

**NEGOTIATED CONTRACT**

**between the**

**Mid-Del Board of Education**

**and the**

**Mid-Del Association of Classroom Teachers**

**2020-2021**

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## **PROCEDURAL AGREEMENT**

**between the**

**Mid-Del Board of Education**

**and the**

**Mid-Del Association of Classroom Teachers**

### **Mid-Del Schools Notice of Non-Discrimination**

The Mid-Del Public School District No. I052 does not discriminate on the basis of race, color, national origin, sex, pregnancy, gender, gender expression or identity, religion, veteran status, sexual orientation, disability, age, or genetic information in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies:

Dr. Jason Perez, Deputy Superintendent  
Address: 7217 S. E. 15th Street, Midwest City, OK 73110  
Phone: 405-737-4461 x1215 Email Address: [jperez@mid-del.net](mailto:jperez@mid-del.net)

PROCEDURAL AGREEMENT  
MIDWEST CITY - DEL CITY BOARD OF EDUCATION  
MIDWEST CITY - DEL CITY ASSOCIATION OF CLASSROOM TEACHERS

The Midwest City-Del City Board of Education (hereinafter referred to as the "Board") and the Midwest City-Del City Association of Classroom Teachers (hereinafter referred to as the "Association") hereby enter into the following agreements regarding negotiations:

1.       **RECOGNITION.** Based upon evidence that was acceptable to the Board, that the Association represents the majority of the Professional Educators, the Board hereby recognizes the Association as the bargaining agent for all regularly employed teachers under regular contract, and excluding all administrative supervisory personnel, high school athletic directors, and curriculum coordinators.

2.       **RIGHT TO JOIN OR NOT JOIN.** All regularly employed teachers under regular contract have the right to join, participate in, and assist the Association, and the right to refrain from such activities. The Board and the Association shall not discriminate against any person regardless of membership or non-membership in any teacher organization. Any person who desires not to be represented by the Association may so state in writing to the Board and the Association.

3.       **SCOPE OF BARGAINING.** The scope of bargaining shall be limited to negotiating 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 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, including but not limited to: the functions and programs of the Board, standards of services, the Board's budget, class size, the organizational structure of the schools, and the selection of personnel. 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 powers of the Board, including its power to make policy.

4.       **NEGOTIATION TEAM.** No more than six (6) designated representatives of the Board will meet with no more than six (6) representatives of the Association for purpose of negotiations. All negotiations shall take place exclusively between the designated representatives of the parties. Negotiations shall be conducted in closed session.

5.       **OPENING NEGOTIATIONS.** Upon request of either party to open negotiations, a mutually acceptable meeting date shall be set no more than thirty calendar days following such request. Such request shall be made between April 1 and April 30. All Association proposals for negotiations shall be presented in writing at the first meeting.

When the parties, in any particular year, choose to utilize a collaborative, Interest-Based Bargaining process, the parties shall mutually exchange a list of negotiation issues, including a brief explanation of each issue, on a mutually agreeable date as provided in this section. Subsequent proposals/issues may only be submitted upon mutual agreement of the parties.

All Board proposals for negotiations shall be presented in writing at the second meeting. All meetings shall be held outside the teaching day if possible at times and places mutually agreed to and shall not exceed three hours unless extended by mutual agreement. If meetings are held during the teaching day, the negotiators shall be released from their regular duties without loss of pay.

6.       **EXCHANGE OF INFORMATION.** Upon reasonable request, the parties shall provide each other with available information regarding negotiations. When budget material is made available to the Board, it will be available to the Association upon request.

7. THE AGREEMENT. When agreement is reached between the negotiating teams on all proposals, the proposed agreement shall be reduced to writing and submitted and recommended first to the teachers for ratification. After ratification by the teachers, the agreement shall be recommended to the Board. Upon approval by the Board, the terms of the agreement shall be implemented.

8. RESOLVING DIFFERENCES. In the event that an agreement cannot be reached on items being negotiated, either party may declare that an impasse exists, but in any event, if negotiations are not successfully concluded by the first day of school, impasse shall exist. Time limits set forth herein may be extended by mutual agreement of the parties. A mediator will be chosen by mutual agreement of both parties. In the event that mutual agreement cannot be reached, the Federal Mediation and Conciliation Service will be asked to appoint a mediator. After ten (10) working days have elapsed following the first mediation session, there being no agreements, either party may call for the implementation of fact finding. The representatives of the Board and Association shall meet within five (5) days after fact finding has been declared to select the Chairperson of the Fact Finding Committee. One (1) member shall be selected by the Association, and one (1) member shall be selected by the Board, within five (5) days. The third member shall be selected by the first two (2) members as follows: The parties shall notify the State Superintendent of Public Instruction that a fact finder is needed and request a list of potential fact finders from the State Superintendent. If no name on the list is agreeable to both parties, a coin toss shall occur with the party losing the toss striking a name from the list. The parties will then continue alternately striking names from the list until only one name remains. The person whose name remains on the list will serve as the chairperson of the fact finding committee.

Within five (5) days after the selection of the Chairperson, the negotiation teams shall meet and exchange written language on each item at impasse. The exchanged documents shall also be furnished to the members of the Fact Finding Committee. The Fact Finding Committee shall hold a hearing at which the representatives of the parties shall be given an opportunity to present their respective cases with supporting evidence. The fact finding committee shall have the authority to, and prior to the hearing shall, establish procedural rules and shall conduct the hearing in closed session, and within twenty (20) days after the Fact Finding Hearing, shall present written recommendations to the Board and the Association. If either the Board or the Association decides to reject one or more of the fact finding Committee's recommendations, said party must, within seven (7) days after the Fact Finding Committee has presented its recommendations, request that the negotiation teams meet. The negotiation teams shall meet within seven (7) days of the request, unless both negotiation teams deem such a meeting to be unnecessary. At such meeting, the negotiation teams shall exchange written statements expressing their rationale for rejecting each recommendation found unacceptable and shall attempt to clarify any remaining differences. The negotiation teams shall then resume good faith effort to resolve the remaining differences; provided, after fourteen (14) days after the exchange of written statements, either negotiation team may discontinue such effort.

The Board shall file a copy of the fact finding report with the office of the State Superintendent of Public Instruction. If the effort to resolve differences is successful, the parties shall draft a written agreement and present the agreement to both parties for ratification, and upon ratification such agreement shall also be forwarded to the State Superintendent. If the effort to resolve differences is unsuccessful, the Board shall forward to the State Superintendent in writing its final disposition of the negotiations impasse process within thirty (30) days of the effective date of implementation.

The cost for the services of the mediator, including per diem expenses, if any, and actual and necessary travel expenses, shall be shared equally by the Board and the Association. The cost for the services of the fact finding committee, including per diem expenses, if any, and actual and necessary travel expenses, shall be shared in the following manner: The Board shall assume the expenses of its representative, the Association shall assume the expenses of its representative, and the expenses of the chairperson shall be shared equally by the Board and the Association.

9. NO STRIKE PLEDGE. It shall be illegal for the Association to strike or threaten to strike as a means of resolving differences with the Board. Any member of 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 representatives of the professional educators and the Board shall be relieved of the duty to negotiate with the Association or its representatives. Also, it shall not be permissible for the Association or any of its members to use sick, personal business, or emergency leave days to participate in professional holidays, slowdowns, or any concerted effort that impairs the normal operation of the schools.

10. DURATION OF AGREEMENT. This agreement shall continue in effect for successive fiscal year periods, unless notice is given in writing of intent to terminate, no later than 120 calendar days prior to the end of the fiscal year, by either the President of the Association or by the Board, through the Superintendent. However, the parties agree to complete negotiations for the coming fiscal year should agreement not be reached by June 30.

In witness where of, the parties hereunto set their hands this 16th day of June, 1980.

Don Barker  
President, Board of Education  
Midwest City-Del City Public  
School District I-52

Claudette Gibson  
President, Midwest City-Del City  
ACT

Amended 1 October 1986

Billy Crouch  
President, Board of Education  
Midwest City-Del City Public  
School District I-52

Janet Delozier  
President, Midwest City-Del City  
ACT

Amended August 30, 1993

Sammy Young  
President, Board of Education  
Midwest City-Del City Public  
School District I-52

Peggy Schimmel  
President, Midwest City-Del City  
ACT

Amended August 14, 2000

Richard Corwin  
President, Board of Education  
Midwest City-Del City Public  
School District I-52

Jamie McCoy  
President, Midwest City-Del City  
ACT

Amended August 14, 2006

Melissa Elzo  
President, Board of Education  
Midwest City-Del City Public Schools  
School District I-52

Jamie McCoy  
President, Midwest City-Del City  
ACT

Amended August 8, 2011

Tim Blanton  
President, Board of Education  
Midwest City-Del City Public Schools  
School District I-52

Peggy Bryant  
President, Midwest City-Del City  
ACT

Amended August 13, 2012

Tim Blanton  
President, Board of Education  
Midwest City-Del City Public Schools  
School District I-52

Lori Burris  
President, Midwest City-Del City  
ACT



**NEGOTIATED AGREEMENT**

**between the**

**Mid-Del Board of Education**

**and the**

**Mid-Del Association of Classroom Teachers**

**2020-2021**

## **ARTICLE I - Definitions**

ASSIGNMENT	Subject and/or grade level which teacher is assigned.
ASSOCIATION	Midwest City-Del City Association of Classroom Teachers (OEA/NEA).
ATTRITION	Reduction of staff due to resignation, retirement, or termination.
BARGAINING UNIT	All professional educators under contract, whether on leave, full or part-time and excluding all administrative supervisory personnel, high school athletic directors and curriculum coordinators.
BOARD	Midwest City-Del City Board of Education, Independent School District No. 52, Oklahoma County.
BREAK IN SERVICE	A teacher contract that begins after the first day of the individual teacher's work year.
CERTIFICATED TEACHER	A teacher who has a valid certificate to teach in major area.
COMPREHENSIVE SCHOOL	A school site in Mid-Del Public Schools, other than the Mid-Del Technology Center, that offers coursework recognized by the State Department of Career Tech.
DAILY RATE OF PAY	Base salary divided by one hundred eighty-one (181) days.
IMMEDIATE FAMILY	Is defined as spouse, children, parents, siblings, grandparents, great-grandparents, grandchildren, great-grandchildren, aunts, uncles, nieces, nephews, and other similar relationships as established by marriage and persons residing in the home of the teacher.

INVOLUNTARY TRANSFER	A transfer deemed necessary by the administration for the proper distribution of school staff under contract or to provide needed personnel in a subject or field where an emergency exists or where the transfer would be to effect good educational management.
PROMOTION	Movement to certified and/or supervisory positions outside the bargaining unit.
RESIDENT TEACHER	A teacher who is in the first year of their teaching career.
RETIRED TEACHER	Contracted teachers who are receiving monthly benefits from the Oklahoma Teacher's Retirement System.
SENIORITY	Is defined as length of service in the Mid-Del district based upon continuous uninterrupted full-time contractual employment. The time in the district will be computed from the date on the "Employment Recommendation" form, beginning with teachers employed for the 2003-04 school year. A teacher who taught in the district and resigned or otherwise has a break in continuous employment will be credited only for the time of service since returning to the district.
TEACHER	Professional employee within the Bargaining Unit.
TEACHER ON CONTINUING CONTRACT	A contract for a teacher who has exceeded continual employment in the district beyond four (4) semesters.
TEACHER ON TEMPORARY CONTRACT	A contract for a teacher until they finish their first four (4) consecutive semesters of district employment.
TRANSFER	Movement from one site to another site within the bargaining unit.
VACANCY	Positions within the district, including newly created positions, declared by the administration to be unoccupied.
VOLUNTARY TRANSFER	Teacher initiated transfer.

## **ARTICLE II - COMPENSATION**

### **Section 1 - Salary (2020-2021)**

#### **Compensation**

For the 2020-2021 school year, all teachers eligible for step movement shall advance one (1) step on the compensation schedule. An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two (2) steps on each compensation schedule. This stipend would be in addition to the base salary/stipend amount from 2019-2020.

#### **Supplemental Compensation**

Teachers eligible for supplemental compensation shall be paid in accordance with the attached schedule. Positions authorized on the schedule will be funded through the General Fund. Additional positions may be paid through activity funds.

The following additions and changes shall be added as agreed upon in 2020-2021 negotiations:

#### **Technology Center Compensation**

For the 2020-2021 school year, all teachers eligible for step movement shall advance one (1) step on the compensation schedule. An additional stipend will be added to each compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule. The stipend would be in addition to the base salary/stipend amount for 2019-2020. Teachers shall receive an additional two hundred dollars (\$200.00) in October. All teachers are encouraged to join ACTE and OKACTE by October 1st. (2018)

#### **Technology Center Expense Reimbursement**

Career Tech teachers and all site vocation instructors attending the annual Summer State Department Career Tech conference shall be reimbursed for expenses, as per Board Policy up to \$400. Career Tech programs at the comprehensive school sites that are certified by the State Department of Career Tech, shall receive a stipend of \$2,200 contingent upon funding of the site programs by the State. Twelve (12) month employees in comprehensive school sites certified by the State Department of Career Tech, shall receive a stipend of \$2,400 contingent upon funding of the site programs by the State. (2019)

**Supplemental Salary Schedule  
2020-2021**

<u>High School</u>		<u>Middle School</u>		<u>Elementary School</u>	
Academic Coach	\$ 2,109	Academic Coach	\$ 1,647	Academic Coach	400
Art	525	Art	365	Basketball, Boys Asst.	608
Band	7,875	Athletic Director	3,180	Basketball, Boys Head	907
Band, Asst.	4,725	Band	3,468	Basketball, Girls Asst.	608
Baseball, Asst.	2,747	Band Asst.	2,032	Basketball, Girls Head	907
Baseball, Head	5,759	Baseball, Asst.	1,604	Chess	400
Basketball, Boys Asst.	3,140	Baseball, Head	2,024	Counselor	2370
Basketball, Boys Head	7,185	Basketball, Asst. Boys	1,500	Debate	400
Basketball, Girls Asst.	3,140	Basketball, Asst. Girls	1,500	Drug Club	604
Basketball, Girls Head	7,185	Basketball, Head Boys	2,273	Ed Tech	1000
Botball-First team	600	Basketball, Head Girls	2,273	Football, Asst.	812
Botball- Second team	200	Botball Coach	600	Football, Head	1212
Broadcast Sponsor	1,700	Builders Club	662	Gymnastics Asst.	395
Cheerleader	3,325	Cheerleader	2,067	Gymnastics/Dance (per sem)	608
Cheerleader Asst.	1,916	Chess Club	500	Honor Choir Director	1000
Chess Club	500	Counselor	2,522	Honor Choir Asst. Director	500
Class Sponsor, 9th	500	Cross Country Boys	1,432	Safety Patrol	400
Class Sponsor, 10th	516	Cross Country Girls	1,432	Softball Asst.	411
Class Sponsor, 11th	817	Debate	500	Softball Head	842
Class Sponsor, 12th	818	Dept. Chair (English, Math, Science, Social Studies, SPED)	1,090	Special Olympics Coach	500
Color Guard	516	Drama	1,199	STEM Club	600
Competitive Debate	1,413	Drug Free Club	604	Track, Boys	508
Competitive Speech	1,413	Ed Tech	1,250	Track, Boys Asst.	399
Counselor	2,576	FCCLA (CTSO)	850	Track, Girls	508
Cross Country, Asst., Boys	1,523	Football, Head	2,700	Track, Girls Asst.	399
Cross Country, Boys	2,699	Football, Asst.	2,281	Vocal Music	1208
Cross Country, Asst., Girls	1,523	Golf	2,148	Volleyball, Asst.	411
Cross Country, Girls	2,699	Golf, Boys	1,432	Volleyball, Head	810
Cyber Patriot Club Sponsor	1,080	Golf, Girls	1,432	Wrestling, Asst.	608
DECA (CTSO)	1,290	Math Counts	500	Wrestling, Head	907
Dept. Chairperson	1,090	Nat'l. Jr. Hon. Society	735	Yearbook	400
Drama	3,077	Newspaper	851		
Drug Free Club	604	PomPon	2,067	<b>Technology Center</b>	
Ed Tech	1,450	Soccer, Head Boys	1,616	Career Advisor	2576
FCCLA (CTSO)	1,290	Soccer, Asst. Boys	1,199	CTSO	1290
FCCLA Asst. (CTSO)	938	Soccer, Head Girls	1,616	CTSO, Asst.	938
Football, Coordinator	5,000	Soccer, Asst. Girls	1,199	Cyber Patriot Club Sponsor	1080
Football, Head	10,027	Softball Asst.	1,604	Leadership Class Sponsor	1290
Football, Other Asst.	4,083	Softball, Head	2,024	MDTC Coordinator	4000
Golf	3,390	Special Olympics Coach	500	National Technical Honor Society	1290
Golf, Boys	2,448	Speech	1,058		
Golf, Girls	2,448	Spirit Club	889		
Key Club	500	Spirit Club Asst.	569	<b>Additional Increments</b>	
Mat Maid	723	Starbase	600	Regional Strings, Head	5428
National Honor Society	1,290	Student Council	995	Regional Strings, Asst.	4428
Newspaper	1,855	Student Council Asst.	600	Psychologist	2300
PomPon	3,325	Tennis	2,120	Psychometrist	1257
PomPon Asst.	1,916	Tennis, Head Boys	1,523	Instructional Coach/Specialist	6500
ROTC	1,103	Tennis, Asst. Boys	837	Speech Pathologist (CFY)	1000
Soccer Asst.	1,899	Tennis, Head Girls	1,523	Speech Pathologist (Lic)	2000
Soccer Head	3,999	Tennis, Asst. Girls	837	Swimming, Head Boys	3397
Softball Asst.	2,746	Track, Head Boys	2,028	Swimming, Head Girls	3397
Softball Head	5,759	Track, Asst. Boys	1,428	Swimming, Asst.	1927
Senior Project	500	Track, Head Girls	2,028		
Special Olympics Coach	500	Track, Asst. Girls	1,428		
Spirit Club	1,717	TSA (CTSO)	1,290		
Spirit Club Asst.	695	Vocal Music	2,120		
Student Council	1,921	Volleyball, Asst.	1,199		
Student Council Asst.	1,183	Volleyball, Head	1,616		
Tennis, Boys	2,711	Wrestling, Asst. Boys	1,772		
Tennis, Boys Asst	1,431	Wrestling, Head Boys	2,534		
Tennis, Girls	2,711	Wrestling, Asst. Girls	1,772		
Tennis, Girls Asst.	1,431	Wrestling, Head Girls	2,534		
Track, Boys	3,818	Yearbook	1,470		
Track, Boys Asst.	2,210				
Track, Girls	3,818				
Track, Girls Asst.	2,210				
Vocal Music	4,248				
Vocational FFA (CTSO)	1,609				
Volleyball Asst.	1,915				
Volleyball Head	3,380				
Wrestling Asst. Boys	2,988				
Wrestling Head Boys	6,556				
Wrestling Asst. Girls	2,988				
Wrestling Head Girls	6,556				
Yearbook	2,225				

