NEGOTIATED AGREEMENT-SIGNATURE PAGE
2026-2027 SCHOOL YEAR
LOGAN USD #326

The attached Negotiated Agreement is approved as follows:
Tentatively approved by: Logan Teachers Association on this 11th day of May, 2026.

Shannon Kats
Chief Negotiator

Tentatively approved by: Board of Education Negotiating Team on this 11th day of May, 2026.

Chief Negotiator

Approved by: Logan Teachers Association and its members by a majority vote of the teachers on this 11 day of May, 2026.

Kayla R Moore Vice President
President, Logan Teachers Association

Approved by: Board of Education, Unified School District No. 326, Logan, Kansas, on this 11 day of May, 2026.

President, Board of Education

ATTEST: Jadyn Leggett
Clerk, Board of Education

Table of Contents

ARTICLE I DEFINITIONS....3
ARTICLE II SALARY AND FRINGE BENEFITS....3
ARTICLE III GRIEVANCE PROCEDURE....5
ARTICLE IV LEAVES....7
ARTICLE V PROFESSIONAL EMPLOYEE'S CONTRACT....9
ARTICLE VI PROFESSIONAL EMPLOYEE'S SUPPLEMENTAL CONTRACT....11
ARTICLE VII PAYMENT OF SALARIES....12
ARTICLE VIII REDUCTION IN FORCE....12
ARTICLE IX SUPPLEMENTAL PAY SCHEDULE....14
ARTICLE X EXTRA DUTY....15
ARTICLE XI LENGTH OF SCHOOL DAY....15
ARTICLE XII SEVEN DAY PERIOD....16
ARTICLE XIII LEAVE BUY-BACK AT RETIREMENT....16
ARTICLE XIV CONTRACT RELEASE....17
ARTICLE XV DURATION....17
HIRING SCHEDULE....18

This agreement, made and entered into, by and between the Board of Education of Unified School District No. 326, Logan, Kansas, and the members of the recognized teacher negotiating unit, represented by Logan Teachers Association, on this **11th** day of **May, 2026**. Now, therefore, the parties hereunto agree as follows:

ARTICLE I
DEFINITIONS

When used in this agreement, the following terms will have the following meanings:

1. The board of education or board: The Board of Education of Unified School
   a. District No. 326, Logan, Kansas.
2. The association: The Board shall recognize the Logan Teachers' Association as the bargaining agent for the teachers of the district. All items for negotiations shall be carried out between the Logan Teacher's Association and its elected representative (s) and between the Board of Education of USD 326 and its elected or appointed representatives.
3. Teacher: Unless otherwise indicated, the term "teacher," "teachers" or "professional employee" when used hereafter in this agreement shall refer to all professional employees represented by the Logan Teachers Association.
4. Starting the 2026-2027 school year, the base will be $39,500.00 and all teachers will receive a $1,850.00 raise. Janet Gottstine will be paid for 10 extra days at $250 per day to tend to the landscaping around the school and the school garden for a total of $2,500.
5. McRel will continue to be used in evaluations.
6. Each certified employee will work 3 designated extra duty jobs. If they choose to work more than that, that is their priority. Any person not doing this could result in a fine.
7. School: Shall mean any attendance facility or other facility operated by the board of education.

ARTICLE II
SALARY AND FRINGE BENEFITS

1. The school district will maintain a "125 Salary Reduction Plan" which will allow each qualified participant to choose from a menu of qualified benefits with the employee costs paid on a pre-tax basis. Benefits, which can be selected but are not limited to, include: 1) child care, 2) pre-paid medical, 3) cancer insurance, 4) life insurance, 5) salary protection insurance, 6) health insurance.
2. The Board of Education will pay 100% single health plan (Option 2) and 100% employee/child(ren) health plan (Option 2). The Board of Education will also pay 50% of the dental plan (Option 1). This amount will be negotiated each year.
3. An Advisory Insurance Committee will be formed consisting of two teachers, two board members, one non-voting administrator and one note taker.

