

MASTER AGREEMENT



**EDMOND PUBLIC SCHOOL
DISTRICT #12
BOARD OF EDUCATION**

AND

**EDMOND ASSOCIATION
OF
CLASSROOM TEACHERS
2016-2017**

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EDMOND ASSOCIATION OF CLASSROOM TEACHERS
Negotiated Agreement
2016-2017

GENERAL CONTRACT PROVISIONS

Article 1 -- Statement of Agreement

- A. The Edmond Board of Education of Independent School District No. 12 of Oklahoma County, Oklahoma, and the Edmond Association of Classroom Teachers hereby enter into this Collective Bargaining Agreement.
1. Hereinafter this Collective Bargaining Agreement shall be referred to as the "Agreement."
 2. Hereinafter the Edmond Board of Education shall be referred to as the "Board."
 3. Hereinafter the Edmond Association of Classroom Teachers shall be referred to as the "Association."
- B. This Agreement governs the wages, hours, fringe benefits and other terms and conditions of employment which have been negotiated by the Association on behalf of all active full-time and part-time employees of the Board who are required by the positions in which employed to be licensed or certified as teachers or resident teachers as defined by law, and who do not hold supervisory authority with respect to other teachers employed by the Board.
1. Hereinafter all employees governed by this Agreement shall be referred to as "teacher."
 2. Teachers on authorized leave and certified substitute teachers shall be covered by the provisions of this Agreement where applicable.
- C. This Agreement shall be in full force and effect until June 30, 2017.
1. If ratified or otherwise finalized after July 1, 2016, the appropriate articles of the Agreement shall be retroactive to that date.
 2. In the event a successor Agreement has not been ratified or otherwise finalized by June 30, 2017, this Agreement shall remain in full force and effect until such time as a successor Agreement is ratified or otherwise finalized in accordance with the provisions of the Procedural Agreement.
 3. The Compensation Article of this Agreement shall remain in effect for the 2016-2017 school year. All other articles of this Agreement shall remain in effect for the 2016-2017 school years. The parties shall renegotiate the Compensation Article for the 2016-2017 school year in accordance with the provisions of the Procedural Agreement.
- D. If, during its term, any provisions of this Agreement shall be held by a court of competent jurisdiction to be contrary to law, or if legislative action overrules this Agreement, then such provisions shall become null and void, but the remaining provisions shall continue in full force and effect. The Board and the Association shall reopen negotiations on provisions held to be contrary to law.

Article 2 -- Printing and Distribution of Agreement

- A. Within 30 days after this Agreement has been ratified or otherwise finalized, the Board and the Association shall cause to be printed and distributed a complete copy of this Agreement.
- B. Representatives of the Board and the Association shall proofread the Agreement prior to its printing.
- C. The costs of printing the Agreement shall be borne equally by the Board and the Association.

ASSOCIATION RIGHTS AND PRIVILEGES

Article 3 -- Association Leave

- A. The President of the Association shall be granted ten (10) days per year release time for Association business, with the Association reimbursing the Board the cost of substitute teachers hired.
- B. In addition to leave for the Association President, the Association shall be granted thirty (30) days released time per year to send representatives to local, state, or national conferences or to engage in other business pertinent to Association affairs, with the Association reimbursing the Board the cost of substitutes hired.
- C. Upon the request of the Association prior to March 31st of any school year, the President of the Association shall be granted a leave of absence for the ensuing school year.
 - 1. The Association shall pay directly to the President all salary and fringe benefits. The President shall be permitted to continue to be under the district's health insurance plan provided the premiums are paid by the President or the Association.
 - 2. In order to return to duty from Association Leave, the President shall comply with the provisions of Article 15 of this Agreement, Return from Leave of Absence.

Article 4 -- Payroll Deduction of Association Dues

- A. The Board shall deduct Association dues, EACT, NEA, and OEA, from members in equal monthly payments. The member's payroll deduction will directly coincide with the annual payroll cycle of each member. Twelve-month employees will begin payroll deduction of Association dues in July and end in June. Eleven-month employees will begin in August and end on the last payroll check of the contract year. All ten-month (regular classroom teachers) will begin payroll deduction in September and end on the last payroll check of the contract year. The payroll department must receive all payroll deduction changes in Association dues no later than the 5th of each month. Within five (5) calendar days after each payroll deduction, the Board shall remit all such deductions, including an official record of the deductions to the Association.
- B. Teachers joining the Association during the school year may qualify for payroll deduction of Association dues. Such dues will be deducted in equal monthly payments.

Article 5 -- Meetings, Notices, and Use of School Mail

- A. The Association shall not be denied the use of buildings for meetings. The twenty (20) minutes before or after school can be used for Association business to be scheduled with the principal and not to interfere with scheduled duties.
- B. The Association shall not be denied the use of employee mailboxes and school bulletin boards for the purposes of internal communications. A copy of any Association materials to be distributed in teacher mailboxes must be presented to the principal at the time of the distribution. Association items can only be distributed by the Association Building Representative or designee and must be placed in the teacher mailboxes before class begins or after classes are dismissed.
- C. The Association shall be provided a sending and a receiving box for its literature and correspondence at the District's central mail system office.

Article 6 -- Association Bulletin Boards

- A. The Association shall be provided use of bulletin board space in the teachers' lounge or work area of each school building or work site.

Article 7 -- Association Access to Information

- A. The Association shall be provided with Board meeting materials at the same time as these materials are transmitted to the Board prior to each Board meeting.
- B. The Board shall provide the Association with an opportunity to adequately present its views on any item in the agenda as provided for by standard Board practice.

Article 8 -- Notice to Association of Positions Posted and Filled

- A. The District shall provide the Association with a copy of each "Notice of Vacancy" list posted during the school year and during the summer. (2016-17)
- B. Each "Notice of Vacancy" shall be forwarded to each school building or work site for initial posting during the school year.
- C. Upon written request from the Association, the District shall provide written information concerning the number of individuals requesting and receiving interviews for posted positions.

WORKING CONDITIONS

Article 9 -- Dignity & Respect

- A. The Board expects that the worth, dignity, and rights of the individual shall be paramount in all professional relationships in order to foster a positive working climate involving parents and students.
- B. Efforts will be made to protect the confidentiality of sensitive information.

Article 10 -- Seniority

- A. Seniority is defined as employment priority status achieved by continued length of service in Edmond Public Schools.
 - 1. Granted leave is not a break in service unless the employee does not return.
 - 2. Break in service will occur only when the employee retires, resigns or is dismissed.
 - 3. Beginning date of service is identified as the certified personnel's first reporting date.

Article 11 -- Teacher Work Day/Year

- A. All teachers will be assigned appropriate starting and dismissal times. The length of the work day will be seven and one-half (7 1/2) hours which includes the twenty (20) minutes before and the twenty (20) minutes after the student day that teachers are required to be in the building. The length of the work day will be subject to renegotiation in accordance with State and District mandates.
- B. Teachers may be required to attend school activities and meetings outside the school day in an equitable manner.
- C. The teacher work year shall be one-hundred eighty (180) days for the 2016-2017 school year as approved by the Board in accordance with state law. In the event of inclement weather or other emergencies that require schools to be closed, contract days may be adjusted in accordance with applicable policies and state law. (Amended 2016-17)
- D. The ROTC, Ag-Ed Teachers, and Activity Coordinators work year shall be two-hundred thirty-nine (239) days for the 2016-2017 school year as approved by the Board in accordance with state law. (2016-17)

Article 12-- Safety

- A. The District will take reasonable steps to provide support and assistance to teachers with respect to maintenance of an appropriate learning environment in the classroom. The District, through its administration, will involve law enforcement personnel, under appropriate circumstances, in a situation involving a student. The District, through its administration or through the IEP team process, if applicable, will recommend the attention of a counselor, social worker, physician or other professional for a student under appropriate circumstances.
- B. The Board and administration will be vigilant in addressing threats of physical harm against teachers for reasons connected to their teaching or extra duty assignment. If the principal becomes aware that a teacher has been threatened with such harm, he/she will take reasonable steps to promptly notify the teacher. The principal will take appropriate measures to address any such threat and, if necessary, involve law enforcement personnel.
- C. When a person who has threatened physical harm to a teacher for reasons connected to his/her teaching or extra duty assignment has returned to the teacher's assigned school building, the principal will take reasonable steps to promptly notify the teacher.
- D. Notification to Teachers Regarding Students with a History of Violence will be defined in Board Policy.

Article 13-- Planning Period

- A. Secondary classroom teachers shall be scheduled for one (1) class period daily to be used for the expressed purpose of professional planning. In the event the loss of plan occurs due to student testing and the teacher does not recover that plan, the teacher will be compensated for loss of plan.
- B. Elementary classroom teachers shall be scheduled for at least five (5), thirty (30) consecutive minute periods each week to be used for the expressed purpose of professional planning. Such period shall not be scheduled before or after the student day or during the teacher's lunch period.
- C. Due to the flexible nature of their assignments, planning time for non-classroom teachers shall be arranged with and scheduled by the principal.
- D. All teachers shall be compensated \$6.00 for each 30 minute period, paid monthly, for the loss of their planning period due to administrative assignment to supervise students.
- E. At the elementary level, to provide all certified staff with an additional 15-20 minutes planning time, refer to Elementary Playground Supervision provisions in Article 26, section 8, E2.

Article 14 -- Duty-Free Lunch

- A. Teachers shall be scheduled for at least thirty (30) minutes a day of duty-free time for lunch.
- B. When emergency situations arise that require supervision of students, the principal may require teachers to forego their duty-free lunch time to accept such supervision. The assignment of such supervision shall be done on an equitable, rotating basis.
- C. Teachers will be compensated \$6.00 for each 30 minute period, paid monthly, for loss of their lunch period.

LEAVE PROVISIONS

Article 15 -- Leave

Statement of Intent

Sick leave is a benefit designed to provide salary protection for employees whose absence is compelled by incapacitating personal illness or injury or the necessity of providing attendant care for an immediate family member suffering illness or injury. Sick leave requires documentation in the current Substitute Request System and notification to the appropriate supervisor. Sick leave must be requested for a specific qualifying circumstance and subject to appropriate supervisory review. The State of Oklahoma and EPS have been generous in interpretation and extension of the sick leave benefit to apply to time needed for office visits with various health care providers. However, employees should make every effort to schedule doctors' appointments to minimize their time away from work. Whenever possible, employees are asked to schedule appointments during non-working hours. When that is not possible, employees should request and be granted paid sick leave only for the amount of time necessary to attend the appointment. Sick leave is never to be used to extend a vacation or holiday or to conduct personal business. Requesting sick leave for unqualified absences will be considered fraud and subject the offending employee to disciplinary action. (2013-14) (2016-17)

Section 1 – Sick Leave

- A. For each certified employee the Board shall provide one (1) sick day per working month, cumulative to one hundred ten (110) days, without loss of pay or other benefits during the teacher's work year for illness involving the teacher or any member of the teacher's immediate family. "Immediate family" shall include spouse, teacher's children, children of spouse who reside in the teacher's home, father, mother, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandchild or sibling, or any other member residing in the immediate household. Sick leave may be used for maternity reasons immediately following the birth or adoption of a newborn not to exceed thirty (30) days unless medical documentation in a form satisfactory to the Board is provided to Human Resources. The sick leave accumulated total shall be one hundred ten (110) days.
1. The full amount of a teacher's annual sick leave allotment shall vest on the first day of the teacher's work year.
 2. The Board shall provide each teacher with notice of accumulated sick leave at the beginning of the school year and at the semester.
 3. Employees new to the district shall be allowed to transfer the minimum accumulated sick leave in accordance with Oklahoma State Law.
- B. After a teacher's sick leave accumulation is exhausted, he/she will continue to be paid regular salary for up to twenty (20) working days, less the amount actually paid to a substitute teacher if one is hired or the amount normally paid to a certified substitute teacher if one is not hired, for each day the teacher continues to be absent.
- C. Upon exhaustion of all regular sick leave, 20 emergency days, personal leave, vacation, and sick leave sharing, the employee may be eligible for continued unpaid leave under FMLA. (2012)

Section 2 - Sick Leave Sharing

- A. This "Sick Leave Sharing Program" approved by the Board of Education of Edmond Public Schools from August 2016 to July 2017. The program shall permit certified employees to donate sick leave to a fellow district employee who is pregnant or recovering from childbirth or who is suffering from or has a relative or household member suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition which has caused or is likely to cause the employee to take leave without pay or to terminate employment.
- B. Definition of Terms used in this program:
1. "Relative" of the certified employee means spouse, teacher's children, children of spouse who reside in the teacher's home, father, mother, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandchild or sibling, or any other member residing in the immediate household.
 2. "Household Members" means those persons who reside in the same house, who have reciprocal duties to and do provide financial support for one another. This term shall include foster children and legal wards even if they do not live in the same household. The term does not include persons sharing the same general house, when the living style is primarily that of a dormitory or commune.
 3. "Severe" or "Extraordinary" means serious, extreme or life threatening, including temporary disability resulting from pregnancy, miscarriage, childbirth and childbirth recovery.
 4. "Employee" means a certified employee of the school District.

5. "Supervision Committee" means a committee composed of two (2) certified employees appointed by the Association and one (1) administrator appointed by the Superintendent, whose purpose is to decide if the condition meets the criteria for sharing sick leave and shall determine how many days of shared sick leave the recipient may receive.

C. A certified employee may be eligible to receive shared leave pursuant to the following conditions:

1. The receiving employee has exhausted, or will exhaust, all available full-paid leave.
2. The receiving employee has submitted a statement of need to the Superintendent or designee.
3. The receiving employee has presented a medical certificate in a form satisfactory to the Board to Human Resources verifying the severe or extraordinary nature and expected duration of the condition;
4. The condition has caused or is likely to cause the receiving employee to go on leave without pay or to terminate employment;
5. The receiving employee has abided by district policies regarding use of sick leave.

D. General Provisions:

1. A certified employee may donate up to ten (10) sick leave days per school year to a fellow certified employee. Donated days will be deducted from a teacher's available sick leave balance but not from their accumulated Teachers Retirement balance.
2. Certified employees with more than twenty (20) accumulated sick leave days may donate to a fellow certified employee. Donated days cannot reduce the certified employee's sick leave to less than twenty (20) days.
3. The certified employee desiring to donate sick leave shall complete a "Sick Leave Donation Form" authorizing the deduction from his/her sick leave accumulation. The donor will also specify how many days are to be donated and the name of the certified employee who is to receive said days. Forms should be sent by the teacher directly to the certified personnel secretary at EPSAC.
4. A certified employee may initially request up to twenty (20) days from donating certified employees. This request should be submitted within twenty (20) days of the day in which all paid leave has been exhausted.
5. Sick leave sharing shall be approved or denied by the Supervision Committee. This decision may be appealed to the Superintendent.
6. The certified employee receiving the shared sick leave must reapply every 20 days for shared sick leave days. The recipient may receive no more than sixty (60) shared sick leave days per year.
7. The certified employee receiving donated days is to receive his/her normal rate of pay.
8. Donated sick leave may only be used by the recipient for purposes set forth in this program.
9. Donated days are deducted the month following the month they are needed. (Sick days needed in November are deducted in December.) Only the number of actual days needed are deducted and

the deductions are spread evenly among everyone who donated. If sick leave days are not used, they are not deducted.

10. Shared sick leave shall be used concurrently with Family Medical Leave (FMLA) when applicable.
11. Shared sick leave records shall be kept separate from other leave records.
12. Sick leave days may not be shared between school districts.
13. In case of appeals, the decision of the Superintendent shall be final.

NOTE: A copy of frequently asked questions regarding sick leave sharing is located in Appendix "D".

Section 3 – Medical Leave

- A. Continuing contract teachers may be granted, upon request, up to one year's leave of absence without pay for reasons of illness. The request for such leave must be accompanied by a certification of health care provider for employee's serious health condition, in a form satisfactory to the Board, in Human Resources. A teacher's return from medical leave will be permitted only at the beginning of a school semester, unless the teacher and the Board mutually agree that the teacher's services are needed on a different date.
- B. The teacher will be placed on the salary schedule and retain seniority status at the level attained at the time the leave began. Under this leave, the employee is eligible to continue under the district's health insurance program, except as otherwise required by state and/or federal law, provided the full premium is paid by the employee during the leave and approval of the insurance company has been obtained.

Section 4 - Parental Leave

- A. Upon written request by the teacher who is otherwise eligible for FMLA to the Superintendent's designee, unpaid parental leave for the remainder of a school year or for a maximum of one full year, shall be granted for child-rearing immediately after birth or adoption.
- B. A teacher's return from unpaid parental leave will be permitted only at the beginning of a school semester, unless the teacher and the Board shall mutually agree that the teacher's services are needed on a different date.
- C. Upon return from unpaid parental leave, the teacher will, if possible, be placed in his/her position at the time of taking leave; however, if such position is unavailable, the teacher shall be given first consideration for available comparable positions.
- D. Upon return from unpaid parental leave, the teacher shall be placed on the salary schedule and retain seniority status at the level attained as of the time the leave began.
- E. The employee is entitled to no pay or benefits during parental leave except as otherwise required by state and/or federal law.
- F. The teacher must notify the Superintendent's designee in writing by March 15th if he/she desires to be reinstated for the ensuing year or if he/she chooses to resign.

Section 5 - Bereavement Leave

- A. Each teacher shall be provided five (5) days bereavement leave each year for the death of parents, grandparents, children, spouse, brothers, sisters, brothers-in-law, sisters-in-law, parents-in-law, daughters-in-law, and sons-in-law.
1. Two (2) days of the five (5) may be used to attend the funeral(s) of persons not in the teacher's immediate family.
 2. These days are not chargeable to any other leave and are not cumulative.
- B. Except in cases of emergency, prior notice shall be given to the building principal.

Section 6 - One-Year Leave of Absence

- A. Teachers with at least five (5) consecutive years of service to the district may apply for a one-year leave of absence without pay. A minimum of 120 days, including paid leave, is equivalent to one year of service.
1. A one-year leave of absence without pay shall be for one full school year, beginning with the first day teachers report for duty and ending with the day following the last day classes are taught.
 2. A written request for a one-year leave of absence without pay shall be made to the Chief Human Resources Officer no later than March 15th preceding the year for which the leave is requested.
 3. Preference in granting a one-year leave of absence without pay shall be given to teachers with the longest continuous service to the district, provided that a teacher who previously was granted a one-year leave of absence without pay shall not be eligible again until having achieved at least three (3) additional years of consecutive service.
 4. Teachers applying for a one-year leave of absence without pay shall state the reason(s) for the request. Leave shall not be granted for a teacher to teach in another public school, private school, or an institution of higher learning, except in those cases where the Board recognizes special value from the experience that would, upon the teacher's return from leave, enhance the future educational opportunities for the students of the district.
- B. No more than one percent (1%) of the faculty shall be granted a leave of absence for any given year.

Section 7 - Return from Leave of Absence

- A. A teacher planning to return to regular employment with the district from any type of unpaid leave of absence shall notify the district in writing of his/her intention to return.
- B. A teacher planning to return for the beginning of the first semester shall give written notice of intent to return no later than the preceding March 15th. Failure to notify the district in writing of the intent to return to active employment will constitute voluntary resignation.
- C. A teacher planning to return for the beginning of the second semester of the school year shall give written notice of intent to return no later than the preceding December 1st. Failure to notify the district in writing of the intent to return to active employment will constitute voluntary resignation.

- D. Failure to notify the district of an intent to return to regular employment from unpaid leave of absence may be grounds for the Board to withhold employment.
- E. A teacher returning from a Leave of Absence shall return to the same step on the salary schedule and at seniority level attained at the time leave began. The Leave of Absence does not constitute a break in continuous service.

Section 8 – Personal Business Leave

- A. Certificated employees will be allowed five (5) days of personal business leave per year.
 - 1. Prior arrangements must be made for a substitute. Except in case of emergency, the teacher will notify the building administrator regarding the absence.
 - 2. Personal business leave may not be taken on the days before or after any school holiday or on Teacher Reporting Day or Teacher Record Day, except in cases of emergency (unplanned, unforeseen, and unavoidable) with the approval of the superintendent or his designee. Personal Business leave taken on the days mentioned above, without approval of the Superintendent or his designee will result in a dock in pay of 95% of daily pay.
 - 3. One-half of substitute pay will be deducted from the employee's salary for the first three (3) personal days used.
 - 4. Full substitute pay will be deducted for the remaining two (2) days.
 - 5. No more than four (4) unused personal leave days will be converted to sick leave for returning certified employees at the beginning of the next school year. (2013-14)
 - 6. Teachers with more than twenty (20) years of creditable teaching experience shall receive their first personal business day each year with no deduction of substitute pay. This applies to all teachers on Step 20 and above of the salary schedule.

Section 9 – Vacation Leave

All certified personnel assigned to twelve-month positions will accrue vacation time and be entitled to take vacation leave when approved by the superintendent or designee.

