

TABLE OF CONTENTS

PROFESSIONAL NEGOTIATIONS AGREEMENT

Article I	Purpose.....	1
Article II	Recognition.....	1
Article III	Negotiations Procedure.....	1
Article IV	Impasse Procedure.....	2
Article V	Strike.....	2
Article VI	Amendments.....	2
Article VII	Copies of Agreement.....	2
Article VIII	Grievance.....	2
Article IX	Reprisal.....	2
Article X.	Timelines.....	3

PROFESSIONAL NEGOTIATION AGREEMENT
between
INDEPENDENT SCHOOL DISTRICT 18 OF GARFIELD COUNTY, OKLAHOMA
and
THE KREMLIN-HILLSDALE CLASSROOM TEACHERS ASSOCIATION

ARTICLE I: PURPOSE

The Board of Education of the Kremlin-Hillsdale School District and the Kremlin-Hillsdale Classroom Teachers Association recognize the need for an orderly process of communications for administering employer-employee relations which conform to the negotiations statute of the State of Oklahoma. Pursuant to that goal, the Board and the Association agree to negotiate in good faith on items affecting the performance of professional services and enter into the following agreements regarding negotiations.

ARTICLE II: RECOGNITION

The Kremlin-Hillsdale Board of Education hereafter referred to as the Board, has received written verification of the authorization cards, and therefore recognize the Kremlin-Hillsdale Classroom Teachers Association, hereafter referred to as the Association, as the bargaining representative for teachers employed by the Kremlin-Hillsdale School District for the duration of this agreement. Designation of the bargaining representatives shall be made by the recognized organization. Any person who desires not to be represented by any organization may so state in writing to his board of education. The term teacher when used within this agreement shall encompass all contracted, certified, and licensed classroom teachers, special teachers, guidance counselors, and librarians who are employees of the Kremlin-Hillsdale School District. No other association shall be authorized to represent the teachers during the term of this agreement.

ARTICLE III: NEGOTIATIONS PROCEDURE

A. The Kremlin-Hillsdale Classroom Teachers Association shall have a negotiation team consisting of two (2) members and one (1) alternate. The Kremlin-Hillsdale Board of Education negotiation team shall consist of two (2) members and one (1) alternate. Each team has the right to utilize alternate members in the event of absence of a regular member. Names of alternates will be submitted at initial meeting.

B. Request for negotiations between the Board and the Association on items affecting professional services shall be submitted in writing.

C. The chairperson of the negotiation teams shall set a time, date, and place for the initial negotiation meeting within ten (10) school days after the regularly scheduled February Board meeting following the receipt of a written request for negotiations. Any subsequent meeting shall be conducted at a time and place mutually agreed upon at the end of each previous meeting. All meetings shall be held outside school district work hours, and no meeting shall exceed three (3) hours unless extension is mutually agreed upon.

D. Each party shall submit their total package of proposals in writing at the first negotiation meeting. Additional items for negotiations may be submitted by each party by mutual consent of both parties.

E. All negotiations shall take place exclusively between the designated representatives, except when deemed necessary; either team can have legal counsel present. Only those members of the negotiating teams shall be present in the room during negotiations, unless it is mutually agreed upon to allow others for a specific purpose. Either party may use outside consultants to assist in negotiations preparations. Either party may request intermission caucuses during a negotiation session.

(1)

F. The representatives of the parties will only be delegated authority to reach tentative agreements. Tentative agreements on any proposal shall be marked "tentative agreement" and shall be written, dated and signed by the chairperson of each team. When the final total tentative agreement is reached, the proposed agreement shall be submitted to both the Association and the Board of Education.

G. Upon reasonable request, the parties shall provide each other with available information regarding negotiations. No special reports will be prepared by the Board beyond that required by the State Board of Education.

H. Each party shall take their own minutes.

I. The Board of Education and the representatives of the organization must negotiate in good faith on items affecting the performance of professional services. The Board retains unto itself all powers, rights, authority, duties, and responsibilities conferred upon it by the State and Federal statutes and constitutions.

