseen circumstances beyond the control of the teacher. Unforeseen circumstances include but are not limited to:

1. Transfer of spouse of a certified employee;
2. Sickness of the certified employee or spouse
3. Death in the family

The fees are as follows:

Statute deadline to June 14:	\$500.00
June 15 to June 30:	\$750.00
July 1 to July 14:	\$1000.00
July 15 to July 31:	\$2000.00
On or after August 1:	\$3000.00

SECTION 16: GRIEVANCE PROCEDURES

Article I: Purpose and Definition

The purpose of this procedure is to secure at the lowest possible level equitable solutions to the grievances which licensed professional staff subject to this grievance procedure may from time to time file. The term grievance shall be defined as any alleged violation, misapplication or misinterpretation of this agreement or the licensed professional staff's individual contract of employment. Any subject for whom the law mandates another procedure will not be subject to this article. Both parties agree that these proceedings should be kept as informal and confidential as may be at any level of the procedure period.

Article II: Procedure

Level One

The aggrieved party shall notify the Director within 10 school days after the licensed professional staff become aware of the grievance. The aggrieved party should request an informal conference be held with the Director within 10 days after filing said grievance. At this conference, the aggrieved party shall seek to resolve the matter informally. The Director shall provide the aggrieved party with an answer to the grievance within 5 school days after the meeting. Any party to the grievance may be accompanied by a KNEA Representative (for members only) or a fellow colleague.

Level Two

If the aggrieved party is not satisfied with the disposition of their grievance at Level one, or if no decision has been rendered within 5 school days after presentation of the grievance, the party may file the grievance in writing with the Director, or his designated representative within 10 school days after the informal conference with the Director. Within 5 days after receipt of the written grievance by the Director, the Director or his designated representative will schedule a second meeting in an effort to resolve it. Any party to the grievance may be accompanied by a representative selected by the party.

Level Three

If the aggrieved party is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within 5 school days after the party has first met with the Director or his designated representative at level two, whichever is sooner, request in writing that aggrieved party meet with the Board. The board will consider the grievance at the next regularly scheduled board meeting. The decision of the Board will be delivered in writing not later than the next regularly scheduled meeting of the Board following the meeting at which the Board considered the grievance. Any party to the grievance may be accompanied by a representative selected by the party.

Article III: Miscellaneous

1. Decisions rendered at all levels of the grievance procedure will be in writing, setting forth the decision and the reasons therefore, and will be transmitted promptly to all interested parties.
2. All documents, communications, and records dealing with the processing of a grievance will be filed in a separate grievance file and filed in the office of the Clerk of the Board, and will not be kept in the personnel file of any of the participants.
3. Forms for filing grievances, serving notice, taking appeals, making reports and recommendations, and other necessary documents will be prepared by the Director and the Association. The forms will be provided to the licensed professional staff upon request so as to facilitate operation of the grievance procedure.

4. Should the investigation or processing of any grievance require that the grievance or a school district employee who is a witness or a representative of the grievant or the Board, be absent from their regular assignment, such person shall be excused from such assignment for the purpose of appearing at said grievance hearing without loss of pay or benefits.
5. Notification of a grievance hearing shall be made in writing to the grievance by the person before whom the hearing shall be held (or by the Clerk of the Board where the Board is considering the grievance), at least 48 hours prior to the hearing.
6. No reprisals of any kind will be taken by the Board or any representative of the Board against an aggrieved person, any party in interest, any grievance representative, or any other participant in the grievance procedure by reason of such participation.
7. In the event that a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the days shall be those days in which the district office is open for business.
8. The Association shall not have the right to file a grievance.
9. The staff will adhere to the anti-bullying plan per the ANW Board policy GAAE.