**Mid-Del Schools Compensation Schedule  
2020-2021**

**BACHELORS**

TB01

**Contract Days**

181

Sep 2010

(A)	(B)	(C)	(D)	(E)	(F) (G-1) (G-2)		
					<b>Monthly Benefits</b>		
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash In Lieu of FBA	<b>OR</b> FBA for Major Medical <b>thru 12-31-20</b>	FBA for Major Medical <b>effective 1-1-21</b>
0	38,300.00	60.15	2,822.65	41,182.80	69.71	615.90	615.90
1	38,675.00	103.41	2,807.62	41,586.03	69.71	615.90	615.90
2	39,050.00	145.65	2,793.60	41,989.25	69.71	615.90	615.90
3	39,425.00	188.15	2,779.33	42,392.48	69.71	615.90	615.90
4	39,800.00	233.33	2,762.38	42,795.71	69.71	615.90	615.90
5	40,200.00	278.76	2,747.05	43,225.81	69.71	615.90	615.90
6	40,600.00	325.26	2,730.66	43,655.92	69.71	615.90	615.90
7	41,000.00	372.82	2,713.21	44,086.03	69.71	615.90	615.90
8	41,400.00	421.44	2,694.70	44,516.14	69.71	615.90	615.90
9	41,800.00	471.12	2,675.12	44,946.24	69.71	615.90	615.90
10	42,200.00	521.87	2,654.48	45,376.35	69.71	615.90	615.90
11	42,650.00	573.67	2,636.55	45,860.22	69.71	615.90	615.90
12	43,100.00	626.54	2,617.55	46,344.09	69.71	615.90	615.90
13	43,575.00	680.48	2,599.37	46,854.85	69.71	615.90	615.90
14	44,050.00	735.47	2,580.13	47,365.60	69.71	615.90	615.90
15	44,600.00	791.53	2,565.47	47,957.00	69.71	615.90	615.90
16	45,150.00	848.65	2,549.75	48,548.40	69.71	615.90	615.90
17	45,700.00	906.83	2,532.96	49,139.79	69.71	615.90	615.90
18	46,275.00	966.07	2,517.00	49,758.07	69.71	615.90	615.90
19	46,850.00	1,026.38	2,499.97	50,376.35	69.71	615.90	615.90
20	47,500.00	1,087.75	2,487.53	51,075.28	69.71	615.90	615.90
21	48,150.00	1,150.18	2,474.02	51,774.20	69.71	615.90	615.90
22	48,800.00	1,213.68	2,459.45	52,473.13	69.71	615.90	615.90
23	49,450.00	1,278.23	2,443.82	53,172.05	69.71	615.90	615.90
24	50,100.00	1,343.85	2,427.13	53,870.98	69.71	615.90	615.90
25	51,100.00	1,410.53	2,435.72	54,946.25	69.71	615.90	615.90
26	52,100.00	1,410.53	2,510.98	56,021.51	69.71	615.90	615.90
27	52,800.00	1,410.53	2,563.67	56,774.20	69.71	615.90	615.90
28	53,350.00	1,410.53	2,605.07	57,365.60	69.71	615.90	615.90
29	53,900.00	1,410.53	2,646.47	57,957.00	69.71	615.90	615.90
30	54,450.00	1,410.53	2,687.87	58,548.40	69.71	615.90	615.90
31	55,000.00	1,410.53	2,729.27	59,139.80	69.71	615.90	615.90
32	55,550.00	1,410.53	2,770.66	59,731.19	69.71	615.90	615.90
33	56,100.00	1,410.53	2,812.06	60,322.59	69.71	615.90	615.90
34	56,650.00	1,410.53	2,853.46	60,913.99	69.71	615.90	615.90
35	57,200.00	1,410.53	2,894.86	61,505.39	69.71	615.90	615.90
36	57,750.00	1,410.53	2,936.25	62,096.78	69.71	615.90	615.90
37	58,300.00	1,410.53	2,977.65	62,688.18	69.71	615.90	615.90
38	58,850.00	1,410.53	3,019.05	63,279.58	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

Not Shown on this schedule -State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

Total Retirement remitted to TRS by District is reduced by column C.

(E) Total District Compensation - Total of columns B through D.

(F) 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.

(G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**

**Mid-Del Schools Compensation Schedule  
2020-2021**

**BACHELORS with NBCT  
Contract Days 181**

BCBS  
Sept 2010

(A)	(B)	(C)	(D)	(E)	(F) (G-1) (G-2)		
					Monthly Benefits		
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash In Lieu of FBA	OR Major Medical thru 12-31-20	FBA for Major Medical effective 1-1-21
0	39,300.00	60.15	2,897.92	42,258.07	69.71	615.90	615.90
1	39,700.00	103.41	2,884.77	42,688.18	69.71	615.90	615.90
2	40,100.00	145.65	2,872.64	43,118.29	69.71	615.90	615.90
3	40,500.00	188.15	2,860.24	43,548.39	69.71	615.90	615.90
4	40,900.00	233.33	2,845.17	43,978.50	69.71	615.90	615.90
5	41,300.00	278.76	2,829.85	44,408.61	69.71	615.90	615.90
6	41,700.00	325.26	2,813.46	44,838.72	69.71	615.90	615.90
7	42,100.00	372.82	2,796.00	45,268.82	69.71	615.90	615.90
8	42,500.00	421.44	2,777.49	45,698.93	69.71	615.90	615.90
9	42,900.00	471.12	2,757.92	46,129.04	69.71	615.90	615.90
10	43,400.00	521.87	2,744.80	46,666.67	69.71	615.90	615.90
11	43,900.00	573.67	2,730.64	47,204.31	69.71	615.90	615.90
12	44,400.00	626.54	2,715.40	47,741.94	69.71	615.90	615.90
13	44,900.00	680.48	2,699.10	48,279.58	69.71	615.90	615.90
14	45,400.00	735.47	2,681.74	48,817.21	69.71	615.90	615.90
15	45,900.00	791.53	2,663.32	49,354.85	69.71	615.90	615.90
16	46,500.00	848.65	2,651.36	50,000.01	69.71	615.90	615.90
17	47,100.00	906.83	2,638.34	50,645.17	69.71	615.90	615.90
18	47,700.00	966.07	2,624.26	51,290.33	69.71	615.90	615.90
19	48,300.00	1,026.38	2,609.11	51,935.49	69.71	615.90	615.90
20	48,900.00	1,087.75	2,592.90	52,580.65	69.71	615.90	615.90
21	49,500.00	1,150.18	2,575.64	53,225.82	69.71	615.90	615.90
22	50,100.00	1,213.68	2,557.30	53,870.98	69.71	615.90	615.90
23	50,700.00	1,278.23	2,537.91	54,516.14	69.71	615.90	615.90
24	51,300.00	1,343.85	2,517.45	55,161.30	69.71	615.90	615.90
25	52,300.00	1,410.53	2,526.04	56,236.57	69.71	615.90	615.90
26	53,300.00	1,410.53	2,601.31	57,311.84	69.71	615.90	615.90
27	54,100.00	1,410.53	2,661.52	58,172.05	69.71	615.90	615.90
28	54,650.00	1,410.53	2,702.92	58,763.45	69.71	615.90	615.90
29	55,200.00	1,410.53	2,744.32	59,354.85	69.71	615.90	615.90
30	55,750.00	1,410.53	2,785.72	59,946.25	69.71	615.90	615.90
31	56,300.00	1,410.53	2,827.11	60,537.64	69.71	615.90	615.90
32	56,850.00	1,410.53	2,868.51	61,129.04	69.71	615.90	615.90
33	57,400.00	1,410.53	2,909.91	61,720.44	69.71	615.90	615.90
34	57,950.00	1,410.53	2,951.31	62,311.84	69.71	615.90	615.90
35	58,500.00	1,410.53	2,992.71	62,903.24	69.71	615.90	615.90
36	59,050.00	1,410.53	3,034.10	63,494.63	69.71	615.90	615.90
37	59,600.00	1,410.53	3,075.50	64,086.03	69.71	615.90	615.90
38	60,150.00	1,410.53	3,116.90	64,677.43	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

Not Shown on this schedule -State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

Total Retirement remitted to TRS by District is reduced by column C.

(E) Total District Compensation - Total of columns B through D.

(F) 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.

(G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**

**This salary schedule pertains only to those full time certified personnel who achieve National Board Certification according to SDE requirements, and began the process AFTER July 1, 2013.**

**Mid-Del Schools Compensation Schedule  
2020-2021**

**BACHELOR + 20**

TB02

**Contract Days**

181

Sept 2010

Step	(A)	(B)	(C)	(D)	(E)	(F)	(G-1)	(G-2)
		2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash In Lieu of FBA	<b>OR</b> FBA for Major Medical thru 12-31-20	FBA for Major Medical effective 1-1-21
0		38,500.00	60.15	2,837.71	41,397.86	69.71	615.90	615.90
1		38,875.00	103.41	2,822.67	41,801.08	69.71	615.90	615.90
2		39,250.00	145.65	2,808.66	42,204.31	69.71	615.90	615.90
3		39,625.00	188.15	2,794.38	42,607.53	69.71	615.90	615.90
4		40,000.00	233.33	2,777.43	43,010.76	69.71	615.90	615.90
5		40,400.00	278.76	2,762.11	43,440.87	69.71	615.90	615.90
6		40,800.00	325.26	2,745.72	43,870.98	69.71	615.90	615.90
7		41,200.00	372.82	2,728.26	44,301.08	69.71	615.90	615.90
8		41,600.00	421.44	2,709.75	44,731.19	69.71	615.90	615.90
9		42,000.00	471.12	2,690.18	45,161.30	69.71	615.90	615.90
10		42,450.00	521.87	2,673.30	45,645.17	69.71	615.90	615.90
11		42,900.00	573.67	2,655.37	46,129.04	69.71	615.90	615.90
12		43,375.00	626.54	2,638.25	46,639.79	69.71	615.90	615.90
13		43,850.00	680.48	2,620.07	47,150.55	69.71	615.90	615.90
14		44,325.00	735.47	2,600.83	47,661.30	69.71	615.90	615.90
15		44,875.00	791.53	2,586.17	48,252.70	69.71	615.90	615.90
16		45,575.00	848.65	2,581.73	49,005.38	69.71	615.90	615.90
17		46,275.00	906.83	2,576.24	49,758.07	69.71	615.90	615.90
18		46,975.00	966.07	2,569.69	50,510.76	69.71	615.90	615.90
19		47,675.00	1,026.38	2,562.07	51,263.45	69.71	615.90	615.90
20		48,375.00	1,087.75	2,553.39	52,016.14	69.71	615.90	615.90
21		49,075.00	1,150.18	2,543.65	52,768.83	69.71	615.90	615.90
22		49,775.00	1,213.68	2,532.83	53,521.51	69.71	615.90	615.90
23		50,475.00	1,278.23	2,520.97	54,274.20	69.71	615.90	615.90
24		51,175.00	1,343.85	2,508.04	55,026.89	69.71	615.90	615.90
25		52,175.00	1,410.53	2,516.63	56,102.16	69.71	615.90	615.90
26		53,175.00	1,410.53	2,591.90	57,177.43	69.71	615.90	615.90
27		53,975.00	1,410.53	2,652.11	58,037.64	69.71	615.90	615.90
28		54,525.00	1,410.53	2,693.51	58,629.04	69.71	615.90	615.90
29		55,075.00	1,410.53	2,734.91	59,220.44	69.71	615.90	615.90
30		55,625.00	1,410.53	2,776.31	59,811.84	69.71	615.90	615.90
31		56,175.00	1,410.53	2,817.71	60,403.24	69.71	615.90	615.90
32		56,725.00	1,410.53	2,859.10	60,994.63	69.71	615.90	615.90
33		57,275.00	1,410.53	2,900.50	61,586.03	69.71	615.90	615.90
34		57,825.00	1,410.53	2,941.90	62,177.43	69.71	615.90	615.90
35		58,375.00	1,410.53	2,983.30	62,768.83	69.71	615.90	615.90
36		58,925.00	1,410.53	3,024.70	63,360.23	69.71	615.90	615.90
37		59,475.00	1,410.53	3,066.09	63,951.62	69.71	615.90	615.90
38		60,025.00	1,410.53	3,107.49	64,543.02	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

Not Shown on this schedule - State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

Total Retirement remitted to TRS by District is reduced by column C.

(E) Total District Compensation - Total of columns B through D.

(F) 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.

