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May 20 8 33 1992

Items of Agreement
Board of Education, Tulsa

On May 26, 1992, the Tulsa Classroom Teachers Association, Inc. submitted to the Superintendent of Schools a request for a meeting to discuss Items for Negotiations. A Negotiations Team representing the Tulsa Classroom Teachers Association, Inc. and a Negotiations Team representing the Board have reached an agreement on the items included herein.

(Teachers)

Kathleen Eastin
Chief Negotiator, Kathleen Eastin
TCTA NEGOTIATIONS TEAM

Robert F. Burton Sr.
Chief Negotiator, Robert F. Burton
BOARD OF EDUCATION
NEGOTIATIONS TEAM

Y 22/193

TCTA NEGOTIATIONS TEAM

- Jeff Carr
- Don Favor
- Dale Orr
- Bobbie Sullivan
- Shirley Woods

BOARD'S NEGOTIATIONS TEAM

- Robin Gooldy
- Lloyd Hensley
- Archie Mason
- Jack Pontious
- Ken Yates

Alternates

- TCTA Board of Directors
- TCTA Bargaining Committee

Alternates

- Bill Bond
- Carol Caldwell
- Barbara Dewell
- Roberta Ellis
- James Furch
- William Jordan
- Patricia Randall
- Jim Walker

Tulsa Classroom Teachers Assn.
3936 East 31st Street
Tulsa, Oklahoma 74135
918-749-2544

1992

Items of Agreement

1. Teachers working in Alternative Programs inclusive of, but not limited to Margaret Hudson, Children's Medical Center, Shadow Mountain, Street School and Hospital Programs will be subject to agreements negotiated by the Administration and TCTA.
2. During the 1992-93 school year, elementary, middle and high schools will receive discretionary funds that could be used to provide an in-school intervention staff member. The principal shall consult with the Site Advisory Council to make this determination.
3. The third phase of the study of Tulsa schools will be initiated during the week of August 18 with focus on the elementary school. At the August sessions, two teachers from each elementary school will meet with administrators and curriculum coordinators to define needs to be studied by review committees during the 1992-93 school year.

Planning time for elementary teachers continues to be an expressed need of both teachers and administrators of the District. That issue should be explored as a part of the overall examination of elementary schools.

4. Pending State Department of Education approval, kindergarten teachers with two (2) half-day sessions, will be scheduled an extra day for parent/teacher conferences in the fall and in the spring.
5. Upon retirement, teachers will be given the option of receiving the accumulated sick leave stipend in one (1) lump sum or distributed over one (1) fiscal year.

6. TCTA Special Assignment Job Description Committees will submit written job descriptions by February 15 to the Superintendent for approval by April 7 of each year. These job descriptions will be available to the building sites by May 1 of each year. The principal, working with the Site Advisory Council, will make adjustments to meet building needs. By November 10, of each year, an ESC list will be published for each site listing those receiving special assignments and the amount of compensation. Copies of the job descriptions will be made available to the faculty.

7. The administration recognizes that a small class size, especially in summer school, is educationally advantageous. Therefore the site manager, to the extent possible, will endeavor to keep class sizes to a minimum.

8. The length of a teacher's contract day is as follows:

| | |
|---------------|--------------------|
| Elementary | 7 hours 15 minutes |
| Middle School | 7 hours 35 minutes |
| High School | 7 hours 35 minutes |

These times are not intended to circumvent normal contractual obligations, including, but not limited to: faculty meetings, departmental meetings, Back to School Night, etc.

As a part of this agreement, each elementary teacher shall have not less than forty-five (45) consecutive minutes each day for lunch during which he/she shall be given no duties.

It is important to note that once a planning period is implemented for elementary teachers, the length of their contract day will be extended and the forty-five (45) minute duty free lunch could be reduced.

9. A safe and orderly learning environment is of paramount concern to the administration. Therefore, physical assault by students toward teachers will not be tolerated. In order to ensure for this end, the administration has developed a regulation (EPS Code: JGD-R) that suspends students for the remainder of the semester if found guilty of physical assault against teachers. The administration recognizes its prerogative to change this regulation if needed; however, the administration will consult with TCTA representatives prior to making modifications.

