

# 2024-2025 NEGOTIATIONS AGREEMENT

Broken Arrow Independent School District No. 3

Tulsa County Oklahoma

## Table of Contents

ARTICLE I – Scope .....	1
ARTICLE II – Definitions .....	1
ARTICLE III – Recognition, and Association Rights and Privileges.....	3
ARTICLE IV – Severability .....	5
ARTICLE V – Procedures.....	6
ARTICLE VI – Fact Finding .....	8
ARTICLE VII – Selection of Negotiating Unit.....	10
ARTICLE VIII – Duration of Agreement .....	13
ARTICLE IX – Grievance Procedure .....	13
ARTICLE X – Conditions of Employment.....	17
Work Day .....	17
Teacher Contracts.....	18
Duties & Professional Development .....	19
Evaluations.....	20
Individual Rights .....	21
Suspension of Teachers .....	24
Employment Provisions .....	24
Reduction in Force Provisions for Certified Teaching Personnel .....	25
Procedures for Reduction in Force.....	27
Payment Procedures .....	28

ARTICLE XI - Personnel Leave Regulations .....	28
Sick Leave .....	28
Overview .....	28
Sick Leave Sharing Bank.....	29
Payment of Unused Sick Leave at Retirement.....	29
Medical Leave of Absence/Personal Illness (during SY) .....	30
Personal Leave of Absence: Year One .....	30
Personal Leave of Absence: Year Two .....	31
Return from Personal Leave of Absence .....	31
Bereavement Leave .....	32
Personal Business Leave .....	32
Leave Without Pay .....	33
School Activity .....	33
Temporary Military Leave .....	33
Jury/Legal Leave .....	33
Professional Leave .....	34
Association Leave .....	34
ARTICLE XII – Miscellaneous.....	35
ARTICLE XIII - Monetary Items.....	35
Teachers’ Compensation Schedule .....	35
Extra Duty Schedule.....	35
Increment Adjustments .....	36
APPROVALS .....	37
TEACHER COMPENSATION SCHEDULE .....	Appendix A
EXTRA DUTY STIPEND SCHEDULE .....	Appendix B



# 2024-2025 NEGOTIATIONS AGREEMENT

Broken Arrow Independent School District No. 3  
Tulsa County Oklahoma

This Agreement is made and entered into by and between Broken Arrow Independent School District No. 3, Tulsa County, Oklahoma, and the Broken Arrow Education Association.

## ARTICLE I – Scope

- A. The Board and Association recognize that providing a high quality of continuous education for the children of Broken Arrow School District No. 3, Tulsa County, is the paramount objective of the School District, that high morale of the teaching staff is necessary for the best education of the children, and that attainment of this objective requires mutual understanding and cooperation among the Board, administration and the teachers. To this end, good faith negotiations between the Board and the Association with a free and open exchange of views are desirable.
- B. The Board is elected by the qualified electors of the School District as the governing body of the School District, and as such, possesses all powers delegated to the Board of Education or to a School District by the Constitution and the Laws of the State of Oklahoma, together with the duties imposed thereby. Except as otherwise prescribed in this Agreement, the Board has the sole and exclusive right to exercise all rights and functions of management. Accordingly, if any provision of this Agreement or application of this Agreement to any teacher covered hereby shall be found contrary to law, such provision or application shall have effect only to the extent permitted by law, but all other provisions or application of this Agreement shall continue in full force and effect.
- C. The Superintendent is the Chief Executive Officer of the Board, and as such, administers the affairs and programs of the School District as provided by law and Board policy.
- D. Teachers, administrators, and the Board share responsibility for providing continuous education of the highest possible quality for the pupils of the School District, and all parties recognize that teachers have the major role in direct contact with pupils to accomplish these objectives, as teaching is a profession requiring the possession of specialized educational qualifications.
- E. The Board and the Association affirm they recognize that it is imperative that the teaching staff be held in high professional regard being sensitive to the needs and aspirations of children regardless of achievement level, color, ethnic background, creed, sex, or economic status.

## ARTICLE II - Definitions

- A. The term "teacher" as used in this Agreement shall refer to the employees of the School District having the following titles or basic full-time assignments: classroom teacher, special education teacher, media specialist, counselor, speech pathologist, school nurse, psychometrist and school

psychologist certificated in their basic full-time assignment by the teacher certifying authority for the State of Oklahoma.

- B. The term "Board" as used in this Agreement shall mean the Board of Education of Broken Arrow Independent School District No. 3, Tulsa County, Oklahoma.
- C. The term "Association" as used in this Agreement shall mean the Broken Arrow Education Association.
- D. The term "School District" as used in this Agreement shall mean the Broken Arrow Independent School District No. 3, Tulsa County, Oklahoma.
- E. The term "Superintendent" as used in this Agreement shall mean the Superintendent of Schools of Broken Arrow Independent School District No. 3, Tulsa, Oklahoma.
- F. The term "school year" as used in this Agreement shall mean the period of time designated by the official school calendar, indicating the opening of the schools of the District in the fall through the closing of the schools of the District in the spring, including orientation and work days as established by the Board.
- G. The term "negotiator" as used in the Agreement shall mean the person or persons appointed by the Board through its executive officer to represent them, or the person or persons selected by the Association to represent those persons covered by this Agreement for the purpose of exchanging views, proposals, or counter proposals on matters provided for in this Agreement. They shall have authority to reach tentative agreement and make recommendations to their respective bodies.
- H. The term "party" or "parties" as used in this Agreement shall mean the Board of Education of Broken Arrow School District No. 3, Tulsa County, Oklahoma, or its representatives acting on its behalf, and the Broken Arrow Education Association, or its representative acting on its behalf.
- I. The term "grievance" as used in this Agreement shall mean a complaint by a teacher or teachers that there has been an alleged violation, misinterpretation or inequitable application of any of the provisions of this Agreement that has directly affected that teacher or teachers. The term "grievance" shall also mean a complaint by the Association that there has been an alleged violation, misinterpretation or inequitable application of any provision of this Agreement that specifically grants a right to the Association.
- J. The term "grievance" shall not apply to any matter in which the method of review is prescribed by law or the Board is without authority to act.
- K. The term "Agreement" as used in this Agreement shall mean the procedural agreement and all articles which are subsequently approved and made a part of this Agreement.
- L. The term "good faith bargaining" as used in this Agreement shall mean that the parties negotiating have a desire to reach agreement and make an honest effort to reach common ground through the processes of collective bargaining; wherein the negotiating parties freely and fully present their

respective positions and are willing to consider alternate proposals so that a mutually satisfactory agreement can be reached.

### **ARTICLE III – Recognition, and Association Rights and Privileges**

#### **Recognition**

- A. The Board hereby recognizes the Association as the sole and exclusive negotiating representative of the negotiating unit which consists of the teachers of the School District having the following titles or basic full-time assignments: classroom teacher, special education teacher, school nurse, media specialist, counselor, speech pathologist, psychometrist, and psychologist certificated in their basic full-time assignment by the teacher certifying authority for the State of Oklahoma. These full-time employees shall also be members of the negotiating unit whenever they are performing other part-time professionally related duties in addition to their basic full-time assignment for the School District, with those exceptions stated hereafter.
- B. Exempted from the negotiating unit are those persons whose only employment with the School District is on a per diem or hourly basis. Also exempted are those persons designated by the Board to hold positions which it classifies as administrative or supervisory, as well as all School District employees who are not certificated by the teacher certifying authority for the State of Oklahoma.
- C. The provisions in this Agreement are intended to reflect solely on those employees who make up the negotiating unit.
- D. The Board and the Association shall negotiate in good faith on wages, hours, fringe benefits, other terms and conditions of employment and the processing of alleged grievances.

#### **Association Rights and Privileges**

- A. Any expenses incurred by the Board in performing Association business, including personnel or materials cost, shall be reimbursed by the Association on an actual cost basis. However, two (2) copies of the Board agenda shall be provided to the Association at no cost to the Association.
- B. Association officers and members shall not use school equipment, time or materials of the Board in the transaction of Association business, except when approved in advance, by a representative of the Board.
- C. Space not exceeding twelve (12) square feet shall be designated by the building principal on a bulletin board in the teachers' lounge or other mutually agreeable location for the display of official Association materials. Should a bulletin board not be available in the teachers' lounge of a particular building, the school maintenance department shall install one not to exceed twelve (12) square feet in size. Materials may be displayed without prior approval but shall be limited to official Association business and shall exclude materials of a religious, commercial or personal nature. Materials of a political nature shall be limited to general campaign information submitted by candidates running for office in the local, state or national Association.

