

**MASTER CONTRACT**

**BETWEEN**

**WAYNE BOARD OF EDUCATION**

**INDEPENDENT SCHOOL DISTRICT**

**NUMBER 10**

**MCCLAIN COUNTY, OKLAHOMA**

**AND**

**WAYNE ASSOCIATION OF CLASSROOM**

**TEACHERS**

**FOR**

**SCHOOL YEAR**

**2016-17**

## Negotiated Items

Article I- Parent Teacher Conferences	14
Article II- Sick Leave	14
Article III- Leave of Absence	14
Article IV- Paid Lunches	14
Article V- Planning Period	14
Article VI- Personal Leave	14-15
Article VII- Stipends	15
Article VIII- Salary Schedule	16
Article IX- Sick Leave Bank	17
Sick Leave Bank Forms	18-20
Article X- Class Schedule	21
Article XI- Reduction in Force	21-24
Article XII- Work Day	24
Article XIII- Special Grants and Programs	25
Article XIV- Conditions of Employment	25-26
Article XV- Board Minutes	26
Article XVI- Planning Period	26
Article XVII- Vacancies	26-27
Article XVIII- Professional Compensation	27-28

## PROCEDURAL AGREEMENT

### I. Purpose

The Board of Education of the Wayne Public Schools and the Wayne Association of Classroom Teachers recognize the need for an orderly process of communication for administering employer/employee relations which conform with Oklahoma Statutes 05-70-509.1 through 05-70-509.10.

### II. State of Recognition

This agreement is made and entered into by and between the Wayne Association of Classroom Teachers, hereinafter termed the "Association" and the Board of Education of the Wayne Public Schools, hereinafter termed the "Board".

The Board hereby recognizes the Association as the Exclusive representative for all certified personnel of the Wayne School District, excluding administrators - those persons who have responsibilities for the supervision of classroom teachers. The Board agrees not to negotiate with any individual nor recognize any other teacher organization for the duration of this Agreement.

### III. Negotiation Procedures

The Board and the Association agree to negotiate in good faith on wages, hours, fringe benefits and other terms and conditions of employment. This agreement shall not abrogate the management powers of the Board. Negotiations shall not begin earlier than April 15th, unless otherwise mutually agreed. At the first meeting there will be a mutual exchange of proposals. These proposals shall be all that either side may propose in the current years negotiations.

Both parties agree it is their mutual responsibility to empower their respective representatives the necessary authority to make proposals, to consider proposals and counter proposals in the course of negotiations, and to reach tentative agreements subject to ratification by the Board and Association.

Negotiation meetings shall be held at times and places agreed to by both parties. Negotiations shall be held within ten (10) calendar days from receipt of a written request.

VI. Definitions

- A. Teachers:  
Certified personnel employed by School District I-10 of McClain County.
- B. District:  
Independent School District, I-10 of Wayne, of McClain County.
- C. Board:  
Elected policy-making body governing the district.
- D. Superintendent:  
Chief administrative officer of the district.
- E. President, Wayne Association of Classroom Teachers:  
Elected president of the Wayne Association of Classroom Teachers.
- F. Immediate Supervisor:  
Principal or other persons to whom teachers are directly responsible.
- G. School:  
Work location at which teachers perform their job functions.
- H. Agreement:  
This contract, a direct result of collective bargaining, duly ratified and signed by the Association and the Board.
- I. School Year:  
That period of time covered by the term of the contract.
- J. Association Representative:  
Member of the Association
- K. Association or WACT:  
Wayne Association of Classroom Teachers
- L. Board Policy:  
A course of action or governing principle adopted by the Board.

## WAYNE GRIEVANCE PROCEDURE

### I. Definitions

- A. A "Grievant" shall mean a teacher or group of teachers or the Association filing a grievance.
- B. A "Grievance" shall mean a claim by a grievant that a dispute or disagreement of any kind exists involving interpretation or application of the terms of this agreement, or of an existing board rule, policy or practice, or that an employee has been treated inequitably, or that there exists a condition which jeopardizes employee health or safety.
- C. A "Party In Interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
- D. "Days" shall mean teacher employment days, except as otherwise indicated. If the stipulated time limits are not met, the grievant shall have the right to appeal the grievance to the next level of the procedure.

### II. Rights to Representation

- A. The Board shall recognize a Teacher Rights Committee upon its selection by the Association. At least one Association representative shall be present for any meetings, hearings, appeals, or other proceedings relating to a Grievance which has been formally presented.
- B. If, in the judgement of the Association, a grievance affects a group of teachers or the Association, the Association may initiate and submit such grievance in writing to the Superintendent directly, and the processing of such grievance shall be commenced at Step II (If it is a majority vote by the Association, the Association may process such a grievance through all levels of the procedure, even though there is no individual aggrieved person who wishes to do so.). Class grievances involving more than one supervisor and grievances involving the administrator above the building level may be filed by the Association as Step II.
- C. In matters dealing with alleged violations of Association rights, the

Board. The grievance will be heard by the School Board at the next regularly scheduled board meeting or at a special meeting, whichever is

sooner. This hearing shall be a public hearing unless closed by the mutual consent of both parties. The Board will render a decision and a record of the proceedings will be entered into the Board minutes. Neither party shall be permitted to assert into the School Board proceedings any evidence which was not submitted to the other party before the completion of Step 2 meetings.

V. No Reprisals

No reprisals of any kind will be taken by the Board or the School Administration against any teacher because of his participation in this grievance procedure.

