

NEGOTIATION AGREEMENT

BETWEEN

**BETHANY ASSOCIATION OF
CLASSROOM TEACHERS**

AND

**BETHANY
BOARD OF EDUCATION**

2018-2019

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Article I - GENERAL CONDITION OF EMPLOYMENT

Section 1A - Salary

All teachers eligible for step movement shall advance one (1) step on the **2018-2019** compensation schedule.

Section 1B - Work Year

For the **2018-2019** school year, the teachers' work year shall be one hundred seventy-nine and one-half (179 ½) days consisting of one hundred seventy-four (174) teaching days, five (5) professional days and one-half (½) day for recording keeping at the end of the school year.

If the administration determines that funds are available, teachers shall receive a checkout stipend in an amount equal to one-half of their individual daily rate of pay to be issued in a separate check payable at the time of check-out. The teacher workday shall be from 8:00 a.m. until 11:30 a.m. on this check out day. Teachers whose checkout is delayed beyond record day may complete their checkout by 3:00 p.m. on the fifth day beyond Record Day. All teachers are required to attend the District Professional Development activity to qualify for this stipend, unless excused by administration.

Article I - GENERAL CONDITION OF EMPLOYMENT

Section 2 - Work Day

Providing that assigned duties and professional responsibilities required by the Administration related to the proper functioning of the school do not require otherwise, teachers shall report for duty fifteen (15) minutes before the student day begins, and shall remain on duty (15) minutes after the student day ends.

Article I – GENERAL CONDITIONS OF EMPLOYMENT

Section 3 - Duty Free Lunch

- A. Teachers shall be scheduled for a minimum of twenty-five (25) minutes of duty free lunch time each day they are on lunch time duties. On all other days, teachers will be scheduled for the entire lunch period as duty-free time. Exceptions to the above requirements will be as allowed for the first seven (7) days and the last twelve (12) days of the school year, or anytime during the year when District-Paid Lunchroom Monitors are unavailable. During these three (3) time periods, teachers will be provided with a minimum of fifteen (15) minutes of duty - free times.
- B. The principal, after consultation with teachers shall establish a lunch duty schedule. The principal will first assign non-teaching personnel, when available, to lunch duty responsibilities. Finally, and if necessary, the principal will assign teachers (members of the bargaining unit) to assist with lunch duty responsibilities on a rotating and equitable basis.

Article I - GENERAL CONDITIONS OF EMPLOYMENT

Section 4 - Planning Time

- A. Classroom teachers in grades six (6) through twelve (12) shall be scheduled for preparation time of one (1) class period each day.
- B. Classroom teachers in grades Pre-kindergarten through five (5) shall be scheduled for as much preparation time as possible, with a guaranteed minimum of 200 minutes per week. Said preparation time shall be scheduled during the times that students are a) under the supervision of specialized teachers such as music, library and physical education and b) at recess.
- C. Teachers required by administration to forego scheduled planning time to cover the responsibilities of an absent teacher for whom a substitute has not been secured shall be compensated the rate of:
 - Twenty (20) to forty (40) minutes-four dollars and sixty-five cents (\$4.65).
 - Over Forty (40) minutes – nine dollars and twenty-nine cents (\$9.29)

Article I - GENERAL CONDITIONS OF EMPLOYMENT

Section 5 - Posting of Vacancies

- A. Notices of vacant certified positions shall be posted on the district website for five (5) days prior to the closing of applications. Where appropriate, the posting will contain the requirements for the vacant position.
- B. Qualified applicants already in the District who apply for a vacancy will be considered for vacant positions before applicants from outside the District are employed.
- C. Teachers who desire a promotion to a specific area(s) for which a vacancy may occur and for which they are certified may file a request to be considered by the Superintendent. During the summer recess, they will be sent notice of vacancies for which they have filed a request.
- D. The teacher may request a meeting with the appropriate administrator to discuss the transfer or promotion.

Article I - GENERAL CONDITIONS OF EMPLOYMENT

Section 6 - Assignment of Teachers

- A. Teachers shall be assigned by the principal within the scope of their certification as prescribed by the rules and regulations of the State Board of Education.
- B. Teachers shall be notified of their tentative teaching assignment for the ensuing year prior to the last day of school.
- C. In the event a change of the tentative assignment is considered, the teacher shall be notified as soon as possible.
- D. The teacher may request a meeting with the appropriate administrator to discuss the reassignment.

Article I - GENERAL CONDITIONS OF EMPLOYMENT

Section 7 - Personnel File

- A. An official file for each teacher shall be maintained in the office of the Superintendent.
- B. Material that may adversely affect a teacher's employment status may not be placed in the teacher's official file until the teacher has had the opportunity to read the material and to sign and date the actual copy to be filed. The teacher shall have the right, within ten (10) days, to affix a written response to said material, and such response shall become part of that teacher's file. Signature does not necessarily indicate agreement.
- C. A teacher, or upon written authorization, the teacher's designee, may review the contents of the teacher's file during normal business hours, but not during the duty time of the teacher or designee. The teacher is entitled to receive a copy of any documents contained therein with the teacher paying the cost of reproduction.

