

OKEMAH PUBLIC SCHOOLS
OKEMAH EDUCATION ASSOCIATION/OKEMAH BOARD OF EDUCATION NEGOTIATED
AGREEMENT
2016-2017

The policy set forth herein shall be included by reference in the contracts of all certified teachers employed by Independent School District No. 26. This agreement between the Okemah Education Association and the Board of Independent District 26 shall constitute Board Policy.

PARAGRAPH 1.

Retiring teachers who have an excess of ten (10) days of unused sick leave will be recognized by bonus of \$5.00 per day for all sick leave accrued up to one hundred twenty (120) days. A retiring teacher is one who has reached retirement age for teachers in Oklahoma.

PARAGRAPH 2.

Each certified employee of the Okemah Public Schools System shall accrue ten (10) days of sick leave at the beginning of each new contract year. Unused sick leave may be cumulative up to a total of one hundred twenty (120) days. Leave for purposes of bereavements shall be deducted from sick leave unless when by choice of individual teacher to deduct bereavement days from unused personal leave or emergency leave. The Board of Education shall establish a sick leave sharing program for all district employees. The terms and conditions of this policy are enumerated in Appendix A of this agreement.

PARAGRAPH 3.

Each certified employee may be allowed two (2) days of professional leave per contract year. Such leave shall be used to attend professional meetings and training sessions. All professional meetings and training sessions must be approved in advance by the building principal.

PARAGRAPH 4.

Two (2) days emergency leave shall be granted upon request of the teacher, subject to administrative approval, so that personal business excluding recreational activities, which cannot be otherwise taken care of outside the school hours, may be conducted.

The board of education may grant leave with pay not to exceed fifteen (15) working days to an employee who is affected by a presidentially declared national disaster in Oklahoma after May 1, 1999, if:

1. The employee suffered a physical injury as a result of the disaster,
2. A relative or household member of the employee suffered a physical injury or died as a result of the disaster, or
3. The domicile of the employee or the domicile of a relative of the employee was damaged or destroyed as a result of the disaster.

PARAGRAPH 5.

Any certified employee who has been employed by the Okemah Public Schools district for three years and is in good standing shall be eligible, in case of personal or family emergency, to a one-year leave of absence without pay, pending approval by the Superintendent. If

additional time is needed, employee shall make application for extension to the Board of Education.

PARAGRAPH 6.

Each certified teacher shall be allowed three (3) days of personal business leave each contract year. This leave will be granted upon the request of the teacher. The teacher will pay \$7.25 per class hour or \$50.75 per school day for the use of personal leave. If no substitute is hired the teacher shall be responsible for paying \$30.00.

PARAGRAPH 7.

The librarians and staff shall choose materials used in Okemah Public Schools Libraries. Purchases shall be made using proper procedures as with all other purchases and shall not exceed the approved budget for each library.

PARAGRAPH 8.

A classroom teacher will be allowed \$75.00 per year for the purchase of classroom materials. The superintendent of schools must approve all purchases.

PARAGRAPH 9.

All certified teachers shall have access to a lounge facility in the Okemah Senior High, Okemah Middle School, Noble and Oakes Elementary. The lounge facilities shall not be used for the storage or placement of machines or as a work area. The facilities shall be free from student use.

PARAGRAPH 10.

In the interest of maintaining a vital communication link during the summer months, a letter shall be sent by the superintendent of schools to all employees on or before August 1. Such letter may give factual information about planned changes in personnel, policy, and other matters vital to a successful preparation for a new school term.

PARAGRAPH 11.

The Okemah Education Association and the Okemah Board of Education agree to create the Advisory Council for the purpose of improving communications, strengthening the faculty/board relationship, and providing an open forum in which faculty, administration, and board members may pursue the improvement of the Okemah Public Schools. The Advisory Council shall consist of the superintendent, two board members (selected by the Board), and two full-time, certified teachers from each site (selected by the teachers). The superintendent shall set the date and time of the first meeting and the Council shall set subsequent meeting dates and times.

PARAGRAPH 12.

All certified personnel shall receive reimbursement in the amount currently paid by the school for travel for personally owned automobiles used for school related activities. Trips must have advance approval by the superintendent.

PARAGRAPH 13.

The Okemah Board of Education shall contribute the amount required by law per month to all certified staff members who wish to participate in the offered health insurance program. Teachers who elect not to participate in the insurance program shall receive the amount required by law as compensation.

PARAGRAPH 14.

The Okemah Board of Education agrees to abide by the following contractual agreement: Any job vacancy requiring certified personnel shall be advertised by posting the job opening, with the opening date and the date by which the application must be received, on the bulletin board in the superintendent's office and the faculty lounges and by a notification in the Okemah News Leader. Employment opportunities shall be posted internally for five (5) business days before the job listing will be offered to potential applicants outside the district. Applications will be taken for a minimum of seven calendar days (holidays excluded). This agreement applies to both part-time and full-time vacancies occurring prior to the third Monday in June. Current employees shall be given preferential consideration for job openings requiring certified personnel. All positions shall be filled in the interest of the district.

PARAGRAPH 15.

The Okemah Board of Education agrees to notify certified staff of re-employment status no later than the first Monday of June. Teachers wishing to leave the district shall submit a letter of resignation no later than 15 days after the first Monday of June. Resignations after the third Monday of June will be considered only if circumstances have changed in the teacher's life other than a teaching or administrative opportunity.

PARAGRAPH 16.

Involuntary transfers of certified personnel will be made in the best interest of the district. Documentation of reason(s) shall be provided to the affected individual. Unless curriculum, enrollment problems or staff vacancies occur, no major changes in teaching assignments will be made after a period of two weeks prior to teacher reporting day.

PARAGRAPH 17.