SECTION 17: TEACHER DISCIPLINE

1. It is agreed informal disciplinary actions are the first steps taken in constructive discipline and are to be taken by administrators in situations of a minor nature involving the teacher's conduct or job performance. Disciplinary actions will be administered in a fair and equitable manner, and, where practical, in a private manner with an appropriate substantive investigation of the key individuals involved.
2. The information regarding proposed and implemented discipline of teachers shall be considered confidential, privileged information, only to be released to administrators who work with the teacher, the Director, and, if appropriate, to the ANW Board of Education. The teacher may release information regarding the discipline to any appropriate party.
3. Discipline of a teacher will be progressive and/or sequential, and appropriate to the severity of the infraction, except in those situations that constitute a breach of board policy that could impair the effective operation of the school, or a potential criminal violation. The sequence of discipline shall be as follows:
 - a. Counseling shall be the first step to a minor infraction. Documentation may occur for record, but no written record will be placed in the professional employee's personnel file.
 - b. Oral reprimand transmitted directly to the teacher, acknowledged by the teacher, and recorded in the building personnel file only as the existence of the reprimand, without extensive detail.
 - c. Once the administrator determines that a written reprimand is necessary, the teacher will be notified and a face to face meeting with the teacher shall occur within 3 business days unless there are extenuating circumstances. It shall contain sufficient details of the incident to allow understanding by the teacher who shall submit a written response to the allegations within 10 business days unless there are extenuating circumstances. The response shall be attached to the reprimand, and both will remain in the teacher's personnel file. There shall be no further appeal of the

reprimand. A series of oral reprimands can be grouped together under unprofessional behavior.

- d. In the event of the failure of a teacher to correct the behavior identified in the written reprimand, the teacher may be placed on a written plan of improvement and a timeline for meeting those expectations. The written behavior plan shall provide an opportunity for the teacher to object in writing to elements of the plan within 10 business days unless there are extenuating circumstances. Any objections shall be resolved by the Director within 5 business days unless there are extenuating circumstances.
- e. If the teacher does not satisfactorily meet the goals of the plan of improvement, or if the teacher's behavior becomes insubordinate, the immediate supervisor shall notify the Director. The Director shall have the authority to suspend the teacher with pay, pending further review. With permission of the teacher, notification will be sent to the ANW-EA President.
- f. Any reprimand or written plan of improvement that is resolved may not be referenced after 13 calendar months and shall be purged at the end of that school year.
- g. If the teacher does not correct the issues identified as the basis for the suspension with pay, or if the behavior is serious enough to warrant termination of employment, the Director will notify the teacher of the intent to recommend suspension without pay to the Board of Education.
- h. The teacher is entitled to be represented in any disciplinary proceeding under this provision.
- i. The Director will create the parameters of a plan of improvement to ensure that it does not circumvent due process.

SECTION 18: LICENSED PROFESSIONAL STAFF DISMISSAL

1. The Board and Association agree to the mutual benefit of a Fair Dismissal procedure for the experienced teachers. This provision balances the relative security earned through an extended and successful probationary period with employer expectations of continued quality professional performance.
2. If a teacher is terminated, he/she shall be afforded the rights to this procedure to appeal that decision.
3. For the first three (3) years of professional employment with the district teachers are considered probationary and may be nonrenewed prior to the statutory deadline for any reason except as protected by Constitutional or other nondiscrimination protections.
4. Starting in year four (4) of teaching with the district teachers shall have earned non-probationary status. At its discretion, the Board may formally grant non-probationary status to any teacher earlier.
5. Non probationary teachers may be nonrenewed for just cause including ineffective performance, provided the procedural process is closely observed. While timelines are expected to be followed, extenuating circumstances may be considered for minor procedural error. If the proposed nonrenewal is to be based on ineffective performance the district evaluation procedure shall be followed. The non-probationary teacher will be informed their performance is substandard and the full evaluation process will be utilized including a measurable plan of improvement.

