Moore Public Schools

2026 - 2027

NEGOTIATED CONTRACT

AND

PROCEDURAL AGREEMENT

Between
THE EDUCATION ASSOCIATION OF MOORE and the MOORE BOARD OF EDUCATION

IT IS THE POLICY OF THE MOORE SCHOOL DISTRICT TO PROVIDE EQUAL OPPORTUNITIES FOR EMPLOYMENT, RETENTION, TRANSFER, REASSIGNMENT, ADVANCEMENT, AND REHIRE OF ALL PERSONS REGARDLESS OF AGE, GENDER, RACE, COLOR, CREED, NATIONAL ORIGIN, POLITICAL AFFILIATION, PHYSICAL/MENTAL DISABILITY OR RELIGION. THE DISTRICT WILL PROVIDE REASONABLE ACCOMMODATIONS TO OTHERWISE QUALIFIED EMPLOYEES AND APPLICANTS INACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT (ADA).

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X. PROCEDURAL AGREEMENT

I. SCOPE OF CONTRACT

1.01 RECOGNITION

The Moore School Board, hereinafter Board, hereby recognizes The Education Association of Moore (TEAM), hereinafter Association, as the exclusive representative for all the Members of the Bargaining Unit whether under contract, on leave, full or part-time, for the purpose of collective bargaining on all matters affecting wages, hours, fringe benefits, and other terms and conditions of employment.

No agreement, understanding, consideration, or interpretation which alters, varies, waives, or modifies any of the terms or conditions contained herein shall be made with any employee or group of employees by the employer or any of its agents or representatives, unless it has been made, ratified, and agreed to in writing by the Association and the Board. Any such agreement shall not constitute a precedent in the future enforcement of any terms contained herein.

Unless otherwise indicated, the term, Member of the Bargaining Unit, (when used hereinafter in this Negotiated Contract), shall refer to all employees represented by the Association in the Bargaining Unit defined as all certified professional personnel of the Moore School District, excluding administrators, directors, coordinators, supervisors, and any newly created positions which are principally supervisory or administrative.

The Association or its Members shall not strike or threaten to strike as a means of resolving differences. If the Association or its Members engage in a strike, then the organization shall cease to be recognized as representative of the professional educators and the school district shall be relieved of the duty to negotiate with such organization or its representatives as outlined in current Oklahoma School Law (70 O.S. § 509.8).

BOARD RIGHTS

The Board retains all rights and authority it possesses by law. This Contract shall not impair the rights provided by law either to the Board or the Association. Policies, regulations, and by-laws heretofore and hereafter adopted by the Board, and not the subject of an agreement between the parties, shall remain in full force and effect. The Policies affecting the terms and conditions of employment may be subject to negotiations in accordance with subsequent paragraphs of this Article.

DURATION

The 2026-2027 Negotiated Contract shall take effect at 12:01 a.m. on July 1, 2026, and shall be in full force and effect until June 30, 2027. If a successor contract has not been negotiated by June 30, 2027, the Association and the Board agree to the continuation of those provisions allowed by state law of the expired contract.

If the Association or the Board desires to propose changes to this agreement, they shall do so in accordance with the Procedural Agreement. (1999-2021 per annum)

1.02 SEVERABILITY

If any provision(s) of this Contract or any application of the provisions of this Contract to any person(s) is found, by a court of competent jurisdiction, to be in conflict with any federal or state law, regulation, ruling or order, now or hereinafter enacted or issued, such provision or application shall be inoperative, but the remaining provisions hereof shall continue in effect. Upon request of the Association or the Board, within ten (10) days after such finding(s), the parties shall meet solely for the purpose of negotiating the provision(s) affected.

1.03 DEFINITIONS

Temporary Contract - A contract with a definite starting and concluding date. All certified personnel will be initially hired on a temporary contract. Any certified employee recommended for re-employment for a second school year will be re-hired on a temporary contract. This second-year contract will advance to a continuing contract if the employee has demonstrated effective performance through the evaluation process for that school year, if they are not on an emergency certification. Effective performance is defined as reaching at least a 2.8 cumulative numerical rating for evaluations using the TLE Qualitative Evaluation Model. Pursuant to meeting this effective

rating, the employee's contract status will be advanced to continuing status for re-hiring consideration by May 1st of that school year.

Part-Time Contract - A continuous contract in which Members of the Bargaining Unit shall have all benefits including career status.

Probationary teacher - A duly certified or licensed teacher who has completed less than four (4) consecutive complete school years of teaching in the Moore School District under a written teaching contract and has not been determined to have attained career status pursuant to TLE, as provided by law.

Career teacher - A duly certified teacher who has completed four (4) or more consecutive complete school years of teaching service in one school district in Oklahoma under a written teaching contract and/or has been determined to have attained career status pursuant to TLE, as provided by law.

TLE – Teacher and Leader Effectiveness

Transfer - A change of job to another site(s).

Assignment - A change of job within a site.

Seniority - The longevity with the District based on continuous, full time, contractual employment commencing with the signing of a Conditional Offer of Employment Form by the Member with the Moore School District. In cases of the same signing date, the date and time when the member was conditionally offered his/her job by the head of Human Resources will determine seniority status. Seniority shall not be broken, nor shall it continue to accrue when a person is on authorized leave or on layoff. Members shall be required to update their certification no later than June 30th of each year.

Grievance - For the purpose of this document is an alleged violation of the terms within the Contract. Two or more Members affected by the same issue may file a consolidated or joint grievance. Signatures of each grievant will be attached to the initial grievance.

Grievant – A Member who grieves an alleged violation of the terms within the Contract; may also refer to the Association when a violation of items within the Contract are procedural in nature. In the event the grievant is the Association, the signature shall be that of the Association president.

Days – When this Contract refers to a timeline or deadline of days, that shall refer to school days, except when a grievance is submitted less than ten (10) days before the close of school or during the summer. The time limits shall consist of working weekdays, excluding holidays.

Immediate Family member - Member's spouse, parents of member or spouse, child(ren), and/or stepchild(ren), siblings, grandparents, grandchildren, or a household member.

Disability - A condition depriving the employee of the ability to perform one's assignment because of physical or mental impairment.

II. EMPLOYMENT PROVISIONS

2.01 PART-TIME CONTRACT

Part-Time Contract - A continuous contract in which Members of the Bargaining Unit shall have all benefits including career status. If the position becomes a full time position, the Member may be offered said position. The Member shall be notified by May 1st if the position is to be non-renewed.

When a Member has taught in a part-time position for three or more years, he/she shall be offered the position if his/her current position is made full time. (1999, 2015)

2.02 NONDISCRIMINATION POLICY

There shall be no discrimination against any Member of the Bargaining Unit covered by this contract in a manner, which would violate any applicable laws on the basis of race, color, creed, national origin, age, gender, marital status, sexual orientation, or disability as defined by the Americans with Disabilities Act in the evaluation, employment, transfer, or promotion of personnel. (2013)

2.03 TEACHER

An educator hired for the first time in one school district under a written continuing or temporary teaching contract must meet one of the three options to transition from probationary to career status under TLE:

A. The educator completes three or more consecutive complete school years in one district and achieves an overall district evaluation score of superior (4.8 or higher) for two of the three years, or

B. The educator completes four or more consecutive complete school years in one district, averages at least effective (2.8 or higher) for the four-year period and attains an overall district evaluation score of at least effective (2.8 or higher) for the last two years of the four-year period, or

C. The educator completes four or more consecutive complete school years in one district and does not meet one of the above requirements, and the educator's building principal writes a petition requesting the educator be granted career status citing evidence of the educator's effectiveness. An example of evidence would be the observation scores attained earlier in same school year and/or walkthrough data collected by the evaluator. The petition is sent to the district superintendent for consideration. If the superintendent approves the petition, the petition moves to the local school board for a vote.

D. Anyone seeking career status prior to 4 years is subject to board approval.

2.04 PROFESSIONAL EVALUATION

A. Definitions:

1. Formal Evaluation for a Probationary Teacher - A process for improving the education of pupils through Member professional growth and as criteria for Member contract renewal. Evaluation is an ongoing process encompassing the entire educational experience. The formal evaluation in compliance with the state-adopted Tulsa Model framework must include each of the following steps:
    a. Pre-observation conference (upon request of evaluating administrator or Member)
    b. First individual classroom observation – completed during the first quarter of the school year
    c. First observation conference (within 5 school days of first observation)
    d. Second individual classroom observation – completed during the second quarter of the school year
    e. Second observation conference (within 5 school days of second observation)
    f. Third individual classroom observation – completed during the third quarter of the school year
    g. Third observation conference (within 5 school days of second observation)
    h. Written formal evaluation – to be completed by Spring Break
    i. Evaluation conference (may be combined with the third observation conference)

2. Formal Evaluation for a Career Teacher – A process for improving the education of pupils through Member professional growth and as criteria for Member contract renewal. Evaluation is an ongoing process encompassing the entire educational experience. The formal evaluation in compliance with the state-adopted Tulsa Model framework must include each of the following steps:
    a. Pre-observation conference (upon request of evaluating administrator or Member)
    b. First individual classroom observation – completed during the first semester of the school year
    c. First observation conference (within 5 school days of first observation)
    d. Second individual classroom observation – completed during the second semester of the school year
    e. Second observation conference (within 5 school days of second observation)
    f. Written formal evaluation – to be completed by Spring Break
    g. Evaluation conference (may be combined with the second observation conference)

3. Member Evaluation Forms - The purpose of Member evaluation forms as provided in Article 9.02, is to provide consistency throughout the District in reporting information through established criteria for formal evaluation through the Tulsa Model framework. The District may utilize a software program to store and report evaluation data to the Member and State Department of Education as required by law. Any areas of needed improvements shall be noted, and a corresponding plan of improvement provided as specified in Section C of this Article.