(G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

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**Mid-Del Schools Compensation Schedule  
2020-2021**

**BACHELOR + 20 With NBCT**

BCB2

**Contract Days**

181

Sept-2010

(A)	(B)	(C)	(D)	(E)	(F)	(G-1)	(G-2)
	2020-2021	Additional	Teachers'	Total	Monthly Benefits		
Step	Base	Teachers'	Retirement	District	Cash	FBA for	FBA for
	Salary	Ret. Credit	Paid by Dist	Compensation	In Lieu of	Major	Major
					FBA	Medical	Medical
					OR	thru 12-31-20	effective 1-1-21
0	40,000.00	60.15	2,950.61	43,010.76	69.71	615.90	615.90
1	40,400.00	103.41	2,937.46	43,440.87	69.71	615.90	615.90
2	40,800.00	145.65	2,925.33	43,870.98	69.71	615.90	615.90
3	41,200.00	188.15	2,912.93	44,301.08	69.71	615.90	615.90
4	41,600.00	233.33	2,897.86	44,731.19	69.71	615.90	615.90
5	42,050.00	278.76	2,886.30	45,215.06	69.71	615.90	615.90
6	42,500.00	325.26	2,873.67	45,698.93	69.71	615.90	615.90
7	42,950.00	372.82	2,859.98	46,182.80	69.71	615.90	615.90
8	43,400.00	421.44	2,845.23	46,666.67	69.71	615.90	615.90
9	43,850.00	471.12	2,829.43	47,150.55	69.71	615.90	615.90
10	44,350.00	521.87	2,816.31	47,688.18	69.71	615.90	615.90
11	44,850.00	573.67	2,802.14	48,225.81	69.71	615.90	615.90
12	45,350.00	626.54	2,786.91	48,763.45	69.71	615.90	615.90
13	45,850.00	680.48	2,770.60	49,301.08	69.71	615.90	615.90
14	46,350.00	735.47	2,753.25	49,838.72	69.71	615.90	615.90
15	46,900.00	791.53	2,738.59	50,430.12	69.71	615.90	615.90
16	47,450.00	848.65	2,722.86	51,021.51	69.71	615.90	615.90
17	48,000.00	906.83	2,706.08	51,612.91	69.71	615.90	615.90
18	48,550.00	966.07	2,688.24	52,204.31	69.71	615.90	615.90
19	49,100.00	1,026.38	2,669.33	52,795.71	69.71	615.90	615.90
20	49,700.00	1,087.75	2,653.12	53,440.87	69.71	615.90	615.90
21	50,300.00	1,150.18	2,635.85	54,086.03	69.71	615.90	615.90
22	50,900.00	1,213.68	2,617.51	54,731.19	69.71	615.90	615.90
23	51,600.00	1,278.23	2,605.65	55,483.88	69.71	615.90	615.90
24	52,300.00	1,343.85	2,592.72	56,236.57	69.71	615.90	615.90
25	53,300.00	1,410.53	2,601.31	57,311.84	69.71	615.90	615.90
26	54,300.00	1,410.53	2,676.58	58,387.11	69.71	615.90	615.90
27	55,100.00	1,410.53	2,736.79	59,247.32	69.71	615.90	615.90
28	55,650.00	1,410.53	2,778.19	59,838.72	69.71	615.90	615.90
29	56,200.00	1,410.53	2,819.59	60,430.12	69.71	615.90	615.90
30	56,750.00	1,410.53	2,860.99	61,021.52	69.71	615.90	615.90
31	57,300.00	1,410.53	2,902.38	61,612.91	69.71	615.90	615.90
32	57,850.00	1,410.53	2,943.78	62,204.31	69.71	615.90	615.90
33	58,400.00	1,410.53	2,985.18	62,795.71	69.71	615.90	615.90
34	58,950.00	1,410.53	3,026.58	63,387.11	69.71	615.90	615.90
35	59,500.00	1,410.53	3,067.98	63,978.51	69.71	615.90	615.90
36	60,050.00	1,410.53	3,109.37	64,569.90	69.71	615.90	615.90
37	60,600.00	1,410.53	3,150.77	65,161.30	69.71	615.90	615.90
38	61,150.00	1,410.53	3,192.17	65,752.70	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

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(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

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**Mid-Del Schools  
Compensation Schedule  
2020-2021**

**MASTERS**

TM01

**Contract Days** 181

Sept-2010

(A)	(B)	(C)	(D)	(E)	Monthly Benefits		
					(F)	(G-1)	(G-2)
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash In Lieu of FBA	OR FBA for Major Medical thru 12-31-20	FBA for Major Medical effective 1-1-21
0	40,000.00	60.15	2,950.61	43,010.76	69.71	615.90	615.90
1	40,400.00	103.41	2,937.46	43,440.87	69.71	615.90	615.90
2	40,800.00	145.65	2,925.33	43,870.98	69.71	615.90	615.90
3	41,200.00	188.15	2,912.93	44,301.08	69.71	615.90	615.90
4	41,600.00	233.33	2,897.86	44,731.19	69.71	615.90	615.90
5	42,050.00	278.76	2,886.30	45,215.06	69.71	615.90	615.90
6	42,500.00	325.26	2,873.67	45,698.93	69.71	615.90	615.90
7	42,950.00	372.82	2,859.98	46,182.80	69.71	615.90	615.90
8	43,400.00	421.44	2,845.23	46,666.67	69.71	615.90	615.90
9	43,850.00	471.12	2,829.43	47,150.55	69.71	615.90	615.90
10	44,350.00	521.87	2,816.31	47,688.18	69.71	615.90	615.90
11	44,850.00	573.67	2,802.14	48,225.81	69.71	615.90	615.90
12	45,350.00	626.54	2,786.91	48,763.45	69.71	615.90	615.90
13	45,850.00	680.48	2,770.60	49,301.08	69.71	615.90	615.90
14	46,350.00	735.47	2,753.25	49,838.72	69.71	615.90	615.90
15	46,950.00	791.53	2,742.35	50,483.88	69.71	615.90	615.90
16	47,550.00	848.65	2,730.39	51,129.04	69.71	615.90	615.90
17	48,150.00	906.83	2,717.37	51,774.20	69.71	615.90	615.90
18	48,750.00	966.07	2,703.29	52,419.36	69.71	615.90	615.90
19	49,450.00	1,026.38	2,695.67	53,172.05	69.71	615.90	615.90
20	50,150.00	1,087.75	2,686.99	53,924.74	69.71	615.90	615.90
21	50,850.00	1,150.18	2,677.25	54,677.43	69.71	615.90	615.90
22	51,550.00	1,213.68	2,666.44	55,430.12	69.71	615.90	615.90
23	52,350.00	1,278.23	2,662.10	56,290.33	69.71	615.90	615.90
24	53,150.00	1,343.85	2,656.70	57,150.55	69.71	615.90	615.90
25	54,350.00	1,410.53	2,680.34	58,440.87	69.71	615.90	615.90
26	55,350.00	1,410.53	2,755.61	59,516.14	69.71	615.90	615.90
27	56,050.00	1,410.53	2,808.30	60,268.83	69.71	615.90	615.90
28	56,750.00	1,410.53	2,860.99	61,021.52	69.71	615.90	615.90
29	57,450.00	1,410.53	2,913.67	61,774.20	69.71	615.90	615.90
30	58,150.00	1,410.53	2,966.36	62,526.89	69.71	615.90	615.90
31	58,750.00	1,410.53	3,011.52	63,172.05	69.71	615.90	615.90
32	59,350.00	1,410.53	3,056.69	63,817.22	69.71	615.90	615.90
33	59,950.00	1,410.53	3,101.85	64,462.38	69.71	615.90	615.90
34	60,550.00	1,410.53	3,147.01	65,107.54	69.71	615.90	615.90
35	61,150.00	1,410.53	3,192.17	65,752.70	69.71	615.90	615.90
36	61,750.00	1,410.53	3,237.33	66,397.86	69.71	615.90	615.90
37	62,350.00	1,410.53	3,282.49	67,043.02	69.71	615.90	615.90
38	62,950.00	1,410.53	3,327.65	67,688.18	69.71	615.90	615.90
39	63,550.00	1,410.53	3,372.81	68,333.34	69.71	615.90	615.90
40	64,150.00	1,410.53	3,417.98	68,978.51	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

Not Shown on this schedule - State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

Total Retirement remitted to TRS by District is reduced by column C.

(E) Total District Compensation - Total of columns B through D.

(F) 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.

(G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**

**Mid-Del Schools  
Compensation Schedule  
2020-2021**

**MASTERS with NBCT**

BCMS

**Contract Days 181**

Sept-2010

(A)	(B)	(C)	(D)	(E)	(F)	(G-1)	(G-2)
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash In Lieu of FBA	OR FBA for Major Medical thru 12-31-20	FBA for Major Medical effective 1-1-21
0	41,300.00	60.15	3,048.46	44,408.61	69.71	615.90	615.90
1	41,700.00	103.41	3,035.31	44,838.72	69.71	615.90	615.90
2	42,100.00	145.65	3,023.17	45,268.82	69.71	615.90	615.90
3	42,500.00	188.15	3,010.78	45,698.93	69.71	615.90	615.90
4	42,950.00	233.33	2,999.47	46,182.80	69.71	615.90	615.90
5	43,400.00	278.76	2,987.91	46,666.67	69.71	615.90	615.90
6	43,850.00	325.26	2,975.29	47,150.55	69.71	615.90	615.90
7	44,300.00	372.82	2,961.60	47,634.42	69.71	615.90	615.90
8	44,750.00	421.44	2,946.85	48,118.29	69.71	615.90	615.90
9	45,200.00	471.12	2,931.04	48,602.16	69.71	615.90	615.90
10	45,700.00	521.87	2,917.92	49,139.79	69.71	615.90	615.90
11	46,200.00	573.67	2,903.76	49,677.43	69.71	615.90	615.90
12	46,700.00	626.54	2,888.52	50,215.06	69.71	615.90	615.90
13	47,200.00	680.48	2,872.22	50,752.70	69.71	615.90	615.90
14	47,700.00	735.47	2,854.86	51,290.33	69.71	615.90	615.90
15	48,300.00	791.53	2,843.96	51,935.49	69.71	615.90	615.90
16	49,000.00	848.65	2,839.53	52,688.18	69.71	615.90	615.90
17	49,700.00	906.83	2,834.04	53,440.87	69.71	615.90	615.90
18	50,400.00	966.07	2,827.49	54,193.56	69.71	615.90	615.90
19	51,200.00	1,026.38	2,827.39	55,053.77	69.71	615.90	615.90
20	52,000.00	1,087.75	2,826.24	55,913.99	69.71	615.90	615.90
21	52,800.00	1,150.18	2,824.02	56,774.20	69.71	615.90	615.90
22	53,600.00	1,213.68	2,820.74	57,634.42	69.71	615.90	615.90
23	54,400.00	1,278.23	2,816.40	58,494.63	69.71	615.90	615.90
24	55,400.00	1,343.85	2,826.05	59,569.90	69.71	615.90	615.90
25	56,400.00	1,410.53	2,834.64	60,645.17	69.71	615.90	615.90
26	57,125.00	1,410.53	2,889.21	61,424.74	69.71	615.90	615.90
27	57,850.00	1,410.53	2,943.78	62,204.31	69.71	615.90	615.90
28	58,575.00	1,410.53	2,998.35	62,983.88	69.71	615.90	615.90
29	59,300.00	1,410.53	3,052.92	63,763.45	69.71	615.90	615.90
30	60,025.00	1,410.53	3,107.49	64,543.02	69.71	615.90	615.90
31	60,750.00	1,410.53	3,162.06	65,322.59	69.71	615.90	615.90
32	61,475.00	1,410.53	3,216.63	66,102.16	69.71	615.90	615.90
33	62,200.00	1,410.53	3,271.20	66,881.73	69.71	615.90	615.90
34	62,925.00	1,410.53	3,325.77	67,661.30	69.71	615.90	615.90
35	63,650.00	1,410.53	3,380.34	68,440.87	69.71	615.90	615.90
36	64,375.00	1,410.53	3,434.91	69,220.44	69.71	615.90	615.90
37	65,100.00	1,410.53	3,489.48	70,000.01	69.71	615.90	615.90
38	65,825.00	1,410.53	3,544.05	70,779.58	69.71	615.90	615.90
39	66,550.00	1,410.53	3,598.62	71,559.15	69.71	615.90	615.90
40	67,275.00	1,410.53	3,653.19	72,338.72	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

Not Shown on this schedule - State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

Total Retirement remitted to TRS by District is reduced by column C.

(E) Total District Compensation - Total of columns B through D.

(F) 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.

(G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**

**This salary schedule pertains only to those full time certified personnel who achieve National Board Certification according to SDE requirements, and began the process AFTER July 1, 2013.**

**Mid-Del Schools Compensation Schedule  
2020-2021**

**MASTERS +30**

TM02

**Contract Days**

181

Sept-2010

(A)	(B)	(C)	(D)	(E)	(F)	(G-1)	(G-2)
	2020-2021	Additional	Teachers'	Total	Monthly Benefits		
Step	Base	Teachers'	Retirement	District	Cash	FBA for	FBA for
	Salary	Ret. Credit	Paid by Dist	Compensation	In Lieu of	Major	Major
					FBA	Medical	Medical
					OR	thru 12-31-20	effective 1-1-21
0	40,200.00	60.15	2,965.66	43,225.81	69.71	615.90	615.90
1	40,600.00	103.41	2,952.51	43,655.92	69.71	615.90	615.90
2	41,000.00	145.65	2,940.38	44,086.03	69.71	615.90	615.90
3	41,400.00	188.15	2,927.99	44,516.14	69.71	615.90	615.90
4	41,800.00	233.33	2,912.91	44,946.24	69.71	615.90	615.90
5	42,250.00	278.76	2,901.36	45,430.12	69.71	615.90	615.90
6	42,700.00	325.26	2,888.73	45,913.99	69.71	615.90	615.90
7	43,150.00	372.82	2,875.04	46,397.86	69.71	615.90	615.90
8	43,600.00	421.44	2,860.29	46,881.73	69.71	615.90	615.90
9	44,050.00	471.12	2,844.48	47,365.60	69.71	615.90	615.90
10	44,550.00	521.87	2,831.36	47,903.23	69.71	615.90	615.90
11	45,050.00	573.67	2,817.20	48,440.87	69.71	615.90	615.90
12	45,550.00	626.54	2,801.96	48,978.50	69.71	615.90	615.90
13	46,050.00	680.48	2,785.66	49,516.14	69.71	615.90	615.90
14	46,550.00	735.47	2,768.30	50,053.77	69.71	615.90	615.90
15	47,150.00	791.53	2,757.40	50,698.93	69.71	615.90	615.90
16	47,850.00	848.65	2,752.97	51,451.62	69.71	615.90	615.90
17	48,550.00	906.83	2,747.48	52,204.31	69.71	615.90	615.90
18	49,350.00	966.07	2,748.46	53,064.53	69.71	615.90	615.90
19	50,150.00	1,026.38	2,748.36	53,924.74	69.71	615.90	615.90
20	50,950.00	1,087.75	2,747.21	54,784.96	69.71	615.90	615.90
21	51,750.00	1,150.18	2,744.99	55,645.17	69.71	615.90	615.90
22	52,650.00	1,213.68	2,749.23	56,612.91	69.71	615.90	615.90
23	53,550.00	1,278.23	2,752.42	57,580.65	69.71	615.90	615.90
24	54,550.00	1,343.85	2,762.07	58,655.92	69.71	615.90	615.90
25	55,750.00	1,410.53	2,785.72	59,946.25	69.71	615.90	615.90
26	56,950.00	1,410.53	2,876.04	61,236.57	69.71	615.90	615.90
27	57,750.00	1,410.53	2,936.25	62,096.78	69.71	615.90	615.90
28	58,500.00	1,410.53	2,992.71	62,903.24	69.71	615.90	615.90
29	59,250.00	1,410.53	3,049.16	63,709.69	69.71	615.90	615.90
30	60,000.00	1,410.53	3,105.61	64,516.14	69.71	615.90	615.90
31	60,725.00	1,410.53	3,160.18	65,295.71	69.71	615.90	615.90
32	61,450.00	1,410.53	3,214.75	66,075.28	69.71	615.90	615.90
33	62,175.00	1,410.53	3,269.32	66,854.85	69.71	615.90	615.90
34	62,900.00	1,410.53	3,323.89	67,634.42	69.71	615.90	615.90
35	63,625.00	1,410.53	3,378.46	68,413.99	69.71	615.90	615.90
36	64,350.00	1,410.53	3,433.03	69,193.56	69.71	615.90	615.90
37	65,075.00	1,410.53	3,487.60	69,973.13	69.71	615.90	615.90
38	65,800.00	1,410.53	3,542.17	70,752.70	69.71	615.90	615.90
39	66,525.00	1,410.53	3,596.74	71,532.27	69.71	615.90	615.90
40	67,250.00	1,410.53	3,651.31	72,311.84	69.71	615.90	615.90
41	67,975.00	1,410.53	3,705.88	73,091.41	69.71	615.90	615.90
42	68,700.00	1,410.53	3,760.45	73,870.98	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

Not Shown on this schedule - State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

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(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

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**Mid-Del Schools Compensation Schedule  
2020-2021**

