

McLOUD PUBLIC SCHOOLS



2017-2018 MASTER CONTRACT

between

McLOUD BOARD OF EDUCATION

and

**McLOUD ASSOCIATION OF
CLASSROOM TEACHERS**

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Article I Recognition

The Board of Education of McLoud Public Schools (hereinafter called the Board) recognizes the McLoud Association of Classroom Teachers (hereinafter called the Association) as the exclusive bargaining representative for the certified professional educators currently under contract with McLoud Public Schools. Any person who does not desire to be represented by the Association may so state in writing to the Board.

Article II Contract Year

The contract year will be established by the Board of Education in accordance with State Law.

The Board shall establish the school calendar. In establishing the calendar the Board shall consider recommendations made by a committee as per Article IV, Section 6 of this contract. Recommendations from the committee shall be submitted to the Board prior to the March board meeting.

Article III Contract Day

The basic contract day for PreK-6 teachers shall be 8:00 a.m. to 3:30 p.m., on instructional days. A flexible schedule within the time-frame of 7:50 – 3:20 shall be used for the PreK-6 activity teachers on instructional days in order to meet the needs of the bus schedule and the activity teachers' plan time. The basic contract day for 7-12 teachers shall be 7:50 a.m. to 3:20 p.m. on instructional days. Actual reporting and departing times shall be established by the building administrator but not to exceed the length of instructional days. Any certified person who is enrolled in a college class(es) or professional training(s) may be excused before the end of the contract day to attend said class(es) or training(s) with the permission of the building principal, but not before the final class of the day has been properly dismissed.

Exceptions shall be made for necessary building principal-scheduled meetings which extend past the contract day. Regular staff meetings called by building principals between the dismissal of students and the end of the contract day shall be scheduled at the beginning of the school year. Such meetings will not normally exceed two (2) per month without the consent of the Association representatives and building principal.

In addition to the above regularly scheduled staff meetings, building principals may schedule necessary training sessions for Professional Development. Certified staff will have at least 48-hours notice of these sessions which may extend past the normal contract day, but only under extreme circumstances past the hour of 4:00 pm. Certified staff will not be required to stay past that time. Any teacher who is not able to attend such meetings due to unchangeable prior commitments will be responsible for contacting their building principal and obtaining the necessary training needed to fulfill their teaching obligations.

Any extra duty shall be in addition to the basic "day".

Article IV Association Rights

1. Right to join or not to join

All professional educators under regular contract with McLoud Public Schools have the right to join, participate in, and assist the Association, and the right to refrain from such activities. The Board and/or the Association shall not discriminate against persons regardless of membership or non-membership in any teacher organization.

2. Pertinent Information

Upon written request and by appointment, the Board will make accessible to the Association any compiled public information at its disposal. The Association will defray all expenses incurred in providing said information.

2. Procedure for filing a Grievance

A. Informal Resolution

1. A teacher with a grievance may first discuss it individually with the immediate supervisor within fifteen (15) days of the alleged violation, indicating the article and section alleged to be violated, with the objective of resolving the matter informally. No written record will be made.

2. Any teacher who does not wish to utilize the informal resolution procedure or whose grievance was not resolved in the informal discussion may file a written grievance with his or her immediate supervisor within fifteen (15) days of the alleged violation.

B. Formal Resolution

I. Level I

a. The Grievant shall submit a written grievance to his/her immediate supervisor within fifteen (15) days of the alleged violation with the specific article, section, and paragraph of this Agreement alleged to have been violated, stating the alleged violation specifically, and the specific remedy sought.

b. The immediate supervisor shall schedule and hold a meeting within five (5) days after receipt of the written grievance. Persons present at this meeting will be the Grievant, and if the Grievant so desires, a representative of his/her choosing, and the immediate supervisor, and if the immediate supervisor so desires, a person of his/her own choosing.

c. The immediate supervisor will transmit his/her written decision with the written reason within five (5) days after the Level I meeting to the Grievant.

2. Level II

a. If the Grievant is not satisfied with the Level I decision, he/she may submit a written appeal of the grievance to the Superintendent within five (5) days after the receipt of the Level I decision. A copy of the original grievance and the Level I response shall be filed with the appeal.

b. The Superintendent, or his/her designee, who shall act as a Hearing Officer, shall schedule and hold a hearing within five (5) days after the receipt of the appeal. Persons present at this hearing shall be the Grievant, a representative of his/her own choosing and witnesses, the immediate supervisor who rendered the decision at Level I, a representative of his/her own choosing and witnesses.

(1) The Superintendent or his/her designee shall limit his/her decision to the facts as presented by the parties in interest and the impact on or conflict with this Agreement.

(2) Within five (5) days after the hearing, the Superintendent or his/her designee shall transmit his/her decision in writing with reasons to the Grievant and the grievant's immediate supervisor.

3. Level III

a. If the Grievant is not satisfied with the decision rendered at Level II, he/she may submit a written appeal to the Board within five (5) days after receipt of the Level II decision. The written appeal shall be a specific statement of the basis for the appeal. A copy of the appeal shall be submitted to the person who acted as hearing officer at the Level II hearing.

Within five (5) days after submitting the written appeal, the Grievant and the hearing officer of the Level II appeal shall each submit to the Board a narrative together with the copies of any exhibits or documents introduced at the Level II hearing. Each party shall furnish the other party copies of all materials furnished to the Board as soon as they are available.

b. The Board of Education shall set a Level III hearing on the agenda of a regular scheduled Board meeting or may schedule a special meeting for the purpose of hearing the appeal if a regular meeting is not

1. Seniority in the district established from the first reporting date to work, with continuous service from that date.
2. Total years of teaching service
3. Level of preparation in certificated area of teaching (following a high to low priority order of: major endorsement on standard certificate, minor endorsement on provisional certificate and number of college credit hours in the area of teaching assignment as evidenced by position on the teacher salary schedule.)
4. A lot drawing by the District in the presence of an authorized representative of the Association.