B. Procedures:

The building principal or the assistant principal have the sole responsibility for evaluation.

Formal evaluation shall be made of probationary Members a minimum of once during the school year prior to spring break. Formal evaluation shall be made of career Members a minimum of once every school year prior to spring break. Career members who received an overall ranking of "Highly Effective" or "Superior" on the prior year's evaluation may be evaluated once every three years. In this case, the career Member's overall ranking on the Tulsa Model qualitative rubric will be carried over and stand during the non- evaluation years. The following scale is in accordance with the Tulsa Model and shall be used for the rankings:

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

Step 1: Pre-observation Conference - A pre-observation conference may be requested by the evaluating administrator or Member to be evaluated. The purpose of this conference shall be to schedule a window for observation and review lesson plans and objectives. This conference may also serve as a time to collaboratively review artifacts as evidence of effectiveness for various Tulsa Model rubric indicators. No written forms shall be required for pre-observation.

Step 2: Observations and Observation Conferences

Probationary Teachers – The evaluating administrator shall conduct a minimum of three individual classroom observations of not less than thirty (30) minutes each. The evaluating administrator will provide a maximum window of time of five (5) instructional days in which each observation shall occur. If the observation does not occur within the specified time, the evaluating administrator must confer with the Member and reschedule, observing the same notice time frame. Observations shall not be conducted on the day immediately following any extended break in the instructional calendar (whether scheduled or unexpected). Observation conferences must be held after each of the three observations and timely feedback shall be given to the Member following each of the observations. The evaluating administrator may suggest a fourth observation and conference prior to completing the written evaluation in order to provide additional time for improvement, but this must be approved by the Member. The Member also has the right to request a fourth observation and conference. The Member and evaluating administrator shall review and sign a Member observation form for each observation. A copy of each observation form must be given to the Member and kept in the Member’s site personnel file.

Career Teachers – The evaluating administrator shall conduct a minimum of two individual classroom observations of not less than thirty (30) minutes each. The evaluating administrator will provide a maximum window of time of five (5) instructional days in which each observation shall occur. If the observation does not occur within the specified time, the evaluating administrator must confer with the Member and reschedule, observing the same notice time frame. Observations shall not be conducted on the day immediately following any extended break in the instructional calendar (whether scheduled or unexpected). Observation conferences must be held after each of the two observations and timely feedback shall be given to the Member following each of the observations. The evaluating administrator may suggest a third observation and conference prior to completing the written evaluation in order to provide additional time for improvement, but this must be approved by the Member. The Member also has the right to request a third observation and conference. The Member and evaluating administrator shall review and sign a Member observation form for each observation. A copy of each observation form must be given to the Member and kept in the Member’s site personnel file.

Step 3: Evaluation and Evaluation Conference - The evaluating administrator shall complete the written evaluation and hold an evaluation conference with the Member. The evaluation conference may be combined with the second (for career teachers) or third (for probationary teachers) observation conference. The Member and evaluating administrator shall review and sign the Member evaluation form. The signature of the Member does not indicate agreement with the evaluation. A copy of the evaluation form must be given to the Member, kept in the Member's site personnel file, and sent to ASC to be kept in the Member's official personnel file. The Member shall have the right to place in his/her site and official personnel file a response/rebuttal to any written evaluation within ten (10) work days of receipt of the evaluation. The response/rebuttal will be attached to the written evaluation. Any adverse evaluation of a Member's performance placed in the Member's site or official personnel file may be subject to the grievance procedure in accordance with Article 3.05: GRIEVANCE PROCEDURE, of the Contract.

C. Assistance for Suggested Areas in Need of Improvement:

These plans for improvement fall under the guidelines set up in ARTICLE 2.06: CONDITIONAL EMPLOYMENT, of this contract. Administrators are encouraged, as the performance issues may dictate, to communicate informally with a Member before issuing a detailed written plan of improvement. When the evaluation process of a Member indicates the need to improve professional skills, the evaluating administrator shall provide a detailed plan to eliminate difficulties noted on the observation and/or evaluation through a Goal Setting Form and/or Personal Development Plan.

Goal Setting Form - The Goal Setting Form is intended for collaborative use between an evaluating administrator and Member needing further development. The Goal Setting Form may be used after any observation or after an evaluation in lieu of a Personal Development Plan if all the following conditions apply:

- The Member has no more than 2 ratings of “needs improvement.”
- The Member has no ratings of “ineffective.”
- The evaluating administrator does not anticipate exiting the Member.

The Goal Setting Form shall be developed collaboratively between the Member and evaluating administrator, confined to 2 indicators or fewer, and time-bound within a maximum window of twenty (20) school days. The goals and actions within the Goal Setting Form must reflect and reference relevant dimensions and indicators of the Tulsa Model rubric. It does require follow-up at a post conference. (This post conference may be included as part of an observation conference or evaluation conference.) The Goal Setting Form shall be signed by the Member and evaluating administrator when the form is first developed and again at the post conference. If use of the Goal Setting Form is not successful at the evaluation stage, then a Personal Development Plan is warranted. The Goal Setting Form including follow-up documentation shall be attached to the final evaluation and a copy must be given to the Member and kept in the Member's site personnel file.

Personal Development Plan - A Personal Development Plan may be issued to a Member in response to areas rated below effective during an observation. A Personal Development Plan shall be issued to a Member who receives a rating of "ineffective" or "needs improvement" on any indicator of the evaluation (unless a Goal Setting Form will be used in lieu of a Personal Development Plan). The goals and actions within the Personal Development Plan must reflect and reference relevant dimensions and indicators of the Tulsa Model rubric. The Personal Development Plan may be developed collaboratively between the Member and evaluating administrator. It shall be confined to a maximum of 4 indicators and time-bound within a maximum window of two (2) months. It does require follow-up at a post conference. This post conference may be included as part of an observation conference or evaluation conference. The Personal Development Plan shall be signed by the Member and evaluating administrator when the form is first developed and again at the post conference. The Personal Development Plan including follow-up documentation shall be attached to the final evaluation and a copy must be given to the Member and kept in the Member's site and official personnel file.

If the current evaluation model, forms, or process need to be revised, it shall be done by a committee composed of three building principals or other administrators as selected by the Superintendent and three Members selected by TEAM. Refer to the evaluation forms attached hereto as Appendix 9.02. (2011, 2012, 2013, 2014, 2016)

2.05 EMPLOYMENT RECOMMENDATION

Recommendations regarding employment shall be made yearly by the principal to the Superintendent. The evaluating administrator shall complete a "Professional Educators Employment Status Form" for each Member of

the Bargaining Unit, and a copy shall be given to the Member prior to May 1st of each year. Members who wish to resign or not continue employment must notify the head of Human Resources no later than fifteen (15) days following the first Monday in June. Members who are recommended as non-reemployed or placed on conditional status, shall be notified as specified in ARTICLES 2.04: PROFESSIONAL EVALUATION; 2.06: CONDITIONAL EMPLOYMENT; 2.07: SUSPENSION/DISMISSAL; 2.11: REDUCTION IN STAFF of this Contract.

2.06 CONDITIONAL EMPLOYMENT

When the evaluating administrator determines that a Member of the Bargaining Unit is performing unsatisfactorily in any area, the Member shall be notified in writing. The areas of unsatisfactory performance shall be identified and written suggestions for improvement shall be listed and the evaluating administrator should make a reasonable effort to assist the Member to correct whatever appears to be the cause for potential dismissal or non-reemployment. A reasonable time for improvement, which time shall not exceed two (2) months shall be given. At the evaluating administrator's discretion, the time for improvement may be extended. The nature and gravity of the Member's conduct shall be considered in determining what length of time would be reasonable.

When the plan of improvement has been completed, the Member shall be notified in writing that the plan has expired or been extended. If the Member does not correct the cause for potential dismissal or non-reemployment within a reasonable length of time, the principal shall make a recommendation to the Superintendent of the school district for the dismissal or non-reemployment of the Member. Upon the recommendation of the principal, the Member may be placed on conditional employment status.

2.07 SUSPENSION/DISMISSAL

SUSPENSION

The Superintendent may suspend a Member of the Bargaining Unit with pay and benefits without notice or hearing, if he/she determines that the best interests and welfare of the students in the school district require such action, pending final determination by the Board of a career/probationary Member's dismissal or non-reemployment.

GROUNDS FOR DISMISSAL

Subject to the provisions of the Teacher Due Process Act of 1990, a probationary Member may be dismissed or not reemployed for cause.

A career Member may be dismissed or not reemployed for the following statutory grounds:

A. Willful neglect of duty;

B. Repeated negligence in performance of duty;

C. Mental or physical abuse to a child;

D. Incompetency;

E. Instructional ineffectiveness;

F. Unsatisfactory teaching performance;

G. Commission of an act involving moral turpitude; or

H. Abandonment of contract.

A Member convicted of a felony shall be dismissed or not reemployed. A Member may be dismissed or not reemployed after a finding by a court of competent jurisdiction that such Member has engaged in criminal sexual activity or sexual misconduct that has impeded the effectiveness of the Member's performance. (2006)

DISMISSAL

Before a Member may be dismissed or not reemployed, the Board shall send a copy of the Superintendent's recommendation to the Member by certified mail, restricted delivery, return receipt requested, by personal delivery to the Member with a signed acknowledgement of receipt, or by delivery by a process server. By the same manner, the Board shall notify the Member of said Member's right to a hearing before the Board and the date, time, and place set by the Board for the hearing, which shall be held not sooner than twenty (20) days or later than sixty (60) days after the Member's receipt of notice. At said hearing the Member shall be entitled to all rights guaranteed under such circumstances by the U.S. Constitution and the Constitution of Oklahoma.