A. Rate of Accrual

- 1. Twelve-month certified personnel with less than 14 years' service, shall accrue a maximum of fifteen (15) days of vacation per fiscal year or 1 ¼ days per month. Unused vacation hours for employees in this category may accumulate a maximum number of hours equivalent to thirty (30) contract days, which may be carried indefinitely.
- 2. Twelve-month certified personnel who are beginning their fifteenth (15) year of continuous employment with the district shall accrue a maximum of eighteen (18) days of vacation per fiscal year or 1 ½ days per month. Unused vacation hours for employees in this category may accumulate a maximum number of hours equivalent to thirty-five (35) contract days, which may be carried indefinitely.

B. Special Accrual

1. Current employees who have previously worked less than 12-month contracts and are changed to 12-month positions will accrue, on the first day of 12-month employment, vacation days for each month remaining in the fiscal year.
2. When a 12-month employee transfers to a less than 12-month position, the employee will be paid for all vacation days.

C. New Employees

Certified personnel who are employed later than the first month of the fiscal year will accrue, on the first day of employment, 1 ¼ vacation days for each month remaining in the fiscal year.

D. Month of Accrual

Certified personnel must work one-half of the working days of a month to receive credit toward vacation for that month (starting or terminating). When a person is absent more than one-half of the working days of any given month, a vacation allotment is not earned for that month. Administrative personnel must work a period of eight (8) months during a fiscal year before such employee shall receive credit for a full year experience for vacation or increment purposes.

With regard to computation of earned vacation time, absences of an employee on sick leave or vacation are considered as time served.

Vacation days will not be accrued after the expiration of sick leave or for absences not covered by sick leave or vacation time.

Section 10 – Family and Medical Leave Act of 1993 as amended (FMLA)

- A. Per BOE Policy #2405 of the Edmond School District to comply fully with the requirements of the Family and Medical Leave Act of 1993, as amended (“FMLA”). All eligible employees who meet FMLA requirements may be granted a total of twelve (12) weeks of unpaid FMLA leave in a 12 month period pursuant to District policy. Request for Family Medical leave must be submitted to Human Resources in writing. It is not the intent of the District or its FMLA policy to provide leave benefits that exceed those authorized by rule, policy or existing law as supplemented by the Act. Thus, an eligible employee must concurrently use any accrued paid vacation leave, personal leave and sick leave (including shared sick leave) for any part of the twelve (12) week period of FMLA leave. All paid non-Act leave will be used prior to unpaid non-Act leave.
- B. During a period of FMLA leave, an employee will be retained on the District’s medical insurance plan under the same conditions that applied before leave began. In order to continue medical insurance coverage, the employee must continue to make any contributions that he or she made to the plan before leave. Failure of the employee to pay his or her share of the medical insurance premium, may result in a loss of coverage. The employee is required to pay all of the premiums for any other types of insurance coverage which may exist.

EMPLOYEE RIGHTS

Article 16 -- School Activity Pass

- A. At the beginning of the school year each teacher shall have the opportunity to sign up for a school activity pass. **Note:** The following will be added to the actual pass: “This faculty pass will admit the cardholder with the proper ID and his/her immediate family members (as listed on the reverse side) to EPS HOME athletic events and other school activities (after school hours). This pass is not good for OSSAA state playoff activities and is NON-TRANSFERABLE.”

Article 17 -- Teacher Evaluation

- A. All observations of an employee shall be conducted for the purpose of evaluation toward the improvement of professional performance as a means of improving instruction.
- B. The District’s qualitative teacher evaluation system shall be the Tulsa Observation and Evaluation System for Teachers (Tulsa Model). All teachers will be formally evaluated in accordance with the Tulsa Model. The district will utilize the TLE system for certified evaluations that have the appropriate evaluation instrument (document) available and will use the district’s existing evaluation instrument where necessary. (Revised 2012-13)
- C. All teachers will be evaluated by administrative personnel authorized by state law and district policy to evaluate teachers who have been trained on how to evaluate under the Tulsa Model and have participated in any required training of the State Department of Education.
- D. After hiring, teachers will be trained on the Tulsa Model of Evaluation and all teachers will be made aware of any changes or updates at the beginning of each school year. The administration shall introduce and inform teachers regarding the District’s Tulsa Model evaluation program and make available to all teachers the teacher rubrics, including teacher subgroup rubrics as appropriate (counselor, nurse, speech pathologist, etc.). (2012-13) (2016-17)
- E. All observations, formal evaluations, personal development plans, and follow-up reports shall be made in writing on the relevant Tulsa Model electronically generated forms.
- F. Failure to comply with the Personal Development Plan or any repetition for the unsatisfactory performance or conduct noted above at any time during your employment with the District may result in your dismissal or non-reemployment. In the event that you make corrections upon receiving this Personal Development Plan and then later become deficient in the same or related areas, you may not receive another Personal Development Plan / Admonishment. In that event, non-reemployment or dismissal proceedings may be initiated based upon your failure to satisfactorily maintain your compliance with this Personal Development Plan. (2013-14)

Article 18 – Disciplinary Action

- A. Letter of Counsel.
Whenever the administrator believes a concern needs to be addressed with a teacher, the administrator may use a letter of counsel to document the meeting. A copy of the letter shall be furnished to the teacher but the letter shall not be placed in the teacher’s district confidential personnel file.

B. Admonishment

Whenever the administrator believes that it is necessary to admonish the teacher for a reason he/she believes may lead to the teacher's dismissal or non-reemployment, the administrator shall do so in writing, clearly explaining to the teacher the reasons for the admonishment and the potential for dismissal or non-reemployment. The teacher will be asked to sign the letter of admonishment. This signature does not necessarily indicate agreement.

1. Any teacher who is the subject of a conference in which he/she may be the recipient of a reprimand and/or an admonishment shall be notified that such conference is disciplinary in nature and that the teacher has the right to witness.
2. When possible the teacher will be given twenty-four (24) hours' notice of the scheduled disciplinary conference.

C. Stand-Alone Personal Development Plan (PDP)

When weaknesses are noted in a teacher's performance at any time during the school year, it may be the target of a PDP and identified as a **Stand-Alone PDP**. (2013-14)

Article 19 -- Teacher Personnel Files

- A. Each employee shall have the right at any time to review the contents of the teacher's personnel file. A representative of the Association, at the employee's request, may accompany the employee in this review. The Board or its administrative representative, including building principals, shall not establish any separate personnel file which is not available for the employee's inspection.
- B. The official personnel file shall consist of two parts:
1. The payroll file, which contains the current contract, teaching certificate, copies of official personnel action, college placement material and official transcripts, application, recommendation and the loyalty oath.
 2. The confidential file, either electronic or paper, which contains evaluations, letters of commendation, letters of admonishment, and other material mutually discussed and permitted by law. (2016-17)
- C. The employee shall receive a copy of any material placed in the confidential file. An employee shall have the right to respond to all materials in the confidential file and such response must be made within ten (10) working days and with a copy of the response to the building principal. Employee responses become a part of the confidential file. Upon written request of the teacher and approval of the Superintendent, admonishments may be removed from the teacher's confidential file. Further, upon written request of the teacher, admonishments shall be removed from the teacher's confidential file after five (5) years from the date the admonishment was placed in the file.
- D. In accordance with state law, non-reemployment action directed toward a teacher shall not be based on documents not included in the personnel file.
- E. The employee shall have the right to reproduce any of the contents of the file at the employee's own expense.

Article 20 -- Posting of Vacancies

- A. All vacancies in present or new positions shall be posted bi-weekly during the school year on a "Notice of Vacancy" list on the District's website in the office of the Superintendent and the offices and faculty rooms of all district buildings. (2016-17)
1. Each position posted shall, as a minimum, include the following: job title; description of major job responsibilities; effective date of vacancy; projected date position to be filled; minimum qualifications required; department/person to whom application is to be made; and deadline for application.
 2. Vacancies shall be posted a minimum of five (5) working days before being filled.
 3. Temporary positions that may be filled immediately include Tutors, Special Duties, and Long Term Subs.

Article 21 -- Faculty Assignments/Dividing an Existing Faculty or Faculties when Opening a New Facility

- A. If the opening of a new facility requires that specific existing faculty or faculties must be reduced/divided, the following procedure will be utilized:
1. The existing member of the faculty or faculties to be reduced/divided will be placed prior to any transfers or new hiring at that level.
 2. Teacher Reassignment Procedure:
 - a. Determine all positions to be reassigned/transferred.
 - (1) Principal will request volunteers from entire staff at that site. Assignment of volunteers will be based on district seniority. Deadline for volunteers will be ten (10) working days from the date of announcement.
 - (2) If no volunteers after ten (10) working days, teacher at that site with least consecutive seniority in the district will be reassigned/transferred.
 - (3) Certification must be consistent with the open position and the teacher must meet Highly Qualified Standards for the position.
 - (4) In case of a tie, refer to Article 24, Reduction in Force.
 - b. Each principal will project anticipated staffing needs by using projected enrollment and class size requirement as set by state law. Principal should compile a list by grade, subject, and certification requirements.
 - c. Each staff member to be reassigned will be asked to complete a survey form. The form will contain the following information:
 - (1) Name
 - (2) First day of service
 - (3) Area(s) of certification
 - (4) School (s), Grade (s), Subject (s) where they currently teach
 - (5) School (s), Grade (s), Subject (s) where they would like to teach

- d. Placement of teachers will be determined by a committee of Administrative Team members and all of the involved Principals using the following criteria:
 - (1) Preference of teachers
 - (2) Certification
 - (3) Balance of Experience
 - (4) Site Needs
 - (5) Extra-curricular assignments and interest
 - e. After the reassignment procedure has been completed, those teachers reassigned will have the opportunity to request a transfer using the procedure for teacher initiated transfer Article 22 and may exclude the deadline date.
3. Any vacancies remaining after all present faculty members at that level have been placed will be subject to the teacher transfer negotiated agreement.

Article 22 -- Teacher-Initiated Site Transfer

- A. A teacher on a continuing contract seeking a transfer to a position at a different site should consult job postings published on the district website.
1. A teacher wishing to transfer must contact the principal by email requesting consideration to interview and complete the online internal application. The request should include the “specific” position for which the teacher is applying for by the posted deadline. Principal may request a resume.
 2. The Superintendent will be reluctant to break the continuity of classroom instruction by transferring a teacher during a semester and will generally do so only when a promotion which includes a salary adjustment is involved.
 3. Principals will make recommendations of teachers on temporary contract that they wish to rehire for the following school year as soon as practical during the spring semester, but not later than the last day of classes. All other temporary positions will be posted and teacher – initiated transfer procedures listed in this Article will be followed. (2012)
- B. Current teachers shall be given consideration for all new or current position vacancies for which they are qualified and apply for a transfer. The transfer of teachers to positions with the various schools and departments of the district shall be made on the basis of the following criteria, which are listed in order of priority:
1. Qualifications and certification of teacher.
 2. Length of teaching experience in the district. (Refer to Seniority)
- C. Prior to June 15 the responsible principal/administrator shall be required to interview a minimum of three (3) current teachers, if available, before filling a position. EPS teachers who have been interviewed for the same or similar position within the last six (6) months need not be interviewed again. Teachers not granted an interview shall be notified in writing within five (5) days of the filling of the position.
- D. The deadline for granting an interview through the transfer request policy is June 15.

Article 23 -- Administrative-Directed Transfer

- A. **Elementary** - After the first contract day, after first requesting volunteers, should it become necessary to fill a vacancy with currently employed staff members during the school year, the qualified employee at the grade level with the least seniority at the site shall be the one transferred. A person being administratively transferred shall be notified in writing by the Administrative Officer in charge of Personnel. If an opening exists at the original school within the next two (2) years, the teacher moved has the option to return to the original school.
- B. **Secondary** – After the first contract day, after first requesting volunteers, should it become necessary to fill a vacancy with currently employed staff members during the school year, the qualified employee with the least seniority at the site shall be the one transferred. A person being administratively transferred shall be notified in writing by the Administrative Officer in charge of Personnel. If an opening exists at the original school within the next two (2) years, the teacher moved has the option to return to the original school.
- C. Before the first contract day, the administration further retains the right to assign a teacher to any position for which he/she is qualified and certified prior to the first day of class. The teacher may request a conference with the building administrator regarding the transfer. Refer to Board Policy regarding change implementation.
- D. Before the first contract day, when reassignment of certified personnel becomes necessary due to declining enrollment or overstaffing, it is expected that administration will make an attempt to follow the procedure outlined in Article 21, Section A, Number 2. If the administration finds it necessary to invoke Article 23, Section C, then the administration shall consider the following factors, in no particular order, when making that decision: volunteers, seniority, specialized training and experience in program area, areas of certification, site needs, and extra-curricular assignments and interests.

Article 24 -- Reduction-in-Force (Loss of Jobs)

Criteria for Eliminating Positions

The primary standard in implementing any reduction in force shall be the maintenance of a sound and balanced educational program that is consistent with the functions and responsibilities of the District. In deciding which positions to eliminate, the superintendent and the board will consider the curriculum, instructional focus and the multi-dimensional needs of students. Natural attrition will always be used as the first means of reducing the certified work force.

- A. When the decision is made to reduce staff, the Board may exclude positions to guarantee meeting the needs of the students and the needs of programs of the district.
- B. Prior to making a recommendation to the Board related to section A above, the administration shall meet with the Association to discuss the proposed recommendations for excluded positions.

Once a determination has been made as to which positions should be eliminated, then the primary basis that will be used in determining which teachers to retain in the affected position(s) will be the composite evaluation rating of the teachers holding such positions as measured by the District's Teacher and Leader Effectiveness System (TLE) for each year in which the TLE has been in effect. If the composite ratings of the teachers in the affected positions are the same, then the following, **in this order**, shall be considered:

1. Seniority in the district established from the first reporting date to work, with continuous service from that date.
2. Total years of teaching service

3. Level of preparation in certificated area of teaching (following a high to low priority order of: major endorsement on standard certificate, minor endorsement on provisional certificate and number of college credit hours in the area of teaching assignment as evidenced by position on the teacher salary schedule.)
4. A lot drawing by the District in the presence of an authorized representative of the Association.

“Bumping Rights”

Only those teachers who have an average three year ranking of “effective” or above will be given bumping rights. If three years of rankings are not available, the district will use an average of available years. In order to bump, a teacher must be certified in the position they seek to move into and must meet all state and federal requirements necessary to hold that position.

In the event a teacher eliminated through RIF is certified to hold a position other than the one being eliminated, said teacher may bump another teacher in that position, as long as the teacher has seniority over that person and has an average composite ranking score that is greater than the other teacher.

If the composite ratings of the teachers in the affected positions are the same then the following, **in this order**, shall control bumping:

1. Seniority in the district established from the first reporting date to work, with continuous service from that date.
2. Total years of teaching service
3. Level of preparation in certificated area of teaching (following a high to low priority order of: major endorsement on standard certificate, minor endorsement on provisional certificate and number of college credit hours in the area of teaching assignment as evidenced by position on the teacher salary schedule.)
4. Lot drawing made by the District in the presence of an authorized representative of the Association

Recall

Teachers who are released because of a reduction in force, and who have maintained an overall rating of at least effective on the TLE from the previous year, will have priority for one year after the termination date in filling vacancies and new positions for which they are qualified.

Throughout the first year after reduction in force, terminated teachers who have maintained an overall rating of at least effective on the TLE from the previous year will be placed on a recall list. Teachers on this recall list will be notified by certified mail of position vacancies for which they have priority. Teachers qualified for a vacancy by certification, experience and/or continuing education equivalent shall be recalled by seniority. The teacher so notified must accept the position in writing on or before ten (10) calendar days from the date the notice was mailed to the teacher or they forfeit the position and their name is permanently removed from the recall list.

It shall be the teacher’s responsibility to see that the district has his/her current address on file and the address retained on the district’s records shall be the address utilized for recall purposes.

A teacher who is recalled will be given credit for all previous teaching experience approved by the State Department of Education. Only teachers recalled from the recall list shall be reinstated to career status, if

any, and seniority possessed by the recalled teacher on the date such teacher's termination as a result of reduction in force became effective.

ADMINISTRATION OF AGREEMENT

Article 25 -- Grievance Procedure

A. Definitions

1. A grievance is a complaint that there has been a violation, misinterpretation or misapplication of the provisions of this Agreement.
2. A grievant is the Association, a teacher, or a group of teachers having the same grievance.
3. Days shall mean workdays of the teacher. Outside the regular contract year of the teacher, days shall mean Monday through Friday, except when offices are closed.
4. A party in interest shall mean the teacher(s) filing a grievance and any person who might be required to take action, or against whom action might be taken, in order to resolve the grievance.

B. The primary purpose of this procedure is to achieve, at the lowest level possible, an equitable solution to a grievant's claim. The teacher, therefore, shall discuss the grievance informally with his/her immediate supervisor in an attempt to reach a solution. No written record of the grievance shall be kept if the grievance is not pursued beyond the informal level.

C. Level I

1. The grievant shall submit a written grievance to the building principal or equivalent immediate supervisor of the grievant no later than thirty (30) days after the incident giving rise to the grievance.
2. The building principal or equivalent immediate supervisor of the grievant shall schedule and hold a meeting within ten (10) days after the receipt of the written grievance. The grievant and, if the grievant so desires, a representative of the grievant, and the supervisor shall be present at the meeting.
3. The building principal or equivalent immediate supervisor of the grievant shall transmit to the grievant(s) and the Association the written decision and the reason(s) within ten (10) days of the Level I meeting.

D. Level II

1. If the grievant is not satisfied with the Level I decision, the grievant may submit a written appeal of the grievance to the Superintendent within ten (10) days after receipt of the Level I decision. A copy of the original grievance and the Level I response shall be filed with the appeal.
2. The Superintendent or the Superintendent's designee shall act as a hearing officer and shall schedule and hold a hearing within ten (10) days after receipt of the appeal.
 - a. Persons present at this hearing shall be: the grievant, a representative of the grievant's choosing, and witnesses; and the involved supervisor who rendered the decision at Level I, a representative of the involved supervisor's choosing, and witnesses.

- b. The hearing officer shall be free to admit any testimony, evidence or exhibits deemed relevant, or to exclude same, in order to build as complete a record as necessary before rendering a decision.
- c. The hearing officer shall limit the decision to the facts as presented by the parties and the impact on, or conflict with, this Agreement.
- d. The order of presentation of a Level II hearing shall be as follows: opening statements; presentation of documentary evidence; calling of witnesses; questioning of witnesses; cross-examination of witnesses and redirect; and closing statements by both the grievant/representative and involved supervisor/representative. The involved supervisor shall be referred to as the respondent; and his/her representative as respondent's representative. Either party involved may waive any part(s) of its presentation.
- e. Within ten (10) days after the hearing, the hearing officer shall transmit the written decision and reason(s) to the grievant, the grievant's involved supervisor, and the Association.

E. Level III

- 1. If the grievant is not satisfied with the decision rendered at Level II, the grievant may submit a written appeal to the Clerk of the Board of Education within ten (10) days after receipt of the Level II decision. A copy of the original grievance, the Level I response, the Level II grievance, and the Level II response shall be filed with the appeal.
 - 2. The grievance will be heard by the School Board at the next regularly scheduled Board meeting or at a special meeting, whichever is sooner. Neither party shall be permitted to insert in the School Board proceedings any evidence which was not submitted to the other party before the completion of the Level II meetings.
 - a. The Board will sit as a hearing panel accompanied by the Clerk.
 - b. At the conclusion of the hearing the Board shall give its decision by vote of the members present, and transmit its written decision on the grievance to the grievant, the respondent, and the Association within ten (10) days.
- F. Failure at either Level I or Level II to hold a hearing or communicate the decision on a grievant within the specified time limits, or failure of the involved supervisor/respondent to attend the scheduled hearing, shall permit the grievant to submit an appeal to the next level.
- G. Any appeal of a decision not filed within the specified limit or failure of the grievant to attend a hearing shall be deemed resolved by the determination at the previous level.
- H. When the Association is not the representative of the grievant at levels I, II, or III of this grievance procedure, it shall have the right to have a representative present and to render written opinion(s) on the grievance to the involved supervisor or hearing officer.
 - 1. The Association shall be notified in writing prior to the holding of any grievance meeting or hearing in which it is not acting as the grievant's representative.
- I. No reprisals shall be taken by any party in interest in this Agreement against any grievant, and other party in interest, or any other participant in the grievance procedure by reason of such participation.

- J. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate confidential file and shall not be kept in the personnel file of any of the participants.
 - A. Requests for changes in any time limits and meeting times shall be made in writing and require mutual agreement.
- L. Necessary forms for the filing of grievances shall be mutually agreed to by the Board and the Association, and such forms shall be included as appendices to this Agreement.
 - 1. Grievance forms shall be maintained in ample supply at each school/work site and be made readily available to teachers upon request.
- M. Grievance meetings or hearings shall not be conducted during the regular class day, except by mutual consent of the parties involved.