The extra duty salary schedule is as follows:

EXTRA DUTY SALARY SCHEDULE (2016-2017)

ACADEMIC BOWL

HIGH SCHOOL	
COACH	1000.00
ASSISTANT COACH	750.00
MIDDLE SCHOOL	
COACH	500.00
ASSISTANT COACH	300.00

ARTIST GUILD

SPONSOR	300.00
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BAND

DIRECTOR	4500.00
FLAG TEAM DIRECTOR	700.00
JAZZ BAND	700.00

BASEBALL

HIGH SCHOOL	
HEAD COACH	3500.00
ASSISTANT COACH	1250.00
MIDDLE SCHOOL	
HEAD COACH	1250.00

BASKETBALL

 BOYS

HIGH SCHOOL	
HEAD COACH	4500.00
ASSISTANT COACH	2000.00
9 th GRADE	
HEAD COACH	1800.00
8 th GRADE	
HEAD COACH	1150.00
7 th GRADE	
HEAD COACH	1150.00

GIRLS		
HIGH SCHOOL		
	HEAD COACH	4500.00
	ASSISTANT COACH	2000.00
9 th GRADE		
	HEAD COACH	1800.00
8 th GRADE		
	HEAD COACH	1150.00
7th GRADE		
	HEAD COACH	1150.00
BETA CLUB		
	One SPONSOR	300.00
	OR	
	Two SPONSORS	150.00 each
CHEERLEADERS		
HIGH SCHOOL		
	HEAD COACH (without assistant)	3500.00
	HEAD COACH (with assistant)	2750.00
	ASSISTANT	750.00
MIDDLE SCHOOL		
	SPONSOR	1800.00
CLASS SPONSORS		
8 th GRADE		
	SPONSOR	200.00
	SPONSOR	200.00
FRESHMAN CLASS		
	SPONSOR	300.00
	SPONSOR	300.00
SOPHOMORE CLASS		
	SPONSOR	300.00
	SPONSOR	300.00
JR. CLASS		
	SPONSOR	1300.00
	SPONSOR	1300.00
SR. CLASS		
	SPONSOR	350.00
	SPONSOR	350.00

CROSS-COUNTRY	
HIGH SCHOOL BOYS	400.00
HIGH SCHOOL GIRLS	400.00
DETENTION SUPERVISOR	
CERTIFIED STAFF	12.00/hr.
NON-CERTIFIED STAFF	10.00/hr
FCCLA	1500.00
FFA	1500.00
FOOTBALL	
HIGH SCHOOL	
HEAD COACH	4500.00
ASST. COACH	2750.00
ASST. COACH	2750.00
ASST. COACH	2750.00
9 th GRADE	
HEAD COACH	1800.00
7 th & 8 th GRADE	
HEAD COACH	1450.00
ASSISTANT COACH	1050.00
4-H SPONSOR	
HS	250.00
MS	250.00
GIFTED & TALENTED	
DISTRICT COORDINATOR	800.00
H. S. SPONSOR	300.00
4, 5&6 SPONSOR	300.00
7&8. SPONSOR	300.00
ELEMENTARY SPONSOR	300.00
GOLF	
HEAD COACH-BOYS	400.00
HEAD COACH-GIRLS	400.00

KEY CLUB SPONSOR	300.00
MENTOR TEACHER EACH	750.00
POWER LIFTING HEAD COACH	500.00
ASST COACH	250.00
ASST COACH	250.00
SCHOOL PLAY HIGH SCHOOL DIRECTOR	1200.00
ELEMENTARY DIRECTOR	500.00
SOFTBALL (FAST PITCH) HIGH SCHOOL HEAD COACH	3250.00
ASSISTANT COACH	1250.00
MIDDLE SCHOOL HEAD COACH	1250.00
SOFTBALL (SLOW PITCH) HIGH SCHOOL HEAD COACH	3250.00
ASSISTANT COACH	1250.00
MIDDLE SCHOOL HEAD COACH	1250.00
SPECIALIZED TRAINING (PAID TO PERSON CONDUCTING \$12.00/hr. TRAINING, WITH SUPERINTENDENT'S APPROVAL)	
STUDENT COUNCIL HIGH SCHOOL	300.00
MIDDLE SCHOOL	200.00
SUMMER ATHLETICS (will be paid for non-competitive, non-practice activities such as opening facilities and field maintenance; will not be paid for summer league games, camps, festivals, etc.)	12.00/hr.

TESTING COORDINATOR (DISTRICT)	1000.00
TRACK	
HIGH SCHOOL	
HEAD BOYS COACH	1800.00
HEAD GIRLS COACH	1800.00
MIDDLE SCHOOL	
HEAD BOYS COACH	1250.00
HEAD GIRLS COACH	1250.00
VOCAL MUSIC	
HIGH SCHOOL	
DIRECTOR	750.00
MIDDLE SCHOOL	
DIRECTOR	750.00
YEARBOOK	
HIGH SCHOOL ADVISOR	800.00
WEB SITE COORDINATOR (DISTRICT)	800.00
HIGH SCHOOL COORDINATOR	500.00
MIDDLE SCHOOL COORDINATOR	500.00
ELEMENTARY SCHOOL COORDINATOR	500.00

PERFORMANCE INCENTIVES INCLUDED AS APPENDIX B

PARAGRAPH 18.

The Okemah Education Association and the Okemah Board of Education agrees to the following career salary schedule and index.