Notice to a probationary Member shall specify the cause upon which the recommendation is based. Said notice shall also specify the underlying facts supporting the recommendation. The Board shall notify the probationary Member of its decision, including the basis for the decision, by certified mail, restricted delivery, return receipt requested, by personal delivery to the Member with a signed acknowledgement of receipt, or by delivery by a process server. The Board's decision regarding a Member shall be final.

Notice to a career Member shall specify the statutory grounds upon which the recommendation is based. Said notice shall also specify the underlying facts supporting the recommendation. The Board shall notify the career Member of its decision, including the basis for the decision, by certified mail, restricted delivery, return receipt requested, by personal delivery to the Member with a signed acknowledgement of receipt, or by delivery by a process server.

The Member shall receive any compensation and benefits to which said Member is otherwise entitled until such time as the Board's decision becomes final. Provided, however, if the hearing for a Member is for non-reemployment of the Member, such compensation and benefits may be continued only until the end of said Member's current contract. (2011)

2.08 ASSIGNMENT

Members of the Bargaining Unit shall be placed in positions for which they are qualified as determined by law and/or the State Department of Education of Oklahoma.

Assignment of personnel within the building shall be the responsibility of the building principal. Assignment decisions shall be made on the basis of the following criteria, which are listed in order of priority:

1. Needs of the district as specified by the site administrator.
2. All qualifications of all candidates for the position including degree level in subject area/grade level.
3. Ability to meet the specified needs of the assignment.
4. Expressed desire of the Member regarding assignment.
5. Length of service in Moore.
6. Length of service at site(s).

The site administrator shall provide written rationale to demonstrate consideration of the above stated criteria, if requested.

VOLUNTARY ASSIGNMENT CHANGES

Members of the Bargaining Unit who desire an assignment change, i.e. grade level/subject area, in the same building for the following school year may file a written statement with the building principal. Members may request to be assigned to posted positions at any time in accordance with the provisions of the posting. When a Member is denied an assignment change, he/she may request a conference to discuss the reason(s) for the denial.

INVOLUNTARY ASSIGNMENT CHANGES

When an involuntary assignment change is deemed necessary, within the same building, a conference shall be held with the Member(s) affected by the change to discuss the reason(s) for the involuntary assignment. This conference shall be held as soon as possible after the need is recognized and at least two (2) weeks prior to assignment change. During the first three (3) student weeks of each semester, involuntary changes in assignment may be made as justified by enrollment with less than two (2) weeks notification. (1999, 2001, 2002, 2004, 2006, 2007)

2.09 TRANSFERS

Transfers of Members of the Bargaining Unit to positions at other sites within the District shall be made on the basis of the following criteria, which are listed in order of priority:

1. Individual school personnel increase or decrease.
2. All qualifications of all candidates for the position including degree level in subject area/grade level.
3. Ability to meet the specified needs of the transfer.
4. Expressed desire of the Member regarding the transfer.
5. Length of service in Moore.
6. Length of service at site.

VOLUNTARY TRANSFERS

A Member of the bargaining unit who desires transfer to another site must make application for posted positions at any time in accordance with provisions of the posting using the online current opening procedures.

Any member may request a conference with the head of Human Resources concerning assignments and/or transfers.

As job openings occur, notice of these openings shall be posted on available electronic media a minimum of five (5) workdays prior to the closing date by the superintendent or designee. Such notice shall specify the time limit for submitting application for the vacancy. Those applicants interviewed but not selected shall be notified within ten (10) workdays after the selection has been made. Notice of certified openings shall be electronically sent to the Association.

Any Member may request a conference with the head of Human Resources concerning assignments and/or transfers.

ADMINISTRATIVE TRANSFERS

When administration determines the need to fill a vacancy with a member from another site (before any member is involuntary transferred) the administrator at the sending site will ask for transfer volunteers qualified for the position to make the transfer to fill the vacancy. If more than one person applies for the transfer position, the receiving principal will interview the applicants for the position and make a selection. A time frame for application will be determined by the administration. (2017)

INVOLUNTARY TRANSFERS

When an involuntary transfer is deemed necessary, a conference shall be held with the Member(s) of the Bargaining Unit who shall be affected by the change to discuss the reason(s) for the involuntary transfer. This conference shall be held as soon as possible after the need is recognized and at least two (2) weeks prior to final placement. During the first three (3) student weeks of each semester, transfers may be made as justified by enrollment with less than two (2) weeks notification.

Final recommendations for a transfer shall be made jointly by the principals and the Superintendent or designee. (1999, 2006, 2007, 2009, 2015)

2.10 SUPPLEMENTAL ASSIGNMENT

Definition:

Supplemental Assignment: Any professional assignment voluntarily accepted by a Member of the Bargaining Unit in addition to that Member's primary teaching responsibility. (Refer to SUPPLEMENTAL COMPENSATION INDEX attached hereto as APPENDIX 9.03.)

A Member who voluntarily accepts assignments supplemental to his/her primary teaching assignment shall be compensated in accordance with ARTICLE 8.05 - SUPPLEMENTAL COMPENSATION.

Contracted Supplemental Assignments shall have the same leave benefits as regular teaching assignments.

Supplemental Assignments listed in the "Professional" category of Appendix 9.03 are appointed annually and require the submission of a Plan of Action in Leadership (PAL) for consideration prior to appointment. This PAL will include:

1. a candidate's qualification for the expectations of the role as determined through discussions with the appropriate Coordinator or Administrative Leader,
2. specific goals and objectives for the coming year with a plan for determining if goals and objectives were met and to what degree.

For each Supplemental Assignment at each site, a separate file of all PALS submitted per year will be held for a period of 3 years.

If and when a Member is relieved of his/her Supplemental Assignment(s) either voluntarily or involuntarily, his/her employment status and/or career status shall not be affected.

Before a Member is relieved of his/her Supplemental Assignment, the Member must be informed in writing of the reasons in a timely manner.

In the event a supplemental assignment must be filled outside of the bargaining unit, the district will notify the Association. (2008, 2014)

2.11 REDUCTION IN STAFF

When due to declining student enrollment in a given program area and/or the District, school closure, or financial shortfall it becomes necessary to reduce the number of Members in a given program area or to eliminate or consolidate positions, the Board shall follow the procedure listed below:

A. Normal attrition throughout the District. In the event that a Member's position has been shown to be in excess, said Member shall be transferred to a vacant position within the school system for which he/she is certified.

B. If normal attrition does not sufficiently reduce the certified staff, the TLE score shall be the primary consideration in the reduction process. If TLE scores are the same, the following items shall be considered in the reduction process in the order they are listed:

    1. Probationary Members shall be released before career Members who are legally qualified to hold positions currently held by Probationary Members.

    2. Seniority in the District;

    3. Length of service in current assignment;

    4. Academic and professional preparation beyond minimum certification requirements; and

    5. Total number of years teaching experience.

The prime consideration in executing the reduction in force using the criteria listed above is to assure the retention of fully qualified Members to replace and perform all the needed duties of the terminated Members. The Board shall follow the requirements of the continuing contract law in terminating Members in order to reduce staff. However, if a Member whose position has been eliminated refuses the offer of a position for which he/she qualifies, he/she shall be dismissed.

<u>NOTICE TO INDIVIDUAL MEMBER</u>

After all determination selections have been exercised, the Board shall give written notice of that fact by certified mail, return receipt requested, to the Member to be terminated. The notice shall include a statement of the conditions requiring termination of employment. The Member's address as it appears on the District's record shall be deemed to be the correct address. It shall be the Member's responsibility to see that the District has his/her current address on file.

OBLIGATION WITH RESPECT TO REEMPLOYMENT OR OTHER EMPLOYMENT

A. For one (1) year after the effective date of termination pursuant to this procedure's provisions, the Board shall offer to a Member who has been terminated all positions that become available for which he/she is certified. Every possible effort shall be made to return said Member to the position held immediately prior to layoff or to a substantially equivalent position. If several former Members are certified for a position, the position shall be offered to the certified Member who had the most seniority when laid off. The offer shall be made by certified mail, return receipt requested, and the Member shall be notified that he/she must submit acceptance within ten
(10) calendar days. Acceptance shall be in writing.

B. A Member who is recalled within one (1) year shall have restored all benefits accrued on the effective date of the termination, and for payroll purposes shall be given credit for all previous teaching experience to which he/she would be entitled under this Contract.

C. A Member who is laid off shall remain on the recall list for one (1) year after the effective date of layoff unless the Member:

1. Waives recall right in writing;

2. Resigns; or

3. Fails to accept recall to the position held immediately prior to layoff or to a substantially equivalent position. (2001, 2012)

2.12 SUMMER SCHOOL

A notice of summer school to be held in the Moore Public Schools shall be posted as soon as the needs for summer school have been established. This notice shall include location, application procedure for teachers, session dates, anticipated teaching positions available and compensation.

Employment for summer school teaching positions shall be based on the following criteria listed in order of priority:

A. Need;

B. Qualification as compared to all applicants; and

C. Length of service experience in Moore summer school.

Refer to Article 8.04 (N): COMPENSATION for the rate of pay.

In the event a summer school assignment must be filled outside of the bargaining unit, the district will notify the Association. (2008)

2.13 NIGHT ALTERNATIVE SCHOOL

A notice of night alternative school positions available in Moore Public Schools shall be posted in accordance with paragraph two, Voluntary Transfer, Article 2.09 TRANSFERS.

