MASTER CONTRACT

BETWEEN

WAYNE BOARD OF EDUCATION

INDEPENDENT SCHOOL DISTRICT NUMBER 10

MCCLAIN COUNTY, OKLAHOMA

AND

WAYNE ASSOCIATION OF CLASSROOM TEACHERS

FOR SCHOOL YEAR

2017-2018

Negotiated Items

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 administrating 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.

The Board shall provide the Association with up-to-date school district financial information. The district shall also provide the Association with school employee salary placement data.

When the Association and Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the membership of the Association and to the Board for ratification.

Bargaining sessions will be closed. The Board and the Association shall each be responsible for selection for their Bargaining team members. Neither party shall have more than five persons at the table.

IV. Impasse

All items that come to impasse shall be handled according to Subchapter 35, 210:20-35-1, 210:20-35-2 of the School Laws of Oklahoma, 1992.

V. Settlement and Ratification

Final writing of the agreement shall be the responsibility of the members of the Association's negotiation team.

After Ratification, the final agreement requires the signatures of the President of the Wayne Board of Education and the President of the Wayne Association of Classroom Teachers.

All agreements made by the Board negotiating team and the Association negotiating team are tentative agreements only until the entire agreement is ratified by the Board and the Association.

The agreement becomes binding on both the Board and the Wayne Association when formal ratification is completed.

Copies of this agreement shall be printed at the expense of the employer after agreement with the Association within thirty (30) days after the agreement is signed. The agreement shall be presented to all persons currently employed, hereafter employed, or offered employment. Ten (10) copies of the agreement will be presented to the Association for their use.

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.

M. Administrative Regulation:
Regulating principle or rule for implementation of Board policy.

N. Licensed Teacher:
Any person during their first year of teaching who holds a valid license to teach, issued by the Board in accordance with the Oklahoma Teacher Preparation Act and the rules of the State Board of Education.

O. Probationary Teacher:
A teacher who has completed fewer than three (3) consecutive complete school years in such capacity in one school district under a written teaching contract.

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 a 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

grievance shall be initiated at Step II.

III. Individual Rights

A. Nothing contained herein shall be construed as limiting the right of any teacher having a complaint to discuss the matter via administrative channels and to have the problem adjusted without the intervention of the Association, as long as the Association is in attendance at these discussions and is notified in writing as to the disposition of the matter a and such disposition is not inconsistent with the terms of this agreement.

IV. Procedure

Step I

The parties in interest acknowledged that it is usually most desirable for any employee and his immediately involved supervisor to resolve problem through free and informal communications. If informal talks are not productive, then a third party may be present and a written grievance filed at

Step 2.

If the grievant is not satisfied with the disposition of his grievance at Step 1, or if no decision has been rendered within six (6) school days after presentation of the grievance, then the grievance may be referred to the Superintendent or his official designee. The Superintendent shall arrange for a hearing with the grievant and/or the Association, to take place within five (5) days of his receipt of the appeal. This hearing will be held at a time and place mutually acceptable to both parties. The parties in interest shall have the right to include in the representation such witnesses and counselors as they deem necessary to develop facts pertinent to the grievance. Upon conclusion of the hearings, the Superintendent will have four (4) days to provide his written decision, together with the reasons for the decision, to the Association.

Step 3

If the grievant is not satisfied with disposition of his grievance at Step 2, or if no decision has been rendered within ten (10) school days after the conclusions of hearings with the Superintendent, he may request in writing that the Association submit his grievance to the Wayne School

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.

GRIEVANCE FORM

NAME OF GRIEVANT_____ DATE FILED_____

SCHOOL _____

STEP 1

Date cause of grievance occurred_____

Statement of Grievance_____

_____

_____

_____

_____

Relief Sought _____

_____

_____

_____

_____

Employee's Signature _____

Date _____

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

_____

_____

_____

_____

STEP 3

Date Submitted to School Board _____

Disposition of School Board _____

_____

_____

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Position of Grievant and/or Association

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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.