OKEMAH PUBLIC SCHOOLS TEACHER SALARY SCHEDULE

2016-2017

70 O.S. § 18-114.14

Year of Experience	Bachelor's Degree	*Bachelor's National Board Certification	+ Master's Degree	*Master's National Board Certification	+ Doctor's Degree
0	\$31,600	\$32,600	\$32,800	\$33,800	\$34,000
1	31,975	32,975	33,175	34,175	34,375
2	32,350	33,350	33,550	34,550	34,750
3	32,725	33,725	33,925	34,925	35,125
4	33,100	34,100	34,300	35,300	35,500
5	33,500	34,500	34,700	35,700	35,900

6	33,900	34,900	35,100	36,100	36,300
7	34,300	35,300	35,500	36,500	36,700
8	34,700	35,700	35,900	36,900	37,100
9	35,100	36,100	36,300	37,300	37,500
10	35,950	36,950	37,575	38,575	39,625
11	36,375	37,375	38,000	39,000	40,050
12	36,800	37,800	38,425	39,425	40,475
13	37,225	38,225	38,850	39,850	40,900
14	37,650	38,650	39,275	40,275	41,325
15	38,075	39,075	39,700	40,700	41,750
16	38,500	39,500	40,125	41,125	42,175
17	38,925	39,925	40,550	41,550	42,600
18	39,350	40,350	40,975	41,975	43,025
19	39,775	40,775	41,400	42,400	43,450
20	40,200	41,200	41,825	42,825	43,875
21	40,625	41,625	42,250	43,250	44,300
22	41,050	42,050	42,675	43,675	44,725
23	41,475	42,475	43,100	44,100	45,150
24	41,900	42,900	43,525	44,525	45,575
25	42,325	43,325	43,950	44,950	46,000

***National Board Certification columns are for teachers who applied for and/or received National Board Certification after June 30, 2013.**

Career/Technology Ag Teacher** = Minimum Salary + \$2,400/year - 12 month contract
 Career/Technology Econ. Teacher** = Minimum Salary + \$2,000/year - 10 month contract
 Other Career/Tech Teacher** = Minimum Salary + \$2,000/year - 10 month contract
 Special Education Teacher*** = Minimum Salary + 5 percent above the prevailing wage paid teachers of children

who are nondisabled in the same school district.

**Salary distribution per the policies and procedures manual of the Oklahoma State Board of Career and Technology Education.

***Salary distribution mandated by 70 O.S. § 13-110: Also includes Resource Teachers, Education Diagnosticians, and Speech Pathologists/Therapists.

The State Board of Education shall accept teaching experience from out-of-state school districts that are accredited by the State Board of Education or appropriate state accrediting agency for said districts. For the purpose of state salary increments and retirement, no teacher shall be granted credit for more than five (5) years active duty in the military service, or out-of-state teaching experience as a certified teacher or its equivalent. Nothing in this section shall prohibit boards of education from crediting more years of experience on local salary schedules than those allowed for state purposes. The provisions of the above salary schedule shall not apply to teachers who have entered into postretirement employment with a public school in Oklahoma and are still receiving a monthly retirement benefit. (70 O.S. § 18-114.14) **Note: Teachers eligible to receive the National Board Certification bonus shall not be eligible to receive the additional salary increment set forth in this salary schedule.**

OKEMAH PUBLIC SCHOOLS 2016-2017 SALARY INDEX

YEARS EXPERIENCE	BACHELOR DEGREE	LIFE FRINGE	HEALTH* FRINGE*	RETIRE FRINGE	TOTAL SALARY
0	31600.00	27.60	995.88	1,500.00	34123.48
1	31975.00	27.60	995.88	1,500.00	34498.48
2	32350.00	27.60	995.88	1,500.00	34873.48
3	32750.00	27.60	995.88	1,500.00	35273.48
4	33100.00	27.60	995.88	1,500.00	35623.48

5	33500.00	27.60	995.88	1,500.00	36023.48
6	33900.00	27.60	995.88	1,500.00	36423.48
7	34300.00	27.60	995.88	1,500.00	36823.48
8	34700.00	27.60	995.88	1,500.00	37223.48
9	35100.00	27.60	995.88	1,500.00	37623.48
10	35950.00	27.60	995.88	1,500.00	38473.48
11	36375.00	27.60	995.88	1,500.00	38898.48
12	36800.00	27.60	995.88	1,500.00	39323.48
13	37225.00	27.60	995.88	1,500.00	39748.48
14	37650.00	27.60	995.88	1,500.00	40173.48
15	38075.00	27.60	995.88	1,500.00	40598.48
16	38500.00	27.60	995.88	1,500.00	41023.48
17	38925.00	27.60	995.88	1,500.00	41448.48
18	39350.00	27.60	995.88	1,500.00	41873.48
19	39775.00	27.60	995.88	1,500.00	42298.48
20	40200.00	27.60	995.88	1,500.00	42723.48
21	40625.00	27.60	995.88	1,500.00	43148.48
22	41050.00	27.60	995.88	1,500.00	43573.48
23	41475.00	27.60	995.88	1,500.00	43998.48
24	41900.00	27.60	995.88	1,500.00	44423.48
25	42325.00	27.60	995.88	1,500.00	44848.48
26	42750.00	27.60	995.88	1,500.00	45273.48
27	43175.00	27.60	995.88	1,500.00	45698.48
28	43600.00	27.60	995.88	1,500.00	46123.48
29	44025.00	27.60	995.88	1,500.00	46548.48
30	44450.00	27.60	995.88	1,500.00	46973.48

***HEALTH FRINGE APPLIES TO EMPLOYEES HIRED BEFORE THE 2002-2003 SCHOOL YEAR; FOR EMPLOYEES HIRED AFTER 2002 SCHOOL YEAR, THE HEALTH BENEFIT IS PROVIDED BY THE STATE OF OKLAHOMA**

