

2020-2021

NEGOTIATED AGREEMENT

Between The

EL RENO PUBLIC SCHOOLS

And The

**EL RENO EDUCATION
ASSOCIATION**

1	5.	Job-Injury Leave	14
2	6.	Leave of Absence	14
3	7.	Non-Chargeable Leave, Leave Without Pay,	14
4		Unauthorized Absences	14
5	8.	Legal Process Leave	15
6	9.	Vacation Leave	15

7
8

9 **ARTICLE IV--COMPENSATION**

10			
11	Section	1. Salary Schedule	15
12		2. Supplemental Salaries	15
13		3. Health Insurance	15
14		4. 125 Cafeteria Package	15
15		5. Life Insurance	15
16		6. Mileage	15

17
18

19 **ARTICLE V--GRIEVANCE PROCEDURE**

20			
21	Grievance Procedure		16
22	Duration		17

23
24

25 **APPENDIX**

26			
27	Procedural Agreement		18
28	Standards of Performance and Conduct for Teachers		21
29	Minimum Criteria for Effective Teaching Performance		23
30	Grievance Forms		24
31	Supplemental Salary Schedules		26
32	Memorandum of Understanding		
33	Salary Schedules (attached at end)		

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1 C. Political campaign material other than that directly related to the internal politics of the
2 Association may not be placed in individual school mail boxes, on the school website or school email
3 accounts by the Association.

4 D. Teachers shall have building access during non-school hours and non-school days. This shall
5 include access to copy machines and other equipment. Teachers accessing buildings during non-school
6 hours and non-school days shall be responsible for turning out lights, complying with energy management
7 guidelines, and securing doors upon leaving the building.
8

9 **Section 6. - Association's Placement on Board Meeting Agenda**

10 The Association upon request shall be provided a space on the agenda to address the Board for
11 the purpose of providing information on matters of concern, except that during annual negotiations,
12 matters which are a part of those annual negotiations may not be addressed, excepting any items
13 currently in the grievance process

14 The Association shall make such request in writing to the Superintendent prior to the preparation
15 of the agenda.
16

17 **Section 7. - Availability of Information**

18 The Board clerk shall make available to the Association a copy of the official agenda for each
19 Board meeting on the same day such copies are made available to the Board.

20 The Board clerk shall make available to the Association copies of the minutes of each Board
21 meeting at the same time such copies are made available to the Board.
22

23 **Section 8. - Association Leave**

24 The Board shall provide the Association with a total of twelve (12) days to use for professional
25 leave which deals with the Association's direct responsibilities with the state and national affiliation. This
26 leave shall be provided without loss of pay.

27 Association leave will be designated by the President of the Association. The Association shall
28 provide the Administration a summary of days used under the agreement upon request. Requests for
29 additional days at the Association's expense may be made to the Superintendent.

30 The Association requests (1/2) one-half day every other week for Association Presidential Leave.
31 This leave would be above the (12) twelve days already granted by the contract for Association Leave.
32 The Association agrees to exclude testing weeks, weeks before and after a holiday, the week after school
33 begins and the last week of school, and short weeks. The President will make arrangements with the
34 school principal for the leave. The Association further agrees to pay the substitute for the President. This
35 agreement is for the term of one year and is open to negotiations for future terms.
36

37 **ARTICLE II - CONDITIONS OF EMPLOYMENT**

38 **Section 1. Assignments**

39 Each teacher will be notified of his/her tentative *grade* and/or subject assignment for the following
40 year by the end of the current school year. In the event any changes are necessary, the affected
41 teachers will be notified as soon as possible, but in any event before notification is made to the general
42 public. In any situation, confidentiality will be stressed by all parties until the affected party is notified to
43 eliminate misinformation
44
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46

47 **Section 2. - Work Day.**

48 A. Provided that professional responsibilities related to the proper functioning of the school day do
49 not require otherwise, the teacher work day shall be a minimum of 7 1/2 hours plus a thirty minute
50 duty free lunch. Building start and stop times will be 7:40-3:40 unless the building administrator
51 and building leadership team with staff input make a decision to start and stop earlier or later.
52 Teachers giving up time at the end of the designated student school day to supervise after school
53 students may be paid their hourly after school rate for loss of plan time.

54 B. All regular building staff meetings will be scheduled on a uniform day of each week as agreed
55 upon by building principals and the Superintendent. All Wednesday afternoons during the work
56 year (following the close of the student day) shall be reserved for district-wide staff meetings.

- 1 G. Building Principals will strive to limit meetings, conferences and other school related duties to two
2 per month. The meetings shall not start before reporting time or last past 30 minutes beyond the
3 end of the contract day. Efforts will be made to keep before or after school meetings to a
4 minimum during the weeks that report cards are issued and not to exceed 2 a month. Meetings
5 exceeding 30 minutes will merit compensation at \$16 per hour.

6 **Section 4. - Duty-Free Lunch**

7 Teachers shall be scheduled for a duty-free lunch period of not less than 30 consecutive minutes
8 each day. Supervision of students during the lunch period outside of the 30 minutes is
9 considered regular duty and not subject to additional compensation. The principals will ensure
10 that all teachers have a 30 minute duty-free lunch.

11
12 **Section 5. - Duty Schedules**

- 13 A. After receiving input from teachers, the principal will establish duty schedules assigning teachers
14 on a rotating and equitable basis
- 15 B. When assigning teachers to extra duties beyond the normal work day such as taking tickets or
16 crowd control at school events, the principal shall first seek volunteers. If a sufficient number of
17 volunteers are not secured, the principal shall assign teachers. Twenty dollars (\$20.00) per night
18 extra duty (2 hours) shall be paid to teachers directly involved in math night, reading night and
19 music night. Covering classes on plan time will be compensated at a rate of \$16 per class period.
20 Teachers shall receive fourteen (\$14.00) dollars per hour for all other extra duty assignments.

21
22 **Section 6. - Work Year**

- 23 A. The teacher work year shall include:
- 24 1. One hundred seventy-five (175) days of instruction
 - 25 2. There shall be a maximum of five days prior to the start of school scheduled as follows:
26 Teacher Readiness Day and Enrollment Day (2) and up to Three (3) Professional
27 Development Days.
28 Teacher work day will be held prior to the 1st day of class following enrollment day with
29 every effort being made to give one full work day.
30 A checkout day will be scheduled at the end of the school year.
 - 31 3. There may be (2) additional professional development days for a total of (5) professional
32 development days occurring during the remainder of the school year.
 - 33 4. The work year is defined as 183 days including a total of 175 instructional, 5 professional,
34 plus 3 work days to be scheduled on the school calendar. A teacher's contract is 183
35 days 7:40 am to 3:40 pm. No teacher is working more than their contract due to snow
36 days

37
38 In addition to the days listed above, all new teachers will attend five (5) pre-school days for in-service.

- 39
- 40 B. Prior to January 1 of each school year, the Association may provide input to the Superintendent
41 regarding the school calendar for the ensuing year. The Superintendent shall consider the
42 Association's input before making his/her recommendation to the Board.
- 43 C. A minimum of two Fall Break days will be placed in the school calendar and posted on the school
44 website in October. These days are not workdays for teachers.
- 45 D. If it is decided by the administration to shorten the number of days of instruction/staff
46 development to correspond to the state approved 1080 hours the teacher work year will also be
47 according to the hours

48
49
50 **Section 7. - Activity Clubs and Sponsorships**

51 Teachers may express their preferences in selecting Activity Club and Sponsorship Assignments.

52 a. If a teacher prefers a particular activity club and/or sponsorship assignment for the
53 ensuing school year, that preference shall be expressed in writing on a standardized form to the
54 immediate supervisor by April 15.

55 b. The immediate supervisor shall:

1 3. A probationary teacher in an eliminated position will be released next. However, if that
2 probationary teacher is certified and qualified for another position held by a licensed or other
3 probationary teacher, the probationary teacher will be reassigned to that position, and the licensed
4 or other probationary teacher will be displaced and released.

5 4. A career teacher in an eliminated position will be released next. However, if that career
6 teacher is certified and qualified for a position held by a licensed, probationary or other career
7 teacher, the career teacher will be reassigned to that position, and the licensed, probationary or
8 other career teacher will be displaced and released.

9 5. Teachers must have on file in the Superintendent's office, at the time of the presentation
10 of the recommendation to reduce force, either the proper certification or evidence of eligibility for
11 such certification, in order for any displacement to occur.

12 6. If there is more than one teacher certified and qualified to displace another teacher in
13 accordance with the procedures in numbers B. 2, B. 3 or B. 4 above, the following criteria, in
14 priority order, will be used to determine which teacher or teachers will be displaced and released.