Night alternative school teaching positions shall be filled on the basis of the following criteria listed in order of priority:

A. Need;

B. Qualification as compared to all other applicants; and

C. Length of service in Moore Public Schools.

Refer to Article 8.04 (N): COMPENSATION for the rate of pay.

In the event a night alternative school assignment must be filled outside of the bargaining unit, the district will notify the Association. (2008, 2009)

2.14 INTERNET-BASED INSTRUCTION

A notice of internet-based instruction positions available in Moore Public Schools shall be posted in accordance with paragraph two, Voluntary Transfer, Article 2.09 TRANSFERS.

Internet-based instruction teaching positions shall be filled on the basis of the following criteria listed in order of priority:

A. Need;

B. Qualification as compared to all other applicants; and

C. Length of service in Moore Public Schools.

Refer to Article 8.04 (O): COMPENSATION for the rate of pay.

In the event a night alternative school assignment must be filled outside of the bargaining unit, the district will notify the Association. (2015)

III. INDIVIDUAL RIGHTS

3.01 PERSONNEL FILE

There shall be one (1) central personnel file for each Member of the Bargaining Unit, which shall be maintained at the Administrative Service Center. Principals may keep working files, but material not maintained in the central personnel file shall not provide the basis for discipline against a Member. No other personnel files shall be kept.

No material shall be placed in his/her personnel file(s) unless the Member has had an opportunity to review the material.

Incidents that result in disciplinary action must be documented within ten (10) work days in which the affected Member is present at work after the Administrator has been made aware of said incident. The Member shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof.

After the original document is signed by the Member, it must be placed in the Member's personnel file within five (5) workdays. With concurrence of the affected principal, documentation dated prior to May 10th of the current school year may be removed upon recommendation of a committee consisting of the affected Member, an Association Representative and the affected principal or the head of Human Resources unless the Member has been placed on conditional employment status for the following school year.

The Member shall have the right to submit a written answer and/or rebuttal to such material and to have it attached to the file copy. Such a rebuttal must be submitted to the evaluating administrator within ten (10) workdays of the date the document to be rebutted is signed by the affected Member. In the event the Member believes the material to be inaccurate, untrue, or unfair, he/she may grieve the matter.

Inspection - Upon request, a Member may inspect his/her personnel file(s) subject to the following:

A. Inspection shall occur during the Member's non-working hours (including duty free lunch time) and scheduled preparation time. Said inspection shall be at a time and in a manner mutually acceptable to the Member, the Superintendent or designee. A Member may have a representative present while inspecting his/her file(s).

B. Copies of material(s) in a Member's personnel file(s) shall be provided to the Member upon request. The Member shall bear the cost of the duplication.

C. Pre-employment information, e.g. reference checks and responses or information provided the Board with the specific request that it remain confidential, shall not be subject to inspection or copying. (2001)

3.02 RIGHT TO REPRESENTATION

Members of the Bargaining Unit shall have the right to be accompanied by a Member of the Association at all conferences with Administrators and/or the Board of Education which deal with issues of performance. Prior to the conference, the Member shall notify the affected Administrator and/or the Board of Education of his/her intention to be accompanied by a Member of the Association. When a member retains an attorney for representation, the member must immediately notify the MPS attorney in writing so that scheduling includes both attorneys.

When a conference dealing with issues of performance is scheduled, the Administrator shall, in writing:

A. Give, at least, twenty-four (24) hour notice of the scheduled conference(s) except in those instances where, in the judgment of the Administrator, the seriousness of the situation requires immediate attention.

B. Inform Member of the specific nature of the subject to be discussed.

C. Inform Member of his/her right to representation. (1999)

3.03 STAFF RELATIONS

The Board expects that the worth, dignity, and rights of the individual shall be a priority in all administrator/teacher relationships.

Members of the Bargaining Unit and administrators shall treat each other as professionals at all times. Their honor and integrity as educators shall receive the highest value and respect. (1999, 2002)

3.04 MEMBER RIGHTS

No Member of the Bargaining Unit shall be harassed or discriminated against by the Board of Education, Superintendent or any other administrative officer of the District or by any employee organization, its officers or any member thereof because of his/her exercise or non-exercise of rights under this Contract. It shall be prohibited for an employee organization, employee or employer to impede, restrain or coerce an employer or employees in the exercise of the rights guaranteed by state law or this Contract.

Members shall be provided electronic access at every site to a current state law book as compiled by the State Board of Education, the negotiated Contract, Board policies, and administrative directives which affect their employment in the Moore School District. (2001, 2012)

3.05 GRIEVANCE PROCEDURE

PURPOSE

The primary purpose of this procedure is to secure, at the lowest possible level, equitable solutions to a claim of the grievant.

STRUCTURE AND TIME LIMITS

A. If any of the time limits outlined herein are not met by the grievant, the grievance shall lapse.

B. If any of the time limits outlined herein are not met by the affected administrator, in any step, the grievant may proceed to the next higher step.

C. All documents, communications, or records dealing with the grievance shall be filed separately from the personnel file of the grievant.

D. Both parties agree that the written records pertaining to the grievance shall be kept confidential.

E. The grievant must be present at all stages and shall be afforded the right to representation at any conference or hearing relating to the grievance. Options for representation afforded the grievant shall include but not be limited to:

1. Association Member Rights Representative in the grievant's building;

2. Association Member in the grievant's building;

3. Association Member Rights Team Member;

4. Non-association Member colleague in grievant's building;

5. Other representation of grievant's choice; or

6. No representation.

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

Informal Procedure

Within twenty (20) working days after the discovery of the occurrence or the act of omission giving rise to the grievance, the Member shall (a) promptly notify the Member's immediate administrator of the alleged violation, stating that a grievance may exist; (b) discuss the alleged grievance with the administrator; and (c) attempt to resolve the issue. Any written record of a complaint shall be destroyed if the grievance does not go beyond Step 1.

Level One

A. If the grievance is not resolved through discussion, the grievant may submit a level one grievance form to the immediate administrator within ten (10) days after the initial discussion.

B. The immediate administrator shall convene a hearing with the grievant within five (5) days of receipt of the level one grievance.

C. The immediate administrator shall reply on the level one form to the grievant within ten (10) days of the hearing.

Level Two

A. If the grievant is not satisfied with the level one decision, the grievant may submit the level two grievance form to the Superintendent/Designee within ten (10) days of receiving the level one decision.

B. The Superintendent/Designee shall convene a hearing with the grievant within five (5) days of receipt of the level two grievance.

C. The Superintendent/Designee shall reply on the level two grievance form to the grievant within ten (10) days of the hearing.

Level Three

A. If the grievant is not satisfied with the level two decision, the grievant may submit the level three grievance form to the Clerk of the Board within five (5) days of receiving the level two decision.

B. The Board shall convene a hearing with the grievant at the next regular board meeting unless said meeting will occur in less than ten (10) days. The hearing shall then be scheduled for the next succeeding board meeting or for a special board meeting.

Note: A copy of each completed Grievance Report Form shall be received by the head of Human Resources, affected administrator, grievant, and TEAM Member Rights Team. (Refer to the form attached hereto as APPENDIX 9.01.) (2012)

3.06 PROTECTION OF MEMBERS

Members shall not be required to work under unsafe or hazardous conditions as determined by proper regulatory authority, such as the Oklahoma State and Federal Departments of Health and Human Services, OSHA, local police and fire departments. Member concerns shall be reported in writing to his/her principal, and the report shall be forwarded to the Superintendent or designee.

Parents/Guardians are expected to treat members with respect. Any Member who is threatened with harm while performing his/her duties shall notify the building principal. If an administrator becomes aware that an educator has been threatened with harm by a third party, the administrator shall notify the educator. The principal shall notify the proper authorities, if necessary, and shall provide such assistance, advice and moral support as required. When a member has been physically assaulted by a student, a site administrator will make a bona fide attempt to communicate with the member the plan for the student's return prior to the student's return to ensure safety for all.

Any member who is unable to continue his/her contract of employment as a result of injury sustained in the reasonable performance of his/her duties from

1. Assault by a pupil, relative of a pupil or person of the pupil's household; or

2. Injury sustained as a result of quelling or attempting to quell or stop a fight, disorder or any disturbance related to a school function or activity shall be paid his/her full contract salary for the period of time as he/she is prevented from working as a result of injuries sustained during the performance of his/her duties up to the remainder of the contract year in which he/she was injured.

In all circumstances local, state, and Federal law as well as board policy will be followed.

Nothing in this article should be construed to limit a Member's right to contact law enforcement when warranted or to seek additional legal recourse, such as filing criminal charges or pursuing other criminal or civil law remedies available to the Member.

No Member shall be subject to retaliation or discrimination for reporting safety concerns, threats, or incidents under this provision. (2002, 2014, 2025, 2026)

3.07 MEMBER'S RIGHT TO DUE PROCESS

The Association and the Board agree to abide by the provisions of the "Teacher Due Process Act of 1990" (70 O.S. section 6-101.20 *et. seq).*

When an issue regarding a Member is being investigated, the Member shall be given the opportunity to respond to allegations during the fact-finding process and prior to the conclusion of the investigation and/or any resulting disciplinary action being determined.

When a complaint is made about a Member, the administrator will attempt to schedule a meeting with the Member and the complainant. Generally, anonymous complaints shall be disregarded. Disciplinary action shall not be taken on unsubstantiated anonymous complaints.