4. Teachers shall receive lunch at no charge if they choose to eat in the lunchroom and assist in a supervisory position.
5. The district shall implement the supplemental salary schedule as negotiated (see page 14).
6. To encourage professional growth, payment of $120.00 per semester hour, to a maximum of $1,080.00 per year (September 1 thru August 31) will be paid for approved credit earned. Approved credit shall mean any one or more of the following:
    a. Credit earned toward an advanced degree
    b. Credit used for recertification
    c. Credit used to gain additional certificate endorsements

    The superintendent or his designee shall have the authority to grant or deny approval of credit.
7. To receive payment for and to make it possible to budget for payment of college hours, approval must be obtained prior to taking the courses. The teacher must be regularly employed in Unified School District No. 326, and will receive payment upon returning the following October.
8. To advance horizontally on the Hiring Schedule, all college hours between the B.S. and M.S. degrees must appear on an approved master's degree program or produce written confirmation that they can be used for certificate renewal. Professional development credits, which may be used toward re-certification, may also be used to advance horizontally on the Hiring Schedule. Twenty (20) credits have been determined to equal one (1) college hour. Once negotiations are complete and any adjustment to the base has been made, the district will make sure all current teachers are at or above the hiring schedule for all steps depending upon their years of experience and hours obtained.
9. A copy of each teacher's graduate program must be on file in the superintendent's office. If or when a part-time teacher is employed on a full- time basis, he or she shall be placed on the schedule based on a full-time equivalency. Contracts will be written based on the hours as of March 1 of each year. If teachers change steps during the summer, the contracts will be adjusted as of October 1. The October 1 adjustment will allow the teacher to move horizontally.
10. All teachers are to be present for in-service training, workshops and other professional meetings.
11. "The USD #326 board of education will compensate, upon requests, a licensed Jr/Sr high school teacher who uses his/her only planning period(s) or a licensed elementary teacher who uses her/his planning period(s) to cover another teacher's class. Teachers who request this compensation will need to submit a request under USD 326 Substitute Log on Google Docs. Compensation will be made the month following the coverage, and will be based on the accumulative time spent substituting at the rate of substitute teacher pay." "A licensed high school teacher who teaches a class during a scheduled planning period for a full year will be paid an additional one seventh (1/7) of his/her contracted salary. Should the teacher begin after the school year has begun, the salary will be prorated accordingly. Should the teacher lose less than the 5 planning periods per week, the salary will be prorated accordingly. The number of planning periods lost out of 5 would be a decision made each year by the administration and the teacher involved. (example—If a teacher uses his/her planning period for instruction 3 out of 5 days each week, their re-imbursement would be (3/5) of 1/7) of his/her base salary.) Compensation for the extra class will be paid monthly as part of the teacher's regular monthly paycheck.

ARTICLE III
GRIEVANCE PROCEDURE

A. PURPOSE:

The purpose of this procedure is to provide for the orderly and expeditious adjustment of grievances of individual employees of Unified School District No. 326, Logan, Kansas, at the lowest level.

B. DEFINITIONS:

1. "Grievance" shall mean an alleged violation or misinterpretation of the terms and conditions of the employee's contract of employment.
2. "Grievant" means an employee of Unified School District No. 326, Logan, Kansas.
3. Words denoting gender shall include both masculine and feminine, and words denoting numbers shall include both singular and plural.