**MASTERS +30 with NBCT**

BCM3

**Contract Days** 181

Sept-2010

(A)	(B)	(C)	(D)	(E)	(F)	(G-1)	(G-2)
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash In Lieu of FBA	<b>OR</b> FBA for Major Medical thru 12-31-20	FBA for Major Medical effective 1-1-21
0	41,360.00	60.15	3,052.98	44,473.13	69.71	615.90	615.90
1	41,760.00	103.41	3,039.82	44,903.23	69.71	615.90	615.90
2	42,160.00	145.65	3,027.69	45,333.34	69.71	615.90	615.90
3	42,560.00	188.15	3,015.30	45,763.45	69.71	615.90	615.90
4	42,960.00	233.33	3,000.23	46,193.56	69.71	615.90	615.90
5	43,410.00	278.76	2,988.67	46,677.43	69.71	615.90	615.90
6	43,860.00	325.26	2,976.04	47,161.30	69.71	615.90	615.90
7	44,310.00	372.82	2,962.35	47,645.17	69.71	615.90	615.90
8	44,760.00	421.44	2,947.60	48,129.04	69.71	615.90	615.90
9	45,210.00	471.12	2,931.79	48,612.91	69.71	615.90	615.90
10	45,710.00	521.87	2,918.68	49,150.55	69.71	615.90	615.90
11	46,210.00	573.67	2,904.51	49,688.18	69.71	615.90	615.90
12	46,710.00	626.54	2,889.27	50,225.81	69.71	615.90	615.90
13	47,210.00	680.48	2,872.97	50,763.45	69.71	615.90	615.90
14	47,710.00	735.47	2,855.61	51,301.08	69.71	615.90	615.90
15	48,310.00	791.53	2,844.72	51,946.25	69.71	615.90	615.90
16	49,010.00	848.65	2,840.28	52,698.93	69.71	615.90	615.90
17	49,710.00	906.83	2,834.79	53,451.62	69.71	615.90	615.90
18	50,510.00	966.07	2,835.77	54,311.84	69.71	615.90	615.90
19	51,310.00	1,026.38	2,835.67	55,172.05	69.71	615.90	615.90
20	52,110.00	1,087.75	2,834.52	56,032.27	69.71	615.90	615.90
21	52,910.00	1,150.18	2,832.30	56,892.48	69.71	615.90	615.90
22	53,810.00	1,213.68	2,836.54	57,860.22	69.71	615.90	615.90
23	54,710.00	1,278.23	2,839.74	58,827.97	69.71	615.90	615.90
24	55,710.00	1,343.85	2,849.39	59,903.24	69.71	615.90	615.90
25	56,940.00	1,410.53	2,875.29	61,225.82	69.71	615.90	615.90
26	58,140.00	1,410.53	2,965.61	62,516.14	69.71	615.90	615.90
27	58,940.00	1,410.53	3,025.82	63,376.35	69.71	615.90	615.90
28	59,690.00	1,410.53	3,082.28	64,182.81	69.71	615.90	615.90
29	60,440.00	1,410.53	3,138.73	64,989.26	69.71	615.90	615.90
30	61,190.00	1,410.53	3,195.18	65,795.71	69.71	615.90	615.90
31	61,915.00	1,410.53	3,249.75	66,575.28	69.71	615.90	615.90
32	62,640.00	1,410.53	3,304.32	67,354.85	69.71	615.90	615.90
33	63,365.00	1,410.53	3,358.89	68,134.42	69.71	615.90	615.90
34	64,090.00	1,410.53	3,413.46	68,913.99	69.71	615.90	615.90
35	64,815.00	1,410.53	3,468.03	69,693.56	69.71	615.90	615.90
36	65,540.00	1,410.53	3,522.60	70,473.13	69.71	615.90	615.90
37	66,265.00	1,410.53	3,577.17	71,252.70	69.71	615.90	615.90
38	66,990.00	1,410.53	3,631.74	72,032.27	69.71	615.90	615.90
39	67,715.00	1,410.53	3,686.31	72,811.84	69.71	615.90	615.90
40	68,440.00	1,410.53	3,740.88	73,591.41	69.71	615.90	615.90
41	69,165.00	1,410.53	3,795.45	74,370.98	69.71	615.90	615.90
42	69,890.00	1,410.53	3,850.02	75,150.55	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

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(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

Total Retirement remitted to TRS by District is reduced by column C.

(E) Total District Compensation - Total of columns B through D.

(F) 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.

(G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**

**This salary schedule pertains only to those full time certified personnel who achieve National Board Certification according to SDE requirements, and began the process AFTER July 1, 2013.**

**Mid-Del Schools Compensation Schedule  
2020-2021**

**DOCTORATE**

TP01

**Contract Days** 181

Sept-2010

(A)	(B)	(C)	(D)	(E)	(F)	(G-1)	(G-2)
					<b>Monthly Benefits</b>		
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash In Lieu of FBA	<b>OR</b> FBA for Major Medical thru 12-31-20	FBA for Major Medical effective 1-1-21
0	41,500.00	60.15	3,063.51	44,623.66	69.71	615.90	615.90
1	41,900.00	103.41	3,050.36	45,053.77	69.71	615.90	615.90
2	42,300.00	145.65	3,038.23	45,483.88	69.71	615.90	615.90
3	42,700.00	188.15	3,025.84	45,913.99	69.71	615.90	615.90
4	43,150.00	233.33	3,014.53	46,397.86	69.71	615.90	615.90
5	43,600.00	278.76	3,002.97	46,881.73	69.71	615.90	615.90
6	44,050.00	325.26	2,990.34	47,365.60	69.71	615.90	615.90
7	44,500.00	372.82	2,976.65	47,849.47	69.71	615.90	615.90
8	44,950.00	421.44	2,961.90	48,333.34	69.71	615.90	615.90
9	45,400.00	471.12	2,946.09	48,817.21	69.71	615.90	615.90
10	45,950.00	521.87	2,936.74	49,408.61	69.71	615.90	615.90
11	46,650.00	573.67	2,937.63	50,161.30	69.71	615.90	615.90
12	47,350.00	626.54	2,937.45	50,913.99	69.71	615.90	615.90
13	48,050.00	680.48	2,936.20	51,666.68	69.71	615.90	615.90
14	48,750.00	735.47	2,933.89	52,419.36	69.71	615.90	615.90
15	49,450.00	791.53	2,930.52	53,172.05	69.71	615.90	615.90
16	50,150.00	848.65	2,926.09	53,924.74	69.71	615.90	615.90
17	50,850.00	906.83	2,920.60	54,677.43	69.71	615.90	615.90
18	51,550.00	966.07	2,914.05	55,430.12	69.71	615.90	615.90
19	52,250.00	1,026.38	2,906.43	56,182.81	69.71	615.90	615.90
20	52,950.00	1,087.75	2,897.74	56,935.49	69.71	615.90	615.90
21	53,950.00	1,150.18	2,910.58	58,010.76	69.71	615.90	615.90
22	54,950.00	1,213.68	2,922.35	59,086.03	69.71	615.90	615.90
23	55,950.00	1,278.23	2,933.07	60,161.30	69.71	615.90	615.90
24	56,950.00	1,343.85	2,942.72	61,236.57	69.71	615.90	615.90
25	57,950.00	1,410.53	2,951.31	62,311.84	69.71	615.90	615.90
26	58,950.00	1,410.53	3,026.58	63,387.11	69.71	615.90	615.90
27	59,700.00	1,410.53	3,083.03	64,193.56	69.71	615.90	615.90
28	60,450.00	1,410.53	3,139.48	65,000.01	69.71	615.90	615.90
29	61,200.00	1,410.53	3,195.93	65,806.46	69.71	615.90	615.90
30	61,950.00	1,410.53	3,252.38	66,612.91	69.71	615.90	615.90
31	62,700.00	1,410.53	3,308.84	67,419.37	69.71	615.90	615.90
32	63,450.00	1,410.53	3,365.29	68,225.82	69.71	615.90	615.90
33	64,200.00	1,410.53	3,421.74	69,032.27	69.71	615.90	615.90
34	64,950.00	1,410.53	3,478.19	69,838.72	69.71	615.90	615.90
35	65,700.00	1,410.53	3,534.64	70,645.17	69.71	615.90	615.90
36	66,450.00	1,410.53	3,591.10	71,451.63	69.71	615.90	615.90
37	67,200.00	1,410.53	3,647.55	72,258.08	69.71	615.90	615.90
38	67,950.00	1,410.53	3,704.00	73,064.53	69.71	615.90	615.90
39	68,700.00	1,410.53	3,760.45	73,870.98	69.71	615.90	615.90
40	69,450.00	1,410.53	3,816.90	74,677.43	69.71	615.90	615.90
41	70,200.00	1,410.53	3,873.35	75,483.88	69.71	615.90	615.90
42	70,950.00	1,410.53	3,929.81	76,290.34	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

Not Shown on this schedule - State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

Total Retirement remitted to TRS by District is reduced by column C.

(E) Total District Compensation - Total of columns B through D.

(F) 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.

(G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**

**Mid-Del Schools  
Technology Center  
Compensation Schedule  
2020-2021**

**BACHELORS**

TB01  
Sep 2010

Contract Days		186							
(A)	(B)	(C)	(D)	(E)	(F)	(G-1)	(G-2)		
					<b>Monthly Benefits</b>				
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash	FBA for		FBA for	
					In Lieu of FBA	OR	Major Medical thru 12-31-20	Major Medical effective 1-1-21	
0	51,738.00	60.15	3,834.12	55,632.27	69.71		615.90		615.90
1	52,908.00	103.41	3,878.92	56,890.33	69.71		615.90		615.90
2	54,078.00	145.65	3,924.75	58,148.40	69.71		615.90		615.90
3	54,457.00	188.15	3,910.77	58,555.92	69.71		615.90		615.90
4	54,835.00	233.33	3,894.05	58,962.38	69.71		615.90		615.90
5	55,226.00	278.76	3,878.05	59,382.81	69.71		615.90		615.90
6	55,608.00	325.26	3,860.30	59,793.56	69.71		615.90		615.90
7	55,991.00	372.82	3,841.57	60,205.39	69.71		615.90		615.90
8	56,373.00	421.44	3,821.70	60,616.14	69.71		615.90		615.90
9	56,755.00	471.12	3,800.77	61,026.89	69.71		615.90		615.90
10	57,258.00	521.87	3,787.88	61,567.75	69.71		615.90		615.90
11	57,645.00	573.67	3,765.21	61,983.88	69.71		615.90		615.90
12	58,050.00	626.54	3,742.83	62,419.37	69.71		615.90		615.90
13	58,561.00	680.48	3,727.35	62,968.83	69.71		615.90		615.90
14	59,141.00	735.47	3,716.01	63,592.48	69.71		615.90		615.90
15	59,786.00	791.53	3,708.50	64,286.03	69.71		615.90		615.90
16	60,464.00	848.65	3,702.41	65,015.06	69.71		615.90		615.90
17	60,654.00	906.83	3,658.54	65,219.37	69.71		615.90		615.90
18	61,265.00	966.07	3,645.29	65,876.36	69.71		615.90		615.90
19	61,495.00	1,026.38	3,602.29	66,123.67	69.71		615.90		615.90
20	61,746.00	1,087.75	3,559.81	66,393.56	69.71		615.90		615.90
21	62,313.00	1,150.18	3,540.06	67,003.24	69.71		615.90		615.90
22	62,959.00	1,213.68	3,525.18	67,697.86	69.71		615.90		615.90
23	63,604.00	1,278.23	3,509.18	68,391.41	69.71		615.90		615.90
24	64,249.00	1,343.85	3,492.11	69,084.96	69.71		615.90		615.90
25	65,851.00	1,410.53	3,546.01	70,807.54	69.71		615.90		615.90
26	66,427.00	1,410.53	3,589.36	71,426.89	69.71		615.90		615.90
27	67,002.00	1,410.53	3,632.64	72,045.17	69.71		615.90		615.90
28	67,577.00	1,410.53	3,675.92	72,663.45	69.71		615.90		615.90
29	68,153.00	1,410.53	3,719.28	73,282.81	69.71		615.90		615.90
30	68,728.00	1,410.53	3,762.56	73,901.09	69.71		615.90		615.90
31	69,303.00	1,410.53	3,805.84	74,519.37	69.71		615.90		615.90
32	69,879.00	1,410.53	3,849.19	75,138.72	69.71		615.90		615.90
33	70,454.00	1,410.53	3,892.47	75,757.00	69.71		615.90		615.90
34	71,029.00	1,410.53	3,935.75	76,375.28	69.71		615.90		615.90
35	71,604.00	1,410.53	3,979.03	76,993.56	69.71		615.90		615.90
36	72,180.00	1,410.53	4,022.39	77,612.92	69.71		615.90		615.90
37	72,755.00	1,410.53	4,065.67	78,231.20	69.71		615.90		615.90

- (A) Step - Salary placement level.
- (B) 2020-2021 Base Salary - Negotiated base salary.
- (C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.  
Not Shown on this schedule -State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.
- (D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).  
Total Retirement remitted to TRS by District is reduced by column C.
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- (F) 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.
- (G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.
- (G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.
- (H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**

**Mid-Del Schools  
Technology Center  
Compensation Schedule  
2020-2021**

**BACHELOR + 20**

**Contract Days 186**

TVB2

Sept 2010

(A)	(B)	(C)	(D)	(E)	(F)	(G-1)		(G-2)
						Monthly Benefits		
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash In Lieu of FBA	OR	FBA for Major Medical thru 12-31-20	FBA for Major Medical effective 1-1-21
0	51,977.00	60.15	3,852.11	55,889.26	69.71		615.90	615.90
1	53,163.00	103.41	3,898.12	57,164.53	69.71		615.90	615.90
2	54,348.00	145.65	3,945.07	58,438.72	69.71		615.90	615.90
3	54,736.00	188.15	3,931.77	58,855.92	69.71		615.90	615.90
4	55,114.00	233.33	3,915.05	59,262.38	69.71		615.90	615.90
5	55,527.00	278.76	3,900.70	59,706.46	69.71		615.90	615.90
6	55,917.00	325.26	3,883.56	60,125.82	69.71		615.90	615.90
7	56,300.00	372.82	3,864.82	60,537.64	69.71		615.90	615.90
8	56,747.00	421.44	3,849.85	61,018.29	69.71		615.90	615.90
9	57,245.00	471.12	3,837.65	61,553.77	69.71		615.90	615.90
10	57,738.00	521.87	3,824.01	62,083.88	69.71		615.90	615.90
11	58,241.00	573.67	3,810.07	62,624.74	69.71		615.90	615.90
12	58,776.00	626.54	3,797.47	63,200.01	69.71		615.90	615.90
13	59,352.00	680.48	3,786.89	63,819.37	69.71		615.90	615.90
14	60,005.00	735.47	3,781.05	64,521.52	69.71		615.90	615.90
15	60,698.00	791.53	3,777.15	65,266.68	69.71		615.90	615.90
16	61,416.00	848.65	3,774.07	66,038.72	69.71		615.90	615.90
17	61,639.00	906.83	3,732.68	66,278.51	69.71		615.90	615.90
18	62,277.00	966.07	3,721.46	66,964.53	69.71		615.90	615.90
19	62,541.00	1,026.38	3,681.02	67,248.40	69.71		615.90	615.90
20	62,827.00	1,087.75	3,641.18	67,555.93	69.71		615.90	615.90
21	63,393.00	1,150.18	3,621.35	68,164.53	69.71		615.90	615.90
22	64,066.00	1,213.68	3,608.50	68,888.18	69.71		615.90	615.90
23	64,738.00	1,278.23	3,594.53	69,610.76	69.71		615.90	615.90
24	65,410.00	1,343.85	3,579.50	70,333.35	69.71		615.90	615.90
25	67,038.00	1,410.53	3,635.35	72,083.88	69.71		615.90	615.90
26	67,640.00	1,410.53	3,680.67	72,731.20	69.71		615.90	615.90
27	68,242.00	1,410.53	3,725.98	73,378.51	69.71		615.90	615.90
28	68,844.00	1,410.53	3,771.29	74,025.82	69.71		615.90	615.90
29	69,447.00	1,410.53	3,816.68	74,674.21	69.71		615.90	615.90
30	70,049.00	1,410.53	3,861.99	75,321.52	69.71		615.90	615.90
31	70,651.00	1,410.53	3,907.30	75,968.83	69.71		615.90	615.90
32	71,253.00	1,410.53	3,952.61	76,616.14	69.71		615.90	615.90
33	71,855.00	1,410.53	3,997.92	77,263.45	69.71		615.90	615.90
34	72,457.00	1,410.53	4,043.24	77,910.77	69.71		615.90	615.90
35	73,059.00	1,410.53	4,088.55	78,558.08	69.71		615.90	615.90
36	73,661.00	1,410.53	4,133.86	79,205.39	69.71		615.90	615.90
37	74,263.00	1,410.53	4,179.17	79,852.70	69.71		615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

Not Shown on this schedule - State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

Total Retirement remitted to TRS by District is reduced by column C.