VI. Cooperation of Board and Administration

The Board and Administration will cooperate with the Association in its investigation of any grievance, and further will furnish the Association such information as is requested for the processing of any grievance.

VII. Release Time

Should the investigation or processing of any grievance require that a teacher or an Association representative be absent from his regular assignment, he shall do so without loss of pay or benefits.

VIII. Personnel Files

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

IX. Grievance Forms

Forms for filing grievances, serving notices, taking appeals, reports and recommendations, and other necessary documents will be prepared jointly by the Superintendent and the Association so as to facilitate operation to the grievance procedure. The cost of preparing such forms shall be borne by the Board.

Disposition of Immediate Supervisor

---

---

---

---

Position of Grievant and/or Association

---

---

---

---

**STEP 2**

Date Received by Superintendent \_\_\_\_\_

Disposition of Superintendent \_\_\_\_\_

---

---

---

Position of Grievant and/or Association

---

---

---

---

## NEGOTIATED ITEMS

### ARTICLE I - PARENT TEACHER CONFERENCES

If parent-teacher conference days are scheduled outside the normal 180day schedule, teachers shall be paid at the rate of 1/180 of yearly salary for each additional day scheduled.

### ARTICLE II - SICK LEAVE

Teachers shall be allowed to accumulate 120 days which can be used for illness and related leave; and unlimited number of days to be used to count toward retirement.

### ARTICLE III - LEAVE OF ABSENCE

An employee shall, upon approval of the Board of Education, be granted a leave of absence without pay for personal illness, illness in the immediate family, rearing a child, or as a full time elected official. The staff member will be guaranteed his/her return to a job assignment if available.

### ARTICLE IV - PAID LUNCHES

Any teacher in the Wayne School System who is required to have duty during his/her lunch period will have his/her lunch paid for by the district for any equal amount of time. These lunches will be served in the Wayne School cafeteria.

Duty is defined as: hall duty, grounds duty, lunchroom duty, noon playground duty.

### ARTICLE V - PLANNING PERIOD

Each elementary teacher will have a minimum of thirty (30) consecutive minutes of duty free lunch time each day if possible, within administrative responsibilities. In addition, each elementary teacher will also have a minimum of twenty-five (25) consecutive minutes of duty free time each day to use as a planning period.

### ARTICLE VI - PERSONAL LEAVE

Each teacher in the Wayne School System will receive four (4) days of personal leave each year, which would be cumulative through seven (7) days. These days may be used for any reason and there will be no loss of pay.



Joy Hofmeister  
 State Superintendent of Public Instruction  
 Oklahoma State Department of Education  
 Accreditation Standards and School Personnel Records  
**STATE MINIMUM TEACHER SALARY SCHEDULE**  
 2015-2016

70 O.S. § 18-114.14

Beginning with the 2015-2016 school year, teachers in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amount specified in the following schedule. When determining minimum salary, "fringe benefits" shall mean only the employee's share of retirement, *if* paid by the district.

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

*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.*

\*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)

## ARTICLE VIII - SALARY SCHEDULE

### FOR MINIMUM SALARY SCHEDULE

Minimum State Schedule now stops at 25 years experience. We extend the schedule to 30 years experience. Salary Schedule is extended to include steps 30-35 when the following criteria is met during the previous and current school year.

1. General Fund Balance is at or above 7% of total budget.
2. Teacher Index in State Aid Formula is calculated in the same manner as the 2000-2001 formula.
3. Teacher Index will be at or above the 2000-2001 index.

EXPERIENCE	MINIMUM SALARY SCHEDULE		
	BA	MA	DOCTORATE
0	\$27,060	\$28,166	\$29,272
1	\$28,221	\$29,327	\$30,433
2	\$28,553	\$29,659	\$30,765
3	\$28,885	\$29,991	\$31,097
4	\$29,217	\$30,323	\$31,429
5	\$29,549	\$30,655	\$31,761
6	\$29,881	\$30,987	\$31,093
7	\$30,213	\$31,319	\$32,425
8	\$30,545	\$31,651	\$32,757
9	\$30,877	\$31,983	\$33,089
10	\$31,209	\$32,315	\$33,421
11	\$31,541	\$32,647	\$33,753
12	\$31,873	\$32,979	\$34,085
13	\$32,205	\$33,311	\$34,417
14	\$32,537	\$33,643	\$34,749
15	\$32,869	\$33,975	\$35,081
16	\$33,201	\$34,307	\$35,413
17	\$33,533	\$34,639	\$35,745
18	\$33,865	\$34,971	\$36,077
19	\$34,197	\$35,303	\$36,409
20	\$34,529	\$35,635	\$36,741
21	\$34,861	\$35,967	\$37,073
22	\$35,193	\$36,299	\$37,405
23	\$35,525	\$36,631	\$37,737
24	\$35,857	\$36,963	\$38,069
25	\$36,189	\$37,295	\$38,401
26	\$36,521	\$37,627	\$38,733
27	\$36,853	\$37,959	\$39,065
28	\$37,185	\$38,291	\$39,397
29	\$37,517	\$38,623	\$39,729
30	\$37,849	\$38,955	\$40,061

## Article IX- WACT SICK LEAVE BANK

Any teacher, on a voluntary basis, may contribute to a sick leave bank. Each teacher may contribute one or more sick leave days to the bank. The sick leave bank may be used by any teacher that meets all criteria set forth in Article IX. An opportunity to contribute to the sick leave bank will be given to teachers during the in-service at the beginning of the school year. Teachers may contribute at any other time during the school year.