Any teacher who uses more personal leave days than the maximum accumulated will do so with loss of 1/180 of salary for each day missed in excess.

No teacher may begin or end a school year with more than seven (7) days personal leave.

ARTICLE VII - STIPENDS

A stipend of $140.00 shall be paid to each full-time teacher at the end of each school year. Ten dollars ($10) will be deducted for each day the teacher is absent, except for professional meetings.

Upon retirement a teacher shall be paid for all unused sick leave accumulated at Wayne School, up to 120 days, at the rate of ten ($10) dollars per day.

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.

MINIMUM SALARY SCHEDULE

EXPERIENCE	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 an 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 1st 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.

_____

_____

_____

_____ _____

SICK - LEAVE COMMITTEE

Please complete during meeting, place one copy on file, and turn in two copies to the central office.

Date:_____

Time:_____

Place:_____

Teachers attending :_____

_____

_____

_____

_____

Teacher request:

_____

_____

_____

Discussion:

_____

_____

_____

As the sick-leave committee members, we accept / decline the sick-leave bank request.

Signed: Date:_____

_____

_____ _____

_____ _____

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

ARTICLE X - CLASS SCHEDULING

Each teacher in the high school and middle school will have an active part in the planning, development, and implementation of the class schedule. Final determination of class scheduling is to be determined by the principal.

Teachers, administrators, and board agree to minimize the teaching of more than one class during a single period of teacher instruction. There is the intention of completely phasing out the scheduling problem in the 1996-1997 school year.

ADD-DROP PROCEDURES

Other than the normal time scheduled for class changes, when possible, teachers will be consulted before a student may drop a class or enroll in another class. When a student is allowed to drop a class or enroll in another class the teacher will be notified before the class meets again excluding first and second week of each semester.

When a new student enrolls, the teacher will be consulted before the student is placed in the class. The consultation will be with the principal and/or counselor.

ARTICLE XI - REDUCTION-IN-FORCE

It is the policy of the Board of Education that, in the event it becomes necessary to reduce the professional staff of this school district, reduction in force at any level may be based on the following conditions.

Actual or projected decrease in revenue.
Actual or projected decrease in student enrollment.
Actual or projected changes in educational programs or curriculum.

In the event of such a situation, effort will be made to accomplish the necessary reduction by attrition, voluntary resignation, or voluntary retirement. Otherwise, reduction-in-force will be made according to the following procedures:

1. The position will be the determining factor in a reduction, not the teacher occupying the position.

2. The order of termination will be as follows:

   A. A licensed teacher in an eliminated position will be terminated first.

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.

b. Academic degree status:
A teacher with a doctor's degree will be retained over a teacher with a master's degree or a bachelor's degree. A teacher with a master's degree will be retained over a teacher with a bachelor's degree.

c. Recommendations of principal and/or superintendent.

F. If there is more than one probationary teacher or more than one licensed teacher in the position being reduced, the criteria listed in E, 1 through 3, will be used in determining which probationary teacher or licensed teacher will be retained.

G. If a teacher position which is occupied by a career teacher is eliminated pursuant to the RIF article and the career teacher is certified for a position occupied by a probationary teacher or teachers, reasonable accommodations must be made to give priority for contract renewal to the qualified career teacher over the probationary teacher or teachers.

The Board reserves the right to select and employ all administrators regardless of factors listed above in determining which employees are to be reduced.

Personnel whose employment is terminated under the provisions of this policy shall be given priority for re-employment to fill subsequent vacancies in positions for which they have standard certification. Such re-employment shall be in reverse order of termination according to the provisions of this policy. Priority for re-employment shall extend for one year in which the reduction in force occurred.

Any person terminated under the provisions of this policy who wished to be considered for future vacancies must indicate by letter his/her desire to remain an active applicant for a teaching position and must notify the superintendent by certified mail, restricted delivery, by June 1 of current termination year.

Any person in the district who if riffed for a particular year and later rehired anytime during that year will have all benefits. tenure, sick leave, personal leave, etc. reinstated as if there had been no discontinuance of employment.