ARTICLE IV: IMPASSE PROCEDURE

Each party may declare an impasse. Should impasse occur, items(s) causing impasse shall be referred to a three (3) member fact finding committee. This committee shall consist of one (1) member selected by the representatives of the Association, one (1) member selected by the Board and the third member selected by the first two members, and this third member shall serve as chairperson of the committee. This committee shall be selected within fifteen (15) days of the declaration of impasse. This committee shall meet with the duly designated representatives of the Board and Association for the purpose of fact finding. Subsequently, this committee shall make recommendations to each of the above parties. These recommendations are not binding upon either party and shall be submitted in writing to the Board and the Association upon completion of the fact finding committee. The Board will bear the expense of its member of the fact finding committee and the Association will bear the expense of its member. The parties will equally share the expense of the third member.

ARTICLE V: STRIKE

The Association agrees to abide by Oklahoma statutes.

ARTICLE VI: AMENDMENTS

Amendments, modification or changes in this procedural agreement can only be made when submitted in writing and mutually agreed upon by the Board and the Association.

ARTICLE VII: COPIES OF AGREEMENT

A copy of this agreement shall be provided each teacher currently employed or hereafter employed by the Board. Each newly elected Board member shall be given a copy of this agreement.

ARTICLE VIII: GRIEVANCE

Violations of provisions and/or applications of this agreement shall be subject to the initiations and submissions of a grievance by the Association or an individual member of the Association according to the contract provisions entitled Grievance Procedure.

ARTICLE IX: REPRISALS

There will be no reprisal, retribution or discrimination, nor shall any teacher's position be put in jeopardy for having participated in these formal negotiations.

ARTICLE X: TIMELINES

The written request for negotiations may be presented between January 1st and January 15th of the current fiscal year. All items that do not require fiscal data will be disposed of by May 15 in one of the following manners: (1) by adoption of the item, (2) by dropping the item, (3) by referring the item(s) to impasse.

All items that require fiscal data which is not available in time to conclude an agreement by May 15 shall be open for discussion until thirty (30) calendar days after formal adjournment of the State Legislative Session. By the end of the thirty (30) day period all items will be disposed of in one of the following manners: (1) by adoption of the item, (2) by dropping the item, (3) by referring the item to impasse.

**Kremlin-Hillsdale School
District I-18**

**NEGOTIATED
CONTRACTUAL
AGREEMENT**

2018-2019

President, Classroom Teachers Association
Kremlin-Hillsdale School

Date

President, Board of Education
Independent District I-18

Date

(i)

NEGOTIATED CONTRACTUAL AGREEMENT

2018-2019

TABLE OF CONTENTS

	Page No.
ARTICLE I: Statement of Agreement	1
ARTICLE II: LEAVE PROVISIONS	
Section A- BEREAVEMENT LEAVE	1
Section B- SICK LEAVE	2
Section C- PERSONAL LEAVE.....	3
Section D- PROFESSIONAL DEVELOPMENT LEAVE	3
Section E- EMERGENCY LEAVE.....	3
Section F- LEAVE OF ABSENCE	3
Section G- REPORT OF LEAVE USED	3
Section H: COMPENSATORY LEAVE.....	3
ARTICLE III: RIGHTS AND RESPONSIBILITIES	
Section A- RESIGNATION	4
Section B- RESPONSIBILITIES	4
Section C- REDUCTION AND RECALL (RIF)	4
Section D- PERSONNEL FILE.....	5
Section E- GRIEVANCE PROCEDURE.....	5
Section F- TEACHING VACANCIES.....	6
Section G- TEACHING LOAD.....	6
Section H- TEACHER EVALUATION.....	6
Section I- RETIREMENT	6
Section J- CTA RIGHTS AND PRIVILEGES.....	6
Section K- STANDARDS	6
Section L- CALENDAR.....	6
ARTICLE IV: FRINGE BENEFITS	
Section A- HEALTH INSURANCE	6
ARTICLE V: COMPENSATION	
Section A- PAY PERIODS	7
Section B- SALARY	7
Section C- PART-TIME TEACHERS	7
Section D- EXTRA DUTY PAY.....	7
ARTICLE VI: DURATION OF CONTRACTUAL AGREEMENT	7
ADDENDUMS:	
SALARY SCHEDULE	8
STANDARDS OF PERFORMANCE AND CONDUCT	9
GRIEVANCE FORM.....	10

**2018-2019 CONTRACTUAL AGREEMENT
BOARD OF EDUCATION and CLASSROOM TEACHERS ASSOCIATION
KREMLIN-HILLSDALE SCHOOL**

ARTICLE I: STATEMENT OF AGREEMENT

A. The Kremlin-Hillsdale Board of Education and the Kremlin-Hillsdale Classroom Teachers Association enter into this Collective Bargaining Agreement

1. Hereinafter this Collective Bargaining Agreement shall be referred to as the "Agreement."
2. Hereinafter the Kremlin-Hillsdale Board of Education shall be referred to as the "Board."
3. Hereinafter the Classroom Teachers Association shall be referred to as the "Association."
4. Hereinafter all employees governed by this Agreement shall be referred to as "teacher."