C. PROCEDURES:

1. Time Lines. The adjustment of grievances shall be accomplished as rapidly as possible. To that end, the number of days within which each step is prescribed to be accomplished shall be considered as maximum and efforts should be made to expedite the process. Under unusual circumstances, the time limits prescribed may be extended or reduced by the mutual consent of the parties involved.
2. Level One. The aggrieved should request an informal conference with his or her superintendent or other immediate supervisor within ten days after he or she becomes aware of the grievance. The purpose of this informal meeting is to give the superintendent and the aggrieved an opportunity to resolve the grievance. Neither party shall be entitled to representation at this level. Either party may have witnesses attend.
3. Level Two. If the aggrieved has been unable to schedule a conference with the superintendent or having had the conference, has not had a satisfactory resolution of the grievance, the grievant may request a formal hearing with his or her superintendent. The grievant shall prepare a written statement of the grievance and provide the superintendent with a copy of the same. Efforts should be made to develop an understanding of the facts and the issues in order to create a climate, which will lead to a solution of the grievance. A formal conference with the superintendent shall occur within ten school days of the request for a hearing. The decision of the superintendent shall be reduced to writing within five school days of the Level Two hearing and a copy shall be provided to the grievant and a copy to the Board of Education.
4. Level Three. In the event the grievant is not satisfied with the disposition of his or her grievance at Level Two or in the event no decision is reached within fifteen school days after the presentation of the grievance, he or she may appeal the matter by submitting a written request to the clerk of the Board of Education. If the grievant appeals the matter to the board of education, the board of education shall, within thirty-one (31) calendar days after the receipt of the written request, meet and confer with the grievant and render a decision to be submitted to the grievant in writing. The

decision of the board of education shall be delivered to the aggrieved party within five days after the conclusion of the hearing. The decision of the board of education shall be final. If the grievant does not appeal the grievance to the board of education within twenty school days after the decision of the superintendent is received, the appeal of the grievance will automatically be waived.

D. SUPPLEMENTAL CONDITIONS:

1. All individuals involved, and all others who might possibly contribute to the acceptable adjustment of a grievance, are authorized and urged to testify with full assurance that no reprisal will follow by reason of such participation.
2. All documents, communications and records dealing with the processing of the grievances and the final grievance decision shall be filed by the school district separately from the personnel files of the parties in interest.
3. At each step of the procedure for adjudicating grievances at Level Two or above, the grievant and the superintendent or board of education, as the case may be, may designate representatives or counsel to represent them.
4. All discussions and hearings through the grievance procedure shall be conducted at times other than when school is in session. Any meetings with the board of education shall be held in executive session with the concerned parties in attendance. After presenting the evidence and the facts of the grievance, the board of education shall have the right to enter executive session without the grievant or superintendent for consideration of the facts.
5. Excluded from the grievance procedure shall be all matters dealing with the nonrenewal or termination of any teacher or the decision of the board of education to reduce staff. Also, excluded from the grievance procedure shall be all matters for which Kansas law provides a method of review.
6. The filing of the grievance at all levels shall be in writing, and shall be reasonably specific as to the nature of the complaint. The grievant should, to the extent possible, describe the alleged event or acts giving rise to the grievance including the time, date, place of the event or act, the names and addresses of any witnesses thereto.

ARTICLE IV
LEAVES

1. Leave. All employees of Logan Unified School District No. 326 shall be granted eleven days leave per year.
2. Payment for Accumulated Leave. Payment at the rate of substitute teacher pay will be made for any accumulated leave over the 90-day limit to all certified employees.
3. Bereavement Leave. (Bereavement leave is in addition to annual leave.) (a) Three days of bereavement leave will be granted for a death in the immediate family. The immediate family is hereby defined as: father, father-in-law, mother, mother-in-law, sister, sister-in-law, brother, brother-in-law, husband, wife, son, son-in-law, daughter, daughter-in-law. In addition, it shall

include any relative living in the employee's household. (b) One day of bereavement leave will be granted to attend the funeral of friends or distant relatives upon approval of the building principal.

4. Professional Leave. In addition to annual leave, professional leave or professional improvement days may be used for any educational purpose at the discretion of the principal. The teacher may be requested by his or her building principal to file a written report within one week of a visitation.
5. Jury Duty Leave. In case of jury duty, the employee will receive full pay from the district. The employee will reimburse their jury duty check, less mileage, to the district.