Career teachers who accept a position teaching under a competitive State or Federal grant or a new position that is determined by the Board of Education may, upon termination of the position because of lack of funding, take the place of a career teacher with less seniority, and return to his/her original position.

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.

ARTICLE XIII - SPECIAL GRANTS AND PROGRAMS

A teacher who is designated as the "Supervisor" or "Coordinator" of a state-mandated program or a state or federally funded grant shall receive reasonable time off from normal teaching duties during the initial year of the program or grant when the administration is satisfied that implementation of the grant or program will so increase the teacher's preparation duties that time off from normal class assignments is needed. The released time from classroom duties shall be used for planning the implementation of the program or grant.

ARTICLE XIV - CONDITIONS OF EMPLOYMENT

Teachers will be employed for 180 days, of which 5 shall be professional days. Two professional days before classes begin each year. Two professional days during October OEA State Convention. One professional day for the March Zone Meeting. The Board will determine the school calendar. Teachers shall not be required to attend meetings during those days designated by the Board on the school calendar as being days when teachers are not required to report to work for classes, conferences, or record keeping. The superintendent, however, shall have authority to designate snow make-up days during spring break, Easter break and/or after the scheduled last day of school and teachers will report to work on those days. Off-duty days shall include holidays, spring break, summer vacation, and other non-duty days. Provided, further, that teachers with contractual assignments that require working on days that would be non-duty days for most teachers will be required to fulfill those assignments. Such assignments include, but not limited to, speech tournaments, music contests, and athletic events occurring on non-classroom days.

Any reprimand of a teacher is to be reduced to writing. Disciplinary and evaluative action will be made in writing, with a copy being given to the teacher. The teacher will be informed of the nature of any meetings involving discipline of a teacher and a teacher will have the right to file a written rebuttal to any disciplinary action taken. Copies of disciplinary documents will be given to the teacher at the meeting or within five (5) school days after the meeting. One master personnel file for each teacher shall be kept in the superintendent's office, such file containing original documents. Copies of such documents may be kept in the principal's office. Any reprimand shall be placed in the teacher's file. Teachers shall have the right to examine and/or receive copies of the contents of their personnel file.

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

self-addressed stamped envelope to assist the superintendent in contacting him/her. The superintendent will notify interested teachers of the vacancy within 3 days after the decision is made to hire for that vacancy, and a teacher will not be considered as an applicant unless written notice of interest is received by the superintendent within seven (7) days of the postmark of the superintendent's letter informing the teacher of the vacancy.

Voluntary Transfers

A teacher desiring a transfer to another building or reassignment to a vacant teaching position in a different subject area or grade level must submit such request in writing to the superintendent and such request shall be reviewed and the teacher interviewed prior to filling the vacancy.

No vacancy shall be filled by means of involuntary transfer or reassignment if there is a volunteer available who is certified and qualified to fill the vacant position.

An involuntary transfer or reassignment shall be made only after a meeting between the superintendent and building principals involved. Written reasons for making the transfer will be presented to the teacher. If the teacher objects to the transfer, reasons for the objections will be written to the superintendent and placed in the teacher's personnel file.

No teacher shall be subject to involuntary transfer or reassignment to a position outside his/her certification.

A currently employed teacher's assignment may only be changed if such change of assignment is deemed necessary in order to preserve the educational programs of the district and promote the welfare of the students. Teachers involuntarily transferred or reassigned from a position in previous years will have priority over others in regaining an open position similar to that from which the transfer was made, so long as such reassignment preserves the educational programs of the district and the welfare of the students.

Any involuntary transfer or reassignment shall be for just cause and shall not be carried out in an arbitrary and capricious manner.

ARTICLE XVIII - PROFESSIONAL COMPENSATION

A. The basic salaries of teachers covered by this Agreement are set forth in the salary schedule which is attached to and incorporated in this Agreement. Such

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

2. Observation/Observation Form - The purpose of the observation form is to provide a vehicle to gather information for the purpose of evaluation and professional development. When a prepared observation form is to be used during the evaluation process by the evaluating administrator, that form will be presented to the teacher during the pre-observation conference, and the objectives for the criteria will also be presented. The pre-observation conference will also include a review of lesson plans and objectives. All formal observations shall be conducted openly and with the knowledge of the teacher.