- 15 1. Certification: Standard, then Provisional, then Temporary
- 16 2. Years of local district teaching experience in the position to be retained
- 17 3. Seniority: Continuous teaching experience in the district
- 18 4. Academic degrees: Doctorate, then Masters, then Bachelors
- 19 5. Current year's evaluation
- 20 6. Recommendations of the principal and Superintendent

21 Recall:

- 22 1. Teachers who are released because of reduction in force will have priority, for one (1) school year
23 to fill subsequent vacancies in positions for which they are certified and qualified. Teachers will
24 be offered reemployment in reverse order of release according to the provisions of this policy.
- 25 2. Released teachers will be placed on a recall list. Teachers on this recall list will be notified by
26 certified mail of position vacancies for which they have priority. A teacher shall remain on the
27 recall list unless the teacher:
 - 28 a. does not accept a position within ten (10) days from the mailing of notice of vacancy as
29 provided above; or
 - 30 b. waives recall in writing; or
 - 31 c. resigns; or
 - 32 d. refused to accept a position offered to him/her by the district.
- 33 3. It shall be the teacher's responsibility to see that the district has his/her current address on file,
34 and that address will be used for recall purposes.
- 35 4. A teacher who is recalled shall have restored all benefits accrued on the effective date of release
36 due to reduction in force, and for payroll purposes shall be given credit for all previous teaching
37 experience to which he/she would be entitled under this Agreement.

38 39 **Section 12. - Teacher Evaluation**

40 Evaluations of teachers shall be based upon the Tulsa Evaluation Model

41 All career teachers will be formally evaluated according to Oklahoma State Law and the Tulsa
42 Evaluation Model .

43 All teachers will be evaluated by administrative personnel who have participated in the required
44 training of the State Department of Education. Each teacher will be notified at the beginning of
45 each school year which administrator(s) has been designated as his/her evaluator.

46 Formal classroom observations for the purpose of evaluation shall be conducted openly with the
47 full knowledge of the teacher. Evaluations will follow the terms of the Tulsa Evaluation Model)

48 All career teachers shall be formally evaluated at least once during each school year by April 30
49 except for career teachers receiving a "superior" or "highly effective" rates under the TLE, who
50 may be evaluated once every three (3) years. All probationary teachers will be formally evaluated
51 at least twice each school year, once during the fall semester and once during the spring
52 semester.

53 54 **Section 13. - Personnel File**

55

1
2 **Section 19. - Teacher Protection**

- 3 A. Any incident of assault, battery, or assault and battery upon a teacher by a student, patron or
4 school district employee shall be reported to the principal immediately. The principal is
5 authorized to take whatever actions as are necessary to protect teachers and others from assault,
6 battery, or assault and battery.
7 B. If a teacher is assaulted or battered by a student, patron or school district employee, the teacher
8 shall be informed of any actions taken by the District and shall be informed if that individual is
9 subsequently granted access to the school site by the administration.
10 C. Teachers injured while in the performance of their duty as a result of an assault and/or battery
11 shall continue to receive their full salary including fringe benefits. Any workers compensation
12 benefits received by the employee shall be refunded to the school district. Such absences shall
13 not be charged to sick leave benefits; they will count as active days for experience purposes.
14 Employee shall be reinstated whenever medically able.
15

16 **Section 20 - Certified Staff Resignation**

17 Resignations must be dated and submitted in writing to the Superintendent stating the effective
18 date of resignation. Any resignation that is vague or indeterminate may not be accepted.

- 19 1. Oklahoma State law requires certified staff must notify the school board of the desire to not
20 be reemployed within fifteen days after the first Monday in June or the teacher will be
21 deemed to be reemployed.
22 2. Notification of intent by the school district to not enter into a written contract with a regularly
23 employed teacher for the next school year must be made prior to the first Monday in June.
24 Intent letter must be mailed by registered or certified mail. Realizing that opportunities arise
25 that would allow certified staff to better their career, the Superintendent's office has agreed to
26 recommend to the School Board that all certified staff who submit resignations be released
27 from their contracts prior to the first Monday in June. Resignations submitted after that will be
28 handled on an individual basis.
29

30 **Section 21 – Professional Dress**

31 We believe that professional and modest dress is essential for all certified teaching staff
32 members. The following dress code will apply to all teachers throughout the district.
33

34 Acceptable Attire

- 35 • Clothes that maintain a professional and appropriate appearance.
36 • Clothes that are neat, clean and in good repair.
37 • Skirts of appropriate length.
38 • Appropriate necklines.
39 • No spaghetti straps, no sleeveless less than two inches unless covered by a jacket or a
40 top.
41 • No showing of skin between shirts and pants/skirts.
42 • All staff will wear their district issued ID badges.
43 • No beach style flip-flops.
44 • Jeans that are appropriate for school wear may be worn on the last working day of the
45 week.

46 Each certified staff member is expected to work with the building administrator to determine what is
47 appropriate within their building for educational and program driven purposes. Exceptions may be made
48 for spirit week and fundraisers.
49
50
51

- 1 impairment or physical or mental condition which has caused or is likely to cause the employee to take
2 leave without pay or to terminate employment. The sick leave sharing shall be subject to the following
3 conditions:
- 4 A. Definitions:
- 5 1. "Relative of the employee" means a spouse, child, stepchild, grandchild, grandparent,
6 stepparent, or parent of the employee.
 - 7 2. "Household members" mean those persons who reside in the same home, who have
8 reciprocal duties to and do provide financial support for one another. This term shall
9 include foster children and legal wards even if they do not live in the household. The term
10 does not include persons sharing the same general house when the living style is
11 primarily that of a dormitory or commune.
 - 12 3. "Severe" or "extraordinary" means serious, extreme, or life-threatening including
13 temporary disability resulting from pregnancy, miscarriage, childbirth and recovery there
14 from; and
 - 15 4. "District employee" means a teacher or any full-time employee of the school district.
- 16 B. A district employee may be eligible to receive shared leave pursuant to the following conditions:
- 17 1. The Board of Education determines that the employee meets the criteria described in this
18 section; and
 - 19 2. The employee has abided by district policies regarding the use of sick leave.
- 20 C. A district employee may donate annual leave to another district employee only pursuant to the
21 following conditions:
- 22 1. The receiving employee has exhausted, or will exhaust, sick leave earned pursuant to
23 Section 6-104 of Title 70 of the Oklahoma statutes due to pregnancy, miscarriage,
24 childbirth and recovery there from, an illness, injury, impairment, or physical or mental
25 condition, which is of an extraordinary or severe nature and involves the employee, a
26 relative of the employee, or household member;
 - 27 2. The condition has caused, or is likely to cause, the employee to go on leave without pay
28 or to terminate employment;
 - 29 3. The Board of Education of the district permits the leave to be shared with an eligible
30 employee;
 - 31 4. The amount of leave to be donated and the amount of sick leave received is within the
32 limits set by the Board of Education of the district; and in this regard, it is the current
33 policy of the Board of Education that a donating employee's balance, after donation, must
34 be at least 10 sick days. No employee can donate more than 60 sick days in any year,
35 and no employee may receive more than a total of 60 sick days in any year.
 - 36 5. District employees may not donate excess sick leave that the donor would not be able to
37 otherwise take.
 - 38 6. All other leave must be exhausted before application can be made.
- 39 D. The Board of Education shall require the employee to submit, prior to approval or disapproval, a
40 medical certificate from a licensed physician or health care practitioner verifying the severe or
41 extraordinary nature and expected duration of the condition.
- 42 E. Donated sick leave is transferable between employees of different school districts in the state
43 with the agreement of both boards of education of each school district.
- 44 F. The receiving employee shall be paid the regular rate of pay of the employee. The sick leave
45 received will be designated as shared sick leave and be maintained separately from all other sick
46 leave balances.
- 47 G. Any donated sick leave may be used by the recipient only for the purpose specified in this
48 section.
- 49 H. Any sick leave earned pursuant to section 6-104 of Title 70 of the Oklahoma Statutes available
50 for use by the recipient must be used prior to using shared sick leave.
- 51 I. Any shared sick leave not used by the recipient during each occurrence as determined by the
52 Board of Education shall be returned to the donor. The shared sick leave remaining will be
53 divided among the donors on a prorated basis based on the original donated value and returned
54 at its original donor value and reinstated to the annual leave balance of each donor.

1 **Section 8. - Legal Process Leave**

2 Teachers shall be granted leave to serve on a jury or as a witness subpoenaed in a criminal, civil,
3 or juvenile proceeding. A teacher serving as a juror or subpoenaed witness shall be paid his/her full
4 contract salary.