B. This Agreement governs the wages, hours, fringe benefits and other terms and conditions of employment which have been negotiated by the Association on behalf of all full-time and part-time employees of the Board.

C. This Agreement shall be in full force and effect until June 30, 2019

1. If ratified or otherwise finalized after July 1, 2018, the appropriate articles of the Agreement shall be retroactive to that date.
2. In the event a successor Agreement has not been ratified or otherwise finalized by June 30, 2018, this Agreement shall remain in full force and effect until a successor Agreement is ratified or otherwise finalized in accordance with the provisions of the Procedural Agreement.

D. In any provisions of this Agreement shall be held by a court of competent jurisdiction to be contrary to law, or if legislative action overrules this Agreement, then such provisions shall become null and void, but the remaining provisions shall continue in full force and effect.

ARTICLE II: LEAVE PROVISIONS

Section 1: BEREAVEMENT LEAVE

A minimum of three (3) days paid leave will be granted in case of each death in the immediate family. In this case immediate family includes child, spouse, parents, spouse's parents, sister, brother, grandparents, and grandchildren. Two (2) additional days of paid leave will be granted if the deceased is teacher's child, spouse, or parent. Any additional time will depend on individual needs and will be granted at the discretion of the Superintendent.

Section B: SICK LEAVE

1. Ten (10) days sick leave shall be allowed each year with cumulative time up to sixty (60) days. (Sick leave being interpreted as time when personal accidental injury, illness or pregnancy or accidental injury or illness in the immediate family keeps a teacher from being present to conduct regular daily classroom work.) The Administration, at its discretion, may allow sick leave for family situations involving other family members outside the defined "immediate family". Each situation will be evaluated on an individual basis without any one situation setting a precedent for another. The teacher will pay for the substitute for all days not covered by sick leave, up to twenty (20) consecutive days. The teacher shall be reimbursed for unused sick leave beyond the cumulative sixty (60) days at the rate of one-half current certified substitute salary, payable in a lump sum at the end of the current year. The teacher shall be reimbursed for all cumulative sick leave acquired in this district up to sixty (60) days at the rate of the current certified substitute salary at the time of retirement.

Immediate family is defined as spouse, children, parents, and spouse's parents of certified/licensed teachers employed by Kremlin-Hillsdale.

2. A teacher will furnish a doctor's certificate on all days used as sick leave upon request of the Administration; request shall be made at time of call in. Unless a teacher has made other arrangements a daily call to the building Principal is expected.

3. In accordance with Oklahoma Statutes, Title 70, Section 6-104, employees may accumulate sick leave days to a maximum of 60 days as prescribed by local school board policy.

In accordance with section 17-116-2, the creditable service of a member who retires or terminates employment and elects a vested benefit shall include not to exceed 120 days of unused sick leave accumulated subsequent to August 1, 1959, during the member's membership with the Teacher's Retirement System.

To clarify the difference between the two types of statutory sick leave days, the board has established a sick leave bank for the purpose of accounting for unused sick leave days which may be used for retirement purposes subject to the approval of the Teacher's Retirement System of Oklahoma. The term "unused sick leave days": is defined as those sick leave days for which an employee does not receive credit after the maximum 60 days of sick leave have been accumulated. Unused sick leave days shall be deposited in the sick leave bank.

The board of education will maintain records for the purpose of assisting each employee to account for unused sick leave days for retirement purposes. The board of education will account for and certify unused sick leave days for each year for which an employee has exceeded 60 days of accumulated sick leave. This provision will apply to employees who have participated in the Teacher's Retirement System subsequent to August 1, 1959, and who have accumulated the maximum 60 days of sick leave.

Upon retirement, accumulated sick leave days and the unused sick leave days in the sick leave bank may be certified to the Teacher's Retirement System of Oklahoma to add creditable service for retirement purposes at a rate of one month of credit for each 20 days of accumulated sick leave up to a total of 120 days. However, the school district shall not certify more than one day of unused sick leave in the retirement bank per each day of accumulated sick leave for the purpose of adding creditable service for retirement purposes.