### Criteria for application for Sick Leave Bank Days:

- \*All individual teachers sick leave and personal leave must be exhausted.
- \*Borrowed sick leave bank days ( if applicable) have been re paid from previous school years.
- \*Documentation must be provided on request to verify illness (doctor note etc.).
- \*Committee reserves to the right to review individual sick leave that has been exhausted in granting or non granting of sick leave bank days.

The WACT will maintain the sick leave bank and appoint a committee to review applications for use of the sick leave bank and approve or reject these applications. The building representatives and one administrator chosen by the WACT will make up this committee. A statement/accounting of the contributions of sick leave days of each teacher to the sick leave bank will be given to the WACT president at the beginning of each school year and by June 1<sup>st</sup> of each school year.

Upon approval, the teacher will have at his/her disposal, the number of days to use at his/her discretion due to illness. The maximum number of days a teacher may receive per application is twenty (20) days. If there is a need for more days, the teacher may file another application for additional days. Twenty (20) days is the total amount of days that can be granted per application.

When the use of sick bank days are granted, the administration office will be notified of the teacher granted use and the number of sick bank days granted. At such notification, the office and association will reconcile total days left in the bank.

The teacher requesting sick leave days will be required to repay the total number of days received at a minimum rate of one(1) day per year.

Should the teacher leave the district, all accumulative unused sick leave will be used to re pay bank for days borrowed.

The sick leave bank committee may waive any or all criteria for use of sick leave bank days if committee and administration deem circumstances extraordinary in nature.

Minutes will be taken at committee meetings. Minutes will be kept on file and given to the central office each time the committee meets. See SICK-LEAVE COMMITTEE form, page 19a.

**WACT SICK LEAVE BANK**

**APPLICATION FOR  
USE OF SICK LEAVE DAYS**

**NAME OF APPLICANT:** \_\_\_\_\_

**NUMBER OF DAYS REQUESTED:** \_\_\_\_\_

**HAVE YOU PREVIOUSLY CONTRIBUTED TO THE SICK LEAVE BANK?** \_\_\_\_\_

**BRIEFLY EXPLAIN YOUR REASONS FOR REQUESTING EXTRA SICK  
LEAVE DAYS**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**I understand that if my request for sick leave days is accepted, I will be required to  
repay a minimum of one (1) day per year to the sick leave bank until the total  
amount borrowed has been repaid.**

\_\_\_\_\_  
**Name** **Date**

**We, the members of the Sick Leave Bank Review Committee,** \_\_\_\_\_  
**the above application.**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date

**SICK LEAVE BANK - DONATION FORM**

I \_\_\_\_\_, voluntarily elect to  
donate \_\_\_\_\_

day(s) of my cumulated sick leave to the WACT Sick Leave Bank. I understand that these sick leave days may be used by any teacher who has exhausted his/her available sick leave, who has previously donated to the bank, and whose application has been approved by the WACT Sick Leave Bank Committee.

\_\_\_\_\_  
Date

- B. A probationary teacher in an eliminated position will be terminated second. However, if a probationary teacher is certified for a position held by a licensed teacher, the probationary teacher will be reassigned to that position, and the licensed teacher will be terminated.**
- C. A career teacher in an eliminated position will be placed in a retained position in which the teacher is, at the time of the presentation of the recommendation to reduce force, certified by standard certification, provided the position is occupied by a probationary or licensed teacher who does not hold an extra duty assignment. In the event the probationary or licensed teacher holds an extra duty assignment, the career teacher must be willing to accept the assignment and meet state requirements for the extra duty assignment (does not include sponsorship) that the probationary or licensed teacher holds at the time of the reduction-in-force.**
- D. If a career teacher is qualified for standard certification in a position held by a probationary or licensed teacher, but does not have such a certificate, then such career teacher must have evidence of eligibility for such certification on file in their personnel file in the office of the superintendent at the time of the presentation of the recommendation to reduce force.**
- E. If there is more than one career teacher assigned to a like position that is subject to being eliminated, the following criteria, in this order, will be used to determine which of the career teachers will be retained:**
- 1. A career teacher with standard certification for the retained position will be retained over a career teacher with provisional certification, and a teacher with provisional certification will be retained over a teacher with temporary certification or a license.**
  - 2. Seniority in continuous, full-time, contracted, certified employment in the district.**
  - 3. If certification and seniority are the same according to the above criteria, the determining factors in order of importance are:**
    - a. Years of teaching experience in the retained position in the local school district.**

This policy applies only to teaching positions and was never in any way meant to affect the selection of administrators.

## **ARTICLE XII - WORK DAY**

All teachers will be assigned appropriate starting and dismissal times, provided that their work day shall be no longer than seven and one-sixth (7 1/6) consecutive hours. Full time teachers shall report to their respective work assignments either 1.) no later than 15 minutes prior to the start of the first school class period, or 2.) at earlier times set to attend to any morning duty. Teachers shall be free to leave the campus 15 minutes after the end of the last school class period, unless dismissed earlier by the principal or superintendent. Teachers will stay at school for longer periods after the end of the school day, or arrive earlier, but not in the same day, to attend:

1. Teachers' meeting called by the administration and announced on the previous week's bulletin and such other teachers' meetings that are deemed necessary by the administration. Provided however, that for meetings not announced on the previous week's bulletin board, teachers shall be excused from such meetings if attendance would cause a.) cancellation of medical appointments set prior to the announcement of the meeting. b.) missing scheduled college courses, or c.) missing other previously set meetings deemed by the administration to justify not attending the teachers' meeting.