(E) Total District Compensation - Total of columns B through D.

(F) 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.

(G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**



**Mid-Del Schools  
Technology Center  
Compensation Schedule  
2020-2021**

**MASTERS**

TVM1

**Contract Days**

186

Sept-2010

(A)	(B)	(C)	(D)	(E)	(F)	(G-1)	(G-2)
					<b>Monthly Benefits</b>		
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation	Cash In Lieu of FBA	<b>OR</b> FBA for Major Medical thru 12-31-20	FBA for Major Medical effective 1-1-21
0	53,133.00	60.15	3,939.12	57,132.27	69.71	615.90	615.90
1	54,331.00	103.41	3,986.03	58,420.44	69.71	615.90	615.90
2	55,529.00	145.65	4,033.96	59,708.61	69.71	615.90	615.90
3	55,929.00	188.15	4,021.57	60,138.72	69.71	615.90	615.90
4	56,307.00	233.33	4,004.84	60,545.17	69.71	615.90	615.90
5	56,729.00	278.76	3,991.18	60,998.94	69.71	615.90	615.90
6	57,135.00	325.26	3,975.23	61,435.49	69.71	615.90	615.90
7	57,518.00	372.82	3,956.50	61,847.32	69.71	615.90	615.90
8	57,926.00	421.44	3,938.59	62,286.03	69.71	615.90	615.90
9	58,378.00	471.12	3,922.93	62,772.05	69.71	615.90	615.90
10	59,035.00	521.87	3,921.64	63,478.51	69.71	615.90	615.90
11	59,569.00	573.67	3,910.03	64,052.70	69.71	615.90	615.90
12	60,139.00	626.54	3,900.06	64,665.60	69.71	615.90	615.90
13	60,668.00	680.48	3,885.94	65,234.42	69.71	615.90	615.90
14	61,382.00	735.47	3,884.69	66,002.16	69.71	615.90	615.90
15	62,136.00	791.53	3,885.38	66,812.91	69.71	615.90	615.90
16	62,888.00	848.65	3,884.87	67,621.52	69.71	615.90	615.90
17	63,143.00	906.83	3,845.88	67,895.71	69.71	615.90	615.90
18	63,809.00	966.07	3,836.77	68,611.84	69.71	615.90	615.90
19	64,109.00	1,026.38	3,799.04	68,934.42	69.71	615.90	615.90
20	64,431.00	1,087.75	3,761.91	69,280.66	69.71	615.90	615.90
21	65,275.00	1,150.18	3,763.00	70,188.18	69.71	615.90	615.90
22	66,140.00	1,213.68	3,764.61	71,118.29	69.71	615.90	615.90
23	66,719.00	1,278.23	3,743.64	71,740.87	69.71	615.90	615.90
24	67,439.00	1,343.85	3,732.22	72,515.07	69.71	615.90	615.90
25	69,153.00	1,410.53	3,794.55	74,358.08	69.71	615.90	615.90
26	69,802.00	1,410.53	3,843.40	75,055.93	69.71	615.90	615.90
27	70,452.00	1,410.53	3,892.32	75,754.85	69.71	615.90	615.90
28	71,102.00	1,410.53	3,941.25	76,453.78	69.71	615.90	615.90
29	71,752.00	1,410.53	3,990.17	77,152.70	69.71	615.90	615.90
30	72,402.00	1,410.53	4,039.10	77,851.63	69.71	615.90	615.90
31	73,052.00	1,410.53	4,088.02	78,550.55	69.71	615.90	615.90
32	73,702.00	1,410.53	4,136.95	79,249.48	69.71	615.90	615.90
33	74,352.00	1,410.53	4,185.87	79,948.40	69.71	615.90	615.90
34	75,001.00	1,410.53	4,234.72	80,646.25	69.71	615.90	615.90
35	75,651.00	1,410.53	4,283.65	81,345.18	69.71	615.90	615.90
36	76,301.00	1,410.53	4,332.57	82,044.10	69.71	615.90	615.90
37	76,951.00	1,410.53	4,381.49	82,743.02	69.71	615.90	615.90
38	77,601.00	1,410.53	4,430.42	83,441.95	69.71	615.90	615.90
39	78,251.00	1,410.53	4,479.34	84,140.87	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

(C) Additional Teachers' Retirement Credit - Statutory required payment to certified staff as additional compensation.

Not Shown on this schedule - State Paid Teachers' Retirement Credit is statutory amount paid to Teachers' Retirement on behalf of certified staff to offset the TRS Credit taken as additional salary.

(D) Teachers' Retirement Paid by District - District paid teachers' retirement at 7% of Total District Compensation (col. E).

Total Retirement remitted to TRS by District is reduced by column C.

(E) Total District Compensation - Total of columns B through D.

(F) 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.

(G-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 \$615.90 per month through December 31, 2020. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(G-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 \$615.90 per month effective January 1, 2021. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No employee shall receive FBA payment less than an annual amount provided for by state law.

(H) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the difference between the last two steps on each compensation schedule.

**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**

**Mid-Del Schools  
Tech Center  
Compensation Schedule  
2020-2021**

**MASTERS +30**

TVM3

**Contract Days**

186

Sept-2010

(A)	(B)	(C)	(D)	(E)	(F) (G-1) (G-2)		
					Cash In Lieu of FBA	OR FBA for Major Medical thru 12-31-20	FBA for Major Medical effective 1-1-21
Step	2020-2021 Base Salary	Additional Teachers' Ret. Credit	Teachers' Retirement Paid by Dist	Total District Compensation			
0	53,517.00	60.15	3,968.02	57,545.17	69.71	615.90	615.90
1	54,753.00	103.41	4,017.79	58,874.20	69.71	615.90	615.90
2	55,990.00	145.65	4,068.66	60,204.31	69.71	615.90	615.90
3	56,391.00	188.15	4,056.34	60,635.49	69.71	615.90	615.90
4	56,861.00	233.33	4,046.54	61,140.87	69.71	615.90	615.90
5	57,345.00	278.76	4,037.54	61,661.30	69.71	615.90	615.90
6	57,858.00	325.26	4,029.65	62,212.91	69.71	615.90	615.90
7	58,338.00	372.82	4,018.22	62,729.04	69.71	615.90	615.90
8	58,819.00	421.44	4,005.81	63,246.25	69.71	615.90	615.90
9	59,309.00	471.12	3,993.01	63,773.13	69.71	615.90	615.90
10	59,981.00	521.87	3,992.84	64,495.71	69.71	615.90	615.90
11	60,543.00	573.67	3,983.34	65,100.01	69.71	615.90	615.90
12	61,149.00	626.54	3,976.08	65,751.62	69.71	615.90	615.90
13	61,679.00	680.48	3,962.04	66,321.52	69.71	615.90	615.90
14	62,427.00	735.47	3,963.35	67,125.82	69.71	615.90	615.90
15	63,213.00	791.53	3,966.45	67,970.98	69.71	615.90	615.90
16	63,998.00	848.65	3,968.42	68,815.07	69.71	615.90	615.90
17	64,290.00	906.83	3,932.21	69,129.04	69.71	615.90	615.90
18	64,986.00	966.07	3,925.36	69,877.43	69.71	615.90	615.90
19	65,323.00	1,026.38	3,890.42	70,239.80	69.71	615.90	615.90
20	65,681.00	1,087.75	3,855.99	70,624.74	69.71	615.90	615.90
21	66,587.00	1,150.18	3,861.76	71,598.94	69.71	615.90	615.90
22	67,514.00	1,213.68	3,868.03	72,595.71	69.71	615.90	615.90
23	68,465.00	1,278.23	3,875.06	73,618.29	69.71	615.90	615.90
24	69,406.00	1,343.85	3,880.27	74,630.12	69.71	615.90	615.90
25	71,023.00	1,410.53	3,935.30	76,368.83	69.71	615.90	615.90
26	71,785.00	1,410.53	3,992.66	77,188.19	69.71	615.90	615.90
27	72,546.00	1,410.53	4,049.93	78,006.46	69.71	615.90	615.90
28	73,308.00	1,410.53	4,107.29	78,825.82	69.71	615.90	615.90
29	74,070.00	1,410.53	4,164.64	79,645.17	69.71	615.90	615.90
30	74,831.00	1,410.53	4,221.92	80,463.45	69.71	615.90	615.90
31	75,593.00	1,410.53	4,279.28	81,282.81	69.71	615.90	615.90
32	76,355.00	1,410.53	4,336.63	82,102.16	69.71	615.90	615.90
33	77,116.00	1,410.53	4,393.91	82,920.44	69.71	615.90	615.90
34	77,878.00	1,410.53	4,451.27	83,739.80	69.71	615.90	615.90
35	78,640.00	1,410.53	4,508.62	84,559.15	69.71	615.90	615.90
36	79,401.00	1,410.53	4,565.90	85,377.43	69.71	615.90	615.90
37	80,163.00	1,410.53	4,623.26	86,196.79	69.71	615.90	615.90
38	80,925.00	1,410.53	4,680.61	87,016.14	69.71	615.90	615.90
39	81,686.00	1,410.53	4,737.89	87,834.42	69.71	615.90	615.90
40	82,448.00	1,410.53	4,795.25	88,653.78	69.71	615.90	615.90
41	83,210.00	1,410.53	4,852.60	89,473.13	69.71	615.90	615.90

(A) Step - Salary placement level.

(B) 2020-2021 Base Salary - Negotiated base salary.

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**NOTE: For information regarding Life Insurance provided by the district, see FY21 Certified Negotiations Agreement, Article II, Section 13.**



**Section 2 - Flexible Benefit Allowance**

**State Payment-Flexible Benefit Allowance:**

- A. For the 2020-2021 school year, each full-time teacher enrolled in the District’s health insurance plan shall receive a Flexible Benefit Allowance (FBA) as required by the State of Oklahoma. 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 teacher’s termination. Benefit for part-time teachers is dependent upon State Department of Education determination of eligibility.
  
- B. For the 2020-2021 school year, each full-time teacher not enrolled in the District’s health insurance plan shall receive \$69.71 per month in the form of cash in lieu benefit paid by the State of Oklahoma. 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 teacher’s termination. Benefit for part-time teachers is dependent upon State Department of Education determination of eligibility.

**Section 3 - Teacher Retirement**

For the 2020-2021 school year the Board agrees to pay each teacher's contribution to the Oklahoma Teachers Retirement System as part of the compensation schedule less the amount paid by the state as an offset.

**Section 4 - Optional Benefits in Lieu of Salary**

Each teacher shall be allowed to select before tax fringe benefits up to the maximum amount allowed by the Internal Revenue Service.

Any member of the bargaining unit may delete a portion of their optional fringe program at any time during the school year, unless there is a conflict with the requirement of the Section 125 Plan. This request must be made in writing to the payroll office.

**Section 5 - School Function Pay**

All sites are currently following the extra pay schedule for duties beyond the school day as given below:

Football Duty.....	30.00
All other single activity or event .....	26.00
Double event, same session .....	30.00
Each additional event, same session .....	22.00

**Track Meets**

Preliminaries (1 event)	26.00
Finals (1 double event)	30.00
Preliminaries and Finals	56.00

**Wrestling Tournaments**

Any paid session	38.00
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Interpretations:

Football Duty	
Senior High	30.00
Middle School (8 <sup>th</sup> Grade)	30.00
Middle School (7 <sup>th</sup> Grade)	22.00
Middle School (6 <sup>th</sup> Grade)	22.00
Basketball (including tournaments)	
1 Game	26.00
2 Games (same session)	30.00
3 Games (same session)	52.00
4 Games (same session)	74.00
Wrestling Duals/Volleyball	
Single Event	26.00
Double Event (same session)	30.00
Scholastic Meets	
Each 1/2 day (1 double event)	30.00

**Section 6 - Supplemental Pay for Mentor Teacher**

For the 2020-2021 school year, the District shall compensate mentor teachers for resident teachers with two hundred dollars (\$200.00). The Association shall be provided a list of current mentor teachers and resident teachers. The principal will ensure that the mentor and resident teacher have opportunity to observe each other in the classroom at least once per semester. At least one (1) hour of additional meeting time per quarter year is also encouraged.

**Section 7 - Extended Year Contracts**

All teachers, excluding Instructional Coaches/Specialists and Career & Technology Educators assigned to the Mid-Del Technology Center, whose individual contract requires work beyond the normal teacher work year delineated in Article IV, Section 2 of this Agreement, shall be compensated for their extended work at the daily rate of pay.

Instructional Coaches/Specialists shall receive, as compensation for their extended work, the amount specified in the negotiated agreement for ten (10) work day required beyond the normal teacher work year in lieu of daily rate of pay. (2018)

**Section 8 - Extended Athletic Season**

Athletic coaches of OSSAA sanctioned events whose season is extended due to advancement in the state playoff system shall receive an additional one hundred dollars (\$100) for each week the season is extended.

**Section 9 - Travel**

Teachers whose assignment requires them to travel between sites during the work day shall receive a flat rate of \$500.00 payable through the normal monthly payroll process. Teachers who opted for a mileage record keeping procedure during the 2001-02 school year may continue to use that procedure during the 2020-2021 school year.

**Section 10 - Compensation for Loss of Planning Period/Class Coverage**

- A. A teacher required by a site administrator or designee to forego preparation time in order to cover another teacher’s class or ISR shall be compensated at a rate of \$12.50 per hour, or prorated among teachers covering the class, not to exceed \$18.75 per any single class period. (2020)
- B. Whenever the site administration finds it necessary to distribute an absent teacher’s class among other teachers due to the unavailability of a substitute, the receiving teacher(s) shall be compensated for the extra responsibility. The extra compensation shall be based upon \$12.50 per hour in accordance with the following schedule:

	<u>Full Class</u>	<u>1/2 Class</u>	<u>1/3 Class</u>	<u>1/4 Class</u>	<u>1/5 Class</u>
Full Day:	\$75.00	\$37.50	\$25.00	\$18.75	\$15.00
Half Day:	\$37.50	\$18.75	\$12.50	\$9.38	\$7.50
Hourly:	\$12.50	\$6.25	\$4.17	\$3.13	\$2.50

- C. The form for payment for class or ISR coverage will be available to teachers online.

**Section 11 - Deregulation of Planning Period**

- A. As per the July 20, 2001, Memorandum of Understanding related to the deregulation of mandated teacher preparation time for teachers in grades 6-12, the following implementation decisions have been agreed upon between the Mid-Del School District and the Association of Classroom Teachers:
- B. The deregulation will be used exclusively to serve academic needs.  
No teacher will be compelled to forfeit his/her preparation period to teach a class.  
The amount of the stipend for forfeiture of the preparation period for the 2020-2021 school year will be \$7,000.00 per year or \$3,500.00 per semester. (2018)

**Section 12 - Credit for Out of State Experience**

For the 2020-2021 school year, the District will recognize all out of state years of experience by teachers who have worked at an accredited school. One year’s credit requires a minimum of one hundred-twenty (120) days of service.

**Section 13 - Life Insurance Policy**

A life insurance policy will be provided by the District according to the age requirement of the employee as stated below:

Age 64 and below	\$10,000 policy	\$1.70/month paid by District
Age 65 to 69	\$6,500 policy	\$1.11/month paid by District
Age 70 and above	\$5,000 policy	\$0.85/month paid by District

**Section 14 - Retired Teachers**

Full-Time contracted teachers who are receiving monthly benefits from the Oklahoma Teachers Retirement System will receive the same amount of leave as non-retired teachers. Sick leave will not accumulate. Unused personal business leave may be accumulated up to a maximum of five days. They will be placed and will remain on the median step of the salary schedule that reflects their educational experience. (2019)

**Section 15 - School Psychologists**

School Psychologists shall be placed on at least the Masters +30 compensation schedule.

**Section 16 - Bus Driver CDL**

Mid-Del Schools will pay a one-time, one-hundred and twenty dollar stipend (\$120.00) to certified staff who become CDL certified and are employed by the District. (2019)

**Section 17 - Special Education Stipend**

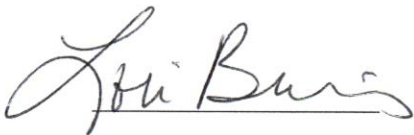
For the 2020-21 school year, the state mandated five percent (5%) Special Education stipend will remain at seven percent (7%) for all certified staff eligible to receive such stipend. (2020)

## Memorandum of Understanding

The Mid-Del Association of Classroom Teachers and the Mid-Del Board of Education establish this Memorandum of Understanding to set forth basic understandings reached subsequent to negotiations.