- D. Association meetings involving attendance by teachers of only one building may be arranged and conducted outside the official teacher workday.
- E. The Association Officers and building representatives may leave at school dismissal time to attend a monthly meeting. Each officer and representative will notify the building principal no less than three (3) days prior to the day of the meeting to clear his/her dismissal and will be personally responsible to find coverage for any duty or responsibility assigned on day of early dismissal.
- F. Association meetings involving attendance by teachers from more than one building shall be scheduled in accordance with School District policy governing the use of facilities. Materials may be distributed by the Association at said meetings without prior approval of the Superintendent's office.
- G. The Broken Arrow Education Association is authorized to use the inter-school mail delivery and mail boxes for official communication of Association business among members of the negotiations unit.
- H. Provided further, that use of the inter-school mail delivery and mailboxes for communication of Association business among officials of the Association is authorized without the requirement to obtain prior approval.
- I. If a daily or other periodic bulletin exists at any building, the Association shall be allowed to place announcements related to Association business in the bulletin. The Association will follow the guidelines established by the building principal related to the format of announcements and time lines for submission.
- J. Use of electronic mail (e-mail) is prohibited for collective bargaining activity except that Association officers and building representatives may distribute information to each other by e-mail consistent with current inter-school guidelines.
- K. An Association Representative shall be given time at the end of each building faculty meeting for the purposes of making announcements relative to Association business.
- L. The Association shall be allowed to have an informational display table in a location designated by the administration, which is in the immediate area of the general session held at the beginning of the school year events agreed upon by the Association and the District. All material must be pre-approved by a district designee no later than three (3) days prior to the event and may not contain compare/contrast information. The Association may place informational handouts on how to join and the benefits of being a member of the Association to all certified staff in teacher mailboxes once in August and once in January. Building representatives may deliver handouts to each site. Members of the Association Executive Board may distribute to sites that do not have representatives. Additionally, a list of representatives must be provided to the district and must include at least one certified staff member from the district to be in attendance at all times. If a representative or association is not following this negotiated agreement, they will not be allowed to participate in the general session for the following school year.
- M. When a fact-finding committee meeting, for the purpose of resolving items submitted to impasse during the regular negotiations sessions, is mutually scheduled during the normal teachers work day, up to five (5) members of the Association negotiations team may be granted administrative leave

from regular duties without loss of pay for up to one (1) day to participate in the proceedings of the fact-finding committee. Request for such leave shall be submitted to the Human Resources department Aesop Online Leave system.

- N. For the purpose of access to members of the bargaining unit, the Association's president, chief negotiator, and grievance chairperson may use the non-student times before school, after school, and during the lunch time to communicate with members. Leaving the building for this purpose shall not be permitted before classes begin. The OEA representative may deliver items for teachers at the building office and contact BAEA members during the same designated time. The president of the Association will be exempt from extra duty during these times.
- O. The Association shall be allowed to survey all certified staff members electronically for the purposes of Negotiations. The survey should be sent to a district designee for pre-approval. The Association will also be able to complete an electronic vote for the purposes of ratification.
- P. If a request is made for Association materials to be sent to all certified staff members, a meeting must take place between the president and/or the executive officers of the Association and the Superintendent's designee to determine validity of the request. The team may decide that it is only able to be sent to the members of the Association or that it may be sent to all certified staff members. Any other association must be notified prior to the sending of any materials to all certified staff members and have the ability to include any information of a similar nature.
- Q. The Association shall send out an end of the year professional survey to assess climate, negotiation input, and teacher morale.

#### **ARTICLE IV – Severability**

- A. The Board and the Association each agree to acknowledge and to comply with those Federal and State statutes or ordinances pertaining to discrimination which are applicable to this Agreement or subsequent agreements negotiated under the terms and conditions of this Agreement.
- B. The Board and Association shall not discriminate in any manner against any person on the basis of race, religion, color, national origin, gender, sexual orientation, disability, genetic information, veteran status, marital status, age, or membership or non-membership in any teacher organization.
- C. This Agreement shall supersede any and all items of similar nature in past agreements.
- D. For any direct conflict between the expressed provisions of this Agreement and any Board or Association policy and procedure currently in effect and not incorporated in this Agreement, the provisions of this Agreement shall control.
- E. This Agreement shall be governed and construed according to the Constitution and Laws of the State of Oklahoma.



## ARTICLE V - Procedures

- A. Prior to negotiations, the Board, through the Superintendent, and the Association, through the President, shall each designate in writing the names of not more than five (5) persons who shall serve on their respective negotiating teams and be responsible for negotiations pursuant to the provisions of this Agreement. No more than five (5) shall sit at the table at one time during the process of negotiations. Each party shall also designate the person on their team who will be the chairperson or chief negotiator. If either party finds it necessary to change members of the team during negotiations, they shall so inform the other party in writing. In the interest of providing a situation whereby maximum progress can be made during negotiations, each party agrees to keep changes minimal.
- B. To facilitate the orderly process of negotiations, either party may employ legal counsel for consultative purposes during negotiations sessions. Further, each party may have professional employees of the District and representatives of state and national organizations present during negotiation for consultative purposes. Not more than three (3) consultants per party, both legal and professional, may be present in a given negotiations session.
- C. The Board, through its designated representatives, shall meet with the representatives designated by the Association to negotiate on matters as defined in Article III/Recognition/D.
- D. The Board and the Association will bargain non-monetary and monetary yearly.
- E. If either the Board or the Association identifies a time-sensitive issue(s) which cannot wait to be negotiated during the formal negotiations process, a written request for a negotiations meeting will be submitted by that party and a mutually agreed time will be set. The request will outline the issues to be discussed.
- F. It is the responsibility of the chief negotiator for both the Board and the Association to determine who would be needed to attend these negotiation sessions. It is the intent of this process to make a good faith effort to resolve issues in a timely manner.
- G. Representatives of both the Board and Association Negotiation teams will exchange lists of topics to be negotiated by June 15 of each year, with both (1) specific Negotiated Agreement verbiage change requests including all monetary amounts needed for the request, as well as (2) informal requests to discuss that would not require funds or policy changes. Formal negotiations sessions to discuss these lists shall be held on agreed upon dates prior to July 15.
- H. The formal negotiation sessions will be conducted in a concentrated period of time with the understanding that the sessions may be extended by mutual consent of both teams.
- I. If either party objects to the other's proposals, the objecting party must support its objections with rationale.
- J. Negotiating meetings shall be scheduled at times which will interfere least with the teacher work day and the educational program.

- K. It shall be the duty of both parties to negotiate in good faith and timely fashion.
- L. Upon request of either party, and in accordance with the provisions of the open records act, budget reports, and other information, records, data relevant to items being negotiated will be made available for inspection. Copies of reports, as requested, will be provided within a reasonable time. The Association agrees to pay the reasonable cost of preparation and/or copy of reports.
- M. Negotiations shall be conducted in closed sessions unless both parties agree to the contrary.
- N. Tentative agreements reached as a result of such negotiations shall be reduced to writing and presented to the Association for ratification. The Association shall file a written report of its action with the Board, through the Superintendent. Following ratification, the agreements shall be presented to the Board, through the Superintendent, on or before the Friday preceding the first Board meeting in September.
- O. Items tentatively agreed to by both groups at the negotiations table, may be implemented by the Board prior to completion of the formal ratification process. Such items and their terms and conditions shall be rescinded if ratification by the two (2) respective groups is not reached.
- P. Negotiations shall begin upon the first meeting between the duly appointed teams. Meetings to discuss ground rules, times, and places shall be considered as negotiations.
- Q. Communications between the Association and the Board which call for a reply shall not be made available to the news media before a reply has been received or a refusal to reply has been clearly indicated. A period of five (5) days from receipt of the communication shall be granted for a reply. In the event the Superintendent feels that Board action is necessary before replying or the Association requires additional time for study before replying, an additional five (5) working days shall be granted before release to the news media.
- R. If either party violates this provision, the communication shall be considered nullified and no action need be taken by the addressee.
- S. Before final publication of the newly-negotiated and ratified Agreement, the Association will be given the opportunity to proofread the copy.
- T. The cost of printing and distributing the Negotiations Agreement will be assumed by the Board of Education.
- U. The entire current Agreement will be placed on the district's website.
- V. Each negotiations team shall review the Negotiations Agreement before posting to see that all data is correct.

## ARTICLE VI – Fact Finding

- A. If, during the course of negotiations a mutually satisfactory solution to a negotiation issue or issues is not reached, the Board and the Association, through their representatives, will declare in writing that an impasse exists and submit the issue in dispute to fact finding.
1. The fact-finding committee should consist of three (3) members. One (1) member shall be selected by the representatives of the organization (Association) and one (1) member shall be selected by the Board within five (5) days after the conclusion of negotiations and declaration of items to be sent to impasse. One (1) member shall be selected by the first two (2) members within fifteen (15) days after the selection of the first two (2) members. The member selected by the first two (2) members shall serve as chairperson of the committee.
  2. The State Board of Education shall appoint as fact-finder's not less than twenty (20) or more than thirty (30) persons to be placed on the State Superintendent's list of fact-finders. The appointees must reside in Oklahoma, must be neutral and unbiased and must be knowledgeable in the fields of school operations, school finance, personnel management, dispute resolution and hearing procedures. The appointees shall not currently be elected public officers or employees of a Board of Education or officers or employees of an organization of education employees. No person who is related within the second degree by consanguinity or affinity to an elected public officer, to an employee of the local board of education that is involved in the impasse, or to an employee of an organization of education employees shall be eligible to serve as a fact-finder.
  3. An appointee shall serve until such appointee resigns or is removed by the State Board of Education from the State Superintendent's list of fact-finders. An appointee must be removed immediately if he or she becomes an elected public officer or employee of a Board of Education or an officer or employee of an organization of education employees.
  4. Within ten (10) days of being notified that a fact-finder is needed, the State Superintendent of Public Instruction or designee shall provide the names of five potential fact-finders selected at random from the list of appointees who are available to serve as a member and the chairperson of the committee. The parties shall select the fact-finder from the five (5) names within fifteen (15) days after receiving the list of fact-finders.
  5. It shall be the responsibility of the State Board of Education to establish rules, regulations, training, hearing procedures, and payment schedules to implement the provisions of this paragraph.
- B. Within five (5) days after the selection of the chairperson, the representatives who have been negotiating for the Board and for the organization (Association) shall meet to exchange lists of items submitted to impasse with a statement of the last position of each team and signed by the respective chief of each negotiation team. Copies of the exchanged documents shall also be furnished by each party to the chairperson and other members of the committee.

