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## **ARTICLE I: RECOGNITION**

- 1.1 The Board hereby recognizes the Association as the exclusive representative for the bargaining unit consisting of all certified and licensed employees, excluding administrators of the Seminole Public Schools. The Board agrees not to recognize any other employee organization as the representative of the members of the bargaining unit for the duration of this agreement. Further, no individual member of the bargaining unit shall negotiate with the Board except through their duly recognized bargaining representative.

## **ARTICLE II: PROVISIONS**

### **2.1 Statutes, Rulings, and Regulations**

The Board and the Association agree to abide by all state and federal statutes, rulings, and regulations.

### **2.2 Nondiscrimination**

The Board and the Association agree not to discriminate against any person by reason of his/her participation or lack of participation in the bargaining unit or process.

### **2.3 Printing and Distribution of the Agreement**

- A. The Board and the Association shall equally share in the total cost of preparation and printing of the Agreement.
- B. The format of the Agreement shall be mutually decided.
- C. Within thirty (30) days after the Agreement is ratified by both parties, contract changes will be distributed to all eligible members of the bargaining unit for their existing document. All new eligible members to the District will receive a complete updated contract.

### **ARTICLE III: PROCEDURE**

- 3.1 The procedural agreement governing negotiations between the parties appears as Attachment A to this agreement and is incorporated herein by reference.

## **ARTICLE IV: ASSOCIATION RIGHTS**

### **4.1 Rights to Association Leave**

Twenty (20) days shall be granted to the Association for the purposes of legislative visits, Association related professional meetings, and Association business. No more than three (3) teachers may utilize the days at one time per site, unless approved by the administration.

### **4.2 Rights for Information Distribution**

- A. The Association shall have the right to use school facilities for Association meetings and/or business upon arrangement with the building principal.
- B. The Association shall have the right to distribute information related to the official business of the Association by placing such material in the individual teacher boxes.

### **4.3 Rights for Availability of Information**

- A. The Board Clerk shall make available to the Association a copy of the official agenda and duplicate packet for each meeting of the Seminole Board of Education, except for the following:
  - (a) Records designated as confidential records under the Open Records Act; and
  - (b) Records which are designated as confidential records under other Oklahoma state law provisions; and
  - (c) Records which are designated as confidential records under federal law, rules and regulations.

The materials shall be made available to the Association on the same day copies are made available to School Board Members.

- B. The Board Clerk shall make available to the Association a copy of the draft of Board minutes on the same day such copies are made available to the School Board members. If amended, the Board Clerk shall make available a copy of the Board minutes as adopted, by Monday of the next work week following the Board meeting.

## ARTICLE IV: ASSOCIATION RIGHTS

- C. The Board Clerk shall provide copies of all information subject to the Open Meetings Law when requested by the Association within three (3) working days or, if the clerk determines that the information request cannot be satisfied within three (3) days, the Clerk shall determine a date the information will be provided within ten (10) working days, unless circumstances require the necessity of the requested material to meet a statutory or contractual deadline.
- D. One copy of each of A., B., and C. above shall be available at no cost.

### 4.4 School Calendar

- A. The Superintendent of Schools will meet with SACT representative to build the school calendar options for the ensuing year. SACT will present options to each site for vote. The SACT calendar Committee will tally votes and results will be presented to the Board. If the Board approved school calendar needs to be revised, during the contract year, due to instructional days/time missed due to inclement weather or any other unforeseen events, the Superintendent of Schools will meet with SACT representatives to receive input before a final recommendation to modify the calendar is made to the Board of Education. The Superintendent will inform the Board of the Faculty and Staff preference among the alternatives for their consideration in making the final decision.
- B. The OEA State Convention Day and the Southeast A Zone Day shall be included in the calendar subject to the reinstatement by OEA.

## **ARTICLE V: CONTRACT YEAR/CONTRACT DAY**

- A. The 2018-2019 contract year for teachers shall be one hundred eighty-two (182) working days (175 instructional days, 5 professional days and 2 preparation days).
- B. The contract day for teachers shall begin fifteen minutes before the beginning of a teacher's assigned teaching schedule and shall end after the end of the day's assigned teaching schedule. Teachers will be available for students and parents after school until the halls in the teacher's immediate area are clear of students unless assigned duties and professional responsibilities require otherwise. Duties outside the teaching schedule shall be assigned on a rotating equitable basis. A minimum of 40 (forty) minutes will be provided for planning daily, and a minimum of 35 (thirty-five) consecutive minutes to eat lunch.
- C. Attendance at meetings and conferences called by the principal or superintendent may extend the contract day.
- D. At the beginning of each school year, the principal, after receiving input from teachers, shall establish a lunch duty schedule. Said schedule shall assign duties to teachers on a rotating, equitable basis. Teachers shall be provided with as much duty free time as the daily schedule will allow.

## ARTICLE VI: COMPENSATION

### 6.1 Salary

1. At no step shall the 2018-2019 Salary Schedule be less than the total compensation for 2018-2019 at each step.
2. Each teacher on steps 0-31 of the Bachelor's schedule and 0-35 on the Master's schedule shall advance one step for the 2018-2019 year.
3. **Longevity Stipend:** In addition to the defined benefits on the 2018-2019 salary schedule, each full time certified staff member with thirty-six (36) or more years of qualified teaching experience with a Master's or Doctor's Degree shall receive a one-time longevity stipend of three hundred seventy-five (\$375.00) dollars.

It is agreed by the Board and the Association that this one-time longevity stipend paid during the 2018-2019 school year is not to be considered in the definition of "salary level" or "benefits" in determining such teacher's salary or salary level or benefits under any statute of the State of Oklahoma or under the Collective Bargaining Agreement or any amendment to this agreement.

### 6.2 Incentive Pay

A. An incentive pay raise of one hundred dollars (\$100) added to the annual contract shall be granted a teacher for each eight (8) credits added subsequent to employment by the district. All course credits as defined herein shall earn the incentive pay raise. Courses must be upper division courses necessary for additional certification, improvement in teaching field, or Board approved and verified by an up-to-date official transcript on file in the school administration office. A certified transcript must be turned into the administration office by August 20, each year in order for the incentive pay to be added to the contract for the current school year.

B. Upon accumulation of sixty(60) days a teacher shall receive a one time attendance stipend (minus regular deductions) according to the following schedule:

0 cumulative sick leave days taken =	\$350.00
1 cumulative sick leave days taken =	\$275.00
2 cumulative sick leave days taken =	\$200.00

Attendance stipends will be paid with last extra duty paychecks. Teachers who have donated to sick leave bank during the period in which they are eligible for the attendance shall not receive reduction in their attendance bonus for the days donated.