Article I - GENERAL CONDITIONS OF EMPLOYMENT

Section 8 - Right to Representation

Except in emergencies, teachers shall have the right to be accompanied by a representative at any conference during which the teacher is receiving a written reprimand or other formal written disciplinary action. Except in emergencies, confidential advance notice of any such conference, including reason for the conference, will be provided to the teacher.

Article I - GENERAL CONDITIONS OF EMPLOYMENT

Section 9 - Student Discipline

- A. Teachers shall have input into the student discipline procedures at their assigned building through participation in the Teacher-Principal Advisory Committee.

Article I - GENERAL CONDITION OF EMPLOYMENT

Section 10 - Staff Protection

The Board will strive to protect teachers from assault and/or battery.

A teacher who is physically/verbally threatened shall notify his/her principal who is authorized to take immediate appropriate action.

Article I - GENERAL CONDITION OF EMPLOYMENT

Section 11 - Teacher Evaluation

- A. Evaluations of teachers shall be primarily based upon The Tulsa Model of the Teacher and Leadership Effectiveness (TLE) system adopted by the State, and the adopted Policies of the Board of Education.
- B. All career teachers will be formally evaluated at least once during each school year. All probationary teachers will be formally evaluated at least twice during each school year, once during the first semester and once during the second semester.
- C. All teachers will be evaluated by administrative personnel who have participated in the required training of the Tulsa Model as authorized by the State Department of Education. Each teacher will be notified at the beginning of each school year which administrator(s) has been designated as his/her evaluator(s).
- D. Formal classroom observations for the purpose of evaluation shall be conducted openly with the full knowledge of the teacher.
- E. A copy of each formal written evaluation shall be given to the teacher at a conference held between the teacher and the evaluating administrator within ten (10) days of completing their evaluation. The teacher shall acknowledge receipt of the evaluation by placing his/her signature thereon.
- F. The teacher may, within 10 days of the evaluation conference, respond to the evaluation in writing and said response will be attached to the formal evaluation.
- H. All evaluation documents shall be confidentially provided to teachers.

Article I - GENERAL CONDITION OF EMPLOYMENT

Section 12 - Reduction in Staff

A. Rationale - Needs of the School District and Students

1. When the Board determines it is necessary to reduce the total number of certified and/or licensed employees in the bargaining unit, the student and program needs of the district will be the guiding factor in establishing priorities for those to be released. The primary criteria for determining the employees to be released will be the ratings on the Teacher and Leadership Effectiveness system (TLE).
2. In implementing a reduction in force, the position or positions to be eliminated will be determined first by the Board on a District level and, thereafter, the following procedures will be used to determine the teacher or teachers to be released as a result thereof.

B. Non-renewal and Displacement Sequences: Teachers shall be selected for release in accordance with the following sequence:

1. Ratings on the TLE calculated to the nearest 100th of a percent.
2. Seniority: Continuous teaching experience in the district beginning with the first contractual day of service.
3. Certification: Standard, then Provisional, then temporary.
4. Years of local district teaching experience in the position (grade level and/or subject area) to be retained.
5. Academic degrees: Doctorate, then Masters, then the Bachelors.

C. Recall

1. Teachers who are released because of a reduction in force and who have at least an Effective Rating of 2.7 or above on the TLE will have priority, for the period of one (1) school year, to fill subsequent vacancies in position for which they are certified. Teachers will be offered reemployment in reverse order of release according to the provisions of this policy.
2. Throughout the school year of the reduction, released teachers will be placed on a recall list. Teachers on this recall list will be notified by certified mail of position vacancies for which they have priority. A teacher shall remain on the recall list unless the teacher:
 - a. does not accept a position within ten (10) days from the mailing of notice of vacancy as provided above;
 - b. waives recall in writing; or
 - c. resigns; or
 - d. Refused to accept a position for which he/she was qualified and was offered to him/her by the district.
3. It shall be the teacher's responsibility to see that the district has his/her current address on file, and that address will be used for recall purposes.

Article II - GRIEVANCE PROCEDURE

A. PURPOSE

The purpose of this procedure is to secure at the lowest possible level equitable solutions to a claim of contract violation by the grievant.

B. DEFINITIONS

1. A "Grievance" is a claim by a teacher or teachers that there has been a violation, misinterpretation or misapplication of the terms of this Negotiated Agreement that has affected that teacher or teachers.
2. The "Grievant" is the teacher or teachers making the claim.
3. The "party in interest" is the teacher or teachers making the claim, or any person who might be required to take action, or against whom action might be taken in order to resolve the claim.
4. "Days" except when otherwise indicated shall mean working days.