2.2 Bumping Rights

Only those teachers who have an average three year ranking of "effective" 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.

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.

If the composite ratings of the teachers in the affected positions are the same then the following, in this order, shall control bumping.

1. Seniority in the district established from the first reporting date to work, with continuous service from that date.
2. Total years of teaching service
3. Level of preparation in certificated area of teaching (following a high to low priority order of: major endorsement on standard certificate, minor endorsement on provisional certificate and number of college credit hours in the area of teaching assignment as evidenced by position on the teacher salary schedule.)
4. A lot drawing by the District in the presence of an authorized representative of the Association.

3. Recall

3.1 Teachers who are released because of reduction in force, and who have maintained an overall rating of at least effective on the TLE from the previous year, will have priority for a period of one (1) year from the date in which the reduction occurred, to fill subsequent vacancies in positions for which they are certified or qualified. Teachers will be offered employment in reverse order of release according to the provisions of this policy.

3.2 Throughout the calendar year of the reduction, released teachers, who have maintained an overall rating of at least effective on the TLE from the previous year, will be placed on a recall list. Teachers on this recall list will be notified by certified mail of position vacancies for which they have priority. A teacher shall remain on the recall list unless the teacher:

1. Does not accept a position within (10) days from the mailing of notice of vacancy as provided above; or
2. Waives recall in writing; or
3. Resigns; or
4. Refuses to accept a position for which he/she was qualified and was offered to him/her by the district.

3.3 It shall be the teacher's responsibility to see the district has his/her current address on file and that the address will be used for all purposes.

All rules and procedures set forth here will be in keeping with state law regarding Reduction of Force. If any conflict exists between this Agreement and state law, the items in dispute will be superseded by state law.

classroom work because of illness, accidental injury, or pregnancy of the teacher or a member of the immediate family. Immediate family shall be defined as spouse, children or dependent individuals living in the home, mother, father, mother-in-law, father-in-law, or grandparents. Other family members may be considered by the building administrator in the use of sick leave in the event that individual is seriously ill and requires the attention of the teacher. It should be understood that after exhausting sick leave, a teacher may use up to twenty days of additional leave by paying the cost of a certified substitute. As per this negotiated agreement, those additional 20 days may be used as interpreted above.

B. Provisions

Immediate notification of the need for sick leave shall be made to the supervisor. If for any reason the Board and/or the Superintendent or the supervisor feels there is an abuse of sick leave, they may require a statement of illness from a doctor to justify granting of sick leave. On the first day of the contract year, each teacher shall be credited with ten (10) days of sick leave. Unused sick leave shall be cumulative up to a total of one hundred (100) days.

C. Sick Leave Bank

In case of a catastrophic illness, when a member of the bargaining unit has exhausted his/her sick leave days and the twenty (20) days as stipulated under the article on sick leave, the teacher may request additional days from the bargaining unit. Upon mutual consent of the president(s) of the bargaining unit and superintendent to grant access to the sick leave bank, no activation of a committee will be necessary. Otherwise, the request will be referred to a committee developed as per contractual agreement. Upon approval, certified staff will be notified of the need to donate days to the affected teacher. Certified staff in the system will have two (2) weeks to express the intent to contribute days. Certified staff who desire to contribute days must have more than twenty (20) days accumulated before being allowed to contribute and may not reduce their accumulated days below twenty (20) with the contribution. All records of donations will be anonymous. Days donated may not be accumulated for use in future events of need by the affected teacher and may not be forwarded to the next contract year when unused at the end of a contract year. Unused days will be returned to the donating certified staff on an equitable basis which is mutually agreed to by the president(s) of the bargaining unit and the superintendent. Bargaining unit members may volunteer day(s) to be subtracted from his/her sick leave and added to said teacher's sick leave.

D. Reimbursement for Unused Sick Leave

Teachers with more than seventy (70) days accumulation may sell extra days over seventy (70) back to the district at the rate of \$35 per day. The Superintendent must be notified in writing between **April 15 and April 30** of the desire to sell days back to the district. The days between seventy (70) and one hundred (100) that are sold back to the district will not be available for the teacher to use.

E. Sick Leave Reimbursement for Retiring Teachers

Upon the retirement of each teacher, the district will buy back all accumulated sick leave days based upon the following schedule: **If the district is notified in writing by December 1st, the rate will be \$35 per day. If notified by April 1st, the rate will be \$25 per day. If after April 1st, there will be no reimbursement of accumulated sick days.**

All unused sick leave days accumulated by a teacher, whether sold back to the district or not, are applicable toward use with the Teacher Retirement System.

F. Teachers Assisting as Substitute Teachers

Due to the unavailability of substitutes, whenever the building principal finds it necessary to distribute an absent teacher's class among other teachers' classes or asks a teacher to voluntarily give up their planning period to cover an absent teacher's class, the affected teacher shall be compensated according to the following criteria:

At the PreK-6 level, the affected teacher will be paid proportionally the prevailing certified substitute's daily wage (e.g., 1/4 of a class equals 1/4 of substitute's pay); at the 7-12 level, the affected teacher will be paid 1/7 of a prevailing certified substitute's daily pay for each period covered.

Each site will be granted the equivalent of one (1) paid substitute per certified personnel per semester. These substitutes may be used in accordance with the existing language of this section.

5. Military Leave

Military leave shall be in accordance with the School Laws of the State of Oklahoma.

6. Leave of Absence

Career teachers, upon application to and with prior approval by the Board, may be granted a leave of absence for one year without pay. Leave would include, but not limited to, completion of higher degree levels, participation in teacher exchange programs, or other endeavors, with prior Board approval, to improve professional performance in an educational field.