For the 2020-2021 school year the Association and the Board agree that, in an effort to increase applicants for open positions and incentivize retention of current employees hired during the 2019-20 school year, a signing bonus of \$1,000 be established for any speech pathologists and/or psychologists who enter into a full-time contracted position with Mid-Del Public Schools beginning in the 2020-2021 school year. Furthermore, a one-time retention bonus of \$1,000 will be provided for any speech pathologists and/or psychologists who renew their full-time contracted position with the District from the 2019-20 school year. This retention bonus will also be offered to any speech pathologists and/or psychologists who enter into a full-time contracted position with Mid-Del Public Schools beginning in the 2020-2021 school year. All signing and retention bonuses will be spread out evenly across the school year and pro-rated for anyone who does not complete their contract.

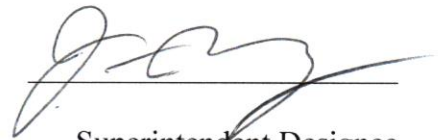
For the 2020-2021 school year, the Association and the Board also agree to offer an incentive of \$1,000 to any certified teachers on a current contract with Mid-Del Public Schools who successfully complete a special education-related certification test and accept a position as a special education teacher with Mid-Del Public Schools. The incentive payment will be spread out evenly across the school year and pro-rated for anyone who does not complete a full contract year.



Association President

7-14-2020

Date



Superintendent Designee



## **ARTICLE III - Employees' Leave Plan**

### **Section 1 - General Information**

- A. This plan shall be known as the EMPLOYEES' LEAVE PLAN, Independent School District No. 52, Oklahoma County, Oklahoma. The central office staff will keep the record of each employee's leave of absence.
- B. It is the responsibility of the teachers, principals, and Chief Human Resources Officer to carry out the spirit and intent of this policy.
- C. This policy will cover all members of the bargaining unit.
- D. This policy replaces all previous policies.
- E. Leave will be granted at the beginning of the school year.
- F. Any person employed for a part of the fiscal year will be allowed leave in the per centum of his/her employment based on a full year.
- G. The employee will report as soon as possible to his/her immediate administrative head any anticipated absence. Each day that is necessary for an employee to be absent from assigned duties, the employee shall enter the absence on the District's Automated System.
- H. Personal business leave may be used for sickness, but sick leave may not be used for personal business leave.
- I. No leave previously accumulated will be brought forward for an employee who returns to employment after a previous termination except as provided in the section LEAVE OF ABSENCE WITHOUT PAY which is Section VII, Article III of this policy.
- J. When the District has been closed due to inclement weather and makeup days are not scheduled for students, but are scheduled for teachers, teachers may use any type of leave available to not attend such makeup days. (2018)

### **Section 2 - Personal Business Leave**

- A. Each teacher shall be granted three (3) days of annual personal business leave. Unused personal business leave may be accumulated up to a maximum of five (5) days. No more than five (5) days of personal business leave may be used in any school year. No more than three (3) personal business leave days may be used consecutively.
- B. Unused annual personal business leave shall accumulate as sick leave.
- C. Determination of personal business leave under this provision shall be left to the discretion of the employee, except that personal business leave shall not be used for other employment. Except for emergency situations, no personal business leave may be taken the day before or after a holiday or vacation period.

- D. All personal leave accumulated under previous Agreements prior to the 1982-83 school year shall become accumulated personal business leave and shall be carried forward until used. The use of accumulated personal business leave shall be limited to four (4) consecutive teaching days, with no more than a total of six (6) personal business days taken during the last quarter of the school year. The total of accumulated sick leave and accumulated personal business leave will not exceed one hundred and twenty (120) days.

**Section 3 - Sick Leave**

- A. Teachers working the normal work year delineated in Article IV, Section 2 of this Agreement shall be credited with a sick leave allotment as follows:

0-10 Years	10 days per year
11-20 Years	11 days per year
21 and above years	12 days per year

- B. Teachers working an extended work year shall receive an additional annual sick leave allotment in accordance with the following schedule:

Additional Work	Additional Allotment
Two (2) or Three (3) weeks	One half (½) Day
One (1) Month	One (1) Day
One and a Half (1 ½) Months	One and a Half (1 ½) Days
Two (2) Months	Two (2) Days

- C. Unused annual sick leave shall be cumulative to one hundred and twenty (120) days. The District shall maintain records of unused annual sick leave beyond one hundred and twenty (120) days for the sole purpose of reporting those days to the Oklahoma Teacher Retirement System upon the retirement of the teacher.

**Section 4 - Sick Leave Donation Policy**

- A. If a teacher has exhausted or will exhaust all earned accumulated sick leave otherwise provided, and is absent due to an extraordinary or severe illness, impairment or physical or mental condition of the teacher, a relative or household member, documented as such by a physician, including temporary disability resulting from pregnancy, miscarriage, childbirth, and recovery there-from, and the condition has caused or is likely to cause the teacher to take leave without pay or to terminate employment, the teacher, or the teacher’s caregiver, may request the use of Sick Leave days to be donated by other teachers. The teacher may solicit these days on his/her own behalf. In order to efficiently process leave requests teachers should initiate requests as soon as the need arises.

Relative means a spouse, child, stepchild, grandchild, grandparent, stepparent or parent.

Household member means one who resides in the same home as the teacher and who shares a duty to provide financial support with the teacher, or any other person(s) as designated by law.

- B. Teachers may donate any amount of sick leave as long as it does not cause the donating teachers' accumulated sick leave balance below the yearly amount afforded to them per the negotiated agreements. (Board Policy G-9)

Teachers desiring to donate days shall complete a written authorization transferring days to the ill or injured teacher.

A teacher may initially request up to twenty (20) days from donating teachers. If needed, the teacher may reapply to receive sick leave days beyond the first twenty (20) to be three (3) additional twenty (20) day periods for a total of eighty (80) days within the current school year. The Superintendent may grant an extension beyond the 80 day limit in extenuating circumstances. (Board Policy G-9)

A teacher requesting donated days must first provide the Board with a medical certificate from a licensed physician or health care provider verifying the severe or extraordinary nature and expected duration of the condition. Documentation by a physician is required for each requested twenty (20) day period.

- C. The teacher receiving donated days is to receive his or her normal rate of pay.
- D. Shared sick leave usage records shall be maintained separately from regular sick leave records.
- E. Up to five days of unused donated leave may remain in the receiving teacher's sick leave balance until the end of the school year. At that point, any remaining donated leave which is not used shall be returned to the donating teacher. Unused donated leave may not be used for bereavement. (2018)
- F. The Board is the determining body as to whether the teacher meets the criteria above and has previously abided by District leave policy. The Superintendent, acting as Board designee, will make the decision which may be appealed to the Board.

## **Section 5 - Extended Sick Leave-State Law (Section 142)**

- A. If, after exhausting all sick leave, a teacher is absent from his or her duties due to personal accidental injury, illness or pregnancy, the teacher shall receive for a period of not to exceed twenty (20) days his or her full contract salary less the amount:
  - 1. Actually paid a certified substitute teacher for his or her position if a certified substitute teacher is hired; or
  - 2. Normally paid a certified substitute teacher for his or her position if a certified substitute teacher is not hired.

## **Section 6 - Bereavement Leave**

- A. A teacher shall be allowed leave up to three (3) working days each year with pay for bereavement in the immediate family.
- B. These days are not chargeable to any other leave.
- C. Bereavement leave is non-cumulative.
- D. Except in cases of emergency, prior notice shall be given to the building principal.
- E. If during the same school year a teacher or the teacher's spouse suffers an additional death of a parent, spouse or child, the teacher may request additional days of bereavement (up to three) if all bereavement days have been exhausted. This request shall be made to the Chief Human Resources Officer.
- F. Teachers will NOT be charged their daily rate of pay or the cost of a substitute for use of bereavement leave. (2018)

## **Section 7 - Leave of Absence without Pay**

- A. Upon application to and approval of the Board, a leave of absence may be granted to career teachers for a period of one year for: 1) Maternity 2) Extended Illness 3) Caring for a member of the immediate family during an extended illness 4) Further study at a college or university 5) To hold an elective public office 6) Adoption of children who are kindergarten or pre-school age 7) Other purposes approved by the Board. This leave may be renewed upon request for one additional year.
  - 1. Family Medical Leave Act (FMLA)  
Absences which fall under FMLA will be handled in accordance with the Act.  
A copy of FMLA will be made available at job sites.
- B. A teacher on a leave of absence without pay must notify the Board of Education by February 1st of their intent to do one of the following:
  - 1. Request an additional year's leave in accordance with provisions in A above,
  - 2. Request reinstatement to a position for the ensuing school year.

The Board will notify the teacher of the above options, by certified mail, on or before January 15<sup>th</sup>.

After this date, continued employment would be at the option of the Board based upon the needs of the District.

If the teacher fails to comply with the notification procedures of this section, the teacher will be deemed to have resigned effective on the last day of the current contract year. (2020)

- C. A teacher granted a leave of absence without pay shall be assigned, if possible, to his/her previous site and position.
- D. Any teacher granted a leave of absence without pay may continue to participate in any insurance program available to school employees by payment of the required premium to the payroll department so long as this is not in conflict with the provisions of the insurance policy.

### **Section 8 - Payment for Leave on Termination of Employment**

- A. In order to encourage employees to accumulate the maximum leave possible, any leave accumulated in the Mid-Del District will be considered as having cash value upon termination of employment according to the following formula:
  - 1. The first ten (10) days or under of accumulated leave will have no cash value.
  - 2. Next, the days of accumulated leave above ten (10) days including twenty (20) days will be computed at 15% of the current daily rate of pay.
  - 3. Next, the days of accumulated leave above twenty (20) and including thirty (30) days will be computed at 30% of the current daily rate of pay.
  - 4. Next, the days of accumulated leave above thirty (30) and including fifty (50) days will be computed at 50% of the current daily rate of pay.
  - 5. Finally, the days of accumulated leave above fifty (50) days and including eighty (80) days shall be computed at 75% of the current daily rate of pay.
- B. For the 2020-2021 school year, the maximum amount to be expended for unused leave on termination of employment shall be limited to \$230,000.00. Payment shall be made in the following order:
  - 1. Teachers with ten (10) years or more experience in the District shall be paid first. Should claims exceed \$230,000 they will be paid on a pro-rata basis;
  - 2. If the \$230,000.00 has not been fully expended, any remaining funds shall be paid to those teachers with nine (9), but less than ten (10) years of experience in the District. Amounts will be paid in full or on a pro-rata basis depending on the availability of funds;
  - 3. If funds are still available, the next to be paid would be those teachers with eight (8), but less than nine (9) years experience in the District. Amounts will be paid in full or on a pro-rata basis depending on the availability of funds;
  - 4. A descending process of disbursement will be continued until the funds are expended.

- 5. Teachers employed at MDTC will have their leave pay out come from the MDTC budget.

**Section 9 - Job Injury Leave**

- A. Any teacher while in the performance of duty shall be covered by the Workers Compensation Act.
- B. A teacher who is unable to continue the performance of his/her job responsibilities and duties as a result of injury sustained in the reasonable performance of his/her duties from:
  - 1. Legislation listed in the School Laws of Oklahoma provides that a school district employee is to be paid “his or her full contract salary for the remainder of that school year or contract year or period, whichever is applicable” when unable to continue duties as a result of an injury sustained in the reasonable performance of his or her duties from assault by a pupil, relative of a pupil, or person of the pupil’s household or injury sustained as a result of quelling or attempting to quell or stop a fight, disorder or any disturbance related to a school function or activity. Also, this leave is to be granted without the loss of leave benefits.
  - 2. For any other work-related injury arising out of the course of employment, the teacher shall receive workers compensation benefits. The teacher may utilize accumulated sick or personal business leave or sick leave donation days at the rate of three (.3) tenths of such leave per day to the extent that the teacher receives full wages during the absence from work.
- C. Teachers who are unable to continue their contract of employment as a result of an injury sustained in the reasonable performance of their duties shall be paid in accordance with the provisions of the Worker's Compensation Insurance. Teachers shall receive a copy of district guidelines outlining options available.

**Section 10 – Military Leave**

Members of the Bargaining Unit who are either officers or enlisted members of the Reserve Corps of the Army, the Navy, the Air Force of the United States, the Marine Corps, the Coast Guard, or any other component of the Armed Forces of the United States, including members of the Notional Guard, shall, when ordered by the proper authority to active duty or service, be entitled to a leave of absence from their employment for the period of such active service without loss of status or efficiency rating and without loss of pay during the first thirty (30) days of such leave of absence. (2019)

**ARTICLE IV - Teachers Time**

**Section 1 - Preparation Time**

- A. Secondary classroom teachers shall be scheduled for one (1) class period of preparation time each day. Career and Technology instructors at the Technology Center shall be scheduled for the equivalent of one (1) secondary class period.
- B. Elementary classroom teachers shall be scheduled for a minimum of two hundred twenty-five (225) minutes of preparation time each five (5) day week. When scheduling such time, efforts shall be made by the site principal to provide as many consecutive minutes each day as possible, provided that one (1) period of at least thirty (30) consecutive minutes shall be scheduled within each student day. No block of time less than fifteen (15) minutes will count toward the two hundred twenty-five (225) minutes total.
- C. It is recognized that at times situations may arise during the school day that require a teacher to be absent from his/her class. It is the responsibility of the site principal to see that the class is supervised adequately; therefore, teachers may be required to forego scheduled preparation time to assist with such supervision. An accurate record of all classes supervised shall be kept at each site. To the extent possible, all teachers shall share in the supervision of classes during these absences.
- D. The district recognizes the importance of teacher plan time. Site administrators will make an effort not to require teachers to forego their plan more than two times per week. (2019)
- E. Teachers shall be compensated for the loss of their planning period in accordance with Article II, Section 10 when a teacher is required by a site administrator to forego preparation time in order to cover another teacher's class.

## **Section 2 - Work Year**

- A. The school year shall consist of 179 teaching and professional days and two (2) work days for a total of 181 days. Career Technology certified teachers at Mid-Del Technology Center are on a 186 day contract.

## **Section 3 - Work Day**

- A. The work day for teachers shall be seven and one-half (7 ½) hours.
  - 1. Teachers shall report for work and shall depart from work on a time schedule as determined by the building principal.
  - 2. Teachers may be required to attend, either before or after the work day, functions related to the activities of the school including: parent conferences, open house, graduation, staff meetings, P.T.A. meetings and staff development.
- B. Parent-Teacher Conference days shall equal 7.5 hours as set forth by the Calendar Committee.

#### **Section 4 - Duty Free Lunch**

- A. Teachers shall be granted at least thirty (30) minutes of duty-free time for lunch.

#### **Section 5 – Election Days**

The Association and the School Board believe in the importance of the teacher’s voice in elections. Therefore, to support elections, there should be no planned before or after school meetings on state primary, run-off, and general election days. This does not include OSSAA-sanctioned activities. (2020)

### **ARTICLE V – School Environment**

#### **Section 1 – Class Size**

- A. The Association and District recognize and agree that students learn best in smaller class size settings. We are committed to working to keep class sizes as low as possible within budgetary and personnel constraints and collaborating for resolution of concerns about student management, accommodations, and resources that result from class size compromises. (2019)

#### **Section 2 - Student Discipline**

- A. The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Therefore, a discipline committee comprised of six (6) administrators (appointed by Board Members), six (6) teachers (appointed by Bargaining Unit), three (3) parents (appointed by Board Members), and two (2) Board Members shall be formed. This committee will be advisory in nature and shall annually review the student discipline handbook and make recommendations to the full board regarding discipline procedures and policies.

#### **Section 3 - Student Security**

- A. Any and all persons, other than staff members, who wish to have a student excused from class, for any reason, must first obtain clearance from the Principal or Principal’s designee.

#### **Section 4 - Teacher Security**

- A. Any student who has been suspended for a violent offense which is directed towards a classroom teacher shall not be allowed to return to that teacher’s classroom without approval of that teacher. (2018)

#### **Section 5 – Health and Safety**



- A. The District shall strive to maintain healthy and safe conditions at the school sites in compliance with applicable statutes and/or regulations. The District will work to provide safe environments without hazards which respect the health and well-being of teachers.