6. If the nonrenewal is based on reduction in force, those separate procedures as outlined in the Agreement shall be followed prior to the termination or nonrenewal.
7. If the non-probationary teacher is non-renewed, they shall be notified by certified and regular mail prior to the statutory continuing contract date. The notification shall include the reasons for the nonrenewal.
8. When a teacher is given written notice of a board's intention to not renew the teacher's contract, the teacher may request a meeting with the board by filing a written request with the clerk of the board within 10 days from the date of receipt of the written statement of nonrenewal of a contract. The notice shall include the reasons for the nonrenewal.
9. The board shall hold such a meeting within 10 days after the filing of the teacher's request. The meeting provided for under this section shall be held in executive session and, at such meeting, the board shall specify the reason or reasons for the board's intention to not renew the teacher's contract. The teacher shall be afforded an opportunity to respond to the board. Neither party/both parties shall have the right to have counsel present. If the teacher intends to have counsel present, they will notify the board at the time the request for the meeting is made.
10. Within 10 days after the meeting, the board shall reconsider its reason or reasons for nonrenewal and shall make a final decision as to the matter.

SECTION 19: PROFESSIONAL EMPLOYEE APPRAISAL PROCEDURE

Article I: General Administration Procedures

1. This evaluation document shall be presented to all licensed employees scheduled for a formal evaluation, no later than the last day of teacher orientation of each school year. Licensed employees new to the district shall receive a detailed explanation of the process during New Teacher Training.
2. All administrators will be trained in the application and consistent use of ANW Interlocal's evaluation process. No employee will be evaluated by an administrator who has not received this training.

Article II: Evaluation Timeline

1. The evaluation process will be conducted at least once per semester for all certified employees in years 1 and 2 of their contract with ANW Interlocal. The first semester evaluation shall be completed by no later than the 60th day of the first semester. The second evaluation shall be completed by no later than February 15th. A mentor will be assigned to all first year teachers, with the administrative option of assigning a mentor to a second year teacher, if needed.
2. The evaluation process will be conducted at least one time per school year by no later than February 15 for all licensed employees in year 3 and 4 of their contract with ANW Interlocal.
3. The evaluation process will be conducted at least once every 3 years by no later than February 15th for all licensed employees in years 5 and beyond of their contract with ANW Interlocal.
4. All licensed employees shall be evaluated by their Coordinator or another appropriately licensed Special Education Administrator. Only those persons holding an appropriate license for a Special Education Administrator may serve as evaluators. The Special Education Administrator/Coordinator must complete at least one of the formal observations for each

teacher and must present the Summative Document at the Post Evaluation Conference. The teacher may invite a third-party representative to attend any evaluation conferences.

5. Each evaluated employee will sign and date the summative document after the post evaluation conference to indicate that they have seen the evaluation and reviewed its contents with their Special Education Administrator/Coordinator. Signing of the evaluation form by the licensed employee does not necessarily indicate approval or agreement with the evaluation.
6. At any time, not later than two (2) weeks after the post evaluation conference, the employee may respond thereto in writing to the Special Education Administrator/Coordinator. The Special Education Administrator/Coordinator shall sign the response and forward it to the Director within two (2) weeks to be placed in the personnel file.
7. The evaluation forms shall be kept for a minimum of five (5) years. Beyond the five year period they shall be retained unless the licensed employee requests in writing that the evaluations be removed.
8. Those persons who shall have access to the Special Education Administrator/Coordinator's evaluation of a licensed employee are:
 - a. The State Board of Education
 - b. The ANW Interlocal Board of Education when meeting in Executive Session
 - c. The Board of Education's attorney upon the Board's request
 - d. The Coordinators(s) who is/are responsible for the evaluation as specified in ANW Interlocal policy
 - e. The licensed employee
 - f. Any person the licensed employee designates in writing to the Board
 - g. ANW Interlocal Director
9. Any amendments or changes to this evaluation procedure may be proposed by either the Board of Education or the ANW Interlocal-EA. These proposals shall be reviewed by a committee composed of an equal number appointed by the Board and the Association. Recommendations of this committee shall be given to both the Board and Association negotiating teams for consideration.

Article III: Evaluation Implementation

1. An evaluation may be conducted during any year in which a licensed employee changes level of instruction (elementary to middle to high school) or program (LD to ED). This does not include a teacher who teaches part of their assignment at two different levels in the same year. For example, a teacher's load consists of a half day or school year in both middle school and high school.
2. The summative document must be completed by the calendar indicated in the next section below, and forwarded to the Director's office.
3. An evaluation can be initiated by the licensed evaluator for employees on a Plan of Improvement.
4. The licensed employee shall be allowed to see and sign the evaluation. In addition, the employee has two (2) weeks from the date of the evaluation conference, to respond in writing. This response shall be given to the evaluator for the signature who shall in turn forward it to the Director within two (2) weeks to be placed in the personnel file.