3. Professional Educators Evaluation Form - The purpose of the Professional Educators Evaluation form is to provide consistency throughout the district in reporting information through established criteria, and for formal evaluation. The form shall provide for assessing areas of professional strengths and weaknesses. Any areas of needed improvements shall be so noted and detailed with specific improvements. It also needs to detail specific written suggestions and a timely program of improvements.

B. Procedures

The building principal or the assistant principal has the sole responsibility for evaluation. Formal evaluation shall be made of "probationary" teachers a minimum of twice during the school year, once prior to November 15 and once prior to February 10 each year. Formal evaluation shall be made of "career" teachers a minimum of once every school year prior to February 10.

Step 1 - The evaluation administrator will conduct a minimum of one individual classroom observation of not less than thirty (30) minutes. One observation shall be a scheduled observation which will include a pre-observation conference between the evaluating administrator and the teacher to be evaluated.

Step 2 - The evaluating administrator will complete the written evaluation and hold an evaluation conference with the teacher. The teacher and the evaluating administrator shall sign the "Professional Educators Evaluation form and a copy shall be given to the teacher.

C. Evaluation Conference

An evaluation conference will be held within ten (10) working days after the observation, at which time a copy of the evaluation report will be given to the

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

these areas are instituted. Negotiations shall be conducted in accordance with the Procedural Agreement.

Association Rights

The Wayne ACT shall have the right to use school facilities for meetings at no cost to the Association. The Board shall provide the Association leave for attendance by the local president or designated member at the President's Day with the state legislature and two delegates to attend the two day delegate assembly shall be permitted. Such days shall be at no cost to the Association nor result in loss of pay or other benefits to any teacher taking such days. Individuals taking such days shall be designated by the Association or local President.

ARTICLE XXVI - CLASS SPONSORSHIPS

Teachers who sponsor classes or other extracurricular activities shall have the choice of receiving compensation in one check at the end of the school year or in two checks; one-half the compensation amount before the beginning of the Christmas holiday period and one-half the compensation amount at the end of the school year.

ARTICLE XXVII - DETENTION DUTY

After school detention duties will be assigned on a volunteer basis. If a teacher volunteers to accept detention duty for the school year, then that teacher will be exempt from hall duty, grounds duty, cafeteria duty, etc. The teacher on detention duty will receive paid lunches for each day on duty.

If no teacher volunteers for detention duty for the school year, then it will be assigned on a rotating basis along with hall duty, grounds duty, cafeteria duty, etc. Teachers on detention duty will receive free lunches for the days they are on duty.

Before students are placed in detention the principal will inform the student of the rules and behavior expected in the detention room and explain the consequences if they are not followed. The teacher on duty will be provided with a written list of students along with the dates they will be in detention, at least two (2) days in advance.

Detention-Discipline

Classroom teachers will receive feedback within two days from the Administration concerning disciplinary action taken from a teacher's referral.

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.

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 Jr. High Slow Pitch Softball and Track	800 - 2000
Head Jr. 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. Director	1900 - 5000
Band	1350 - 5000
School Readiness Testers (3 maximum)	300
Chapter I Teacher	500

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.

	FOOTBALL	BASKETBALL
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.

ARTICLE XXXI - STIPENDS

1996-1997

Years Experience	Amount	# At Level
25-26	$750	7
20-24	$500	6

District will cover cost of retirement and up to $85 towards taxes/FICA on each individual stipend.

1997-1998

The board, administration and teachers will make every effort to contain expenses during the 97-98 school year. Then in April of 1998 the board's representative and the WACT's negotiation team will meet again to work out a possible stipend for all teachers.

1998-1999

NET $300. Will be given in December special payroll.
Additional NET $300. Will be given in June special payroll if 98-99 enrollment figures equal or exceed 97-98 enrollment.