### 6.3 Fringe Benefit

- A. **Certified personnel who choose to participate in Major Medical coverage purchased through the District-sponsored Cafeteria Plan:**



For the 2018-2019 school year, each full-time certified employee who purchases Major Medical health coverage sponsored through the school district cafeteria plan shall receive the Flexible Benefit Allowance (FBA) as provided by the State of Oklahoma. 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 major medical coverage purchased by the employee may be used to purchase additional benefits or may be taken as taxable compensation as provided for by state law. Part-time teachers shall receive payments as provided for by state law.

## ARTICLE VI: COMPENSATION

### **B. Certified Personnel who choose not to participate in Major Medical Coverage offered through the District-sponsored Cafeteria Plan:**

For the 2018-2019 school year, full-time certified personnel who choose not to participate in the school-sponsored major medical plan shall receive sixty-nine dollars and seventy-one cents (\$69.71) per month as taxable compensation, paid by the State of Oklahoma, in lieu of flexible benefit allowance paid for in Part A of above. Part-time teachers shall receive benefits as provided for by state law.

No certified employee shall receive any Flexible Benefit Allowance payment greater or less than provided for by state law.

- C. Participation in the District's health insurance program shall be at the employee's option until such time as state or federal regulations or guidelines shall mandate otherwise.
- D. The school district will pay teacher's retirement contribution as reflected on the salary schedule for 2018-2019.

### 6.4 Mileage

The following teaching positions which are required to travel to different sites throughout the day as part of their duties shall be compensated for mileage at the same rate the District provides for all employees who are compensated for mileage expenses. The procedure for payment will be determined by the District.

Speech Therapist  
Vocal Music  
Band  
Foreign Language  
Physical Education  
Elementary Counselor  
Special Education Teacher (Wilson-Northwood)

### 6.5 Payday

- A. Payday shall be the fifteenth of each month. When that date falls on a weekend or holiday, checks will be issued on the last workday preceding that date. One summer paycheck will be deposited on the last working day of the contract year and one on the very next day. The August paycheck will be available to be deposited no later than June 15. All teachers will be paid on a twelve (12) month schedule.

## ARTICLE VI: COMPENSATION

- B. Non-contract compensation will be paid semi-annually in December and June. December's check will be for work completed through November 30 and June's check will consist of work completed from December 1 through the last day of school. The December check will be paid on the 15th and the June check will be available by June 15. The check shall include an explanation of the source of the pay. Sponsors who are required to transport students to their out of town activity trips shall be paid \$15 for each round trip.
- C. Each District employee will receive payroll via direct deposit beginning with the 2018-2019 school year. End of year paychecks will be direct deposited at end of school year.
- D. The District reserves the right to award certified teachers a one-time stipend at any time during the 2018-2019 contract year if the Board of Education deems that funds are available for such purpose. If awarded, the Board shall determine the amount of the stipend and the procedures for payment.

### 6.6 Teacher Substitute Pay

Teachers substituting during their designated planning period will be compensated at \$15.00 per hour or add that hour to their accumulated sick leave. Those faculty not afforded a plan time should be compensated for one planning hour per day.

### 6.7 Overage

An overage shall be a teaching assignment outside the defined school day. When it is determined an overage is needed, every qualified employee shall have the opportunity to apply for the position. This teaching assignment will be mutually agreed upon by administrator and instructor. During the school year an overage shall be compensated at the rate of 1/7 of the teacher's salary.

Summer instructional services approved contractually by the superintendent shall be compensated at the rate of \$30.00 per hour with the exception of those positions included in the Extra Duty Schedule. If the District provides Extended School Year Services (Summer School) for academic purposes then the certified special education instructor would receive an additional five percent (5%) as required by state law.

## 6.8 Payroll Deduction

In addition to those deductions required by state and federal law, each Member of the Bargaining Unit may initiate payroll deductions for:

1. OEA/NEA Dues
2. Income protection policies
3. Cancer insurance
4. Life insurance
5. Annuities
6. Section 125 eligible deductions
7. Oklahoma Educators Credit Union

Payroll deductions specific to OEA/NEA will be postmarked and sent by the 15th of each month. Any request for changes in deductions must be in writing to the superintendent prior to the fifth of any succeeding month of the school year.

## 6.9 Section 125 Administrator

The Association and the Board will mutually agree on the company that will administer our Section 125 Plan. The Association shall be included in the development and adoption of the Plan Agreement.

## **ARTICLE VII: EXTRA DUTY RESPONSIBILITIES**

7.1 The term "extra duty salary" shall refer to a special class of payment received by teachers in payment for assigned and accepted services.

7.2 Extra Duty Pay

Attachment C of contract.

## **ARTICLE VIII: TRANSFER, ASSIGNMENT, AND QUALIFICATION**

### **8.1 Posting of Vacancies**

Notice of vacancies for all certified positions and extra duty positions shall be posted on the faculty bulletin board at each school and emailed to all certified staff for ten days before outside recruitment begins. Consideration will be given to current certified staff to fill positions for which they apply. When a vacancy occurs during the summer, five days before outside recruitment begins, the District will contact those teachers who have a letter on file and are qualified for the vacancy by certification, as well as an email to notify all certified staff. When a vacancy occurs fewer than ten (10) days before the first day of classroom instruction, an email will be sent to notify certified staff and outside recruitment may begin; however, teachers with letters of interest on file will be given consideration for the vacancy. Letters of interest must be updated annually by May 1. Positions filled after the first day of classroom instruction will be considered temporary and will be exempt from all posting requirements and notices.

### **8.2 Voluntary Transfer**

Teachers interested in transfer must give written notice by May 1. Teachers who fail to request a transfer, or miss the transfer deadline may apply for vacant positions and be considered with all other applicants. Candidates not interviewed or selected shall, upon request, receive from the administration the reason(s) the candidate was not accepted for the position. All positions held on a temporary contract shall be declared vacant for the following school year and shall be subject to the transfer process.

### **8.3 Involuntary Transfer**

- A. When involuntary transfer or reassignment between school sites is deemed necessary, the Superintendent shall attempt to facilitate the transfer with a qualified voluntary transfer first. During the school year, the position(s) to be filled by involuntary transfer will be posted on the faculty bulletin board at each site and an email sent to all certified staff. During the summer months, positions to be filled by involuntary transfer will be posted on the door at the Board of Education office and an email sent to all certified staff. If no qualified volunteers are forthcoming within five (5) working days from the day the position was first posted, selection of the teacher to be transferred shall be based on certification, educational training, and years of experience in the District.
- B. When an administrative transfer is deemed necessary and will only affect a specific teacher, for reasons related only to that teacher, the transfer shall be implemented. Such transfer may only be made for just cause, stated in writing.

### **8.4 Qualification**

- A. Teaching assignments shall be made in accordance with all applicable Oklahoma Statutes.

## **ARTICLE VIII: TRANSFER, ASSIGNMENT, AND QUALIFICATION**

- B. The school district will be responsible for providing calendar opportunities for Members of the Bargaining Unit to acquire a minimum of 10 staff development points in a one year period. Opportunities will be provided within the framework of the District Professional Development Plan.
  