5
6 **Section 9.-Vacation Leave:**

7 El Reno Public Schools will be closed one week for the Fourth of July holiday and two weeks for
8 Christmas holiday. All buildings will be closed to all personnel (unless essential). No leave will be charged
9 for those days and no leave forms will be filled out. Twelve month full-time employees will be paid for
10 these days at their regular rate of pay. Essential personnel will be given compensatory time for the days
11 that they are required to work. All essential employees must be approved by the Superintendent

12
13 **ARTICLE IV - COMPENSATION**

14
15 **Section 1 – Salary Schedule** (Refer to Salary Schedule in the Appendix beginning on page 44)

16
17 **Section 2 - Supplemental Salaries**

18 Conditions:

- 19 1. All positions shall be approved by the Superintendent prior to being filled.
20 2. No teacher shall make less for his/her supplemental assignment than he/she made the previous
21 year for the same assignment.
22 3. No Extra Duty shall be paid to an individual for assignments performed which are included in
23 his/her supplemental contract.

24 (Refer to Supplemental Salaries Schedule in the Appendix beginning on page 38)

25
26 **Section 3. - Health Insurance**

27 For the fiscal year ending June 30, 2005, and each fiscal year thereafter, the state-paid flexible
28 benefit allowance amount for certified personnel shall be no less than one hundred percent (100%) of the
29 premium amount for the HealthChoice (High) option plan for an individual offered by the State and
30 Education Employees Group Insurance Board.

31 Cash In Lieu of Insurance: Beginning with the 2004-2005 fiscal year, certified employees who
32 choose cash in lieu of the major medical health insurance may elect to receive \$69.71 monthly in taxable
33 compensation.

34
35 **Section 4. - 125 Cafeteria Package**

36 The Board shall select a Section 125 IRS Fringe Benefit Plan and make it available to all teachers
37 for participation.

38
39 **Section 5. - Life Insurance**

40 The Board shall provide a group term life insurance policy with a coverage amount of forty
41 thousand dollars (\$40,000) for each employee, pro-rated by age.

42
43 **Section 6. - Mileage**

44 The Board shall reimburse each teacher whose assignment requires traveling from his/her base
45 site to one or more schools within a workday. The El Reno Public School District shall pay mileage
46 reimbursement consistent with the current IRS mileage rate at the beginning of the current fiscal year
47 allowing for one (1) adjustment at midterm.. Upon approval by district administrators for use of a private
48 vehicle for school functions, a teacher shall be reimbursed at the current IRS mileage rate

49 Teachers/coaches who travel for the purpose of and are paid for supplemental assignments
50 (even though the assignment occurs during the seven-period work day) will not be paid mileage for travel
51 to the supplemental assignment.

52 Teachers must itemize claims for reimbursement under this section, including date, miles
53 traveled, reason for travel and the administrator approving the travel.

54 At the beginning of each fiscal year, estimates of mileage for the fiscal year shall be submitted to
55 the encumbrance clerk prior to an event or events requiring reimbursement.

56

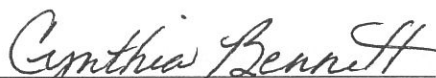
5. Copies of official grievances, all documents, communications, and records dealing with the processing of a grievance will be filed in a separate grievance file and will not be kept in the personnel files of any of the participants.
6. No reprisals shall be taken against the grievant, any witness, or other participant in the grievance procedures by reason of such participation.
7. Failure in any step of this procedure to appeal to the next level within the specified time limits shall be deemed to be acceptance of the decision at that level.
8. All meetings and hearings, with the exception of those at level IV, under this procedure shall not be conducted in public and shall include only parties in interest and their selected representatives.
9. Time limits at any level may be extended by mutual agreement, and such agreements shall be reduced to writing and placed in the record for that grievance.
10. Failure in any step of the procedure to communicate the decision to the grievant within the specified time limits shall permit the grievant to appeal the grievance to the next level.

(Grievance Forms are in the Appendix beginning on page 25)

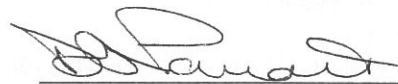
DURATION

This Agreement represents the full and complete agreements of the parties. This Agreement shall remain in full force and effect and bind the parties until replaced by a subsequent Agreement negotiated in accordance with the provisions of the Procedural Agreement.

In witness where, the Association and Board have set their signatures on the 14th day of September 2020..



 President
 El Reno Education Association



 President
 El Reno Board of Education

 Chairperson
 El Reno Education Association

 Chairperson
 El Reno Board of Education

 Team Member

 Team Member

 Team Member

 Team Member

 Team Member

 Team Member

 Team Member

 Team Member

1 course of negotiations, and to reach tentative agreements subject to ratification by the Board and the
2 Association.

3 5.4.2 When tentative agreement is reached on any item, it shall be reduced to writing, and signed and
4 dated by the spokesperson of each team. When tentative agreement is reached on all items, they shall
5 be submitted first by the Association to the teachers for ratification and then by the Superintendent to the
6 Board for ratification.

7 **V. IMPASSE**

8 6.1 If negotiations are not successfully concluded by the first day of school an impasse shall exist. At
9 any earlier time following the initial negotiation session, either party may declare an impasse, or, by
10 mutual agreement of the parties, the date for declaring impasse may be extended beyond the first day of
11 school.

12 6.2 Within two (2) days of such declaration, the parties shall request the services of the Federal
13 Mediation and Conciliation Service.

14 6.3 If the mediation process has been utilized and has failed to bring about agreement on all items,
15 the unresolved items shall be submitted to fact finding as follows:

16 6.3.1 A fact-finding committee consisting of three (3) members shall be formed. One (1) member shall
17 be selected by the Association, and one (1) member shall be selected by the Board, within five (5) days.
18 The third member shall be selected by the first two (2) members as follows: The parties shall notify the
19 State Superintendent of Public Instruction that a fact finder is needed and request a list of potential fact-
20 finders from the State Superintendent. If no name on the list is agreeable to both parties, a coin toss shall
21 occur with the party winning the toss having the right to strike a name from the list. The parties will then
22 continue alternately striking names from the list until only one name remains. The person whose name
23 remains on the list will serve as the chairperson of the fact-finding committee.

24 6.3.2 The committee shall meet with the Board's and the Association's negotiation representatives for
25 the purpose of fact finding.

26 6.3.3 Within five (5) days after the selection of a chairperson, the representatives of the parties shall
27 meet to exchange written language on each item at impasse. The exchanged documents shall be
28 furnished to the chairperson and other members of the committee. Each item being submitted to fact
29 finding shall show the last position taken by each negotiating team.

30 6.3.4 The cost for the services of the fact finding committee, including per diem expenses, if any, and
31 actual and necessary travel expenses shall be shared in the following manner: the Board shall assume
32 the expenses of the representative selected by the Board, the Association shall assume the expenses of
33 the representative selected by the Association, and the expenses of the third member shall be shared
34 equally by the Board and the Association.

35 6.3.5 The fact-finding committee shall have authority to establish procedural rules, conduct
36 investigations, and hold hearings during which each party shall be given an opportunity to present its
37 case with supporting evidence.

38 6.3.6 All hearings by the fact-finding committee shall be conducted in closed session.

39 6.3.7 The chairperson shall convene the committee for fact finding as soon as possible. The
40 committee shall meet with the representatives of both parties and, within twenty (20) days after the fact-
41 finding meeting shall present its written recommendation to the Board and the Association. The report
42 shall set forth findings of fact and recommendations on the issues submitted

43 6.3.8 If either party decides it must reject one or more of the committee's recommendations, said party
44 must, within seven (7) days after the committee has presented its recommendations, request a meeting of
45 the representatives who have been negotiating for the Board and the Association. The parties shall meet
46 within seven (7) days of the request, unless both parties deem it unnecessary. At such meeting, the
47 parties shall exchange written statements expressing each party's rationale for rejecting each
48 recommendation found unacceptable and shall attempt to clarify any remaining differences. The
49 representatives shall then resume a good faith effort to resolve the remaining differences; provided, after
50 fourteen (14) days after the exchange of written statements, as provided for by this section, either party
51 may discontinue such effort.

52 5.3.9 The Board shall file a copy of the fact finding report with the office of the State Superintendent of
53 Public Instruction. If the effort to resolve differences is successful, the parties shall draft a written
54 agreement and present the agreement to both parties for ratification, and upon ratification such
55 agreement shall also be forwarded to the State Superintendent. If the effort to resolve differences is

**MINIMUM CRITERIA FOR EFFECTIVE
TEACHING PERFORMANCE**

1.
Practice

A. Teacher Management Indicators

1. Preparation
The teacher plans for delivery of the lesson relative to short-term and long-term objectives.
2. Routine
The teacher uses minimum class time for non-instructional routines, thus maximizing time on task.
3. Discipline
The teacher clearly defines expected behavior (encourages positive behavior and controls negative behavior).
4. Learning Environment
The teacher establishes rapport with students and provides a pleasant, safe, and orderly climate conducive to learning.