The maximum of 120 days (total of unused sick leave in sick leave bank and accumulated sick leave) may be counted as an additional year of creditable service toward retirement by the Teacher's Retirement System of Oklahoma provided the total number of sick leave days are acceptable to the Teacher's Retirement System.

Unused sick leave days may be used only to extend creditable service at retirement and no other purpose. No employee may contribute unused sick leave to another employee.

Under Title 70, Section 6-104 A, payments for accumulated sick/leave upon retirement or termination of a contract can be made only for sick leave days accumulated in the district.

An employee who elects to receive payments for unused sick leave under stipulations listed in this district's negotiated agreement will retain all rights and privileges outlined under this policy

4. The board shall allow the establishment of a sick leave pool. Upon exhausting all personal and all sick leave, a teacher may apply for an additional five (5) days through the KHS CTA sick leave pool. CTA members shall then be given the opportunity to donate one (1) day of their sick leave to aid certified personnel to bear the hardship resulting from serious personal or immediate family illness or disability. Days will be dispersed at the discretion of the building principal and association president. The CTA will notify the business office as to which five teachers have made the donation.

Section C: PERSONAL LEAVE

Five (5) personal leave days will be granted each year, district will pay for two (2). If a teacher does not use one of the paid personal leave days during the current school year, it can be carried over to the next school year, accumulating to a maximum of three (3) days paid by the district. For any of the unpaid personal leave days, the teacher will pay for any substitute at the current substitute rate. There will be no personal leave allowed immediately preceding or following any school holiday, with the exceptions of emergencies, then upon approval of the Administration. All leave arrangements must be made at least one week in advance, except in emergency. This will allow adequate time to arrange substitutes, etc.

Section D: PROFESSIONAL DEVELOPMENT LEAVE

A teacher may be granted one day of leave each year to attend workshops or conferences related to teaching assignment or to visit another school for the purpose of improving classroom instruction.

Such leave may be accumulated for a total of two days. In the event a workshop is longer than the time allotted to an individual, the teacher may choose to use personal leave in conjunction with professional leave.

Payment for substitute teacher will be made by the school district. Whenever possible, notification of intent to use professional development leave will be given to the building principal at least one week in advance.

Section E: EMERGENCY LEAVE

Two days of emergency leave per year shall be allowed each teacher. These days shall not be chargeable to sick leave or personal leave and shall not be cumulative. These days may be used for emergency purposes, which may include, but not be limited to:

- a. personal disaster;
- b. non-injury accident;
- c. mandatory court appearance;
- d. death or serious illness of a person not covered by other leave policies;
- e. unusual and unforeseen circumstances within the immediate family.

Notification of the need for emergency leave will be made to the building principal. Payment for substitute will be made by the teacher.

Section F: LEAVE OF ABSENCE

Unpaid leave of absence may be granted upon receiving a written request by the teacher and will be left to the discretion of the Board or as required by state and/or federal law. This leave protects the teacher by holding a position in the district for the teacher until the leave expires, and by retaining for the teacher the right to return to the district in a position of the same status and rank at the conclusion of the leave.

Section G: REPORT OF LEAVE USED

At the end of each semester the business office will provide each building principal a report of leave used by each teacher. The business office will provide to each teacher a report of leave used by that teacher. This will include any leaves used including personal, sick, emergency, bereavement, or professional development leave.. A report of accumulated sick leave, accumulated professional leave days, days placed in sick leave pool, and total days in unused sick leave bank will be included with each teacher's June salary payment.

A teacher whose records do not agree with those of the business office may request a review.

ARTICLE III: RIGHTS AND RESPONSIBILITIES

Section A: RESIGNATION

1. If it should become necessary for a teacher to resign his/her position at any time during the contract year, it is required that written notice of such resignation be submitted to the Board of Education thirty (30) days in advance of the intended termination date.
2. The teacher who wishes to terminate his/her contract at the end of the normal contract year shall submit written notice of such intentions to the Board of Education no later than April 25 of the current contract year.