6. Leave Bank.
   A. To be eligible for leave bank leave, each licensed staff member may donate one (1) of his/her eleven (11) leave days into a leave bank that will be shared by all licensed personnel who join the pool. This leave bank leave is only available for use by an employee during the employee's own personal injury or illness or in case of an injury or illness of an immediate family member of the employee. This leave bank leave is not intended to be used for extended maternity leave for employees.
   B. Any licensed personnel who surpasses her/his own accumulated reserve, may use the leave bank upon approval of the Leave Bank Committee. If the committee grants such leave to the employee, he/she will not be docked in pay until her/his leave bank limit has been exceeded, or until there are no remaining days left in the leave bank, whichever comes first.
   C. The leave bank shall be accumulative from one year to the next, but shall not exceed one hundred fifty (150) days unless newly hired teachers taking part in the bank cause it to become greater than one hundred fifty (150) days.
   D. All requests to the leave bank committee must be made in writing;
   E. The committee shall establish its own criteria for granting leave bank leave and has sole discretion to grant or deny such leave. The decisions of the committee as to whether or not to grant a given request and as to the duration of such grant given the availability of leave bank days is final. Such decision shall be provided to the requesting licensed staff member in writing within fifteen (15) school days of receipt of the written request.
   F. Upon approval of the Leave Bank Committee, an eligible licensed staff member in his/her first school year in USD #326 may use up to ten (10) days from the leave bank. A second-year employee may use up to twenty (20) days. Any other licensed personnel may not draw more than thirty (30) days from the bank in one year. Leave days are available on a first come, first served basis. Once the available leave days in the bank are exhausted for the year, no further leave may be granted by the committee.
   G. Any licensed employee who does not join the pool by September 1of his/her first-year teaching in the district shall be ineligible to belong for three (3) years. After that time, they may join the pool in same manner as a licensed employee in the first year of employment pursuant to this policy.
   H. In case of an emergency involving family members, a licensed employee may apply for days from the leave bank in addition to those provided for in this agreement.
   I. The leave bank committee shall be comprised of four (4) licensed staff members of which 2 are LTA members, who will be selected by September 1 of each year by the bargaining unit, and one (1) administrator, who will be appointed by the superintendent by September 1, to serve one-year terms. The committee shall then select a chairperson who will receive all requests. The designation of the chairperson will be made prior to September 10 of the current school year and will be communicated to all licensed staff members.

ARTICLE V

PROFESSIONAL EMPLOYEE'S CONTRACT

UNIFIED SCHOOL DISTRICT NO. 326

PHILLIPS COUNTY, KANSAS

This contract, made and entered into, in duplicate, this_____day of____, 20__ by and between the Board of Education of Unified School District No. 326, hereinafter called "Board" and_____ , hereinafter called "Professional Employee."

The Board and Professional Employee agree as follows:

1. The Professional Employee shall be employed by the Board as an employee of said unified school district for the school year 2026-2027, as defined and scheduled by the Board on the basis of 170 duty days of teaching, in-service, orientation and other assignments as determined and scheduled by the Board.

2. The services to be performed by the Professional Employee hereunder shall be as determined and assigned by the superintendent of the schools. The Professional Employee shall be subject to the policies, orders, rules and the regulations of the Board. The Board reserves the right to transfer or reassign Professional Employee to any other school, or to any other educational project or program of the school district for which the Professional Employee is certified.

3. The Board shall compensate the Professional Employee at the annual rate of $_____, to be paid in twelve equal installments on or about the 15th day of each month in compliance with the statutes of Kansas, commencing September 15, 2026.

4. This contract is contingent upon the Professional Employee being and remaining certified during the term of employment with respect to the position for which the Professional Employee is employed. In the event the Professional Employee is unable to furnish and maintain with the Board a valid Kansas Instructor's Certificate during the term of employment herein, this contract may be terminated by the Board, and the Board shall withhold payment of salaries as provided in K.S.A. 72-1390.

5. As a condition to entering or continuing employment, the Professional Employee is required to submit a certification of health, as provided by K.S.A. 72-5313, at the Professional Employee's expense.