- C. Certified staff will earn a minimum of 10 professional development points per year. Of these 10, at least eight points must be accrued locally. Local is to include any day that school is released for all certified staff to attend professional meetings. Local points will be counted for professional meetings held within the District or for any approved OEA meetings.
  
- D. A teacher who has met the 75 staff development point requirement in a five year period, will have fulfilled all professional/educational requirements for continued employment.

## ARTICLE IX: TEACHER RIGHTS

### 9.1 Individual Rights

- A. The rights of a teacher shall be no less than those afforded to any citizen.
- B. Teaching contracts shall be separate contracts. Standard contract language within each category of employment shall be uniform.
- C. In case of assault, battery, or assault and battery upon a teacher as defined by Oklahoma Statutes, the District shall render assistance to the teacher in reporting the incident and communicating with law enforcement officials.

### 9.2 Personnel File

- A. Teachers shall have access to their confidential personnel files during regular working hours of the superintendent's office. Teachers will follow standard check-out procedures in their building. In the superintendent's absence, the superintendent's designee shall have the authority to provide access.
- B. Nothing shall be placed in the confidential personnel file until the teacher has been given a copy. A teacher who places something in his confidential personnel file shall provide a copy to his immediate supervisor.
- C. A teacher may provide written notarized authorization for a representative of his choice to have access to the confidential personnel file.
- D. Upon written request of the teacher and approval of the Superintendent admonishments may be removed from the teacher's confidential file. Further, upon written request of the teacher, admonishments shall be removed from the teacher's confidential file after five(5) years from the date the admonishment was placed in the file.

### 9.3 Suspensions, Demotion, and Termination

No teacher shall be suspended, demoted, or terminated without due process. Such action taken against a teacher shall be in compliance with Sections 6-102.1 through 6-102.3 and 6-103.1 through 6-103.12 of Title 70 of Oklahoma Statutes.

### 9.4 Right to Representation

Teachers shall have the right to have a representative of their own choosing present whenever attending a conference with an administrator during which the teacher is receiving a reprimand or other disciplinary action. Teachers may be accompanied by a representative of their own choosing at conferences other than disciplinary actions at the discretion of the administrator.



## **ARTICLE IX: TEACHER RIGHTS**

### 9.5 Dress Code

The Board and the Association agree that a standard of professional dress by the bargaining unit members will be maintained. The dress will be a positive example for students and in keeping with community and educational profession expectations.

The administration will be responsible for the interpretation of appropriate dress in keeping with individual teaching activities to maintain District standards. Individual situations caused by scheduling shall be settled in a reasonable and practical manner.

## ARTICLE X: LEAVES

### 10.1 Sick Leave

- A. Teachers shall be granted ten (10) days sick leave upon reporting for work at the beginning of the school year. Unused sick leave shall accumulate to one hundred ninety (190) days. An accounting of all accrued leave will be given to each teacher on or before the first day of school.
- B. Teachers, upon entering employment on a less than full-time basis, shall be granted sick leave on a pro-rata basis.
- C. Sick leave shall be defined as personal accidental injury, illness, pregnancy, or accidental injury or illness in the immediate family. Immediate family shall mean: spouse, children, parents and/or guardians, step-parents, parents-in-law, grandchildren, grandparents, brothers, sisters, step-children, brothers-in-law, sisters-in-law, daughters-in-law, sons-in-law, aunts, uncles, grandparents-in-law of the employee, or anyone residing as a member of the teacher's household.
- D. If a teacher exhausts his/her sick leave due to personal or immediate family illness, accident, or pregnancy, the teacher shall during the contract year receive full salary for an additional twenty (20) days less the amount actually or normally paid the substitute teacher. Sick Leave must be exhausted before employee is eligible to apply for leave from the Sick Leave Bank.

### 10.2 Bereavement Leave

In case of death in the immediate family (as defined in 10.1C, and including nieces and nephews Bereavement Leave shall not exceed five (5) days per occurrence and will not be charged against sick leave. After the five (5) days are exhausted, sick leave may be used. For any other family member, not previously listed in 10.1 C or above, one day of sick leave may be used as Bereavement Leave. Bereavement leave shall not be applied to non-family. Each day taken for non-family members must be charged against available personal days.

### 10.3 Personal Business Leave

- A. Each teacher shall have seven (7) days for Personal Business Leave.
  - 1. Two (2) days will be subject to C and D below and at no cost to the teacher.
  - 2. Five (5) days will be subject to D below only and the teacher shall pay the cost of Seventy-Five dollars (\$75.00) whether or not a substitute is hired.

## ARTICLE X: LEAVES

- B. Unused Personal Business Leave which is available to the teacher at no cost (#1) will be transferred to accumulated sick leave or the sick leave bank at the end of the year. All other Personal Business Leave is non-cumulative.
- C. Personal Business Leave which is available to the teacher at no cost shall not be used for seeking employment elsewhere; nor for travel; nor for entertainment or vacation related occasions.
- D. No more than 10% of the teaching staff at any given single site shall be granted Personal Business Leave on any given work day. When the number of teaching staff requesting personal business leave on any given workday exceeds 10% of the teaching staff of that building the number granted leave shall be at the discretion of the administration.

### 10.4 Accumulated Sick Leave Remuneration for Retiring Teachers

A teacher retiring from the Seminole Public School District shall be paid \$10.00 for each unused sick leave day up to one hundred twenty (120) days.

### 10.5 Sick Leave Bank

- A. The Sick Leave Bank will be voluntary. Each teacher will have the choice to join or not to join. ONLY TEACHERS WHO ARE MEMBERS OF THE BANK MAY MAKE WITHDRAWALS.
- B. Teachers who elect to be members of the Bank that carry over more than one hundred ninety (190) days from one year to the next may elect to give the Bank all of those days over one hundred ninety (190) days
- C. To draw from the Sick Leave Bank, the receiving employee must have exhausted, or will exhaust all sick leave and be eligible for the sick leave bank due to an extraordinary or severe illness, injury, impairment, or physical, mental, or life-threatening condition affecting the employee or a relative or household member, which is likely to cause the employee to take leave without pay or to terminate employment.
- D. Should an employee not have accumulated 30 sick leave days prior to maternity leave, they can request additional days above their accumulated days to complete a 30 day maternity leave.
- E. Any person desiring to make a withdrawal from the Bank will submit a written request to the Superintendent and to the S.A.C.T. President. A reviewing committee consisting of an S.A.C.T. appointed representative from each building and the Superintendent of Schools will be established to review any request for days from the Bank. A decision on such request shall be made by majority vote of this committee. Any employee who is granted sick leave by the sick leave bank

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Committee shall not retain any unused days donated by the Sick Leave Bank upon his/her return to work.

## **ARTICLE X: LEAVES**

- F. Once days are granted by the Sick Leave Bank Committee the days approved may be reviewed if the committee feels that the days have been inappropriately used concerning the reason for the request.
- G. The Board will provide a yearly sick leave bank summary report to the S.A.C.T. President and will maintain a copy of the report at the office of the Superintendent and each administrative unit. In addition, a report delineating personal deposits and withdrawals will be disseminated to each teacher by the first day of school.