COMPENSATION

Article 26 -- Compensation

Section 1 - Salary

- A. Teachers who were employed with the District for one hundred twenty (120) working days or more during the 2015-2016 school year and who worked at least four (4) hours per day shall advance one (1) step on the 2016-2017 salary schedule. "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-2017 school year payable in February, 2017.
- B. Each step on all salary schedules shall correspond to one (1) year of creditable service with the District or other employers as provided for in Oklahoma law or District policy.
- C. Salary amounts will be adjusted for teachers who moved from one educational level to another educational level (i.e. B to B+16).
- D. Teachers who have achieved National Board Certification Teacher status and are assigned to serve in district-wide, non-administrative, teaching positions (e.g. Content Specialist; Special Education Consultants, Technology Consultants, etc.) will continue to receive the NBCT stipend. The stipend will be the same amount and distributed in the same manner as classroom teacher NBCT stipends. The stipend will be made payable based on funds provided by the State Department of Education.
- E. See salary schedules Appendix "B".

Section 2- Extra Duty Pay Schedule

- A. After reviewing qualifications from candidates applying for extra-duty positions, the district will consider placing certified personnel first.
- B. Non-certified personnel hired to perform extra duty assignments will be paid no more than the extra duty salary paid to certified personnel.
- C. Extra duty positions approved by the August Board meeting will be paid in twelve (12) monthly payments beginning with the September check. Extra duty positions approved at the September Board

meeting will be paid in eleven (11) monthly payments beginning with the October check. Any subsequent hiring of extra duty will begin receiving payments in the same month they are approved.

D. See extra duty pay schedule Appendix "C".

Section 3 - Retirement

- A. For the 2016-2017 school year, the Board shall pay all of each teacher's required contribution to the Oklahoma Teachers Retirement System as part of total District compensation on the certified salary schedule. Employees must send written notification to the Superintendent or Designee of their intent to retire.
- B. The Board shall pay a severance benefit to each qualifying teacher upon retirement from employment. Certified employees must qualify for regular, unreduced retirement benefits under the Oklahoma State Teachers' Retirement System rules.
1. Each teacher with fifteen (15) or more consecutive years of service to the district and a sick leave accumulation of twenty (20) or more days at the time of retirement shall receive a severance benefit equal to twenty (20) days regular contract salary (total salary divided by number of contract days), such salary being that amount in effect at the time of retirement.
 2. Each teacher with fourteen (14) consecutive years of service to the district and with a sick leave accumulation of eighteen (18) or more days shall receive a severance benefit equal to eighteen (18) days regular contract salary, such salary being that amount in effect at the time of retirement.
 3. Each teacher with thirteen (13) consecutive years of service to the district and with a sick leave accumulation of sixteen (16) or more days shall receive a severance benefit equal to sixteen (16) days regular contract salary effective at the time of retirement.
- C. Employees age 55 or older on or before August 31 leaving the school district for reasons of retirement or general separation of service, who are eligible to receive taxable compensation for unused vacation pay and/or retirement incentive pay from the district, will have the gross amount of the payment permanently tax sheltered from employee Social Security and Medicare tax. Due to IRS regulations, employees must participate in the plan if they meet the eligibility requirements; there is no process of opting out of this special retirement plan.

The special pay retirement plan enables the employee to defer federal and state income tax on both the contribution and earnings until the funds are withdrawn from the retirement account. The compensation is deposited into a guaranteed interest-bearing fixed account through American Fidelity. The funds can be rolled over into another qualified retirement account or can be withdrawn at any time by the owner of the account. The minimum amount of compensation an employee must receive to be eligible to participate in the 403(b) employer paid retirement plan will be set at \$2,500 per employee. The amount of the gross pay tax sheltered under this plan will not be included in the employee's end of year W2 statement.

- D. Early Notification Incentive - For the 2016-2017 school year, the Board shall pay an early notification incentive to teachers who send written notification to the Superintendent or Designee of their intention to retire or resign at the end of the 2016-2017 school year.

For the 2016-17 school year only, teachers notifying the school district by December 1, 2016 of the intention to retire or resign at the end of the 2016-17 school year will receive a \$500.00 stipend payable on the December 20, 2016 payroll.

Teachers notifying the school district by February 1, 2017 of the intention to retire or resign at the end of the 2016-17 school year will receive a \$300.00 stipend payable the end of the teacher's current contract. (2016-17)

Section 4 - Health Insurance

- A. For the 2016-2017 school year, the Board shall make health insurance coverage available to teachers under the Oklahoma State and Education Employees Group Health Insurance Program. Payment of the monthly premium amount shall be as follows:

State Payment: For the 2016-2017 school year, each teacher shall receive, as part of Total Compensation on the Certified Salary Schedule, cash in lieu of the Flexible Benefit Allowance (FBA) or the Flexible Benefit Allowance for Major Medical. Teachers not enrolled in the district's health insurance plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month (\$836.52 annually) in the form of a taxable cash payment. Teachers whose employment is terminated during the school year shall have no right to receive any cash compensation for the portion of the school year after the date of the teacher's termination.

Eligibility to receive the Flexible Benefit Allowance payments shall be as determined by the State Department of Education. Both the Board and the Association agree that the eligible teacher's Flexible Benefit Allowance for any future school year is contingent upon available appropriation by the Oklahoma Legislature and allocations made by the State Department of Education.

The flexible benefit allowance amount for certified personnel shall be no less than one hundred percent (100%) of the premium amount for Health Choice High Option Plan for an individual offered by the State and Education Employees Group Insurance Board. For the period of August 2016 through December 2016, this amount shall be \$526.88 per month. For the period of January 2017 through December 2017, this amount shall be \$571.04 per month. Coverage in the program begins at the beginning of the month following employment with the district.

- B. Each teacher shall elect or decline coverage under the district's health insurance program, in accordance with the rules established by the program's administrator. After the open enrollment period ends, if any qualifying event occurs (divorce, death of spouse, loss of job) resulting in the loss of insurance coverage, the teacher should contact the program administrator to determine available options on insurance coverage.
- C. Coverage for the teacher's spouse, dependents and other eligible family members shall be offered to participating employees at their own expense.

Section 5 - Life Insurance

- A. The Board shall pay the appropriate monthly, quarterly, semi-annual, or annual premium for the purchase of twenty-four thousand dollars (\$24,000) face amount group term life insurance coverage for each full-time teacher with the option, at employee expense, to purchase additional coverage, if allowed by the carrier of the life insurance plan as part of total District compensation on the certified salary schedule. The amount of benefit is subject to any reduction schedule based on the age of the insured as listed in the insurance contract.

1. The Board shall designate the carrier of the life insurance plan.

2. The teacher shall be entitled to designate beneficiaries of his/her individual coverage and to make changes in beneficiaries when necessary.
3. The insurance coverage shall begin effective with the implementation of this Agreement.
4. The life insurance coverage for each teacher shall provide for double indemnity benefit in the event of accidental death.
5. The teacher shall be guaranteed the right of conversion of the district-provided insurance coverage to individually-owned insurance coverage upon termination of employment with the district.
6. The Board shall provide each teacher with a copy of the District's Group Life Insurance Plan upon initial employment and whenever the Plan is significantly changed.
7. Employees must work 6 hours or more per day to qualify for this benefit.

Section 6 - Disability Insurance

The 2016-2017 short-term disability plan (STD) provides a weekly benefit of \$150. The coverage includes a 15-day elimination period for claims resulting from an accident and a 21-day elimination period for illness claims.

A long-term disability plan (LTD) is also provided and becomes effective after the employee has been temporarily disabled for 180 days. The LTD pays up to 66% of the employee's monthly salary up to \$1,200 maximum per month. The STD and LTD do not coordinate paid disability benefits with an employee's paid leave benefits. (2016-2017)

Section 7 - On The Job Injury

As required by law, the Edmond School District carries Workers' Compensation Insurance. For the 2016-2017 school year, the worker's compensation carrier for the District will be Oklahoma School Assurance Group, OSAG.

Should any employee be injured while at work, the employee is entitled to the temporary benefits provided by the workers' compensation law and to coordinate the temporary total disability benefits provided by OSAG with available leave benefits. No employee will be awarded sick leave and workers' compensation payments in excess of his/her regular rate. Sick leave will be prorated proportionately to enable the employee to receive his/her regular salary rate.

An employee injured on the job must report the accident to his/her immediate supervisor within 24 hours. An accident report will be completed by the employee and his/her supervisor and sent to the Personnel Department at EPSAC for processing. Employees whose injury requires immediate medical attention must report the injury to his/her supervisor and to Carla Cormack at 340-2959 at EPSAC before medical treatment will be provided. During an emergency situation, the supervisor may also contact Randy Decker at 227-7583.

EPS board policy will be followed if medical treatment is sought.

Section 8 - Special Duty Pay

- A. No certified staff member may volunteer for duties, which will conflict with other appointed responsibilities.
- B. If there are multiple volunteers for special duty positions, then service may be limited to two special duty positions per person per semester.
- C. Volunteers may be dismissed for failure to fulfill requirements of the duty.
- D. Once a teacher has committed to fulfill a duty assignment, he/she is expected to complete the entire semester unless extenuating circumstances occur. Any changes to the assignment must be approved by the administration. (2013-2014)

E. Elementary Special Duty

1. Elementary Lunch Duty Supervision

- a. At the elementary level, each school site by a majority vote in the spring will determine whether or not lunch duty supervision for the following school year will be completely staffed by certified staff or by paid assistants.
 - i. At sites voting to supervise with certified staff, the administration will request volunteers from the certified staff to stand lunch duty every day for the semester. When requesting volunteers, the volunteer with the most seniority in the Edmond Public Schools district shall receive the duty. If there are not enough volunteers, the administration shall appoint the certified staff member with the least seniority available during the assigned lunch time excluding resident teachers, self-contained special education teachers, traveling teachers, counselors, psychologists, psychometrists, and speech pathologists.
 - ii. At sites voting to supervise with paid assistants, the administration shall hire assistants for supervision during lunch.

Temporary Lunch Rotation: In case of an emergency when there are not enough viable paid assistants to adequately staff a lunch period, the administration shall appoint daily temporary lunch monitors from a posted list of certified staff who are available during the assigned lunch period with the exception of self-contained special education teachers, and traveling teachers. Duty shall rotate through that list. Certified staff will be paid for covering the duty in temporary emergency situations.

Permanent Semester Rotation: In case an administrator is unable to hire paid assistants to adequately staff a lunch period after posting the position for 20 working days, the administrator and the certified staff available during the assigned lunch period with the exception of self-contained special education teachers, traveling teachers, psychologists, psychometrists, and speech pathologists will develop an equal rotation plan for the remainder of the current semester. The rotation plan may be daily or weekly. Duty shall rotate through that list. Certified staff will be paid for performing the duty.

- a. When requesting volunteers from certified staff to stand lunch duty every day for the semester, the volunteer with the most seniority in the Edmond Public Schools district shall receive the duty. Two certified staff members may request to share the duty. Shared duty is equivalent to half a semester served per person. A certified staff member who volunteers for the full duty will have preference over those who volunteer for part of the duty.
- b. The administration retains the right to determine the number of lunch duty supervisors for each lunch period.
- c. A certified staff member may volunteer for a combination of before school duty and lunch duty or a combination of after school duty and lunch duty but cannot be compelled to stand more than one duty.
- d. A certified staff member may volunteer to retain lunch duty for a second semester but cannot be compelled to have lunch duty more than one full semester per academic year.
- e. Certified staff performing lunch duty supervision will be paid \$6.00 for each 30-minute period, paid monthly.

2. Elementary Playground Supervision

- a. At the elementary level, to provide all certified staff with additional 15-20 minutes planning time, the following provisions will be made:
 - i. Each elementary school site by a majority vote in the spring will determine whether or not playground duty supervision for the following school year will be completely staffed by certified staff or by paid assistants.
 - ii. At sites voting to supervise with certified staff, administration will request volunteers from the certified staff to stand playground duty every day for the semester. When requesting volunteers, the volunteer with the most seniority in the Edmond Public Schools district shall receive the duty. If there are not enough volunteers, the administration shall appoint the certified staff member with the least seniority available during the assigned lunchtime excluding resident teachers, self-contained special education teachers, traveling teachers, counselors, psychologists, psychometrists, and speech pathologists.
 - iii. At sites voting to supervise with paid assistants, the administration shall hire assistants for supervision during the playground period.

Temporary Playground Rotation: In case of an emergency when there are not enough viable paid assistants to adequately staff a playground period, administration shall appoint daily temporary playground monitors from a posted list of certified staff who are available during the assigned period playground duty with the exception of self-contained special education teachers, traveling teachers, psychologists, psychometrists, and speech pathologists. Duty shall rotate through that list. Certified staff will be paid for covering duty in temporary emergency situations.

Permanent Semester Rotation: In case an administrator is unable to hire paid assistants to adequately staff a playground period after posting the position for 20 working days, the administrator and the certified staff available during the assigned playground period with the exception of self-contained special education teachers, traveling teachers, psychologists, psychometrists, and speech pathologists will develop an equal rotation plan for the remainder of the current semester. The rotation plan may be daily or weekly. Duty shall rotate through that list. Certified staff will be paid for performing the duty.

- a. The administration retains the right to determine the number of playground duty supervisors for each playground period.
- b. A certified staff member may volunteer for a combination of before school duty and playground duty or a combination of after school duty and playground duty but cannot be compelled to stand more than one duty.
- c. A certified staff member may volunteer to retain playground duty for a second semester but cannot be compelled to have playground duty more than one full semester per academic year.
- d. Certified staff performing playground duty supervision will be paid \$6.00 for each 30-minute period, paid monthly.

3. Elementary A.M. Duty

- a. The administration will request volunteers from the certified staff to stand elementary a.m. duty every day for the semester. The volunteer with the most seniority in the Edmond Public School District shall receive the duty. If no one volunteers, then the principal will appoint the certified staff member with the least seniority to stand elementary a.m. duty, excluding resident teachers, self-contained special education teachers, counselors, psychologists, psychometrists, speech pathologists and Before Care Directors. Two certified staff members may request to share the duty. Shared duty is equivalent to half a semester per person. A certified staff member who volunteers for the full duty will have preference over those who volunteer for part of the duty.
- b. After volunteers are requested, an emergency list of certified staff members may be used for substitution in cases of absence. The emergency list will be posted in an easily accessible location (i.e.: teacher mailbox area).
- c. The administration retains the right to determine the number of elementary a.m. duty supervisors for each duty period.
- d. A certified staff member may volunteer for lunch or playground duty and elementary a.m. duty, but cannot be compelled to stand more than one duty
- e. A certified staff member may volunteer to retain elementary a.m. duty for a second semester, but cannot be compelled to have a duty more than one semester.
- f. Elementary a.m. duty will include any traffic control duties, which correspond to the time required for elementary a.m. duty supervision.

- g. Certified staff performing elementary a.m. duty supervision will be paid \$6.00 for each 30-minute period, paid monthly.

4. Elementary Bus Duty Supervision

- a. The administration will request volunteers from the certified staff to stand bus duty every day for the semester. The volunteer with the most seniority in the Edmond Public School System shall receive the duty. If no one volunteers, then the administration will appoint the certified staff member with the least seniority to stand bus duty, excluding resident teachers, self-contained special education teachers, counselors, psychologists, psychometrists, and speech pathologists. Two certified staff members may request to share the duty. Shared duty is equivalent to half a semester per person. A certified staff member who volunteers for the full duty will have preference over those who volunteer for part of the duty.
- b. After volunteers are requested, an emergency list of certified staff members may be used for substitution in cases of absence. The emergency list will be posted in an easily accessible location (i.e.: teacher mailbox area).
- c. The administration retains the right to determine the number of bus duty supervisors for each bus period.
- d. A certified staff member may volunteer for both lunch or playground duty and bus duty, but cannot be compelled to stand more than one duty.
- e. A certified staff member may volunteer to retain bus duty for a second semester, but cannot be compelled to have a duty more than one semester.
- f. Bus duty will include any traffic control duties, which correspond to the time required for bus duty supervision.
- g. Certified staff members performing bus duty supervision will be paid \$6.00 for each 30-minute period, paid monthly.

5. Elementary Class Cover

The following steps will be used for covering elementary classes for approved absences when a substitute is not available:

- a. An administrator (or designated person) will decide when a class needs to be covered or divided among other teachers' classrooms.
- b. Certified substitute rate of pay will be paid in whole or fractional amounts depending on the placement of students.

F. Middle School/High School Special Duty

1. Middle School/High School Lunch Duty Supervision

- a. At the secondary level, if no one volunteers, then the administration may hire a paid assistant or may appoint the certified staff member with the least seniority, excluding

resident teachers, self-contained special education teachers, traveling teachers, counselors, psychologists, psychometrists, and speech pathologists for each lunch period to stand lunch duty. When requesting volunteers from certified staff to stand lunch duty every day for the semester, the volunteer with the most seniority in the Edmond Public Schools district shall receive the duty. Two certified staff members may request to share the duty. Shared duty is equivalent to half a semester served per person. A certified staff member who volunteers for the full duty will have preference over those who volunteer for part of the duty.

- b. After volunteers are requested, an emergency list of certified staff members may be used for substitution in cases of absence. The emergency list will be posted in an easily accessible location (i.e.: teacher mailbox area).
- c. The administration retains the right to determine the number of lunch duty supervisors for each lunch period.
- d. A certified staff member may volunteer for a combination of before school duty and lunch duty or a combination of after school duty and lunch duty but cannot be compelled to stand more than one duty.
- e. A certified staff member may volunteer to retain lunch duty for a second semester but cannot be compelled to have lunch duty more than one full semester per academic year.
- f. Certified staff performing lunch duty supervision will be paid \$6.00 for each 30-minute period, paid monthly.

2. Middle School/High School Breakfast Duty

- a. The administration will request volunteers from the certified staff to stand breakfast duty every day for the semester. The volunteer with the most seniority in the Edmond Public School System shall receive the duty. If no one volunteers, the administration will appoint the certified staff member with the least seniority to stand breakfast duty, excluding resident teachers, self-contained special education teachers, traveling teachers, counselors, psychologists, psychometrists, and speech pathologists. Two certified staff members may request to share the duty. Shared duty is equivalent to half a semester served per person. A certified staff member who volunteers for the full duty will have preference over those who volunteer for part of the duty.
- b. After volunteers are requested, an emergency list of certified staff members may be used for substitution in cases of absence. The emergency list will be posted in an easily accessible location (i.e.: teacher mailbox area).
- c. The administration retains the right to determine the number of breakfast duty supervisors for each period.
- d. A certified staff member may volunteer for both lunch duty and breakfast duty, but cannot be compelled to stand more than one duty.
- e. A certified staff member may volunteer to retain breakfast duty for a second semester, but cannot be compelled to have a duty more than one semester per academic year.

- f. Certified staff performing breakfast duty supervision will be paid \$6.00 for each 30-minute period, paid monthly.

3. Middle School/High School Bus Duty Supervision

- a. The administration will request volunteers from the certified staff members to stand bus duty every day for the semester. The volunteer with the most seniority in the Edmond Public School System shall receive the duty. If no one volunteers, then the administration will appoint the certified staff member with the least seniority to stand bus duty, excluding resident teachers, counselors, psychologists, psychometrists, and speech pathologists. Two certified staff members may request to share the duty. Shared duty is equivalent to half a semester served per person. A certified staff member who volunteers for the full duty will have preference over those who volunteer for part of the duty.
- b. After volunteers are requested, an emergency list of certified staff members may be used for substitution in cases of absence. The emergency list will be posted in an easily accessible location (i.e.: teacher mailbox area).
- c. The administration retains the right to determine the number of bus duty supervisors for each bus period.
- d. A certified staff member may volunteer for both lunch duty and bus duty, but cannot be compelled to stand more than one duty.
- e. A certified staff member may volunteer to retain bus duty for a second semester, but cannot be compelled to have a duty more than one semester per academic year.
- f. Bus duty will include any traffic control duties which correspond to the time required for bus duty supervision.
- g. Certified staff performing bus duty supervision will be paid \$6.00 for each 30-minute period, paid monthly.

4. Middle School/High School Detention Duty

- a. The administration will request volunteers from the certified staff to stand duty for the semester. The certified staff member with the most seniority in the Edmond Public School District shall receive the duty for the semester. If no one volunteers, then the principal will appoint the certified staff member with the least seniority to stand duty, excluding resident teachers, counselors, psychologists, psychometrists, and speech pathologists. Two certified staff members may request to share the duty. Shared duty is equivalent to half a semester served per person. A certified staff member who volunteers for the full duty will have preference over those who volunteer for part of the duty.
- b. The administration retains the right to determine the number of detention duty supervisors for each detention period.
- c. A certified staff member may volunteer for detention and lunch duty but cannot be compelled to stand more than one duty.