C. PROCEDURE

1. LEVEL I - A teacher with a grievance shall first discuss the grievance individually with the principal within ten (10) days of the alleged violation, citing the article and section alleged to have been violated with the objective of resolving the grievance informally. No written record will be made.
2. LEVEL II
 - a. If the grievant is not satisfied with the disposition of his/her grievance at level one he/she may file the grievance within five (5) days of the level one response with the principal citing the article and section alleged to have been violated and the specific remedy sought.
 - b. The principal shall schedule and hold a formal meeting with the grievant within five (5) days after receipt of the written grievance and shall transmit a written decision to the grievant within five (5) days of the meeting.
3. LEVEL III
 - a. If the grievant is not satisfied with the disposition of his/her grievance at level two, he/she may file the grievance within five (5) days of the level two response with the Superintendent.

GRIEVANCE PROCEDURE CONTINUED:

- b. The Superintendent shall schedule and hold a meeting with the grievant within ten (10) days after receipt of the appeal and shall transmit a written decision to the grievant within ten (10) days of the meeting.

4. LEVEL IV

- a. If the grievant is not satisfied with the deposition of his/her grievance at level three, he/she may file the grievance within five (5) days of the level three response for transmittal to the Board.

D. RIGHT TO REPRESENTATION

The grievant and the administration may each be represented by a person of their own choosing at levels II, III, and IV of this procedure.

E. GENERAL PROVISIONS

1. The Association may file a grievance as the "grievant" on alleged violation of the article pertaining to Association Rights.
2. Decision rendered at levels two, three, and four of the grievance procedure will be in writing, setting forth the decisions and the reasons therefore and will be transmitted promptly to all parties in interest and to the Association.
3. The grievant shall have sole responsibility for pursuing the grievance through all levels and within the time limits specified in these procedures.
4. Necessary forms for the filing of grievances shall be mutually agreed upon by the Association and the Board and be made a part of the Appendix.
5. Copies of official grievances, all documents, communications, and records dealing with the processing of a grievance will be filed in a separate grievance file and will not be kept in the personnel files of any of the participants.
6. No reprisals shall be taken against the grievant, any witness, or other participant in the grievance procedures by reasons of such participation.

GRIEVANCE PROCEDURE CONTINUED:

7. Failure in any step of this procedure to appeal to the next level within the specified time limits shall be deemed to be acceptance of the decision at that level.
8. All meetings and hearings, with the exception of those at level IV, under this procedure shall not be conducted in public and shall include only parties in interest and their selected representatives.
9. Time limits at any level may be extended by mutual agreement, and such agreements shall be reduced to writing and placed in the record for the grievance.
10. Failure to communicate the decision on a grievance at any step of this procedure within the specified time limits shall permit the grievant to proceed to the next step.
11. Access to all pertinent information, not privileged under law, which is relevant to the issues raised by the grievance shall be granted the grievant.
12. Grievances arising from specific action of an authority above the principals' level may be filed at level three.

Article III - LEAVES AND REIMBURSEMENTS

Section 1 - Sick Leave

- A. Each teacher shall be provided with ten (10) days of sick leave each year which will vest on the first day of the school year. Sick leave is to be used for personal accidental injury, illness or pregnancy, or accidental injury, or illness in the immediate family.
- B. At the end of each year, unused sick leave and unused personal business leave for that year shall be added to the teacher's sick leave accumulation. The maximum accumulation level for each teacher shall be ninety (90) days.
- C. The Board shall maintain records of unused sick leave days beyond the maximum allowable accumulation level of ninety (90) days for the sole purpose of reporting these days to the Oklahoma Teachers Retirement System.

Article III - LEAVE

Section 2 - Personal Business Leave

- A. Each teacher will be granted three (3) days of personal business leave each year at no loss of pay. Such leave is granted for business or events, which demand the teacher's presence at a time when school is in session. The teacher is required to indicate the general nature of the business to the principal or sign that they wish not to do so. Unused personal business leave will be accumulated as sick leave.

- B. Personal business leave may not normally be used during: pre-school teacher in-service days, the first week of student classes, the last week of student classes, and the end of school record day. Teachers having a special need for the personal business leave on any of the above mentioned days may request usage of the leave from the site principal, with final approval to be granted by the superintendent.

- C. Except in emergency situations, personal business leave not requested at least 72 hours in advance may be denied by principal if the granting of the leave would cause an undue hardship on the District.

Article III - LEAVES

Section 3 - Bereavement Leave

Each teacher shall be provided with three (3) days of leave for bereavement due to the death of a member of the immediate family. Immediate family is defined as follows: spouse, child, parent, sibling, grandparent, aunt, uncle, and each corresponding relationship established by marriage.

Upon request to the Superintendent, extended bereavement leave may be granted in special circumstances. If extended bereavement leave is denied, the teacher may request additional bereavement leave from the Superintendent, and if granted, the additional leave will be chargeable to sick leave.

Article III - LEAVES

Section 4 - Donation of Sick Days

Teachers shall have the option of donating accumulated sick leave days to another teacher who is in an extended illness situation as the result of a severe or extraordinary illness or accident as provided in the Board's Sick Leave Sharing Policy and Oklahoma State Law.