<u>DISCIPLINE PROCEDURE {MEMBERS)</u>

The steps that will normally be followed in disciplining Members shall include:

1. Verbal reminder- the immediate administrator shall hold a conference with the Member to discuss issues of performance. No formal written documentation will be kept.
2. Verbal reprimand - a brief notation of time, date and incident signed by the Member shall be placed only in the immediate administrator's working file at the site and a copy shall be given to the Member.
3. Written reprimand - in accordance with Article 3.01 Personnel File
4. Suspension - in accordance with Article 2.07 Suspension/Dismissal
5. Dismissal- in accordance with Article 2.07 Suspension/Dismissal

*Discipline may be initiated at any step of this procedure depending upon the severity of the incident. (1999, 2002)

3.08 DRUG TESTING

No Member of the Bargaining Unit, other than Bus Drivers subject to Department of Transportation regulations, shall be required to be tested for the use of any drug or alcohol unless a reasonable suspicion, as defined by state law, exists.

IV. ASSOCIATION RIGHTS AND PRIVILEGES

4.01 ASSOCIATION LEAVE

A pool of sixty (60) days shall be provided to the Association for the purpose of legislative visits, Association-related professional meetings, and Association business. No more than seven (7) days shall be used from this pool on a given day except for Delegate Assembly. No individual Member, other than the TEAM Vice-President(s), Treasurer, Legislative Chairperson, and Media Chairperson shall use more than four (4) days from the pool during the school year. Days from the pool may not be approved for use by individual Members who have exhausted all other sources of leave. Association leave may be granted on an hourly basis.

Written request for use of Association leave shall be made to the Superintendent or designee through the President of the Association twenty-four (24) hours in advance of the anticipated absence.

Substitutes shall be provided by the District where needed. (2008,2010)

4.02 USE OF SCHOOL BUILDINGS / MAIL

The Association shall have the right to use school buildings for Association meetings and/or business upon arrangement with the building administrator. Association meetings may be called during the time immediately preceding or following the students' school day.

The Association shall have the right to place Association identification on the mailboxes of all Members of the Association and to place notices, circulars, and other material in the mailboxes of all Members of the Bargaining Unit.

Electronic communication may be used for Association business in accordance with Board policy.

4.03 AVAILABILITY OF INFORMATION

Pursuant to state law, the Board Clerk shall make available the official agenda and/or addenda and minutes for each meeting of the Moore Board of Education online.

Upon written request to the District's Public Information Access Officer or Designee, access to public documents shall be provided to the Association in a timely manner in accordance with the Oklahoma Open Records Act.

4.04 PUBLICATION/DISTRIBUTION OF NEGOTIATED CONTRACT

Within ten (10) days of ratification, the Bargaining Teams representing the Board and Association will be provided draft copies by the Board to proofread and mark for corrections. Within fifteen (15) days of ratification, the spokesperson for the Board and the Association shall sign off on a final corrected copy. The Board shall be responsible for typing and preparing the contract for publishing. The Board shall be responsible for publishing the contract on the District Internet site, within twenty (20) days following the signing of the final corrected copy. The cost of printing this negotiated contract shall be shared equally by the Association and the Board. The contract shall be printed in the school facilities, provided that timelines can be met. The contract will be printed in sufficient quantity to provide up to one hundred (100) copies each for the Board and the Association. The Board and/or the Association may request additional copies at their own expense. Printed copies of the negotiated contract shall be available for distribution within twenty (20) days from the date the corrected copy was approved for printing. (2005, 2015)

4.05 RELEASE TIME FOR PRESIDENT

Upon request, the President of the Association will be granted full-time unpaid leave of absence to perform the responsibilities of the office during the term of office. Upon completion of the term of Presidency, the member will be reinstated to full-time status in the position held previous to the leave, if a vacancy exists, or a similar position for which the President is certified and qualified.

V. LEAVE PROVISIONS

5.01 SICK LEAVE

Each Member of the Bargaining Unit shall have ten (10) days sick leave each year, with unlimited accumulation. New Members may bring a maximum accumulation of sixty (60) sick leave days into the system. The ten (10) days are granted on the first workday of the Member's school year.

A. Sick leave may be used for temporary disability of the Member or his/her immediate family.

B. The Sick Leave Sharing Plan is a program from which the Members of the Bargaining Unit, who have used all of their fully paid sick leave days and are unable to perform their contracted duties, may access additional fully paid sick leave days. These days are intended for use for personal or family illness.

   A Member may donate sick leave to another Member for the following reasons:

   1. the Member has exhausted or will exhaust all fully paid sick leave due to pregnancy, miscarriage, childbirth and recovery there from, an illness, injury, impairment, or physical or mental condition, which is of an extraordinary or severe nature, of the Member; or,

   2. the Member has exhausted or will exhaust all fully paid sick leave due to pregnancy, miscarriage, childbirth and recovery there from, an illness, injury, impairment, or physical or mental condition, which is of an extraordinary or severe nature, of his/her immediate family; and,

   3. the condition has caused or is likely to cause the Member to take extended sick leave at substitute dock (See "C" of this Article) or to go on leave without pay or to terminate employment.

   On the basis of the above criteria, a Member may donate sick leave days/hours to any Moore Public School employee requesting sick leave sharing days, provided that the donating Member's total sick leave balance does not fall below twenty (20) days / one hundred thirty-five (135) hours. All donated sick leave must be given voluntarily.

   No Member shall be coerced, threatened, intimidated, or financially induced into donating sick leave for purposes of the sick leave sharing plan.

   A Member requesting donated days must first provide the Superintendent or designee with a medical certificate from a licensed physician or healthcare practitioner verifying the severe or extraordinary nature and expected duration of the condition. "Severe" or "extraordinary" means serious, extreme or life threatening including temporary disability resulting from pregnancy, miscarriage, childbirth, and recovery there from. If a Member is unable to give timely notice, he/she shall do so as soon as possible

C. If, after exhausting all maternity and sick leave, a member is absent from his or her duties due to personal accidental injury, illness, or pregnancy, the member shall receive for a period of not to exceed twenty (20) days his or her full contract salary less the amount of Board-approved certified substitute pay to include 3rd party cost, if applicable.

D. After this time, a Member shall be placed on leave without pay until the end of the contract period or until the Member is able to return to duty during the contract period. Provisions shall be made whereby the Member can arrange payment for all professional dues and insurance. When the Member recovers sufficiently to perform regular duties and returns to work, the Member shall be restored to such position or to a position of like seniority, status, and incentive pay. (1999, 2001, 2003, 2010)

5.02 PERSONAL BUSINESS LEAVE

Five (5) days personal business leave shall be granted to each Member during the school year; these days shall not be chargeable to sick leave. The Member's immediate supervisor must be notified as soon as the Member knows the personal business leave is to be used.

In special circumstances, after the five (5) days have been exhausted, the head of Human Resources may approve the use of days from the Member's sick leave accumulation to address the situation. The Member shall contact the head of Human Resources for access to these days.

The use of personal business leave shall be granted upon request except for the following:

A. First three (3) student days or last five (5) student days of the school year

B. The student day preceding or following:

1. Labor Day
2. Thanksgiving
3. Winter Break
4. Spring Break

Exceptions may be granted by the head of Human Resources for special circumstances on an individual basis. The Member shall submit a written request. The request must be received by the head of Human Resources at least five (5) days prior to the requested date, whenever possible.

When such an absence would result in hardship for professional staff, students, school site or the school district, the administrator may consult with the Member about a postponement.

Any personal business leave days that are not used at the end of any school year will be converted to sick leave and added to the Member's sick leave accumulation at the beginning of the succeeding school year. (1999,2007, 2013)

5.03 BEREAVEMENT LEAVE

Each Member shall be provided a total of three (3) days of bereavement leave annually without loss of pay. If an employee's effective date of employment is not at the beginning of the school year, the number of days allowed for bereavement leave shall be prorated. Members working other than full time will receive time in proportion to time worked. These days may be used for the death of the following: mother, father, child, including pregnancy loss, stepmother, stepfather, sister-in-law, mother-in-law, father-in-law, brother-in-law, grandchildren, grandparents, siblings, daughter-in-law, son-in-law, aunt, uncle, niece, nephew or persons who live in the member’s home.

Bereavement leave is non-cumulative.

If during the same school year, a member or the member’s spouse suffers an additional death of a parent, spouse, or child the member may request additional days of bereavement (up to two) if the three allowable bereavement days have been exhausted. This request shall be made to the Human Resources Department.

5.04 PROFESSIONAL ENRICHMENT IN-SERVICE DAYS

In-service days for professional visitation, attendance or participation in professional workshops shall be provided to Members of the Bargaining Unit. These days shall be equitably divided between grade levels and/or departments with a minimum number of days equal to one-fourth (1/4) of the Members at each site.

Upon written request from the President of the Association to the Superintendent or designee, information concerning professional enrichment day's usage will be provided for the current school year on a quarterly basis.

Each Special Service Specialist will receive one (1) district paid, no substitute required, professional development day requested through the Director of Special Services. These days will not count against site professional development Allotment since no substitute will be paid.

5.05 LEAVES OF ABSENCE

A. Member of the Bargaining Unit employed by the Moore Public Schools may be granted a leave of absence without pay under the following conditions:
   1. Disability - A Member may be granted a leave of absence for substantiated extended disability after all sick leave has been expended.
   2. TEAM President - Upon request, a leave of absence shall be granted each year to the President of The Education Association of Moore. This leave shall run concurrently with the Member's term as president.
   3. Childbearing/ Adoption/Placement of a Foster Child - A Member may be granted a leave of absence for the purpose of childbearing/adoption/placement of a foster child. This leave shall be for a limited period determined by the time frame necessitated by the childbearing/adoption/foster child placement process. This leave can be combined with a leave for childcare.
   4. A Member may be granted a leave of absence to provide care for a family member including, but not limited to, spouse, children, parents, and grandparents (2017)
   5. Good Cause - Other leaves of absence may be granted as justified by the Member and approved by the Superintendent.