- d. A certified staff member may volunteer to retain detention duties for a second semester, but cannot be compelled to have a duty more than one semester per academic year.
- e. Certified staff performing detention duty supervision will be paid \$6.00 for each 30-minute period, paid monthly.

5. Middle School/High School Loss of Planning Period

The following steps will be used for covering secondary classes when a substitute is not available:

- a. Certified staff members on their planning period will be asked to volunteer.
- b. Certified staff members will be assigned on a rotating basis in alphabetical order during their planning period.

An administrator (or designated person) will be responsible for informing the certified staff member in a timely manner of the need to cover a class. If, for some reason, the certified staff member cannot cover a class, it is the responsibility of that certified staff member to inform the administrator (or designated person). The certified staff member will be expected to cover the next time a class needs to be covered. An administrator (or designated person) will be responsible for tracking the number of times each certified staff member covers a class so that it is done in an equitable manner.

When administrator-assigned additional duties result in the loss of planning time of 30-minutes or more, the certified staff member-will be compensated twelve dollars (\$12.00).

When administrator-assigned additional duties result in the loss of planning time of less than 30-minutes, the certified staff member-will be compensated six dollars (\$6.00).

G. Additional Days (per day rate)

1.	Contract Days	<u>No. of Days</u>
	High School Counselors (core only)	10
	Middle School Counselors	10
	Elementary Counselors	5
	Media Specialists	4
	School Psychologists (201 Day)	20
	School Psychologists (191 Day)	10
	Psychometrists	10

	<u>No. of Days</u>
Content Specialists	20

2. Additional Discretionary Days/Hours (per day rate) – Need to be determined by administration.

High School Counselors (core only)	40 Discretionary Summer Days per building to be determined by the principal
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Special Ed. Consultants	60 Discretionary summer days to be determined by student need
High School Special Ed. Enrollment	75 Discretionary hours per building at request of principal
At-Risk Counselors	10 Discretionary summer days per building determined by principal request
Content Specialists	35 Discretionary summer days need to be determined by administration

H. Travel Pay

Beginning with the 2015-2016 school year, traveling teachers will be reimbursed for mileage between assigned school sites. Reimbursement will be made according to the district travel reimbursement policy # 6790 and regulations #6790R.

Section 9 - Teacher Attendance Incentive

- A. The Board shall compensate a teacher at the end of the school year for up to ten (10) days at a rate of thirty-five dollars (\$35.00) per day for each available sick leave day the teacher has accumulated in excess of one hundred ten (110) days of sick leave.
- B. There shall be no limit for accumulated sick leave days for purposes of retirement

Section 10 - Pay Period

- A. Teachers shall receive salary payments in twelve (12) installments, each on the twentieth (20th) day of the month. The twelve (12) salary payments shall be paid in twelve (12) consecutive months, beginning in September and ending in August. Certified employees with employment contracts of 194 days or greater, will receive 12 consecutive salary payments beginning in August and ending in July. When the twentieth (20th) falls on a weekend or a banking holiday, salary payment shall be on the preceding work day. (2016-17)
- B. All compensations figured on a daily rate shall use one-hundred eighty (180) days to arrive at the Compensation for the 2016-2017 school year.
- C. For the 2016-17 school year, teachers who are new to the profession will receive an initial paycheck for \$1,800.00 on September 1. The entire contract salary will be annualized over 12 months with monthly adjustments for the \$1,800.00 initial paycheck. (2016-17)

Section 11 – Compelled Professional Development

- A. Teachers off contract shall not be required to attend professional development, curriculum, and/or in-service meetings unless a stipend is provided. (2016-17)
- B. When a teacher accumulates seven and one-half (7 1/2) hours of compensatory time, he/she shall be granted 1/180th of the total contractual salary. (2016-17)

Section 12 - Tax Sheltered Annuity

- A. Each teacher may participate in a district-established tax sheltered annuity program, where such program is administered in compliance with applicable state and federal statutes, rules and regulations.
- B. The fees for administering the tax sheltered annuity program shall be shared equally by the employee and the Board.

Section 13 – Before & After School Directors

- A. Effective with the 2014-15 school year, the salary schedule for the Before & After school directors will be included in the Support Employees of Edmond collective bargaining agreement.

Article 27 -- Procedural Agreement For Negotiations

1 - 1 Whereas the Board of Education of Edmond Schools, Independent School District Number Twelve of Oklahoma County, Oklahoma, hereinafter referred to as the "Board," said Board being legal representative of the electors of Independent School District Number Twelve of Oklahoma County, Oklahoma, and the Edmond Association of Classroom Teachers, Oklahoma "Association", said Association being the certified representative of the professional educators of the district as prescribed by 70 O.S. 509.2, hereby enter into the following agreements regarding negotiations:

1 - 2 RECOGNITION

The Board recognizes the Association in accordance with 70. OS. 509.2 as the exclusive professional negotiations representative for all employees of the Edmond Public Schools who are required by the position in which they are employed to be licensed or certified as teachers as these terms are defined in O.S. 70 1-116 and who do not hold supervisory authority with respect to other teachers in the district.

1 - 3 PHILOSOPHY

The Board and the Association firmly believe that the primary function of the Board and its professional staff is to assure each student attending Edmond Public Schools the highest level of educational opportunities attainable. The Board recognizes that teaching is a profession; and the board and the Association believe that the objectives of the educational program are realized to the highest degree when mutual understanding, cooperation, and effective communications exist between the Board and its professional staff.

1 – 4 PARTICIPATION

In accordance with 70 O.S. 509.2, any person who desires not to be represented by the Association may so state in writing to the Board of Education.

1 – 5 SCOPE OF BARGAINING

The Board of Education and the representatives of the Association must negotiate in good faith on wages, hours, fringe benefits, and other terms and conditions of employment. To negotiate in good faith shall mean both parties must be willing to consider proposals in an effort to find a mutually satisfactory basis for agreement and must be willing to discuss their respective contract proposals.

If either party objects to the others' contract proposals, the objecting party must support its objections with rationale. There shall be no negotiations on inherent managerial policy.

1 – 6 STATUTES AND POLICIES

The Board and the Association shall abide by all applicable state and federal statutes, rules, and regulations. No agreement shall abrogate the legal rights, obligations, and power of the Board, including its power to make policy.

1 – 7 NEGOTIATING TEAMS

No more than ten (10) designated representatives of the Board will meet with no more than ten (10) designated representatives of the Association for the purposes of negotiations. All negotiations shall take place exclusively between the designated representatives of the parties. Only those members who comprise the negotiation teams will be present in the room during negotiations except for the OEA advocate and clerical assistance.

PROCEDURES

2 – 1 MEETINGS

A mutually acceptable meeting date and place shall be set for negotiations to begin not more than thirty (30) days following a request to meet. Such request shall be made between March first and March thirty-first. By mutual agreement the Board and the Association can choose either interest-based or traditional bargaining. Guidelines for interest-based bargaining will be mutually determined. If interest-based bargaining cannot be mutually agreed upon, then traditional bargaining will take place under the following guidelines. The party which requests negotiations to commence shall submit its proposals for negotiations at the first meeting. The other party shall submit its proposals at the second meeting. Each subsequent meeting time and place will be mutually agreed upon at the end of each previous meeting, provided, however, that no more than fifteen days shall elapse between each meeting when requested. All meetings shall be held outside the work day at times and places mutually agreed to and shall not exceed three hours, unless attended by mutual agreement. Meetings will be held between April first and July thirty-first, and any meeting beyond this date must be mutually agreed upon.

2 – 2 EXCHANGE OF INFORMATION

Upon reasonable request, the parties shall provide each other with available information regarding negotiations.

2 – 3 INFORMATION RELEASES

During negotiations, releases to news media shall be by mutual agreement only.

2 – 4 THE AGREEMENT

All proposals and counterproposals will be presented in writing. Tentative agreements reached between representatives of the parties shall be reduced to writing and signed and dated by the spokespersons. Such tentative agreements shall then be set aside pending final approval or ratification as a package first by the Association and subsequently by the Board. Upon approval

and after necessary action by the Board, terms of the agreement shall be implemented. No further negotiations will take place without mutual agreement until a formal request is made the following March.

2 – 5 IMPASSE PROCEDURE

If negotiations representatives of the Board and the Association are unable to reach agreement on any or all negotiations items, the procedure for resolving an impasse as developed by the Board of Education and representatives of the Association shall be in effect. Said procedure includes the actions set forth in Section 715, School Laws of Oklahoma, 1986, and includes such other actions as agreed to by both parties. Time limits set forth herein may be extended by mutual agreement of the parties.

- A. If negotiations are not successfully concluded by the thirty-first of July, impasse shall exist. At any earlier time, either party may declare impasse. Upon reaching of impasse the items at impasse shall be referred to mediation. The parties shall request the services of the Federal Mediation and Conciliation Service (FMCS). If the mediation process fails to resolve all issues, the parties may proceed to fact finding.
- B. Fact finding shall be referred to a three member committee. The committee shall consist of the following:
 - 1. one member who shall be selected by the representatives of the Association within five (5) days after the reaching of impasse:
 - 2. one member who shall be selected by the local Board of Education within five (5) days after the reaching of impasse: and
 - 3. one member who shall be selected by the first two members within fifteen (15) days after selection of the other two members. The member selected by the first two members shall serve as chairman of the committee
- C. Within five (5) days after the selection of the chairman, the representatives who have been negotiating for the Board and for the Association shall meet to exchange written language on each item at impasse. The exchanged documents shall also be furnished by each party to the chairman and other members of the committee.
- D. The chairman shall convene the committee for fact finding. This committee shall meet with the representatives of both parties. Within twenty (20) days after the chairman is selected, the committee shall present written recommendations to the local Board and to the Association.
- E. If either party decides it must reject one or more of the committee's recommendations, said meeting of the representatives who have been negotiating for the Board and for the Association. The parties shall meet within seven (7) days of the request, unless both parties deem it unnecessary. At such meeting, the representatives shall exchange written statements expressing each party's rationale for rejecting each recommendation found unacceptable and shall attempt to clarify any remaining differences. The representatives shall then resume good faith effort to resolve the remaining differences; provided after fourteen (14) days after the exchange of written statements, either party may discontinue such effort.

2 – 6 STRIKES FORBIDDEN

As set forth in O.S. 70-509.8, the procedure provided for therein for resolving impasses shall be the exclusive recourse of the Association. It shall be illegal for the Association to strike or threaten to strike as a means of resolving differences with the Board of Education. Anyone represented by the Association engaging in a strike shall be denied the full amount of his wages during the period of such violation. If the Association or its members engage in a strike, then the Association shall cease to be recognized as representative of the unit and the school district shall be relieved of the duty to negotiate with the Association or its representatives.

2 – 7 DURATION

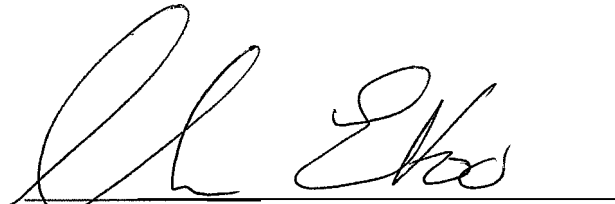
This Agreement remains in effect during the time the Association continues as the exclusive negotiation representative and shall continue in effect for successive fiscal year periods. If either party desires to amend the Agreement, written notice shall be given between January 2 and January 31. Once such notice is given, negotiations related to changes in this Agreement shall commence on a mutually agreeable date within thirty (30) days of such notice. When completed, the revised Procedural Agreement will become effective.

2 – 8 SIGNATURES


In witness hereof, the undersigned officers and representatives of the Board and Association do hereby affix their signatures, thereby binding the parties to the terms and provisions of this agreement.

Article 28 – Signature Page

This document represents the full and complete agreement entered into by the Edmond Association of Classroom Teachers and the Edmond Board of Education for the 2016-2017 school year.



President EACT



President, Edmond School Board



EACT Spokesperson



Edmond School Board Spokesperson

Appendix A

GLOSSARY

OF

TERMS

GLOSSARY OF TERMS

Compelled –

Obligated or required. Certified staff members may be compelled to perform duties in accordance with state law, board policy, and the district's negotiated agreement.

CONTRACTS

Continuing Contract –

A contract issued to teachers upon completion of four semesters of temporary contract teaching employment with the Edmond Public Schools.

Extra Duty Contracts –

A contract issued for performance of an extra duty (i.e., department heads, athletics, band, etc.). These contracts are entirely separate and severable from the regular or temporary contract of the teacher. In addition, extra duty contracts apply only for the current school year and do not provide the employee with any assurance the assignment will continue.

Flex Pay –

An extra duty stipend paid to a teacher who teaches six periods per day. Example: A schedule for a regular teaching contract at the high school is 5 teaching periods and one planning period. A teacher receiving flex pay would teach 6 periods and have one planning period. Middle school teachers who teach their regular schedule at the middle school and then travel to the high school to teach an additional period may also qualify. To be eligible for flex pay, a teacher must either be the teacher of record or be assigned based on supervision needs.

Temporary Contract –

A contract issued to teachers for the first four (4) semesters with Edmond Public Schools. No teacher shall be hired on a temporary contract by a school district for more than four semesters except for the following:

1. A teacher hired to replace a teacher who is on an approved leave of absence and who is expected to return to employment with the school district; or
2. A teacher who is a retired member of the Teacher's Retirement System of Oklahoma.

LEAVE

Bereavement Leave –

Leave granted for the death of family members. Two days may be used for non-family members. (Article 15, Section 5)

Leave of Absence Without Pay –

Teachers with at least five (5) consecutive years of service to the district may apply for a one-year leave of absence without pay (Article 15, Section 6).

Personal Business Leave –

Each employee is provided with five (5) days to be used for personal business (Article 15, Section 8). Personal business leave may not be taken on days before or after a school holiday or on Teacher Reporting Day or Teacher Record Day except in cases of emergency with the approval of the Superintendent or his designee. **Personal business leave taken on the days mentioned above, without the approval of the Superintendent or his designee will result in a dock in pay of 95% of daily pay.**

Sick Leave –

Leave provided to the employee for illness involving the teacher or any member of the teacher’s immediate family (Article 15, Section 1). **Administrators may ask for a doctor’s note to document the illness.**

Seniority –

Employment priority status achieved by continued length of service in Edmond Public Schools (Article 10). The beginning date of service is identified as the certified personnel’s first reporting date.

Special Duty –

Special duties are additional duties teachers may volunteer or be compelled to serve. Teachers performing these duties are paid in accordance to the negotiated agreement. These duties include: lunch duty, bus duty, playground duty, detention, breakfast duty, and loss of planning period.

TEACHERS

Career Teacher –

A teacher who has completed three (3) or more consecutive complete school years in such capacity in Edmond Public Schools under a written teaching contract.

Probationary Teacher –

A teacher who has completed fewer than three (3) consecutive complete school years in such capacity in Edmond Public Schools under a written teaching contract.

Mentor Teacher –

Any teacher holding a standard certificate who is employed in a school district to serve as a teacher and who has been appointed to provide guidance and assistance to a resident teacher employed by the school district. A mentor teacher must have a minimum of two (2) years of teaching experience as a certified teacher.

Resident Teacher –

Any certified teacher who is employed in an accredited school to serve as a teacher under the guidance and assistance of a mentor teacher.

Retired Teacher –

Teachers who are currently employed by the Edmond Schools and receiving retirement benefits from the Oklahoma Teachers’ Retirement System. Retired teachers will be employed on a temporary contract, will receive employer provided benefits as per state law and district policy, and his/her annual compensation shall be negotiable and determined based on the needs of the school district. (2012)

Teacher –

A duly certified person who is employed to serve as a counselor, librarian, school nurse, or in any instructional capacity. For the purposes of the negotiated agreement, other terms that may be used are “certified personnel” and “certified staff member.”

Traveling Teacher –

Any teacher required by the district to travel from one school site to another school site during the course of their contract day to perform duties related to their continuing or temporary teaching contract.