Article III - LEAVES

Section 5 - Extended Leave

In case of extended illness or disability, and after all accumulated sick leave is used, only the amount actually or normally paid to a certified substitute teacher shall be deducted from the teacher's salary for the days the teacher remains absent up to twenty (20) days. After twenty (20) days, a teacher will be placed on leave without pay until the end of the contract period or until the teacher is able to return to work during the contract period. When the teacher recovers sufficiently to perform regular duties and return to work, the teacher shall be restored to his/her original position if he/she returns to work during the contract period, he/she will be restored to his/her original position, if possible.

Article III - LEAVES

Section 6 - Professional Leave

Upon application to and approval from the building principal and/or the Superintendent, professional enrichment leave may be granted to teachers to attend conferences, workshops, and meetings without loss of pay.

Article III - LEAVES

Section 7 - Leave of Absence

- A. A teacher may, upon application and approval of the Board of Education, be granted a leave of absence for up to one year without pay for furthering one's education, for dealing with extended medical or personal complication, or for maternity or adoption. The beginning and ending dates shall be given on the written request of such leave.
- B. No one, unless excepted by law, shall be eligible to apply for a leave of absence until such time as a minimum of three (3) years of quality service has been completed with the Bethany Public Schools System.
- C. All leaves of absence but those excepted by law shall be for up to one (1) contractual year (or for the remainder of the contractual year if it has begun). Reinstatement may be approved during that period if the services of the employee are needed. A leave of absence may be extended with the written approval of the Board of Education. Request for reinstatement following a leave of absence shall be filed in the Superintendent's Office on or before April 1, for the following contractual school year. If no such request for reinstatement is filed, the teacher will be deemed to have resigned his/her teaching position with the district.
- D. Upon return from an approved leave, the teacher will be placed by the administration in a certified position for which the teacher is qualified.
- E. While a teacher is on leave of absence without pay, sick leave allowance shall not accrue, but neither will accrued sick leave time be lost. Benefits or experience credits will not accrue, but the teacher will not lose prior experience or benefits.
- F. If the teacher is re-employed within two years from the time he/she relinquished her duties, his/her sick leave accumulation would be 100 % reinstated.

Article III – LEAVES

Section 8 – General Purpose

It is understood by the Board and the Association that the leaves provided in this article are to be used by employees for the purposes intended in each section. Teachers are granted these leaves for the necessary purpose provided in each section, and as professional employees, are expected not to use the leaves for other purposes. It is specifically prohibited for a teacher to use any category of leave, and then use a part of the day of absence to provide a service for compensation or to participate in other employment activities.

Article IV - COMPENSATION

Section 1 - Salary

- A. All teachers eligible for step movement shall advance a step on their respective **2018-2019** Compensation Schedule.

Section 2 – Activity Compensation Schedule

See Appendix – Salary Schedules

Article IV - COMPENSATION
Section 3 - Retirement Contribution

For the **2018-2019** school year, the Board shall pay, as part of the total compensation schedule, each teacher's contribution to the Oklahoma Teachers' Retirement System less the amount paid by the State as an offset.

Article IV - COMPENSATION

Section 4 - Game Duty

- A. When assigning teachers to game duty, the building principal shall first seek volunteers. If a sufficient number of volunteers are not secured, the building principals shall assign teachers at the site on an equitable basis.
- B. Teachers assigned to game duty shall be compensated at the rate of \$10.00 per hour with the minimum payment of \$20.00.

Article IV - COMPENSATION

Section 5 - Teacher Attendance Incentive Bonus

At the end of the **2018-2019** school year, the Board shall award an attendance bonus to teachers whose sick leave and personal business leave accumulations surpassed the maximum accumulation level. The bonus will be calculated at the rate of twenty-five (25%) percent of the teacher's daily rate of pay for each day accrued above the maximum allowable level. The bonus shall be based on the teacher's Total District Compensation as indicated on the District Compensation Schedule.

Beginning with the **2016-2017** school year, the days earned and accumulated subject to this provision shall be limited to days earned and accumulated while employed by the District.

Article IV - COMPENSATION

Section 6 - Tuition Reimbursement

A teacher who is required by law to obtain additional certification for a teaching area assigned by the administration will have the cost of tuition reimbursed by the district at a rate not to exceed the cost of tuition at a four-year comprehensive state university.

Article IV - COMPENSATION

Section 7 - Retirement Benefit Plan

- A. For the **2018-2019** school year, all teachers who are eligible to retire through the Oklahoma State Teachers' Retirement System on a regular full time contract with continuous years of service in the District will be eligible to receive this one-time payment. Payment will be based on the total district compensation of their last year of service in the district, provided the employee retires from the district. Payment is based on the following: 5-10 years - 16%, 11-15 years - 18.5%, 16-20 years - 21%, and 21 and over - 23.5%.
- B. A retiring teacher who presents an official letter of retirement to the Board before February 1, 2019 shall receive an additional payment of one thousand dollars (\$1,000).