6. In the event the employment of the Professional Employee shall be terminated for any reason prior to the expiration of the school year, the salary as specified in this contract shall be prorated according to the actual number of days completed towards the term of this contract.

(ARTICLE V PROFESSIONAL CONTRACT continued)

7. In the event the Professional Employee is absent from duty, except as herein specified, deduction shall be made from the salary for each day of absence in an amount equal to 1/170th of the annual compensation as provided in paragraph 3. Deduction shall not be made in the event such absence is covered by sick leave or other leave provisions, or the result of other authorized absences in accordance with and subject to the policies, rules and regulations of the Board.

8. This contract is subject to the terms and provisions of the Kansas Cash Basis Law and the Kansas Budget Act and amendments thereof or supplements thereto respectively.

This agreement executed by the parties on the date set forth hereunder.

_____ PROFESSIONAL EMPLOYEE

_____ PRESIDENT BOARD OF EDUCATION

DATE: _____

_____ CLERK BOARD OF EDUCATION

DATE: _____

ARTICLE VI

PROFESSIONAL EMPLOYEE'S SUPPLEMENTAL CONTRACT

UNIFIED SCHOOL DISTRICT NO. 326

PHILLIPS COUNTY, KANSAS

This contract, made and entered into, by and between the Board of Education of Unified School District No. 326, hereinafter called "Board" and_____, hereinafter called "Professional Employee" is as follows:

1. The Board and the Professional Employee desire that the Professional Employee assume additional duties, as specified in paragraph 2 below, for additional compensation. Such duties are normally termed supplemental duties.

2. The Professional Employee agrees to assume the following duties for the 2026-2027 school year:

_____

_____

_____

3. The Board agrees to pay the Professional Employee compensation in the amount of $_____ for performing the duties set forth in paragraph 2.

4. This contract shall be effective for the 2026-2027 school year. This contract approved by the respective parties on the date designated under their signature.

BOARD OF EDUCATION

UNIFIED SCHOOL DISTRICT NO. 326

_____	_____
PROFESSIONAL EMPLOYEE	PRESIDENT
	_____
	CLERK
_____	_____
DATE	DATE

ARTICLE VII
PAYMENT OF SALARIES

Teachers shall receive their salaries in twelve (12) equal payments. Teachers who submit their request, in writing before April 1, may receive their summer checks in one (1) lump sum after the June board meeting.

ARTICLE VIII
REDUCTION IN FORCE

As a result of authority granted to the board of education by the Kansas Constitution and Kansas statutes, the board has the responsibility of determining composition of the professional staff necessary to implement and maintain educational programs of the district. From time to time, as the result of decreasing enrollment, limited financial resources, changes in educational programs, or other circumstances, it may be necessary to reduce the number of professional employees employed by the school district. A decision to reduce professional staff will, in all cases, remain within the sole discretion and judgment of the board. The board may retain any professional employee who it deems necessary to staff all programs of the district including curricular, co-curricular, and extra-curricular programs of the district. It is the policy of USD #326 to use normal attrition of staff, i.e. resignations, retirements, as the first means of achieving a reduction in professional staff. However, in certain cases normal attrition may not be sufficient to achieve the necessary reduction of professional staff. In the event that further reduction or professional staff is necessary, it shall be accomplished in a fair and orderly manner as provided in this policy.

1. *Definitions* – As used in this policy, the following terms will have the following meanings:
   A. "Professional employee" shall mean any employee of the school district who is regularly assigned, on a part-time or full-time basis, to the teaching staff of the district in a position which requires a license issued by the Kansas State Department of Education, but shall not include administrators or classified employees;
   B. "Non-tenured professional employee" shall mean a professional who has been employed with the district for less than three (3) full, consecutive years;
   C. "Tenured professional employee" shall mean a professional employee who has been employed with the district for four (4) or more full, consecutive years;
   D. "Seniority" shall mean the period of most recent continuous and uninterrupted employment with the district, as determined from the effective date of employment; and
   E. "Subject area or areas" shall mean general curricular areas such as mathematics, English, foreign languages, social studies, etc.