The District shall also strive to provide adequate teaching facilities which include but is not limited to: clean and sanitary restrooms to include running water, soap, and paper towels in each restroom, regular sanitizing of common areas by janitorial staff, and sanitizing stations in each school. Employees shall report concerns of inadequacies to their building principal and follow appropriate maintenance request procedures. The district will actively address issues in a reasonable and timely manner according to severity. (2020)

## **ARTICLE VI - Personnel Procedures**

### **Section 1 - Confidentiality**

- A. The records of all evaluations and responses required by state law shall be available only to the evaluated teacher, the administrative staff of the district, the Board of Education, the board and administrative staff of any district to which the teacher applies, hearing panels, any agency or official of the state not restricted by law, a court of law, anyone authorized by a court of law, and any person authorized by the evaluated teacher.
- B. Provided this section shall not prohibit the use of said documents in any proceedings in which the performance or evaluation of said teacher is properly an issue or under consideration.
- C. Files containing information in regard to each individual teacher shall not be disclosed or discussed except as is reasonably necessary to conduct the proper business of the school district.

### **Section 2 - Non-Discrimination**

- A. The Mid-Del Public School District No. 1052 does not discriminate on the basis of race, color, national origin, sex, pregnancy, gender, gender expression or identity, religion, veteran status, sexual orientation, disability, age, or genetic information in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

Civil rights compliance inquiries related to the Mid-Del Public Schools District No. 1-52 may be directed to the Chief Human Resources Officer, 7217 S.E. 15<sup>th</sup>, Midwest City, Oklahoma 73110, telephone number (405) 737-4461.

- B. There shall be no discrimination against any member of the bargaining unit covered by this contract as provided above in the evaluation, transfer, or promotion of personnel.

### **Section 3 - Personnel File**

- A. Teachers will have the right, upon request, to view the contents of their personnel file with the exception of confidential personal references.
- B. No material will be placed in a teacher's personnel file unless the teacher has had an opportunity to review the material. The teacher will acknowledge that he/she has had the opportunity to review such material by offering his/her signature to the copy to be filed. The signature merely indicates his/her awareness of the material, but not necessarily his/her agreement. Within ten (10) calendar days after reviewing the material, the teacher will have the right to submit a written answer to such material and the answer will be attached to the file copy.
- C. Any material of a job performance nature in the personnel file may be removed upon written request of the teacher once said material has become four (4) years old.
- D. Material that may be removed shall include and be limited to:
  - 1. Official evaluations including administrative comments.
  - 2. Letters of informal evaluation from administrative sources.
  - 3. Parental letters of complaint.
  - 4. Plan of Improvement (2020)
  - 5. Letters of Admonishment (2020)

### **Section 4 - Right to Representation**

- A. Any member of the bargaining unit who is the subject of a conference, the purpose of which is to discipline such teacher, shall be notified in writing that such conference is disciplinary in nature and the teacher has the right to representation. The teacher shall have at least one (1) working day to obtain representation, except for when both parties agree to extend the time lines. This provision does not apply to any evaluation conference; however, during a Plan for Improvement conference, the teacher may have an observer present to ensure the provisions of the negotiated agreement are met. The observer may participate in the conference with the approval of the principal.
- B. A disciplinary conference is one in which, at the time it is scheduled, it is stated in writing that the member of the bargaining unit may be admonished in a manner that may lead to dismissal or non-re-employment.
- C. When a complaint is made against a teacher, a disciplinary action will result only after a documented administrative investigation. The teacher shall be informed of the complaint and investigation when it is determined that disciplinary action is likely. The teacher shall have the right to face the complainant when appropriate.

## **Section 5 - Professionalism**

- A. The Board and the Association expect that the worth, dignity, and the rights of the individual shall be paramount in all professional relations.
  
- B. When it becomes necessary to address an issue or discipline a teacher about an administrative concern or a complaint filed by a student, parent, or another teacher, the following actions may be taken depending on the seriousness the situation requires. The teacher may have representation as indicated in Article VI - Section 4 of this agreement.
  - Verbal Conference
    - A private meeting between teacher and supervisor concerning an issue. A verbal conference may or may not be disciplinary in nature. Should the meeting become disciplinary, the teacher may request representation. A verbal conference may be documented but documentation will not be placed in the employee's personnel file.
  - Letter of concern
    - A letter detailing the area(s) of concern, administrator expectations, and allowing time for correction of the issue. Letter of Concern will not be placed in the employee's personnel file.
  - Plan of Improvement
    - A plan, accompanied by a formal letter and including a conference, to provide goals and suggestions to help the teacher improve in area(s) of deficiency. Plan of Improvement shall be placed in the employee's personnel file.
  - Admonishment
    - A disciplinary action, accompanied by a formal letter and including a conference, by which a teacher may be subject to dismissal or non-reemployment if there is failure to comply with the directive. A copy of the admonishment shall be placed in the employee's personnel file.
  - Dismissal or Non-Reemployment (2020)

## **Section 6 - Teacher Evaluation**

- A. It shall be understood by the Board administrators and teachers that the ultimate purpose of evaluating teachers through the implementation of the Marzano Evaluation System and the Tulsa Model shall be to improve the performance and quality of the instruction offered to the students of Mid-Del Schools.
  
- B. Evaluation shall be based upon the Marzano and Tulsa Models and any additional criteria mutually developed by the Association and the Board and approved by the State Board of Education. Teachers shall be notified at the beginning of each school year of all evaluation criteria.

C. Procedures

1. All career teachers, *as defined by state law*, may receive a summative evaluation at least one (1) time per year prior to March 31st, even if the teacher is exempt. (2019)
2. All probationary teachers, *as defined by state law*, shall receive a summative evaluation at least two (2) times per year, once in the fall semester and once in the spring prior to March 31st. (2019)
3. All teachers will be evaluated by administrative personnel who have participated in the required training of the Marzano Model and Tulsa Model and approved by the State Department of Education. Each teacher will be notified at the beginning of school year which administrator(s) has been designated as the teacher's evaluator.
4. Formal classroom observations for the purpose of evaluation shall be conducted periodically throughout the school year. Feedback will be provided within a timely manner.
5. All summative evaluations shall be made in writing.
6. A copy will be provided to the teacher and the teacher will be asked to sign the original.
  - a. The teacher shall acknowledge receipt of the evaluation by signing the signature page of the evaluation document. The teacher may, within two (2) weeks, respond to the evaluation in writing and said response will be attached to the summative evaluation form.
7. Whenever a formal plan for improvement is required, it shall be done in compliance with Oklahoma Law.
  - a. Should the evaluating administrator note specific deficiencies that the administrator believes may lead to a recommendation for the teacher's dismissal or non-reemployment, a plan for improvement will be developed on the Summative Evaluation Plan for Improvement form.
  - b. The Plan for Improvement will be developed by the evaluating administrator (with input from the teacher) in a timely manner. The Plan will include a statement indicating how the evaluating administrator will assist with the improvement efforts as well as establish a reasonable time for improvement as provided by law.
  - c. All documents related to the Plan for Improvement shall be attached to signature page.
8. MDTC evaluation documents are available through OKTLE at [OKTLE.com](http://OKTLE.com). (2018)

- C. The right to grieve this Section is limited to grieving an alleged violation of the procedures detailed in A. through C. above. The specific ratings placed on the evaluation forms by the evaluator are not proper subjects for a grievance or complaint.

### **Section 7 - Student Teachers**

- A. Student teachers shall be assigned to teachers who have at least three (3) years teaching experience and a minimum of one (1) year in the district, whenever possible.
- B. The acceptance of a student teacher shall be voluntary.

### **Section 8 - Payment of Substitute Teachers**

Payment of substitutes shall be determined by the Board.

### **Section 9 - Assignment of Substitute Teachers**

Substitute Teachers shall be assigned duties as determined by the building principal.

### **Section 10 - Telephone**

An area shall be designated at each site where a telephone shall be provided, in a private location, for teachers to use to conduct professional or confidential business.

## **ARTICLE VII - Promotions, Transfers and Assignments**

### **Section 1 - Promotion Procedures**

- A. When filling a vacancy, preference shall be given to qualified personnel within the school system if ability, professional qualifications, and human relations of such personnel are essentially equal to those of other applicants. Experience within and outside the system, training, certification, and proven and potential ability based on evaluations shall be considered in making promotions.
- B. All promotional vacancies shall be posted on-line and an email will notify current employees and the Association of job postings.
- C. All promotional vacancies may carry a short general job analysis, if applicable.
- D. All qualified personnel in the school system shall have the opportunity to make application for the promotional vacancy by applying for the vacancy electronically through Employee Self Service. All qualified personnel shall be granted an interview.

- E. All qualified applicants shall be notified within five (5) working days after the promotional vacancy is filled as to who was selected.

## **Section 2 - Transfer Procedures**

- A. Relocation of staff personnel may become necessary to meet load conditions, instructional requirements, and good educational management, including the wishes of employees for opportunities of service elsewhere in the system.
- B. It shall be the responsibility of the Chief Human Resources Officer to affect transfers in full cooperation with all parties affected. Reasons for transfer shall be reasonable and expressly understood by those concerned. Applications for transfer shall be honored and acted upon providing such applications are made through the proper channels. Instructional needs, qualifications, load, and seniority shall constitute the criteria for making the decision on requests for transfers.
- C. Voluntary:
  - 1. When teaching vacancies occur at the different school sites in the Midwest City-Del City School System, notice thereof shall be made available to the Association and posted online through Employee Self Service. The teaching vacancy shall be shown along with the necessary qualifications needed and any extra duty(s) involved.
  - 2. The desire for a transfer should be presented to the site principal. Reasons for the transfer should be expressed and understood by both parties.
  - 3. An internal application should be filled out electronically through Employee Self Service by the teacher desiring the transfer.
  - 4. An interview shall be scheduled with the site principal of the school to which the teacher has expressed a desire to be transferred. If the Principal and Chief Human Resources Officer deem the qualifications of transfer applicants to be equal, the teacher with seniority in the Mid-Del system shall have priority over all other applicants desiring transfer.
  - 5. If a teaching vacancy is filled for which an employee has requested a transfer and received an interview, such employee shall be notified when the vacancy is filled.
- D. Involuntary:
  - 1. When good educational management requires the transfer of a teacher, the teacher will be given reasons for the transfer as soon as possible.
  - 2. It is recognized that at times involuntary transfers are necessary to provide for the proper distribution of the staff. When such transfers are necessary, the

teacher with the least seniority in that area of certification shall be transferred first, provided that teacher does not have an extra duty assignment, as listed on the supplemental salary schedule, which the principal and Chief Human Resources Officer think they cannot adequately replace.

### **Section 3 - Assignment Procedures**

- A. Each teacher shall be assigned by the principal within the scope of the teacher's certification as prescribed by the rules and regulations of the State Department of Education.
- B. When possible, principals shall distribute interest surveys and solicit volunteers to move to open positions before final teaching assignments are made each school year. (2020)
- C. Teachers interested in changing assignment shall notify the principal when making assignments. The principal shall also consider other factors such as: student needs, site needs, subject/grade level experience, teacher skill and ability, and seniority.
- D. Teachers shall be notified as soon as possible when changes in assignments are made. Such notifications shall include reasons for the change. In the event the change is made during the summer months, the notification shall be by email.

### **Section 4 - Reduction in Force**

- A. When it becomes necessary for the Board of Education to reduce the total number of certificated employees in the bargaining unit, the student and program needs of the district will be the primary criteria in establishing priorities for those to be released.
  - 1. When the decision is made to reduce staff, the Board may exclude up to ten (10) positions, of which five (5) may be extracurricular assignments, to guarantee meeting the needs of the students and the needs of programs of the District.
  - 2. Prior to making a recommendation to the Board related to section A(1) above, the administration shall meet with the Association to discuss the proposed recommendations for excluded positions.
- B. Once a determination has been made as to which position should be eliminated, the primary basis that will be used in determining which teachers will be retained shall be **in this order:**
  - 1. Seniority in the District established from the first reporting date to work, with continuous service from that date.

2. Total years of teaching.
  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.
- C. When an employee has been promoted to a non-teaching position and the program supervised by that individual is eliminated, the employee will be returned to his/her certification area where the factors determining reduction of individuals within that area will become applicable.
- D. Displacement Termination
1. Teachers on leave of absence will have the RIF PROCEDURES applied to them.
  2. Employees reassigned due to a Reduction In Force may notify the Chief Human Resources Officer concerning preference of job sites and/or teaching assignments. Such preferences will be reviewed; however, final assignments will be made by the district administration in accordance with the overall needs of the District.
- E. Notice - Teacher on Continuing or Temporary Contract
1. The following procedures shall be used in the event of the need to reduce force:
    - a. The teacher recommended to be terminated shall be notified, in writing by certified mail, return receipt requested, that they have been recommended for termination as a result of need to reduce force and of their right to a hearing before the local board.
  2. The teacher's address as it appears on the school district's record shall be deemed to be the correct address. It shall be the teacher's responsibility to see that the school district has his/her current address on file.
- F. Notice – Teachers on Temporary Contracts
1. Temporary contracts expire automatically at the end of the contract and are not, therefore, entitled to any of the notice rights or procedures herein prescribed for teacher on continuing or temporary contracts terminated as a result of reduction in force.
- G. Recall



1. Teacher on continuing or temporary contracts 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.
  2. 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 from 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) 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.
  3. If several teachers are qualified and have the requisite experience and/or continuing education equivalent for a vacancy, the teacher with the highest rating on the TLE from the previous year when terminated shall be offered the position.
  4. A teacher terminated by reason of reduction in force shall remain on the recall list for one year subsequent to the date of termination unless the teacher:
    - a. Does not accept a position within ten (10) days from the mailing of notice of vacancy as herein above provided; or,
    - b. Waives recall in writing; or,
    - c. Resigns; or,
    - d. Refused to accept position for which they were qualified and had proper experience or continuing education equivalent at the time of termination.
- H. 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.
- I. A teacher who is recalled shall 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.

## **ARTICLE VIII - Procedures for Complaints**

## GENERAL OUTLINE

- Section 1 – Definitions
- Section 2 – Purpose
- Section 3 – Complaint Procedures
  - a. Informal Procedures
  - b. Formal Procedures
- Section 4 – General Provisions

### **Section 1 - Definitions**

- A. A “complaint” is a claim by a teacher, or teachers, that there has been a violation of a Board adopted policy, Administrative Regulation, or any other aspect of employment which does not involve a grievance as defined in Procedures for Handling Grievance, which has affected that teacher, or teachers.
- B. The “complainant” is the person or persons making the claim.
- C. The term “certified employee” includes all individuals or groups who are members of the professional staff in the employment of I.S.D. 52.
- D. A “party of interest” is the person or persons who might be required to take action or against whom action might be required to be taken in order to resolve a claim.
- E. The term “days” shall mean working days.

### **Section 2 - Purpose**

- A. The purpose of this procedure is to secure at the lowest possible level, equitable solution to a claim of the complainant.

### **Section 3 - Complaint Procedure**

- A. Informal Procedure
  - 1. A teacher with a complaint shall first discuss the complaint individually with the principal within ten (10) days of knowledge of the alleged violation. A written record that an informal meeting was held shall be made.

- B. Formal Procedure

#### Level I – Principal

- a. A teacher whose complaint was not resolved in the informal discussion may file a written complaint to the principal within fifteen (15) days of knowledge of the alleged violation with a citation of the policy alleged to have been violated (use Form A).

- b. The principal shall schedule and hold a meeting with the complainant, and if the complainant so desires a person of the complainant's own choosing, within five (5) days after receipt of the written complaint.
- c. The principal shall transmit a written decision to the complainant within five (5) days after the level one meeting. (use Form B)

Level II – Superintendent

- d. If the complainant is not satisfied with the level one decision, the complainant may file a written appeal to the Superintendent within five (5) days after receipt of the level one decision. (include copies of Forms A and B with appeal)
- e. The Superintendent shall schedule and hold a hearing within five (5) days after receipt of the appeal. The Superintendent shall render a written decision within five (5) days after the hearing. (use Form C)

Level III – Board of Education

- a. If the complainant is not satisfied with the level two decision, the complainant may file a written appeal to the Board of Education within five (5) days after the receipt of the level two decision. (include copies of Forms A, B and C with appeal)
- b. The Board will consider the appeal at their next regularly scheduled meeting, or at the Board's option, a special Board meeting, and shall confer with all parties in interest.
- c. The written decision of the Board shall be transmitted to the complainant within five (5) days of the meeting at which the Board considered the appeal. (use Form D)
- d. The decision of the Board shall be final and binding upon all parties. However, nothing in this procedure shall deny a teacher full due process rights afforded by law.