Article IV - COMPENSATION

Section 8 - Flexible Benefit Plan

The Board shall provide teachers with the opportunity to participate in Section 125 flexible benefit plan up to the limits specified by the Internal Revenue Service.

Article IV - COMPENSATION

Section 9 Health Insurance - State Flexible Benefit Allowance Payments

STATE PAYMENT:

A Teachers who choose to participate in Major Medical Coverage purchased through the district sponsored Cafeteria Plan.

For the **2018-2019** school year, each teacher who purchases major medical health coverage through the District's Health Insurance Plan shall receive, as part of Total Compensation, the monthly Flexible Benefit Allowance (FBA) required by State Law. The District will apply the FBA toward the total premium cost of the District's Health Plan. Any excess FBA allowance over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits through the District's Section 125 Cafeteria Plan or may be taken as taxable compensation as provided for by law. Part-time teachers shall receive benefits as provided for by state law. If the State mandated FBA changes during the school year, teachers will receive the appropriate payment as required by law.

B. Teachers Certified Personnel who choose not to participate in Major Medical Coverage offered through the district sponsored Cafeteria Plan.

For the **2018-2019** school year, teachers who choose not to participate in the District Health Insurance plan shall receive, as part of Total Compensation, sixty-nine dollars and seventy-one cents (\$69.71) per month which may be applied to options in the District's Section 125 Cafeteria Plan or may be taken as taxable compensation, in lieu of the flexible benefit allowance provided for in part B above.

Article IV – COMPENSATION

Section 10 – Mid Year Stipend

Teachers still on an active employment contract shall receive a one-time, mid year stipend of four hundred (\$400.00) dollars payable in a separate check in December, **2018**. This amount includes the teachers' required retirement contribution.

It is agreed by the Board and the Association that this one-time stipend paid during the **2018-2019** school year is not to be considered in the definition of "Total Compensation."

Article V – Association Rights

Section 1 – Distribution of Information

- A. The Association shall be permitted to distribute information related to the official business of the Association by placing such material in the individual school mail boxes of teachers and on a bulletin board in the teachers' work room/lounge.

- B. Such material shall not suggest, urge, or propose any action by a teacher to violate, ignore, or resist any terms of this Agreement, administrative regulation policy.

- C. Political campaign material other than that directly related to the Association may not be distributed or posted by the Association.

Article V - ASSOCIATION RIGHTS

Section 2 - Association Use of Equipment

- A. The Association may use District copy machines and audio-visual equipment. The use of such equipment may only occur outside the teacher work day and at times the equipment is not being used for instruction or administrative copying. A use charge may be mutually agreed upon by the Superintendent and the Association President. The Association shall supply its on consumable materials.

- B. Material copied shall not suggest, urge, or propose any action by a teacher to violate, ignore, or resist any terms of this Agreement, administrative regulation or policy.

Article V - ASSOCIATION RIGHTS

Section 3 - Association Use of School Facilities

- A. After scheduling with the Superintendent, Principal, or designee, the Association may use school facilities for meetings of the Association or its affiliates.
- B. Such meetings may only be held if they do not interfere with other scheduled activities of the district.
- C. If such meetings cause the district to incur any additional costs, including but not limited to: Overtime pay for custodial staff, utility expenses or additional security. The Association agrees to reimburse the district for said costs.

Article V - ASSOCIATION RIGHTS

Section 4 - Right to Representation at Board Meetings

The Association may contact the Board one (1) week prior to posting and request to be placed on the agenda, so that the Association may address the Board on matters of its concern.

Article V - ASSOCIATION RIGHTS

Section 5 - Board Meeting Information

- A. The Board shall make available to the Association, upon written request, any public information necessary for administering this Agreement.
- B. The Board shall provide the Association with the Board Meeting General Agenda Packet at the time the agenda is posted.

Article V - ASSOCIATION RIGHTS

Section 6 - Released Time of Association President

The Association President will not be assigned hall, cafeteria, campus, or detention hall duties during his/her term of office.

Article V - ASSOCIATION RIGHTS

Section 7 - Calendar Input

Prior to January 1 of each school year, the Association may provide input to the Superintendent regarding the school calendar for the ensuing year. The Superintendent shall consider the Association's input before making his/her recommendation to the Board.

Article VI - GENERAL PROVISIONS

Section 1 - Reproduction of Agreement

Copies of this Agreement shall be prepared and duplicated by the Board. One (1) copy of this Agreement shall be furnished to each teacher now or hereafter employed during the life of the Agreement. Five (5) copies shall also be provided to the Association. The Board and the Association shall equally share the cost of production.

Article VI - GENERAL PROVISIONS

Section 2 - Contract Reference

This Agreement and Appendices shall be incorporated by reference into each teacher's individual contract with the same force and effect as though fully set forth therein.

Article VI - General Provisions

Section 3 - Saving Clause

The Association shall be notified in writing by the Superintendent if any provision of the Agreement shall be found contrary to law. It shall be severed from the Agreement, and all other provisions or application of the Agreement shall continue in full force and effect.