2. *Procedure –*

A. Whenever the superintendent of schools determines that a necessary reduction or professional staff will not be accomplished through normal attrition of staff, all professional employees of the district will be advised of the reasons for the reduction of professional staff and will be informed of the procedures and considerations to be used in determining reductions. The superintendent will review all relevant facts and circumstances and will recommend to the board those professional employees who should be reduced.

B. In determining which professional employees shall be recommended to be reduced, the superintendent shall give consideration to all of the following factors not listed in priority order:

I. Seniority;

II. Teaching experience in specific subject matter areas;

III. Areas of License;

IV. Advanced degrees and additional credit hours as reflected by the professional employee's placement on the salary schedule; and

V. Professional educational performance as determined from Professional employee evaluations.

After considering the above-mentioned factors, the superintendent of schools shall make his recommendations for reduction of professional staff based on what he considers to be in the best interests of the school district and the students of the district.

C. For purposes of considering a reduction of professional staff, all professional employees of the district will be assigned to either the elementary level (pre-kindergarten through fourth), Jr. High level (fifth through eighth) or the high school level (ninth grade through twelfth grade). Those professional employees in the secondary level will be further assigned to a subject area.

D. After determining which level or levels require a reduction of professional staff, the superintendent will then consider professional employees for lay-off in the following sequence:

I. Non-tenured professional employees;

II. Tenured part-time professional employees who decline an Offer of full-time employment; and

III. Tenured full-time professional employees.

Any tenured part-time professional employee, who is being considered for lay-off, will be offered full-time employment with the district if a position exists that is currently being filled by a non-tenured teacher. If such tenured part-time professional employee accepts an offer of full-time employment, he/she will be placed in the category of tenured full-time professional employee.

E. At the time reduction recommendations are made to the board for reduction of professional employees, the superintendent of schools will present data to the board in support of his recommendations. If a recommendation is based on factors other than seniority, the superintendent will provide the board, in writing, with reasons for her/his recommendations.

ARTICLE IX

SUPPLEMENTAL PAY SCHEDULE

Special Assignment Pay: Calculated on the basis of extra time involved in excess of other teacher's extra duty time. All vacancies for supplemental positions must be posted in the high school and elementary teacher's lounges for at least seven days before filling the opening.

SUPPLEMENTAL DUTY	HS HEAD	HS ASSIST	JH HEAD	JH ASSIST
Basketball Coach	3000	1700	1500	800
Football Coach	2000	1200	1100	550
Volleyball Coach	2000	1200	1100	550
Track Coach	2000	1200	1100	550
Play Director	500	250		
Band Director	500		500	
Cheerleader Sponsor	600*	400	400**	
Dance Team Sponsor	600			
KAY Sponsor	800***			
Yearbook Sponsor	1000			
Computer Coordinator	1500			
Forensics	550			
FFA	3442			
Concession Manager	1500			
Activity Director	2500 (not subject to 5% increment)			
Scholastic Book Fair	200 (not subject to 5% increment)			
Jr Class Sponsor (s)	800	400 /2 (not subject to 5% increment)		
Sr Class Sponsor (s)	200	200 /2 (not subject to 5% increment)		
Scholar Bowl Sponsor	600		300	
STUCO Sponsor	700			

- *Add $200 to attend Cheerleader Camp
- **Add $100 to attend Cheerleader Camp
- ***Add $200 to attend KAY Camp

Supplemental Assignments include 5% increment per year

1 - Base	6 - Base + 25%
2 - Base + 5%	7 - Base + 30%
3 - Base + 10%	8 - Base + 35%
4 - Base + 15%	9 - Base + 40%
5 - Base + 20%	10 - Base + 45%

After year 10 experience will be guaranteed a 5% increment.