1999-2000

AMOUNT OF STIPEND: Approximately NET $100, per certified employee.
WACT recognizes in calculating net amounts some employees will receive varied amounts approximately in the amount of one hundred dollars.

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. ~~CO~~ Director ← Create window →	~~1500~~	1900 — 5000 DSF
Band	1350 - 5000	Negotiated 4/2004
School Readiness Testers (3 maximum)	300	
Chapter I Teacher	500	

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

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)

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Draft
April 26, 2005 Ken

MININUM 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

Sandy 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
[illegible]	[illegible]	[illegible]	[illegible]
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. § 1210.563.

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)

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Janet Barresi
State Superintendent of Public Instruction
Oklahoma State Department of Education
Acreditation 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 prvailing 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
Acreditation 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 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
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Joy Hofmeister
State Superintendent of Public Instruction
Oklahoma State Department of Education
Acreditation 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
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2017-2018- Amendments

Article VIII- p.16

Salary Schedule- Step Increase from 25 years-30 years frozen until we return to State Aid Index equal to 2009.

Article IX- p.17

Sick Leave Bank- Days granted based on years of service. Example: (5 years service= 5 days granted). The sick leave bank may waive any or all criteria for use of sick leave band days if committee deems circumstances extraordinary in nature. **Any teacher** who leaves the district , upon returning, is still expected to pay any days still owed to sick leave bank.

Article XVIII-E p.28

Teachers shall receive a car allowance at Federal rate for use of personal car. Liability insurance protection still in place provided by Board.

State Aid Factors / Per Pupil Funding
Initial to Final Allocation Notice

Fiscal Year	Initial Notice	Final Notice	Growth / Decline Within Fiscal Year
FY 2009	$ 3,221.40	$ 3,275.60	+ $ 54.20
FY 2010	$ 3,291.60	$ 3,206.62	- $ 84.98
FY 2011	$ 3,110.38	$ 3,111.58	+ $ 1.20
FY 2012	$ 3,041.40	$ 3,040.20	- $ 1.20
FY 2013	$ 3,039.20	$ 3,035.00	- $ 4.20
FY 2014	$ 3,038.60	$ 3,032.00	- $ 6.60
FY 2015	$ 3,077.20	$ 3,075.80	- $ 1.40
FY 2016	$ 3,079.60	$ 3,034.60	- $ 45.00
FY 2017	$ 3,050.00	$ 3,011.80	- $ 38.20
FY 2018	$ 3,042.40*	TBD	

*As of SDE Tentative Initial Allocation Notice dated 07/17/2017

Loss Per Weighted Student
State Appropriated Dollars

FISCAL YEAR	FY 2009 FINAL ALLOCATION NOTICE	TENTATIVE FINAL ALLOCATION NOTICE FOR FISCAL YEAR	DIFFERENCE COMPARED TO FY 2009
FY 2009	$ 3,275.60	$ 3,275.60	N/A
FY 2010	$ 3,275.60	$ 3,206.62	- $ 68.98
FY 2011	$ 3,275.60	$ 3,111.58	- $ 164.02
FY 2012	$ 3,275.60	$ 3,040.20	- $ 235.40
FY 2013	$ 3,275.60	$ 3,035.00	- $ 240.60
FY 2014	$ 3,275.60	$ 3,032.00	- $ 243.60
FY 2015	$ 3,275.60	$ 3,075.80	- $ 199.80
FY 2016	$ 3,275.60	$ 3,034.60*	- $ 241.00
FY 2017	$ 3,275.60	$ 3,011.80	- $ 263.80
FY 2018	$ 3,275.60	$ 3,042.40*	- $ 233.20

* As of SDE Tentative Initial Allocation Notice dated 07/17/2017

School finance is complicated. We should use this opportunity as a teaching moment for schools and a learning opportunity for legislators.

As school leaders, I hope you will take time to contact your local legislators and help them understand the distinction between state funding and other sources of school revenue. Invite lawmakers into your district, show them where you have made cuts,