SOURCE: BETHANY PUBLIC SCHOOLS AND A.C.T. - O.E.A./N.E.A.
NEGOTIATED AGREEMENT. ARTICLE 1, SECTION 13. 1991.

DATE: OCTOBER, 1993.

Article VI - GENERAL PROVISIONS

Section 4 - Duration

This agreement represents the full and complete agreement between the Board and the Association and shall remain in effect until replaced by a subsequent Agreement negotiated in accordance with the provisions of the Procedural Agreement.

Signed by the Parties on: _____

For the Board:

For the Association:

APPENDIX

SALARY SCHEDULES

**BETHANY PUBLIC SCHOOLS
ACTIVITY COMPENSATION SCHEDULE
2018-2019**

POSITION	INCREMENT*
Head High School Football	7,685.00
Head Junior Varsity Football	4,073.00
Head High School Basketball	7,263.00
Head High School Track	3,494.00
Head High School Baseball	5,800.00
Head Golf Coach	3,488.00
Head Girl's Softball Coach	5,800.00
Head High School Soccer Coach	4,688.00
Head High School Volleyball	5,500.00
Head High School Cross Country	3,488.00
Head High School Swimming	1,100.00
High School Cheerleading	2,818.00
Head Middle School Football	3,039.50
Head Middle School Basketball	2,863.00
Head Middle School Basketball (Extra for 2 Teams)	850.00
Head Middle School Cross Country	900.00
Head Middle School Baseball	2,777.00
Head Middle School Softball	2,777.00
Head Middle School Soccer	1,200.00
Head Middle School Volleyball	2,435.00
Weight Lifting	1,900.00
Operations Game Manager	1,200.00
Financial Game Manager	2,800.00
Middle School Cheerleading	1,668.00
Assistant High School Football	3,835.00
9th Basketball	2,963.00
J.V./Assistant High School Basketball	3,413.00
Assistant High School Baseball	3,127.00
Head Middle School Track	2,500.00
Assistant Middle School Track	1,894.00
Assistant High School Softball	3,127.00
Assistant High School Soccer Coach	2,452.00
Assistant High School Volleyball	2,827.00
Assistant High School Golf Coach	1,400.00
Assistant High School Track	2,300.00

***Increment Includes Retirement**

**BETHANY PUBLIC SCHOOLS
ACTIVITY COMPENSATION SCHEDULE
2018-2019**

POSITION	INCREMENT*
Assistant High School Cross Country	1,800.00
Assistant High School Cheerleader	1,500.00
Part-Time Assistant High School Cheerleader	750.00
Assistant Middle School Football	2,544.00
Assistant Middle School Baseball	2,094.00
Assistant Middle School Softball	2,094.00
Assistant Middle School Volleyball	2,094.00
Assistant Middle School Soccer	1,000.00
Assistant Middle School Basketball	2,044.00
Special Olympics Coach	1,050.00
High School Band	5,913.00
Pom Squad	1,968.00
Flag Corps	1,173.00
High School Chorus	3,998.00
High School Drama/Speech	2,500.00
All School Play Director	2,800.00
All School Play Co-Director	1,800.00
All School Play Assistant	1,300.00
High School Yearbook	1,697.00
High School News	1,023.00
High School Debate	1,000.00
High School Mock Trial	500.00
High School Student Council	1,573.00
High School National Honor Society	1,273.00
Junior Class Sponsor	1,611.00
Senior Class Sponsor	1,511.00
Key Club Sponsor	1,000.00
Middle School Yearbook	1,697.00
Middle School National Junior Honor Society	1,373.00
Middle School Builders Club	800.00
Middle School Drama/Speech/Debate	900.00
Odyssey of the Mind Sponsor	400.00
Elementary School Chorus/Drama	2,100.00
Orchestra	2,100.00
Auditorium Manager	400.00

***Increment Includes Retirement**

**BETHANY PUBLIC SCHOOLS
ACTIVITY COMPENSATION SCHEDULE
2018-2019**

POSITION	INCREMENT*
Athletic Director	6,200.00
Technology Specialist	5,000.00
STEM Director	5,000.00
Assistant STEM Director	3,000.00
North Central Steering Committee Chair	700.00
Vertical Team	1,025.00
Staff Development (Building Rep)	500.00
PTO Treasurer	150.00
Testing Coordinator	4,400.00
Counselor	19% of S.S.
Media	11% of S.S.
Developmental Center	05% of S.S.
<p>When one sponsor is assigned more than one (1) team within the same sport, the amount of additional compensation will be determined by the administration based upon the additional responsibilities and other relevant factors.</p>	