Excused will mean: Allowed to miss for reasons stated, but required to make up by meeting with principal or superintendent at a later date to be informed about meeting's agenda.

Missing a meeting shall be cleared before meeting time with an administrator.

2. Individual teacher conferences with administrators at mutually agreed upon times.
3. Parent conferences at mutually agreed upon times.

Teachers with contractual extra duty sponsorship or extracurricular sponsorships shall have extended work times to accommodate those duties.

## **Health and Safety Provisions**

The Board agrees to maintain health and safety conditions at each school site in compliance with applicable statutes and/or regulations. Employees will not be required to work under unsafe or hazardous conditions as determined by proper regulatory authority. Employees will report concerns of inadequacies to the appropriate supervisor or building principal.

## **ARTICLE XV - BOARD MINUTES**

The Board of Education will provide a copy of the minutes of each and every board meeting to the Association President as soon as the secretary has them ready for distribution.

## **ARTICLE XVI - PLANNING PERIOD**

Every teacher in the middle school and the high school shall be scheduled a planning period each day. The planning period shall equal one regular class period, shall run consecutively and shall be duty free. Planning periods shall not be scheduled before or after school hours, nor during the teacher's lunch period. Teachers shall receive cash compensation equal to their salary for one hour per hour spent teaching or performing other duties if required to perform those activities during their regularly scheduled planning period.

A teacher who agrees to substitute during his or her planning period shall be paid at the rate of \$15.00 per class period. Substitution during a planning period shall be voluntary.

## **ARTICLE XVII - VACANCIES**

### **Posting of Vacancies**

During the school year, notice of teaching vacancies shall be posted by the principal on the bulletin board of each teachers' lounge. Any teacher wishing to fill such vacancy shall inform the superintendent in writing of their desire to fill the vacancy.

During the summer, vacancies will be posted in a prominent place in the office of the superintendent. In addition, any teacher currently employed by the district who is interested in other positions shall, prior to leaving school for the summer or during the summer, submit in writing to the superintendent his/her interest in applying for any vacancies that may occur. The teacher will leave his/her phone number and



salary schedule shall remain in effect during the duration of this Agreement.

- B. Teachers in the Wayne Public Schools will be given experience credit on the salary schedule set forth in this Agreement for the verified number of years of experience.
- C. Placement on the salary schedule shall be in accordance, with the teacher's years of experience and highest degree. Any placement in effect, shall remain unchanged if in conflict with this provision.
- D. The salary schedule is based upon the regular calendar as approved by the Board and the normal teaching assignments in this Agreement.
- E. Teachers shall receive a car allowance at current school rate of 24 cents per mile for use of personal cars for field trips or other business of the district approved by the administration. The Board shall provide Employees Non-Ownership Liability insurance protection for teachers when their personal automobiles are used as provided in this agreement.
- F. Teachers shall be paid in 10 or 12 equal installments on or before the last working day of each month.
- G. Pay periods - All teachers shall have the option of being paid on a ten (10) or twelve (12) month basis.

## **ARTICLE XIX - PROFESSIONAL EVALUATION**

### **A. Definitions**

- 1. **Formal Evaluation** - A process for improving the education of pupils through teacher professional growth and as a criteria for teacher's contract renewal. The formal evaluation must include each of the following steps:
  - (a) pre-observation conference
  - (b) individual classroom observation
  - (c) written formal evaluation
  - (d) evaluation conference

teacher. The teacher and the evaluator will sign the report to acknowledge that it has been reviewed by both of them.

#### **D. Plan for Improvement**

If a plan for improvement is recommended by the evaluator, the teacher will allowed ten (10) working days to submit a written response. After reviewing the written response the evaluator will schedule a conference with the teacher for the purpose of developing a plan of improvement. Such plan will be written with input from the teacher. A conference shall be scheduled within five (5) working days after the evaluator receives the written response. A follow-up evaluation will take place within sixty (60) working days after the plan of improvement is finalized.

#### **E. Personnel File**

The signed evaluation forms and the plan for improvement, if any, will be filed in the teacher's personnel file. Within ten (10) working days after receiving a copy of the evaluation report, the teacher may make a written response. Such response will be attached to the report and shall become part of the record.

### **ARTICLE XX- NOTIFICATION OF ASSIGNMENT FOR NEXT SCHOOL YEAR**

1. Each teacher shall be notified, in writing, by the last day of school of each year of his/her assignment(s) for the next school year, and within thirty (30) calendar days after the assignment is made, he/she would have the opportunity to resign in writing, by certified mail.
2. If a change of the assignment becomes necessary after the last day of school, such change will be made for just cause only. Prior to or during the first five (5) working days of August, the superintendent will notify the teacher of any assignment change and give him/her the opportunity to resign without penalty within five (5) days from the date of notification. Such resignation will be by certified mail.
3. Assignment shall mean subject taught for middle school and high school, or grade levels for elementary. Members of the bargaining unit shall be placed in positions for which they are qualified as determined by law and/or the State Department of Education of Oklahoma. Assignment of personnel within the building shall be the responsibility of the building principal. If vacancies occur, members of the bargaining unit who desire an assignment change in the

same building for the following school year may file a written statement with the building principal. Members may make application for posted positions at any time in accordance with the provisions of the posting. Seniority will be given strong consideration for these posted vacancies.

#### **ARTICLE XXI - SPONSORSHIPS**

Sponsorships and duties will be assigned on the basis of volunteers. If there is no teacher volunteer to sponsor a student organization, or perform the duties, then such sponsorship will be assigned on a rotating basis.