Request for such leave shall be filed with the Superintendent on or before April 1, prior to the beginning of the school year in which the teacher wishes to return. Teachers who have been granted leave of absence will return with tenured status and accrued sick leave intact (as it was at their departure) provided all requirements of this article have been met.

7. Professional Leave

A teacher may request district approval to receive professional days to attend state or national conventions relating to their field of teaching. The district will assist in this form of professional development by providing a substitute for the days missed from class. Request will be made in writing to the Superintendent for approval. In the event that the Superintendent does not approve the request, application may be made with the Board. When a teacher is requested to attend by the District, all expenses will be paid by the District.

8. Family and Medical Leave

A. Reasons for Leave

Eligible employees may apply for this leave for the following reasons:

1. In the event of a birth of a child of the employee, to take care of that child;
2. In the event of placement of a child with the employee for adoption or foster care;
3. In order to care for the spouse, a child or parent of the employee due to a serious health condition;
4. In the event of a serious health condition of the employee that makes the employee unable to perform the functions of the employee's job.

B. Eligible Employees

An eligible employee is one who has worked in the District for at least twelve (12) months and/or 1,250 hours.

Leave requested under A must begin and end within twelve (12) months of the birth or placement.

Employees may take up to twelve (12) weeks in any twelve (12) month period for leave covered under this policy.

C. Nature of Leave

This leave is an unpaid leave, provided:

1. For leave requested under A, the District may require the employee to substitute any accrued paid vacation, personal business or family leave provided by the District;
2. For leave requested under A, the District may require or the employee may choose to substitute any accrued paid vacation, personal business, medical or sick leave provided by the District.

Article XI Procedure for Evaluation of Certified School Personnel

1. Statement of Purpose

The purpose of teacher evaluations in the District is to improve the quality of instruction. In seeking this goal, two primary objectives are acknowledged. First, the observation and evaluation of teacher performance is intended to identify the teacher's strengths and weaknesses, to agree upon strategies for reinforcing strengths and remediating weaknesses, and to follow through on the steps designed to improve the teacher's performance. The second objective of evaluation is to provide a rational basis for administrative decisions regarding continued employment.

2. Frequency of Evaluation

During August meeting for teachers	Orientation to the evaluation procedure
Prior to December 15	First formal evaluation completed for teachers with less than three years of continuous service to the District (probationary teachers)
Prior to March 15	Second formal evaluation completed for teachers with less than three years of continuous service to the District (probationary teachers)
Prior to April 10	Evaluation process completed for Teachers with three consecutive complete school years or more of satisfactory service in the District (career teachers)
Within two (2) months of an evaluation	If admonished, the teacher must make improvement during this time
On or before April 10	Teachers must be notified of renewal of contract
Within ten (10) days of dismissal or nonrenewal notice	The teacher must notify the Board Clerk if he/she wants a hearing before the Board according to statutory procedures
On or before April 25	Teachers must notify the Board in writing of resignation

If the first observation for a career teacher results in a Personal Development Plan (PDP), the deadline for the evaluation is January 30.

If the second observation for a career teacher results in a PDP, there must be an evaluation prior to March 15.

If a teacher requests a third observation promptly after the second observation, the evaluator must conduct a third observation prior to the evaluation. See Section 5 of the Tulsa Model TLE Handbook for more details.

Every probationary teacher will be evaluated at least once on or before December 15 and at least once on or before March 15 each year. Career teachers receiving a "superior" or "highly effective" rating under the TLE may be evaluated once every three (3) years.

The deadlines for observations and evaluations may be altered with respect to teachers who are hired after the beginning of the year, e.g. those teachers who have been at the school for 20 instructional days or less,

The evaluator will take into consideration unusual circumstances such as an assignment outside the teacher's area of preparation, large numbers of exceptional children, large classes, poorly equipped teaching environments, etc. in determining performance standards with all teachers being evaluated in a fair and equitable manner.

Evaluation reports will be completed on an approved evaluation form and be followed by a conference between the evaluator and teacher. No evaluation of any teacher's classroom performance shall be completed and filed unless and until the evaluating administrator shall have observed the teacher at work at least two (2) times, or three (3) times if the teacher shall promptly after the second observation request that he be observed again. No teacher shall receive adverse comments from any observer in the presence of pupils. (The principal will make every reasonable effort to insure that teachers given a Professional Development Plan will have an opportunity to include a written rebuttal before the Board meeting that is held to re-hire teaching personnel.) Each teacher shall be given a copy of any written evaluation report intended for his file and shall have the opportunity to discuss such report with the evaluating administrator. After such discussion, the teacher shall sign the report, indicating only that he has read and discussed the evaluation. The teacher's signature does not indicate agreement with the report. The teacher shall have the right to place in his file a response/rebuttal to any written evaluation within 2 weeks (14 calendar days) of receipt of the evaluation. The response/rebuttal shall be attached to the written evaluation. This response/rebuttal shall be submitted by the teacher to the evaluator and signed by the person making the original evaluation, as an acknowledgement that it has been called to his/her attention.

If a Professional Development Plan is written as a result of an observation, the evaluator must complete an additional observation (in addition to the two standard observations) to confirm that progress is made on the targeted indicator.

If a teacher feels his/her evaluation is inaccurate, he/she may request, in the teacher response section of the evaluation tool, to discuss the evaluation with the next highest administrator in the chain of command. That administrator may request an additional evaluation.

In considering the admonishment of a teacher, the administration will normally discuss the matter individually with the teacher within five (5) days of the alleged violation with the objective of resolving the matter informally. No written record will be made. If an informal conference does not resolve the issue, a written admonishment may occur. In the event that the violation is serious enough to require immediate admonishment, the informal discussion will be waived and a notice of admonishment will be issued.