OKEMAH PUBLIC SCHOOLS 2015-2016 SALARY INDEX

YEARS EXPERIENCE	MASTER'S DEGREE	LIFE FRINGE	HEALTH* FRINGE*	RETIRE FRINGE	TOTAL SALARY
0	32800.00	27.60	995.88	1,500.00	35323.48
1	33175.00	27.60	995.88	1,500.00	35698.48
2	33550.00	27.60	995.88	1,500.00	36073.48
3	33925.00	27.60	995.88	1,500.00	36448.48
4	34300.00	27.60	995.88	1,500.00	36823.48
5	34700.00	27.60	995.88	1,500.00	37223.48
6	35100.00	27.60	995.88	1,500.00	37623.48
7	35500.00	27.60	995.88	1,500.00	38023.48
8	35900.00	27.60	995.88	1,500.00	38423.48
9	36300.00	27.60	995.88	1,500.00	38823.48
10	37575.00	27.60	995.88	1,500.00	40098.48
11	38000.00	27.60	995.88	1,500.00	40523.48
12	38425.00	27.60	995.88	1,500.00	40948.48
13	38850.00	27.60	995.88	1,500.00	41373.48
14	39275.00	27.60	995.88	1,500.00	41798.48
15	39700.00	27.60	995.88	1,500.00	42223.48
16	40125.00	27.60	995.88	1,500.00	42648.48
17	40550.00	27.60	995.88	1,500.00	43073.48
18	40975.00	27.60	995.88	1,500.00	43498.48
19	41400.00	27.60	995.88	1,500.00	43923.48
20	41825.00	27.60	995.88	1,500.00	44348.48
21	42250.00	27.60	995.88	1,500.00	44773.48
22	42675.00	27.60	995.88	1,500.00	45198.48
23	43100.00	27.60	995.88	1,500.00	45623.48

24	43525.00	27.60	995.88	1,500.00	46048.48
25	43950.00	27.60	995.88	1,500.00	46473.48
26	44375.00	27.60	995.88	1,500.00	46898.48
27	44800.00	27.60	995.88	1,500.00	47323.48
28	45225.00	27.60	995.88	1,500.00	47748.48
29	45650.00	27.60	995.88	1,500.00	48173.48
30	46075.00	27.60	995.88	1,500.00	48598.48

***HEALTH FRINGE APPLIES TO EMPLOYEES HIRED BEFORE THE 2002-2003 SCHOOL YEAR; FOR EMPLOYEES HIRED AFTER 2002 SCHOOL YEAR, THE HEALTH BENEFIT IS PROVIDED BY THE STATE OF OKLAHOMA**

OKEMAH PUBLIC SCHOOLS 2015-2016 SALARY INDEX

YEARS EXPERIENCE	DOCTOR'S DEGREE	LIFE FRINGE	HEALTH* FRINGE*	RETIRE FRINGE	TOTAL SALARY
0	34000.00	27.60	995.88	1,500.00	36523.48
1	34375.00	27.60	995.88	1,500.00	36898.48
2	34750.00	27.60	995.88	1,500.00	37273.48
3	35125.00	27.60	995.88	1,500.00	37648.48
4	35500.00	27.60	995.88	1,500.00	38023.48
5	35900.00	27.60	995.88	1,500.00	38423.48
6	36300.00	27.60	995.88	1,500.00	38823.48
7	36700.00	27.60	995.88	1,500.00	39223.48
8	37100.00	27.60	995.88	1,500.00	39623.48
9	37500.00	27.60	995.88	1,500.00	40023.48
10	39625.00	27.60	995.88	1,500.00	42148.48
11	40050.00	27.60	995.88	1,500.00	42573.48
12	40475.00	27.60	995.88	1,500.00	42998.48
13	40900.00	27.60	995.88	1,500.00	43423.48
14	41325.00	27.60	995.88	1,500.00	43848.48

15	41750.00	27.60	995.88	1,500.00	44273.48
16	42175.00	27.60	995.88	1,500.00	44698.48
17	42600.00	27.60	995.88	1,500.00	45123.48
18	43025.00	27.60	995.88	1,500.00	45548.48
19	43450.00	27.60	995.88	1,500.00	45973.48
20	43875.00	27.60	995.88	1,500.00	46398.48
21	44300.00	27.60	995.88	1,500.00	46823.48
22	44725.00	27.60	995.88	1,500.00	47248.48
23	45150.00	27.60	995.88	1,500.00	47673.48
24	45575.00	27.60	995.88	1,500.00	48098.48
25	46000.00	27.60	995.88	1,500.00	48523.48
26	46425.00	27.60	995.88	1,500.00	48948.48
27	46850.00	27.60	995.88	1,500.00	49373.48
28	47275.00	27.60	995.88	1,500.00	49798.48
29	47700.00	27.60	995.88	1,500.00	50223.48
30	48125.00	27.60	995.88	1,500.00	50648.48

***HEALTH FRINGE APPLIES TO EMPLOYEES HIRED BEFORE THE 2002-2003 SCHOOL YEAR; FOR EMPLOYEES HIRED AFTER 2002 SCHOOL YEAR, THE HEALTH BENEFIT IS PROVIDED BY THE STATE OF OKLAHOMA**

PARAGRAPH 19.

The Okemah Board of Education agrees to pay the Oklahoma Teacher's Retirement System 6% of the employee's contribution on their salary, up to \$25,000.00.

PARAGRAPH 20.

The Okemah Board of Education agrees to distribute warrants by the 15th of each month.

PARAGRAPH 21.

The Board agrees neither to negotiate with any individual member of the bargaining unit nor with any certified employee nor to recognize any other employee organization as the representative of the members of the bargaining unit for the duration of this agreement. Further,

no individual member of the bargaining unit shall negotiate with the Board except through their duly recognized bargaining representative.

PARAGRAPH 22.

The Okemah Board of Education agrees to post the agenda for each Board meeting at the four school sites.

PARAGRAPH 23.

The paragraphs of this agreement shall continue in effect until either party notifies the other, in writing, of its desire to alter it.

PARAGRAPH 24.