B. Teacher Instructional Indicators

1. Establishes Objectives
The teacher communicates the instructional objectives to students.
2. Stresses Sequence
The teacher shows how the present topic is related to those topics that have been taught or that will be taught.
3. Relates Objectives
The teacher relates subject topics to existing student experiences.
4. Involves All Learners
The teacher uses signaled responses, questioning techniques, and/or guided practices to involve all students.
5. Explains Content
The teacher teaches the objectives through a variety of methods.
6. Explains Directions
The teacher gives directions that are clearly stated and related to the learning objectives.
7. Models
The teacher demonstrates the desired skills.
8. Monitors
The teacher checks to determine if students are progressing toward stated objectives.
9. Adjusts Based on Monitoring
The teacher changes instruction based on the results of monitoring.
10. Guides Practice
The teacher requires all students to practice newly learned skills while under the direct supervision of the teacher.
11. Provides for Independent Practice
The teacher requires students to practice newly learned skills without the direct supervision of the teacher.
12. Establishes Closure
The teacher summarizes and fits into context what has been taught.

2. Products

A. Teacher Product Indicators

1. Lesson Plans
The teacher writes daily lesson plans designed to achieve the identified objectives.

1 Date Received by immediate supervisor: _____
2

3 Written decision is to be transmitted within five days of meeting:
4

5 **C. Disposition of Immediate Supervisor:**
6

7
8 Signature: _____ Date: _____
9

10 LEVEL TWO

11
12 (If not satisfied with disposition of Level One, or no decision has been rendered within five days following
13 Level One meeting)
14

15 **A. Date received by superintendent or designee:** _____

16 Superintendent/designee shall arrange meeting within five days: Meeting Date: _____
17

18 Written decision is to be transmitted within five days of meeting
19

20
21 **B. Disposition of Superintendent or designee:**
22

23
24
25
26
27
28
29 Signature: _____ Date: _____
30

31 LEVEL THREE

32
33 (If not satisfied with disposition of Level Two, or no decision has been rendered within ten days of Level
34 Two meeting)
35

36
37 **A. Date submitted to Board:** _____
38

39 (Within five days, both grievant and Level Two hearing officer shall submit to the Board a narrative,
40 together with copies of any exhibits or documents at the Level Two hearing)
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42 **B. Date of Level Three hearing:** _____
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44 **C. Disposition and Award of Board:**
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55 Signature, Board President: _____ Date: _____
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Boys Jr. High Assistant	\$500.00
Girls Jr. High Assistant	\$500.00
VOLLEYBALL	
EHS Head Volleyball	\$4,000.00
Assistant Coach	\$2,000.00
EHS Assist/9 th Volleyball	\$2,100.00
7/8 th Head Volleyball	\$2,100.00
7/8th Assistant Volleyball	\$1,400.00
BASKETBALL	
7th Grade Boys Basketball	\$2,000.00
7th Grade Girls Basketball	\$2,000.00
8th Grade Boys Basketball	\$2,000.00
8th Grade Girls Basketball	\$2,000.00
9th Grade Boys Basketball	\$2,400.00
9th Grade Girls Basketball	\$2,400.00
EHS Girls Assistant Basketball	\$3,000.00
EHS Boys Assistant Basketball	\$3,000.00
*EHS Girls Head Basketball	\$5,400.00
*EHS Boys Head Basketball	\$5,400.00
Soph. EHS Girls Basketball – 2 nd Asst.	\$2,400.00
Soph. EHS Boys Basketball – 2 nd Asst.	\$2,400.00
WRESTLING	
Jr. High Assistant Wrestling	\$1,500.00
Jr. High Assistant Wrestling	\$1,500.00
9 th Grade Head Wrestling	\$2,100.00
EHS Assistant /JV Wrestling	\$2,700.00
EHS Assistant Wrestling	\$2,700.00
*EHS Head Wrestling	\$5,400.00
TENNIS	
Girls Head Tennis	\$2,000.00
Boys Head Tennis	\$2,000.00
Junior High Coach	\$1300.00
EHS Tennis Assistant	\$1,300.00
SOCCER	

Foreign Language	\$800.00
Electives	\$800.00
VOCATIONAL	
Agriculture	\$4,000.00 x 3
Family & Consumer Sciences, JHS & HS	\$1,000.00 x 2
JOURNALISM	
Yearbook, HS	\$4,000.00
Yearbook, JHS	\$550.00
Yearbook, RMS	\$550.00
Elementary Yearbook	\$550.00 per site
CLASS SPONSORS	
Senior Class Sponsor	\$2,310.00
Senior Class Assistant	\$2,000.00
Junior Class Sponsor	\$1,600.00
Sophomore Class Sponsor	\$600.00
Freshman Class Sponsor	\$600.00
Prom Coordinator	\$1000.00
EHS Spirit Coordinator	\$1,000.00
ACADEMIC COMPETITIONS	
Mock Trial	\$700.00 x 3
Academic Bowl, HS Head	\$1000.00
Academic Bowl, HS Assistant	\$450.00
Academic Bowl, JHS Head	\$750.00
Academic Bowl, JHS Assistant	\$450.00
Academic Bowl, RMS Head	\$750.00
Academic Bowl, RMS Assistant	\$450.00
STUDENT COUNCIL	
Student Council, HS	\$2,000.00
Student Council, HS Assistant	\$500.00
HONOR SOCIETY	
National Honor Society, HS/ED/RMS Head	\$250.00 x 3
National Honor Society, HS/ED/RMS Asst.	\$150.00 x 3
CLUBS	

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Extra Duty Pay

Covering classes on plan time will be compensated at a rate of \$16 per class period. All other extra duty will be paid at a rate of \$14 per hour. \$14 per hour extra duty shall be paid to teacher directly involved in Math Night, Reading Night and Music Night. All extra duty must be approved by employee's building principal or direct supervisor PRIOR TO the event.

NATIONAL BOARD CERTIFICATION

Teachers shall be certified by the National Board for Professional Teaching Standards and/or The American Speech-Language Hearing Association to receive the local supplement. Provided funds are available, National Board candidates may be reimbursed for up to four (4) retakes during the three-year process.

A new lane will be added to the Certified Salary Scale for National Board Certification as stated in SB 1660 when the model for the salary scale is provided by the state.