When necessary to admonish a teacher for a reason that may lead to non-re-employment or to dismissal, the principal will bring the matter to the attention of the teacher, in writing, and make a reasonable effort to assist the teacher in correcting whatever appears to be the cause for potential dismissal or non-re-employment, allowing a reasonable time for improvement, which shall not exceed two (2) months. Assistance will be noted in writing on the Professional Development Plan and initialed copies will be retained by both parties. Items that are grounds for dismissal and are not mentioned in subsequent evaluations will be interpreted to mean improvement has been made.

6. Procedure for Filing

The evaluation report and Personal Development Plan, if one is developed, will be filed in the teacher's personnel file. This file is confidential and access to such records shall comply with state law and federal privacy acts. A teacher may reproduce any of the contents of his or her file.

A. Each teacher's personnel file may contain only the following materials:

1. Teacher Certificate(s)
2. Required materials as listed in the District Policy Handbook
3. Honors and/or recognition(s)
4. Copies of official evaluation instruments, including supporting documents
5. Any materials as mandated by law or the State Department of Education
6. If needed, any plan(s) for improvement, responses, and rebuttals by the teacher
7. Copies of any official personnel actions and responses and plan(s) for improvement

The principal or his/her designee will study the background materials and then take the disciplinary action that he/she feels is appropriate. The principal will notify the teacher making the referral of his/her action within five (5) school days.

Article XIII Curriculum and Classroom Management

As outlined by the State Department of Education, the school district shall establish a committee to develop a six (6) year school improvement plan.

To enhance the work of the six (6) year school improvement plan, a separate, independent standing committee will be appointed. This committee shall be chaired by the superintendent or his/her designee. This committee will examine all phases of this school's curriculum and policy, for the purpose of developing a recommendation to the Board to unify the curriculum for grades PreK-12, with a consistent plan for education and advancement.

This standing committee shall be in place and actively involved within thirty (30) days after ratification of this Agreement. This committee will develop a unified plan of action and report its recommendation(s) to the Board before the end of the school year.

In selecting materials and equipment to be used in the instruction process, the Board and administration will consider the recommendation made by the teachers and the Association.

The Board agrees to comply with current state law, State Department of Education regulations, and exceptions dealing with maximum class size.

Article XIV Lunch Period

The administration will provide at least thirty (30) consecutive minutes per day for lunch period for all teachers. Individual teachers or groups of teachers may make arrangements with their supervisor that still leaves an average of 30 minutes daily.

Teachers will recognize that upon occasion, not to exceed fifteen (15) days per school year, extraordinary circumstances may arise that will necessitate the forfeiture of no more than fifteen (15) minutes of their lunch period. The above provision will be applied in a good faith manner.

Article XV Planning Period

The administration will provide at least forty-five (45) consecutive minutes per day for planning period for elementary teachers, and one (1) class period per day for other teachers, between the time the first period of the day begins and the time the last period of the day ends. The lunch period will not be considered as any part of the planning period.

Teachers will recognize that upon occasion extraordinary circumstances may arise that will necessitate forfeiture of their planning period. The above provision will be applied in a good faith manner. Failure to comply with good faith provisions will provide the teacher with the opportunity to utilize the grievance procedure.

Article XVI Safe and Healthful Environment

It is the intent of the Board to provide safe and healthful conditions at each worksite in compliance with applicable statutes and regulations.

It shall be the responsibility of each teacher to submit to his/her supervisor, on a maintenance report form, any unsafe or unhealthy condition that exists. A written summary of action taken will be provided, within ten (10) working days, to the reporting teacher.

Article XX Learning Environment

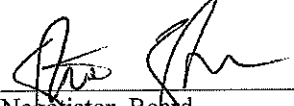
An appropriate learning environment is essential to the needs of all children. In the event a teacher recognizes the possibility that a student may need special attention not available in the regular classroom, the teacher shall consult with the designated administrator regarding the potential need of additional services to the student. The administrator will examine the situation and determine the appropriate action to be taken. The teacher will be informed of the administrative action within five (5) school days. All such determinations shall be in compliance with local board policy, state and federal statutes, rules and regulations.

Article XXI Duration

Any changes, modification, or amendment to the articles of the Agreement must be mutually agreed to by the McLoud Association of Classroom Teachers and the McLoud Board of Education. All terms, conditions, and articles of this Agreement shall remain in full force and effect until changes by mutual consent of both parties, or until the McLoud Association of Classroom Teachers does not hold a majority of its organization cards.


Following the ratification of the negotiated contract each year, it shall be the responsibility of the MACT to provide the necessary labor to revise, print, and assemble the new contract. The Board shall provide the necessary materials and shall allow the Association to use necessary district-owned equipment to print the contract.

By affixing their signatures below*, the parties agree to the inclusion of the above items into the Negotiated Agreement.



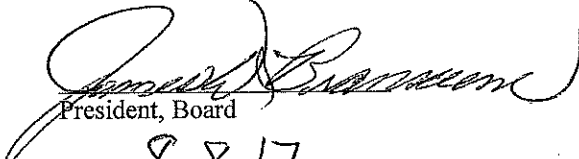
Negotiator, Board
8-8-17

Date




Negotiator, MACT
8-8-17

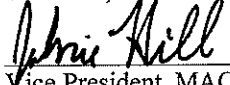
Date



President, Board
8-8-17

Date



President, MACT


Vice President, MACT
8-8-17

Date

*Signatures on Record.