***Increment Includes Retirement**

BETHANY PUBLIC SCHOOLS
COMPENSATION SCHEDULE - BACHELOR'S DEGREE
2018-2019

STEPS	BASE SALARY	TR OFFSET CASH PAYMENT	DISTRICT PAID RETIREMENT	TOTAL DISTRICT COMPENSATION
00B	37,006.56	60.15	2,725.29	39,792.00
01B	37,479.93	103.41	2,717.66	40,301.00
02B	37,627.80	145.65	2,686.55	40,460.00
03B	38,032.35	188.15	2,674.50	40,895.00
04B	38,435.97	233.33	2,659.70	41,329.00
05B	38,851.68	278.76	2,645.56	41,776.00
06B	39,445.02	325.26	2,643.72	42,414.00
07B	39,876.54	372.82	2,628.64	42,878.00
08B	40,307.13	421.44	2,612.43	43,341.00
09B	40,737.72	471.12	2,595.16	43,804.00
10B	41,268.75	521.87	2,584.38	44,375.00
11B	42,006.24	573.67	2,588.09	45,168.00
12B	42,557.73	626.54	2,576.73	45,761.00
13B	43,061.79	680.48	2,560.73	46,303.00
14B	43,473.78	735.47	2,536.75	46,746.00
15B	43,949.94	791.53	2,516.53	47,258.00
16B	44,501.43	848.65	2,500.92	47,851.00
17B	45,145.92	906.83	2,491.25	48,544.00
18B	45,697.41	966.07	2,473.52	49,137.00
19B	46,155.90	1,026.38	2,447.72	49,630.00
20B	46,632.99	1,087.75	2,422.26	50,143.00
21B	47,091.48	1,150.18	2,394.34	50,636.00
22B	47,550.90	1,213.68	2,365.42	51,130.00
23B	48,009.39	1,278.23	2,335.38	51,623.00
24B	48,467.88	1,343.85	2,304.27	52,116.00
25B	49,792.20	1,410.53	2,337.27	53,540.00
26B	50,187.45	1,410.53	2,367.02	53,965.00
27B	50,582.70	1,410.53	2,396.77	54,390.00
28B	50,977.95	1,410.53	2,426.52	54,815.00
29B	51,286.71	1,410.53	2,449.76	55,147.00
30B	51,604.77	1,410.53	2,473.70	55,489.00
31B	51,904.23	1,410.53	2,496.24	55,811.00
32B	52,212.99	1,410.53	2,519.48	56,143.00
33B	52,521.75	1,410.53	2,542.72	56,475.00
34B	52,830.51	1,410.53	2,565.96	56,807.00
35B	53,139.27	1,410.53	2,589.20	57,139.00
36B	53,442.45	1,410.53	2,612.02	57,465.00
37B	53,756.79	1,410.53	2,635.68	57,803.00

The following classifications of employees receive compensation in addition to the amounts provided on the schedule above as follows:

1. Counselor - 19% of Total District Compensation
2. Media Specialist - 11% of Total District Compensation
3. Developmental Center Teacher - 5% of Total District Compensation
4. Special Education Teacher - 5% of Total District Compensation
5. LEAP - 5% of Total District Compensation
6. Teachers enrolled in the District's Health Insurance Plan receive a State Flexible Benefit Allowance payment.
7. Teachers not enrolled in the District's Health Insurance Plan receive a State Flexible Benefit Allowance payment of \$69.71 per month.

BETHANY PUBLIC SCHOOLS
COMPENSATION SCHEDULE - MASTER'S DEGREE
2018-2019

STEPS	BASE	TR OFFSET	DISTRICT PAID	TOTAL DISTRICT
	SALARY	CASH PAYMENT	RETIREMENT	COMPENSATION
00M	39,282.27	60.15	2,896.58	42,239.00
01M	39,848.64	103.41	2,895.95	42,848.00
02M	39,996.51	145.65	2,864.84	43,007.00
03M	40,401.06	188.15	2,852.79	43,442.00
04M	40,804.68	233.33	2,837.99	43,876.00
05M	41,220.39	278.76	2,823.85	44,323.00
06M	41,813.73	325.26	2,822.01	44,961.00
07M	42,245.25	372.82	2,806.93	45,425.00
08M	42,675.84	421.44	2,790.72	45,888.00
09M	43,107.36	471.12	2,773.52	46,352.00
10M	43,701.63	521.87	2,767.50	46,991.00
11M	44,857.62	573.67	2,802.71	48,234.00
12M	45,385.86	626.54	2,789.60	48,802.00
13M	45,844.35	680.48	2,770.17	49,295.00
14M	46,301.91	735.47	2,749.62	49,787.00
15M	46,779.00	791.53	2,729.47	50,300.00
16M	47,330.49	848.65	2,713.86	50,893.00
17M	47,974.98	906.83	2,704.19	51,586.00
18M	48,526.47	966.07	2,686.46	52,179.00
19M	48,984.96	1,026.38	2,660.66	52,672.00
20M	49,462.98	1,087.75	2,635.27	53,186.00
21M	49,921.47	1,150.18	2,607.35	53,679.00
22M	50,379.96	1,213.68	2,578.36	54,172.00
23M	50,839.38	1,278.23	2,548.39	54,666.00
24M	51,297.87	1,343.85	2,517.28	55,159.00
25M	52,655.67	1,410.53	2,552.80	56,619.00
26M	53,050.92	1,410.53	2,582.55	57,044.00
27M	53,446.17	1,410.53	2,612.30	57,469.00
28M	53,841.42	1,410.53	2,642.05	57,894.00
29M	54,150.18	1,410.53	2,665.29	58,226.00
30M	54,458.94	1,410.53	2,688.53	58,558.00
31M	54,767.70	1,410.53	2,711.77	58,890.00
32M	55,076.46	1,410.53	2,735.01	59,222.00
33M	55,385.22	1,410.53	2,758.25	59,554.00
34M	55,693.98	1,410.53	2,781.49	59,886.00
35M	56,002.74	1,410.53	2,804.73	60,218.00
36M	56,227.80	1,410.53	2,821.67	60,460.00
37M	56,620.26	1,410.53	2,851.21	60,882.00