- C. The costs 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.
- D. The chairman shall convene the committee which shall meet with representatives of both parties and have authority to establish procedural rules, conduct investigations, and hold hearings during which each party to the dispute shall be given opportunity to present its case with supporting evidence.
- E. All hearings by the fact-finding committee shall be conducted in closed session and no news releases shall be made by either party or the fact-finding committee concerning the progress of such hearings.
- F. Within twenty (20) days after the chairperson is selected, the committee shall present written recommendations to the local Board and to the organization (Association). 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 for the organization (Association). The parties shall meet within seven (7) days of the request, unless both parties deem it unnecessary. At such meeting, representatives 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 good faith effort to resolve the remaining differences; provided, fourteen (14) days after the exchange of the written statements, either party may discontinue such effort.
- G. The local Board shall file a copy of the fact-finding report with the office of the State Superintendent of Public Instruction. If the effort to resolve differences is successful, the parties shall draft a written agreement and present the agreement to both parties for ratification, and such agreement shall also be forwarded to the State Superintendent of Public Instruction. If the effort to resolve differences is unsuccessful, the local Board of Education shall forward to the State Superintendent of Public Instruction in writing its final disposition of the negotiations impasse process within thirty (30) days of the effective date of implementation.
- H. The fact-finding report shall be advisory only and shall not be binding on the Board or the Association.
- I. The final official action on the report of the fact-finding committee shall be a decision of the Board.
- J. In the adoption of this policy, the Board hereby declares that nothing contained herein is intended to be construed as to delegate or limit the powers, duties, discretions, and responsibilities of a Board of Education as prescribed by the Constitution and the Laws of the State of Oklahoma. If any provision of this policy, or any application of this policy, shall be found contrary to law, such provisions or applications shall have effect only to the extent permitted by law.

## ARTICLE VII – Selection of Negotiating Unit

- A. Selection of the negotiating unit shall be in accordance with professional negotiations law of the State of Oklahoma.
- B. The Broken Arrow Board of Education shall recognize an employee organization designated by an election of the employees in an appropriate bargaining unit as the exclusive representative of all the employees in such unit. An appropriate bargaining unit in the Broken Arrow School District shall consist of all employees who are required by the position in which employed to be licensed or certified as teachers or entry year teachers and who do not hold supervisory authority with respect to other teachers in the district.
- C. Within seven (7) business days of receiving a sealed packet containing an employee petition filed by or on behalf of thirty-five percent (35%) or more of the employees in a unit, such petition calling for an election to determine which, if any, employee organization represents the employees in the bargaining unit, the Board shall arrange for verification that there are a sufficient number of correct names to constitute at least thirty-five percent (35%) of the employees in the unit. Such arrangements shall include the transmitting of the sealed packet and a list of employees eligible to be included in the bargaining unit to the individual designated pursuant to the provisions of section B of this article.
- D. The petition calling for the secret ballot election shall contain only the names of employees of the bargaining unit who have signed and dated said petition. The sealed packet shall be opened and the petition shall be verified by an individual designated by the election board of the county in which the School District has its main office. Under no circumstances shall the individual so designated reveal the names of employees who signed or did not sign the petition. If an employee has signed more than one petition, the name of the employee shall be removed from each petition.
- E. The period of time for signing of a recognition petition shall commence upon receipt of written notification by the Board from an organization indicating that it intends to circulate a petition and shall cease thirty (30) days thereafter. Provided, if an organization recognized as representative of a unit for bargaining is being challenged for discontinuation of representation as provided in section O of this article or is being challenged by another organization seeking recognition, the period for signing shall commence on the first day of February and end on the last day of that same February.
- F. Not less than thirty (30) days nor more than forty-five (45) days after receipt of notification that the petition has been verified as sufficient, a secret ballot election shall be held to determine which, if any, employee organization shall represent the unit. No election shall be held for a unit within which a valid election was held in the preceding two (2) years.
- G. The local Board shall recognize within ten (10) days an organization which, on the effective date of this act, has obtained signed authorization from a majority of the employees eligible to be included in the unit within two (2) years of recognition. An appropriate election ballot shall be printed for this election, which contains the names of all employee organizations having presented a petition verified as signed by at least thirty-five percent (35%) of the employees eligible to be in the unit to represent or currently recognized as representing the unit; provided, no such organization shall be shown on the ballot unless the organization pays to the local Board a filing fee of two hundred fifty

dollars (\$250.00). The ballot shall also provide an option whereby any employee of the unit may indicate a preference that the unit not be represented by any organization. Every organization that receives at least fifteen percent (15%) of the vote in the election shall be reimbursed the two hundred fifty dollars (\$250.00) by the local Board. The local Board shall use any remaining filing fee money to help offset the cost of the validation process of the petition, if any, as well as any election costs incurred.

- H. When none of the choices on the ballot receives a majority of the votes, a runoff election shall be conducted on the fourteenth day following the first election between the two (2) choices which received the largest number of votes in the preceding election.
- I. The employee organization or organizations and the Board shall, by agreement, determine the method by which each election shall be conducted. All costs incurred in an election shall be shared equally by all parties involved.
- J. If no agreement can be reached within fourteen (14) days prior to the election, the Board of Education shall notify the Tulsa County Election Board of such fact, and the following method for conducting the secret ballot election shall be followed and conducted by the county election board:
  - 1. At the time of such notice, the Board of Education shall provide to the county election board:
    - a. a list of all the polling places for the election, such list to include every middle school or junior high school and the administration office in the district;
    - b. a list of names of all the teachers eligible to vote in said election, such list to be in alphabetical order and duplicated in such number that there shall be one for each polling place, plus an additional five (5) copies;
    - c. the name of each organization entitled to have its name appear on the ballot; and
    - d. the date of the election.
  - 2. Ballots for the election shall be printed by the Tulsa County Election Board in the same manner as for other elections conducted by the Tulsa County Election Board, insofar as is possible. The names of organizations shall be listed on the ballot in the order in which said names are furnished to the Tulsa County Election Board by the Board of Education. The option specifying that no organization shall represent the employee bargaining unit shall be listed last on the ballot, in such language as may be specified by the Board of Education.
  - 3. The secretary of the Tulsa County Election Board shall appoint an inspector, judge and clerk for each polling place. Said inspector, judge and clerk shall be selected from among the regular precinct officials in the county.
  - 4. Polling places shall be open from 7:00 a.m. to 7:00 p.m. on the day of the election. Any eligible person who presents himself/herself to vote no later than 7:00 p.m. shall be entitled to vote.
  - 5. Eligible voters may vote after signing their signatures beside their names on the list of names of all the people eligible to vote in said election. The voter shall place his/her ballot in the ballot box in the presence of the inspector.

6. Each organization entitled to have its name appear on the ballot shall be permitted to appoint one (1) challenger at each polling place. Each such challenger shall be properly identified as such, and shall be limited to inquiring of a prospective voter, said prospective voter's name, address, job classification and work site. The challenger may challenge the right of any prospective voter to vote by so informing the judge. Upon being so challenged, the prospective voter may vote if, after being informed by the judge of such a challenge, the voter signs his/her signature beside his/her name on the list of names of all the persons eligible to vote in said election. If same occurs, the judge shall write the words "Challenged by" beside the voter's signature.
  7. The Tulsa County Election Board shall certify the results of the election to the Board of Education on the day following the election.
  8. Costs of the election shall be paid to the county election board by the Board of Education. Said costs shall include the regular salaries of the inspector, judge, and clerk, in addition to all other necessary and reasonable costs. Such costs shall include compensation for members of the county election board, including the secretary.
  9. Anyone guilty of voting more than one (1) time in said election will be guilty of a misdemeanor and subject to a fine of two hundred dollars (\$200.00) or thirty (30) days in the county jail.
- K. No teacher shall use regularly scheduled duty time for campaign purposes.
- L. A list of the employees eligible to vote in the election including their names, addresses, phone number, job classification and work site shall be provided not less than fourteen (14) days before the election to each organization listed on the official ballot.
- M. No organization which at the time this act takes effect is representing the bargaining unit as a result of having gained recognition on the basis of signed authorization or secret ballot election and is in the process of collective bargaining for the upcoming school year shall be subject to the election provision of this section until collective bargaining for the upcoming school year has ended.
- N. Any local Board or organization challenging the results of any election held pursuant to the provisions of this section shall post with the district court a bond of one thousand dollars (\$1,000.00) which shall be forfeited if the court finds that the challenge is in bad faith.
- O. In any February more than two (2) years after recognition of an organization pursuant to the provisions of this section and upon the receipt of a petition calling for discontinuation of representation signed by thirty-five percent (35%) of the employees eligible to be included in the unit, a local Board shall call an election to determine whether the members of a unit wish to discontinue being represented for bargaining. If a majority of the votes cast are votes to discontinue representation, efforts to gain recognition by an organization shall be prohibited for a period of two (2) years commencing with the expiration of the contract then in force. The ballots used in such election shall, without reference to an organization by name, offer the single choice of continued representation or discontinuation of representation.