Certified contracts for employees who were employed during the previous spring semester will be ready for signing on or before October 1. For new employees, certified contracts will be ready for signing on or before Oct. 1 unless state-mandated background checks have not been concluded. In that case, contracts for new employees will be ready for signing within one month of the conclusion of state-mandated background checks.

PARAGRAPH 25.

The effective date of this agreement shall be July 1, 2016.

PARAGRAPH 26.

Teachers shall report to school no later than 7:45 and leave from school no earlier than 3:30.

PARAGRAPH 27.

The Speech Pathologist shall be paid 4%-10% above the salary indicated on the certified salary schedule and shall work on a contract not to exceed an 11-month requirement. The Superintendent shall determine the additional salary and term of the contract within the limits set forth in this paragraph.

PARAGRAPH 28.

Full-time certified teachers who use no leave other than personal leave, professional leave, or jury/witness leave during a school year shall receive an attendance incentive of \$600.00; teachers who use no more than one day leave other than personal leave, professional leave, or jury/witness leave shall receive an attendance incentive of \$400.00; teachers who use no more than two days leave other than personal leave, professional leave, or jury/witness leave shall receive an attendance incentive of \$200.00. The district shall deduct state and federal withholdings as required by law. Teachers shall notify the superintendent's office of eligibility for incentives by June 1 following the qualifying school year. This incentive shall be paid by June 30 following the end of the qualifying school year. §

§In an effort to address budget constraints and critical funding issues, for the 2016-2017 school year the amounts paid in incentive for this paragraph will be paid in full. If, by the first week of May 2017, the school board/superintendent deems that financial circumstances require it, the

school board/superintendent will contact the negotiation committee, and the incentive shall be paid in half the amount stated in Paragraph 28 (\$300.00, \$200.00, \$100.00).

PARAGRAPH 29.

Certified teachers in Okemah Schools shall cover another teacher's classes for a time period equivalent to no more than eight (8) class periods per semester. No teacher shall be asked to cover after eight (8) class periods per semester.

PARAGRAPH 30.

The Okemah Education Association's representatives shall have input into any changes on the evaluation instruments for certified personnel.

PARAGRAPH 31.

For the 2016-2017 school year, National Board Certified Teachers (NBCT's) who were certified prior to July 1, 2013, shall be paid their \$5000.00 stipends by Okemah Public Schools if the funding is not provided by the State of Oklahoma. State and federal taxes shall be deducted as required by law. Stipends shall be paid by June 30 following the end of the qualifying school year.

PARAGRAPH 32.

Teachers whose students reach the following benchmarks for state-mandated OCCT, OMAAP, EOI, and/or AP exams, shall receive a performance stipend as follows:

<u>€OCCT, OMAAP, OAAP, EOI</u>	<u>*scores using "ALL/FAY" students shall be the measurement used</u>	
Students reach state average		\$ 500.00
Students reach 85% proficient/advanced rate		\$ 750.00

*OCCT, OMAAP, OAAP, EOI stipends shall be paid only to teachers in direct instructional roles

**Scores of students who are on IEP's for tested subject areas scoring less than proficient shall be excluded from calculations for this incentive

<u>€ADVANCED PLACEMENT</u>	
One-half of students tested in a subject score a 3 or better	\$ 500.00
Two-thirds of students tested in a subject score a 3 or better	\$ 750.00

€§For the 2016-2017 school year the amounts paid in incentive for this paragraph will be paid in full by June 30 of the school year. If, by the first week of May 2017, the school board/superintendent deems that financial circumstances require it, the school

board/superintendent will contact the negotiation committee, and the incentives in Paragraph 32 will be paid in half.

PARAGRAPH 33.

The administration may assign extra duty to teachers under the following conditions:

1. No volunteers among certified staff have been identified.
2. A staff member with two or more extra duties shall neither be compelled to accept additional extra duties, nor face punitive action for not accepting assignment of additional extra duties.

PARAGRAPH 34.

Each certified teacher shall be allowed up to two (2) days or fourteen (14) class periods of leave to sponsor or attend school-related activities of his/her children.

PARAGRAPH 35.

Student test scores will not be used in teacher evaluations. Any quantitative measures used for evaluations will be paid by the district.

PARAGRAPH 36.

Teachers will be evaluated by administrators trained in the TLE.

Board of Education President

OEA President

Board of Education Clerk

OEA Secretary

A. Purpose

The Sick Leave Sharing Program is intended to allow district employees to voluntarily provide assistance to their coworkers who are in critical need of leave due to an extended medical necessity of the employee or the employee’s immediate family.

B. Definitions

“Extended medical necessity” means pregnancy or recovery from childbirth, an extraordinary or severe injury, illness, impairment or physical or mental condition which has caused or is likely to cause the employee to take leave without pay or to terminate employment.

“Immediate family” means a spouse, child, stepchild, grandchild, grandparent, stepparent, parent, or household member of the employee.

“Household members” means those persons who reside in the same home, who have reciprocal duties to and do provide financial support for one another. This term shall include foster children and legal wards, even if they do not live in the household. The term does not include persons sharing the same general house when the living style is primarily that of a dormitory or commune.

“Severe” or “extraordinary” means serious, extreme, terminal, or life threatening.

C. Eligibility for receiving shared sick leave

A district employee may be eligible to receive shared leave pursuant to the following conditions:

1. The employee has abided by district policies regarding the use of sick leave.
2. The employee has completed the application and submitted it to the appropriate representative.
3. The receiving employee has exhausted, or will exhaust, all sick leave, emergency leave, and personal leave.
4. The employee may not receive more than twenty (20) days of donated leave per occurrence.

D. Donating shared sick leave

An employee may donate leave to another employee pursuant to the following conditions:

1. The donating employee must maintain a balance of ten (10) days when donating.
2. All donated sick leave must be given voluntarily. No employee shall be coerced, threatened, intimidated, or financially induced into donating sick leave for the sick leave sharing program.