#### **ARTICLE XXII - ACTIVITY FREE WEEKS**

The weeks of nine (9) weeks test, semester tests, and achievement tests will be designated as "activity free weeks". A committee will be formed consisting of administrators and staff who may be scheduling events to develop long range posting of activities and minimize conflicts with testing times.

#### **ARTICLE XXIII - SAVINGS CLAUSE (SEVERABILITY)**

The Board and the Wayne Association of Classroom Teachers shall abide by all applicable state and federal statutes, rules and regulations with respect to this agreement. If any provision herein or application of said provision shall be found to be contrary to law, such provision or application shall have affect only to the extent permitted by law, and all other provisions or applications of this agreement shall continue in full force and effect. Said invalid provision shall be renegotiated by mutual consent of both parties beginning not later than thirty (30) days subsequent to the request.

#### **ARTICLE XXIV - SICK LEAVE/PERSONAL LEAVE**

A statement/accounting of the amount of accumulated sick leave and personal leave will be presented to each teacher at the in-service meeting at the beginning of school and during the first portion of the month of June.

#### **ARTICLE XXV - POLICIES AFFECTING TEACHERS**

The Board's and The Association's representatives will negotiate on wages, hours, fringe benefits and other terms and conditions of employment before any changes in

## **ARTICLE XXVIII - STUDENT MORALE**

**Promoting high self-esteem is important to students at all levels in our school. Recognizing this need at each and every level, we agree to address the issue by providing at various intervals during the school year assemblies, speakers, films, programs, etc., to promote positive attitudes. Financial backing would be from the school budget, and organizing and support would come from building principals. A committee of parents, students, teachers, and administrators will be involved to discuss the issue and plan programs. Recognition will be given students who make the Superintendent's and Principal's honor rolls, have good attendance, and for achievement in various curricular and extra-curricular activities.**

Library	1000
Chapter II Teacher	500
Gifted and Talented Sponsor	200
Art Club	200

Any extra duty position must be active to receive compensation.

Should an extra duty activity position be needed and performed with the approval of the administration after contracts are signed coach/sponsor shall be compensated according to the extra duty schedule.

#### **EXTRA DUTY CONT.**

All non-teaching, non-administrative extra duty pay shall be paid in checks separate from the payroll.

Teachers performing athletic event duties outside the normal school day hours shall be paid according to the following schedule.

	<b>FOOTBALL</b>	<b>BASKETBALL</b>
Gate Duty	\$15/game	\$7.50/game
Concession Stand	\$15/game	\$7.50/game
Keeping Clock	\$15/game	\$7.50/game
Keeping Book	\$15/game	\$7.50/game

#### **ARTICLE XXX - WINDOW FOR HEAD HIGH SCHOOL COACHING DUTIES AND BOTH CHEERLEADING COACHES**

Each coaching position will have a pay range to negotiate within. Each coach may negotiate within the range with the board and/or the board's designated negotiator. It will be up to the board and the administration as to what amount, within the range, will be negotiated with each coach. As for cheerleading coaches, there will be a window of \$500 to \$1000. Each cheerleading coach may negotiate within this range with the board and/or the board's designated negotiator.

Points to be stressed will be on file in the Superintendent's office.

**DURATION**

After ratification by both parties, this Master Agreement shall be effective immediately and shall be renewed automatically without modification unless either party shall request amendment.

**CERTIFICATION OF RATIFICATION**

Ratification of the foregoing contract between the parties is attested to by the representatives whose signatures appear below.

**WAYNE ASSOCIATION OF CLASSROOM TEACHERS**

By \_\_\_\_\_  
president date

By \_\_\_\_\_  
bargaining team chairperson date

By \_\_\_\_\_  
bargaining team member date

By \_\_\_\_\_  
bargaining team member date

**WAYNE BOARD OF EDUCATION**

By \_\_\_\_\_  
superintendent date

By \_\_\_\_\_  
president date

**ATTEST**

By \_\_\_\_\_  
clerk of the board date

**STATE OF OKLAHOMA, McCLAIN COUNTY**

Sworn and subscribed to before me this \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_  
My commission expires \_\_\_\_\_

\_\_\_\_\_  
**NOTARY PUBLIC**

**AMENDMENTS**

SEE ATTACHED

## **ARTICLE IX - WACT SICK LEAVE BANK**

Any teacher, on a voluntary basis, may contribute to a sick leave bank. Each teacher may contribute one or more sick leave days to the bank. The sick leave bank may be used by any teacher who has previously contributed to the bank and has exhausted his/her sick leave. An opportunity to contribute to the sick leave bank will be given to teachers during the in-service at the beginning of the school year. Teachers may contribute at any other time during the school year.

The Wayne ACT will maintain the sick leave bank and appoint a committee to review applications for use of the sick leave bank and approve or reject these applications. The building representatives will make up this committee. A statement/accounting of the contributions of sick leave days of each teacher to the sick leave bank will be given to the WACT president at the beginning of each school year and by June 1 of each school year.

Upon approval, the teacher will have at his/her disposal, the number of days to use at his/her discretion. The maximum number of days a teacher may receive per application is twenty (20) days. If there is a need for more days, the teacher may file another application for additional days.

When the use of sick bank days are granted, the administration office will be notified of the teacher granted use and the number of sick bank days granted. At such notification, the office and Association will reconcile total days left in the bank.

The teacher requesting sick leave days will be required to repay the total number of days received at a minimum rate of one (1) day per year.

Should the teacher leave the district, a meeting will be held between the teacher and the review committee to determine how much, if any, of his/her cumulated sick leave will be donated to the bank.