## **ARTICLE VIII – Duration of Agreement**

- A. This Agreement shall become effective immediately after receipt by the Association from the Board of written notice to the effect that the Agreement has been ratified by the Board. The Board, however, shall take no action upon the ratification of the Agreement until it has received written notice from the Association that a majority of the members of the Association have ratified the Agreement.
- B. This Agreement shall continue in effect for successive fiscal years after June 30, 1973, unless notice is given in writing, no later than April 1, by either the President of the Association or by the Board, through the Superintendent, to the other party in accordance with the provisions of the Agreement of its desire to modify, amend, or terminate the Agreement.
- C. Should no notice be given by either the Board or the negotiating representative, this Agreement shall automatically renew itself for another fiscal year and the negotiating representative, by failure to give such notice, shall be deemed to be bound as the successor to the Association by each and all of the provisions of this Agreement.
- D. In the event that the Association disbands or otherwise ceases to exist, this Agreement shall be null and void upon the effective date of such disbanding or cessation of existence.

## **ARTICLE IX – Grievance Procedure**

### **Definitions**

- A. The term "grievance" as used in this Agreement shall mean a complaint by a teacher or teachers that there has been an alleged violation, misinterpretation or inequitable application of any of the provisions of this Agreement which has directly affected that teacher or teachers. The term "grievance" shall also mean a complaint by the Association that there has been an alleged violation, misinterpretation or inequitable application of any provision of this Agreement that specifically grants a right to the Association.
  - 1. The term "grievance" shall not apply to any matter in which the method of review is prescribed by law or the Board is without authority to act.
- B. A "Grievant" is the teacher or teachers, or the Association when applicable, asserting a grievance in accordance with the definition above.
- C. The term "Grounds" when used in this article, shall mean the basis upon which a grievance is being presented or appealed.
- D. The term "Days" when used in this article, shall mean "teacher" work days during the regular school year. At a time other than during the regular school year, the term "Days" shall mean those days during which the administrative offices of the District are normally open.

### **General Procedures**

- A. The number of days for the processing of grievances indicated at each level should be considered as a maximum. However, the time limits specified may be extended or limited by written mutual consent.



- B. Nothing contained herein will be construed as limiting the right of a grievant to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted, provided the adjustment is consistent with the terms of the Agreement in existence between the Board and the Association.
- C. A grievant may be represented at any level of the grievance procedure by a representative of his/her choosing consistent with the terms and provisions of this Agreement. Beyond Level One in the Grievance Procedure the grievant may present depositions of relevant material that would assist in the equitable resolution of the perceived disagreement, controversy, and/or complaint involving a perceived violation or inequitable application of the terms of this Agreement.
- D. A grievance initiated by a grievant at a time other than during the regular school year shall commence at Level Two, provided the principal or immediate supervisor is not readily available.
- E. No grievance shall be recognized by the Board or the Association unless it shall have been presented at the appropriate level within twenty (20) days after the grievant knew of the act or condition on which the grievance is based; and, if not so presented, the grievance shall be considered as waived.
- F. A grievant may withdraw a grievance at any time by notifying in writing the Board's and Association's representatives at the level at which the grievance is being heard. Any such grievance that is withdrawn shall be considered waived.
- G. If a grievance affects more than one negotiating unit member at more than one (1) school, the grievant, through their designated representative, may submit such grievance in writing to the Superintendent, or his/her designee. The processing of such grievances shall commence at Level Two.
- H. When it is necessary at any level beyond Level One for a grievant and his/her designated representatives to attend a meeting or a hearing called by the Superintendent, or his/her designee, during the school day, the Superintendent, or his/her designee, shall so notify the principal or immediate supervisor of such teachers and they shall be released without loss of pay for such time as their attendance is required at such meeting or hearing.
- I. Failure at any step of this procedure to communicate the decision of a grievance within the specified time limits to the aggrieved person shall permit the grievant to proceed to the next level.
- J. Failure by the grievant at any level of this procedure to appeal the grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision given at that level.
- K. A grievance shall be submitted in written form and shall include: date of occurrence, article violated, statement of occurrence, and resolution requested.
- L. When a grievant elects to pursue a legal or statutory remedy for any alleged grievance, such an election will bar any further subsequent proceedings for relief under the provisions of the Agreement.
- M. All meetings and hearings conducted under the provisions of this Grievance Procedure through

Level Three shall be in private and are limited to the grievant and administrator of interest and their designated representative heretofore provided in this Agreement.

- N. Recognizing the need to deal with perceived violations or inequitable applications of the terms of this Agreement, the Board will endeavor to act directly and fairly with any teacher/teachers filing a grievance consistent with the terms and conditions of the Agreement.
- O. Hearings conducted at Level Four shall be conducted in open session. Participation shall be limited to the parties of interest and their representative.
- P. A Grievance File shall be maintained by the administration to contain all records regarding the processing of grievances filed by the teachers of the district.

### **Informal Discussion Before Grievance**

- A. Before a grievance is filed, teacher(s) shall be required to discuss informally the perceived violation of the collective bargaining Agreement with their building principal or supervising administrator, with the goal of resolving the disagreement in a manner consistent with terms and conditions of the Negotiations Agreement. Representation may occur at this level, and no written record, other than the nature of the perceived violation and the date of the meeting shall be made. The administrator will verbally render a decision to the teacher within five (5) working days.

### **Level One - Principal**

- A. If the teacher(s) is not satisfied with the disposition of the perceived violation of the Negotiations Agreement by the building principal or supervising administrator in the informal procedure, a grievance may be filed within twenty (20) days. The teacher(s) may give written authorization to the Association to proceed with the grievance process on their behalf. A request for formal grievance meeting with the building principal or supervisory administrator will be submitted. This meeting shall be held within fifteen (15) school days of the filing of the grievance unless such time limits are extended by mutual agreement of the grievant and the principal, or supervisory administrator.
- B. Either or both parties may tape the grievance proceeding at Level One and thereafter. The building principal or supervisory administrator may be accompanied by one other representative of the Administration.
- C. Within ten (10) days of the meeting, the principal or supervisory administrator shall communicate the decision in writing to the grievant.
- D. If the building principal chooses not to conduct a formal grievance at Level One, the principal or supervisory administrator shall refer the grievance to Level Two.

## **Level Two – Superintendent**

- A. If the grievant is not satisfied with the disposition of his/her grievance at Level One, he/she, or his/her designated representative may file a written appeal with the Superintendent or his/her designee with five (5) days of the decision given at Level One. The appeal shall include a statement of the decision being appealed, the grounds for regarding the decision unacceptable, and the requested course of action. Within five (5) days of receipt of the written appeal, the Superintendent, or his/her designee, will request the principal or immediate supervisor to forward to him/her in writing the decision and rationale given at Level One. A copy will be sent to the grievant.
- B. Appeals at this level shall be heard by the Superintendent, and designee, within ten (10) days of the receipt of the appeal. Written notice of the time and place of the hearing shall be given by the Superintendent, or designee, by no later than three (3) days prior to the hearing to the grievant and the Association representative. Within five (5) days of the hearing, the Superintendent, or designee, shall communicate his/her decision in writing to the principal or immediate supervisor, grievant, and the Association representative.

## **Level Three - Fact Finding**

- A. Within five (5) days of receipt of the decision given by the Superintendent, or his/her designee, in Level Two, the grievant, through the Association, may request the issue be referred to a fact-finding committee.
- B. The fact-finding committee shall be selected as set forth in this Agreement.
- C. The costs 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.
- D. The procedures for conducting fact finding shall be as set forth in other Articles of this Agreement.
- E. Within five (5) days after receiving the report of the fact-finding committee, those persons present at the hearing of appeal at Level Two shall meet to discuss the report and attempt to reach agreement on the grievance.
- F. The Board and the Association, through their representatives, may mutually agree to waive the fact finding proceedings set forth in this article.

## **Level Four - Board**

- A. Within five (5) days of receipt of the decision given in Level Two and if fact-finding has been waived, the grievant, or designated representative, may appeal the decision to the Board of Education. This appeal shall include a copy of the decision being appealed, the grounds for regarding the decision unacceptable, and the requested course of action.
- B. If fact-finding has been elected as provided in Level Three, and if the Superintendent and the

grievant, through the Association, cannot reach a mutually satisfactory adjustment of the grievance as the result of fact finding, the grievant, through the Association, may then appeal the issue to the Board of Education. The appeal may be filed within ten (10) days of receipt of the report from the fact finder. This appeal shall include: a copy of the decision given by the Superintendent, or designee, in Level Two; a copy of the report given by the fact-finding in Level Three; the grounds for regarding the decision and the report unacceptable; and the requested course of action.

- C. The Board shall hear appeals at this level within twelve (12) days of receipt of the appeal. This hearing may be during a regularly scheduled meeting or at a special meeting called by the Board. Written notice of the time and place of the hearing shall be given by the Board's designee no later than three (3) days prior to the hearing to the grievant and the Association representative.
- D. The Board shall render its decision in writing within ten (10) days after conclusion of the hearing to the grievant with copies given to the principal or immediate supervisor and the Association representative. The decision of the Board shall be final.