B. A Member of the Bargaining Unit who has been employed by the Moore Public Schools at least three (3) consecutive years as a full-time contracted employee may be granted a one (1) or two (2) semester(s) leave of absence without pay under the following conditions:

   1. Educational Improvement - A Member may be granted a leave of absence for educational improvement. The Member must show proof of satisfactory completion of at least six (6) hours per semester from an accredited college or university.
   2. Child Care - A Member may be granted a leave of absence for the purpose of childcare or child rearing. This leave may be granted individually or in concert with childbearing/adoption/ placement of a foster child.

C. Leaves of absence shall be requested in writing at least thirty (30) days prior to the beginning date of the leave except for leaves for disability, childbearing/adoption/placement of foster child or other situations justified by the Member. All leaves of absence shall be effective on the morning of the date requested for such leave to begin. Members requesting a leave of absence shall submit a written request to the Human Resources office. Such request shall designate the beginning date of the requested leave of absence. It shall be the obligation of the Member to notify the Superintendent or designee in writing confirming the intent to accept a teaching assignment by December 15 for a leave of absence ending first semester and by the last work day before spring break for a leave of absence ending second semester.

Upon return to duty following a leave of absence or FMLA (see Article 5.06 - FAMILY AND MEDICAL LEAVE PROVISIONS), the Member shall be returned to the same assignment, if available. If the position of the Member is eliminated during the leave of absence, the Member shall be returned to a substantially equivalent position.

Seniority shall not be broken, nor shall it continue to accrue while a Member is on an approved leave of absence. Leaves of absence shall not extend past June 30 of the school year in which the leave commences.

Since the Member is only on a leave of absence, provisions may be made with the administration whereby payments can be made to retain all professional memberships and insurance in all legal areas. (1999)

5.06 FAMILY AND MEDICAL LEAVE PROVISIONS

The FAMILY AND MEDICAL LEAVE ACT of 1993 (FMLA) provides up to twelve (12) workweeks of unpaid, job protected leave to Members for certain family and medical reasons. To use FMLA a Member must have been an employee of the district for at least one (1) year and worked 1250 hours. The leave of absence provided through FMLA shall run concurrently with paid sick leave and personal business leave until such leave is exhausted, at which time remaining days under the FMLA provision will be unpaid. The Member ordinarily must provide thirty (30) days' advance notice when the leave is foreseeable.

Unpaid leave must be granted for the following:

1. Birth/ Adoption/ Foster Care Leave Care of the Member's child after birth or placement for adoption or foster care.

2. Family Leave Care of the Member's spouse, child, or parent who has a serious health condition.

3. Medical Leave For a serious health condition that makes the Member unable to perform his/her job.

4. Military Qualifying Exigency Leave An employee with a spouse, son, daughter, or parent on "covered active duty" may use their 12-week leave entitlement to address certain qualifying exigencies.

5. Military Caregiver Leave An employee is also entitled to take up to 26 weeks of leave during a single 12-month period (less any FMLA leave taken during the period for other purposes under this policy) to care for a "covered service member" with a serious injury or illness, if the employee is the spouse, son, daughter, parent, or next of kin of the covered service member. This leave is applied on a per-covered-service member, per-injury basis, provided that no more than 26 work weeks of leave may be taken during a single 12-month period.

For the duration of FMLA leave, and as long as the Member maintains the district "group health plan," the District will continue to pay the District's portion of the Member's health premium (School Board Policy #2230). (2001, 2003, 2010)

5.07 JURY DUTY LEAVE AND COMPENSATION

If a Member of the Bargaining Unit absent on jury duty needs a substitute, this substitute shall be paid by the District. The Member shall incur no loss of salary and shall be entitled to keep all monies paid by the court for jury services.

A Member shall be paid by the District for only the actual number of days of jury duty for which he/she has been reimbursed by the court. If the Member is excused from jury duty for an entire day, he/she is expected to be at his/her assignment.

5.08 MILITARY LEAVE

Members of the Bargaining Unit who are either officers or enlisted members of the Reserve Corps of the Army, the Navy, the Air Force, the Marine Corps, the Coast Guard, or any other component of the Armed Forces of the United States, including members of the National Guard, shall, when ordered by the proper authority to active duty or service, be entitled to a leave of absence from their employment for the period of such active service without loss of pay during the first thirty (30) days of such leave of absence.

5.09 LEGAL PROCEEDINGS LEAVE

A Member of the Bargaining Unit shall be granted on a day-to-day basis an absence, with pay, for any court appearances and legal proceedings to which he/she is summoned. The provisions of this item exclude any legal action initiated by the Member or any action resulting from a criminal charge filed against the Member.

The District shall grant a Member leave for jury service or as a witness subpoenaed in a criminal, civil or juvenile proceeding and shall pay the Member during such service the full, current contract salary.

If a member is required to attend legal proceedings related to his/her role as an MPS employee outside of the contractual work day/hours the district will consider compensation on a case-by-case basis to be approved or denied by the head of Human Resources. All documentation requested must be submitted along with the request.

VI. WORKING CONDITIONS

6.01 WORK YEAR / WORK DAY

The work year* for all Members of the Bargaining Unit shall be one hundred eighty-four (184) days and shall include:

A. Instructional Days

Not to exceed one hundred seventy-five (175) days of instruction, which includes two (2) parent-teacher conference days. Parent-teacher conference days will be scheduled over two (2) days. A total of six (6) hours must be allotted for conferences. Members shall designate which portions of the workday are available for the requisite conference times. In the event school days are canceled by order of the Superintendent due to weather and/or disaster events, Members of the Bargaining Unit will not be required to make up lost work days, provided the State-defined student minimum of 1,086 hours has been met.

B. Professional Development / Preparation Days

Five (5) days shall be designated for professional development and preparation and shall include:

1. Three (3) in-service or professional development days scheduled prior to the first day of instruction; and
2. One (1) classroom preparation day scheduled prior to the first day of instruction and designated for educators to work in their classrooms for the sole purpose of preparing for students; and
3. One (1) professional development day designated as needed during the school year.

C. Site Improvement Day

One (1) site improvement day.

D. Record Days

One (1) record day at the end of the first semester and one (1) record day at the end of the second semester. Each site principal shall have the flexibility to determine alternate attendance and dismissal requirements for the last record day, not to exceed the normal workday.

Definition: Record day is to be used to tabulate grades.

E. Association Meeting Day

One (1) day to be selected by the Association for a spring professional meeting for all Members of the Bargaining Unit.

All Members shall be assigned appropriate starting and dismissal times, provided that their workday shall be no longer than seven and one-quarter (7¼) consecutive hours.

*For purposes of compensation only, per diem is calculated on the basis of one hundred eighty-four (184) days for the current work year.

6.02 PREPARATION TIME

Each Member of the Bargaining Unit shall have scheduled preparation time during which he/she will not be assigned duties, including but not limited to supervision of students (unless a student aide has been requested), professional development, team meetings, and committee meetings. Twice a month the site administrator may call a mandatory meeting during the member's preparation time (2018).

A. Elementary - No less than two hundred fifty minutes (250) per five (5) day week. One hundred seventy-five (175) minutes shall be in five (5) segments of no less than thirty-five (35) minutes. The additional minutes shall be in no less than twenty-five (25) minute segments or shall be added to the thirty-five (35) minute segments.

B. Secondary - No less than two hundred seventy-five minutes (275) per five (5) day week. Two hundred twenty-five (225) minutes shall be in five (5) segments of no less than forty-five (45) minutes. The additional minutes shall be in no less than fifteen (15) minute segments or shall be added to the forty-five (45) minute segments.

Counselors and Media Specialists shall schedule their own preparation time as needed.

A Member shall not be required to travel during his/her preparation time. (1999, 2000, 2002, 2006, 2008, 2012, 2018)

6.03 LUNCH PERIOD

Each Member of the Bargaining Unit shall have a duty-free period of not less than twenty-five (25) consecutive minutes each school day to eat his/her lunch.
A Member may leave the school campus during his/her lunch period. The Member shall notify the office when leaving and returning to campus.

6.04 DRESS CODE

Members of the Bargaining Unit will maintain their own standard of professional dress, appropriate to their individual teaching activities.

If the Member and the affected administrator cannot reach agreement on a specific case of appropriate dress, said Member shall be notified in writing, by the affected administrator, of his/her concern and the necessity of a conference. The administrator shall advise the Member of his/her right to an Association Representative at said conference.
In situations deemed emergency by the immediate administrator, the Member may be asked to go home and change his/her attire. If the Member wishes to question the decision, that challenge should be made through the use of the grievance procedure.

6.05 ABSENCE-SUBSTITUTE HIRED

Each day that it is necessary for a Member of the Bargaining Unit to be absent from assigned duties, the Member must make every effort to enter the absence on the Moore automated substitute system. Members shall enter the absence as soon as the need for a substitute is known, at least one (1) hour prior to the Member's reporting time. Members who enter the absence prior to the established times and do not get a job number and/or Members who enter the absence after the established time shall also call their building principal or the principal's designee.

In the event of the absence of a Member to whom a class is assigned, and the above procedure is followed, all possible efforts shall be made to hire a substitute teacher. All possible efforts shall be made to hire a substitute teacher qualified in the necessary subject area. If neither a substitute nor a volunteer is available, a Member may be assigned to cover a class. (See ARTICLE 8.01: MEMBER SUBSTITUTE PAY) (2009)

6.06 FACILITIES

An attempt shall be made to assign each Member a regular teaching area appropriate for his/her teaching assignment. If a Member of the Bargaining Unit questions the appropriateness, conditions, or safety of his/her teaching area, he/she shall present in writing his/her concerns to the building principal along with suggestions for making the teaching area more appropriate. For maintenance concerns, the Member shall notify designated administrator of the issue(s) via email or in a written format.
If the concern is not addressed within a reasonable period of time, the Member may request a verbal or written response from the building principal/designee as to the status of the concern.
Faculty at school sites may develop a committee or may direct the Safe Schools Committee to survey members and may make recommendations for facility utilization to the principal, the District's long-range planning committee, and/or the Director of Operations for consideration.