2017-2018 COMPENSATION SCHEDULE

BACHELORS

COUNTY NAME & NUMBER Pottawatomie / 63

DISTRICT NAME AND NUMBER McCloud Public Schools / I001

YRS. OF EXP	BACHELORS DEGREES	DISTRICT PAID TR	ADD'L SALARY (TRS CREDIT)	STATE MINIMUM SALARY plus 400.00	STATE CONTRIBUTION TR(SB776)	TOTAL COMPENSATION
0	29759.99	2179.86	60.15	32000.00	60.15	32060.15
1	30108.74	2162.85	103.41	32375.00	103.41	32478.41
2	30457.49	2146.86	145.65	32750.00	145.65	32895.65
3	30806.24	2130.61	188.15	33125.00	188.15	33313.15
4	31154.99	2111.68	233.33	33500.00	233.33	33733.33
5	31526.99	2094.25	278.76	33900.00	278.76	34178.76
6	31898.99	2075.75	325.26	34300.00	325.26	34625.26
7	32270.99	2056.19	372.82	34700.00	372.82	35072.82
8	32642.99	2035.57	421.44	35100.00	421.44	35521.44
9	33014.99	2013.89	471.12	35500.00	471.12	35971.12
10	33805.49	2022.64	521.87	36350.00	521.87	36871.87
11	34200.74	2000.59	573.67	36775.00	573.67	37348.67
12	34595.99	1977.47	626.54	37200.00	626.54	37826.54
13	34991.24	1953.28	680.48	37625.00	680.48	38305.48
14	35386.49	1928.04	735.47	38050.00	735.47	38785.47
15	35781.74	1901.73	791.53	38475.00	791.53	39266.53
16	36176.99	1874.36	848.65	38900.00	848.65	39748.65
17	36572.24	1845.93	906.83	39325.00	906.83	40231.83
18	36967.49	1816.44	966.07	39750.00	966.07	40716.07
19	37362.74	1785.88	1026.38	40175.00	1026.38	41201.38
20	37757.99	1754.26	1087.75	40600.00	1087.75	41687.75
21	38153.24	1721.58	1150.18	41025.00	1150.18	42175.18
22	38548.49	1687.83	1213.68	41450.00	1213.68	42663.68
23	38943.74	1653.03	1278.23	41875.00	1278.23	43153.23
24	39338.99	1617.16	1343.85	42300.00	1343.85	43643.85
25	39734.24	1580.23	1410.53	42725.00	1410.53	44135.53

The increment for each year above 25 years of experience on the salary schedule will be the same as the increment from year 24 to year 25 on the State Minimum Salary Schedule

In addition to the Compensation Schedule,

Teachers with insurance will receive the flex amount to be paid by the State equal to the Health Choice High premium.

Teachers without insurance will receive the flex amount of \$69.71/month to be paid by the State

**2017-2018 COMPENSATION SCHEDULE
BACHELORS + 20**

COUNTY NAME & NUMBER Pottawatomie / 63
DISTRICT NAME AND NUMBER McLoud Public Schools / I001

YRS. OF EXP	BACHELORS +20 DEGREES	DISTRICT PAID TR	ADD'L SALARY (TRS CREDIT)	STATE MINIMUM SALARY plus 400.00	MINIMUM DISTRICT COMPENSATION plus 686.00	STATE CONTRIBUTION TR(SB776)	TOTAL COMPENSATION
0	30397.97	2227.88	60.15	32000.00	32686.00	60.15	32746.15
1	30746.72	2210.87	103.41	32375.00	33061.00	103.41	33164.41
2	31095.47	2194.88	145.65	32750.00	33436.00	145.65	33581.65
3	31444.22	2178.63	188.15	33125.00	33811.00	188.15	33999.15
4	31792.97	2159.70	233.33	33500.00	34186.00	233.33	34419.33
5	32164.97	2142.27	278.76	33900.00	34586.00	278.76	34864.76
6	32536.97	2123.77	325.26	34300.00	34986.00	325.26	35311.26
7	32908.97	2104.21	372.82	34700.00	35386.00	372.82	35758.82
8	33280.97	2083.59	421.44	35100.00	35786.00	421.44	36207.44
9	33652.97	2061.91	471.12	35500.00	36186.00	471.12	36657.12
10	34443.47	2070.66	521.87	36350.00	37036.00	521.87	37557.87
11	34838.72	2048.61	573.67	36775.00	37461.00	573.67	38034.67
12	35233.97	2025.49	626.54	37200.00	37886.00	626.54	38512.54
13	35629.22	2001.30	680.48	37625.00	38311.00	680.48	38991.48
14	36024.47	1976.06	735.47	38050.00	38736.00	735.47	39471.47
15	36419.72	1949.75	791.53	38475.00	39161.00	791.53	39952.53
16	36814.97	1922.38	848.65	38900.00	39586.00	848.65	40434.65
17	37210.22	1893.95	906.83	39325.00	40011.00	906.83	40917.83
18	37605.47	1864.46	966.07	39750.00	40436.00	966.07	41402.07
19	38000.72	1833.90	1026.38	40175.00	40861.00	1026.38	41887.38
20	38395.97	1802.28	1087.75	40600.00	41286.00	1087.75	42373.75
21	38791.22	1769.60	1150.18	41025.00	41711.00	1150.18	42861.18
22	39186.47	1735.85	1213.68	41450.00	42136.00	1213.68	43349.68
23	39581.72	1701.05	1278.23	41875.00	42561.00	1278.23	43839.23
24	39976.97	1665.18	1343.85	42300.00	42986.00	1343.85	44329.85
25	40372.22	1628.25	1410.53	42725.00	43411.00	1410.53	44821.53

The increment for each year above 25 years of experience on the salary schedule will be the same as the increment from year 24 to year 25 on the State Minimum Salary Schedule

In addition to the Compensation Schedule,

- Teachers with insurance will receive the flex amount to be paid by the State equal to the Health Choice High premium.
- Teachers without insurance will receive the flex amount of \$69.71/month to be paid by the State