### 10.6 Professional Leave

- A. Teachers may, upon application to and approval by the Board of Education, be granted a professional leave (study and/or work through an institution of higher learning) for a period of one (1) year without pay. Requests for reinstatement, following approval of such leave, shall be made by March 1 to the superintendent. Failure to request reinstatement will terminate employment.
- B. Teachers may be afforded the opportunity to visit other classrooms and programs in the Seminole schools or other schools, attend professional conferences and seminars, and like meetings in order to promote professional growth.
- C. The building principal with approval of the superintendent may allow teachers to attend meetings which promote recognition, prestige, and good will for the district.
- D. Association leave will be granted in accordance with Article IV. Item 4.1 of this agreement.

### 10.7 Extended Leave

Once all leave specified in Article X of this Agreement is exhausted, the teacher will be charged 1/182 of the teacher's contract salary for each day of absence.

### 10.8 Maternity/Parental Leave

- A. A teacher's parental leave shall begin with the birth or adoption of a child. The teacher requesting this leave must notify the board in writing in a manner timely enough so that arrangements can be made to secure a replacement teacher.

- B. Written notice of the teacher's intent to return to teaching in the district should be provided at the time the teacher notifies the Board of the intended use of parental leave. The intent to return to teaching should be affirmed following the birth or adoption. Upon such affirmation, the teacher will normally be assigned his/her teaching duties as soon as the parties of interest can make arrangement.

## **ARTICLE X: LEAVES**

- C. Up to 30 days sick leave may be used for Maternity/Parental Leave (See Sick Leave Article X-10.1 and X-10.5)
- D. Teachers, upon application to and approval by the Superintendent, may be granted parental leave for a period of one year without pay. During the year leave, the teacher will not receive any compensation from the District. This includes salary, teacher retirement, social security, sick leave, and Flexible Benefit Allowance. When the teacher returns to his/her duties, he/she will be reinstated to the career status, and, if possible, the position held before leave.

The teacher requesting this leave must notify the Board in writing prior to April 15 so that arrangements can be made to secure a replacement teacher. Requests for the reinstatement following the approval of such leave shall be made by March 1 to the Superintendent. Failure to request reinstatement will result in termination of employment.

See 10.9E for conditions of continuation of health insurance.

### 10.9 Unpaid Leave

- A. Any certified employee may take unpaid leave according to the terms and conditions of the Family and Medical Leave Act of 1993.
- B. Under the Family and Medical Leave Act of 1993, an employer must maintain health insurance benefits during the period of leave at the level and under the conditions coverage would have been provided if the employee had not taken leave.
- C. A teacher electing to use unpaid leave under the Family and Medical Leave Act shall not lose any vested leave during his/her absence.
- D. With the exception of B above, the deduction for Family and Medical Leave shall be 1/182 of the teacher contract for each day of absence.
- E. The District will be responsible for notifying the employee of the date in which the monthly premiums for insurance are due. The employee will be responsible for all payments.

## 10.10 Emergency Leave

- A. Teachers may upon written request to the Superintendent, ask for Emergency Leave days. Emergency Leave shall be defined as damages to the home, unsafe for living conditions due to fire or natural disaster. The leave shall not exceed five (5) days. Additional applications may be submitted for the same occurrence to the Superintendent.

## ARTICLE XI: TEACHER EVALUATION

### 11.1 Definition

Evaluation is defined as a mutual endeavor among all teachers, the administrative staff, and the Board of Education to improve the quality of the educational program. The school district and the teachers jointly accept the responsibility for the improvement of instruction. All teachers are expected to demonstrate an appropriate level of performance in relation to their job descriptions, statements of objectives and approved performance criteria. Evaluation is a system for documenting the criteria and the evidence of performance of teachers.

### 11.2 Procedure for Teacher Evaluation

- A. The performance of all teachers will be evaluated using the criteria submitted by the Evaluation Committee, as required by law, and approved by the Board of Education. Each evaluation shall be based upon the evaluator's actual observation and knowledge of the teacher evaluated while performing his/her job function. Teachers will be evaluated by Principals, as required by law. Teachers who are assigned to more than one teaching site may be evaluated at the discretion of the administration. One principal per traveling teacher shall be designated by the Office of the Superintendent to conduct the minimum evaluation(s) as required by statute.
- B. Every probationary teacher will be evaluated at least twice a year. Once prior to November 15 and once prior to February 10. Every career teacher will be evaluated at least once each year; exception: career teachers receiving a qualitative district evaluation rating of "superior" or "highly effective" under the TLE may be evaluated once every 3 years.
- C. Written evaluations will be completed on an approved evaluation form and will be followed with a conference between the evaluator and the teacher. The form shall be signed by both parties. If the evaluator calls for a plan for improvement, such plan will be developed jointly by the evaluator and the teacher. The plan will state the deficiency or deficiencies, how improvement is to be accomplished, the target date for improvement, evaluation of performance, and the date accessed. Failure to satisfactorily correct the area(s) that do not meet criteria, or needs improvement within the time allowed may lead to a recommendation for the teacher's dismissal or non-reemployment.
- D. The evaluation report and plan for improvement, if one is developed, will be filed in the staff member's personnel file. The file is accessible to the staff member, the Board of Education, the administrative staff of the district, the administrative staff to which the teacher applies for employment, and only those others designated by the teacher.

## **ARTICLE XI: TEACHER EVALUATION**

- E. Teacher evaluation procedures shall be altered only with mutual agreement between the Board of Education and the Association throughout the negotiations process.



## ARTICLE XII: GRIEVANCE PROCEDURE

### A. Purpose

The purpose of this procedure is to secure the lowest possible level equitable solutions to a claim of Negotiated Agreement violation, misinterpretation, or misapplication. Both parties agree that the grievance proceedings will be kept as confidential as may be appropriate at any level of the procedure.

### 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. "Days" shall mean workdays.
4. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as the maximum number of days allowed and every effort will be made to expedite the process.
5. If in the judgment of the Association, a grievance affects a group of teachers or the Association, the grievance shall commence at Level Two.

### C. Procedure

Steps shall be followed in sequence, subject to be discontinued by the grievant at any point in the procedure.

1. Informal Procedure
  - A. When a teacher believes that there has been a violation, misapplication, or misinterpretation of this Agreement, the teacher may within twenty (20) days of the knowledge of the problem discuss the matter with the site principal. All efforts to resolve the matter at this stage will be informal and no written records will be maintained.
  - B. No representation will be permitted at the informal level.
  - C. Within five (5) days of the informal meeting, the principal shall give an oral answer to the grievant.