ARTICLE X
EXTRA DUTY

1. Extra duty is defined as ticket taker, clock operator, football announcer, concession stand sponsor, and bookkeeper. The board of education shall pay for extra duty responsibilities in the following manner: a) ticket takers will receive $20.00 per session, b) all other workers (bookkeeper, clock operator, football announcer and concession stand sponsor) will receive $25.00 per session.
2. If the administrator is unable to find a teacher able to perform the required extra duty, he may offer said extra duty to a person who is a school employee. Each person performing an extra duty shall be responsible for notifying the administrator of each extra duty session performed. A session is defined as one activity during each day.
3. The extra duty pay shall be paid to each person with the April paycheck.

ARTICLE XI
LENGTH OF SCHOOL DAY

1. The scheduling of classes on the ITV network with other schools of the area requires some flexibility in the starting time of the school day. School shall not start before 8:00 AM or later than 8:30 AM, and will end no later than 7 hours and 45 minutes from the starting time.
2. A. Arrival and Departure Times

   Certified employees shall arrive at 7:45 a.m. and shall remain on duty until 4:00 p.m.

   a. Days when school is dismissed early for vacation or a holiday are the exception. Certified employees may leave as soon as the building is cleared.
   b. Certified employees may leave as soon as the building is cleared on Fridays.
   c. Whenever certified employees need to leave the building during the work day, they must notify the building principal or designee before leaving and upon returning. A record may be kept of these departures and arrivals.

   B. School Calendar

   Prior to the Board of Education establishing a school calendar, the Superintendent will consult with the President of the LTA.

   C. Scheduled Planning Time

   Each full-time certified employee shall have a regularly scheduled planning period (s) equaling at least fifty (50) minutes of each day during student contact time as scheduled by the administration with input from the certified employee.

D. Inclement Weather Closings

Certified employee attendance shall not be required whenever student attendance is not required due to inclement weather and/or unforeseen or unavoidable circumstances.

ARTICLE XII
SEVEN PERIOD DAY

1. The schedule for Logan High School will be based on a seven-period day to provide flexibility in scheduling. Study halls shall be kept to a minimum. The LTA is opposed to block scheduling.

ARTICLE XI
LEAVE BUY-BACK AT RETIREMENT

1. Teachers of Unified School District #326 who wish to retire from the District will receive payment for unused leave as set forth in this policy.

A. ELIGIBILITY. A teacher is eligible if such teacher:

1. is currently a full or part-time employee of USD #326
2. is eligible for full KPERS retirement benefits or has achieved the age of 60 years
3. has 10 years or more of continuous employment service within the district

Eligibility, i.e., compliance with (1) through (3) above, will be determined by the school superintendent. It shall be the responsibility of the teacher applying for retirement to provide all facts and information necessary to prove eligibility.

B. APPLICATION. A teacher may apply by giving written notice to the superintendent of schools. Such written notice shall be submitted on or before the first (1st) day of April preceding the anticipated retirement date and shall include the following information:

1. the anticipated date of retirement and their date of birth
2. the number of years an applicant has been employed by the district
3. the total number of years of service credit recognized by KPERS

C. TERMS AND CONDITIONS. The following terms and conditions shall apply:

1. Any full or part-time teacher who meets the eligibility requirement will be compensated for all unused leave at the rate of a beginning certified substitute pay. Payment for unused leave up to ninety (90) days will be at the following scale:

10 - 14 years	50%
15 - 19 years	75%
20 + years	100%

2. If any provision of this leave buy back plan is determined to be in violation of federal or state laws or regulations, then the entire plan shall immediately terminate and shall be of no further force or effect unless readopted by the board.

ARTICLE XIV
CONTRACT RELEASE

A teacher is sometimes offered a position in another school system which may provide professional advancement and this may cause him/her to ask to be released from the contract of the local school. Any teacher employed during a given school year who requests termination of the teaching contract prior to the conclusion of the contract year shall pay the school district from fifth Saturday in May through June 15, $1000.00; from June 16 through July 15 of $1,750.00; and after July 15 of $3,500.00 to compensate for the time and expense involved in securing a replacement. Such compensation may be paid directly to USD #326. No release shall be granted after July 31 of the contract year. Due to extenuating circumstances, the board has the option to waive set compensation.