2017-2018 COMPENSATION SCHEDULE

MASTERS + 10

COUNTY NAME & NUMBER Pottawatomie / 63

DISTRICT NAME AND NUMBER McCloud Public Schools / I001

YRS. OF EXP	MASTERS +10 DEGREES	DISTRICT PAID TR	ADD'L SALARY (TRS CREDIT)	STATE MINIMUM SALARY plus 400.00	MINIMUM DISTRICT COMPENSATION plus 343.00	STATE CONTRIBUTION TR(SB776)	TOTAL COMPENSATION
0	31194.98	2287.87	60.15	33200.00	33543.00	60.15	33603.15
1	31543.73	2270.86	103.41	33575.00	33918.00	103.41	34021.41
2	31892.48	2254.87	145.65	33950.00	34293.00	145.65	34438.65
3	32241.23	2238.62	188.15	34325.00	34668.00	188.15	34856.15
4	32589.98	2219.69	233.33	34700.00	35043.00	233.33	35276.33
5	32961.98	2202.26	278.76	35100.00	35443.00	278.76	35721.76
6	33333.98	2183.76	325.26	35500.00	35843.00	325.26	36168.26
7	33705.98	2164.20	372.82	35900.00	36243.00	372.82	36615.82
8	34077.98	2143.58	421.44	36300.00	36643.00	421.44	37064.44
9	34449.98	2121.90	471.12	36700.00	37043.00	471.12	37514.12
10	35635.73	2160.40	521.87	37975.00	38318.00	521.87	38839.87
11	36030.98	2138.35	573.67	38400.00	38743.00	573.67	39316.67
12	36426.23	2115.23	626.54	38825.00	39168.00	626.54	39794.54
13	36821.48	2091.04	680.48	39250.00	39593.00	680.48	40273.48
14	37216.73	2065.80	735.47	39675.00	40018.00	735.47	40753.47
15	37611.98	2039.49	791.53	40100.00	40443.00	791.53	41234.53
16	38007.23	2012.12	848.65	40525.00	40868.00	848.65	41716.65
17	38402.48	1983.69	906.83	40950.00	41293.00	906.83	42199.83
18	38797.73	1954.20	966.07	41375.00	41718.00	966.07	42684.07
19	39192.98	1923.64	1026.38	41800.00	42143.00	1026.38	43169.38
20	39588.23	1892.02	1087.75	42225.00	42568.00	1087.75	43655.75
21	39983.48	1859.34	1150.18	42650.00	42993.00	1150.18	44143.18
22	40378.73	1825.59	1213.68	43075.00	43418.00	1213.68	44631.68
23	40773.98	1790.79	1278.23	43500.00	43843.00	1278.23	45121.23
24	41169.23	1754.92	1343.85	43925.00	44268.00	1343.85	45611.85
25	41564.48	1717.99	1410.53	44350.00	44693.00	1410.53	46103.53

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2017-2018 COMPENSATION SCHEDULE

DOCTORS

COUNTY NAME & NUMBER Pottawatomie / 63

DISTRICT NAME AND NUMBER McLoud Public Schools / I001

YRS. OF EXP	DOCTORS DEGREES	DISTRICT PAID TR	ADD'L SALARY (TRS CREDIT)	STATE MINIMUM SALARY plus 400.00	STATE CONTRIBUTION TR(SB776)	TOTAL COMPENSATION
0	31991.99	2347.86	60.15	34400.00	60.15	34460.15
1	32340.74	2330.85	103.41	34775.00	103.41	34878.41
2	32689.49	2314.86	145.65	35150.00	145.65	35295.65
3	33038.24	2298.61	188.15	35525.00	188.15	35713.15
4	33386.99	2279.68	233.33	35900.00	233.33	36133.33
5	33758.99	2262.25	278.76	36300.00	278.76	36578.76
6	34130.99	2243.75	325.26	36700.00	325.26	37025.26
7	34502.99	2224.19	372.82	37100.00	372.82	37472.82
8	34874.99	2203.57	421.44	37500.00	421.44	37921.44
9	35246.99	2181.89	471.12	37900.00	471.12	38371.12
10	37223.24	2279.89	521.87	40025.00	521.87	40546.87
11	37618.49	2257.84	573.67	40450.00	573.67	41023.67
12	38013.74	2234.72	626.54	40875.00	626.54	41501.54
13	38408.99	2210.53	680.48	41300.00	680.48	41980.48
14	38804.24	2185.29	735.47	41725.00	735.47	42460.47
15	39199.49	2158.98	791.53	42150.00	791.53	42941.53
16	39594.74	2131.61	848.65	42575.00	848.65	43423.65
17	39989.99	2103.18	906.83	43000.00	906.83	43906.83
18	40385.24	2073.69	966.07	43425.00	966.07	44391.07
19	40780.49	2043.13	1026.38	43850.00	1026.38	44876.38
20	41175.74	2011.51	1087.75	44275.00	1087.75	45362.75
21	41570.99	1978.83	1150.18	44700.00	1150.18	45850.18
22	41966.24	1945.08	1213.68	45125.00	1213.68	46338.68
23	42361.49	1910.28	1278.23	45550.00	1278.23	46828.23
24	42756.74	1874.41	1343.85	45975.00	1343.85	47318.85
25	43151.99	1837.48	1410.53	46400.00	1410.53	47810.53

The increment for each year above 25 years of experience on the salary schedule will be the same as the increment from year 24 to year 25 on the State Minimum Salary Schedule

In addition to the Compensation Schedule,

Teachers with insurance will receive the flex amount to be paid by the State equal to the Health Choice High premium.