If, during the implementation of the sick leave bank, a teacher indicates a need for use of the sick leave bank, the sick leave bank committee may waive the requirement of previously donating one or more sick leave days. The sick leave bank committee will have the sole authority to accept or reject sick leave days during the implementation of this article.

Minutes will be taken at committee meetings. Minutes will be kept on file and given to the central office each time the committee meets. See SICK-LEAVE COMMITTEE form, page 19a.



## ARTICLE XXIX - EXTRA DUTY PAY

All extra duty personnel will sign separate contracts.  
Extra duty pay shall be as follows:

Head High School Football	\$1900 - \$5000
Head High School Basketball (boys)	1900 - 5000
Head High School Basketball (girls)	1900 - 5000
Head High School Baseball	1600 - 4000
Head High School Slow Pitch Softball and Track	1600 - 4000
Head High School Fast Pitch Softball	1600 - 4000
Head Jr. High Football	1050 - 2500
Head Jr. High Basketball (boys)	1050 - 2500
Head Jr. High Basketball (girls)	1050 - 2500
Head Jr. High Baseball	800 - 2000
Head Junior High Slow Pitch Softball and Track	800 - 2000
Head Junior High Fast Pitch Softball	800 - 2000
Asst. High School Football	1050 - 2500
Asst. High School Basketball (boys)	1050 - 2500
Asst. High School Basketball (girls)	1050 - 2500
Asst. Baseball	800 - 2000
Asst. Slow Pitch Softball and Track	800 - 2000
Asst. Fast Pitch Softball	800 - 2000
Middle School Football	650 - 1000
Middle School Basketball (boys)	650 - 1000
Middle School Basketball (girls)	650 - 1000
Asst. Jr. High Football	600 - 1000
Asst. Jr. High Basketball	600 - 1000
Annual Sponsor	500 -
Cheerleader Sponsors (any one squad)	500 - 1000
Sr. Sponsor	500
Jr. Sponsor	800
Student Council Sponsor	400
Pep Club Sponsor	400
National Honor Society	100
SAD Drug High School	100
SAD Drug Jr. High	100
Special Ed. <del>Co</del> -Director	1500
Band	1350 - 5000
School Readiness Testers (3 maximum)	300
Chapter I Teacher	500

← create

window →

1900 - 5000 *Def*  
Negotia  
4/2004

## Extra Duty Pay

All extra duty personnel will sign separate contracts. 2014-2015

Head High School Football-----	1,900- 5,500
Head High School Basketball(boys)-----	1,900- 5,500
Head High School Basketball (girls)-----	1,900- 5,500
Head High School Baseball-----	1,600- 4,500
Head High School Slow Pitch and Track-----	1,600- 4,500
Head High School Fast Pitch Softball-----	1,600- 4,500
Head Jr. High Football-----	1,050- 3,000
Head Jr. High Basketball (boys)-----	1,050- 3,000
Head Jr. Basketball (girls)-----	1,050- 3,000
Head Jr. Baseball-----	800- 2,500
Head Jr. High Slow Pitch and Track-----	800- 2,500
Head Jr. High Fast Pitch Softball-----	800- 2,500
Asst. High School Football-----	1,050-2,750
Asst. High School Basketball (boys)-----	1,050-2,750
Asst. High School Basketball (girls)-----	1,050-2,750
Asst. Baseball-----	800- 2,250
Asst. Slow Pitch Softball and Track-----	800- 2,250
Asst. Fast Pitch Softball-----	800- 2,250
Middle School Football-----	650- 1,250
Middle School Basketball (boys)-----	650- 1,250

Middle School Basketball (girls)-----	650-1,250
Asst. Jr. High Football-----	600-1,250
Asst. Jr. High Basketball (boys)-----	600-1,250
Asst. Jr. High Basketball (girls)-----	600-1,250
Cheerleading Sponsor Middle School-----	1,500
Cheerleading Sponsor High School-----	2,000
Annual Sponsor-----	500
Jr. Sponsor-----	800
Student Council Sponsor-----	400
Pep Club Sponsor-----	400
National Honor Society-----	100
SAD Drug High School-----	100
SAD Jr. High-----	100
Special Ed. Co- Director-----	5,000
Band-----	1,300-5,000
School Readiness Testers(3 Maximum)-----	300
Chapter I Teacher-----	500
Gifted and Talented Elem,M.S. &H.S.-----	200
Technology Director-----	2,000
Program Director-----	2,000
Athletic Director-----	2,000

Sandy Garrett  
State Superintendent of Public Instruction  
Oklahoma State Department of Education  
School Personnel Records Section  
Finance Division

## STATE MINIMUM TEACHER SALARY SCHEDULE

2004-2005

70 O.S. 2001 § 18-114.7

Beginning with the 2004-2005 school year, teachers in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amount specified in the following schedule. When determining minimum salary, "fringe benefits" shall mean only the employee's share of retirement, if paid by the district.