Article IV: Schedule For Evaluation

1. Goal-Setting Conference: Prior to September 15 of each school year, each licensed employee scheduled for an evaluation shall meet with their Special Education Administrator/Coordinator to set, review, and/or revise goals for that school year. The form in KEEP2 shall be used. Both the teacher and Special Education Administrator/Coordinator will sign the completed document, which is to be kept on file for one year.

2. Teacher Self-Assessment: Using the KEEP2 program, the teacher shall rate their own professional performance at the beginning of the year and reflect on their performance throughout the year.
3. Pre-observation Conference: The evaluator's final summative document shall be based on both ongoing informal observations and formal observations of full instructional segments. The evaluator will hold a pre-observation conference with the licensed employee prior to each formal observation. Walk-throughs without notifying the licensed employee cannot be part of the evaluation.
4. Classroom Observation: The Special Education Administrator/Coordinator shall make at least two (2) scheduled classroom observations of thirty (30) minutes or longer prior to completion of the evaluation report. The observation shall not interrupt normal classroom procedure. The teacher shall be provided a copy of the class observation notes made by the Special Education Administrator/Coordinator. Classroom observations will be scheduled with the licensed employee in advance.
5. Monitoring or Observations: All monitoring or observation of the professional performance of an employee shall be conducted openly and with full knowledge of the employee.
6. Post-observation Conference: Each formal observation will be followed by a post-observation conference held within ten school days following the observation. All post evaluation conferences must be held no later than February 15 of the year being evaluated.

Article V: Plan Of Improvement

1. As soon as possible, but no later than two (2) weeks after the licensed employee has received a "Not Met" rating, the teacher and evaluator shall meet in conference to review those indicators marked as "Not Met" during the evaluation. If the teacher believes that an evaluation of those indicators was made with insufficient information, the teacher shall be given the opportunity to present evidence that those indicators are being fulfilled. During this conference, the evaluator may a) amend the original document to show that the evaluation of the indicators is changed or b) proceed with the development of a Plan of Improvement as indicated below.
2. After the teacher/evaluator conference has been held, any teacher continuing to receive a rating of "Not Met" on an indicator shall be required to develop, in cooperation with the evaluator, a Plan of Improvement. The teacher may elect to utilize voluntary peer assistance as part of their growth plan. The plan shall include professional goals that are specific, measurable, and specifically address those indicators marked in the summative document with a "Not Met" rating. The plan may include, but not be limited to, visitations to classrooms of other teachers, in-service, observations, assistance and/or materials provided by the evaluator.
3. Within 30 school days of the planning conference a follow-up conference will be held. If sufficient progress has been made on the designated indicators, the evaluator will document such improvement and attach an amendment to the original evaluation noting that the teacher has been moved from the "Not Met" rating.
4. If sufficient progress is not noted, the teacher will continue to work toward improvement on the indicators still designated as "Not Met". A Plan of Improvement may be implemented and/or revised as often as necessary.
5. Any employee placed on a Plan of Improvement will be placed in the evaluation cycle for the following year.
6. Based on K.A.S. 72-9004(f), the contract of any person subject to evaluation shall not be non-renewed on the basis of incompetence unless an evaluation of such person has been made prior to notice of non-renewal of the contract and unless the evaluation is in substantial compliance with the board's policy of evaluation procedure.

ANW Performance Improvement Plan (PIP)

During the period of the PIP the employee will be monitored to assess if appropriate improvement is being made. If the expected outcomes are not achieved/improvements attained more formal action may be initiated.