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

2017-2018

70 O.S. § 18-114.14

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

Year of Experience	Bachelor's Degree	*Bachelor's + National Board Certification	Master's Degree	*Master's + National Board Certification	Doctor's Degree
0	\$31,600	\$32,600	\$32,800	\$33,800	\$34,000
1	31,975	32,975	33,175	34,175	34,375
2	32,350	33,350	33,550	34,550	34,750
3	32,725	33,725	33,925	34,925	35,125
4	33,100	34,100	34,300	35,300	35,500
5	33,500	34,500	34,700	35,700	35,900
6	33,900	34,900	35,100	36,100	36,300
7	34,300	35,300	35,500	36,500	36,700
8	34,700	35,700	35,900	36,900	37,100
9	35,100	36,100	36,300	37,300	37,500
10	35,950	36,950	37,575	38,575	39,625
11	36,375	37,375	38,000	39,000	40,050
12	36,800	37,800	38,425	39,425	40,475
13	37,225	38,225	38,850	39,850	40,900
14	37,650	38,650	39,275	40,275	41,325
15	38,075	39,075	39,700	40,700	41,750
16	38,500	39,500	40,125	41,125	42,175
17	38,925	39,925	40,550	41,550	42,600
18	39,350	40,350	40,975	41,975	43,025
19	39,775	40,775	41,400	42,400	43,450
20	40,200	41,200	41,825	42,825	43,875
21	40,625	41,625	42,250	43,250	44,300
22	41,050	42,050	42,675	43,675	44,725
23	41,475	42,475	43,100	44,100	45,150
24	41,900	42,900	43,525	44,525	45,575
25	42,325	43,325	43,950	44,950	46,000

Note: Teachers eligible to receive the National Board Certification bonus shall not be eligible to receive the additional salary increment set forth in this salary schedule.

*National Board Certification columns are for teachers who applied for and/or received National Board Certification after June 30, 2013.

Career/Technology Ag Teacher**	= Minimum Salary	+ \$2,400/year - 12 month contract
Career/Technology Econ. Teacher**	= Minimum Salary	+ \$2,000/year - 10 month contract
Other Career/Tech Teacher**	= Minimum Salary	+ \$2,000/year - 10 month contract
Special Education Teacher***	= Minimum Salary	+ 5 percent above the prevailing wage paid teachers of children who are nondisabled in the same school district.

**Salary distribution per the policies and procedures manual of the Oklahoma State Board of Career and Technology Education.

***Salary distribution mandated by 70 O.S. § 13-110: Also includes Resource Teachers, Education Diagnosticians, and Speech Pathologists/Therapists.

The State Board of Education shall accept teaching experience from out-of-state school districts that are accredited by the State Board of Education or appropriate state accrediting agency for said districts. For the purpose of state salary increments and retirement, no teacher shall be granted credit for more than five (5) years active duty in the military service or out-of-state or out-of-country teaching experience as a certified teacher or its equivalent. Nothing in this section shall prohibit boards of education from crediting more years of experience on local salary schedules than those allowed for state purposes. The provisions of the above salary schedule shall not apply to teachers who have entered into postretirement employment with a public school in Oklahoma and are still receiving a monthly retirement benefit. (70 O.S. § 18-114.14)

**McLOUD PUBLIC SCHOOLS
EXTRA DUTY LIST
2017 – 2018**

NON-ATHLETIC

<u>ACTIVITY</u>	<u>POSITION</u>	<u>AMOUNT</u>	
ALTERNATIVE ED	Secretary	\$ 500.00	
BAND	HS Band – Head	\$7500.00	
	HS Band – Asst.	\$2500.00	
	JH Band – Head	\$2500.00	
	JH Band – Asst.	\$1500.00	
DRAMA	HS Drama – Head	\$3500.00	
ELEMENTARY	Yearbook	\$ 500.00	
GIFTED AND TALENTED	Director Elementary	\$2500.00	
	Director Secondary	\$2500.00	
	Assistant (2 HS)	\$2000.00	
	(1 JH)		
	(2 ELEM)		
HIGH SCHOOL	Biology Club	\$ 800.00	
	Future Teacher's of America	\$ 500.00	N/A
	History Club	\$ 400.00	
	Honor Society	\$ 450.00	
	Junior Class Sponsor (2)	\$ 400.00	
	Key Club (2)	\$ 500.00	
	Newspaper	\$ 500.00	N/A
	Senior Class Sponsor	\$1250.00	
	Senior Class Asst. Sponsor (4)	\$ 100.00	
	Student Council	\$1000.00	
	Student Council Asst.	\$ 400.00	
	Yearbook	\$1500.00	
INTERMEDIATE	Honor Choir	\$ 700.00	
	K Kids	\$ 250.00	
	Student Council	\$ 250.00	
	Yearbook	\$ 500.00	

**McLOUD PUBLIC SCHOOLS
EXTRA DUTY LIST
2017 – 2018**

ATHLETIC

<u>ACTIVITY</u>	<u>POSITION</u>	<u>AMOUNT</u>	
BASEBALL			
	HS – Head	\$6250.00	
	HS – Asst.	\$2250.00	
	7 th & 8 th Grade – Head	\$2000.00	
	7 th & 8 th Grade – Asst.	\$1500.00	
	9th Grade – Head	\$2000.00	Suspended for 17-18
	9th Grade – Asst.	\$ 850.00	Suspended for 17-18
	Summer Program	\$1000.00	
	Field Maintenance	\$ 500.00	
BASKETBALL – BOYS			
	HS – Head	\$6250.00	
	HS – Asst.	\$2250.00	
	7 th Grade	\$1500.00	
	8 th Grade	\$1500.00	
	9 th Grade	\$2000.00	
	Summer Program	\$1000.00	
INTERMEDIATE			
	5 th and 6 th Boys Basketball	\$1250.00	After School Program
	5 th and 6 th Girls Basketball	\$1250.00	After School Program
BASKETBALL – GIRLS			
	HS – Head	\$6250.00	
	HS – Asst.	\$2250.00	
	7 th Grade	\$1500.00	
	8 th Grade	\$1500.00	
	9 th Grade	\$2000.00	
	Summer Program	\$1000.00	
CHEERLEADERS			
	HS – Head	\$3200.00	
	HS – Asst.	\$1800.00	
	Summer	\$1000.00	
	JH - Head	\$1800.00	
CROSS COUNTRY			
	Boys	\$1200.00	Suspended for 17-18
	Girls	\$1200.00	Suspended for 17-18

HS - Asst.	(1)	\$2000.00
JH - Head		\$2000.00
JH - Asst.		\$1000.00
Summer Program		\$1000.00

Attachment C

McLOUD PUBLIC SCHOOLS
PLAN FOR IMPROVEMENT

INSTRUCTIONS: The evaluator and the professional will identify specific objectives for improvement by referring to the Criteria for Evaluation. The second step is to show how the objectives will be achieved and the target date for demonstrating improvement. The last column is used to show the degree of improvement and the date assessed. If a plan of improvement is suggested, please note how many plans were there and if the objectives were met.