ARTICLE XV
DURATION

This Negotiated Agreement, as ratified by the Board of Education of Unified School District No. 326 and the Logan Teachers' Association, shall become effective July 1, 2026 and shall expire on June 30, 2027.

Logan USD #326 Hiring Schedule for 2026-2027

Step	BS Degree	BS + 10	BS + 20	BS + 30	Masters	MS + 10	MS + 20	MS + 30	Specialist
0	39,500	40,000	40,500	41,000	41,500	42,000	42,500	43,000	43,500
1	39,800	40,300	40,800	41,300	41,800	42,300	42,800	43,300	43,800
2	40,100	40,600	41,100	41,600	42,100	42,600	43,100	43,600	44,100
3	40,400	40,900	41,400	41,900	42,400	42,900	43,400	43,900	44,400
4	40,700	41,200	41,700	42,200	42,700	43,200	43,700	44,200	44,700
5	41,000	41,500	42,000	42,500	43,000	43,500	44,000	44,500	45,000
6	41,300	41,800	42,300	42,800	43,300	43,800	44,300	44,800	45,300
7	41,600	42,100	42,600	43,100	43,600	44,100	44,600	45,100	45,600
8	41,900	42,400	42,900	43,400	43,900	44,400	44,900	45,400	45,900
9	42,200	42,700	43,200	43,700	44,200	44,700	45,200	45,700	46,200
10	42,500	43,000	43,500	44,000	44,500	45,000	45,500	46,000	46,500
11	42,800	43,300	43,800	44,300	44,800	45,300	45,800	46,300	46,800
12	43,100	43,600	44,100	44,600	45,100	45,600	46,100	46,600	47,100
13	43,400	43,900	44,400	44,900	45,400	45,900	46,400	46,900	47,400
14	43,700	44,200	44,700	45,200	45,700	46,200	46,700	47,200	47,700
15	44,000	44,500	45,000	45,500	46,000	46,500	47,000	47,500	48,000
16		44,800	45,300	45,800	46,300	46,800	47,300	47,800	48,300
17		45,100	45,600	46,100	46,600	47,100	47,600	48,100	48,600
18		45,400	45,900	46,400	46,900	47,400	47,900	48,400	48,900
19		45,700	46,200	46,700	47,200	47,700	48,200	48,700	49,200
20		46,000	46,500	47,000	47,500	48,000	48,500	49,000	49,500
21			46,800	47,300	47,800	48,300	48,800	49,300	49,800
22			47,100	47,600	48,100	48,600	49,100	49,600	50,100
23			47,400	47,900	48,400	48,900	49,400	49,900	50,400
24				48,200	48,700	49,200	49,700	50,200	50,700
25				48,500	49,000	49,500	50,000	50,500	51,000
26				48,800	49,300	49,800	50,300	50,800	51,300
27				49,100	49,600	50,100	50,600	51,100	51,600
28				49,400	49,900	50,400	50,900	51,400	51,900
29				49,700	50,200	50,700	51,200	51,700	52,200
30				50,000	50,500	51,000	51,500	52,000	52,500
31				50,300	50,800	51,300	51,800	52,300	52,800
32				50,600	51,100	51,600	52,100	52,600	53,100
33				50,900	51,400	51,900	52,400	52,900	53,400
34				51,200	51,700	52,200	52,700	53,200	53,700
35				51,500	52,000	52,500	53,000	53,500	54,000
36				51,800	52,300	52,800	53,300	53,800	54,300
37				52,100	52,600	53,100	53,600	54,100	54,600
38				52,400	52,900	53,400	53,900	54,400	54,900
39				52,700	53,200	53,700	54,200	54,700	55,200
40				53,000	53,500	54,000	54,500	55,000	55,500