## **ARTICLE X – Conditions of Employment**

### **Work Day**

- A. The normal work day for teachers shall be not more than eight (8) hours, including lunch. Teachers shall be required to report to work no earlier than thirty (30) minutes prior to the beginning of the student instructional day and shall be required to remain no later than twenty (20) minutes after the end of the student instructional day. Extensions/alterations to this work day definition shall be defined within the negotiated agreement for special circumstances. If the State Board of Education or Legislature mandates a change in the student instructional day, the teacher work day shall be extended accordingly.
- B. Each teacher shall have no less than twenty-five (25) consecutive minutes each school day for a lunch period during which the teacher shall be given no duties. The twenty-five (25) minutes shall be protected and not part of any passing period or supervision of students. However, in buildings where staff assignments permit, the building principal will, if possible, provide a thirty (30) minute lunch period with no assigned duties.
- C. After providing all teachers an opportunity for input, the principal of each elementary school shall establish a schedule assigning teachers to lunch periods and to planning periods in an equitable manner.
- D. The Board of Education shall direct administrators, where building staff assignments permit, to provide teachers in grades Pre-K through Five planning time of at least forty (40) minutes per school day, and each secondary teacher one (1) class period per school day. When time allows, principals will provide teachers with ample, advance notification of known assemblies or special activities that will take place during plan times.
- E. Teachers who are directed by the building administrator to use their planning period to supervise instructional classes or when a substitute is not available will be reimbursed at the rate of \$15.00

per period. Teachers will be compensated for a maximum of one (1) planning period per day. Teachers who are required to integrate a second class into their schedule due to unavailability of substitute will be paid at the rate of a certified substitute.

- F. Teachers who are required to integrate a portion of a class into their schedule due to unavailability of a substitute will be paid a proportionate amount of the certified substitute pay rate not to be less than \$15.00. The rate for elementary instructional coverage shall be \$90 paid proportionately.
- G. Except for lunch period, unassigned time of a teacher shall be devoted primarily to instructional duties.
- H. On days designated by the District as “Late Start” or “Early Release” for purposes of creating embedded collaboration time for staff, teachers will report or be released at the normal time, but students will arrive later or be dismissed earlier to allow for the additional staff collaboration time. The student instructional day will be adjusted accordingly to compensate for the embedded collaboration time to ensure that total instructional hours for the school year meet state requirements.
- I. Teachers may be required to attend, either before or after the work day, functions related to the activities of the school including parent conferences, IEP, meetings, and staff meetings at no additional compensation. There shall be no more than one (1) faculty meeting per month that shall not exceed thirty (30) minutes in addition to virtual learning day meetings. BAHS will offer a morning and afternoon session to provide flexibility for teachers’ schedules. All other sites will offer a morning session only, however, if a teacher is unable to attend the morning session due to a school obligation or approved absence, site administration will ensure the content of the meeting is delivered to the teacher. The faculty meetings may include relevant and intentional instructional conversations, instructional feedback, housekeeping items, data analysis or site operational information. No formal professional development to introduce new concepts shall be scheduled during this time. The site administrator may cancel these meetings at their discretion.
- J. The Board will endeavor to modify the hours of the school day in order to permit faculty meetings to be held during the regular school day.
- K. Principals will provide teachers 24-hour advance notification of regularly scheduled faculty meetings with the exception of unforeseen emergency circumstances.

### **Teacher Contracts**

- A. The teacher work year shall consist of not more than one hundred eighty (180) days, or equivalent hours, as follows:
  - 1. One hundred seventy-five (175) days shall be for instruction
  - 2. Five (5) days shall be for professional activities, unless otherwise provided by law and/or regulations of the State Department of Education.
  - 3. Teachers new to the district shall be required to attend not more than five (5) orientation days.

- B. Individual teacher contracts shall be issued to all teachers within sixty (60) days after the salary schedule has been approved for the current school year. In the event that a delay is necessary, the Association will be notified immediately.
- C. Each individual teacher's contract will specify the number of work days required for that teacher's assignment.
- D. Those teachers who do not complete records and other end-of-the-year check-out requirements within the one hundred eighty (180) scheduled days, or equivalent hours, will be obligated to work extra days until the check-out procedure is completed.
- E. Teachers may check out after student dismissal on the last day of student attendance, if check-out responsibilities have been completed. Principals will be available for teacher check-out at least two (2) hours beyond the end of the defined teacher work day.
- F. Teachers with extra duty contracts shall work beyond the regular work year whenever necessary in order to fulfill the responsibilities of the extra duty assignment. Positions requiring days added to the employee's regular contract will be compensated at a base daily contract rate for each additional day added.

### **Duties and Professional Development**

- A. Teachers shall be accountable for the maintenance and completion of all records as required by the Board. When possible, an appropriate amount of time for any required district certification, online training will be given by the district for completion. Teachers shall be accountable for school materials, equipment and facilities assigned to them. The Board shall not require that teachers pay for instructional materials from their personal funds.
- B. Teachers shall accept non-teaching duty assignments when these duties are deemed necessary for the proper functioning of the school. Such duty assignments shall be held to the minimum number necessary to provide adequate supervision of students as determined by the building principal. After the regular teacher workday, extra-curricular duties will be performed by appropriate teacher volunteers, whenever possible.
- C. Teachers performing duties at athletic events after the regular school day will be compensated according to a rate established by the Board of Education.
- D. The Board of Education and the Broken Arrow Education Association jointly recognize the importance of teacher participation in Parent Teacher Association meetings and fund-raising activities. Teachers are expected to attend these activities; however, building principals should be flexible when circumstances necessitate a teacher absence. Prior notice should be given to the principal as early as possible.
- E. Teachers will be responsible for the supervision of school property and the supervision of students, when involved in school activities, wherever they may be, at whatever time.
- F. No certified staff member shall be subjected to random drug or alcohol testing except in accordance

with state or federal law. Suspected drug and/or alcohol use will be subject to Board policy.

- G. All teachers of Broken Arrow Public Schools will be admitted to home athletic events upon presentation of their (ID) employee badge. The employee badge will also admit one guest to home athletic events.
- H. When a teacher receives a fee waiver certificate(s) from a university, they have the right to keep the certificate(s), which shall only be used toward tuition for the staff member's personal advanced education, or to donate the certificate(s) to the District. The District will disperse fee waiver certificates it receives based on guidelines set by the Tuition Reimbursement Committee.
- I. Professional improvement of teachers shall be compliant with the plan developed by the District Professional Development Committee as directed by guidelines of the State Department of Education and adopted by the Broken Arrow Board of Education.
- J. Teachers who are required by district administrators to attend professional development outside the one hundred, eighty (180) contracted days shall be compensated at the rate of fifteen dollars (\$15.00) per hour of training. If the professional development is required and a stipend is provided, the greater of the stipend or hourly rate will be the amount compensated to the employee.
- K. If teachers cannot attend at the required professional development time, due to reasons outlined in the leave provisions of this agreement, the district can provide an alternate opportunity or excuse the absence. Appropriate evidence concerning the cause of absence may be required by the principal, immediate supervisor, or the Human Resources department.

## **Evaluations**

- A. During the school year, the Tulsa Teacher/Leader Effectiveness Observation and Evaluation System will be used as the evaluation program for teachers not in a supervisory capacity. Continued use of this evaluation program will be subject to negotiations, however teachers will not be exempt from the TLE process.
- B. The Professional Learning Focus (PL Focus) shall be completed for each educator and meet the following requirements:
  - 1. Be introduced and explained to participants at the beginning of the year (individually or as a group).
  - 2. Be established, collaboratively by the teacher and evaluator, by the end of the first quarter of the current school year. This may be done in person or electronically.
  - 3. Be documented on the state department approved PL Focus template.
  - 4. Shall not be dictated by the evaluator.
  - 5. Shall not be tied directly to a TLE domain.

- C. Student standardized test results shall not be part of the criteria used for the appraisal of teacher performance, unless use of such material is prescribed by statute or by regulations of the State Department of Education.
- D. The District will not conduct TLE formal observations one instructional day preceding and following: Fall Break, Thanksgiving Break, Winter Break, and Spring Break.

## **Individual Rights**

### ***Teacher Files***

- A. The Board of Education shall designate the official custodian of the personnel records for those teachers. Such records shall remain confidential in accordance with the Statutes of the State of Oklahoma. However, nothing herein shall be construed to prohibit any actively employed teacher from examining his/her own personnel file at any time during normal school hours by appointment with the Human Resources department.
  - 1. Any admonishment or reprimand placed in a teacher's personnel file shall also be provided to the teacher. Any teacher shall have the authority, within fifteen (15) working days from the notification, to execute a written response to any such document placed in his/her personnel file.
  - 2. Any teacher may request in writing that any entry or document in his/her personnel or working file be removed there from. The Board shall make the final decision as to whether to grant said request. In making this determination, the Board will use the employee's number rather than name in any decision and vote by the Board related to removal of documents placed in the personnel file. The working file is a hard-copy file in a location designated by the principal.
  - 3. Active teachers may annually request that certain documents five (5) years old or older be expunged from their personnel file excluding evaluations and documented, investigated cases of sexual misconduct.
  - 4. All documents placed in the personnel file or working file must be dated.
  - 5. No material contained in the working file which is five (5) years old or older shall be moved to the personnel file and used as a basis for job action against any member of the bargaining unit.
  - 6. Teachers shall have an opportunity to review the material contained in the principal's working file. Request to review said material shall be made to the principal in writing by the teacher. The principal shall make copies of the material available to the teacher within two (2) working days following receipt of the request. The principal may redact identifying information related to students, parents, and/or staff.
  - 7. Any teacher shall have the authority, within fifteen (15) working days from the date they are aware of an admonishment or reprimand contained in the working file, to execute and attach a response to the admonishment or reprimand.



8. The District and the Association agree that academic freedom is essential to the fulfillment of the purposes of the District and acknowledge the fundamental need to protect employees from censorship or restraint which might interfere with their obligation in the performance of their professional duties. A teacher shall be shown any written, signed complaint against him/her, and any verbal complain, which will be recorded in written format, if the complaint is of such a serious nature that it could affect the nonrenewal of the teacher's contract. In the event the administrator determines it would be inappropriate to show the written complaint, the teacher will be informed of the complaint. The teacher shall have the opportunity to respond if he/she chooses. Only complaints investigated and substantiated will be placed in the teacher's personnel file. For disciplinary action including, but not limited to push pins, goal setting forms, PDP's, and letter of admonishment, teachers will be given information with enough details to know the basis of the discipline. Administrators will include only information that has been investigated and documented.