Members will be notified in a timely manner when removing personal items and/or a change in room assignment are deemed necessary. Members will be given the option of moving their personal items. (1999, 2001, 2004, 2005, 2006, 2015)

6.07 PRIVATE ACCESS TO TELEPHONE

A telephone and conversational area shall be made available to all Members of the Bargaining Unit at each building site for private conversations. The use of a personal phone is at the discretion of the Member.

6.08 NON-CLASSROOM DUTIES

Non-classroom duties shall include but not be limited to the following: playground duty, parking lot duty, bus duty, bicycle rack duty, hall duty, junior/safety patrol duty, cafeteria/lunch duty, etc.

Members of the Bargaining Unit shall not be involuntarily assigned non-classroom duties outside their workday, during their duty-free lunch, or during their preparation time without compensation.

If a sufficient number of Members do not elect to perform non-classroom duties, the building administrator may assign Members to said duties and they will be compensated in accordance with ARTICLE 8.05: SUPPLEMENTAL COMPENSATION.

Members required to travel between school sites in accordance with daily teaching assignments shall not be assigned a regular duty.

Each school faculty may convene a committee of members whose task shall be to reevaluate the duty needs, schedule, and roster of that school. The committee shall consider member choice and flexibility in the designation of duty/duties, the importance of equity and seniority regarding duty service, as well as the special needs of traveling members, and recommend improvements in supervision and duty to the building principal. The committee may also consider innovative ideas for improvement, including recruiting volunteers from the community and rotating schedules. Student safety and supervision shall be prime considerations in the deliberations of the committee.

This committee shall meet and make recommendations during the first semester of the school year. The committee shall reconvene prior to the final student week to review issues related to duty service and supervision and to consider possible recommendations for the following school year. (2002, 2004, 2006)

6.09 CLASS SIZE

Special consideration will be given to Kindergarten to help maintain smaller class size.

STATEMENT OF BELIEF ON CLASS SIZE

The Education Association of Moore in conjunction with the Administration and the Moore Public Schools' Board of Education recognize and agree that students learn best in smaller class size settings. We are committed to working to keep class sizes as low as possible within budgetary and personnel constraints and collaborating for resolution of concerns about student management, accommodations, and resources that result from class size compromises.

6.10 CONFERENCES

Parental, placement, or other student related conferences may be arranged by the Member of the Bargaining Unit, the Principal or the Principal's designee. Such conference shall, whenever possible, be scheduled during the Member's workday. At the request of the Member, the building principal will schedule a conference at his/her convenience. All participants in the conference shall be consulted as to time for the conference before a definite time is set.

6.11 COMMITTEE APPOINTMENTS

The Association shall have the right to appoint one (1) Member of the Bargaining Unit to serve on District wide and/or site committees that require participation by certified personnel (example: curriculum committee, discipline committee, textbook committee, technology committee). (2013)

6.12 STUDENT DISCIPLINE

Members of the Bargaining Unit will be given an opportunity to provide input on disciplinary decisions, unless circumstances make this an impossibility.

If two (2) school days lapse without Administrator feedback on a disciplinary concern, the Member involved should request to confer with the Administrator to seek information on the status and progress of that disciplinary concern.

To facilitate communications within all segments of the school community concerning discipline in the Moore Public Schools, a Discipline Committee will be maintained.

The committee shall be comprised of six (6) administrators (appointed by the Board or its designee), six (6) teachers (appointed by the Bargaining Agent), and six (6) members shall be a mixture of parents and students.

The purpose of the committee shall be (1) review current student policies and procedures and (2) make written recommendations to the Board for changes or additions to a succeeding discipline policy adopted by the Board.

A copy of the School Board's policy for the control and discipline of students is located on the MPS website on the School Board Policies located in the Board Docs section of the Administrative page. Such policy shall clearly state the rights of Members to maintain control and discipline, the methods of control and discipline of students, and shall define standards of conduct to which students are expected to conform, as prescribed by state law. (2001, 2005, 2014, 2017)

6.13 INCLUSION

All teachers may be provided an opportunity to review the Individualized Education Plan (IEP) of any special education student placed in his/her classroom for direct instruction. Review of the plan shall be done in accordance with privacy laws and district access procedures.

When the IEP of a special education student places a student in a classroom, the teacher shall have available all appropriate supplemental services including but not limited to curriculum, equipment, and/or classroom modifications, supportive personnel, and instructional aids and devices, as listed in the IEP.

Every effort will be made to evenly distribute students who are on IEPS as they are placed in regular classes. If a Member is concerned about the number of students on IEPS in a class, the concerns shall be addressed with the site principal. (2003, 2016)

6.14 INNOVATIVE PROGRAMS

In order to facilitate educational innovation, faculties/administrators who desire to create/implement a program which violates any portion of the negotiated contract shall:

1. Establish a site committee that includes Association members;
2. Develop the program;
3. Send the completed plan to the Association and the Superintendent or designee for review; and
4. Hold a secret ballot vote, which attains at least a 75% approval.

<u>If sanctioned by the Association and the Board, their representatives shall sign a memorandum of agreement.</u>

Such programs end at the conclusion of the current school year. (1999, 2000)

6.15 FINANCIAL ACCOUNTING PROCEDURES

Members will only be required to submit the following accounting documents:

1. Fundraiser Approval Form
2. Request for Purchase Order Form
3. Receipts for funds collected
4. Deposit slips
5. Reconciliation Form

Members shall be prepared to provide detailed information of students who participated in fundraisers; inventory lists of items sold, returned or lost; and monies owed or collected.

Members who feel that their financial record-keeping requirements should be reduced should report their suggestions to their building principal.

6.16 FACULTY MEETINGS

Faculty meetings should serve to convey information pertaining to the efficient and effective operation of school activities, including professional enhancement activities, and will be conducted during the workday with the exception of two meetings per month which may be held for sufficient duration to qualify attendees for one professional development point.
(2002, 2018)

6.17 LESSON PLANS

If the principal requires lesson plans to be submitted, Members may decide whether to submit their lesson plans through print or electronic media.

Members of the Bargaining Unit may use their own lesson plan format(s) which are appropriate to the subject and/or district approved curriculum. (2004)

VII. FRINGE BENEFITS

7.01 SICK LEAVE ACCUMULATION REIMBURSEMENT

Reimbursement for accumulated sick leave shall be provided for all Members of the Bargaining Unit.

Upon termination of employment, Members shall be provided $10.00 for each day of accumulated sick leave up to 60 days. Members shall be provided with $50 for each day of accumulated sick leave above 60 days. (2023) Transfer leave from other districts is not eligible for reimbursement. If the Member chooses to transfer all or any part of his/her accumulated sick leave days to another district, said Member shall not be reimbursed for days transferred.

Members shall apply in writing to the Superintendent or designee for reimbursement of accumulated sick leave within thirty (30) days following the termination of employment.

7.02 RETIREMENT CONTRIBUTION

The Moore Board of Education shall pay one hundred percent (100%) of each Member of the Bargaining Unit's contribution to the Oklahoma Teachers' Retirement System for the current school year.

7.03 SOCIAL SECURITY

The Board shall maintain social security coverage for each Member of the Bargaining Unit. (2004)

7.04 WORK RELATED INJURY

The Board shall maintain Workers' Compensation coverage.

When a Member of the Bargaining Unit is off work because of a work-related injury, that Member:

A. May, at his/her option, supplement temporary total disability benefits by the use of any sick leave or personal business leave or fractional use thereof, available to the injured Member to the extent that the injured Member shall receive full wages during the Member's temporary absence.

B. Shall draw, if eligible, Workers' Compensation until the Member is certified to return to work or has exhausted Workers' Compensation benefits.

C. Shall use sick leave benefits according to provisions made in ARTICLE 5.01: SICK LEAVE in the event that the Member has exhausted Worker's Compensation benefits and is not certified to return to work. (2004)

D. A member who is injured as a result of assault or battery while the member is in the performance of any duty as an education employee shall be entitled to leave from employment as governed by Worker's Compensation provisions. This leave shall be granted without loss of leave benefits to the member (1.S. 6-145 of Title 70). (2009)

7.05 FRINGE BENEFIT PROGRAM

Members may choose whether or not to enroll in an Oklahoma State and Education Employees Group Insurance Board (OSEEGIB) health plan.

Members electing to enroll shall have 100% of the Health Choice High option single premium paid and the flexible benefit shall be credited to their Section 125 plan.
Members not choosing to enroll will receive taxable compensation in lieu of the flexible benefit in the amount of $69.71 per month ($836.52 annually). Members may direct compensation to programs available in the 125 Plans. Programs available through the IRS 125 Plan shall include but not be limited to:

- OSEEGIB health plans
- Dental insurance
- Vision insurance
- Group term life insurance premiums
- Disability insurance premiums
- Cancer & Dread Disease insurance premiums
- Health Savings Accounts
- Childcare

If a Member, who has major medical coverage (whether individual or family), does not choose to participate in the 125 Plan, said Member shall contribute, through payroll deduction the additional premium. Members may increase coverage as provided in the plan adopted.

If the selected plan permits, the Board and the Association further agree that a Member may continue his/her Fringe Benefit Program during an approved leave of absence, provided the Member makes full premium payments. Such payments shall be paid to the Board of Education which, in turn, makes payments to the carriers(s).