Section B: RESPONSIBILITIES

1. Teachers shall allow the Principal to periodically review and evaluate their performance and establish a corrective plan of action as needed.
2. Teachers shall cooperate with the Superintendent, Principal, and other teachers and employees. They shall attend faculty meetings. They shall assume responsibility for care of furniture, fixtures, apparatus and all school property under their jurisdiction. They shall keep accurately such records of attendance, behavior, and educational achievements as required by the Board of Education, the Superintendent of Schools and the Principal.
3. Teachers shall make such inventories of all equipment, fixtures, and supplies under their jurisdiction at the beginning and ending of each school year, and upon the request of the Administration.
4. During teacher in-service at the beginning of each school year every certified staff member will be supplied with a copy of the current Student Handbook and the current Teacher Handbook, and the current Negotiated Contractual Agreement. A copy of the Board Policy Book will be placed in each principal's office and one copy will be given to the Association president. It will be revised and updated as changes occur. Contained in these documents will be behavioral expectations of the students. Also contained in these documents will be a list of and explanation of the duties and responsibilities of the teaching staff in enforcing said behavioral policies.

Section C: PORTION OF THE REDUCTION IN FORCE POLICY DEALING WITH THE ORDER OF REDUCTION AND RECALL

When Kremlin-Hillsdale Board of Education eliminates a teaching position the order of elimination will be:

1. Normal attrition.
2. Licensed teachers holding eliminated positions.
3. Probationary certified teachers holding eliminated positions.
4. Career teachers with the least amount of seniority in the system holding eliminated positions.

Teachers laid off due to a reduction in force will have recall rights of two (2) years. The order of recall will be:

1. Career teachers with most seniority in the system qualified for position to be filled.
2. Probationary certified teachers qualified for position to be filled.
3. Licensed teachers qualified for position.

Teachers re-entering the Kremlin-Hillsdale Public Schools under the guidelines set above and within the two (2) year time frame will have all previous benefits reinstated.

Section D: PERSONNEL FILE

There shall be two (2) files for each teacher located in the office of the Superintendent.

The first will be the payroll file, which contains the current contract, teaching certificate, copies of official personnel action, college placement material and official transcripts, applications, recommendations and the loyalty oath.

The second will be the confidential file, which contains evaluations, letters of commendation, letters of admonishment, and other material mutually discussed and permitted by law.

The teacher shall receive a copy of any material placed in the confidential file. The copy shall be signed by both the administrator and the teacher. The teacher's signature shall not necessarily indicate agreement, but rather awareness of its content. An employee shall have the right to respond to all materials within ten (10) working days. Teacher responses become a part of the confidential file.

The teacher shall have the right to review by appointment the contents of his/her files at all times when the Superintendent's administration office is open to conduct business. The teacher shall be entitled to have a representative of his/her choosing to accompany him/her during review. The teacher shall have the right to make copies of the material in his/her personnel file.

Section E: GRIEVANCE PROCEDURES

1. A "grievant" shall mean a teacher or a group of teachers or the Association filing a grievance. See Grievance Form in Addendum.
2. A "grievance" shall mean a claim by a grievant that a dispute or disagreement of any kind exists involving interpretation or application of any existing board rule, policy, or practice or that an employee has been treated inequitably, or that there exists a condition which jeopardizes employee health and safety.
3. A grievant may be represented at all stages of the grievance procedure by himself, or, at his option, by a local Association representative selected by the Association.
4. The Board will respond verbally at the time of the presentation or in writing no later than 10 days from the date of the hearing.

LEVEL 1

Each member having a grievance will state the grievance in writing and submit it to the building Principal. In the event the Principal shall not have solved the problem within five (5) days the Principal shall present a full written report and documentary of all factual matters pertaining to the grievance and of his suggestions and recommendations to the objections made by the member having grievance to the Superintendent at Level 2.

LEVEL 2

If Level 1 does not settle the grievance, it shall be submitted to the Superintendent who shall have ten (10) days to work out the solution. The Superintendent will review the written report of the Principal of all matters pertaining thereto at Level 1 and in addition may receive further written statements from either the member with the grievance or the Principal. Upon consideration of all matters pertaining thereto, and in the event a solution of the grievance is not reached at Level 2 within ten (10) days, the Superintendent shall present a full written report to the Board. If, at this point, the grievance is not settled, the member shall proceed to Level 3.

LEVEL 3

If both Level 1 and Level 2 have failed to resolve the grievance within the prescribed time period, the matter shall be taken directly to the Board. The Board will respond verbally at the time of the presentation or in writing no later than 10 days from the date of the hearing. No reprisals of any kind will be taken by the Board or the school Administration against any teacher because of his/her participation in this grievance procedure.