### ***Push Pins and Personal Development Plan***

- A. The following procedures will be recognized by the Board and Association in dealing with teacher due process. A principal may repeat any level or enter the process at any level deemed necessary.
- B. Verbal counseling is a term used when a principal has a one-on-one discussion with the teacher concerning a situation which requires correction. If the teacher fails to correct the situation following verbal counseling, a principal may document such a situation, which will be retained in the principal's working file and a copy given to the teacher. Collectively, these steps are referred to as "Push Pins" in the Teacher-Leader Evaluation System.
- C. When an administrator who has the responsibility of evaluating a teacher identifies a situation that the administrator believes may lead to a recommendation for the teacher's dismissal or non-reemployment, the administrator shall:
  1. Admonish the teacher, in writing, through the use of a Personal Development Plan/Admonishment, and make a reasonable effort to assist the teacher in correcting the poor performance or misconduct; and establish a reasonable time for improvement, not to exceed two (2) calendar months, taking into consideration the nature and gravity of the teacher's poor performance or misconduct.
- D. A copy of the Personal Development Plan/Admonishment will be retained in the administrator's working file and a copy will be given to the teacher. The original will be placed in the official Personnel File or TLE database maintained in the Human Resources department. A signature of the teacher is required as acknowledgment of receipt, and representation may be present at this level.
- E. When a Personal Development Plan (PDP) is being issued or is expected, supervisors will notify the teacher in writing as to the purpose prior to the meeting. Members of BAEA have the right to request a BAEA representative to be present regarding any personnel matter. BAEA

members have the right to request the BAEA President, Vice President, or their Building Representative regarding any personnel matter. BAEA leadership reserves the right to refuse representation for non BAEA members. All certified personnel of Broken Arrow Public Schools are encouraged to join BAEA. As members of a professional organization, teachers are encouraged to attend and participate actively in BAEA. If a BAEA teacher has requested BAEA representation during a Personal Development Plan, the building principal may request a district level instructional administrator to be present.

### ***Investigations***

- A. When an investigation is initiated because of a student or parent complaint, the teacher will be notified as soon as possible of the investigation. The teacher will also be notified of the basis for investigation. The teacher may have representation at any investigative meeting.
- B. A written admonishment shall be communicated to the teacher within five (5) working days of the principal's awareness of the incident unless there is an ongoing investigation. If an admonishment is warranted, it will be given within five (5) working days of the end of the investigation.
- C. If the teacher is not available within the time limits, the admonishment may be mailed to the teacher by certified mail, return receipt requested or delivered to a representative of the teacher's choice.
- D. If the principal is not available within the time limits, the administrator may be represented by another administrator or the meeting rescheduled at a mutually agreed upon time.
- E. Both parties should make a good faith effort to comply with the stated time limits.
- F. When any teacher is required to attend a conference with an administrator in which the teacher will receive a formal written admonishment which could lead to dismissal or termination, and/or when correspondence from the supervisor to the teacher will be placed in the permanent (Human Resources department) personnel file, the teacher shall be provided reasonable, prior, written notice of the time, nature, and the general topic of the conference. The teacher and the administrator shall each be entitled to make a tape recording of the conference and/or have a representative of their choice accompany them, who, if desired, would be allowed to speak for either party at the conference.
- G. When an Association representative is requested for any teacher-administrator conference, the meeting will be held at a mutually agreeable time within five (5) working days of the notification of the need for a meeting.
- H. This does not relate to investigations.
- I. Nothing in this section shall diminish the right of the district to suspend teachers as authorized by statute.

- J. The Board of Education shall provide professional and tort liability protection of teachers who are employed by the district, within statutory limitations.

### **Suspension of Teachers**

- A. Whenever the Superintendent of a School District has reason to believe that cause exists for the dismissal of a teacher and is of the opinion that the immediate suspension of the teacher would be in the best interests of the children in the district, the Superintendent or the local Board of Education upon receiving recommendation for suspension from the Superintendent may suspend the teacher without notice or hearing. However, the suspension shall not deprive the teacher of any compensation or other benefits to which otherwise entitled. Within ten (10) days' time after such suspension becomes effective, the local Board of Education shall initiate a hearing for dismissal pursuant to law. However, in a case involving a criminal charge or indictment, such suspension may extend to such time as the teacher's case is finally adjudicated at trial. Provided, however, such extension shall not include any appeal process (OS 70-6-101.29).
- B. A teacher who is convicted of a felony offense or a misdemeanor offense involving moral turpitude, will be subject to dismissal by the Board of Education upon recommendation of the Superintendent.

### **Employment Provisions**

- A. Vacancies that occur in certified positions will be posted on the school employment website. This location must be used exclusively for job postings. Any vacancy that occurs within five (5) days of the first day of instruction may be filled after posting the position for forty-eight (48) hours. Posting of vacancies in the summer months will be on the school employment website. Job postings will clearly set forth the position, site or pool, closing date if determined by the hiring manager, and certification required. Any teacher who desires to fill such a vacancy shall submit a transfer application on the school employment website.
- B. Assignment, transfer and promotion of personnel is a management function vested exclusively in the Board of Education. The Board grants to the Superintendent of schools the authority to assign and/or transfer personnel.
- C. Transfer and/or reassignment of teachers will be decided on the basis of the needs of the School District, the qualifications of teachers, and, when appropriate, the teacher's expressed desires. When it is not possible to meet all three (3) conditions, teachers will be transferred and/or reassigned at the direction of the Superintendent in the best interest of the School District, to an assignment where administration feels the teacher can most appropriately serve.
- D. Favorable consideration will be given to qualified applications among current teachers of the School District when vacancies exist in new or existing positions.
- E. Transfer of teachers, when practical, will be made on a voluntary basis by request of the teacher. The following guidelines shall apply to an application for voluntary transfer and/or reassignment.

- F. A teacher who has submitted a transfer application prior to April 30<sup>th</sup> will be granted an interview each year for at least one opening for which they are certified. Individual principals will not be required to interview the same candidate more than once in a three (3) year period. If there is only one (1) opening for which the teacher is certified and this opening is in a building where the principal has interviewed the candidate within the three (3) year period, the candidate will not be guaranteed an interview for that position.
- G. The teacher shall attach a transfer application to the open position on the school employment website.
- H. Teacher requesting to transfer should notify his or her building principal of the request.
- I. The final decision of a teacher transfer request shall be that of the Instruction department and the Human Resources department.
- J. In the event that intra-district transfer of teachers among buildings becomes necessary in order to balance staff with student enrollment, these guidelines will be followed:
  - 1. Positions to be eliminated will be the deciding factor in reduction of building staff rather than giving prime consideration to individuals who occupy certain positions. In all cases, preservation of the education program and the welfare of students will be paramount in determining positions to be eliminated and personnel to be transferred.
  - 2. The teachers will be given notice of a proposed intra-district transfer. The Board will affect transfers for the ensuing school year using qualified volunteers, if available, unless the volunteer occupies a specialty where he/she cannot be replaced.
  - 3. The teacher shall be transferred according to the following criteria:
    - a. Employee's area of certification
    - b. Length of service in Broken Arrow schools
    - c. Date of hire in the District
    - d. Total years of teaching experience
    - e. By lot
  - 4. If the established procedure of transferring teachers is not considered in the best interest of the educational program and students, the teacher(s) to be transferred will be decided in a conference between principals of the schools involved and the Human Resources department, during which consideration will also be given to the length of service of the teachers(s) in the current building assignment(s).

**Reduction in Force Provisions for Certified Teaching Personnel**

- A. Reasons for a Reduction in Force. Any teacher in the School 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 for institutional reasons or (c) a decline in enrollment or (d) other business necessity as determined by the Board, a reduction in the teaching staff for the following fiscal year is necessary.
- B. Definitions. For the purpose of this section, the following terms have the stated meanings:

1. "Financial necessity" means a reduction in the School District's financial resources resulting from declining enrollment or any other action or event that in the sole judgment of the Board of Education will result in a reduction in the School District's current or future operating budget.
  2. "Program change" means any elimination, curtailment or reorganization of a curriculum offering, program or school operation or a reorganization or closing of a school or a consolidation of two (2) or more individual schools or school districts.
  3. "Declining enrollment" means a decrease in the School District's total enrollment or enrollment in a particular program or curriculum offering which in the sole judgment of the Board of Education may adversely affect the School District's current or future allocation of funds and/or the necessity of maintaining certain current or future class sections or curriculum offerings.
  4. A "contracted special duty assignment" is an assignment that requires special skill or expertise for which the teacher receives additional pay pursuant to a written extra duty contract that is separate from the regular teaching contract and which assignment involves activities such as but not limited to athletics, academics, the arts, music, drama, debate or cheerleading.
  5. "Seniority" means the length of continuous, full-time contracted employment as a teacher in the School District, beginning on the date the teacher first reported to work. If seniority is the same, the date the Board approved the employment of the teacher will be the deciding factor.
- C. Criteria for Eliminating Positions. The primary criterion in determining 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 School District. In deciding which positions to eliminate, the Superintendent and the Board will consider the curriculum, the needs of students and those contracted special duty assignments that require special skill or expertise. The decision as to which positions to eliminate shall be made by the Board of Education acting on its own volition or following receipt of a recommendation by the Superintendent of Schools. When positions must be eliminated, the Board will attempt to reduce staff first by normal attrition.
- D. Criteria for Non-reemployment of Teachers in Affected Positions. 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 rating of the teachers holding such positions as measured [to the nearest hundredth of a decimal point] by the School District's Teacher and Leader Effectiveness Evaluation System [TLE] for each year in which the TLE has been in effect, not to exceed three (3) years. If the composite ratings of the teachers in the affected positions are identical then the following, *in this order*, shall control:
1. Seniority in the School District
  2. The number of certifications held
  3. Total years of teaching experience