NAME _____ SCHOOL _____ DATE _____

Previous Plan Written Yes _____ No _____
Objectives Met Yes _____ No _____
Plan Number _____

OBJECTIVES FOR IMPROVEMENT	HOW TO BE ACCOMPLISHED	TARGET DATE	DEFINITE IMPROVEMENT	ADDITIONAL PLAN OF IMPROVEMENT SUGGESTED	DATE ASSESSED

*Failure to meet the objectives for improvement by the target date, could result in termination or non-renewal.

EVALUATOR SIGNATURE

SIGNATURE OF STAFF MEMBER BEING EVALUATED

DATE

Teacher _____ Date(s) of observations _____
 School _____ Assignment _____ Employee Number _____

INSERT A WHOLE NUMBER, NOT AN "X" OR "V"
 INSERT ONLY ONE NUMBER IN A ROW.

See RUBRIC for detailed definitions. Insert ONE of the following: 1 = Ineffective; 2 = Needs Improvement;
 3 = Effective; 4 = Highly Effective; 5 = Superior; N/A = Not Applicable; N/O = Not Observed

1	2	3	4	5
---	---	---	---	---

Average
#DIV/OI

CLASSROOM MANAGEMENT

1	Teacher plans for delivery of the lesson relative to short-term and long-term objectives.					
2	Teacher clearly defines expected behavior.					
3	Teacher assures a contribution to building-wide positive climate responsibilities.					
4	Teacher develops daily lesson plans designed to achieve the identified objectives.					
5	Teacher acknowledges student progress and uses assessment practices that are fair and based on identified criteria.					
6	Teacher optimizes the learning environment through respectful and appropriate interactions with students, conveying high expectations for students and an enthusiasm for the curriculum.					

INSTRUCTIONAL EFFECTIVENESS

7	Teacher embeds the components of literacy into all instructional content.					
8	Teacher understands and optimizes the delivery focus of Common Core State standards and the expectations derived from same on student learning and achievement.					
9	Teacher uses active learning, questioning techniques and / or guided practices to involve all students.					
10	Teacher teaches the objectives through a variety of methods.					
11	Teacher gives directions that are clearly stated and related to the learning objectives.					
12	Teacher demonstrates / models the desired skill or process.					
13	Teacher checks to determine if students are progressing toward stated objectives.					
14	Teacher changes instruction based on the results of monitoring.					
15	Teacher summarizes and fits into context what has been taught.					
16	Effective development and use of modified assessments and curriculum for special education students and other students experiencing difficulties in learning.					

#DIV/OI

PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT

17	Uses professional growth as a continuous improvement strategy.					
18	Exhibits behaviors and efficiencies associated with professionalism.					

#DIV/OI

NOTE: N/A or N/O cannot be used for indicators 19 and 20;
 use 1, 2, 3, 4, or 5 ONLY.

INTERPERSONAL SKILLS

19	Effective interactions and collaboration with stakeholders.					
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0.0

LEADERSHIP

20	Exhibits positive leadership through varied involvements.					
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0.0

Summary of Effectiveness by DOMAIN:	Average	Weight of Domain by Percentage
CLASSROOM MANAGEMENT / PREPARATION	#DIV/OI	30%
INSTRUCTIONAL EFFECTIVENESS	#DIV/OI	50%
PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT	#DIV/OI	10%
INTERPERSONAL SKILLS	0.0	5%
LEADERSHIP	0.0	5%
COMPOSITE, WEIGHTED AVERAGE for EVALUATION	#DIV/OI	

NOTE:

From:	To:	Ranking
Less than 1.8		Ineffective
Equal to or greater than 1.8	Less than 2.8	Needs Improvement
Equal to or greater than 2.8	Less than 3.8	Effective
Equal to or greater than 3.8	Less than 4.8	Highly Effective
Equal to or greater than 4.8		Superior

Any ranking of 1.0 of 2.0 on any component of this Evaluation requires a Personal Development Plan to be attached to this document.

Any ranking of 4.0 or 5.0 on any component on this Evaluation requires narrative comments within the Evaluator Comments below.

Evaluator Comments:

Teacher's Signature* _____ Date _____

Evaluator's Signature _____ Date _____

*The Teacher's Signature is an acknowledgement that the teacher has received the Evaluation on the date indicated.

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Memorandum of Understanding

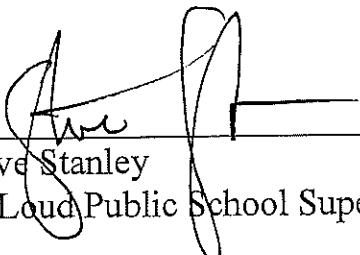
To: McLoud Board of Education

From: McLoud Association of Classroom Teachers

Date: 8-9-17


Re: Contract Day

The McLoud Board of Education and the McLoud Association of Classroom Teachers both agree to allow teachers at the ECC, Elementary, and Intermediate campuses to choose the time of their contract day for the 2017-2018 school year to be either 7:50 to 3:20 or 8:00 to 3:30.



Steve Stanley
McLoud Public School Superintendent

8/10/17
Date



Melissa Chapman
McLoud Association of Classroom Teachers, President

8/10/17
Date