## ARTICLE XII: GRIEVANCE PROCEDURE

### 2. Formal Procedure

#### A. Level One

1. If the grievant is not satisfied with the disposition of the grievance at the informal level, he/she may file the grievance within five (5) days of the informal response, in writing with the principal citing the article and section alleged to have been violated and the specific remedy sought.
2. The principal shall schedule and hold a formal meeting with the grievant within five (5) days after the receipt of the written grievance and shall transmit a written decision to the grievant within five (5) days of the meeting.
3. The grievant and the administrator may each be represented by a person of their own choosing at Level 1.
4. Evidence, witnesses, and exhibits may be presented at Level 1.

#### B. Level Two

1. 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 Superintendent.
2. The Superintendent or his designee shall schedule and conduct a hearing with the grievant within five (5) days after receipt of the appeal and shall transmit a written decision to the grievant within five (5) days of the meeting. Written notice of the time and place of the hearing shall be given to the grievant at least three days prior to the hearing.
3. The grievant and the administrator may each be represented by a person of their own choosing at Level II.
4. Evidence, witnesses, and exhibits may be presented at Level II.

## ARTICLE XII: GRIEVANCE PROCEDURE

### C. Level Three

1. 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 for transmittal to the Board.
2. The Board of Education will hear the grievance at its next regularly scheduled meeting or a special meeting which has been called for that purpose. No witnesses, evidence, or exhibits may be introduced at Level Three that were not part of the Level Two proceedings. The Board shall transmit its written decision to the grievant within five (5) days of the meeting. The decision of the Board shall be final.

### D. General Provisions

1. No reprisals will be taken against any teacher because of his/her participation in the grievance process.
2. The grievant and the administrator may each be represented by a person of their own choosing at Levels I, II, and III. No representation shall be permitted at the informal level.
3. The grievant shall have sole responsibility for pursuing the grievance through all levels and within the time limits specified in these procedures.
4. Hearings held under this procedure shall be conducted at a time and place which will afford all entitled to be present an opportunity to attend.
5. No additional evidence, witnesses, or documentation may be used at the Level III hearing that was not included in the Level II hearing.
6. Necessary forms for the filing of a grievance shall be mutually agreed upon by the Association and the Board and be made part of this Agreement.

## **ARTICLE XII: GRIEVANCE PROCEDURE**

7. Copies of official grievances, all documents, communications, and records dealing with the processing of a grievance will be filed in a separate file and will not be kept in the personnel files of any of the participants.
8. 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.
9. Failure to communicate the decision at any step of this procedure within the specified time limits shall permit the grievant to proceed to the next step.
10. 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 that grievance.
11. Every effort will be made by all parties to avoid interruption of classroom activities and to avoid the involvement of students in all phases of the grievance procedure.
12. If the grievant agrees, the S.A.C.T. shall have an observer at Levels I, II, and III of this procedure.

## **ARTICLE XIII: REDUCTION IN FORCE**

### **13.1 REDUCTION IN FORCE PROVISIONS**

#### **CERTIFIED TEACHING PERSONNEL**

(In Force Beginning July 1, 2012, to Implement SB 2033 Terms)

#### **I. Prompting Oklahoma Legislation**

Oklahoma Statutes at Section 6-101.31 of Title 70, provide as follows: “The primary basis used in determining the retention or reassignment of affected teachers and administrators when a school district implements a reduction-in-force plan shall be the ratings of the teachers and administrators as measured pursuant to the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE) as set forth in Section 6 of this act.”

#### **II. General**

1. Reasons for a Reduction in Force. Any teacher in the District may be non-reemployed for the following fiscal year when the board decides that due to (a) a financial necessity or (b) a program change or (c) a decline in enrollment or (d) other business inevitability as determined by the board, a reduction in the teaching staff for the following fiscal year is necessary.
2. Definitions. For the purpose of this section, the following terms have the stated meanings:
  - a. “Financial necessity” means a reduction in the District’s financial resources that in the sole judgment of the board of education will result in a reduction in the District’s current or future operating budget.
  - b. “Program change” means any elimination, curtailment or reorganization of a curricular/instructional offering, program or school operation or a reorganization or closing of a school or consolidation of two or more individual schools or school districts.
  - c. “Declining enrollment” means a decrease in the District’s total enrollment or enrollment in a particular program or curricular/instructional offering which in the sole judgment of the board of education may adversely affect the District’s current or future funding and/or the necessity of maintaining certain current or future class sections or curricular/instructional offerings.
3. Criteria for Eliminating Positions. The primary standard in implementing any reduction in force shall be the maintenance of a sound and balanced educational program that is consistent with the functions and responsibilities of the District. In deciding which positions to eliminate, the superintendent and the board will consider the curriculum, instructional focus and the unique/multi-dimensional needs of students. Natural attrition will always be used as the first means of reducing the force.

#### **III. Criteria for Non-reemployment of Teachers in Affected Positions.**

1. Once a determination has been made as to which positions should be eliminated then the primary basis that will be used in determining which teachers to retain in the affected position(s) will be the composite evaluation rating of the teachers holding such positions as measured (to the nearest hundredth of a decimal point) by the District’s Teacher and Leader Effectiveness Evaluation System (TLE) for each year in which the TLE has been in effect. If the

composite ratings of the teachers in the affected positions are identical then the following, **in this order**, shall control:

- a. Seniority in the District
- b. The number of certifications held
- c. Total years of teaching experience
- d. A lot drawing made by the Superintendent of Schools in the presence of an authorized representative of the Seminole Education Association

#### **IV. "Bumping" Rights**

1. Only those teachers who have an average three year ranking that falls at the effective rating of 2.80 or above will be given bumping rights. If three years of rankings are not available, the district will use an average of available years. In order to bump, a teacher must be certified in the position they seek to move into and must meet all state and federal requirements necessary to hold that position.
2. In the event a teacher eliminated through RIF is certified to hold a position other than the one being eliminated, said teacher may bump another teacher in that position, as long as the teacher has seniority over that person and has an average composite ranking score that is greater than the other teacher as measured to the nearest hundredth of a decimal point.
3. If the composite ratings of the teachers in the affected positions are identical then the following, **in this order**, shall control bumping:
  - a. Seniority in the District (as stated above)
  - b. The number of certifications held
  - c. Total years of teaching experience
  - d. A lot drawing made by the Superintendent of Schools in the presence of an authorized representative of the Seminole Education Association

#### **V. Procedures for Reduction in Force**

1. Action by Superintendent. The superintendent, upon receipt of the board's preliminary determination of the necessity for a reduction in force, or upon the superintendent's own decision, shall submit to the board the superintendent's written recommendations for eliminating particular teaching positions. In making recommendations, the superintendent (a) shall not be limited to considering only positions in the areas or programs designated by the board and (b) shall consult with the deputy superintendent, if any, and each relevant principal and administrator in whose school or unit a position elimination is proposed and (c) shall take into consideration the criteria set out herein.
2. Action by Board. In the absence of a recommendation from the superintendent pursuant to this section, or when the board of education chooses not to accept the superintendent's recommendation, the board may initiate action without such recommendation provided that it adheres to the other provisions in the Reduction in Force Agreement.
3. Notice and Hearing Procedures. Prior to taking any action to non-reemploy a teacher due to a reduction in force, whether acting on a recommendation of the superintendent or on its own decision, the board shall provide written notice and an opportunity for hearing to the affected

teacher; provided however, because the law does not provide nonrenewal hearings for teachers on temporary contracts, no hearing opportunity shall be afforded any teacher on a temporary contract with notice of the expiration of the temporary teacher's contract at the end of the school year being provided to the temporary teacher. The notice and board hearing procedures for teachers other than temporary teachers shall be the same as those provided by Oklahoma law regarding non-reemployment of teachers. Notice of a recommendation of non-reemployment shall be given to the teacher prior to the applicable deadline set by law.