E. Procedural Guidelines

The following procedure shall be followed:

1. The employee requesting shared sick leave shall complete an application for shared sick leave and submit the application to the Superintendent of Schools.
2. The employee requesting shared sick leave shall submit, with application, a medical certificate from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition.
3. The Superintendent shall present the Board of Education with the application for shared sick leave and the accompanying medical documentation.
4. The Board of Education shall review application and medical documentation and vote to approve or not to approve the application.
5. If application is approved, all district employees shall be notified of the need for shared sick leave without revealing any confidential information regarding the employee requesting the leave. Those wishing to donate shall complete the donation form and return it to the Superintendent's office.
6. The employee requesting shared sick leave shall be notified in writing of approval or disapproval of application. The decision of the Board of Education is final.
7. Any shared sick leave not used by the recipient during each occurrence of shared sick leave use shall be returned to the donating employee. If more than one employee donated sick leave to the recipient and all the donated sick leave was not used, the remainder will be prorated to the credit of the donating employees.
8. A witness who is employed by Okemah Public Schools must sign donation forms.
9. Confidentiality regarding requests for leave shall be maintained by school board members, administrators, and those employees of the board or administration involved with the process.

Shared Sick Leave Application

Name _____ Date _____

Site _____

Number of days requested _____ Date shared sick leave to begin _____

Reason for shared sick leave request:

Applicant's signature

Date

FOR ADMINISTRATION USE ONLY

MEDICAL CERTIFICATE RECEIVED (YES OR NO) _____

APPROVED _____ OR _____ DISAPPROVED _____ BY _____ BOARD _____ OF
EDUCATION _____

DATE _____

DATE APPLICANT NOTIFIED _____

TOTAL NUMBER OF DAYS RECEIVED FOR SHARED SICK LEAVE _____

Sick Leave Donation Agreement

Donor's name _____

Number of days being donated _____

Receiving employee's name _____

I attest to the following:

1. I am maintaining a balance of ten (10) or more sick days (after donation)
2. I understand that any unused shared sick leave that I have donated to the employee named above will refunded to me on a prorated basis.

I am donating this leave of my own free will and have not been coerced into making this contribution.

Donor's signature

Date

Witness's signature

Date

FOR ADMINISTRATION USE ONLY

DATE RECEIVED _____

TOTAL NUMBER OF SICK DAYS TO BE CHARGED TO THIS EMPLOYEE _____

Appendix B: Performance Incentive Plan

Okemah Public Schools

In order to reward achievement among extra-curricular programs, performance incentives shall be paid to head coaches and paid assistants, sponsors, and/or directors of competitive programs. Paid head coaches/director/sponsors shall receive the full amount; paid assistants shall receive half the amount. Unpaid volunteers are not eligible to receive the performance incentives. Performance incentives shall be paid as a stipend by June 30th of the school year in which the program competed.

OHS Varsity Academic Team

*OSSAA District Champion	\$ 100.00
*Advance to OSSAA Area Tournament (not as Regional Champion)	\$ 200.00
OR	
*OSSAA Regional Champion	\$ 300.00
*Finish as Runner-Up at OSSAA Area Tournament (qualifies for State)	\$ 350.00
*Finish as Champion at OSSAA Area Tournament (qualifies for State)	\$ 400.00
*Finish as Runner-Up at OSSAA State Tournament	\$ 500.00
*Finish as State Champion at OSSAA State Tournament	\$1000.00
*One or more Academic Bowl All-State honorees (paid only once, not per honoree)	\$ 250.00

OHS Artists' Guild (performance incentives paid once per event/category/level; multiple incentives within one category will not be paid)

*Student finishes 1 st , 2 nd , or 3 rd in local public gallery or school show/contest	\$ 50.00
*Student finishes 1 st , 2 nd , or 3 rd in collegiate level show/contest	\$ 100.00
*Student finishes 1 st , 2 nd , or 3 rd in statewide open show/contest	\$ 250.00
*Student finishes 1 st , 2 nd , or 3 rd in nationwide open show/contest	\$ 750.00
(for all levels, only the highest placement will be rewarded, not all individual placements)	

OHS Beta Club (performance incentives paid once per event/category/level; multiple incentives within a category will not be paid)

*Individual place in top five at State Competition (not as Runner-Up or Champion)	\$ 100.00
*Individual places as Runner-Up at State Competition	\$ 200.00
*Individual places as Champion at State Competition	\$ 300.00
*Quiz Bowl Team finish in top five at State Competition (not as Runner-Up or Champion)	\$ 100.00
*Quiz Bowl Team finish as Runner-Up at State Competition	\$ 200.00
*Quiz Bowl Team finish as Champion at State Competition	\$ 300.00

OHS High School Band, Concert and Marching, and Flag Corps

*Superior Rating (full band) at Regional Marching Contest	\$ 300.00
*Oklahoma Bandmasters Association State Marching Champion	\$1000.00
*Superior Rating (full band) at District Concert Band Contest (qual. For State)	\$ 300.00
*Superior Rating at District Concert Band Contest (Sight Reading)	\$ 200.00
*Superior Rating at State Concert Band Contest (Performance)	\$ 400.00
*Superior Rating at State Concert Band Contest (Sight Reading)	\$ 400.00

*State Sweepstakes Band (Superior at Reg. Marching Contest and Superior Rating at State Concert Contest in both performance and sight reading)	\$1000.00
*East Central Oklahoma Band Director's Association Band Director of the Year	\$ 200.00
*Oklahoma Bandmaster's Association Band Director of the Year	\$ 500.00
*One or more Band All-State honorees (paid only once, not per honoree)	\$ 250.00