Section F: TEACHING VACANCIES

Whenever teaching vacancies open within the system, teachers currently employed within the system will be notified of said vacancies and will have first opportunity to apply for these vacancies.

Section G: TEACHING LOAD

No certified staff member will be approved to teach in excess of seven (7) high school class periods or the equivalent. The standard work day will begin 20 minutes before high school classes convene and end 15 minutes after high school classes are dismissed. [For 2018-2019, this will be 8:00 am – 3:45 pm]

Section H: TEACHER EVALUATION.

It will be the duty of the building principal to observe and perform written teacher evaluations of every teacher with more than three (3) years of service in the district once a year, and on every probationary teacher once each semester. Each evaluation requires at least two observations. Other evaluative tools and sessions may be performed at the discretion of the administration with notice to the teacher and with subsequent review. Administrator will review evaluation with each teacher at least one week before the May school board meeting.

Each teacher shall be evaluated in accordance with Tulsa Schools Teacher Leadership Effectiveness model. No changes shall be made in the current criteria except by agreement made through collective bargaining between the Board and the Association

Section I: RETIREMENT

All persons employed in the Kremlin-Hillsdale District I-18 will retire at age 70 or at least their continuing contract will stop and they will go on a year-to-year basis with the following provisions:

1. Must have a physician's written check-up on file with the Board of Education.
2. After the person reaches age 70 the Board will review and make final action on contracts before they are signed.

Section J: CLASSROOM TEACHERS ASSOCIATION RIGHTS AND PRIVILEGES

The Association shall be allowed access to lawful public information. Use of facilities and/or equipment will be subject to prior approval of the Administration.

The Association will be allowed two leave days per year at the Association expense.

Section K: STANDARDS FOR PERFORMANCE AND CONDUCT

The State Board of Education has established standards for performance and conduct. These standards are the standards for performance and conduct for certified and licensed teachers employed by Kremlin-Hillsdale School and are included in the addendum on page 11.

Section L- CALENDAR

The superintendent will formulate the calendar for the following year. The CTA president will then be consulted for suggested changes and will initial agreed-upon calendar. The calendar will be submitted to the Board.

ARTICLE IV: FRINGE BENEFITS

Section A: HEALTH INSURANCE

The District will provide opportunity for all employees to participate in a group health insurance program. The district will pay a full premium for a single person or the equivalent amount on a family plan as long as fully funded by the state. If a certified teacher chooses not to take the provided insurance, then he/she will be paid \$69.71/month in lieu of taking the provided insurance.

ARTICLE V: COMPENSATION

Section A: PAY PERIODS

Teachers will be paid on a twelve (12) month basis with payments being made **by** the 15th of each month. In the event that the 15th of the month falls on a holiday or weekend, the checks shall be issued **by** the last workday preceding the 15th. In the event that the 15th of the month falls during spring break, the checks will be issued **by** the last workday preceding the 15th.

Section B: SALARY

1. Teachers employed by the District shall receive as contractual salary no less than the state mandated minimum career salary.
2. For 2018-2019, teachers will receive salary based on their years of experience at the end of the 2017-2018, school year, degree attained and graduate or superintendent-approved hours above degree if those hours were within the past five years. Once a salary step is attained in 5 years, it cannot be taken away. (See attached salary schedule)
3. If a certified staff member teaches in 3 or more fields, that person will receive \$100 in addition to that person's contracted salary for that school year. Field refers to the following subject areas: Math (including computer), Social Studies, Physical Education, Music, Business, Elementary Education, Language Arts, or as designated by the superintendent.

Section C: PART-TIME TEACHERS

Elementary teachers employed as 'half-time' and secondary teachers employed for at least four class periods a day will be credited with one-half step on salary schedule for each full year taught. (One of the four periods may be a planning period if scheduled between two teaching periods.)

Section D: EXTRA DUTY PAY

Teachers who accept an extra duty assignment [gate-, book-, clock- keeping, concession stand, or any other activity which takes place after school hours but not those on the "extra duty pay schedule" in board policy, i.e. coaching, sponsoring organizations, etc.] shall receive \$10 per event unless event involves four games (such as 5-6, 7-8 basketball), then the teacher will receive \$20 for the double event.

This will be paid at the end of the year and all applicable taxes will be withheld.

ARTICLE VI: DURATION OF CONTRACTUAL AGREEMENT

The terms and conditions of this contract between the Kremlin-Hillsdale Classroom Teachers Association and Kremlin-Hillsdale Board of Education shall remain in full force and effect until such a time an agreement is negotiated between the two parties reflecting a change. In the event that an act of the legislature affects a provision of this contract, the rest of the contract will remain in force as stated.