4. Board Hearing. At the board hearing, evidence may be presented by the administration and the teacher, as to (a) whether a reduction in force is reasonably necessary and is being made in good faith and for the best interests of the District and (b) whether the recommendation to not renew the specific teacher is being made in good faith under the Reduction in Force Agreement.
5. Effect of Board Decision. The decision of the board based on evidence presented at the hearing shall be final and non-appealable.

#### **VI. Re-employment or Other Employment After Reduction in Force**

1. Recall. For one school year after the effective date of non-reemployment due to a reduction in force, the board of education shall not fill positions eliminated through reduction in force without first offering such positions to the non-reemployed and eligible teachers. In order to be an "eligible teacher" for recall, the teacher, at the time of the reduction in force, must have had an overall composite evaluation rating, for the time period used, of at least 2.80 on a scale of 5.00 and be certified and qualified to teach in the open position. Recall shall be in the reverse order of the reduction in force. In the event one or more teachers eligible for recall are equal in all criteria used in the reduction procedure, the superintendent /superintendent designee shall have authority to select the teacher believed to best fit the needs of the district.
2. Recall Procedures. The offer of reemployment shall be made personally and by certified mail, return receipt requested, and the teacher shall be notified in such notice that if the teacher wishes to accept, the teacher must do so in writing within five (5) calendar days of his receipt of notice. It is the responsibility of the teacher to keep full, accurate and current mailing addresses/phone numbers up-to-date with the Personnel Office of the District. Failure to receive acceptance within five (5) calendar days or rejection of the offer of reemployment eliminates all reemployment rights of the teacher.
3. Status After Recall. A career teacher who has been non-reemployed and who is then reemployed within one year shall be reinstated as a career teacher. A probationary teacher who is non-reemployed but is then reemployed within one school year shall be given credit for the time already served as a probationary teacher for the purpose of determining eligibility for career teacher status.

It shall be the teacher's responsibility to see that the district has his/her current address on file.

#### **ARTICLE XIV: DURATION OF AGREEMENT**

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.



## **ARTICLE XV: SAVINGS CLAUSE**

Should any article, section, or clause of this Agreement be declared illegal or invalid by a court of competent jurisdiction, change in statute, or an Attorney General's Opinion, said part shall be deleted from this Agreement and other provisions shall remain in full force and effect. Within five (5) days after such declaration, both parties shall meet to mutually determine the effect of the declaration on the Agreement and the need to renegotiate the portion of the Agreement in question. If renegotiation is necessary, then both teams shall immediately begin to bargain on the provision(s) declared illegal or invalid so as to be in compliance with the law.

## **ATTACHMENT A**

### **PROCEDURAL AGREEMENT**

#### **I. PURPOSE**

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

#### **II. RECOGNITION**

- 2.1 This Agreement is made and entered into by and between the Seminole Association of Classroom Teachers, hereinafter termed the "Association" and the Board of Education of the Seminole Public Schools, hereinafter termed the "Board".
- 2.2 The Board hereby recognizes the Association as the exclusive representative for the bargaining unit consisting of all certified and licensed employees, excluding administrators, of the Seminole Public Schools. The Board agrees not to recognize any other employee organization as the representative of the members of the bargaining unit for the duration of this agreement. Further, no individual member of the bargaining unit shall negotiate with the Board except through their duly recognized bargaining representative.

#### **III. SCOPE OF BARGAINING**

- 3.1 The Board and the Association agree to negotiate in good faith on wages, hours, fringe benefits and other terms and conditions of employment.
- 3.2 The Board retains and reserves unto itself, without limitations, all powers, rights and authority conferred upon and vested in it by State and Federal law, including the right to make policy, rules and regulations which are not inconsistent with the Negotiated Agreement.
- 3.3 There shall be no negotiations on inherent managerial policy including the functions and programs of the Board, the determination of the Board's budget, the organizational structure and staffing needs of the schools, and the initial selection of personnel.

**IV. NEGOTIATIONS PROCEDURES**

4.1 Negotiation Teams

4.1.1 The Board and the Association shall each designate in writing, at the first negotiation session, the names of not more than five (5) persons who shall serve as their respective representative for negotiations pursuant to the provisions of this Agreement. If a team member is unable to continue through the negotiation process, his/her team may designate a replacement. Each party shall also designate the person on its team who will serve as spokesperson.

4.2 Opening Negotiations

4.2.1 Between May 1 and May 31 of each ensuing year, either the Association or the Board shall submit a written request for negotiations to commence to the other party, if it desires there to be negotiations for that year. If no such request is made during the time period above, negotiations will not take place for the ensuing year.

4.2.2 The first negotiations session shall occur on a mutual agreeable date not more than thirty (30) days from the date of the written request to open negotiations.

4.2.3 Both parties shall submit all negotiation proposals at the first session. Subsequent proposals may only be submitted upon mutual agreement of the parties.

4.3 Negotiations Sessions

4.3.1 Only members of the respective negotiation teams may be present during negotiation sessions. Other parties may be permitted to be present only by mutual agreement of the parties.

4.3.2 No recording or official transcripts shall be made without mutual agreement of the parties.

4.3.3 Negotiations will be conducted at the times, dates, and places mutually agreed upon by the parties. The time, date, place and agenda of subsequent sessions will be set by mutual agreement of the parties prior to the close of each negotiation session.

4.3.4 Negotiation meetings shall be scheduled at times which will not interfere with the teacher work day and the educational programs of the district.

## PROCEDURAL AGREEMENT (page 3 of 5)

### 4.4 Tentative Agreement

- 4.4.1 Both parties agree that it is their mutual responsibility to empower their respective representatives with 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 the Association.
- 4.4.2 When tentative agreement is reached on any items, it shall be reduced to writing, and signed and dated by the spokesperson of each team. When tentative agreement is reached on all items, they shall be submitted first to the membership of the Association for ratification and then to the Board for ratification.