Name of employee	
Job title	
School	
Date of Initial Meeting	
Name(s) of ANW staff at meeting	

	Duties & Improvement Required:	Expected Outcome/Measurement	Support & Dependencies
1			
2			
3			

	Review Date:	Met/Not Met/ Partially Met	Review Date:	Met/Not Met/ Partially Met	Review Date:	Met/Not Met/ Partially Met
1	Outcome:		Outcome:		Outcome:	
2						
3						

ANW 2025-2026 Teacher Salary Schedule

		A	1	2	3	4	5	6	7	8
		Alt. Lic	BS	BS+15	MS	MS+15	MS+30	MS+45	MS+60	EDS
A	1	\$36,300.00	\$47,155.00	\$48,555.00	\$51,285.00	\$52,685.00	\$54,085.00	\$55,485.00	\$56,885.00	\$58,285.00
B	2	\$36,750.00	\$47,605.00	\$49,005.00	\$51,735.00	\$53,135.00	\$54,535.00	\$55,935.00	\$57,335.00	\$58,735.00
C	3	\$37,200.00	\$48,055.00	\$49,455.00	\$52,185.00	\$53,585.00	\$54,985.00	\$56,385.00	\$57,785.00	\$59,185.00
D	4	\$37,650.00	\$48,505.00	\$49,905.00	\$52,635.00	\$54,035.00	\$55,435.00	\$56,835.00	\$58,235.00	\$59,635.00
E	5		\$48,955.00	\$50,355.00	\$53,085.00	\$54,485.00	\$55,885.00	\$57,285.00	\$58,685.00	\$60,085.00
F	6		\$49,405.00	\$50,805.00	\$53,535.00	\$54,935.00	\$56,335.00	\$57,735.00	\$59,135.00	\$60,535.00
G	7		\$49,855.00	\$51,255.00	\$53,985.00	\$55,385.00	\$56,785.00	\$58,185.00	\$59,585.00	\$60,985.00
H	8		\$50,305.00	\$51,705.00	\$54,435.00	\$55,835.00	\$57,235.00	\$58,635.00	\$60,035.00	\$61,435.00
I	9		\$50,755.00	\$52,155.00	\$54,885.00	\$56,285.00	\$57,685.00	\$59,085.00	\$60,485.00	\$61,885.00
J	10			\$52,605.00	\$55,335.00	\$56,735.00	\$58,135.00	\$59,535.00	\$60,935.00	\$62,335.00
K	11				\$55,785.00	\$57,185.00	\$58,585.00	\$59,985.00	\$61,385.00	\$62,785.00
L	12				\$56,235.00	\$57,635.00	\$59,035.00	\$60,435.00	\$61,835.00	\$63,235.00
M	13				\$56,685.00	\$58,085.00	\$59,485.00	\$60,885.00	\$62,285.00	\$63,685.00
N	14				\$57,135.00	\$58,535.00	\$59,935.00	\$61,335.00	\$62,735.00	\$64,135.00
O	15						\$60,385.00	\$61,785.00	\$63,185.00	\$64,585.00
P	16						\$60,835.00	\$62,235.00	\$63,635.00	\$65,035.00
Q	17						\$61,285.00	\$62,685.00	\$64,085.00	\$65,485.00
R	18							\$63,135.00	\$64,535.00	\$65,935.00
S	19							\$63,585.00	\$64,985.00	\$66,385.00
T	20								\$65,435.00	\$66,835.00
U	21								\$65,885.00	\$67,285.00
V	22								\$66,335.00	\$67,735.00