Appendix B

TEACHER

SALARY

SCHEDULE

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Bachelors)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)	
	Base	Additional	District	District	Total	Cash			
	Salary	Salary	Paid	Paid	District	In Lieu of	OR	FBA for	
STEP	Salary	(TRS Credit)	Life	Ret.	Comp.	FBA		Major Med.	
			& Disability					thru 12-31-16	
								effect. 1-1-17	
						MONTHLY BENEFITS			
0	34,227.00	60.15	93.60	2,523.13	36,903.88	69.71		526.88	571.04
1	34,624.80	103.41	93.60	2,509.81	37,331.62	69.71		526.88	571.04
2	35,704.80	145.65	93.60	2,548.86	38,492.91	69.71		526.88	571.04
3	36,230.40	188.15	93.60	2,545.92	39,058.07	69.71		526.88	571.04
4	36,505.80	233.33	93.60	2,521.47	39,354.20	69.71		526.88	571.04
5	36,675.00	278.76	93.60	2,488.78	39,536.14	69.71		526.88	571.04
6	36,948.60	325.26	93.60	2,462.87	39,830.33	69.71		526.88	571.04
7	37,222.20	372.82	93.60	2,435.90	40,124.52	69.71		526.88	571.04
8	37,447.20	421.44	93.60	2,404.22	40,366.46	69.71		526.88	571.04
9	37,657.80	471.12	93.60	2,370.39	40,592.91	69.71		526.88	571.04
10	37,954.80	521.87	93.60	2,342.00	40,912.27	69.71		526.88	571.04
11	38,160.00	573.67	93.60	2,305.64	41,132.91	69.71		526.88	571.04
12	38,464.20	626.54	93.60	2,275.67	41,460.01	69.71		526.88	571.04
13	38,669.40	680.48	93.60	2,237.17	41,680.65	69.71		526.88	571.04
14	39,348.00	735.47	93.60	2,233.26	42,410.33	69.71		526.88	571.04
15	39,655.80	791.53	93.60	2,200.37	42,741.30	69.71		526.88	571.04
16	40,069.80	848.65	93.60	2,174.41	43,186.46	69.71		526.88	571.04
17	40,635.00	906.83	93.60	2,158.77	43,794.20	69.71		526.88	571.04
18	41,261.40	966.07	93.60	2,146.68	44,467.75	69.71		526.88	571.04
19	41,887.80	1,026.38	93.60	2,133.52	45,141.30	69.71		526.88	571.04
20	42,514.20	1,087.75	93.60	2,119.30	45,814.85	69.71		526.88	571.04
21	43,140.60	1,150.18	93.60	2,104.01	46,488.39	69.71		526.88	571.04
22	43,921.80	1,213.68	93.60	2,099.32	47,328.40	69.71		526.88	571.04
23	44,550.00	1,278.23	93.60	2,082.05	48,003.88	69.71		526.88	571.04
24	45,693.00	1,343.85	93.60	2,102.46	49,232.91	69.71		526.88	571.04
25	46,024.20	1,410.53	93.60	2,060.71	49,589.04	69.71		526.88	571.04
26	46,353.60	1,410.53	93.60	2,085.50	49,943.23	69.71		526.88	571.04
27	46,684.80	1,410.53	93.60	2,110.43	50,299.36	69.71		526.88	571.04
28	47,014.20	1,410.53	93.60	2,135.23	50,653.56	69.71		526.88	571.04
29	47,343.60	1,410.53	93.60	2,160.02	51,007.75	69.71		526.88	571.04
30	47,674.80	1,410.53	93.60	2,184.95	51,363.88	69.71		526.88	571.04
31	48,004.20	1,410.53	93.60	2,209.74	51,718.07	69.71		526.88	571.04
32	48,335.40	1,410.53	93.60	2,234.67	52,074.20	69.71		526.88	571.04
33	48,664.80	1,410.53	93.60	2,259.47	52,428.40	69.71		526.88	571.04
34	48,996.00	1,410.53	93.60	2,284.40	52,784.53	69.71		526.88	571.04
35	49,325.40	1,410.53	93.60	2,309.19	53,138.72	69.71		526.88	571.04
36	49,654.80	1,410.53	93.60	2,333.98	53,492.91	69.71		526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Bachelors +16)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-16	effect. 1-1-17
			& Disability			MONTHLY BENEFITS		
0	34524.00	60.15	93.60	2,545.48	37,223.23	69.71	526.88	571.04
1	34921.80	103.41	93.60	2,532.16	37,650.97	69.71	526.88	571.04
2	36003.60	145.65	93.60	2,571.35	38,814.20	69.71	526.88	571.04
3	36540.00	188.15	93.60	2,569.22	39,390.97	69.71	526.88	571.04
4	36817.20	233.33	93.60	2,544.91	39,689.04	69.71	526.88	571.04
5	36984.60	278.76	93.60	2,512.08	39,869.04	69.71	526.88	571.04
6	37258.20	325.26	93.60	2,486.17	40,163.23	69.71	526.88	571.04
7	37530.00	372.82	93.60	2,459.07	40,455.49	69.71	526.88	571.04
8	37747.80	421.44	93.60	2,426.84	40,689.68	69.71	526.88	571.04
9	37967.40	471.12	93.60	2,393.69	40,925.81	69.71	526.88	571.04
10	38255.40	521.87	93.60	2,364.62	41,235.49	69.71	526.88	571.04
11	38458.80	573.67	93.60	2,328.13	41,454.20	69.71	526.88	571.04
12	38764.80	626.54	93.60	2,298.29	41,783.23	69.71	526.88	571.04
13	38970.00	680.48	93.60	2,259.80	42,003.88	69.71	526.88	571.04
14	39650.40	735.47	93.60	2,256.02	42,735.49	69.71	526.88	571.04
15	39979.80	791.53	93.60	2,224.75	43,089.68	69.71	526.88	571.04
16	40577.40	848.65	93.60	2,212.62	43,732.27	69.71	526.88	571.04
17	40960.80	906.83	93.60	2,183.29	44,144.52	69.71	526.88	571.04
18	41587.20	966.07	93.60	2,171.20	44,818.07	69.71	526.88	571.04
19	42213.60	1,026.38	93.60	2,158.04	45,491.62	69.71	526.88	571.04
20	42840.00	1,087.75	93.60	2,143.82	46,165.17	69.71	526.88	571.04
21	43466.40	1,150.18	93.60	2,128.54	46,838.72	69.71	526.88	571.04
22	44247.60	1,213.68	93.60	2,123.84	47,678.72	69.71	526.88	571.04
23	44877.60	1,278.23	93.60	2,106.71	48,356.14	69.71	526.88	571.04
24	46018.80	1,343.85	93.60	2,126.98	49,583.23	69.71	526.88	571.04
25	46350.00	1,410.53	93.60	2,085.23	49,939.36	69.71	526.88	571.04
26	46679.40	1,410.53	93.60	2,110.03	50,293.56	69.71	526.88	571.04
27	47010.60	1,410.53	93.60	2,134.96	50,649.69	69.71	526.88	571.04
28	47340.00	1,410.53	93.60	2,159.75	51,003.88	69.71	526.88	571.04
29	47671.20	1,410.53	93.60	2,184.68	51,360.01	69.71	526.88	571.04
30	48000.60	1,410.53	93.60	2,209.47	51,714.20	69.71	526.88	571.04
31	48330.00	1,410.53	93.60	2,234.27	52,068.40	69.71	526.88	571.04
32	48661.20	1,410.53	93.60	2,259.20	52,424.53	69.71	526.88	571.04
33	48990.60	1,410.53	93.60	2,283.99	52,778.72	69.71	526.88	571.04
34	49321.80	1,410.53	93.60	2,308.92	53,134.85	69.71	526.88	571.04
35	49651.20	1,410.53	93.60	2,333.71	53,489.04	69.71	526.88	571.04
36	49982.40	1,410.53	93.60	2,358.64	53,845.17	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Masters)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	35,256.60	60.15	93.60	2,600.62	38,010.97	69.71	526.88	571.04
1	35,654.40	103.41	93.60	2,587.31	38,438.72	69.71	526.88	571.04
2	36,718.20	145.65	93.60	2,625.14	39,582.59	69.71	526.88	571.04
3	37,281.60	188.15	93.60	2,625.04	40,188.39	69.71	526.88	571.04
4	37,555.20	233.33	93.60	2,600.46	40,482.59	69.71	526.88	571.04
5	37,722.60	278.76	93.60	2,567.63	40,662.59	69.71	526.88	571.04
6	37,996.20	325.26	93.60	2,541.72	40,956.78	69.71	526.88	571.04
7	38,266.20	372.82	93.60	2,514.48	41,247.10	69.71	526.88	571.04
8	38,464.20	421.44	93.60	2,480.77	41,460.01	69.71	526.88	571.04
9	38,703.60	471.12	93.60	2,449.11	41,717.43	69.71	526.88	571.04
10	38,977.20	521.87	93.60	2,418.95	42,011.62	69.71	526.88	571.04
11	39,182.40	573.67	93.60	2,382.60	42,232.27	69.71	526.88	571.04
12	39,490.20	626.54	93.60	2,352.89	42,563.23	69.71	526.88	571.04
13	39,695.40	680.48	93.60	2,314.40	42,783.88	69.71	526.88	571.04
14	40,375.80	735.47	93.60	2,310.62	43,515.49	69.71	526.88	571.04
15	40,719.60	791.53	93.60	2,280.44	43,885.17	69.71	526.88	571.04
16	41,135.40	848.65	93.60	2,254.62	44,332.27	69.71	526.88	571.04
17	41,700.60	906.83	93.60	2,238.98	44,940.01	69.71	526.88	571.04
18	42,327.00	966.07	93.60	2,226.89	45,613.56	69.71	526.88	571.04
19	42,955.20	1,026.38	93.60	2,213.86	46,289.04	69.71	526.88	571.04
20	43,581.60	1,087.75	93.60	2,199.64	46,962.59	69.71	526.88	571.04
21	44,208.00	1,150.18	93.60	2,184.36	47,636.14	69.71	526.88	571.04
22	44,992.80	1,213.68	93.60	2,179.93	48,480.01	69.71	526.88	571.04
23	45,622.80	1,278.23	93.60	2,162.80	49,157.43	69.71	526.88	571.04
24	46,764.00	1,343.85	93.60	2,183.07	50,384.52	69.71	526.88	571.04
25	47,095.20	1,410.53	93.60	2,141.32	50,740.65	69.71	526.88	571.04
26	47,424.60	1,410.53	93.60	2,166.12	51,094.85	69.71	526.88	571.04
27	47,755.80	1,410.53	93.60	2,191.05	51,450.98	69.71	526.88	571.04
28	48,085.20	1,410.53	93.60	2,215.84	51,805.17	69.71	526.88	571.04
29	48,414.60	1,410.53	93.60	2,240.63	52,159.36	69.71	526.88	571.04
30	48,745.80	1,410.53	93.60	2,265.56	52,515.49	69.71	526.88	571.04
31	49,075.20	1,410.53	93.60	2,290.36	52,869.69	69.71	526.88	571.04
32	49,406.40	1,410.53	93.60	2,315.29	53,225.82	69.71	526.88	571.04
33	49,735.80	1,410.53	93.60	2,340.08	53,580.01	69.71	526.88	571.04
34	50,067.00	1,410.53	93.60	2,365.01	53,936.14	69.71	526.88	571.04
35	50,396.40	1,410.53	93.60	2,389.80	54,290.33	69.71	526.88	571.04
36	50,725.80	1,410.53	93.60	2,414.60	54,644.53	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
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- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Masters +16)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	35,555.40	60.15	93.60	2,623.11	38,332.26	69.71	526.88	571.04
1	35,953.20	103.41	93.60	2,609.80	38,760.01	69.71	526.88	571.04
2	37,015.20	145.65	93.60	2,647.49	39,901.94	69.71	526.88	571.04
3	37,589.40	188.15	93.60	2,648.21	40,519.36	69.71	526.88	571.04
4	37,863.00	233.33	93.60	2,623.63	40,813.56	69.71	526.88	571.04
5	38,032.20	278.76	93.60	2,590.93	40,995.49	69.71	526.88	571.04
6	38,304.00	325.26	93.60	2,564.89	41,287.75	69.71	526.88	571.04
7	38,577.60	372.82	93.60	2,537.92	41,581.94	69.71	526.88	571.04
8	38,764.80	421.44	93.60	2,503.39	41,783.23	69.71	526.88	571.04
9	39,013.20	471.12	93.60	2,472.41	42,050.33	69.71	526.88	571.04
10	39,279.60	521.87	93.60	2,441.71	42,336.78	69.71	526.88	571.04
11	39,484.80	573.67	93.60	2,405.36	42,557.43	69.71	526.88	571.04
12	39,794.40	626.54	93.60	2,375.79	42,890.33	69.71	526.88	571.04
13	39,999.60	680.48	93.60	2,337.30	43,110.98	69.71	526.88	571.04
14	40,678.20	735.47	93.60	2,333.38	43,840.65	69.71	526.88	571.04
15	41,045.40	791.53	93.60	2,304.96	44,235.49	69.71	526.88	571.04
16	41,459.40	848.65	93.60	2,279.00	44,680.65	69.71	526.88	571.04
17	42,026.40	906.83	93.60	2,263.50	45,290.33	69.71	526.88	571.04
18	42,652.80	966.07	93.60	2,251.41	45,963.88	69.71	526.88	571.04
19	43,279.20	1,026.38	93.60	2,238.25	46,637.43	69.71	526.88	571.04
20	43,905.60	1,087.75	93.60	2,224.03	47,310.98	69.71	526.88	571.04
21	44,532.00	1,150.18	93.60	2,208.74	47,984.52	69.71	526.88	571.04
22	45,320.40	1,213.68	93.60	2,204.59	48,832.27	69.71	526.88	571.04
23	45,948.60	1,278.23	93.60	2,187.32	49,507.75	69.71	526.88	571.04
24	47,091.60	1,343.85	93.60	2,207.73	50,736.78	69.71	526.88	571.04
25	47,421.00	1,410.53	93.60	2,165.85	51,090.98	69.71	526.88	571.04
26	47,750.40	1,410.53	93.60	2,190.64	51,445.17	69.71	526.88	571.04
27	48,081.60	1,410.53	93.60	2,215.57	51,801.30	69.71	526.88	571.04
28	48,411.00	1,410.53	93.60	2,240.36	52,155.49	69.71	526.88	571.04
29	48,742.20	1,410.53	93.60	2,265.29	52,511.62	69.71	526.88	571.04
30	49,071.60	1,410.53	93.60	2,290.09	52,865.82	69.71	526.88	571.04
31	49,402.80	1,410.53	93.60	2,315.01	53,221.94	69.71	526.88	571.04
32	49,732.20	1,410.53	93.60	2,339.81	53,576.14	69.71	526.88	571.04
33	50,061.60	1,410.53	93.60	2,364.60	53,930.33	69.71	526.88	571.04
34	50,392.80	1,410.53	93.60	2,389.53	54,286.46	69.71	526.88	571.04
35	50,722.20	1,410.53	93.60	2,414.32	54,640.65	69.71	526.88	571.04
36	51,053.40	1,410.53	93.60	2,439.25	54,996.78	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
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EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Masters +30)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	35,886.60	60.15	93.60	2,648.04	38,688.39	69.71	526.88	571.04
1	36,284.40	103.41	93.60	2,634.73	39,116.14	69.71	526.88	571.04
2	37,346.40	145.65	93.60	2,672.42	40,258.07	69.71	526.88	571.04
3	37,918.80	188.15	93.60	2,673.01	40,873.56	69.71	526.88	571.04
4	38,192.40	233.33	93.60	2,648.42	41,167.75	69.71	526.88	571.04
5	38,363.40	278.76	93.60	2,615.86	41,351.62	69.71	526.88	571.04
6	38,635.20	325.26	93.60	2,589.82	41,643.88	69.71	526.88	571.04
7	38,908.80	372.82	93.60	2,562.85	41,938.07	69.71	526.88	571.04
8	39,094.20	421.44	93.60	2,528.19	42,137.43	69.71	526.88	571.04
9	39,342.60	471.12	93.60	2,497.20	42,404.52	69.71	526.88	571.04
10	39,610.80	521.87	93.60	2,466.64	42,692.91	69.71	526.88	571.04
11	39,816.00	573.67	93.60	2,430.29	42,913.56	69.71	526.88	571.04
12	40,123.80	626.54	93.60	2,400.58	43,244.52	69.71	526.88	571.04
13	40,330.80	680.48	93.60	2,362.22	43,467.10	69.71	526.88	571.04
14	41,009.40	735.47	93.60	2,358.31	44,196.78	69.71	526.88	571.04
15	41,374.80	791.53	93.60	2,329.75	44,589.68	69.71	526.88	571.04
16	41,790.60	848.65	93.60	2,303.93	45,036.78	69.71	526.88	571.04
17	42,357.60	906.83	93.60	2,288.43	45,646.46	69.71	526.88	571.04
18	42,984.00	966.07	93.60	2,276.34	46,320.01	69.71	526.88	571.04
19	43,608.60	1,026.38	93.60	2,263.04	46,991.62	69.71	526.88	571.04
20	44,235.00	1,087.75	93.60	2,248.82	47,665.17	69.71	526.88	571.04
21	44,861.40	1,150.18	93.60	2,233.54	48,338.72	69.71	526.88	571.04
22	45,649.80	1,213.68	93.60	2,229.38	49,186.46	69.71	526.88	571.04
23	46,279.80	1,278.23	93.60	2,212.25	49,863.88	69.71	526.88	571.04
24	47,421.00	1,343.85	93.60	2,232.53	51,090.98	69.71	526.88	571.04
25	47,750.40	1,410.53	93.60	2,190.64	51,445.17	69.71	526.88	571.04
26	48,081.60	1,410.53	93.60	2,215.57	51,801.30	69.71	526.88	571.04
27	48,411.00	1,410.53	93.60	2,240.36	52,155.49	69.71	526.88	571.04
28	48,742.20	1,410.53	93.60	2,265.29	52,511.62	69.71	526.88	571.04
29	49,071.60	1,410.53	93.60	2,290.09	52,865.82	69.71	526.88	571.04
30	49,402.80	1,410.53	93.60	2,315.01	53,221.94	69.71	526.88	571.04
31	49,732.20	1,410.53	93.60	2,339.81	53,576.14	69.71	526.88	571.04
32	50,061.60	1,410.53	93.60	2,364.60	53,930.33	69.71	526.88	571.04
33	50,392.80	1,410.53	93.60	2,389.53	54,286.46	69.71	526.88	571.04
34	50,722.20	1,410.53	93.60	2,414.32	54,640.65	69.71	526.88	571.04
35	51,053.40	1,410.53	93.60	2,439.25	54,996.78	69.71	526.88	571.04