## V. IMPASSE

- 5.1 If negotiations are not successfully concluded by the first day of school an impasse shall exist. At any earlier time following the initial negotiation session, either party may declare an impasse, or, by mutual agreement of the parties, the date for declaring impasse may be extended beyond the first day of school.
- 5.2 Within two (2) working days of such declaration, the parties shall request the services of the Federal Mediation and Conciliation Service, if such service is available within twenty (20) working days. If such service is not available within twenty (20) working days, the parties will use mediation only by mutual agreement.
- 5.3 If the mediation process has been utilized and has failed to bring about agreement on all items, or if the mediation process was not utilized, the unresolved items shall be submitted to fact finding as follows:
  - 5.3.1 A fact finding committee consisting of three (3) members shall be formed. One (1) member shall be selected by the Association, and (1) member shall be selected by the Board within five days. The third member shall be selected by the first two members as follows: The parties shall notify the State Superintendent of Public Instruction within seven (7) days that a fact finder is needed and request a list of fact finders from the State Superintendent. If no name on the list is agreeable to both parties, a coin toss shall occur with the party winning the toss having the right to strike a name from the list. The parties will then continue alternately striking names from the list until only one name remains. The person whose name remains on the list will serve as the chairperson of the fact finding committee.
  - 5.3.2 Within five (5) calendar days of the selection of the chairperson, Board and Association Bargaining representatives shall meet to exchange written language on each item at impasse. The exchanged documents shall be furnished to the chairperson and other members of the committee. Each item being submitted to fact finding shall show the last position taken by each negotiating team.

## PROCEDURAL AGREEMENT (page 4 of 5)

- 5.3.3 The cost for the services of the fact finding committee, including per diem expenses, if any, and actual and necessary travel expenses shall be shared in the following manner: the Board shall assume the expenses of the representative selected by the Board, the Association shall assume the expenses of the representative selected by the Association, and the expenses of the third member shall be shared equally by the Board and the Association.
- 5.3.4 The fact finding committee shall have authority to establish procedural rules, conduct investigations, and hold hearings during which each party shall be given an opportunity to present its case with supporting evidence.
- 5.3.5 All hearings by the fact finding committee shall be conducted in closed session.
- 5.3.6 The chairperson shall convene in the committee for fact finding. The committee shall meet with the representatives of both parties and, within twenty (20) days after the fact finding hearing, shall present its written recommendations to the Board and the Association. The report shall set forth findings of fact and recommendations on the issues submitted.
- 5.3.7 If either party decides it must reject one or more of the committee's recommendations, said party must, within seven (7) days after the committee has presented its recommendations, request a meeting of the representatives who have been negotiating for the Board and the Association. The parties shall meet within seven (7) calendar days of the request unless both parties deem it unnecessary. At such meeting the parties shall exchange written statements expressing each party's rationale for rejecting each recommendation found unacceptable and shall attempt to clarify any remaining differences. The representatives shall then resume a good faith effort to resolve differences, provided, after fourteen (14) days after the exchange of written statements, as provided for by this section, either party may discontinue such effort.
- 5.3.8 The Board shall file a copy of the fact finding committee report with the office of the State Superintendent of Public Instruction within fourteen (14) days. If the effort to resolve the differences is successful, the parties shall draft a written agreement and present the agreement within fourteen (14) days to both parties for ratification, and upon ratification, such agreement shall be forwarded to the State Superintendent. If the effort to resolve the differences is unsuccessful, the Board shall forward to the State Superintendent in writing its final disposition of the negotiations impasse process within thirty (30) days of the effective date of implementation.

**PROCEDURAL AGREEMENT** (page 5 of 5)

**VI. SAVINGS CLAUSE**

6.1 If any provision of this 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.

**VII. DURATION OF AGREEMENT**

7.1 This Agreement shall continue in effect for successive fiscal year periods unless notice is given, in writing, pursuant to section 4.2.1 of this document by either party, that the party desires to modify, amend or terminate this Agreement.

7.2 In the event that the Association disbands or otherwise ceases to be the recognized bargaining agent, this Agreement shall be null and void on that date of such disbanding or cessation of representation.

Adopted: August 14, 1989

Amended: \_\_\_\_\_

\_\_\_\_\_  
President of the Board of Education

\_\_\_\_\_  
President of the Association (SACT)

**2018-2019 Salary Schedule  
Attachment**

**BACHELORS**

	Base	Total TR	Total Comp
0	\$35,886.05	\$2,512.02	\$38,398.07
1	\$36,293.29	\$2,540.53	\$38,833.82
2	\$36,721.09	\$2,570.48	\$39,291.57
3	\$37,149.99	\$2,600.50	\$39,750.49
4	\$37,596.73	\$2,631.77	\$40,228.50
5	\$38,056.48	\$2,663.95	\$40,720.43
6	\$38,507.23	\$2,695.51	\$41,202.74
7	\$38,992.52	\$2,729.48	\$41,722.00
8	\$39,459.06	\$2,762.13	\$42,221.19
9	\$39,934.47	\$2,795.41	\$42,729.88
10	\$40,517.89	\$2,836.25	\$43,354.14
11	\$40,998.30	\$2,869.88	\$43,868.18
12	\$41,922.70	\$2,934.59	\$44,857.29
13	\$42,426.78	\$2,969.87	\$45,396.65
14	\$42,931.86	\$3,005.23	\$45,937.09
15	\$43,455.94	\$3,041.92	\$46,497.86
16	\$43,961.02	\$3,077.27	\$47,038.29
17	\$44,466.10	\$3,112.63	\$47,578.73
18	\$44,941.58	\$3,145.91	\$48,087.49
19	\$45,476.26	\$3,183.34	\$48,659.60
20	\$46,001.34	\$3,220.09	\$49,221.43
21	\$46,506.42	\$3,255.45	\$49,761.87
22	\$47,012.50	\$3,290.88	\$50,303.38
23	\$47,517.58	\$3,326.23	\$50,843.81
24	\$48,022.66	\$3,361.59	\$51,384.25
25	\$49,458.75	\$3,462.11	\$52,920.86
26	\$49,895.83	\$3,492.71	\$53,388.54
27	\$50,332.91	\$3,523.30	\$53,856.21
28	\$50,678.23	\$3,547.48	\$54,225.71
29	\$51,049.20	\$3,573.44	\$54,622.64
30	\$51,393.54	\$3,597.55	\$54,991.09
31	\$51,738.86	\$3,621.72	\$55,360.58
32	\$52,087.15	\$3,646.10	\$55,733.25

**Note:**

The Flexible Benefit base amount is \$836.52 for employees NOT on the state health insurance.

The Flexible Benefit base amount for employees on the state health insurance shall be no less than provided by State Statute.