10. Teachers should remain in the same assignment for a minimum of two (2) years before asking for transfer. Teachers, if professional circumstances warrant, may request in writing that the two (2) year minimum requirement be waived. The administration will review each request on an individual basis.
11. The rebuttal to an evaluation or job target shall be sent to the Human Resources Division by the teacher for attachment to original document(s) in his/her file within twenty (20) days after receipt of the evaluation. The Human Resources Division will send a notice to the teacher acknowledging this transaction. The teacher shall also submit a copy of the rebuttal to the principal.
12. The teacher who adopts a child will be allowed to use up to four (4) weeks of accrued sick leave for care of the adopted child.
13. Up to five (5) days of emergency leave may be granted for a death in the immediate family or the death of a member of a household. The total number of emergency leave days taken by a teacher shall not exceed five (5) days during a school year. Additionally, emergency leave shall not accumulate from year to year.
14. The rate of pay for unused sick leave for eligible teachers upon retirement or resignation shall be \$28.00 per day.
15. A teacher who is scheduled to teach less than the first nine (9) weeks of a year in order to complete retirement requirements shall meet with a representative of the Human Resources Division to explore possible options for completion of retirement requirements.

TULSA PUBLIC SCHOOLS

1992-93

TEACHERS

| Step | Bachelors | Masters*** | Masters + 30*** | Masters + 60*** | Doctor*** |
|------|-------------|-------------|-----------------|-----------------|-------------|
| 0 | \$19,300.00 | \$20,900.00 | \$22,500.00 | \$24,100.00 | \$24,800.00 |
| 1 | 20,400.00 | 22,000.00 | 23,600.00 | 25,200.00 | 25,900.00 |
| 2 | 21,100.00 | 22,700.00 | 24,300.00 | 25,900.00 | 26,600.00 |
| 3 | 21,800.00 | 23,400.00 | 25,000.00 | 26,600.00 | 27,300.00 |
| *4 | 22,100.00 | 23,700.00 | 25,300.00 | 26,900.00 | 27,600.00 |
| 5 | 22,400.00 | 24,000.00 | 25,600.00 | 27,200.00 | 27,900.00 |
| **6 | 23,100.00 | 24,700.00 | 26,300.00 | 27,900.00 | 28,600.00 |
| 7 | 23,600.00 | 25,200.00 | 26,800.00 | 28,400.00 | 29,100.00 |
| 8 | 24,400.00 | 26,000.00 | 27,600.00 | 29,200.00 | 29,900.00 |
| 9 | 25,300.00 | 26,900.00 | 28,500.00 | 30,100.00 | 30,800.00 |
| 10 | 26,200.00 | 27,800.00 | 29,400.00 | 31,000.00 | 31,700.00 |
| 11 | 27,100.00 | 28,700.00 | 30,300.00 | 31,900.00 | 32,600.00 |
| 12 | 28,000.00 | 29,600.00 | 31,200.00 | 32,800.00 | 33,500.00 |
| 13 | 28,900.00 | 30,500.00 | 32,100.00 | 33,700.00 | 34,400.00 |
| 14 | | 31,400.00 | 33,000.00 | 34,600.00 | 35,300.00 |
| 15 | | 32,300.00 | 33,900.00 | 35,500.00 | 36,200.00 |
| 16 | | | 34,800.00 | 36,400.00 | 37,100.00 |
| 17 | | | 35,700.00 | 37,300.00 | 38,000.00 |

The following Career Increment will be added to the appropriate step of the salary schedule:

| | |
|--------------------------------------|------------|
| After 20 years of creditable service | \$1,000.00 |
| After 25 years of creditable service | \$1,000.00 |

* Teachers with 4 years or less of approved teaching experience are started at the corresponding step on the schedule, providing those years, do not include the school years 1986-87, 1987-88, and 1988-89, when Tulsa teachers received no step increases.

** Upon the recommendation of the Superintendent of Schools, teachers with more than 4 years of experience may receive credit of one additional step for each 2 full years of supervised teaching experience not to exceed Step 6. Years not included in this calculation are the school years 1986-87, 1987-88 and 1988-89, when Tulsa teachers received no step increase.

All first term appointments shall be probationary for a term of three years.

A maximum of two years will be granted on the salary schedule for prior active military service. Teaching experience and military service combined may not exceed step 6.

*** As verified and approved by the Division for Human Resources at the beginning and end of first semester of each school year.

In addition to the schedule above the district will pay \$1,296.00 toward the cost of health, dental and life insurance for participating employees.