BACHELOR'S DEGREE COMPENSATION 2019-2020

8/6/2019 12:42

EL RENO PUBLIC SCHOOLS

STATE STEPS 2019-2020	(1)	(2)	(3)		(4)	(5) *RAISE		(6)		(7)	(8)		(9)	(10)
	STATE MIN. BACHELOR'S 2019-2020	YRS.	*RAISE BASE	TEACHER RETIREMENT	BACHELOR'S STATE DEFINED COMPENSATION	ERPS STEPS	TOTAL COMP. w/LIFE INS./TR	TOTAL COMP. INCLUDING	TOTAL COMP. STATE FBA	YRS.	ERPS Amount Above State Min.			
			SALARY	FRINGE										
\$434.00	\$36,601.00	0	\$36,153.10	\$2,727.35	\$38,880.45		\$81.60	\$46,100.85	0	\$2,279.45				
\$434.00	\$37,035.00	1	\$36,560.85	\$2,758.04	\$39,318.89	\$438.44	\$39,400.49	\$46,539.29	1	\$2,283.89				
\$434.00	\$37,469.00	2	\$36,968.60	\$2,788.73	\$39,757.33	\$438.44	\$39,838.93	\$46,977.73	2	\$2,288.33				
\$435.00	\$37,904.00	3	\$37,686.10	\$2,842.74	\$40,528.84	\$771.51	\$40,610.44	\$47,749.24	3	\$2,624.84				
\$434.00	\$38,338.00	4	\$38,093.86	\$2,873.43	\$40,967.29	\$438.45	\$41,048.89	\$48,187.69	4	\$2,629.29				
\$472.00	\$38,810.00	5	\$38,537.86	\$2,906.85	\$41,444.71	\$477.42	\$41,526.31	\$48,665.11	5	\$2,634.71				
\$463.00	\$39,273.00	6	\$39,003.55	\$2,941.90	\$41,945.45	\$500.74	\$42,027.05	\$49,165.85	6	\$2,672.45				
\$464.00	\$39,737.00	7	\$39,470.24	\$2,977.03	\$42,447.27	\$501.82	\$42,528.87	\$49,667.67	7	\$2,710.27				
\$463.00	\$40,200.00	8	\$39,935.93	\$3,012.08	\$42,948.01	\$500.74	\$43,029.61	\$50,168.41	8	\$2,748.01				
\$463.00	\$40,663.00	9	\$40,401.62	\$3,047.13	\$43,448.75	\$500.74	\$43,530.35	\$50,669.15	9	\$2,785.75				
\$1,021.00	\$41,684.00	10	\$41,393.81	\$3,121.81	\$44,515.62	\$1,066.87	\$44,597.22	\$51,736.02	10	\$2,831.62				
\$493.00	\$42,177.00	11	\$41,887.75	\$3,158.99	\$45,046.74	\$531.12	\$45,128.34	\$52,267.14	11	\$2,869.74				
\$493.00	\$42,670.00	12	\$42,381.69	\$3,196.17	\$45,577.86	\$531.12	\$45,659.46	\$52,798.26	12	\$2,907.86				
\$492.00	\$43,162.00	13	\$42,874.63	\$3,233.27	\$46,107.90	\$530.04	\$46,189.50	\$53,328.30	13	\$2,945.90				
\$493.00	\$43,655.00	14	\$43,368.57	\$3,270.45	\$46,639.02	\$531.12	\$46,720.62	\$53,859.42	14	\$2,984.02				
\$512.00	\$44,167.00	15	\$43,881.51	\$3,309.06	\$47,190.57	\$551.55	\$47,272.17	\$54,410.97	15	\$3,023.57				
\$493.00	\$44,660.00	16	\$44,375.45	\$3,346.24	\$47,721.69	\$531.12	\$47,803.29	\$54,942.09	16	\$3,061.69				
\$493.00	\$45,153.00	17	\$44,869.39	\$3,383.42	\$48,252.81	\$531.12	\$48,334.41	\$55,473.21	17	\$3,099.81				
\$493.00	\$45,646.00	18	\$45,363.33	\$3,420.59	\$48,783.92	\$531.12	\$48,865.52	\$56,004.32	18	\$3,137.92				
\$493.00	\$46,139.00	19	\$45,857.27	\$3,457.77	\$49,315.04	\$531.12	\$49,396.64	\$56,535.44	19	\$3,176.04				
\$513.00	\$46,652.00	20	\$46,371.21	\$3,496.46	\$49,867.67	\$552.62	\$49,949.27	\$57,088.07	20	\$3,215.67				
\$493.00	\$47,145.00	21	\$46,865.15	\$3,533.63	\$50,398.78	\$531.12	\$50,480.38	\$57,619.18	21	\$3,253.78				
\$494.00	\$47,639.00	22	\$47,360.09	\$3,570.89	\$50,930.98	\$532.19	\$51,012.58	\$58,151.38	22	\$3,291.98				
\$493.00	\$48,132.00	23	\$47,854.03	\$3,608.07	\$51,462.10	\$531.12	\$51,543.70	\$58,682.50	23	\$3,330.10				
\$493.00	\$48,625.00	24	\$48,347.97	\$3,645.25	\$51,993.22	\$531.12	\$52,074.82	\$59,213.62	24	\$3,368.22				
\$1,424.00	\$50,049.00	25	\$49,772.91	\$3,752.50	\$53,525.41	\$1,532.19	\$53,607.01	\$60,745.81	25	\$3,476.41				
\$0.00	\$50,049.00	26	\$50,198.85	\$3,784.56	\$53,983.41	\$458.00	\$54,065.01	\$61,203.81	26	\$3,934.41				
\$0.00	\$50,049.00	27	\$50,624.79	\$3,816.62	\$54,441.41	\$458.00	\$54,523.01	\$61,661.81	27	\$4,392.41				
\$0.00	\$50,049.00	28	\$51,050.73	\$3,848.68	\$54,899.41	\$458.00	\$54,981.01	\$62,119.81	28	\$4,850.41				
\$0.00	\$50,049.00	29	\$51,646.86	\$3,893.55	\$55,540.41	\$641.00	\$55,622.01	\$62,760.81	29	\$5,491.41				
\$0.00	\$50,049.00	30	\$52,242.99	\$3,938.42	\$56,181.41	\$641.00	\$56,263.01	\$63,401.81	30	\$6,132.41				

BACHELOR'S DEGREE COMPENSATION 2019-2020

STATE STEPS 2019-2020	(1)		(2)		(3)		(4)		(5) *RAISE		(6)		(7)		(8)		(9)	(10)
	STATE MIN.	BACHELOR'S	YRS.	*RAISE	TEACHER	BACHELOR'S	BACHELOR'S	TEACHER	STATE DEFINED	BACHELOR'S	ERPS	TOTAL COMP.	TOTAL COMP.	TOTAL COMP.	TOTAL COMP.	TOTAL COMP.		
	2019-2020	2019-2020	YRS.	BASE SALARY	RETIREMENT FRINGE	STATE DEFINED COMPENSATION	STATE DEFINED COMPENSATION	ERPS STEPS	ERPS STEPS	ERPS STEPS	ERPS STEPS	w/LIFE INS./TR	INCL. STATE FBA	INCL. STATE FBA	INCL. STATE FBA	INCL. STATE FBA		
\$0.00	\$50,049.00	31	\$52,839.12	\$3,983.29	\$56,822.41	\$56,822.41	\$641.00	\$641.00	\$641.00	\$641.00	\$641.00	\$81.60	\$56,904.01	\$64,042.81	\$64,042.81	\$64,042.81	31	\$6,773.41
\$0.00	\$50,490.00	32	\$53,435.25	\$4,028.16	\$57,463.41	\$57,463.41	\$641.00	\$641.00	\$641.00	\$641.00	\$641.00	\$81.60	\$57,545.01	\$64,683.81	\$64,683.81	\$64,683.81	32	\$6,973.41
\$0.00	\$50,490.00	33	\$54,031.38	\$4,073.03	\$58,104.41	\$58,104.41	\$641.00	\$641.00	\$641.00	\$641.00	\$641.00	\$81.60	\$58,186.01	\$65,324.81	\$65,324.81	\$65,324.81	33	\$7,614.41
\$0.00	\$50,490.00	34	\$54,627.51	\$4,117.90	\$58,745.41	\$58,745.41	\$641.00	\$641.00	\$641.00	\$641.00	\$641.00	\$81.60	\$58,827.01	\$65,965.81	\$65,965.81	\$65,965.81	34	\$8,255.41
\$0.00	\$50,490.00	35	\$55,223.64	\$4,162.77	\$59,386.41	\$59,386.41	\$641.00	\$641.00	\$641.00	\$641.00	\$641.00	\$81.60	\$59,468.01	\$66,606.81	\$66,606.81	\$66,606.81	35	\$8,896.41
\$0.00	\$50,490.00	36	\$55,649.58	\$4,194.83	\$59,844.41	\$59,844.41	\$458.00	\$458.00	\$458.00	\$458.00	\$458.00	\$81.60	\$59,926.01	\$67,064.81	\$67,064.81	\$67,064.81	36	\$9,354.41
\$0.00	\$50,490.00	37	\$56,075.52	\$4,226.89	\$60,302.41	\$60,302.41	\$458.00	\$458.00	\$458.00	\$458.00	\$458.00	\$81.60	\$60,384.01	\$67,522.81	\$67,522.81	\$67,522.81	37	\$9,812.41
\$0.00	\$50,490.00	38	\$56,501.46	\$4,258.95	\$60,760.41	\$60,760.41	\$458.00	\$458.00	\$458.00	\$458.00	\$458.00	\$81.60	\$60,842.01	\$67,980.81	\$67,980.81	\$67,980.81	38	\$10,270.41
\$0.00	\$50,490.00	39	\$56,927.40	\$4,291.01	\$61,218.41	\$61,218.41	\$458.00	\$458.00	\$458.00	\$458.00	\$458.00	\$81.60	\$61,300.01	\$68,438.81	\$68,438.81	\$68,438.81	39	\$10,728.41
\$0.00	\$50,490.00	40	\$57,353.34	\$4,323.07	\$61,676.41	\$61,676.41	\$458.00	\$458.00	\$458.00	\$458.00	\$458.00	\$81.60	\$61,758.01	\$68,896.81	\$68,896.81	\$68,896.81	40	\$11,186.41
\$0.00	\$50,490.00	41	\$57,779.28	\$4,355.13	\$62,134.41	\$62,134.41	\$458.00	\$458.00	\$458.00	\$458.00	\$458.00	\$81.60	\$62,216.01	\$69,354.81	\$69,354.81	\$69,354.81	41	\$11,644.41
\$0.00	\$50,490.00	42	\$58,205.22	\$4,387.19	\$62,592.41	\$62,592.41	\$458.00	\$458.00	\$458.00	\$458.00	\$458.00	\$81.60	\$62,674.01	\$69,812.81	\$69,812.81	\$69,812.81	42	\$12,102.41