**Section 4 - General Provisions**

- A. The complainant shall have the sole responsibility for presenting and continuing pursuit of the complaint through the channels provided herein and within the time limits specified in these procedures.
- C. Failure at any level of this procedure to appeal a complaint within the specified time limits to the next level shall be deemed to be acceptance of the decision at that level.

- D. Failure to communicate the decision at any level within the specified time limits shall permit the complainant to proceed to the next level.
- E. Time lines at any level may be extended by mutual agreement of the parties and such agreement shall be reduced to writing and placed in the record.
- F. No reprisals of any kind shall be taken against any party in interest in the complaint procedure by reason of such participation.
- G. Recommendations for solution of complaints.
  - 1. There is no violation of Board adopted policy.
  - 2. Board adopted policy has been violated and steps made to correct such violation.
- H. Complaints arising from acts of an authority higher than the Principal shall be initiated as an informal procedure at the Superintendent’s level.

**ARTICLE IX - Procedure for Grievances**

GENERAL OUTLINE

- Section 1 – Definitions
- Section 2 – Purpose
- Section 3 – Grievance Procedure
  - a. Informal Procedure
  - b. Formal Procedure
    - Level One – Principal
    - Level Two – Superintendent
    - Level Three – Board of Education
- Section 4 – General Provisions

**Section 1 - Definitions**

- A. A “grievance” is a claim by a teacher, or teachers, that there has been a violation, misinterpretation, or inequitable application of any provision of the negotiated agreement except that the term “grievance” shall not apply to any matter as to (1) the method of review as prescribe by law, or (2) the Board of Education is without authority to act.
- B. The “grievant” is the person or persons making the claim. The Association may file as the “grievant” regarding an alleged violation, misinterpretation, or inequitable application of Article X – Association Rights only.

- C. The term “teacher” includes all individuals or groups who are members of the negotiating unit in the employment of I.S.D. No. 52.
- D. A “party of interest” is the person or persons making the claim and any person or persons who might be required to take action or against whom action might be required to be taken in order to resolve a claim.
- E. The term “days” shall mean working days.

## **Section 2 - Purpose**

The purpose of this procedure is to secure, at the lowest level, equitable solution to a claim of the grievant.

## **Section 3 - Grievance Procedure**

### **A. Informal Procedure**

1. The grievant shall be responsible for initiation and pursuit of a grievance at all levels.
2. If a teacher feels that there is a grievance, the teacher shall, within fifteen (15) days of the alleged violation, discuss the matter with the site principal. A written record that an informal meeting was held shall be made.

### **B. Formal Procedure**

#### **Level I – Principal**

- a. A teacher whose grievance was not resolved in the informal discussion may file a written grievance to the principal, within twenty (20) days of the alleged violation, citing the Article and Section alleged to have been violated. (use Form A)
- b. The principal shall schedule and hold a meeting with the grievant within five (5) days after receipt of the written grievance. The principal shall transmit a written decision to the grievant within five (5) days after the Level I meeting. (use Form B)

#### **Level II – Superintendent**

- a. In the event that the disposition of the grievance at level one is not satisfactory to the grievant, he/she may submit the grievance to the Superintendent within five (5) days after receiving the level one decision. (include copies of Forms A and B with appeal.)

- b. The Superintendent of Schools shall designate three (3) administrators, who may include himself/herself, within five (5) days from the receipt of the written grievance, to meet with the grievant for the purpose of resolving the grievance. The principal who was involved at the local site shall be notified and shall have the option of attending the meeting. The Superintendent shall within five (5) days after this meeting, render a decision in writing to the grievant to the principal, to the persons designated by the Superintendent to hear the grievances. (use Form C)

#### Level III – Board of Education

- a. In the event that the disposition of the grievance at level two is not satisfactory to the grievant or the Superintendent, the grievance may be submitted in writing within five (5) days by the grievant or the Superintendent to the Board of Education. (include copies of Forms A, B and C with appeal)
- b. The Board of Education shall grant a hearing to the grievant or Superintendent at their next regularly scheduled board meeting, or at the option of the Board, a special Board meeting.
- c. The written decision of the Board shall be transmitted to the grievant and the Superintendent within five (5) days of the meeting at which the hearing was held. (use Form D)
- d. The decision of the Board shall be final and binding upon all parties, however, nothing in this procedure shall deny a teacher full due process rights afforded by law.

#### **Section 4 - General Provisions**

- A. The grievant shall have the sole responsibility for presenting and continuing pursuit of the grievance through the channels provided herein and within the time limits specified in these procedures.
- B. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision at that step.
- C. Failure to communicate the decision on a grievance at any step of this procedure within the specified time limits shall permit the grievant to proceed to the next step.
- D. No reprisals of any kind shall be taken against any party in interest, any witness or any other participant in the grievance procedure by reason of such participation.
- E. Any party in interest may be represented at all stages of this grievance procedure by a person of their own choosing.

- F. Access to all pertinent information, not privileged under law, which is relevant to the issues raised by the grievance, shall be granted the grievant.
- G. All written and printed matter dealing with the procession of a grievance will be filed separately from the central office personnel files of the participants.
- H. Recommendations for solution of grievances.
  - 1. There is no violation of the negotiated agreement.
  - 2. The negotiated agreement has been violated and steps made to correct such violation.
- I. Time limits at any level may be extended by mutual agreement of the parties and such agreement shall be reduced to writing and placed in the record.
- J. Grievances arising from acts of an authority higher than the Principal shall be initiated as an informal procedure at the Superintendent's level.

Check one: Level I Grievance \_\_\_\_\_ Level I Complaint \_\_\_\_\_

To be completed by the grievant/complainant

Grievant/Complainant \_\_\_\_\_ Date of Presentation \_\_\_\_\_

School \_\_\_\_\_ Principal \_\_\_\_\_

Years in School System \_\_\_\_\_ Subject Area or Grade \_\_\_\_\_

Statement of Grievance/Complaint:

For Grievance, citation of negotiated contract article(s) and section(s) alleged to have been violated:

\_\_\_\_\_

For Complaints, citation of Board Policy alleged to have been violated:

\_\_\_\_\_

Action Requested:

\_\_\_\_\_  
Signature of Grievant/Complainant

Distribution (2 copies)  
1 Grievant/Complainant  
1 Principal



**Decision of Principal**

Check one: Level I Grievance \_\_\_\_\_ Level I Complaint \_\_\_\_\_

To be completed by the Principal

Grievant/Complainant \_\_\_\_\_ Date of Presentation \_\_\_\_\_

School \_\_\_\_\_ Principal \_\_\_\_\_

Decision of Principal and Reasons Therefore:

Date of Decision \_\_\_\_\_  
Signature of Principal \_\_\_\_\_

Grievant/Complainant Person's Response (To be completed by the Grievant/Complainant)

- ( ) I accept the above decision of the principal
- ( ) I hereby appeal the above decision to the Superintendent, Level II.

Date of Response \_\_\_\_\_  
Signature of Grievant/Complainant \_\_\_\_\_

Distribution (3 copies)  
2 Grievant/Complainant  
1 Principal

Grievant/Complainant will return one copy to principal.

**Decision by Superintendent**

Check one: Level II Grievance \_\_\_\_\_ Level II Complaint \_\_\_\_\_

Grievant/Complainant \_\_\_\_\_

Date of Formal Grievance/Complaint Presentation \_\_\_\_\_

Date of Appeal Received by Superintendent \_\_\_\_\_

Date Hearing Held by Superintendent or His Representative \_\_\_\_\_

Decision of Superintendent and Reasons Therefore:

Date of Decision \_\_\_\_\_

\_\_\_\_\_  
Signature of Superintendent

Grievant/Complainant Person's Response:

To be completed by Grievant/Complainant within 5 days of decision.

( ) I accept the above decision of the Superintendent of Schools.

( ) I hereby appeal to the Board of Education, Level III.

Date of Response \_\_\_\_\_

\_\_\_\_\_  
Signature of Grievant/Complainant

Distribution (4 copies)

2 Grievant/Complainant

1 Principal

1 Filing

**Report by Board of Education**

Check one: Level III Grievance \_\_\_\_ Level III Complaint \_\_\_\_\_

Grievant/Complainant \_\_\_\_\_

Date of Formal Grievance/Complaint Presentation \_\_\_\_\_

Date of Referral to Board \_\_\_\_\_  
Signature \_\_\_\_\_

Date Received by \_\_\_\_\_ Date Hearing Held by \_\_\_\_\_  
Board of Education \_\_\_\_\_ Board of Education \_\_\_\_\_

Board of Education Response:

To be completed by the Board of Education; Board hearing to be held at the next regularly scheduled Board meeting or at a special meeting called after receipt of appeal.

Date of Decision \_\_\_\_\_  
Signature of Board Chairman \_\_\_\_\_

- Distribution (4 copies)
- 2 Grievant/Complainant
- 1 Principal
- 1 Superintendent

## **ARTICLE X - Association Rights**

### **Section 1 - Association Leave**

- A. The Board will grant the Association a maximum of thirty-eight (38) days of leave to conduct official Association business.
  - 1. When a substitute is needed, the Association will reimburse the District the amount of a certified substitute, including fixed costs.
- B. No members shall be permitted to use more than two (2) days of Association leave during the year, with the exception of the officers of the Association and up to five (5) members designated by the Association President who may use up to four (4) days during the year.
- C. No more than two (2) members from the same building may take Association leave on the same day, except for the delegates attending the OEA delegate assembly.
- D. Written notification shall be submitted to the Superintendent at least one (1) day in advance of the requested leave date, by 1:00 P.M.

### **Section 2 - Board Meeting Information**

- A. It is hereby agreed that the Mid-Del ACT will be provided with a copy of the following information presented at Board meetings.
  - 1. Human Resources Report
  - 2. Treasurer's Report
  - 3. Bids as compiled by the Chief Financial Officer
  - 4. Encumbrances
  - 5. A copy of each School Board Agenda, including the items in A. 1 through 4, above, will be placed in the ACT mailbox at the Administration Building at the same time such Agenda and information is provided to the Board.

### **Section 3 - ACT President-Special Assignment**

- A. Upon return to teaching duty, the President shall be returned to the same site he/she had before special assignment. If an involuntary transfer is necessary at the President's site then the PROCEDURES FOR TRANSFER shall be in effect.
- B. The President shall continue to receive and accrue all benefits, except leave benefits, normally associated with his/her assignment including advancement on the salary schedule for time as President.

- C. The Association shall reimburse the district monthly 100% of the cost of all salary and benefits for the President including the Board's share of Social Security, Teacher Retirement, and Health Insurance.

#### **Section 4 - Use of Facilities**

- A. The Association has the right to use school facilities in accordance with Board policies and applicable state laws for the transaction of official Association Business.
- B. The Association may utilize the District email system and mailboxes to transact official Association business to its members only. The distribution of association materials and information shall be made by an association member who is an employee of the district. Such use must be in accordance with Board Policy and may not suggest, urge or propose any action contrary to the Negotiated Agreement or Board Policy.

#### **Section 5 - Access to Membership**

- A. Association representatives may visit teachers at schools for the purpose of transacting official Association business. Upon arrival at the school, the Association representative shall check in with the Principal's office.
- B. Visitation by Association representatives with teachers shall be held only in the following areas:
  - 1. Teachers Lounge
  - 2. Cafeteria
  - 3. Classroom where students are not in attendance
- C. During visitation by an Association representative, teachers shall not be disturbed or interrupted while their classes are in session or be hindered in the process of fulfilling their assigned duties.
- D. Association shall have the exclusive use of bulletin board space at each site for the purposes of disseminating information such as benefits and official Association business.
- E. Association materials sent through faculty mailboxes may be distributed only to current members by an association member who is an employee of the district. (2018)

#### **Section 6 - Duty Schedule**

After the duty schedule has been established by the principal, a copy will be made available to the Association building representative upon request.

## **Section 7 - Contract Concerns**

Concerns regarding proper implementation or administration of the Negotiated Agreement resulting from actions made above the site level may be directed by the Association President to the Superintendent. Upon request of the Association President, the Superintendent will provide a written response within a reasonable time.

## **Section 8 - School Calendar Input**

The Association may, by November 1, provide input to the Superintendent regarding the school calendar for the following year. If an advisory committee is formed that includes teachers, the Association president or designee will be a part of the committee. Ultimately the Superintendent is responsible for making a recommendation to the Board. The Board will make the final decision.

## **ARTICLE XI - General Provisions**

### **Section 1 - Printing of Negotiated Agreement**

The District shall make the Negotiated Agreement available on-line. A limited number of printed copies, as determined by the Chief Human Resources Officer and the President of the ACT, shall be printed for district and association use.

### **Section 2 - Board Policy and Student Policy Handbooks**

The Board shall provide teachers with access to the Board Policy Handbook and the Student Handbook at each school.

Copies of each handbook will be available at each school including copies maintained in the office of the principal, the lounge designated for the teachers, the library, the Association building representative and the ACT office.

As changes are made in the above handbooks, copies of said changes will be forwarded to the above designated recipients.

## **ARTICLE XII - Savings Clause**

If any provision(s) of this contract or any application of the provisions of this contract to any person(s) is found by a court of competent jurisdiction, to be in conflict with any federal or state law, regulation, ruling or order, now or hereinafter exacted or issued, such provisions or applications shall be inoperative, but the remaining provisions hereof shall continue in effect. Upon request of the Association or the Board, within thirty (30) days after such findings, the parties will meet solely for the purpose of negotiating the provision(s) affected.

## **ARTICLE XIII - Duration**

All sections of this Agreement shall remain in full force and effect during the 2020-2021 school year. All sections of the Agreement are subject to be opened for negotiations for the 2020-21 school year in accordance with the provisions of the Procedural Agreement. (2018)

NEGOTIATED AGREEMENT  
between the  
BOARD OF EDUCATION ISD #52  
and the  
ASSOCIATION OF CLASSROOM TEACHERS

Pursuant to the procedural agreement between the Board of Education, ISD 52, and the Association of Classroom Teachers (ACT), this Negotiated Agreement is entered into between the Board and the ACT this 10<sup>th</sup> day of August, 2020.

The terms and conditions of this Agreement shall bind the Board of Education and the Organization during the 2020-21 school year, and continue to be binding on the parties until superseded or replaced by a subsequent Agreement negotiated in accordance with the provisions of the Procedural Agreement. This constitutes the full and complete agreement between the Board and the Organization. Nothing herein shall restrain or impair the rights or responsibilities of either party as provided by law.

The provisions herein shall be binding equally upon the Board and the members of the bargaining unit as defined in the negotiated contract.

IN WITNESS WHEREOF, The parties hereby affix their signatures:

THIS DOCUMENT REPRESENTS THE FULL AND COMPLETE AGREEMENT ENTERED INTO BY THE MID-DEL ACT AND THE MID-DEL BOARD OF EDUCATION.

August 10, 2020

  
\_\_\_\_\_  
President, Mid-Del ACT


  
\_\_\_\_\_  
President, Mid-Del Board of Education

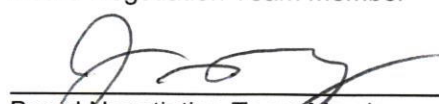
  
\_\_\_\_\_  
MID-DEL ACT Negotiation Team Member

  
\_\_\_\_\_  
Board Negotiation Team Member

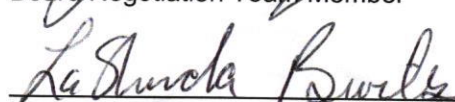
  
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MID-DEL ACT Negotiation Team Member

  
\_\_\_\_\_  
Board Negotiation Team Member

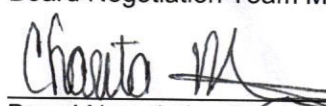
  
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MID-DEL ACT Negotiation Team Member

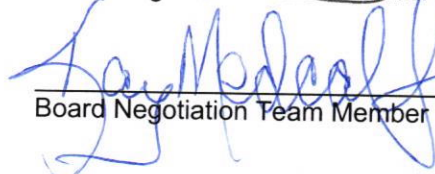
  
\_\_\_\_\_  
Board Negotiation Team Member

  
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MID-DEL ACT Negotiation Team Member

  
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Board Negotiation Team Member

  
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MID-DEL ACT Negotiation Team Member

  
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Board Negotiation Team Member

  
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Board Negotiation Team Member