Step Placement	Years of Experience	Bachelor's Degree	Master's Degree	Doctor's Degree
	0	\$27,060	\$28,166	\$29,272
1	1	28,221	29,327	30,433
2	2	28,553	29,659	30,765
3	3	28,885	29,991	31,097
4	4	29,217	30,323	31,429
5	5	29,549	30,655	31,761
6	6	29,881	30,987	32,093
7	7	30,213	31,319	32,425
8	8	30,545	31,651	32,757
9	9	30,877	31,983	33,089
10	10	31,209	32,315	33,421
11	11	31,541	32,647	33,753
12	12	31,873	32,979	34,085
13	13	32,205	33,311	34,417
14	14	32,537	33,643	34,749
15	15	32,869	33,975	35,081
16	16	33,201	34,307	35,413
17	17	33,533	34,639	35,745
18	18	33,865	34,971	36,077
19	19	34,197	35,303	36,409
20	20	34,529	35,635	36,741
21	21	34,861	35,967	37,073
22	22	35,193	36,299	37,405
23	23	35,525	36,631	37,737
24	24	35,857	36,963	38,069
25	25	36,189	37,295	38,401
26+	25+			

Career/Technology Ag Teacher*	(Position Code 71)	=	Minimum Salary	+	\$2,400/year - 12-month contract
Career/Technology Ec. Teacher*	(Position Code 72)	=	Minimum Salary	+	\$2,000/year - 10-month contract
Other Career/Tech Teacher*	(Position Code 73)	=	Minimum Salary	+	\$2,000/year - 10-month contract
Special Education Teacher**	(Position Code 88)	=	Minimum Salary	+	5 percent above the prevailing wage paid teachers of children who are nondisabled in the same school district.
Alternative Education Teacher***	(Designation Code 55)	=	Minimum Salary	+	5 percent above designated step for that teacher within the adopted salary schedule of the district.

\*Codes 71-73 salary distribution per the policies and procedures manual of the Oklahoma State Board of Career and Technology Education.  
 \*\*Code 88 salary distribution mandated by 70 O.S. § 13-110.  
 \*\*\*Alternative Education salary distribution mandated by 70 O.S. § 1210.565.

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. 2001 § 18-114.7)

This publication printed by the State Department of Education Printing Services, is issued by the Oklahoma State Department of Education as authorized by 70 O.S. § 3-104. One thousand copies have been prepared at a cost of two cents per copy. Copies have been deposited with the Publications Clearinghouse of the Oklahoma Department of Libraries. June 2004

Direct  
April 26, 2005

Kim

# MINIMUM SALARY SCHEDULES for 2005-2006, 2006-2007, 2007-2008, and 2008-2009

05-06 Min. Salary Schedule				06-07 Min. Salary Schedule				07-08 Min. Salary Schedule				08-09 Min. Salary Schedule			
Step	BA	MA	PhD	Step	BA	MA	PhD	Step	BA	MA	PhD	Step	BA	MA	PhD
0	28,000	29,200	30,400	0	28,425	29,625	30,825	0	28,900	30,100	31,300	0	29,425	30,625	31,825
1	28,375	29,575	30,775	1	28,850	30,050	31,250	1	29,375	30,575	31,775	1	29,950	31,150	32,350
2	28,750	29,950	31,150	2	29,275	30,475	31,675	2	29,850	31,050	32,250	2	30,475	31,675	32,875
3	29,125	30,325	31,525	3	29,700	30,900	32,100	3	30,325	31,525	32,725	3	31,000	32,200	33,400
4	29,500	30,700	31,900	4	30,125	31,325	32,525	4	30,800	32,000	33,200	4	31,525	32,725	33,925
5	29,900	31,100	32,300	5	30,575	31,775	32,975	5	31,300	32,500	33,700	5	32,075	33,275	34,475
6	30,300	31,500	32,700	6	31,025	32,225	33,425	6	31,800	33,000	34,200	6	32,625	33,825	35,025
7	30,700	31,900	33,100	7	31,475	32,675	33,875	7	32,300	33,500	34,700	7	33,175	34,375	35,575
8	31,100	32,300	33,500	8	31,925	33,125	34,325	8	32,800	34,000	35,200	8	33,725	34,925	36,125
9	31,500	32,700	33,900	9	32,375	33,575	34,775	9	33,300	34,500	35,700	9	34,275	35,475	36,675
10	31,925	33,125	34,325	10	32,850	34,050	35,250	10	33,825	35,025	36,225	10	34,850	36,050	37,250
11	32,350	33,550	34,750	11	33,325	34,525	35,725	11	34,350	35,550	36,750	11	35,425	36,625	37,825
12	32,775	33,975	35,175	12	33,800	35,000	36,200	12	34,875	36,075	37,275	12	36,000	37,200	38,400
13	33,200	34,400	35,600	13	34,275	35,475	36,675	13	35,400	36,600	37,800	13	36,575	37,775	38,975
14	33,625	34,825	36,025	14	34,750	35,950	37,150	14	35,925	37,125	38,325	14	37,150	38,350	39,550
15	34,050	35,250	36,450	15	35,225	36,425	37,625	15	36,450	37,650	38,850	15	37,725	38,925	40,125
16	34,475	35,675	36,875	16	35,700	36,900	38,100	16	36,975	38,175	39,375	16	38,300	39,500	40,700
17	34,900	36,100	37,300	17	36,175	37,375	38,575	17	37,500	38,700	39,900	17	38,875	40,075	41,275
18	35,325	36,525	37,725	18	36,650	37,850	39,050	18	38,025	39,225	40,425	18	39,450	40,650	41,850
19	35,750	36,950	38,150	19	37,125	38,325	39,525	19	38,550	39,750	40,950	19	40,025	41,225	42,425
20	36,175	37,375	38,575	20	37,600	38,800	40,000	20	39,075	40,275	41,475	20	40,600	41,800	43,000
21	36,600	37,800	39,000	21	38,075	39,275	40,475	21	39,600	40,800	42,000	21	41,175	42,375	43,575
22	37,025	38,225	39,425	22	38,550	39,750	40,950	22	40,125	41,325	42,525	22	41,750	42,950	44,150
23	37,450	38,650	39,850	23	39,025	40,225	41,425	23	40,650	41,850	43,050	23	42,325	43,525	44,725
24	37,875	39,075	40,275	24	39,500	40,700	41,900	24	41,175	42,375	43,575	24	42,900	44,100	45,300
25	38,300	39,500	40,700	25	39,975	41,175	42,375	25	41,700	42,900	44,100	25	43,475	44,675	45,875