4. By lot drawing conducted by the Human Resources Department in front of an authorized representative of the Association

### **Procedures for Reduction in Force**

- A. Action by Superintendent. The Superintendent, upon receipt of the Board's preliminary determination of the necessity for a reduction in force, or upon his own volition, 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 relevant district administration where a position elimination is proposed and (c) shall take into consideration the criteria set out herein.
- B. 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 terms of these reduction in force provisions.
- C. 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 volition, 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.
- D. 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 School District and (b) whether the recommendation to not renew the specific teacher is being made in good faith under the reduction in force provisions.
- E. Effect of Board Decision. The decision of the Board based on the evidence presented at the hearing shall be final and non-appealable.
- F. Reemployment or Other Employment After Reduction in Force
- G. Recall. For two (2) school years after the effective date of non-reemployment due to a reduction in force, the Board of Education shall not fill the specific position previously held by an eligible teacher who was non-reemployed due to a reduction in force without first offering such specific position to the non-reemployed and eligible teacher. 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. If more than one non-reemployed eligible teacher is both certified and qualified for a position which the teachers previously held with the School District and which becomes available, the Board, after receiving the Superintendent's advice, shall select the eligible teacher it believes will best fill the position. Nothing in this provision shall give to any non-reemployed and eligible teacher priority rights to fill a vacancy which becomes available and for which the eligible teacher is certified and qualified unless such position is identical to the position which the teacher previously held with the School District

- H. Recall Procedures. The offer of reemployment shall be made personally or by both regular mail and certified mail, return receipt requested, and the teacher shall be told in such notice that if the teacher wishes to accept, the teacher must do so in writing within five (5) calendar days of his/her receipt of notice. Failure to receive acceptance within five (5) calendar days or rejection of the offer of reemployment eliminates all reemployment rights of the teacher.
- I. Status After Recall. A career teacher who has been non-reemployed and who is then reemployed within one (1) school year shall be reinstated as a career teacher. A probationary teacher who is non-reemployed but is then reemployed within one (1) 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.

### **Payment Procedures**

- A. Teachers will be required to utilize direct deposit for their payroll payments.
- B. Any teacher whose assignment provides for less than two hundred (200) days annual contract and for the receipt of payroll payments during summer months shall receive regularly scheduled checks in June, July and August.

## **ARTICLE XI - Personnel Leave Regulations**

### **Sick Leave**

#### ***Overview***

- A. Sick leave benefits provided by the School District are strongly endorsed by the Board of Education and the administration as a desirable and necessary concept for the purpose of providing a degree of individual and family security during times of illness.
- B. The Board shall provide at the beginning of each school year, every teacher ten (10) days of sick leave for use in case of personal injury, illness, pregnancy, or accidental injury or illness in the immediate family. Teachers on eleven-month contracts will receive eleven (11) days of sick leave each year, and those on twelve month contracts will receive twelve (12) days of sick leave each year.

- C. The term immediate family is defined to mean husband, wife, son, daughter, mother, father, brother, sister, foster children, grandparent, grandchild and corresponding in-laws, step-relatives, or a relative that resides permanently in the home.
- D. Unused sick leave will accumulate from year-to-year as long as the teacher remains continuously in the service of the Broken Arrow Public Schools. However, the maximum accumulation sick leave credit at the end of each fiscal year shall not exceed one hundred twenty (120) working days.
- E. The district will maintain records of days above the maximum accumulation of one hundred twenty (120) days. The record of unused days will be reported to Oklahoma Teacher Retirement System when a teacher completes their retirement paperwork.
- F. Teachers are encouraged to schedule doctor appointments outside the school day.
- G. Sick leave earned during one (1) fiscal year cannot be used for reimbursement of days deducted in any previous years.
- H. A teacher who attempts to take unfair advantage of sick leave benefits shall be subject to dismissal or other disciplinary action as provided by the Agreement. The principal, immediate supervisor, or Human Resources may request documentation to support the absence, particularly at the following times:
  - 1. On days of unusual or inclement weather.
  - 2. On days immediately preceding or immediately following holidays or non-work days other than the weekends.
  - 3. During the last four (4) weeks of employment.

Appropriate evidence may include the following:

- a. A physician's statement
- b. Teacher statement to the principal or immediate supervisor.
- c. Copies of claim submitted for insurance benefits.
- d. Other information as may be indicated by the circumstances.

### ***Sick Leave Sharing Bank***

- A. The negotiated agreement follows the provisions as stipulated in the Sick Leave Sharing Bank Board Policy 5310.

### ***Payment of Unused Sick Leave at Retirement***

- A. Sick leave records shall be kept by the Human Resources department and shall be considered final.
- B. Each teacher upon retirement from the teaching profession at age sixty-two (62), or when a combination of creditable years of service and age total eighty (80) for those teachers hired before July 1, 1992, or a combination of creditable years of service and age total ninety (90) for



those teachers hired on or after July 1, 1992, with ten (10) consecutive years of service with the Broken Arrow Public School System immediately prior to retirement, or twenty (20) cumulative years of service with Broken Arrow Public Schools, shall be paid at the rate of pay of a certified substitute up to a maximum of one hundred twenty (120) unused sick leave days.

### ***Medical Leave of Absence/Personal Illness (Occurring During the Instructional School Year)***

- A. Family and Medical Leave/BA Medical
  - 1. The negotiated agreement follows the provisions as stipulated in the Family and Medical Leave/BA Medical Leave Board Policy 5160.
- B. Leave Options Following FMLA/BA Medical
  - 1. An employee unable to return to their assignment due to medical reasons may continue on a long-term absence until they have exhausted their leave balances.
  - 2. Once all sick leave has been exhausted, the employee will be placed on an automatic medical leave of absence per Human Resources. The three-year employment requirement would be waived in this instance.
    - a. The medical leave of absence will expire on the ending date of the current contract or when a medical release is received, but in no case later than June 30. The portion of the year that the teacher is on medical leave shall be considered a Personal Leave of Absence: Year One.
    - b. When the regular teacher is placed on a medical leave of absence for personal illness, a replacement will be assigned to the position for the remainder of the school year or for whatever portion of that time needed to replace the regular teacher.
    - c. Request to return from medical leave of absence for personal illness must be accompanied by a physician's statement.
    - d. If an employee is unable to return to work the following school year, they must apply for a Personal Leave of Absence: Year Two per the guidelines below.
  - 3. A teacher using leave for a personal illness will not be permitted to do substitute teaching.

### **Personal Leave of Absence: Year One**

- A. Teachers who have worked in the district for three or more years may submit an application for a personal leave of absence to Human Resources prior to the ensuing fiscal year (July 1). While on a personal leave of absence, an employee may not substitute teach or take employment in any educational institution.
  - 1. Personal reasons
    - a. Leave of absence for personal reasons may be granted to a teacher without pay. This could include, but is not limited to:
      - 1. Personal illness – may be granted to teachers employed for less than three years
      - 2. Care for sick members of the immediate family
      - 3. Office in state, local or national association
      - 4. Further study

- b. During the leave period, the teacher shall not receive credit for:
      - 1. Teaching experience for salary purposes
      - 2. Experience for Oklahoma Teachers Retirement System
      - 3. Sick leave accrual
    - c. Premiums on any insurance retained by the teacher during the leave period will be paid by the teacher.
  - 2. Public office
    - a. Teachers will be granted, upon request, a leave of absence of up to one (1) year in order to run for public office. If elected, the teacher may return to the Broken Arrow school system after his/her term of office and be reinstated at the salary step to which he/she was entitled when the leave was granted.
  - 3. Military Service
    - a. The three-year employment requirement would be waived in this instance.
    - b. All officers and teachers of the state or a subdivision thereof or a municipality therein who are members, either officers or enlisted men of the Reserve Corps of the Army, Navy, Marine Corps, Coast Guard, Women's Auxiliary Corps, or any other component of the Armed Forces of the United States including members of the National Guard shall, when ordered by the proper authorities to active duty or service, be entitled to a leave of absence from such active service without loss of status or efficiency rating and without loss of pay during the first thirty (30) calendar days for employees of political subdivisions or the first thirty (30) regularly scheduled work days for state employees of such leave of absence in any federal fiscal year, the officers or employees shall receive their full regular pay. (2017 School Law Book, Section 1038).
- B. A leave of absence will not be considered for teachers who do not meet the conditions or follow the outlined procedures. All leaves will be effective on the A.M. of the date requested (resignations will be effective at 4:30 P.M. on the date requested). Teachers failing to meet the provision of a specific leave shall not be entitled to reinstatement.