Salary Schedule

2018-2019

Years of Experience	Bachelor's Degree	BA/BS "+8" hrs.	BA/BS "+ 16"	Masters Degree	MA/MS "+8"	MA/MS "+16"	Doctor's Degree
0	36,601.00	36,751.00	36,901.00	37,991.00	38,191.00	38,391.00	39,381.00
1	37,035.00	37,185.00	37,335.00	38,425.00	38,625.00	38,825.00	39,815.00
2	37,469.00	37,619.00	37,769.00	38,859.00	39,059.00	39,259.00	40,249.00
3	37,904.00	38,054.00	38,204.00	39,294.00	39,494.00	39,694.00	40,684.00
4	38,338.00	38,488.00	38,638.00	39,728.00	39,928.00	40,128.00	41,118.00
5	38,810.00	38,960.00	39,110.00	40,200.00	40,400.00	40,600.00	41,590.00
6	39,273.00	39,423.00	39,573.00	40,663.00	40,863.00	41,063.00	42,054.00
7	39,737.00	39,887.00	40,037.00	41,127.00	41,327.00	41,527.00	42,517.00
8	40,200.00	40,350.00	40,500.00	41,590.00	41,790.00	41,990.00	42,980.00
9	40,663.00	40,813.00	40,963.00	42,054.00	42,254.00	42,454.00	43,444.00
10	41,684.00	41,834.00	41,984.00	53,568.00	53,768.00	53,968.00	45,945.00
11	42,177.00	42,327.00	42,477.00	44,061.00	44,261.00	44,461.00	46,438.00
12	42,670.00	42,820.00	42,970.00	44,554.00	44,754.00	44,954.00	46,931.00
13	43,162.00	43,312.00	43,462.00	45,047.00	45,247.00	45,447.00	47,424.00
14	43,655.00	43,805.00	43,955.00	45,539.00	45,739.00	45,939.00	47,916.00
15	44,167.00	44,317.00	44,467.00	46,052.00	46,252.00	46,452.00	48,430.00
16	44,660.00	44,810.00	44,960.00	46,545.00	46,745.00	46,945.00	48,923.00
17	45,153.00	45,303.00	45,453.00	47,038.00	47,238.00	47,438.00	49,416.00
18	45,646.00	45,796.00	45,946.00	47,531.00	47,731.00	47,931.00	49,909.00
19	46,139.00	46,289.00	46,439.00	48,024.00	48,224.00	48,424.00	50,402.00
20	46,652.00	46,802.00	46,952.00	48,538.00	48,738.00	48,938.00	50,917.00
21	47,145.00	47,295.00	47,445.00	49,031.00	49,231.00	49,431.00	51,410.00
22	47,639.00	47,789.00	47,939.00	49,524.00	49,724.00	49,924.00	51,903.00
23	48,132.00	48,282.00	48,432.00	50,018.00	50,218.00	50,418.00	52,397.00
24	48,625.00	48,775.00	48,925.00	50,511.00	50,711.00	50,911.00	52,890.00
25	50,049.00	50,199.00	50,349.00	51,971.00	52,171.00	52,371.00	54,395.00
26	50,542.00	50,692.00	50,842.00	52,464.00	52,664.00	52,864.00	54,888.00

Raises mandated and fully funded by the State of Oklahoma will automatically become a part of the schedule.

Standards of Performance and Conduct for Teachers

The following standards of conduct for teachers are adopted pursuant to HB 1017, 70 O.S. Supp. 1990, Sections 6-101,21&22.

Teachers are charged with the education of the youth of this State. In order to perform effectively, teachers must demonstrate a belief in the worth and dignity of each human being, recognizing the supreme important of the pursuit of truth, devotion to excellence, and the nurture of democratic principles.

KREMLIN-HILLSDALE SCHOOLS
FORMAL GRIEVANCE PRESENTATION

STEP I II III (Circle Applicable Step)

NAME: _____ ASSIGNMENT: _____

SCHOOL: _____ SUPERVISOR: _____

DATE: _____

DATE OF PREVIOUS DISPOSITION: _____

GRIEVANCE: _____

CONTRACT PROVISIONS: _____

ACTION REQUESTED: _____

(Signature of Aggrieved)

(Association Representative)