MASTER'S DEGREE COMPENSATION 2019-2020

8/6/2019 12:42

STATE STEPS	State Min (1)		Teacher (4)		Masters's (5)		Masters (7)		Total Comp (8)		ERPS Amount Above State Min.
	Master's 2019-2020	YRS.	RETIREMENT (4)		STATE DEFINED COMPENSATION (5)	ERPS STEPS (6)	Total Comp (7)		INCLUDING STATE FBA (8)	YRS.	
			BASE SALARY (3)	FRINGE (4)			Life-\$81.60/TR (7)	INCLUDING STATE FBA (8)			
\$37,991.00	0	\$37,459.10	\$2,825.65	\$40,284.75		\$40,366.35	\$47,505.15	0	\$2,293.75		
\$38,425.00	1	\$37,866.85	\$2,856.34	\$40,723.19	\$438.44	\$40,804.79	\$47,943.59	1	\$2,298.19		
\$38,859.00	2	\$38,274.60	\$2,887.03	\$41,161.63	\$438.44	\$41,243.23	\$48,382.03	2	\$2,302.63		
\$39,294.00	3	\$38,992.11	\$2,941.04	\$41,933.15	\$771.52	\$42,014.75	\$49,153.55	3	\$2,639.15		
\$39,728.00	4	\$39,399.86	\$2,971.73	\$42,371.59	\$438.44	\$42,453.19	\$49,591.99	4	\$2,643.59		
\$40,200.00	5	\$39,843.86	\$3,005.15	\$42,849.01	\$477.42	\$42,930.61	\$50,069.41	5	\$2,649.01		
\$40,663.00	6	\$40,309.55	\$3,040.20	\$43,349.75	\$500.74	\$43,431.35	\$50,570.15	6	\$2,686.75		
\$41,127.00	7	\$40,776.24	\$3,075.33	\$43,851.57	\$501.82	\$43,933.17	\$51,071.97	7	\$2,724.57		
\$41,590.00	8	\$41,241.93	\$3,110.38	\$44,352.31	\$500.74	\$44,433.91	\$51,572.71	8	\$2,762.31		
\$42,054.00	9	\$41,708.62	\$3,145.51	\$44,854.13	\$501.82	\$44,935.73	\$52,074.53	9	\$2,800.13		
\$43,568.00	10	\$43,164.06	\$3,255.06	\$46,419.12	\$1,564.99	\$46,500.72	\$53,639.52	10	\$2,851.12		
\$44,061.00	11	\$43,658.00	\$3,292.24	\$46,950.24	\$531.12	\$47,031.84	\$54,170.64	11	\$2,889.24		
\$44,554.00	12	\$44,151.94	\$3,329.41	\$47,481.35	\$531.12	\$47,562.95	\$54,701.75	12	\$2,927.35		
\$45,047.00	13	\$44,645.88	\$3,366.59	\$48,012.47	\$531.12	\$48,094.07	\$55,232.87	13	\$2,965.47		
\$45,539.00	14	\$45,138.82	\$3,403.70	\$48,542.52	\$530.04	\$48,624.12	\$55,762.92	14	\$3,003.52		
\$46,052.00	15	\$45,652.76	\$3,442.38	\$49,095.14	\$552.62	\$49,176.74	\$56,315.54	15	\$3,043.14		
\$46,545.00	16	\$46,146.70	\$3,479.56	\$49,626.26	\$531.12	\$49,707.86	\$56,846.66	16	\$3,081.26		
\$47,038.00	17	\$46,640.64	\$3,516.74	\$50,157.38	\$531.12	\$50,238.98	\$57,377.78	17	\$3,119.38		
\$47,531.00	18	\$47,134.58	\$3,553.91	\$50,688.49	\$531.12	\$50,770.09	\$57,908.89	18	\$3,157.49		
\$48,024.00	19	\$47,628.52	\$3,591.09	\$51,219.61	\$531.12	\$51,301.21	\$58,440.01	19	\$3,195.61		
\$48,538.00	20	\$48,143.46	\$3,629.85	\$51,773.31	\$553.70	\$51,854.91	\$58,993.71	20	\$3,235.31		
\$49,031.00	21	\$48,637.40	\$3,667.03	\$52,304.43	\$531.12	\$52,386.03	\$59,524.83	21	\$3,273.43		
\$49,524.00	22	\$49,131.34	\$3,704.21	\$52,835.55	\$531.12	\$52,917.15	\$60,055.95	22	\$3,311.55		
\$50,018.00	23	\$49,626.28	\$3,741.46	\$53,367.74	\$532.19	\$53,449.34	\$60,588.14	23	\$3,349.74		

DOCTOR'S DEGREE COMPENSATION 2019-2020

EL RENO PUBLIC SCHOOLS

BPL \$81.60

STATE STEPS	(1) STATE MIN.		(2) YRS.		(3) BASE SALARY		(4) TEACHER RETIREMENT FRINGE		(5) DOCTOR'S STATE DEFINED COMPENSATION		(6) ERPS STEPS		(7) TOTAL COMP. INCLUDING BPL/TR		(8) TOTAL COMP. INCLUDING STATE/FBA		(9) YRS.		(10) ERPS Amount Above State Min.																																					
	2019-2020	2019-2020	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		16	17	18																																		
	\$39,381.00	\$39,815.00	\$40,249.00	\$40,684.00	\$41,118.00	\$41,590.00	\$42,054.00	\$42,517.00	\$42,980.00	\$43,444.00	\$45,945.00	\$46,438.00	\$46,931.00	\$47,424.00	\$47,916.00	\$48,430.00	\$48,923.00	\$49,416.00		\$49,909.00	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	\$2,308.05	\$2,312.49	\$2,316.93	\$2,653.45	\$2,657.89	\$2,663.31	\$2,701.13	\$2,738.87	\$2,776.61	\$2,814.43	\$2,875.73	\$2,913.85	\$2,951.97	\$2,990.09	\$3,028.13	\$3,067.83	\$3,105.95

1. STATE DEFINED COMPENSATION includes base salary and the district retirement fringe.
2. The annual district life fringe (\$81.60) plus TR fringe is added to compensation in column 7.
3. The State Flex Benefit shall pay 100% of the cost of the "Health choice High" premium for certified employees participating in plans offered by the OSEEGIB \$594.90 X 12 = \$7,138.80
4. Certified employees not participating in the State Health Insurance Program shall receive a monthly tax benefit of \$69.71.

FY20 Note: The one time stipend of \$800 for over 35 years of service has been removed through negotiations when schedule was extended to 42 yrs.