36	51,382.80	1,410.53	93.60	2,464.05	55,350.98	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Doctorate)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	36,599.40	60.15	93.60	2,701.70	39,454.85	69.71	526.88	571.04
1	36,997.20	103.41	93.60	2,688.38	39,882.59	69.71	526.88	571.04
2	38,059.20	145.65	93.60	2,726.07	41,024.52	69.71	526.88	571.04
3	38,655.00	188.15	93.60	2,728.42	41,665.17	69.71	526.88	571.04
4	38,932.20	233.33	93.60	2,704.10	41,963.23	69.71	526.88	571.04
5	39,101.40	278.76	93.60	2,671.41	42,145.17	69.71	526.88	571.04
6	39,376.80	325.26	93.60	2,645.64	42,441.30	69.71	526.88	571.04
7	39,650.40	372.82	93.60	2,618.67	42,735.49	69.71	526.88	571.04
8	39,821.40	421.44	93.60	2,582.92	42,919.36	69.71	526.88	571.04
9	40,131.00	471.12	93.60	2,556.55	43,252.27	69.71	526.88	571.04
10	40,365.00	521.87	93.60	2,523.41	43,503.88	69.71	526.88	571.04
11	40,541.40	573.67	93.60	2,484.89	43,693.56	69.71	526.88	571.04
12	40,849.20	626.54	93.60	2,455.18	44,024.52	69.71	526.88	571.04
13	41,054.40	680.48	93.60	2,416.69	44,245.17	69.71	526.88	571.04
14	41,733.00	735.47	93.60	2,412.78	44,974.85	69.71	526.88	571.04
15	42,116.40	791.53	93.60	2,385.57	45,387.10	69.71	526.88	571.04
16	42,532.20	848.65	93.60	2,359.75	45,834.20	69.71	526.88	571.04
17	43,097.40	906.83	93.60	2,344.11	46,441.94	69.71	526.88	571.04
18	43,723.80	966.07	93.60	2,332.02	47,115.49	69.71	526.88	571.04
19	44,350.20	1,026.38	93.60	2,318.86	47,789.04	69.71	526.88	571.04
20	44,976.60	1,087.75	93.60	2,304.64	48,462.59	69.71	526.88	571.04
21	45,603.00	1,150.18	93.60	2,289.36	49,136.14	69.71	526.88	571.04
22	46,393.20	1,213.68	93.60	2,285.33	49,985.81	69.71	526.88	571.04
23	47,023.20	1,278.23	93.60	2,268.20	50,663.23	69.71	526.88	571.04
24	48,166.20	1,343.85	93.60	2,288.62	51,892.27	69.71	526.88	571.04
25	48,495.60	1,410.53	93.60	2,246.73	52,246.46	69.71	526.88	571.04
26	48,826.80	1,410.53	93.60	2,271.66	52,602.59	69.71	526.88	571.04
27	49,156.20	1,410.53	93.60	2,296.45	52,956.78	69.71	526.88	571.04
28	49,485.60	1,410.53	93.60	2,321.25	53,310.98	69.71	526.88	571.04
29	49,816.80	1,410.53	93.60	2,346.18	53,667.11	69.71	526.88	571.04
30	50,146.20	1,410.53	93.60	2,370.97	54,021.30	69.71	526.88	571.04
31	50,477.40	1,410.53	93.60	2,395.90	54,377.43	69.71	526.88	571.04
32	50,806.80	1,410.53	93.60	2,420.69	54,731.62	69.71	526.88	571.04
33	51,138.00	1,410.53	93.60	2,445.62	55,087.75	69.71	526.88	571.04
34	51,467.40	1,410.53	93.60	2,470.41	55,441.94	69.71	526.88	571.04
35	51,796.80	1,410.53	93.60	2,495.21	55,796.14	69.71	526.88	571.04
36	52,128.00	1,410.53	93.60	2,520.14	56,152.27	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Bachelors) National Board Certified
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)	
	Base	Additional	District	District	Total	Cash			
	Salary	Salary	Paid	Paid	District	In Lieu of	OR	FBA for	
STEP	Salary	(TRS Credit)	Life	Ret.	Comp.	FBA		Major Med.	
			& Disability					Major Med.	
								effect. 1-1-17	
						MONTHLY BENEFITS			
0	35,227.00	60.15	93.60	2,598.40	37,979.15	69.71		526.88	571.04
1	35,624.80	103.41	93.60	2,585.08	38,406.89	69.71		526.88	571.04
2	36,704.80	145.65	93.60	2,624.13	39,568.18	69.71		526.88	571.04
3	37,230.40	188.15	93.60	2,621.19	40,133.34	69.71		526.88	571.04
4	37,505.80	233.33	93.60	2,596.74	40,429.47	69.71		526.88	571.04
5	37,675.00	278.76	93.60	2,564.04	40,611.40	69.71		526.88	571.04
6	37,948.60	325.26	93.60	2,538.14	40,905.60	69.71		526.88	571.04
7	38,222.20	372.82	93.60	2,511.17	41,199.79	69.71		526.88	571.04
8	38,447.20	421.44	93.60	2,479.49	41,441.73	69.71		526.88	571.04
9	38,657.80	471.12	93.60	2,445.66	41,668.18	69.71		526.88	571.04
10	38,954.80	521.87	93.60	2,417.26	41,987.53	69.71		526.88	571.04
11	39,160.00	573.67	93.60	2,380.91	42,208.18	69.71		526.88	571.04
12	39,464.20	626.54	93.60	2,350.94	42,535.28	69.71		526.88	571.04
13	39,669.40	680.48	93.60	2,312.44	42,755.92	69.71		526.88	571.04
14	40,348.00	735.47	93.60	2,308.53	43,485.60	69.71		526.88	571.04
15	40,655.80	791.53	93.60	2,275.64	43,816.57	69.71		526.88	571.04
16	41,069.80	848.65	93.60	2,249.68	44,261.73	69.71		526.88	571.04
17	41,635.00	906.83	93.60	2,234.04	44,869.47	69.71		526.88	571.04
18	42,261.40	966.07	93.60	2,221.95	45,543.02	69.71		526.88	571.04
19	42,887.80	1,026.38	93.60	2,208.79	46,216.57	69.71		526.88	571.04
20	43,514.20	1,087.75	93.60	2,194.57	46,890.12	69.71		526.88	571.04
21	44,140.60	1,150.18	93.60	2,179.28	47,563.66	69.71		526.88	571.04
22	44,921.80	1,213.68	93.60	2,174.58	48,403.66	69.71		526.88	571.04
23	45,550.00	1,278.23	93.60	2,157.32	49,079.15	69.71		526.88	571.04
24	46,693.00	1,343.85	93.60	2,177.73	50,308.18	69.71		526.88	571.04
25	47,024.20	1,410.53	93.60	2,135.98	50,664.31	69.71		526.88	571.04
26	47,353.60	1,410.53	93.60	2,160.77	51,018.50	69.71		526.88	571.04
27	47,684.80	1,410.53	93.60	2,185.70	51,374.63	69.71		526.88	571.04
28	48,014.20	1,410.53	93.60	2,210.50	51,728.83	69.71		526.88	571.04
29	48,343.60	1,410.53	93.60	2,235.29	52,083.02	69.71		526.88	571.04
30	48,674.80	1,410.53	93.60	2,260.22	52,439.15	69.71		526.88	571.04
31	49,004.20	1,410.53	93.60	2,285.01	52,793.34	69.71		526.88	571.04
32	49,335.40	1,410.53	93.60	2,309.94	53,149.47	69.71		526.88	571.04
33	49,664.80	1,410.53	93.60	2,334.74	53,503.67	69.71		526.88	571.04
34	49,996.00	1,410.53	93.60	2,359.66	53,859.79	69.71		526.88	571.04
35	50,325.40	1,410.53	93.60	2,384.46	54,213.99	69.71		526.88	571.04
36	50,654.80	1,410.53	93.60	2,409.25	54,568.18	69.71		526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Bachelors +16) National Board Certified
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	35,524.00	60.15	93.60	2,620.75	38,298.50	69.71	526.88	571.04
1	35,921.80	103.41	93.60	2,607.43	38,726.24	69.71	526.88	571.04
2	37,003.60	145.65	93.60	2,646.62	39,889.47	69.71	526.88	571.04
3	37,540.00	188.15	93.60	2,644.49	40,466.24	69.71	526.88	571.04
4	37,817.20	233.33	93.60	2,620.18	40,764.31	69.71	526.88	571.04
5	37,984.60	278.76	93.60	2,587.35	40,944.31	69.71	526.88	571.04
6	38,258.20	325.26	93.60	2,561.44	41,238.50	69.71	526.88	571.04
7	38,530.00	372.82	93.60	2,534.34	41,530.76	69.71	526.88	571.04
8	38,747.80	421.44	93.60	2,502.11	41,764.95	69.71	526.88	571.04
9	38,967.40	471.12	93.60	2,468.96	42,001.08	69.71	526.88	571.04
10	39,255.40	521.87	93.60	2,439.89	42,310.76	69.71	526.88	571.04
11	39,458.80	573.67	93.60	2,403.40	42,529.47	69.71	526.88	571.04
12	39,764.80	626.54	93.60	2,373.56	42,858.50	69.71	526.88	571.04
13	39,970.00	680.48	93.60	2,335.07	43,079.15	69.71	526.88	571.04
14	40,650.40	735.47	93.60	2,331.29	43,810.76	69.71	526.88	571.04
15	40,979.80	791.53	93.60	2,300.02	44,164.95	69.71	526.88	571.04
16	41,577.40	848.65	93.60	2,287.88	44,807.53	69.71	526.88	571.04
17	41,960.80	906.83	93.60	2,258.56	45,219.79	69.71	526.88	571.04
18	42,587.20	966.07	93.60	2,246.47	45,893.34	69.71	526.88	571.04
19	43,213.60	1,026.38	93.60	2,233.31	46,566.89	69.71	526.88	571.04
20	43,840.00	1,087.75	93.60	2,219.09	47,240.44	69.71	526.88	571.04
21	44,466.40	1,150.18	93.60	2,203.81	47,913.99	69.71	526.88	571.04
22	45,247.60	1,213.68	93.60	2,199.11	48,753.99	69.71	526.88	571.04
23	45,877.60	1,278.23	93.60	2,181.98	49,431.41	69.71	526.88	571.04
24	47,018.80	1,343.85	93.60	2,202.25	50,658.50	69.71	526.88	571.04
25	47,350.00	1,410.53	93.60	2,160.50	51,014.63	69.71	526.88	571.04
26	47,679.40	1,410.53	93.60	2,185.30	51,368.83	69.71	526.88	571.04
27	48,010.60	1,410.53	93.60	2,210.23	51,724.96	69.71	526.88	571.04
28	48,340.00	1,410.53	93.60	2,235.02	52,079.15	69.71	526.88	571.04
29	48,671.20	1,410.53	93.60	2,259.95	52,435.28	69.71	526.88	571.04
30	49,000.60	1,410.53	93.60	2,284.74	52,789.47	69.71	526.88	571.04
31	49,330.00	1,410.53	93.60	2,309.53	53,143.66	69.71	526.88	571.04
32	49,661.20	1,410.53	93.60	2,334.46	53,499.79	69.71	526.88	571.04
33	49,990.60	1,410.53	93.60	2,359.26	53,853.99	69.71	526.88	571.04
34	50,321.80	1,410.53	93.60	2,384.19	54,210.12	69.71	526.88	571.04
35	50,651.20	1,410.53	93.60	2,408.98	54,564.31	69.71	526.88	571.04
36	50,982.40	1,410.53	93.60	2,433.91	54,920.44	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month beginning January 1, 2016.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Masters) National Board Certified
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	36,256.60	60.15	93.60	2,675.89	39,086.24	69.71	526.88	571.04
1	36,654.40	103.41	93.60	2,662.58	39,513.99	69.71	526.88	571.04
2	37,718.20	145.65	93.60	2,700.41	40,657.86	69.71	526.88	571.04
3	38,281.60	188.15	93.60	2,700.31	41,263.66	69.71	526.88	571.04
4	38,555.20	233.33	93.60	2,675.73	41,557.86	69.71	526.88	571.04
5	38,722.60	278.76	93.60	2,642.90	41,737.86	69.71	526.88	571.04
6	38,996.20	325.26	93.60	2,616.99	42,032.05	69.71	526.88	571.04
7	39,266.20	372.82	93.60	2,589.75	42,322.37	69.71	526.88	571.04
8	39,464.20	421.44	93.60	2,556.04	42,535.28	69.71	526.88	571.04
9	39,703.60	471.12	93.60	2,524.38	42,792.70	69.71	526.88	571.04
10	39,977.20	521.87	93.60	2,494.22	43,086.89	69.71	526.88	571.04
11	40,182.40	573.67	93.60	2,457.86	43,307.53	69.71	526.88	571.04
12	40,490.20	626.54	93.60	2,428.16	43,638.50	69.71	526.88	571.04
13	40,695.40	680.48	93.60	2,389.67	43,859.15	69.71	526.88	571.04
14	41,375.80	735.47	93.60	2,385.89	44,590.76	69.71	526.88	571.04
15	41,719.60	791.53	93.60	2,355.71	44,960.44	69.71	526.88	571.04
16	42,135.40	848.65	93.60	2,329.88	45,407.53	69.71	526.88	571.04
17	42,700.60	906.83	93.60	2,314.25	46,015.28	69.71	526.88	571.04
18	43,327.00	966.07	93.60	2,302.16	46,688.83	69.71	526.88	571.04
19	43,955.20	1,026.38	93.60	2,289.13	47,364.31	69.71	526.88	571.04
20	44,581.60	1,087.75	93.60	2,274.91	48,037.86	69.71	526.88	571.04
21	45,208.00	1,150.18	93.60	2,259.63	48,711.41	69.71	526.88	571.04
22	45,992.80	1,213.68	93.60	2,255.20	49,555.28	69.71	526.88	571.04
23	46,622.80	1,278.23	93.60	2,238.07	50,232.70	69.71	526.88	571.04
24	47,764.00	1,343.85	93.60	2,258.34	51,459.79	69.71	526.88	571.04
25	48,095.20	1,410.53	93.60	2,216.59	51,815.92	69.71	526.88	571.04
26	48,424.60	1,410.53	93.60	2,241.39	52,170.12	69.71	526.88	571.04
27	48,755.80	1,410.53	93.60	2,266.32	52,526.25	69.71	526.88	571.04
28	49,085.20	1,410.53	93.60	2,291.11	52,880.44	69.71	526.88	571.04
29	49,414.60	1,410.53	93.60	2,315.90	53,234.63	69.71	526.88	571.04
30	49,745.80	1,410.53	93.60	2,340.83	53,590.76	69.71	526.88	571.04
31	50,075.20	1,410.53	93.60	2,365.63	53,944.96	69.71	526.88	571.04
32	50,406.40	1,410.53	93.60	2,390.55	54,301.08	69.71	526.88	571.04
33	50,735.80	1,410.53	93.60	2,415.35	54,655.28	69.71	526.88	571.04
34	51,067.00	1,410.53	93.60	2,440.28	55,011.41	69.71	526.88	571.04
35	51,396.40	1,410.53	93.60	2,465.07	55,365.60	69.71	526.88	571.04
36	51,725.80	1,410.53	93.60	2,489.86	55,719.79	69.71	499.42	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Masters +16) National Board Certified
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	36,555.40	60.15	93.60	2,698.38	39,407.53	69.71	526.88	571.04
1	36,953.20	103.41	93.60	2,685.07	39,835.28	69.71	526.88	571.04
2	38,015.20	145.65	93.60	2,722.76	40,977.21	69.71	526.88	571.04
3	38,589.40	188.15	93.60	2,723.48	41,594.63	69.71	526.88	571.04
4	38,863.00	233.33	93.60	2,698.89	41,888.82	69.71	526.88	571.04
5	39,032.20	278.76	93.60	2,666.20	42,070.76	69.71	526.88	571.04
6	39,304.00	325.26	93.60	2,640.16	42,363.02	69.71	526.88	571.04
7	39,577.60	372.82	93.60	2,613.19	42,657.21	69.71	526.88	571.04
8	39,764.80	421.44	93.60	2,578.66	42,858.50	69.71	526.88	571.04
9	40,013.20	471.12	93.60	2,547.68	43,125.60	69.71	526.88	571.04
10	40,279.60	521.87	93.60	2,516.98	43,412.05	69.71	526.88	571.04
11	40,484.80	573.67	93.60	2,480.63	43,632.70	69.71	526.88	571.04
12	40,794.40	626.54	93.60	2,451.06	43,965.60	69.71	526.88	571.04
13	40,999.60	680.48	93.60	2,412.56	44,186.24	69.71	526.88	571.04
14	41,678.20	735.47	93.60	2,408.65	44,915.92	69.71	526.88	571.04
15	42,045.40	791.53	93.60	2,380.23	45,310.76	69.71	526.88	571.04
16	42,459.40	848.65	93.60	2,354.27	45,755.92	69.71	526.88	571.04
17	43,026.40	906.83	93.60	2,338.77	46,365.60	69.71	526.88	571.04
18	43,652.80	966.07	93.60	2,326.68	47,039.15	69.71	526.88	571.04
19	44,279.20	1,026.38	93.60	2,313.52	47,712.70	69.71	526.88	571.04
20	44,905.60	1,087.75	93.60	2,299.29	48,386.24	69.71	526.88	571.04
21	45,532.00	1,150.18	93.60	2,284.01	49,059.79	69.71	526.88	571.04
22	46,320.40	1,213.68	93.60	2,279.86	49,907.54	69.71	526.88	571.04
23	46,948.60	1,278.23	93.60	2,262.59	50,583.02	69.71	526.88	571.04
24	48,091.60	1,343.85	93.60	2,283.00	51,812.05	69.71	526.88	571.04
25	48,421.00	1,410.53	93.60	2,241.12	52,166.25	69.71	526.88	571.04
26	48,750.40	1,410.53	93.60	2,265.91	52,520.44	69.71	526.88	571.04
27	49,081.60	1,410.53	93.60	2,290.84	52,876.57	69.71	526.88	571.04
28	49,411.00	1,410.53	93.60	2,315.63	53,230.76	69.71	526.88	571.04
29	49,742.20	1,410.53	93.60	2,340.56	53,586.89	69.71	526.88	571.04
30	50,071.60	1,410.53	93.60	2,365.35	53,941.08	69.71	526.88	571.04
31	50,402.80	1,410.53	93.60	2,390.28	54,297.21	69.71	526.88	571.04
32	50,732.20	1,410.53	93.60	2,415.08	54,651.41	69.71	526.88	571.04
33	51,061.60	1,410.53	93.60	2,439.87	55,005.60	69.71	526.88	571.04
34	51,392.80	1,410.53	93.60	2,464.80	55,361.73	69.71	526.88	571.04
35	51,722.20	1,410.53	93.60	2,489.59	55,715.92	69.71	526.88	571.04
36	52,053.40	1,410.53	84.96	2,513.87	56,062.76	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE

(Masters +30) National Board Certified

(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	36,886.60	60.15	93.60	2,723.31	39,763.66	69.71	526.88	571.04
1	37,284.40	103.41	93.60	2,709.99	40,191.40	69.71	526.88	571.04
2	38,346.40	145.65	93.60	2,747.69	41,333.34	69.71	526.88	571.04
3	38,918.80	188.15	93.60	2,748.27	41,948.82	69.71	526.88	571.04
4	39,192.40	233.33	93.60	2,723.69	42,243.02	69.71	526.88	571.04
5	39,363.40	278.76	93.60	2,691.13	42,426.89	69.71	526.88	571.04
6	39,635.20	325.26	93.60	2,665.09	42,719.15	69.71	526.88	571.04
7	39,908.80	372.82	93.60	2,638.12	43,013.34	69.71	526.88	571.04
8	40,094.20	421.44	93.60	2,603.46	43,212.70	69.71	526.88	571.04
9	40,342.60	471.12	93.60	2,572.47	43,479.79	69.71	526.88	571.04
10	40,610.80	521.87	93.60	2,541.91	43,768.18	69.71	526.88	571.04
11	40,816.00	573.67	93.60	2,505.55	43,988.82	69.71	526.88	571.04
12	41,123.80	626.54	93.60	2,475.85	44,319.79	69.71	526.88	571.04
13	41,330.80	680.48	93.60	2,437.49	44,542.37	69.71	526.88	571.04
14	42,009.40	735.47	93.60	2,433.58	45,272.05	69.71	526.88	571.04
15	42,374.80	791.53	93.60	2,405.02	45,664.95	69.71	526.88	571.04
16	42,790.60	848.65	93.60	2,379.20	46,112.05	69.71	526.88	571.04
17	43,357.60	906.83	93.60	2,363.70	46,721.73	69.71	526.88	571.04
18	43,984.00	966.07	93.60	2,351.61	47,395.28	69.71	526.88	571.04
19	44,608.60	1,026.38	93.60	2,338.31	48,066.89	69.71	526.88	571.04
20	45,235.00	1,087.75	93.60	2,324.09	48,740.44	69.71	526.88	571.04
21	45,861.40	1,150.18	93.60	2,308.81	49,413.99	69.71	526.88	571.04
22	46,649.80	1,213.68	93.60	2,304.65	50,261.73	69.71	526.88	571.04
23	47,279.80	1,278.23	93.60	2,287.52	50,939.15	69.71	526.88	571.04
24	48,421.00	1,343.85	93.60	2,307.80	52,166.25	69.71	526.88	571.04
25	48,750.40	1,410.53	93.60	2,265.91	52,520.44	69.71	526.88	571.04
26	49,081.60	1,410.53	93.60	2,290.84	52,876.57	69.71	526.88	571.04
27	49,411.00	1,410.53	93.60	2,315.63	53,230.76	69.71	526.88	571.04
28	49,742.20	1,410.53	93.60	2,340.56	53,586.89	69.71	526.88	571.04
29	50,071.60	1,410.53	93.60	2,365.35	53,941.08	69.71	526.88	571.04
30	50,402.80	1,410.53	93.60	2,390.28	54,297.21	69.71	526.88	571.04
31	50,732.20	1,410.53	93.60	2,415.08	54,651.41	69.71	526.88	571.04
32	51,061.60	1,410.53	93.60	2,439.87	55,005.60	69.71	526.88	571.04
33	51,392.80	1,410.53	93.60	2,464.80	55,361.73	69.71	526.88	571.04
34	51,722.20	1,410.53	93.60	2,489.59	55,715.92	69.71	526.88	571.04
35	52,053.40	1,410.53	93.60	2,514.52	56,072.05	69.71	526.88	571.04
36	52,382.80	1,410.53	93.60	2,539.32	56,426.25	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Doctorate) National Board Certified
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	37,599.40	60.15	93.60	2,776.96	40,530.11	69.71	526.88	571.04
1	37,997.20	103.41	93.60	2,763.65	40,957.86	69.71	526.88	571.04
2	39,059.20	145.65	93.60	2,801.34	42,099.79	69.71	526.88	571.04
3	39,655.00	188.15	93.60	2,803.69	42,740.44	69.71	526.88	571.04
4	39,932.20	233.33	93.60	2,779.37	43,038.50	69.71	526.88	571.04
5	40,101.40	278.76	93.60	2,746.68	43,220.44	69.71	526.88	571.04
6	40,376.80	325.26	93.60	2,720.91	43,516.57	69.71	526.88	571.04
7	40,650.40	372.82	93.60	2,693.94	43,810.76	69.71	526.88	571.04
8	40,821.40	421.44	93.60	2,658.19	43,994.63	69.71	526.88	571.04
9	41,131.00	471.12	93.60	2,631.81	44,327.53	69.71	526.88	571.04
10	41,365.00	521.87	93.60	2,598.68	44,579.15	69.71	526.88	571.04
11	41,541.40	573.67	93.60	2,560.15	44,768.82	69.71	526.88	571.04
12	41,849.20	626.54	93.60	2,530.45	45,099.79	69.71	526.88	571.04
13	42,054.40	680.48	93.60	2,491.96	45,320.44	69.71	526.88	571.04
14	42,733.00	735.47	93.60	2,488.05	46,050.12	69.71	526.88	571.04
15	43,116.40	791.53	93.60	2,460.84	46,462.37	69.71	526.88	571.04
16	43,532.20	848.65	93.60	2,435.02	46,909.47	69.71	526.88	571.04
17	44,097.40	906.83	93.60	2,419.38	47,517.21	69.71	526.88	571.04
18	44,723.80	966.07	93.60	2,407.29	48,190.76	69.71	526.88	571.04
19	45,350.20	1,026.38	93.60	2,394.13	48,864.31	69.71	526.88	571.04
20	45,976.60	1,087.75	93.60	2,379.91	49,537.86	69.71	526.88	571.04
21	46,603.00	1,150.18	93.60	2,364.63	50,211.41	69.71	526.88	571.04
22	47,393.20	1,213.68	93.60	2,360.60	51,061.08	69.71	526.88	571.04
23	48,023.20	1,278.23	93.60	2,343.47	51,738.50	69.71	526.88	571.04
24	49,166.20	1,343.85	93.60	2,363.89	52,967.54	69.71	526.88	571.04
25	49,495.60	1,410.53	93.60	2,322.00	53,321.73	69.71	526.88	571.04
26	49,826.80	1,410.53	93.60	2,346.93	53,677.86	69.71	526.88	571.04
27	50,156.20	1,410.53	93.60	2,371.72	54,032.05	69.71	526.88	571.04
28	50,485.60	1,410.53	93.60	2,396.52	54,386.25	69.71	526.88	571.04
29	50,816.80	1,410.53	93.60	2,421.44	54,742.37	69.71	526.88	571.04
30	51,146.20	1,410.53	93.60	2,446.24	55,096.57	69.71	526.88	571.04
31	51,477.40	1,410.53	93.60	2,471.17	55,452.70	69.71	526.88	571.04
32	51,806.80	1,410.53	93.60	2,495.96	55,806.89	69.71	526.88	571.04
33	52,138.00	1,410.53	93.60	2,520.89	56,163.02	69.71	526.88	571.04
34	52,467.40	1,410.53	93.60	2,545.68	56,517.21	69.71	526.88	571.04
35	52,796.80	1,410.53	93.60	2,570.48	56,871.41	69.71	526.88	571.04
36	53,128.00	1,410.53	93.60	2,595.41	57,227.54	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Bachelors) **Special Ed.**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP								
0	35,938.35	60.15	93.60	2,651.94	38,744.04	69.71	526.88	571.04
1	36,356.04	103.41	93.60	2,640.12	39,193.17	69.71	526.88	571.04
2	37,490.04	145.65	93.60	2,683.23	40,412.52	69.71	526.88	571.04
3	38,041.92	188.15	93.60	2,682.27	41,005.94	69.71	526.88	571.04
4	38,331.09	233.33	93.60	2,658.86	41,316.88	69.71	526.88	571.04
5	38,508.75	278.76	93.60	2,626.80	41,507.91	69.71	526.88	571.04
6	38,796.03	325.26	93.60	2,601.92	41,816.81	69.71	526.88	571.04
7	39,083.31	372.82	93.60	2,575.99	42,125.72	69.71	526.88	571.04
8	39,319.56	421.44	93.60	2,545.15	42,379.75	69.71	526.88	571.04
9	39,540.69	471.12	93.60	2,512.11	42,617.52	69.71	526.88	571.04
10	39,852.54	521.87	93.60	2,484.84	42,952.85	69.71	526.88	571.04
11	40,068.00	573.67	93.60	2,449.25	43,184.52	69.71	526.88	571.04
12	40,387.41	626.54	93.60	2,420.43	43,527.98	69.71	526.88	571.04
13	40,602.87	680.48	93.60	2,382.70	43,759.65	69.71	526.88	571.04
14	41,315.40	735.47	93.60	2,381.34	44,525.81	69.71	526.88	571.04
15	41,638.59	791.53	93.60	2,349.61	44,873.33	69.71	526.88	571.04
16	42,073.29	848.65	93.60	2,325.21	45,340.75	69.71	526.88	571.04
17	42,666.75	906.83	93.60	2,311.70	45,978.88	69.71	526.88	571.04
18	43,324.47	966.07	93.60	2,301.96	46,686.10	69.71	526.88	571.04
19	43,982.19	1,026.38	93.60	2,291.16	47,393.33	69.71	526.88	571.04
20	44,639.91	1,087.75	93.60	2,279.30	48,100.56	69.71	526.88	571.04
21	45,297.63	1,150.18	93.60	2,266.37	48,807.78	69.71	526.88	571.04
22	46,117.89	1,213.68	93.60	2,264.61	49,689.78	69.71	526.88	571.04
23	46,777.50	1,278.23	93.60	2,249.71	50,399.04	69.71	526.88	571.04
24	47,977.65	1,343.85	93.60	2,274.42	51,689.52	69.71	526.88	571.04
25	48,325.41	1,410.53	93.60	2,233.92	52,063.46	69.71	526.88	571.04
26	48,671.28	1,410.53	93.60	2,259.95	52,435.36	69.71	526.88	571.04
27	49,019.04	1,410.53	93.60	2,286.13	52,809.30	69.71	526.88	571.04
28	49,364.91	1,410.53	93.60	2,312.16	53,181.20	69.71	526.88	571.04
29	49,710.78	1,410.53	93.60	2,338.20	53,553.11	69.71	526.88	571.04
30	50,058.54	1,410.53	93.60	2,364.37	53,927.04	69.71	526.88	571.04
31	50,404.41	1,410.53	93.60	2,390.40	54,298.94	69.71	526.88	571.04
32	50,752.17	1,410.53	93.60	2,416.58	54,672.88	69.71	526.88	571.04
33	51,098.04	1,410.53	93.60	2,442.61	55,044.78	69.71	526.88	571.04
34	51,445.80	1,410.53	93.60	2,468.79	55,418.72	69.71	526.88	571.04
35	51,791.67	1,410.53	93.60	2,494.82	55,790.62	69.71	526.88	571.04
36	52,137.54	1,410.53	93.60	2,520.86	56,162.53	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Bachelors +16) **Special Ed.**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	36,250.20	60.15	93.60	2,675.41	39,079.36	69.71	526.88	571.04
1	36,667.89	103.41	93.60	2,663.59	39,528.49	69.71	526.88	571.04
2	37,803.78	145.65	93.60	2,706.85	40,749.88	69.71	526.88	571.04
3	38,367.00	188.15	93.60	2,706.74	41,355.49	69.71	526.88	571.04
4	38,658.06	233.33	93.60	2,683.47	41,668.46	69.71	526.88	571.04
5	38,833.83	278.76	93.60	2,651.27	41,857.46	69.71	526.88	571.04
6	39,121.11	325.26	93.60	2,626.39	42,166.36	69.71	526.88	571.04
7	39,406.50	372.82	93.60	2,600.31	42,473.23	69.71	526.88	571.04
8	39,635.19	421.44	93.60	2,568.91	42,719.14	69.71	526.88	571.04
9	39,865.77	471.12	93.60	2,536.58	42,967.07	69.71	526.88	571.04
10	40,168.17	521.87	93.60	2,508.59	43,292.23	69.71	526.88	571.04
11	40,381.74	573.67	93.60	2,472.87	43,521.88	69.71	526.88	571.04
12	40,703.04	626.54	93.60	2,444.18	43,867.36	69.71	526.88	571.04
13	40,918.50	680.48	93.60	2,406.46	44,099.04	69.71	526.88	571.04
14	41,632.92	735.47	93.60	2,405.24	44,867.23	69.71	526.88	571.04
15	41,978.79	791.53	93.60	2,375.22	45,239.14	69.71	526.88	571.04
16	42,606.27	848.65	93.60	2,365.33	45,913.85	69.71	526.88	571.04
17	43,008.84	906.83	93.60	2,337.45	46,346.72	69.71	526.88	571.04
18	43,666.56	966.07	93.60	2,327.71	47,053.94	69.71	526.88	571.04
19	44,324.28	1,026.38	93.60	2,316.91	47,761.17	69.71	526.88	571.04
20	44,982.00	1,087.75	93.60	2,305.05	48,468.40	69.71	526.88	571.04
21	45,639.72	1,150.18	93.60	2,292.12	49,175.62	69.71	526.88	571.04
22	46,459.98	1,213.68	93.60	2,290.36	50,057.62	69.71	526.88	571.04
23	47,121.48	1,278.23	93.60	2,275.60	50,768.91	69.71	526.88	571.04
24	48,319.74	1,343.85	93.60	2,300.17	52,057.36	69.71	526.88	571.04
25	48,667.50	1,410.53	93.60	2,259.67	52,431.30	69.71	526.88	571.04
26	49,013.37	1,410.53	93.60	2,285.70	52,803.20	69.71	526.88	571.04
27	49,361.13	1,410.53	93.60	2,311.88	53,177.14	69.71	526.88	571.04
28	49,707.00	1,410.53	93.60	2,337.91	53,549.04	69.71	526.88	571.04
29	50,054.76	1,410.53	93.60	2,364.09	53,922.98	69.71	526.88	571.04
30	50,400.63	1,410.53	93.60	2,390.12	54,294.88	69.71	526.88	571.04
31	50,746.50	1,410.53	93.60	2,416.15	54,666.78	69.71	526.88	571.04
32	51,094.26	1,410.53	93.60	2,442.33	55,040.72	69.71	526.88	571.04
33	51,440.13	1,410.53	93.60	2,468.36	55,412.62	69.71	526.88	571.04
34	51,787.89	1,410.53	93.60	2,494.54	55,786.56	69.71	526.88	571.04
35	52,133.76	1,410.53	93.60	2,520.57	56,158.46	69.71	526.88	571.04
36	52,481.52	1,410.53	93.60	2,546.75	56,532.40	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
- (F) Total District Compensation - Total of columns B through E.
- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Masters) **Special Ed.**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP								
0	37,019.43	60.15	93.60	2,733.31	39,906.49	69.71	526.88	571.04
1	37,437.12	103.41	93.60	2,721.49	40,355.62	69.71	526.88	571.04
2	38,554.11	145.65	93.60	2,763.32	41,556.68	69.71	526.88	571.04
3	39,145.68	188.15	93.60	2,765.35	42,192.78	69.71	526.88	571.04
4	39,432.96	233.33	93.60	2,741.79	42,501.68	69.71	526.88	571.04
5	39,608.73	278.76	93.60	2,709.59	42,690.68	69.71	526.88	571.04
6	39,896.01	325.26	93.60	2,684.72	42,999.59	69.71	526.88	571.04
7	40,179.51	372.82	93.60	2,658.50	43,304.43	69.71	526.88	571.04
8	40,387.41	421.44	93.60	2,625.53	43,527.98	69.71	526.88	571.04
9	40,638.78	471.12	93.60	2,594.77	43,798.27	69.71	526.88	571.04
10	40,926.06	521.87	93.60	2,565.64	44,107.17	69.71	526.88	571.04
11	41,141.52	573.67	93.60	2,530.06	44,338.85	69.71	526.88	571.04
12	41,464.71	626.54	93.60	2,501.51	44,686.36	69.71	526.88	571.04
13	41,680.17	680.48	93.60	2,463.79	44,918.04	69.71	526.88	571.04
14	42,394.59	735.47	93.60	2,462.57	45,686.23	69.71	526.88	571.04
15	42,755.58	791.53	93.60	2,433.68	46,074.39	69.71	526.88	571.04
16	43,192.17	848.65	93.60	2,409.43	46,543.85	69.71	526.88	571.04
17	43,785.63	906.83	93.60	2,395.92	47,181.98	69.71	526.88	571.04
18	44,443.35	966.07	93.60	2,386.18	47,889.20	69.71	526.88	571.04
19	45,102.96	1,026.38	93.60	2,375.52	48,598.46	69.71	526.88	571.04
20	45,760.68	1,087.75	93.60	2,363.66	49,305.69	69.71	526.88	571.04
21	46,418.40	1,150.18	93.60	2,350.73	50,012.91	69.71	526.88	571.04
22	47,242.44	1,213.68	93.60	2,349.26	50,898.98	69.71	526.88	571.04
23	47,903.94	1,278.23	93.60	2,334.50	51,610.27	69.71	526.88	571.04
24	49,102.20	1,343.85	93.60	2,359.07	52,898.72	69.71	526.88	571.04
25	49,449.96	1,410.53	93.60	2,318.56	53,272.65	69.71	526.88	571.04
26	49,795.83	1,410.53	93.60	2,344.60	53,644.56	69.71	526.88	571.04
27	50,143.59	1,410.53	93.60	2,370.77	54,018.49	69.71	526.88	571.04
28	50,489.46	1,410.53	93.60	2,396.81	54,390.40	69.71	526.88	571.04
29	50,835.33	1,410.53	93.60	2,422.84	54,762.30	69.71	526.88	571.04
30	51,183.09	1,410.53	93.60	2,449.02	55,136.24	69.71	526.88	571.04
31	51,528.96	1,410.53	93.60	2,475.05	55,508.14	69.71	526.88	571.04
32	51,876.72	1,410.53	93.60	2,501.22	55,882.07	69.71	526.88	571.04
33	52,222.59	1,410.53	93.60	2,527.26	56,253.98	69.71	526.88	571.04
34	52,570.35	1,410.53	93.60	2,553.43	56,627.91	69.71	526.88	571.04
35	52,916.22	1,410.53	93.60	2,579.47	56,999.82	69.71	526.88	571.04
36	53,262.09	1,410.53	84.96	2,604.85	57,362.43	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
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- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
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- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
- (H-1) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$526.88** per month through December 31, 2016. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than provided for by state law.
- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Masters +16) **Special Ed.**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP								
0	37,333.17	60.15	93.60	2,756.93	40,243.85	69.71	526.88	571.04
1	37,750.86	103.41	93.60	2,745.10	40,692.97	69.71	526.88	571.04
2	38,865.96	145.65	93.60	2,786.80	41,892.01	69.71	526.88	571.04
3	39,468.87	188.15	93.60	2,789.68	42,540.30	69.71	526.88	571.04
4	39,756.15	233.33	93.60	2,766.12	42,849.20	69.71	526.88	571.04
5	39,933.81	278.76	93.60	2,734.06	43,040.23	69.71	526.88	571.04
6	40,219.20	325.26	93.60	2,709.04	43,347.10	69.71	526.88	571.04
7	40,506.48	372.82	93.60	2,683.11	43,656.01	69.71	526.88	571.04
8	40,703.04	421.44	93.60	2,649.28	43,867.36	69.71	526.88	571.04
9	40,963.86	471.12	93.60	2,619.23	44,147.81	69.71	526.88	571.04
10	41,243.58	521.87	93.60	2,589.54	44,448.59	69.71	526.88	571.04
11	41,459.04	573.67	93.60	2,553.96	44,680.27	69.71	526.88	571.04
12	41,784.12	626.54	93.60	2,525.55	45,029.81	69.71	526.88	571.04
13	41,999.58	680.48	93.60	2,487.83	45,261.49	69.71	526.88	571.04
14	42,712.11	735.47	93.60	2,486.47	46,027.65	69.71	526.88	571.04
15	43,097.67	791.53	93.60	2,459.43	46,442.23	69.71	526.88	571.04
16	43,532.37	848.65	93.60	2,435.03	46,909.65	69.71	526.88	571.04
17	44,127.72	906.83	93.60	2,421.66	47,549.81	69.71	526.88	571.04
18	44,785.44	966.07	93.60	2,411.93	48,257.04	69.71	526.88	571.04
19	45,443.16	1,026.38	93.60	2,401.13	48,964.27	69.71	526.88	571.04
20	46,100.88	1,087.75	93.60	2,389.26	49,671.49	69.71	526.88	571.04
21	46,758.60	1,150.18	93.60	2,376.34	50,378.72	69.71	526.88	571.04
22	47,586.42	1,213.68	93.60	2,375.15	51,268.85	69.71	526.88	571.04
23	48,246.03	1,278.23	93.60	2,360.25	51,978.11	69.71	526.88	571.04
24	49,446.18	1,343.85	93.60	2,384.96	53,268.59	69.71	526.88	571.04
25	49,792.05	1,410.53	93.60	2,344.31	53,640.49	69.71	526.88	571.04
26	50,137.92	1,410.53	93.60	2,370.35	54,012.40	69.71	526.88	571.04
27	50,485.68	1,410.53	93.60	2,396.52	54,386.33	69.71	526.88	571.04
28	50,831.55	1,410.53	93.60	2,422.56	54,758.24	69.71	526.88	571.04
29	51,179.31	1,410.53	93.60	2,448.73	55,132.17	69.71	526.88	571.04
30	51,525.18	1,410.53	93.60	2,474.76	55,504.07	69.71	526.88	571.04
31	51,872.94	1,410.53	93.60	2,500.94	55,878.01	69.71	526.88	571.04
32	52,218.81	1,410.53	93.60	2,526.97	56,249.91	69.71	526.88	571.04
33	52,564.68	1,410.53	93.60	2,553.01	56,621.82	69.71	526.88	571.04
34	52,912.44	1,410.53	93.60	2,579.18	56,995.75	69.71	526.88	571.04
35	53,258.31	1,410.53	93.60	2,605.21	57,367.65	69.71	526.88	571.04
36	53,606.07	1,410.53	93.60	2,631.39	57,741.59	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
- (B) Base Salary - Negotiated base salary.
- (C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.
- (D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.
- (E) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation (Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).
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- (G) Cash in Lieu of Flexible Benefit Allowance - Teachers not enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.
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- (H-2) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$571.04** per month beginning January 1, 2017.

EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Master +30) **Special Ed.**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-16	effect. 1-1-17
			& Disability			MONTHLY BENEFITS		
0	37,680.93	60.15	93.60	2,783.10	40,617.78	69.71	526.88	571.04
1	38,098.62	103.41	93.60	2,771.28	41,066.91	69.71	526.88	571.04
2	39,213.72	145.65	93.60	2,812.97	42,265.94	69.71	526.88	571.04
3	39,814.74	188.15	93.60	2,815.71	42,912.20	69.71	526.88	571.04
4	40,102.02	233.33	93.60	2,792.15	43,221.10	69.71	526.88	571.04
5	40,281.57	278.76	93.60	2,760.24	43,414.17	69.71	526.88	571.04
6	40,566.96	325.26	93.60	2,735.22	43,721.04	69.71	526.88	571.04
7	40,854.24	372.82	93.60	2,709.28	44,029.94	69.71	526.88	571.04
8	41,048.91	421.44	93.60	2,675.32	44,239.27	69.71	526.88	571.04
9	41,309.73	471.12	93.60	2,645.27	44,519.72	69.71	526.88	571.04
10	41,591.34	521.87	93.60	2,615.71	44,822.52	69.71	526.88	571.04
11	41,806.80	573.67	93.60	2,580.13	45,054.20	69.71	526.88	571.04
12	42,129.99	626.54	93.60	2,551.59	45,401.72	69.71	526.88	571.04
13	42,347.34	680.48	93.60	2,514.01	45,635.43	69.71	526.88	571.04
14	43,059.87	735.47	93.60	2,512.65	46,401.59	69.71	526.88	571.04
15	43,443.54	791.53	93.60	2,485.47	46,814.14	69.71	526.88	571.04
16	43,880.13	848.65	93.60	2,461.21	47,283.59	69.71	526.88	571.04
17	44,475.48	906.83	93.60	2,447.84	47,923.75	69.71	526.88	571.04
18	45,133.20	966.07	93.60	2,438.11	48,630.98	69.71	526.88	571.04
19	45,789.03	1,026.38	93.60	2,427.16	49,336.17	69.71	526.88	571.04
20	46,446.75	1,087.75	93.60	2,415.30	50,043.40	69.71	526.88	571.04
21	47,104.47	1,150.18	93.60	2,402.37	50,750.62	69.71	526.88	571.04
22	47,932.29	1,213.68	93.60	2,401.18	51,640.75	69.71	526.88	571.04
23	48,593.79	1,278.23	93.60	2,386.42	52,352.04	69.71	526.88	571.04
24	49,792.05	1,343.85	93.60	2,410.99	53,640.49	69.71	526.88	571.04
25	50,137.92	1,410.53	93.60	2,370.35	54,012.40	69.71	526.88	571.04
26	50,485.68	1,410.53	93.60	2,396.52	54,386.33	69.71	526.88	571.04
27	50,831.55	1,410.53	93.60	2,422.56	54,758.24	69.71	526.88	571.04
28	51,179.31	1,410.53	93.60	2,448.73	55,132.17	69.71	526.88	571.04
29	51,525.18	1,410.53	93.60	2,474.76	55,504.07	69.71	526.88	571.04
30	51,872.94	1,410.53	93.60	2,500.94	55,878.01	69.71	526.88	571.04
31	52,218.81	1,410.53	93.60	2,526.97	56,249.91	69.71	526.88	571.04
32	52,564.68	1,410.53	93.60	2,553.01	56,621.82	69.71	526.88	571.04
33	52,912.44	1,410.53	93.60	2,579.18	56,995.75	69.71	526.88	571.04
34	53,258.31	1,410.53	93.60	2,605.21	57,367.65	69.71	526.88	571.04
35	53,606.07	1,410.53	93.60	2,631.39	57,741.59	69.71	526.88	571.04
36	53,951.94	1,410.53	93.60	2,657.42	58,113.49	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

- (A) Step - Salary placement level.
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EDMOND PUBLIC SCHOOLS' 2016-17 COMPENSATION SCHEDULE
(Doctorate) **Special Ed.**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-16	FBA for Major Med. effect. 1-1-17
STEP						MONTHLY BENEFITS		
0	38,429.37	60.15	93.60	2,839.44	41,422.56	69.71	526.88	571.04
1	38,847.06	103.41	93.60	2,827.61	41,871.68	69.71	526.88	571.04
2	39,962.16	145.65	93.60	2,869.31	43,070.72	69.71	526.88	571.04
3	40,587.75	188.15	93.60	2,873.89	43,743.39	69.71	526.88	571.04
4	40,878.81	233.33	93.60	2,850.62	44,056.36	69.71	526.88	571.04
5	41,056.47	278.76	93.60	2,818.56	44,247.39	69.71	526.88	571.04
6	41,345.64	325.26	93.60	2,793.83	44,558.33	69.71	526.88	571.04
7	41,632.92	372.82	93.60	2,767.89	44,867.23	69.71	526.88	571.04
8	41,812.47	421.44	93.60	2,732.79	45,060.30	69.71	526.88	571.04
9	42,137.55	471.12	93.60	2,707.58	45,409.85	69.71	526.88	571.04
10	42,383.25	521.87	93.60	2,675.32	45,674.04	69.71	526.88	571.04
11	42,568.47	573.67	93.60	2,637.46	45,873.20	69.71	526.88	571.04
12	42,891.66	626.54	93.60	2,608.92	46,220.72	69.71	526.88	571.04
13	43,107.12	680.48	93.60	2,571.19	46,452.39	69.71	526.88	571.04
14	43,819.65	735.47	93.60	2,569.84	47,218.56	69.71	526.88	571.04
15	44,222.22	791.53	93.60	2,544.08	47,651.43	69.71	526.88	571.04
16	44,658.81	848.65	93.60	2,519.82	48,120.88	69.71	526.88	571.04
17	45,252.27	906.83	93.60	2,506.31	48,759.01	69.71	526.88	571.04
18	45,909.99	966.07	93.60	2,496.57	49,466.23	69.71	526.88	571.04
19	46,567.71	1,026.38	93.60	2,485.77	50,173.46	69.71	526.88	571.04
20	47,225.43	1,087.75	93.60	2,473.91	50,880.69	69.71	526.88	571.04
21	47,883.15	1,150.18	93.60	2,460.98	51,587.91	69.71	526.88	571.04
22	48,712.86	1,213.68	93.60	2,459.93	52,480.07	69.71	526.88	571.04
23	49,374.36	1,278.23	93.60	2,445.17	53,191.36	69.71	526.88	571.04
24	50,574.51	1,343.85	93.60	2,469.89	54,481.85	69.71	526.88	571.04
25	50,920.38	1,410.53	93.60	2,429.24	54,853.75	69.71	526.88	571.04
26	51,268.14	1,410.53	93.60	2,455.42	55,227.69	69.71	526.88	571.04
27	51,614.01	1,410.53	93.60	2,481.45	55,599.59	69.71	526.88	571.04
28	51,959.88	1,410.53	93.60	2,507.48	55,971.49	69.71	526.88	571.04
29	52,307.64	1,410.53	93.60	2,533.66	56,345.43	69.71	526.88	571.04
30	52,653.51	1,410.53	93.60	2,559.69	56,717.33	69.71	526.88	571.04
31	53,001.27	1,410.53	93.60	2,585.87	57,091.27	69.71	526.88	571.04
32	53,347.14	1,410.53	93.60	2,611.90	57,463.17	69.71	526.88	571.04
33	53,694.90	1,410.53	93.60	2,638.08	57,837.11	69.71	526.88	571.04
34	54,040.77	1,410.53	93.60	2,664.11	58,209.01	69.71	526.88	571.04
35	54,386.64	1,410.53	93.60	2,690.14	58,580.91	69.71	526.88	571.04
36	54,734.40	1,410.53	93.60	2,716.32	58,954.85	69.71	526.88	571.04

Note: "Off-Schedule" teachers shall receive a "one-time" stipend payment of \$400 dollars for the 2016-17 school year.