ANW 2025-2026 School Psychologist Salary Schedule

		Licensed	Licensed +5yrs @ ANW	Licensed +10yrs @ ANW	Licensed +15yrs @ ANW	Licensed 20yrs @ ANW	Licensed 25yrs @ ANW
		8	9	10	11	12	13
		4	5	6	7	8	9
		EDS					
A	1	\$71,423	\$72,823.00	\$74,223.00	\$75,623.00	\$77,023.00	\$78,423.00
B	2	\$71,873	\$73,273.00	\$74,673.00	\$76,073.00	\$77,473.00	\$78,873.00
C	3	\$72,323	\$73,723.00	\$75,123.00	\$76,523.00	\$77,923.00	\$79,323.00
D	4	\$72,773	\$74,173.00	\$75,573.00	\$76,973.00	\$78,373.00	\$79,773.00
E	5	\$73,223	\$74,623.00	\$76,023.00	\$77,423.00	\$78,823.00	\$80,223.00
F	6	\$73,673	\$75,073.00	\$76,473.00	\$77,873.00	\$79,273.00	\$80,673.00
G	7	\$74,123	\$75,523.00	\$76,923.00	\$78,323.00	\$79,723.00	\$81,123.00
H	8	\$74,573	\$75,973.00	\$77,373.00	\$78,773.00	\$80,173.00	\$81,573.00
I	9	\$75,023	\$76,423.00	\$77,823.00	\$79,223.00	\$80,623.00	\$82,023.00
J	10	\$75,473	\$76,873.00	\$78,273.00	\$79,673.00	\$81,073.00	\$82,473.00
K	11	\$76,023	\$77,423.00	\$78,823.00	\$80,223.00	\$81,623.00	\$83,023.00
L	12	\$76,573	\$77,973.00	\$79,373.00	\$80,773.00	\$82,173.00	\$83,573.00
M	13	\$77,123	\$78,523.00	\$79,923.00	\$81,323.00	\$82,723.00	\$84,123.00
N	14	\$77,673	\$79,073.00	\$80,473.00	\$81,873.00	\$83,273.00	\$84,673.00
O	15	\$78,223	\$79,623.00	\$81,023.00	\$82,423.00	\$83,823.00	\$85,223.00
P	16	\$78,873	\$80,273.00	\$81,673.00	\$83,073.00	\$84,473.00	\$85,873.00
Q	17	\$79,523	\$80,923.00	\$82,323.00	\$83,723.00	\$85,123.00	\$86,523.00
R	18	\$80,173	\$81,573.00	\$82,973.00	\$84,373.00	\$85,773.00	\$87,173.00
S	19	\$80,823	\$82,223.00	\$83,623.00	\$85,023.00	\$86,423.00	\$87,823.00
T	20	\$81,473	\$82,873.00	\$84,273.00	\$85,673.00	\$87,073.00	\$88,473.00
U	21	\$82,223	\$83,623.00	\$85,023.00	\$86,423.00	\$87,823.00	\$89,223.00
V	22	\$82,973	\$84,373.00	\$85,773.00	\$87,173.00	\$88,573.00	\$89,973.00

ANW 2025-2026 Speech Pathologist Salary Schedule

		Licensed	Licensed +5yrs @ ANW	Licensed +10yrs @ ANW	Licensed +15yrs @ ANW	Licensed 20yrs @ ANW	Licensed 25yrs @ ANW
		3	4	5	6	7	8
		MS	MS+15	MS+30	MS+45	MS+60	EDS
A	1	\$65,823.00	\$67,223.00	\$68,623.00	\$70,023.00	\$71,423.00	\$72,823.00
B	2	\$66,273.00	\$67,673.00	\$69,073.00	\$70,473.00	\$71,873.00	\$73,273.00
C	3	\$66,723.00	\$68,123.00	\$69,523.00	\$70,923.00	\$72,323.00	\$73,723.00
D	4	\$67,173.00	\$68,573.00	\$69,973.00	\$71,373.00	\$72,773.00	\$74,173.00
E	5	\$67,623.00	\$69,023.00	\$70,423.00	\$71,823.00	\$73,223.00	\$74,623.00
F	6	\$68,173.00	\$69,573.00	\$70,973.00	\$72,373.00	\$73,773.00	\$75,173.00
G	7	\$68,723.00	\$70,123.00	\$71,523.00	\$72,923.00	\$74,323.00	\$75,723.00
H	8	\$69,273.00	\$70,673.00	\$72,073.00	\$73,473.00	\$74,873.00	\$76,273.00
I	9	\$69,823.00	\$71,223.00	\$72,623.00	\$74,023.00	\$75,423.00	\$76,823.00
J	10	\$70,373.00	\$71,773.00	\$73,173.00	\$74,573.00	\$75,973.00	\$77,373.00
K	11	\$71,023.00	\$72,423.00	\$73,823.00	\$75,223.00	\$76,623.00	\$78,023.00
L	12	\$71,673.00	\$73,073.00	\$74,473.00	\$75,873.00	\$77,273.00	\$78,673.00
M	13	\$72,323.00	\$73,723.00	\$75,123.00	\$76,523.00	\$77,923.00	\$79,323.00
N	14	\$72,973.00	\$74,373.00	\$75,773.00	\$77,173.00	\$78,573.00	\$79,973.00
O	15			\$76,423.00	\$77,823.00	\$79,223.00	\$80,623.00
P	16			\$77,173.00	\$78,573.00	\$79,973.00	\$81,373.00
Q	17			\$77,923.00	\$79,323.00	\$80,723.00	\$82,123.00
R	18				\$80,073.00	\$81,473.00	\$82,873.00
S	19				\$80,823.00	\$82,223.00	\$83,623.00
T	20					\$82,973.00	\$84,373.00
U	21					\$83,723.00	\$85,123.00
V	22					\$84,473.00	\$85,873.00