OHS Varsity Baseball

*OSSAA District Champion	\$ 100.00
*Finish as Champion at OSSAA Regional Tournament (qualifies for State)	\$ 300.00
*Finish as Runner-Up at OSSAA State Tournament	\$ 500.00
*Finish as State Champion at OSSAA State Tournament	\$1000.00
*One or more OCA All-State honorees (paid only once, not per athlete)	\$ 250.00

OHS Varsity Basketball, Boys and Girls

*OSSAA District Champion	\$ 100.00
*Advance to OSSAA Area Tournament (not as Regional Champion)	\$ 200.00
OR	
*OSSAA Regional Champion	\$ 300.00
*Finish as Runner-Up at OSSAA Area Tournament (qualifies for State)	\$ 350.00
*Finish as Champion at OSSAA Area Tournament (qualifies for State)	\$ 400.00
*Finish as Runner-Up at OSSAA State Tournament	\$ 500.00
*Finish as State Champion at OSSAA State Tournament	\$1000.00
*One or more OCA All-State honorees (paid only once, not per athlete)	\$ 250.00

OHS Varsity Cheerleading

*Finish as Runner-Up at OSSAA Regional Competition	\$ 200.00
*Finish as Champion at OSSAA Regional Competition	\$ 300.00
*Finish as Runner-Up at OSSAA State Competition	\$ 500.00
*Finish as State Champion at OSSAA State Competition	\$ 1000.00
*One or more All-State honorees (paid only once, not per athlete)	\$ 250.00

OHS Varsity Cross-Country

*Finish as Runner-Up (Team) at OSSAA Regional Cross-Country Meet	\$ 200.00
*Finish as Champion (Team) at OSSAA Regional Cross-Country Meet	\$ 300.00
OR	
*Qualify one or more runner for OSSAA State Cross-Country Meet (not as team runner-up or champion) (paid only once, not per athlete)	\$ 100.00
*Any OHS runner places in top 5 at OSSAA State Cross-Country Meet (not as runner-up or champion) (individual) (paid only once, not per individual)	\$ 100.00
*Any OHS runner places as OSSAA State Runner-Up (individual)(paid only once, not per athlete)	\$ 200.00
*Any OHS runner places as OSSAA State Champion (individual) (paid only once, not per athlete)	\$ 300.00
*OSSAA State Runner-Up (Team)	\$ 500.00
*OSSAA State Champion (Team)	\$1000.00
*One or more All-State honorees (paid only once, not per athlete)	\$ 250.00

OHS FCCLA (performance incentives paid once per event/category/level; multiple incentives within one category will not be paid)

*National Star Gold Emblem Chapter	\$ 300.00
*National Program Achievers	\$ 300.00

*State STAR Award	\$ 200.00
*National STAR Award	\$ 300.00
*State Outstanding FCCLA Teacher	\$ 500.00
*NE District Outstanding Teacher	\$ 200.00
*District Officer (paid only once per year, regardless of number of officers)	\$ 250.00
*State Officer (paid only once per year, regardless of number of officers)	\$ 500.00
*1 st , 2 nd , 3 rd place finish at District events (paid once, not for each individual 1 st , 2 nd , 3 rd place finisher)	\$ 100.00
*1 st , 2 nd , 3 rd place finish at Regional events (paid once, not for each individual 1 st , 2 nd , 3 rd place finisher)	\$100.00
*1 st , 2 nd , 3 rd place finish at State events (paid once, not for each individual 1 st , 2 nd , 3 rd place finisher)	\$100.00
*1 st , 2 nd , 3 rd place finish at National events (paid once, not for each individual 1 st , 2 nd , 3 rd place finisher)	\$100.00
*State Fair Sweepstakes	\$ 250.00

OHS 4-H (performance incentives paid once per event/category/level; multiple incentives within one category will not be paid)

*1 st , 2 nd , 3 rd exhibitor at State competition (paid only once, not per exhibit or exhibitor)	\$ 100.00
*State Meat, Livestock, Consumer Quiz Bowl, Judging, or Public Speaking Champion (paid only once, not per category/competitor)	\$1000.00
*District Officer (paid only once per year, regardless of number of officers)	\$ 250.00
*State Officer (paid only once per year, regardless of number of officers)	\$ 500.00
*State Ambassador (paid only once per year, regardless of number of ambassadors)	\$ 500.00
*District Outstanding 4-H Leader	\$ 200.00
*State Outstanding 4-H Leader	\$ 500.00
*District Champion Judging Team	\$ 100.00
*State Champion Judging Team	\$1000.00
*State Runner-Up Judging Team	\$ 500.00
*State Fair Sweepstakes	\$ 250.00

OHS FFA (performance incentives paid once per event/category; multiple incentives within one category will not be paid)

*National 3-Star Gold Emblem Chapter	\$ 300.00
*State Champion Judging Team, Clay-Shooting Team, or Public Speaking Team	\$1000.00
*State Outstanding Ag Teacher	\$ 500.00
*State Runner-Up Judging Team, Clay-Shooting Team, or Public Speaking Team	\$ 500.00
*National 2-Star Gold Emblem Chapter	\$ 200.00
*District Champion Judging Team, Clay-Shooting Team, or Public Speaking Team	\$100.00
*N.E. District Outstanding Ag Teacher	\$ 200.00
*State Fair Sweepstakes	\$ 250.00
*State 3-Star Superior Chapter	\$ 200.00
*National 1-Star Gold Emblem Chapter	\$ 100.00
*P.I. Outstanding Teacher	\$ 100.00
*Oklahoma State Officer	\$ 500.00
*1 st , 2 nd , 3 rd place exhibitor at State competition (paid only once, not per exhibit)	\$ 100.00
*District Officer	\$ 250.00