**Personal Leave of Absence: Year Two**

- A. A personal leave of absence may be extended for one additional year. To qualify for the extension, teachers must have worked in the district for three or more years. Teachers out for personal illness are exempt from this requirement. Teachers must submit their intent in writing to the Human Resources department by **March 1<sup>st</sup>** to:
  - 1. Take a Personal Leave of Absence: Year Two
  - 2. Request to return to work, or
  - 3. Resign
- B. If the request is not received by March 1<sup>st</sup>, the leave of absence benefits will not be granted and employment will be terminated.

**Return from Personal Leave of Absence**

- A. If at any time during the calendar year of leave the position of the teacher should be eliminated, the teacher will be returned to an equivalent position.
- B. The Board of Education, in granting a leave of absence for one (1) full year or more, signifies its intention to reemploy the teacher at the end of the leave provided:
  - 1. There is an existing vacancy for which the teacher is qualified;
  - 2. The teacher complies with all requirements of his/her reemployment

### **Bereavement Leave**

- A. A maximum of five (5) days leave shall be allowed in case of the death of a child, husband, wife, mother, father, grandchildren or corresponding in-laws or corresponding step-relatives.
- B. A maximum of three (3) days shall be allowed in case of the death of a sister, brother, grandparents, or corresponding in-laws or corresponding step-relatives.
- C. A maximum of one (1) day shall be allowed in case of the death of an aunt or uncle, niece or nephew, or corresponding in-laws or corresponding step-relatives.
- D. Bereavement leave may be taken any time within thirty (30) days of the death of a family member. Days do not have to be taken in consecutive order.
- E. Additional Bereavement leave days may be granted at the request of the teacher.

### **Personal Business Leave**

- A. All teachers have available up to three (3) days unrestricted Personal Business Leave per year with full pay. If a teacher needs more than 3 personal days, they may use up to (2) additional personal sub-deduct leave days. In the interest of continuity of instruction, teachers are encouraged to avoid using personal business leave days during the first or last five (5) instructional days of school; before or after school breaks and holidays; during state, district, and/or school-wide assessment events; and on any scheduled professional development days.
- B. In the event that anticipated personal business leave is to be taken, teachers will provide notification to their principals at least two (2) working days in advance, if possible. In extreme cases notification of personal business leave may be made by telephone to the principal.
- C. It will be the teacher's responsibility to log their absence in the automated absence reporting system.
- D. Each school year incentives will be given for non-use of Personal Business Leave.
  - a. Teachers will have the option of either rolling over their unused personal business leave days to sick leave or receiving payment at the certified substitute rate. This does not apply to the two (2) additional unused personal sub-deduct leave days.
- E. Two (2) days emergency leave each school year will be granted each teacher at substitute pay deduct. This leave may be used for emergencies that arise as a result of unforeseen and uncontrollable circumstances not covered by other leave. Leave requests will be entered into the automated

absence reporting system. Types of circumstances eligible for emergency leave include but are not restricted to the following:

- Car trouble or accident.
  - Household-related catastrophic incidents, e.g., fire, broken water pipe, storm damage, etc.
- F. An additional three (3) days of personal business leave with full pay can be utilized each year for military family leave. Formal documentation of the occasion (graduation, deployment, return to stateside, etc.) must be provided to human resources at least five (5) business days in advance of the absence. Proof of attendance shall be given to the site principal upon return. This leave may be utilized for immediate family members. For this purpose, immediate family member is defined to be husband, wife, son, daughter, mother, father, brother, sister, foster children, grandparent, grandchild, and corresponding in-laws and/or step-relatives.

### **Leave Without Pay**

- A. If a teacher's absence exceeds the number of leave days accumulated, each day will be deducted at the teacher's daily rate of pay.
- B. Requests for leave from regularly assigned duties for the purpose of personal vacation shall be discouraged. If leave exceeds personal days available, the remainder of leave will be deducted at the teacher's daily rate of pay.
- C. Prior approval should be obtained from the principal and the Human Resources department.

### **School Activity**

- A. If the principal and the teacher agree that a school sponsored event requires that a teacher be away from his/her regularly assigned duties either as an individual or with students, a substitute may be provided.
- B. Prior approval is required. A request from a teacher should be submitted through the automated absence reporting system.

### **Temporary Military Leave (Less than 30 days)**

- A. A copy of official orders may be requested for any temporary military leave. Human Resources should be contacted for any military leave over two days.

### **Jury/Legal Leave**

- A. Jury duty should be submitted through the automated absence reporting system with a copy of the jury summons attached.
- B. Teachers who find it professionally impractical to serve on jury duty may request to be excused by filing a request according to procedures outlined by the court. A teacher should not consider himself/herself excused from jury duty until the request has been approved by the court. Human Resources should be notified if jury duty has been excused by the court.

- C. Teachers may request leave for appearance in legal proceedings affecting employment, the school, the district, or other legal proceedings as required by law, except those in which the teacher is the defendant or plaintiff. Leave must be entered into the automated absence reporting system.

### **Professional Leave**

- A. Teachers may be granted leave each academic year for the purpose of: (1) attending an instructionally-related professional meeting in which the teacher holds an office; (2) attending an instructionally-related professional meeting during which the teacher is scheduled to present a topic or conduct a workshop when said instructionally-related meeting has been previously approved by the Instructional Services Division of Broken Arrow Public Schools.
- B. Such leave shall be limited to five (5) days per academic year per teacher. While on such leave the teacher shall receive full pay if the Instructional Services Division or Office of the Superintendent has requested the teacher to present a topic or conduct a workshop.
- C. To apply for professional leave of this type the teacher shall submit a request on the appropriate form through the building principal ten (10) working days in advance of the intended date the leave is to commence. A copy of an approval statement from the Instructional Division shall be attached to the leave request form. The Human Resources department shall respond in writing notifying the teacher of approval or disapproval of the leave request.

### **Association Leave**

- A. Teachers shall be granted leave each academic year to attend local, state, or national association sponsored meetings when said teacher holds an office or serves as a delegate in a local, state, or national association of the Broken Arrow Education Association. Use of this leave for other meetings not sponsored by the Broken Arrow Education Association, Oklahoma Education Association, or the National Education Association, will be at the discretion of the Association.
- B. When the Association President is requested by Superintendent to represent the district at various functions during the school day, the absence will be charged as administrative leave.
- C. A total of thirty-five (35) days per academic year shall be provided for Association leave usage for eligible Association officers and delegates. Such leave shall be limited to seven (7) days per academic year per eligible officer and delegate within the thirty-five (35) day total, except that the BAEA president and/or OEA board member shall be permitted to use ten (10) days per year. No more than two (2) eligible Association members shall be absent from the same building on a given day for Association leave purposes unless the teaching staff at a particular building exceeds fifty (50), in which case a maximum of three (3) eligible teachers may utilize Association leave. When the Association member is on such leave, the Association will be billed directly at the current rate of substitute pay.
- D. When days in excess of those above are needed, a request may be submitted to the Superintendent or designee for approval.

- E. To apply for Association Leave, the teacher shall log their absence in the automated absence reporting system. Prior approval by the Association President must be obtained by the teacher in order to use Association leave.

## **ARTICLE XII - Miscellaneous**

- A. Administrative/clerical services performed by personnel of the Broken Arrow Public Schools shall be performed on a direct cost basis when such services are related to Association business matters. Such costs shall be charged to the individual teacher or Association as a whole, e.g., payroll deduction for membership in professional associations.
- B. Committees: When a district-wide committee is formed, teachers shall be among those appointed as committee members. Any district committee that is led by the instructional team, a BAEA member will be invited to participate who is mutually agreed upon by BAEA and the district. Safe School Committees are established at each site and are made up of teachers, administrators, students, and parents as directed by the Oklahoma State Department of Education. The Association will have access to site Safe School plans.
- C. Building Conditions: When a teacher is required to move out of his/her classroom, moving assistance will be provided to the teacher and a deadline for the move will be established and communicated to the teacher by the principal.

## **ARTICLE XIII - Monetary Items**

### **Teachers' Compensation Schedule**

- A. The Teachers' Compensation Schedule, as shown herein, shall meet or exceed the state mandated salary schedule at all experience and professional improvement steps.
- B. Pay dates for teaching staff will be on a semi-monthly basis beginning the 2021-2022 school year.
- C. Separate payments will be issued for personal leave incentive and extra duty pay for all non-contracted extra duty.
- D.

### **Extra Duty Schedule**

- A. The Stipend Schedule shall be part of this Agreement. Compensation for extra duty assignments of teachers is not included in the basic contract. The extra duty contract is an addendum to the teacher's contract since persons serve in special assignment capacities at the discretion of the Board of Education and administration.
- B. Acceptance of extra duty assignments with pay does not exempt a teacher from being asked to assume additional duties without pay at the discretion of the building principal. All extra duty assignments are subject to the approval of the Superintendent of Schools, with ratification by the Board of Education.

- C. An annual system of review of extra duty assignments and stipends will be established by the Board and Association to ensure that each position or category is analyzed to determine necessary stipend adjustments.

### **Increment Adjustments**

- A. Compensation adjustments for teachers who obtain a Masters or Doctoral Degree will be made twice yearly on August 15 and February 1 of each contract year. An official transcript showing the advanced degree shall be provided to the Human Resources department by August 15 for first semester adjustments and by February 1 for second semester adjustments. Application for adjustments shall be the responsibility of the teacher.

**APPROVED:**

BROKEN ARROW EDUCATION ASSOCIATION

BROKEN ARROW BOARD OF EDUCATION

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Chief Negotiator, Sarah Wallace

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Board of Education President, Steve Allen

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Christina Gould

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Natalie Eneff

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Christina Sampson

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Rusty Stecker

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Tony Sappington

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Karen Morrison

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