The following classifications of employees receive compensation in addition to the amounts provided on the schedule above as follows:

1. Counselor - 19% of Total District Compensation
2. Media Specialist - 11% of Total District Compensation
3. Developmental Center Teacher - 5% of Total District Compensation
4. Special Education Teacher - 5% of Total District Compensation
5. LEAP - 5% of Total District Compensation
6. Teachers enrolled in the District's Health Insurance Plan receive a State Flexible Benefit Allowance payment.
7. Teachers not enrolled in the District's Health Insurance Plan receive a State Flexible Benefit Allowance payment of \$69.71 per month.

**BETHANY PUBLIC SCHOOLS
COMPENSATION SCHEDULE - DOCTOR'S DEGREE - 2018-2019**

STEPS	BASE SALARY	TR OFFSET CASH PAYMENT	DISTRICT PAID RETIREMENT	TOTAL DISTRICT COMPENSATION
00D	40,861.41	60.15	3,015.44	43,937.00
01D	41,427.78	103.41	3,014.81	44,546.00
02D	41,575.65	145.65	2,983.70	44,705.00
03D	41,980.20	188.15	2,971.65	45,140.00
04D	42,383.82	233.33	2,956.85	45,574.00
05D	42,799.53	278.76	2,942.71	46,021.00
06D	43,393.80	325.26	2,940.94	46,660.00
07D	43,824.39	372.82	2,925.79	47,123.00
08D	44,254.98	421.44	2,909.58	47,586.00
09D	44,686.50	471.12	2,892.38	48,050.00
10D	45,408.18	521.87	2,895.95	48,826.00
11D	47,331.42	573.67	2,988.91	50,894.00
12D	47,882.91	626.54	2,977.55	51,487.00
13D	48,341.40	680.48	2,958.12	51,980.00
14D	48,798.96	735.47	2,937.57	52,472.00
15D	49,276.98	791.53	2,917.49	52,986.00
16D	49,735.47	848.65	2,894.88	53,479.00
17D	50,472.96	906.83	2,892.21	54,272.00
18D	51,024.45	966.07	2,874.48	54,865.00
19D	51,482.94	1,026.38	2,848.68	55,358.00
20D	51,961.89	1,087.75	2,823.36	55,873.00
21D	52,420.38	1,150.18	2,795.44	56,366.00
22D	52,878.87	1,213.68	2,766.45	56,859.00
23D	53,338.29	1,278.23	2,736.48	57,353.00
24D	53,796.78	1,343.85	2,705.37	57,846.00
25D	55,196.43	1,410.53	2,744.04	59,351.00
26D	55,591.68	1,410.53	2,773.79	59,776.00
27D	55,986.93	1,410.53	2,803.54	60,201.00
28D	56,382.18	1,410.53	2,833.29	60,626.00
29D	56,690.94	1,410.53	2,856.53	60,958.00
30D	56,999.70	1,410.53	2,879.77	61,290.00
31D	57,308.46	1,410.53	2,903.01	61,622.00
32D	57,617.22	1,410.53	2,926.25	61,954.00
33D	57,925.98	1,410.53	2,949.49	62,286.00
34D	58,234.74	1,410.53	2,972.73	62,618.00
35D	58,543.50	1,410.53	2,995.97	62,950.00
36D	58,852.26	1,410.53	3,019.21	63,282.00
37D	59,161.02	1,410.53	3,042.45	63,614.00

The following classifications of employees receive compensation in addition to the amounts provided on the schedule above as follows:

1. Counselor - 19% of Total District Compensation
2. Media Specialist - 11% of Total District Compensation
3. Developmental Center Teacher - 5% of Total District Compensation
4. Special Education Teacher - 5% of Total District Compensation
5. LEAP - 5% of Total District Compensation
6. Teachers enrolled in the District's Health Insurance Plan receive a State Flexible Benefit Allowance payment.
7. Teachers not enrolled in the District's Health Insurance Plan receive a State Flexible Benefit Allowance payment of \$69.71 per month.