2019-2020

Speech Path Salary Schedule

		<u>DISTRICT COSTS</u>										<u>District Cost</u>		
		<u>STATE PAID</u>					<u>Hourly Rate</u>					<u>District Total Cost</u>		<u>Fed Program</u>
		<u>State HI</u>	<u>Benefit</u>	<u>In Lieu</u>	<u>12 months</u>	<u>of HI</u>	<u>Rate</u>	<u>Match SS</u>	<u>IR Burd</u>	<u>District</u>	<u>Total Cost</u>	<u>District Cost</u>	<u>Fed Program</u>	
<u>Base Salary</u>	<u>IR paid</u>	<u>BPL</u>	<u>Total Comp</u>	<u>State</u>	<u>State</u>									
0	\$51,411.00	\$3,875.80	\$81.60	\$55,368.40	\$7,138.80	\$836.52	\$40.13	\$3,932.94	\$5,260.00	\$64,561.34	\$68,824.70			
1	\$51,970.00	\$3,917.87	\$81.60	\$55,969.47	\$7,138.80	\$836.52	\$40.57	\$3,975.71	\$5,317.10	\$65,262.28	\$69,571.93			
2	\$52,529.00	\$3,959.95	\$81.60	\$56,570.55	\$7,138.80	\$836.52	\$41.01	\$4,018.47	\$5,374.20	\$65,963.22	\$70,319.15			
3	\$53,089.00	\$4,002.10	\$81.60	\$57,172.70	\$7,138.80	\$836.52	\$41.44	\$4,061.31	\$5,431.41	\$66,665.41	\$71,067.71			
4	\$53,648.00	\$4,044.17	\$81.60	\$57,773.77	\$7,138.80	\$836.52	\$41.88	\$4,104.07	\$5,488.51	\$67,366.35	\$71,814.93			
5	\$54,220.00	\$4,087.23	\$81.60	\$58,388.83	\$7,138.80	\$836.52	\$42.33	\$4,147.83	\$5,546.94	\$68,083.60	\$72,579.54			
6	\$54,783.00	\$4,129.60	\$81.60	\$58,994.20	\$7,138.80	\$836.52	\$42.77	\$4,190.90	\$5,604.45	\$68,789.55	\$73,332.11			
7	\$55,347.00	\$4,172.06	\$81.60	\$59,600.66	\$7,138.80	\$836.52	\$43.21	\$4,234.05	\$5,662.06	\$69,496.76	\$74,086.01			
8	\$55,910.00	\$4,214.43	\$81.60	\$60,206.03	\$7,138.80	\$836.52	\$43.65	\$4,277.12	\$5,719.57	\$70,202.72	\$74,838.58			
9	\$56,474.00	\$4,256.88	\$81.60	\$60,812.48	\$7,138.80	\$836.52	\$44.09	\$4,320.26	\$5,777.19	\$70,909.93	\$75,592.49			
10	\$57,213.00	\$4,312.51	\$81.60	\$61,607.11	\$7,138.80	\$836.52	\$44.66	\$4,376.79	\$5,852.68	\$71,836.58	\$76,580.32			
11	\$57,781.00	\$4,355.26	\$81.60	\$62,217.86	\$7,138.80	\$836.52	\$45.11	\$4,420.25	\$5,910.70	\$72,548.80	\$77,339.58			
12	\$58,349.00	\$4,398.01	\$81.60	\$62,828.61	\$7,138.80	\$836.52	\$45.55	\$4,463.70	\$5,968.72	\$73,261.03	\$78,098.83			
13	\$58,917.00	\$4,440.77	\$81.60	\$63,439.37	\$7,138.80	\$836.52	\$45.99	\$4,507.15	\$6,026.74	\$73,973.26	\$78,858.09			
14	\$59,484.00	\$4,483.44	\$81.60	\$64,049.04	\$7,138.80	\$836.52	\$46.44	\$4,550.53	\$6,084.66	\$74,684.23	\$79,616.00			
15	\$60,072.00	\$4,527.70	\$81.60	\$64,681.30	\$7,138.80	\$836.52	\$46.89	\$4,595.51	\$6,144.72	\$75,421.53	\$80,401.99			
16	\$60,640.00	\$4,570.45	\$81.60	\$65,292.05	\$7,138.80	\$836.52	\$47.34	\$4,638.96	\$6,202.75	\$76,133.76	\$81,161.25			
17	\$61,208.00	\$4,613.21	\$81.60	\$65,902.81	\$7,138.80	\$836.52	\$47.78	\$4,682.41	\$6,260.77	\$76,845.99	\$81,920.50			
18	\$61,776.00	\$4,655.96	\$81.60	\$66,513.56	\$7,138.80	\$836.52	\$48.22	\$4,725.86	\$6,318.79	\$77,558.21	\$82,679.76			
19	\$62,344.00	\$4,698.71	\$81.60	\$67,124.31	\$7,138.80	\$836.52	\$48.67	\$4,769.32	\$6,376.81	\$78,270.44	\$83,439.01			
20	\$62,933.00	\$4,743.05	\$81.60	\$67,757.65	\$7,138.80	\$836.52	\$49.13	\$4,814.37	\$6,436.98	\$79,009.00	\$84,226.34			

183 days 7.5 hours

* District's workers compensation applies to employee

LEVEL 6 EDUCATION SPECIALIST (Carrie Compton)

	MA/NBCT		FY19 STATE RAISES		FY19 BASE	step	STATE RAISE	FY20 SCHEDULE
	EXP.	(FY18 SCALE)	FY19	STATE RAISES	FY19 BASE	step	STATE RAISE	FY20 SCHEDULE
2017-18	14	\$57,000.00	\$6,424.00	\$63,424.00	\$63,424.00	n/a	\$1,220.00	\$64,644.00
2018-19	15	\$57,500.00	\$6,512.00	\$64,012.00	\$64,012.00	\$588.00	\$1,220.00	\$65,232.00
2019-20	16	\$58,000.00	\$6,580.00	\$64,580.00	\$64,580.00	\$568.00	\$1,220.00	\$65,800.00
2020-21	17	\$58,500.00	\$6,648.00	\$65,148.00	\$65,148.00	\$568.00	\$1,220.00	\$66,368.00
2021-22	18	\$59,000.00	\$6,716.00	\$65,716.00	\$65,716.00	\$568.00	\$1,220.00	\$66,936.00
2022-23	19	\$59,500.00	\$6,784.00	\$66,284.00	\$66,284.00	\$568.00	\$1,220.00	\$67,504.00
2023-24	20	\$60,000.00	\$6,873.00	\$66,873.00	\$66,873.00	\$589.00	\$1,220.00	\$68,093.00

183 days 7.5 hours

NBC BACHELOR'S DEGREE COMPENSATION 2019-2020

YEARS EXP	STEP INCREASE	BASE	T.R. FRINGE	LOCAL NBC STIPEND	STATE DEFINED COMPENSATION	STATE MINIMUM REQUIRED	AMOUNT ABOVE STATE MINIMUM	YRS	*BPL \$81.60
0		\$36,311.10	\$2,739.24	\$1,000.00	\$40,050.34	\$37,759.00	\$2,291.34	0	
1	\$407.75	\$36,718.85	\$2,769.93	\$1,000.00	\$40,488.78	\$38,193.00	\$2,295.78	1	
2	\$408.75	\$37,127.60	\$2,800.70	\$1,000.00	\$40,928.30	\$38,628.00	\$2,300.30	2	
3	\$716.51	\$37,844.11	\$2,854.63	\$1,000.00	\$41,698.74	\$39,062.00	\$2,636.74	3	
4	\$407.75	\$38,251.86	\$2,885.32	\$1,000.00	\$42,137.18	\$39,496.00	\$2,641.18	4	
5	\$444.00	\$38,695.86	\$2,918.74	\$1,000.00	\$42,614.60	\$39,968.00	\$2,646.60	5	
6	\$466.69	\$39,162.55	\$2,953.87	\$1,000.00	\$43,116.42	\$40,432.00	\$2,684.42	6	
7	\$465.69	\$39,628.24	\$2,988.92	\$1,000.00	\$44,117.90	\$40,895.00	\$2,722.16	7	
8	\$465.69	\$40,093.93	\$3,023.97	\$1,000.00	\$44,619.72	\$41,358.00	\$2,759.90	8	
9	\$466.69	\$40,560.62	\$3,059.10	\$1,000.00	\$45,687.67	\$41,822.00	\$2,797.72	9	
10	\$993.19	\$41,553.81	\$3,133.86	\$1,000.00	\$46,217.71	\$42,844.00	\$2,843.67	10	
11	\$492.94	\$42,046.75	\$3,170.96	\$1,000.00	\$46,748.83	\$43,336.00	\$2,881.71	11	
12	\$493.94	\$42,540.69	\$3,208.14	\$1,000.00	\$47,279.95	\$43,829.00	\$2,919.83	12	
13	\$493.94	\$43,034.63	\$3,245.32	\$1,000.00	\$47,811.06	\$44,322.00	\$2,957.95	13	
14	\$493.94	\$43,528.57	\$3,282.49	\$1,000.00	\$48,362.61	\$44,815.00	\$2,996.06	14	
15	\$512.94	\$44,041.51	\$3,321.10	\$1,000.00	\$48,933.73	\$45,327.00	\$3,035.61	15	
16	\$493.94	\$44,535.45	\$3,358.28	\$1,000.00	\$49,524.85	\$45,820.00	\$3,073.73	16	
17	\$493.94	\$45,029.39	\$3,395.46	\$1,000.00	\$49,955.97	\$46,313.00	\$3,111.85	17	
18	\$493.94	\$45,523.33	\$3,432.64	\$1,000.00	\$49,955.97	\$46,806.00	\$3,149.97	18	
19	\$493.94	\$46,017.27	\$3,469.82	\$1,000.00	\$50,487.09	\$47,299.00	\$3,188.09	19	
20	\$514.94	\$46,532.21	\$3,508.57	\$1,000.00	\$51,040.78	\$47,813.00	\$3,227.78	20	
21	\$493.94	\$47,026.15	\$3,545.75	\$1,000.00	\$51,571.90	\$48,306.00	\$3,265.90	21	
22	\$493.94	\$47,520.09	\$3,582.93	\$1,000.00	\$52,103.02	\$48,799.00	\$3,304.02	22	
23	\$493.94	\$48,014.03	\$3,620.11	\$1,000.00	\$52,634.14	\$49,292.00	\$3,342.14	23	
24	\$493.94	\$48,507.97	\$3,657.29	\$1,000.00	\$53,165.26	\$49,785.00	\$3,380.26	24	
25	\$1,447.94	\$49,955.91	\$3,766.27	\$1,000.00	\$54,722.18	\$51,232.00	\$3,490.18	25	
26	\$425.94	\$50,381.85	\$3,798.33	\$1,000.00	\$55,180.18	\$51,232.00	\$3,948.18	26	
27	\$425.94	\$50,807.79	\$3,830.39	\$1,000.00	\$55,638.18	\$51,232.00	\$4,406.18	27	
28	\$425.94	\$51,233.73	\$3,862.45	\$1,000.00	\$56,096.18	\$51,232.00	\$4,864.18	28	
29	\$596.13	\$51,829.86	\$3,907.32	\$1,000.00	\$56,737.18	\$51,232.00	\$5,505.18	29	
30	\$596.13	\$52,425.99	\$3,952.19	\$1,000.00	\$57,378.18	\$51,232.00	\$6,146.18	30	
31	\$596.13	\$53,022.12	\$3,997.06	\$1,000.00	\$58,019.18	\$51,232.00	\$6,787.18	31	
32	\$596.13	\$53,618.25	\$4,041.93	\$1,000.00	\$58,660.18	\$51,232.00	\$7,428.18	32	
33	\$596.13	\$54,214.38	\$4,086.80	\$1,000.00	\$59,301.18	\$51,232.00	\$8,069.18	33	
34	\$596.13	\$54,810.51	\$4,131.67	\$1,000.00	\$59,942.18	\$51,232.00	\$8,710.18	34	
35	\$596.13	\$55,406.64	\$4,176.54	\$1,000.00	\$60,583.18	\$51,232.00	\$9,351.18	35	
36	\$458.00	\$55,864.64	\$4,211.02	\$1,000.00	\$61,075.66	\$51,232.00	\$9,843.66	36	
37	\$458.00	\$56,322.64	\$4,245.49	\$1,000.00	\$61,568.13	\$51,232.00	\$10,336.13	37	
38	\$458.00	\$56,780.64	\$4,279.96	\$1,000.00	\$62,060.60	\$51,232.00	\$10,828.60	38	
39	\$458.00	\$57,238.64	\$4,314.44	\$1,000.00	\$62,553.08	\$51,232.00	\$11,321.08	39	
40	\$458.00	\$57,696.64	\$4,348.91	\$1,000.00	\$63,045.55	\$51,232.00	\$11,813.55	40	
41	\$458.00	\$58,154.64	\$4,383.38	\$1,000.00	\$63,538.02	\$51,232.00	\$12,306.02	41	
42	\$458.00	\$58,612.64	\$4,417.86	\$1,000.00	\$64,030.50	\$51,232.00	\$12,798.50	42	