**2018-2019 Salary Schedule  
Attachment  
MASTERS  
2018-2019 Salary Schedule  
Attachment**

	Base	Total TR	Total Comp
MS 0	\$37,242.15	\$2,606.95	\$39,849.10
MS 1	\$37,662.46	\$2,636.37	\$40,298.83
MS 2	\$38,093.96	\$2,666.58	\$40,760.54
MS 3	\$38,524.94	\$2,696.75	\$41,221.69
MS 4	\$38,971.68	\$2,728.02	\$41,699.70
MS 5	\$39,431.43	\$2,760.20	\$42,191.63
MS 6	\$39,882.18	\$2,791.75	\$42,673.93
MS 7	\$40,386.36	\$2,827.05	\$43,213.41
MS 8	\$40,834.01	\$2,858.38	\$43,692.39
MS 9	\$41,310.42	\$2,891.73	\$44,202.15
MS 10	\$41,961.84	\$2,937.33	\$44,899.17
MS 11	\$42,442.25	\$2,970.96	\$45,413.21
MS 12	\$43,785.97	\$3,065.02	\$46,850.99
MS 13	\$44,291.05	\$3,100.37	\$47,391.42
MS 14	\$44,795.13	\$3,135.66	\$47,930.79
MS 15	\$45,320.21	\$3,172.41	\$48,492.62
MS 16	\$45,825.30	\$3,207.77	\$49,033.07
MS 17	\$46,330.38	\$3,243.13	\$49,573.51
MS 18	\$46,835.46	\$3,278.48	\$50,113.94
MS 19	\$47,340.54	\$3,313.84	\$50,654.38
MS 20	\$48,067.89	\$3,364.75	\$51,432.64
MS 21	\$48,639.07	\$3,404.73	\$52,043.80
MS 22	\$49,210.26	\$3,444.72	\$52,654.98
MS 23	\$49,781.46	\$3,484.70	\$53,266.16
MS 24	\$50,352.64	\$3,524.68	\$53,877.32
MS 25	\$52,063.49	\$3,644.44	\$55,707.93
MS 26	\$52,686.06	\$3,688.02	\$56,374.08
MS 27	\$53,307.64	\$3,731.53	\$57,039.17
MS 28	\$53,837.46	\$3,768.62	\$57,606.08
MS 29	\$54,208.44	\$3,794.59	\$58,003.03
MS 30	\$54,606.05	\$3,822.42	\$58,428.47
MS 31	\$54,976.04	\$3,848.32	\$58,824.36
MS 32	\$55,346.03	\$3,874.22	\$59,220.25
MS 33	\$55,716.02	\$3,900.12	\$59,616.14
MS 34	\$56,086.01	\$3,926.02	\$60,012.03
MS 35	\$56,456.00	\$3,951.92	\$60,407.92
MS 36	\$56,825.99	\$3,977.82	\$60,803.81

**Note:**

The Flexible Benefit base amount is \$836.52 for employees NOT on the state health insurance. The Flexible Benefit base amount for employees on the state health insurance shall be no less than provided by State Statute.



**Attachment C**

**SEMINOLE PUBLIC SCHOOLS  
2018-2019 EXTRA DUTY COMPENSATION SCHEDULE**

<u>Position</u>	<u>Base</u>	<u>Position</u>	<u>Base</u>
H.S. Head Football Coach .....	\$5,526.47	<b>Student Council.....</b>	<b>\$1,200.00</b>
H.S. Defensive Coordinator .....	\$2,800.07	Debate .....	\$1,700.00
H.S. Assistant Football .....	\$2,300.00	Speech and Drama.....	\$ 800.00
H.S. Head Basketball Coach.....	\$4,900.00	H.S. Cheerleader Sponsor.....	\$3,000.00
H.S. Assistant Basketball .....	\$2,300.00	Asst. H.S. Cheerleader Sponsor.....	\$ 310.00
H.S. Head Baseball .....	\$2,200.00	Jr. High (7th & 8th grades) Sponsor .....	\$1,500.00
H.S. Assistant Baseball .....	\$1,000.00	9th Grade Cheerleader Sponsor .....	\$1,500.00
H.S. Track .....	\$2,200.00	Drill Team Sponsor .....	\$3,000.00
H.S. Cross Country Head Coach .....	\$2,200.00	<b>H.S. Yearbook Sponsor .....</b>	<b>\$1,300.00</b>
H.S. Assistant Track.....	\$1,000.00	<b>M.S. Yearbook Sponsor .....</b>	<b>\$ 800.00</b>
H.S. Tennis .....	\$2,200.00	Newspaper .....	\$ 500.00
H.S. Golf.....	\$2,200.00	Band .....	\$3,400.00
H.S. Assistant Golf .....	\$1,000.00	Assistant Band.....	\$1,700.00
H.S. Weightlifting.....	\$1,300.00	Summer Band.....	\$1,796.00
H.S. Fast-Pitch Softball .....	\$2,200.00	Vocal Music .....	\$2,200.00
H.S. Slow-Pitch Softball .....	\$2,200.00	Library Media .....	\$ 550.00
H.S. Assistant Softball.....	\$1,000.00	Elementary Vocal Music .....	\$ 600.00
H.S. Volleyball .....	\$2,200.00	Junior Class Sponsor .....	\$1,000.00
Head Football - 9th Grade.....	\$1,400.00	Gifted & Talented.....	\$1,500.00
Assistant Football - 9th Grade.....	\$ 900.00	Counselors .....	\$2,600.00
Head Football - 8th Grade.....	\$1,200.00	Elementary Coach/Coordinator .....	\$ 665.00
Assistant Football - 8th Grade.....	\$ 900.00	Summer Driver Ed. (Full).....	\$2,500.00
Head Basketball - 9th Grade .....	\$1,400.00	H.S./M.S. Academic Bowl Coach .....	\$ 500.00
Head Basketball - 8th Grade .....	\$1,200.00	Elementary Academic Bowl Coach.....	\$ 500.00
Junior High Track .....	\$ 800.00	North Central Chairpersons.....	\$ 250.00
Junior High Cross Country .....	\$ 800.00	Grade Chairs .....	\$ 300.00
Junior High Tennis .....	\$ 800.00	Department Heads .....	\$ 175.00
Junior High Baseball .....	\$ 800.00	Flag Corp Sponsor .....	\$1,600.00
Junior High Golf .....	\$ 800.00	Camp Goddard .....	\$ 300.00
Junior High Softball .....	\$ 800.00	Grade Level Testing Coordinators.....	\$ 200.00
Football - 7th Grade .....	\$1,200.00	<b>HS Robotics Lead.....</b>	<b>\$1,800.00</b>
Assistant Football - 7th Grade.....	\$ 900.00	<b>HS Robotics Asst.....</b>	<b>\$ 500.00</b>
Basketball- 7th Grade .....	\$1,200.00		
Elementary Coach.....	\$ 600.00		

ALL EXTRA DUTY STIPENDS LISTED ABOVE ARE CONSIDERED MINIMUM.

The affixed signatures signify that the parties have reached agreement on the items contained herein for the 2018-2019 school year and such items comprise the Master Agreement.

\_\_\_\_\_  
PRESIDENT, BOARD OF EDUCATION

\_\_\_\_\_  
PRESIDENT, S.A.C.T.

\_\_\_\_\_  
DATE

\_\_\_\_\_  
DATE