OHS Varsity Football

*Qualify for OSSAA play-offs (1 st round) (not as District Champion)	\$ 100.00
*OSSAA District Champion	\$ 200.00
*Advance to 2 nd round of OSSAA play-offs	\$ 200.00
*Advance to 3 rd round of OSSAA play-offs	\$ 200.00
*Advance to 4 th round of OSSAA play-offs	\$ 200.00

*Advance to 5 th round of OSSAA play-offs (State Championship Game)	\$ 500.00
*Finish as OSSAA State Champion or more OCA All-State honorees (paid only once, not per athlete)	\$1000.00*One \$ 250.00

OHS Varsity Golf, Boys and Girls

*Qualify one or more players for OSSAA Regional Tournament (paid only once, not per athlete)	\$100.00
*Finish as Runner-Up (Team) at OSSAA Regional Tournament	\$ 200.00
*Finish as Champion (Team) at OSSAA Regional Tournament	\$ 300.00
*Qualify one or more players for OSSAA State Tournament (paid only once, not per athlete)	\$ 100.00
*Any OHS player places in top 5 at OSSAA State Tournament (not as runner-up or champion) (individual) (paid only once, not per athlete)	\$ 100.00
*Any OHS player places as OSSAA State Runner-Up (individual) (paid only once, not per athlete)	\$ 200.00
*Any OHS player places as OSSAA State Champion (individual) (paid only once, not per athlete)	\$ 300.00
*OSSAA State Runner-Up (Team)	\$ 500.00
*OSSAA State Champion (Team)	\$1000.00
*One or more OCA All-State honorees (paid only once, not per athlete)	\$ 250.00

OHS Powerlifting

*Finish as OFBCA Regional Runner-Up (Team)	\$ 200.00
*Finish as OFBCA Regional Champion (Team)	\$ 300.00
OR	
*Advance to OFBCA State Meet (Team) (not as Regional Runner-Up or Champ)	\$100.00
*Finish as OFBCA Team State Runner-Up	\$ 500.00
*Finish as OFBCA Team State Champion	\$1000.00
*Any individual lifter places in top five individual overall lifters by weight (at State) (not Runner-Up or Champion) (paid only once, not per athlete)	\$ 100.00
*Any individual lifter places as overall State Runner-Up by weight class (paid only once, not per athlete)	\$ 200.00
*Any individual lifter places as overall State Champion by weight class (paid only once, not per athlete)	\$ 300.00
*One or more OFBCA All-State honorees (paid only once, not per athlete)	\$ 250.00

OHS Varsity Fast-Pitch Softball

*OSSAA District Champion	\$ 100.00
*Finish as Champion at OSSAA Regional Tournament (qualifies for State)	\$ 300.00
*Finish as Runner-Up at OSSAA State Tournament	\$ 500.00
*Finish as State Champion at OSSAA State Tournament	\$1000.00
*One or more OFSCA All-State honorees (paid only once, not per athlete)	\$ 250.00

OHS Varsity Slow-Pitch Softball

*OSSAA District Champion	\$ 100.00
*Finish as Runner-Up at OSSAA Regional Tournament (qualifies for State)	\$ 200.00
*Finish as Champion at OSSAA Regional Tournament (qualifies for State)	\$ 300.00
*Finish as Runner-Up at OSSAA State Tournament	\$ 500.00
*Finish as State Champion at OSSAA State Tournament	\$1000.00
*One or more OSSCA All-State honorees (paid only once, not per athlete)	\$ 250.00

OHS Special Olympics

*3 rd place Team finish in any event (paid only once, not per event)	\$ 100.00
*2 nd place Team finish in any event (paid only once, not per event)	\$ 200.00
*1 st place Team finish in any event (paid only once, not per event)	\$ 300.00
(BEST FINISH WILL BE PAID, NOT EVERY FINISH)	

OHS Student Council

*District 13 Officer	\$ 250.00
*Oklahoma State Student Council Association Gold Chapter	\$ 200.00
*OSSA State Officer	\$ 500.00
*Advisor serves on OSSA Board of Directors	\$ 200.00

OHS Varsity Track

*Finish as Runner-Up (Team) at OSSAA Regional Track Meet	\$ 200.00
*Finish as Champion (Team) at OSSAA Regional Track Meet	\$ 300.00
OR	
*Qualify one or more track athlete(s) for OSSAA State Track Meet (paid only once, not per athlete)	\$ 100.00
*Any OHS track athlete places in top 5 at OSSAA State Tournament (not as runner-up or champion) (individual) (paid only once, not per athlete)	\$ 100.00
*Any OHS track athlete places as OSSAA State Runner-Up (individual) (paid only once, not per athlete)	\$ 200.00
*Any OHS track athlete places as OSSAA State Champion (individual) (paid only once, not per athlete)	\$ 300.00
*OSSAA State Runner-Up (Team)	\$ 500.00
*OSSAA State Champion (Team)	\$1000.00
*One or more All-State honorees (paid only once, not per athlete)	\$ 250.00

Miscellaneous

*Regional Coach of the Year (H.S.) (chosen per sport)	\$ 200.00
*Regional Coach of the Year (J.H.) (only one in entire region)	\$ 200.00
*State Coach of the Year (H.S.) (chosen per sport)	\$ 500.00
*State Coach of the Year (J.H.) (only one in entire state)	\$ 500.00
*Assistant Regional Coach of the Year (H.S.) (only one in region)	\$ 200.00
*Assistant Regional Coach of the Year (J.H.) (only one in region)	\$ 200.00
*Assistant State Coach of the Year (H.S.) (only one in state)	\$ 500.00
*Assistant State Coach of the Year (J.H.) (only one in state)	\$ 200.00

*For the 2016-2017 school year, payments for the performance incentives in Appendix B will be paid in full. If, by the first week of May 2017, the school board/superintendent deems that financial circumstances require it, the school board/superintendent will contact the negotiation committee, and the incentives shall be paid in half.