David Garrett  
State Superintendent of Public Instruction  
Oklahoma State Department of Education  
Accreditation Standards and School Personnel Records Division

**STATE MINIMUM TEACHER SALARY SCHEDULE**

**2009-2010**

**70 O.S. § 18-114.12**

Beginning with the 2009-2010 school year, teachers in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amount specified in the following schedule. When determining minimum salary, "fringe benefits" shall mean only the employee's share of retirement, if paid by the district.

Years of Experience	Bachelor's Degree	Master's Degree	Doctor's Degree
0	\$31.600	\$32.800	\$34.000
1	31.975	33.175	34.375
2	32.350	33.550	34.750
3	32.725	33.925	35.125
4	33.100	34.300	35.500
5	33.500	34.700	35.900
6	33.900	35.100	36.300
7	34.300	35.500	36.700
8	34.700	35.900	37.100
9	35.100	36.300	37.500
10	35.950	37.575	39.625
11	36.375	38.000	40.050
12	36.800	38.425	40.475
13	37.225	38.850	40.900
14	37.650	39.275	41.325
15	38.075	39.700	41.750
16	38.500	40.125	42.175
17	38.925	40.550	42.600
18	39.350	40.975	43.025
19	39.775	41.400	43.450
20	40.200	41.825	43.875
21	40.625	42.250	44.300
22	41.050	42.675	44.725
23	41.475	43.100	45.150
24	41.900	43.525	45.575
25	42.325	43.950	46.000

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

Alternative Education Teacher\*\*\* = Minimum Salary + 5 percent above designated step for that teacher within the adopted salary schedule of the 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.

\*\*\*Alternative Education salary distribution mandated by 70 O.S. § 1210.5a.

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. § 18-114.7)

Sandy Garrett  
State Superintendent of Public Instruction  
Oklahoma State Department of Education  
School Personnel Records Section  
Finance Division

**STATE MINIMUM TEACHER SALARY SCHEDULE**

**2006-2007**

**70 O.S. § 18-114.12**

Beginning with the 2006-2007 school year, teachers in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amount specified in the following schedule. When determining minimum salary, "fringe benefits" shall mean only the employee's share of retirement, if paid by the district.

Years of Experience	Bachelor's Degree	Master's Degree	Doctor's Degree
0	\$31,000	\$32,200	\$33,400
1	31,375	32,575	33,775
2	31,750	32,950	34,150
3	32,125	33,325	34,525
4	32,500	33,700	34,900
5	32,900	34,100	35,300
6	33,300	34,500	35,700
7	33,700	34,900	36,100
8	34,100	35,300	36,500
9	34,500	35,700	36,900
10	34,925	36,125	37,325
11	35,350	36,550	37,750
12	35,775	36,975	38,175
13	36,200	37,400	38,600
14	36,625	37,825	39,025
15	37,050	38,250	39,450
16	37,475	38,675	39,875
17	37,900	39,100	40,300
18	38,325	39,525	40,725
19	38,750	39,950	41,150
20	39,175	40,375	41,575
21	39,600	40,800	42,000
22	40,025	41,225	42,425
23	40,450	41,650	42,850
24	40,875	42,075	43,275
25	41,300	42,500	43,700

Career/Technology Ag Teacher*	=	Minimum Salary	+ \$2,400/year - 12-month contract
Career/Technology Ec. 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.
Alternative Education Teacher***	=	Minimum Salary	+ 5 percent above designated step for that teacher within the adopted salary schedule of the 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.

\*\*\*Alternative Education salary distribution mandated by 70 O.S. § 1210.565.

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. 2001 § 18-114.7)

This publication, printed by the State Department of Education Printing Services, is issued by the Oklahoma State Department of Education as authorized by 70 O.S. § 3-104. Five thousand copies have been prepared at a cost of three cents per copy. Copies have been deposited with the Publications Clearinghouse of the Oklahoma Department of Libraries. June 2006

Janet Barresi  
State Superintendent of Public Instruction  
Oklahoma State Department of Education  
Accreditation Standards and School Personnel Records  
**STATE MINIMUM TEACHER SALARY SCHEDULE**  
**2013-2014**

**70 O.S. § 18-114.13**

Beginning with the 2013-2014 school year, teachers in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amount specified in the following schedule. When determining minimum salary, "fringe benefits" shall mean only the employee's share of retirement, if paid by the district.

Year of Experience	Bachelor's Degree 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

***"\*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."***

**\*National Board Certification columns are for teacher's who 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 - 12 month contract
Other Career/Tech Teacher*	= Minimum Salary	+ \$2,000/year - 12 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. § 18-114.7)



Janet Barresi  
State Superintendent of Public Instruction  
Oklahoma State Department of Education  
Accreditation Standards and School Personnel Records  
**STATE MINIMUM TEACHER SALARY SCHEDULE**  
**2014-2015**

70 O.S. § 18-114.13

Beginning with the 2014-2015 school year, teachers in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amount specified in the following schedule. When determining minimum salary, "fringe benefits" shall mean only the employee's share of retirement, if paid by the district.

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

***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.***

**\*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. § 18-114.7)