NBC MASTER'S COMPENSATION 2019-2020

YEARS EXPERIENCE	STEP INCREASE	BASE	T.R. FRINGE	LOCAL NBC STIPEND	STATE DEFINED COMPENSATION	STATE MINIMUM REQUIRED	STATE MINIMUM AMOUNT ABOVE	YRS	*BPL \$81.60
0		\$37,849.10	\$2,855.01	\$1,000.00	\$41,704.11	\$39,149.00	\$2,555.11	0	
1	\$175.75	\$38,024.85	\$2,868.23	\$1,000.00	\$41,893.08	\$39,583.00	\$2,310.08	1	
2	\$408.75	\$38,433.60	\$2,899.00	\$1,000.00	\$42,332.60	\$40,018.00	\$2,314.60	2	
3	\$716.51	\$39,150.11	\$2,952.93	\$1,000.00	\$43,103.04	\$40,452.00	\$2,651.04	3	
4	\$407.75	\$39,557.86	\$2,983.62	\$1,000.00	\$43,541.48	\$40,886.00	\$2,655.48	4	
5	\$444.00	\$40,001.86	\$3,017.04	\$1,000.00	\$44,018.90	\$41,358.00	\$2,660.90	5	
6	\$466.69	\$40,468.55	\$3,052.17	\$1,000.00	\$44,520.72	\$41,822.00	\$2,698.72	6	
7	\$465.69	\$40,934.24	\$3,087.22	\$1,000.00	\$45,021.46	\$42,285.00	\$2,736.46	7	
8	\$466.69	\$41,400.93	\$3,122.35	\$1,000.00	\$45,523.28	\$42,749.00	\$2,774.28	8	
9	\$465.69	\$41,866.62	\$3,157.40	\$1,000.00	\$46,024.02	\$43,212.00	\$2,812.02	9	
10	\$1,457.44	\$43,324.06	\$3,267.10	\$1,000.00	\$47,591.16	\$44,728.00	\$2,863.16	10	
11	\$493.94	\$43,818.00	\$3,304.28	\$1,000.00	\$48,122.28	\$45,221.00	\$2,901.28	11	
12	\$492.94	\$44,310.94	\$3,341.38	\$1,000.00	\$48,652.32	\$45,713.00	\$2,939.32	12	
13	\$493.94	\$44,804.88	\$3,378.56	\$1,000.00	\$49,183.44	\$46,206.00	\$2,977.44	13	
14	\$493.94	\$45,298.82	\$3,415.74	\$1,000.00	\$49,714.56	\$46,699.00	\$3,015.56	14	
15	\$513.94	\$45,812.76	\$3,454.42	\$1,000.00	\$50,267.18	\$47,212.00	\$3,055.18	15	
16	\$493.94	\$46,306.70	\$3,491.60	\$1,000.00	\$50,798.30	\$47,705.00	\$3,093.30	16	
17	\$493.94	\$46,800.64	\$3,528.78	\$1,000.00	\$51,329.42	\$48,198.00	\$3,131.42	17	
18	\$493.94	\$47,294.58	\$3,565.96	\$1,000.00	\$51,860.54	\$48,691.00	\$3,169.54	18	
19	\$493.94	\$47,788.52	\$3,603.14	\$1,000.00	\$52,391.66	\$49,184.00	\$3,207.66	19	
20	\$514.94	\$48,303.46	\$3,641.90	\$1,000.00	\$52,945.36	\$49,698.00	\$3,247.36	20	
21	\$494.94	\$48,798.40	\$3,679.15	\$1,000.00	\$53,477.55	\$50,192.00	\$3,285.55	21	
22	\$493.94	\$49,292.34	\$3,716.33	\$1,000.00	\$54,008.67	\$50,685.00	\$3,323.67	22	
23	\$493.94	\$49,786.28	\$3,753.51	\$1,000.00	\$54,539.79	\$51,178.00	\$3,361.79	23	
24	\$493.94	\$50,280.22	\$3,790.68	\$1,000.00	\$55,070.90	\$51,671.00	\$3,399.90	24	
25	\$1,482.94	\$51,763.16	\$3,902.30	\$1,000.00	\$56,665.46	\$53,153.00	\$3,512.46	25	
26	\$596.13	\$52,359.29	\$3,947.17	\$1,000.00	\$57,306.46	\$53,153.00	\$4,153.46	26	
27	\$596.13	\$52,955.42	\$3,992.04	\$1,000.00	\$57,947.46	\$53,153.00	\$4,794.46	27	
28	\$596.13	\$53,551.55	\$4,036.91	\$1,000.00	\$58,588.46	\$53,153.00	\$5,435.46	28	
29	\$596.13	\$54,147.68	\$4,081.78	\$1,000.00	\$59,229.46	\$53,153.00	\$6,076.46	29	
30	\$596.13	\$54,743.81	\$4,126.65	\$1,000.00	\$59,870.46	\$53,153.00	\$6,717.46	30	
31	\$596.13	\$55,339.94	\$4,171.52	\$1,000.00	\$60,511.46	\$53,153.00	\$7,358.46	31	
32	\$596.13	\$55,936.07	\$4,216.39	\$1,000.00	\$61,152.46	\$53,153.00	\$7,999.46	32	
33	\$596.13	\$56,532.20	\$4,261.26	\$1,000.00	\$61,793.46	\$53,153.00	\$8,640.46	33	
34	\$596.13	\$57,128.33	\$4,306.13	\$1,000.00	\$62,434.46	\$53,153.00	\$9,281.46	34	
35	\$596.13	\$57,724.46	\$4,351.00	\$1,000.00	\$63,075.46	\$53,153.00	\$9,922.46	35	
36	\$458.00	\$58,320.60	\$4,395.87	\$1,000.00	\$63,716.46	\$53,153.00	\$10,563.46	36	
37	\$458.00	\$58,916.73	\$4,440.74	\$1,000.00	\$64,357.46	\$53,153.00	\$11,204.46	37	
38	\$458.00	\$59,512.86	\$4,485.61	\$1,000.00	\$65,000.00	\$53,153.00	\$11,845.00	38	
39	\$458.00	\$60,109.00	\$4,530.48	\$1,000.00	\$65,643.00	\$53,153.00	\$12,486.00	39	
40	\$458.00	\$60,705.13	\$4,575.35	\$1,000.00	\$66,286.00	\$53,153.00	\$13,127.00	40	
41	\$458.00	\$61,301.26	\$4,620.22	\$1,000.00	\$66,929.00	\$53,153.00	\$13,768.00	41	
42	\$458.00	\$61,897.40	\$4,665.09	\$1,000.00	\$67,572.00	\$53,153.00	\$14,409.00	42	