Vendor Profile: Purchasing - Ecommerce | ONLINE FORM : APPROVALS LIST | Asset : Asset List | Purchasing : Purchase Order List | Process Management : Process Instance Manager

REQUESTING STAFF

0 of 2 | Step 1 (Required) | Save & Exit | < Previous | Complete & Next >

Instructions

- REQUESTING STAFF (Required)
- LOSS OF LUNCH/PLAN TIME NOTIFICATION (Required)

Title

First Name: WHITNEY

Last Name: IKEHORN

Middle Name: LYNAE

Name Suffix

Name Pronunciation

EMPLOYEE 1ST EMAIL

Email Type: WORK

Email: WIKEHORN@ANWCOOP.COM

EMPLOYEE 2ND EMAIL

Email Type: PERSONAL

Email: WHITNEYIKEHORN@GMAIL.COM

EMPLOYEE 3RD EMAIL

Email Type: KORENNE WOLKEN

Email: TARA GLADES

Email: JULIE DEFEBAUGH

Email: CAMILLE KERR

*COORDINATOR

5

Once you have completed the form, Click "Submit Form"

System Profile | Security : User List | Security : Password Reset Requests | Security : Security Group List | Account : Bank Account List | System Profile (Administrative Access)

Purchasing - Ecommerce | ONLINE FORM : APPROVALS LIST | Asset : Asset List | Purchasing : Purchase Order List | Process Management : Process Instance Manager | Security : Impersonate User

LOSS OF LUNCH/PLAN TIME NOTIFICATION

Step 1 (Required) | Save & Exit | < Previous | Submit Form > | Print Step | Delete

IKEHORN, WHITNEY LYNAE

PLEASE COMPLETE A SURVEY FOR EACH OCCURRENCE.

*DATE LUNCH/PLAN WAS MISSING. MM/DD/YYYY 31

*MISSED LUNCH OR PLAN

*WHO DETERMINED YOU WERE REQUIRED TO WORK LUNCH/PLAN?

*WHY WERE YOU UNABLE TO GET A DUTY FREE LUNCH/PLAN?

COMMENTS

https://scribehov.com/viewer/HOW_TO_COMPLETE_A_LOSS_OF_LUNCHPLAN_TIME_NOTIFICATION_IN_SKYWARD_NjWRxuyRTMC5eBaxv8-Oag

ANW Special Education Interlocal Education Association

Kimberly Heslop

President

Danny Meier

Secretary

Eric Hunt

Negotiations Committee Chairperson

Julie Fuller, EdS

Negotiations Member

Negotiations Member

Negotiations Member

ANW Special Education Interlocal

Dann R. Wilson

Board President

J. L. Lyle

Negotiations Committee Member

Nicole Goodwin

Negotiations Committee Member

Kelenna Walker

Negotiations Committee Member

Emily Williams OTD, OTR/L

Camille Kern

Negotiations Committee Member

Approved this 28th day of July 2025