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Appendix C

EXTRA DUTY

SCHEDULE

EXTRA DUTY SALARY SCHEDULE 2016-2017

HIGH SCHOOL	SALARY
Activity Coordinator	10,815
Baseball or Softball ----- Head	5,562
Baseball or Softball ----- Assistant	2,709
Baseball/Softball ----- Head Field Maintenance	1,494
Baseball/Softball ----- Assistant Field Maintenance	515
Basketball----- Head	7,519
Basketball----- Assistant	3,399
Cross Country ---- Head	3,348
Cross Country ---- Assistant	1,700
Cross Country ---- Head Boys & Girls	5,070
Cross Country ---- Assistant Boys & Girls	2,520
Football ----- Head	9,785
Football ----- Assistant	3,914
Football --- Offensive or Defensive Coordinator (1 ea. per site)	1,545
Golf ----- Head	2,884
Golf ----- Assistant	1,473
Soccer ----- Head	4,326
Soccer ----- Assistant	1,803
Swim/Diving ----- Head Boys & Girls	1 site - 5,150 each add'l site -1,030
Swim/Diving ----- Assistant Boys & Girls	3,399
Tennis ----- Head	3,090
Tennis ----- Assistant	1,700
Track ----- Head	4,429
Track ----- Assistant	2,163
Volleyball ----- Head	4,635
Volleyball ----- Assistant	2,240
Wrestling ----- Head	6,822
Wrestling ----- Assistant	3,296
Academic ----- Coach	2,678
Academic ----- Assistant Coach	1,246
Band ----- Director	8,101
Band ----- Assistant Director	5,011
Cheerleader---- Varsity	4,120
Cheerleader --- Jr. Varsity	1,700
Class Sponsor- Senior	1,133
Class Sponsor- Junior	1,133
Class Sponsor- Sophomore	453
Competitive Drama ----- Coach	3,090
Drama ----- Director	3,090

EXTRA DUTY SALARY SCHEDULE 2016-2017

HIGH SCHOOL (cont.)	SALARY
Honor Society-- Sponsor	1,030
Key Club ----- Sponsor	567
Key Club ----- Assistant Sponsor	340
Multi-Media ---- Director	2,000
Newspaper ---- Sponsor	1,504
Orchestra ----- Director	2,678
Orchestra ----- Assistant Director	680
Orchestra ----- (Pit) Director	567
Pom Pon ----- Varsity	4,120
Pom Pon ----- Jr. Varsity	1,700
Robotics Club ---- Sponsor	2,678
Robotics Club ---- Assistant Sponsor	1,133
Speech/Debate- Sponsor	3,090
Stagecraft	1,700
Student Council- Sponsor	2,678
Vocal Music ----- Head	4,326
Vocal Music ----- Assistant	2,039
Yearbook ----- Sponsor	2,060
Department Heads (#per teacher)	397 + 68/teacher
7th Hour (Flex Schedule)	1,125 per quarter
Head Media Dir. (7th hour flex)	1,125 per quarter
HIGH SCHOOL 9TH GRADE	SALARY
Baseball ----- Head	2,163
Baseball ----- Assistant	1,841
Basketball ----- Head	2,781
Basketball ----- B-Team	1,545
Cheerleader---- Freshman	1,473
Class Sponsor- Freshman	412
Football ----- Head	3,399
Football ----- Assistant	2,314
Golf ----- Head	1,547
Pom Pon ----- Freshman	1,473
Soccer ----- Head	2,266
Track ----- Head	2,266
Track ----- Assistant	1,360
Track ----- Head Boys & Girls	3,039
Tennis ----- Head (if 9th gr. - 7th hr. flex)	1,125
Wrestling ----- Head (if 9th gr. - 7th hr. flex)	2,250

EXTRA DUTY SALARY SCHEDULE 2016-2017

MIDDLE SCHOOL	SALARY
Baseball ----- Head (8th)	2,091
Baseball ----- Assistant (8th)	1,020
Basketball ----- Head (8th)	2,549
Basketball ----- Head JV (8th)	1,473
Basketball ----- Head (7th)	2,549
Basketball ----- Head JV (7th)	1,473
Basketball ----- (Intramural) Head B & G (7th/8th)	927
Basketball ----- (Intramural) Asst B & G (7th/8th)	721
Coach MS----- 3 sports per year	1,500
Cross Country -- Head Boys or Girls (7th/8th)	1,813
Cross Country -- Assistant Boys or Girls (7th/8th)	1,133
Cross Country – Head Boys & Girls (7 th /8 th)	2,472
Cross Country – Assistant Boys & Girls (7 th /8 th)	1,545
Football ----- Head (8th)	2,642
Football ----- Assistant (8th)	2,060
Football ----- Head (7th)	2,642
Football ----- Assistant (7th)	2,060
Football ----- (Intramural) Head (7th/8th)	927
Football ----- (Intramural) Assistant (7th/8th)	721
Golf ----- Head (7th/8th)	1,529
Golf ----- Assistant (7th/8th)	824
Softball ----- Head (7th/8th)	2,091
Softball ----- Assistant (7th/8th)	1,020
Tennis ----- Head Boys & Girls (7th/8th/9th)	1,754
Tennis ----- Assistant Boys & Girls (7th/8th/9th)	1,545
Track ----- Head (7th/8th)	1,813
Track ----- Assistant (7th/8th)	1,020
Track ----- Head Boys & Girls (7th/8th)	2,266
Track ----- Assistant Boys & Girls (7th/8th)	1,473
Volleyball ----- Head (7th/8th)	1,648
Volleyball ----- Assistant (7th/8th)	1,020
Volleyball ----- (Intramural) Asst. (7 th /8 th)	721
Wrestling----- Head (7th/8th/9th)	2,642
Wrestling ----- Assistant	1,751
Academic ----- Coach	1,926
Academic ----- Assistant	963
Band ----- Director	4,635
Band----- Director & HS Asst Band Director	6,744
Drama/Musical Productions (evening only)	1,030
Strings ----- Director	2,153

EXTRA DUTY SALARY SCHEDULE 2016-2017	
MIDDLE SCHOOL (cont.)	SALARY
Vocal Music ---- Director	2,060
Yearbook ----- Sponsor	1,450
OTHER	
Content Specialists	4,532
Psychologists	2,266
Special Education Consultants	1,133
Special Education Staff – Translation Services	1,500
Speech Pathologists	1,133
Facilitator - Art (K-12)	567
Facilitator - Counselor (K-5)	567
Facilitator - Drug Free (K-12)	567
Facilitator - Health/PE (K-5)	567
Facilitator – Media Directors	567
Facilitator - Music (K-5)	567
Facilitator – Music (6-12)	567
Facilitator - Nurses (K-12)	567
Counselors (K-12; At-Risk)	1,669
.	
Technology Specialists: Elem. School (0-400 students)*	1,813
Technology Specialists: Elem. School (400-800 students)*	2,039
Technology Specialists: Elem. School (800+ students)*	2,266
Technology Specialists: Middle School	2,493
Technology Specialists: High School	2,946
Grade Book Manager – High School/Middle School	390
Grade Book Manager – Elementary (800+ students)	320
Grade Book Manager – Elementary (401-800 students)	277
Grade Book Manager – Elementary (0-400 students)	220
Webmaster – High School	650
Webmaster – Middle School	450
Webmaster - Elementary	250
Mentor Teacher	250
SPECIAL DUTY	
Lunch Duty	\$6.00/half hour
Morning/Breakfast Duty	\$6.00/half hour
Bus Duty	\$6.00/half hour
Detention Duty	\$6.00/half hour

*Number of students will be determined by the first class count after students report.

Appendix D

FORMS

EDMOND PUBLIC SCHOOLS

EDMOND ASSOCIATION OF CLASSROOM TEACHERS

Grievance Report – Level 1

Name _____

Building _____

Assignment _____

Date filed _____

Provisions of Contract Alleged to be Violated

Statement of Grievance

Relief Sought

Copies: 1 to Grievant
 1 to Immediate Supervisor
 1 to EACT

(Signature of Grievant)

(Date)

(Name of Representative)

EDMOND PUBLIC SCHOOLS

EDMOND ASSOCIATION OF CLASSROOM TEACHERS

Grievance Report – Level II

Name _____

Building _____

Assignment _____

Date filed _____

Provisions of Contract Alleged to be Violated

Statement of Grievance

Relief Sought

Copies: 2 to Superintendent
 1 to Grievant
 1 to Immediate Supervisor
 1 to EACT

(Signature of Grievant)

(Date)

(Name of Representative)

EDMOND PUBLIC SCHOOLS

EDMOND ASSOCIATION OF CLASSROOM TEACHERS

Grievance Report – Level III

Name _____ Building _____

Assignment _____ Date filed _____

Provisions of Contract Alleged to be Violated

Statement of Grievance

Relief Sought

Copies: 1 to Clerk of Board of Education
 1 to Superintendent
 1 to Grievant
 1 to EACT

(Signature of Grievant)

(Date)

(Name of Representative)

REQUEST FOR DONATED SICK LEAVE

Personnel Sick Leave Sharing Program

Today's Date _____

NAME _____ S.S. # _____

SCHOOL _____ SITE _____

POSITION _____

Have you, or will you exhaust all earned leave? YES _____ NO _____

Please attach a statement of need to the Superintendent/Designee.

Please also submit a medical certificate from a licensed physician verifying the severe or extraordinary nature of the illness and the anticipated date of return to work.

EMPLOYEE SIGNATURE _____

(For Committee Use Only)

(Committee Member Signature)

Date _____
Approve _____
Disapprove _____

(Committee Member Signature)

Date _____
Approve _____
Disapprove _____

(Committee Member Signature)

Date _____
Approve _____
Disapprove _____

All forms should be sent directly to the certified personnel secretary at EPSAC.

AUTHORIZATION TO DONATE SICK LEAVE

Personnel Sick Leave Sharing Program

Name _____

Social Security # _____

School _____

Site _____

Position _____

Number of days to be donated _____

NAME OF DISTRICT EMPLOYEE TO RECEIVE DONATED DAYS:

Employee Signature _____ **Date** _____

This form should be sent directly to the certified personnel secretary at EPSAC.

Sick Leave Sharing Frequently Asksed Questions

What circumstances would qualify me to access sick leave sharing?

Edmond Public Schools' sick leave sharing program was created for those who are suffering from or have a relative or household member suffering from an extraordinary or severe illness, injury, impairment or physical or mental condition which causes the employee to take leave without pay.

There is a teacher in my building who is running short of sick leave. How can I give him/her some of my sick days?

Only teachers who have applied and been approved for sick leave sharing can receive donated sick leave from a fellow teacher. The teacher must go through the application process and be approved. Once his/her application has been approved, you may donate leave to them.

Can anyone donate sick days to a teacher who has been approved for sick leave sharing?

No. Only certified teachers and administrators may donate to other certified employees. Support employees may only donate to other support employees.

What if I donate days to someone and he/she doesn't use them?

Donated days are deducted the month following the month in which they are needed (sick days needed in November are deducted in December). Only the number of actual sick days needed are used. Those that are not needed are simply not deducted.

How many sick days can I donate to someone?

The maximum number of days anyone can donate in a school year is 10. These days may be given to one teacher in need or to several teachers over the course of the entire school year. A teacher donating sick days cannot bring his/her own sick leave balance below 20 days.

Is there a sick leave "bank"?

No. Teachers *voluntarily* donate sick days to a specific teacher who has applied and been approved for sick leave sharing. Being approved does not guarantee that the teacher will receive the number of days needed.

I was approved for sick leave sharing. Why were emergency days deducted from my paycheck?

Being approved for sick leave sharing does not mean that the number of days you need will be donated to you. If you exhaust your sick leave and don't have enough sick leave donations to cover the length of your illness, the balance will be deducted from your emergency (+20 days) and personal leave. *Every teacher has 20 emergency days allotted by state law that may be used after they exhaust their sick leave. When any of these 20 days are used, the cost of substitute pay is deducted from your paycheck.*

How can I thank the teachers who donated sick leave to me?

The names of those who donated sick leave to you are confidential.

Can donated sick days be used later in the school year for regular illnesses?

No. Sick leave sharing is for a specific period of time. Donated days may not be used after the date that the teacher's doctor says he/she may return to work.

If I give a sick day to someone, how is my sick leave affected and will it affect my retirement?

A donated sick day is deducted from your usable sick leave balance only; it is not deducted from your Accumulated Retirement Balance. If you have a sick leave balance of more than 110 days at the end of the school year, giving a sick day to someone can affect the amount of the sick leave incentive check that you receive in July.

Appendix E

CONTRACT

DATES FOR

CERTIFIED

EMPLOYEES



**CONTRACT DATES-CERTIFIED PERSONNEL
2016-2017 SCHOOL YEAR**

First Day of School – August 19, 2016

Last Day of School – May 23, 2017

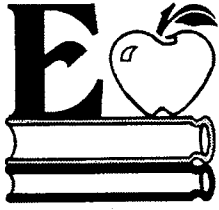
POSITION	BEGIN DATE (Days Prior to Teacher Contract)	END DATE (Days after last day of Teacher Contract)	TOTAL CONTRACT DAYS	MONTH PAY BEGINS
Activity/Athletic Coordinators	07/01/2016	06/29/2017	239	July
Career Tech Specialist	07/25/2016 (15)	06/01/2017 (05)	200	August
Content Specialists	07/25/2016 (15)	06/01/2017 (05)	200	August
Counselors				
Elementary	08/10/2016 (03)	05/26/2017 (02)	185	September
Elem/MS Spec. Ed.	08/10/2016 (03)	05/26/2017 (02)	185	September
Elem/MS Student Asst.	08/15/2016	05/24/2017	180	September
High School At Risk	08/15/2016	05/24/2017	180	September
Secondary	08/08/2016 (05)	06/01/2017 (05)	190	September
Early Childhood Ed. Facilitator	07/25/2016 (15)	06/01/2017 (05)	200	August
Media Directors	08/11/2016 (02)	05/26/2017 (02)	184	September
Nurses	08/15/2016	05/24/2017	180	September
RtI Instructional Facilitator	07/25/2016 (15)	06/01/2017 (05)	200	August
Psychologists 191 Day	08/05/2016 (06)	06/01/2017 (04)	190	August
Psychologists 201 Day	08/05/2016 (06)	06/14/2017 (14)	200	August
Special Ed Prog Specialist	07/25/2016 (15)	06/27/2017 (23)	218	August
Teachers				
Air Force-ROTC	07/01/2016	06/29/2017	239	July
AISP Teachers (MS & HS)	08/15/2016	05/24/2017	180	September
New Faculty	08/12/2016 (01)	05/24/2017	181	September
Project Hope	08/15/2016	05/24/2017	180	September
Resident Faculty	08/10/2016 (03)	05/24/2017	183	September
Returning Faculty	08/15/2016	05/24/2017	180	September
Speech Pathologists	08/15/2016	05/24/2017	180	September
VoAg	07/01/2016	06/29/2017	239	July

Appendix F

MEMORANDUMS

OF

UNDERSTANDING



EDMOND PUBLIC SCHOOLS

Empowering all students to succeed in a changing society

Memorandum of Agreement

Edmond Public Schools
and
Edmond Association of Classroom Teachers

August 15, 2016

This document represents a memorandum of agreement between the Edmond Public Schools and the Edmond Association of Classroom Teachers (EACT). The memorandum of agreement addresses the need by Edmond Public Schools to utilize the bilingual skills of currently employed Special Services Staff (2 School Psychologists and 1 Speech Pathologist for a total of 3 for the 2016-17 school year) to assist with interpretation and translation to students and parents related to student IEPs.

For the 2016-2017 school year only, it is agreed that a \$1,500.00 stipend will be added to the base salary of any Special Services employee in the listed job role assisting in this capacity.

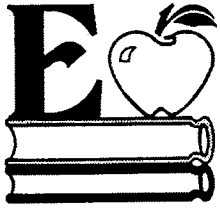
Agreed to by:

Bret Towne
Superintendent of Schools

Date: 11/15/16

Chelsea Foo
2016-2017 EACT President

Date: 11/15/16



EDMOND PUBLIC SCHOOLS

Empowering all students to succeed in a changing society

Memorandum of Agreement

Edmond Public Schools
and
Edmond Association of Classroom Teachers

July 1, 2016


This document represents a memorandum of agreement between the Edmond Public Schools and the Edmond Association of Classroom Teachers (EACT). The memorandum of agreement addresses EACT's daily use of the district owned fax machines, email system, printers, copiers, telephones, and school mailboxes. In regards to copier usage, EACT will provide their own copier paper and will be limited to 10,000 copies during the period of July 1, 2016 through June 30, 2017.

EACT shall be allowed use of the district meeting rooms for organizational meetings at no additional cost during normal operating hours, 7:30 a.m. to 5:00 p.m. Organizational meetings held after 5:00 p.m. or on weekends will fall under the guidelines of the district's Facilities/Equipment Policy # 5330. EACT meetings and activities scheduled outside of the district normal business hours will need to be scheduled through the site principal. EACT will be charged at the rates designated for non-profit organizations. Professional development activities approved by the district will be excluded from the district's facility use policy.

It is agreed by both parties that EACT may utilize the district resources identified above as needed to conduct association business on a regular daily basis. EACT shall also recognize the requirements and expectations as stated in the District's Network and Internet Acceptable Use Policy.

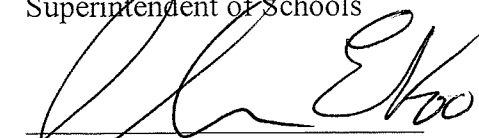
It is further agreed that EACT will reimburse EPS \$500 per year for use of these resources.

Agreed to by:



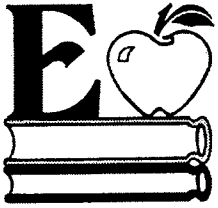
Bret Towne
Superintendent of Schools

Date: 11/15/16



Chelsea Foo
2016-2017 EACT President

Date: 11/15/16



EDMOND PUBLIC SCHOOLS

Empowering all students to succeed in a changing society

Memorandum of Agreement

Edmond Public Schools
and
Edmond Association of Classroom Teachers

August 15, 2016

This document represents a memorandum of agreement between the Edmond Public Schools (EPS) and the Edmond Association of Classroom Teachers (EACT). The memorandum of agreement addresses the need by Edmond Public Schools to establish an extra duty assignment for a designated employee to serve in the capacity of fields/ground maintenance for the Santa Fe High School Stadium.

For the 2016-2017 school year only, it is agreed that a \$1,494.00 stipend will be added to the base salary of the employee in the listed job role assisting in this capacity.

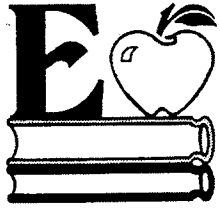
Agreed to by:

Bret Towne
Superintendent of Schools

Date: 8/15/16

Chelsea Foo
2016-2017 EACT President

Date: 8/15/16



EDMOND PUBLIC SCHOOLS

Empowering all students to succeed in a changing society

Memorandum of Agreement

Edmond Public Schools
and
Edmond Association of Classroom Teachers

August 15, 2016

This document represents a memorandum of agreement between the Edmond Public Schools (EPS) and the Edmond Association of Classroom Teachers (EACT). The memorandum of agreement addresses the need by Edmond Public Schools to establish an extra duty stipend to be paid to a designated employee(s) to serve as a multi-media director to oversee the classroom teaching and practical management of recording of 2016-2017 home football games at Santa Fe High School, as well as additional on-campus sports activities as requested by the EPS Administration.

For the 2016-2017 school year only, it is agreed that a \$2,000.00 stipend will be added to the base salary of the employee in the listed job role assisting in this capacity.

Agreed to by:

Bret Towne
Superintendent of Schools

Date: 11 / 15 / 16

Chelsea Foo
2016-2017 EACT President

Date: 11 / 15 / 16