The Board shall also provide a ten-thousand-dollar ($10,000) life insurance policy for each Member and shall pay the cost of administering Section 125 of the IRS Code. (2001, 2002, 2003, 2004, 2013)

VIII. COMPENSATION

8.01 MEMBER SUBSTITUTE PAY

When a Member is absent for any reason, the district shall attempt to hire a substitute.

SUBSTITUTING DURING PREPARATION TIME

Members of the Bargaining Unit who substitute during their preparation time shall be compensated on a per class period basis. The rate shall be the Board approved substitute pay prorated per teaching period.

SUBSTITUTING BEYOND PREPARATION TIME

After all possible efforts have been made to hire a substitute teacher, a Member who is required to cover another Member's class shall be compensated in accordance with the following schedule, based upon the current daily rate of certified substitute pay:

	>1/2 to Full Class	>1/3 to 1/2 Class	>1/4 to 1/3 Class	Up to 1/4 Class
Full Day	$100.00	$50.00	$33.33	$25.00
Half Day	$50.00	$25.00	$16.67	$12.50
Hourly	$19.25	$9.63	$6.42	$4.81

Note: Not to exceed one (1) full class. (2000, 2001, 2007, 2009, 2010, 2018, 2019, 2021, 2022, 2023)

8.02 REIMBURSEMENT FOR USE OF PERSONAL AUTOMOBILE

Each Member of the Bargaining Unit required by assignment to travel from building to building during the school day shall be paid for the use of a personal automobile. Compensation shall be calculated on the current prevailing IRS per mile rate.

Any assignments requiring mileage reimbursement must have prior authorization of the respective Assistant Superintendent and administrator whose budget is affected. Claims should be compiled and submitted at the end of each academic quarter. (2000, 2001, 2002)

8.03 PAYROLL DEDUCTIONS

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

A. Oklahoma Educators Credit Union;

B. School approved health, hospital, life, cancer, dental, and vision insurance;

C. Annuities;

D. U.A. dues;

E. OEA/NEA Fund contributions;

F. Salary protection; and

G. Other items as approved by Board of Education policy. (2000, 2005, 2011)

8.04 COMPENSATION

1. All certified employees shall receive one step.

2. Speech Language Pathologists will be paid $1500 per person supervised per year. Appropriate licensure and credentials for supervision required.

3. Occupational Therapists will be paid $750 per person supervised per year. Appropriate licensure and credentials for supervision required.

The compensation of all persons covered by this contract is set forth in APPENDIX 9.02 which is attached hereto and made a part hereof.

A. Each new Member of the Bargaining Unit hired prior to contract ratification in a school year shall be placed on the compensation schedule commensurate with the returning Members.

   Upon ratification all Members shall be moved to the placement for which they are qualified for the current contract year.

B. All years of out-of-state experience or as approved by the State Department of Education for reimbursement shall be applied to a Member's salary placement effective for those Members hired after ratification of the 2012-2013 contract. Approved/verified experience is on a go forward basis and is not eligible for any retro compensation. (2019)

C. Any encumbrances in addition to the compensation schedule shall be in accordance with this article or ARTICLE 8.05: SUPPLEMENTAL COMPENSATION.

D. In order for a salary adjustment to be figured and received by the Member during either semester, an official transcript must be submitted to the Certified Personnel Records Clerk. Members will have the ability to submit hours once per semester. One (1) official transcript showing degree and/or additional hours and the updated certificate showing new degree or a letter of confirmation must accompany the notification form. The letter of confirmation bearing the official signature of the registrar of the college or university or his/her designee must contain the following information:

   1. Number of hours above degree or
   2. Degree.

   Additional hours to be counted for BA+15, MA+15, and MA+30 must be college hours earned after the date on which the designated degree was awarded.

E. Paydays will be on regularly scheduled district payment dates of the month, unless otherwise stated, beginning pay shall not exceed the eighth (8th) workday and the last workday of the month and then revert to the regular cycle, which shall be the fifteenth (15th) and the last day of the month. When the payday falls on a weekend or federally recognized holiday, Members shall receive their paychecks on the last workday prior to the beginning of the weekend, or official holiday otherwise paydays will be on the 15th or last day of the month. In cases of natural disaster or inclement weather, pay days may be moved to allow for reasonable accommodation by administration.

F. Counselors shall be paid five percent (5%) above the Member's current compensation schedule placement.

G. Special Education teachers shall be paid ten percent (10%) above the Member's current compensation schedule placement as per state law.

H. Alternative Education teachers shall be paid five percent (5%) above the Member's current compensation schedule placement as per state law.

I. Any Member who does not complete the full contract shall receive reimbursements for benefits earned during that contract year on a prorated basis.

J. Members of the Bargaining Unit who are authorized by the administration and approved by the Board to work a period of days before and/or after the official school calendar year shall be remunerated at the rate of the individual Member's per diem.

K. Advanced Technology Academic Education (ATAE)/Technology Education instructors shall receive a one percent (1%) increment for each hour of ATAE/Technology taught as determined by the following formula:

   One percent (1%) multiplied by $22,000 multiplied by the number of hours of ATAE/Technology taught.

   (Example: 1% x $22,000 x hours of ATAE/Technology taught.)

L. Information on contracts issued individually to Members that violates the provisions of the negotiated contract is subject to the grievance procedure.

M. Compensation for the following shall be at a rate of $23.00 per hour (2023):

1. Summer School
2. Night Alternative School
3. Homebound
4. Internet-Based Instruction
5. IC Coaches
6. Professional Development Chair
7. Science Compliance Clerk (2018)
8. Social Media Facilitator (2019)
9. After School Tutoring (District Program) (2019)

The stipend will be paid annually contingent upon receiving funds from the State or mandated by the State. (2018)

N. The district shall pay the initial and subsequent renewal costs for training and testing for Members who are required to get a Commercial Driving License (CDL) as a part of their coach/sponsor duties.

O. Members who volunteer to perform lunch duty during their regularly scheduled duty-free lunchtime shall be compensated at the current rate of substitute pay prorated per hour.

P. National Board - The stipend will be paid annually contingent upon receiving funds from the State or as mandated by the State (2018).

Moore Public Schools will provide funding for up to five candidates who are members of the bargaining unit for renewal of their National Board Certification. Qualified candidates will apply for this funding no later than September 30th of the school year during which they will be eligible for renewal. In the event more than five candidates apply for this funding, the Moore Public Schools Professional Development Committee will evaluate his/her application based on a rubric to determine their commitment to the teaching profession, their involvement in supporting other teachers, and their contributions to excellence in education in Moore Public Schools. This will be awarded in the current year but will be paid upon completion of the National Board-Certified Teacher renewal process and with current employment in the district.
(2001, 2002, 2003, 2004, 2005, 2008, 2012, 2013, 2014, 2015, 2018, 2019)

8.05 SUPPLEMENTAL COMPENSATION

A Member of the Bargaining Unit who accepts a supplemental assignment shall be compensated. Compensation for all supplemental assignments shall be determined by using the following formula: $22,000 multiplied by the proper index number from APPENDIX 9.03: SUPPLEMENTAL COMPENSATION SCHEDULE attached hereto and made a part hereof. Members shall start to receive supplemental pay (extra duty pay) no later than 6 (six) weeks after their official report date back to work or when that job function is fully determined, pay will be equally distributed across all remaining pay periods. Fully determined is defined as a position being filled by a specific applicant with all applicable paperwork filled out and turned in to the appropriate stakeholders that allows for processing time. (2005, 2015, 2019,2022,2023)

IX. APPENDIX

9.01 GRIEVANCE FORM

White Copy - Superintendent
Canary Copy - Affected Administrator Pink Copy - Grievant
Goldenrod Copy-TEAM TRC Chairperson

MOORE PUBLIC SCHOOLS
GRIEVANCE FORM

Level (check one): One_____ Two_____ Three_____

Name of Grievant_____Building_____Assignment_____Date Filed _____

Date grievance occurred_____

Contract article(s) allegedly violated_____

Statement of Grievance_____

_____

_____

_____

_____

Relief Sought_____

_____

Signature of Grievant_____Date_____

Decision_____

_____

_____

Signature and Title_____Date_____

{If additional space is needed to complete any portion(s) of this form, attach and properly identify additional pages.)

Grievant is satisfied with the disposition of grievance at this level: Yes_____ No_____

Signature of Grievant_____Date_____

IX. APPENDIX

9.02 COMPENSATION SCHEDULE

The district will continue to fund years of service with TRS. Consideration will be given to continue to fund the TRS credit, if allowable from the State Department of Education, as a part of total compensation.

All certified staff members will receive their step raise. One year will be added for those who have more years of service than the salary schedule lists. (2025)

IX. APPENDIX

9.02 COMPENSATION SCHEDULE

Moore Public Schools
Certified Compensation Schedule
Fiscal Year 2026-2027

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Bachelor				
0	47,300	60.15	3,251	50,611
1	47,708	103.41	3,236	51,048
2	48,115	145.65	3,222	51,483
3	48,524	188.15	3,209	51,921
4	48,932	233.33	3,192	52,357
5	50,469	278.76	3,254	54,002
6	50,997	325.26	3,245	54,567
7	51,526	372.82	3,234	55,133
8	52,054	421.44	3,222	55,698
9	52,582	471.12	3,210	56,263
10	54,218	521.87	3,273	58,013
11	54,751	573.67	3,259	58,584
12	55,377	626.54	3,250	59,253
13	56,002	680.48	3,240	59,922
14	56,628	735.47	3,228	60,592
15	58,273	791.53	3,288	62,352
16	58,899	848.65	3,274	63,022
17	59,618	906.83	3,266	63,791
18	60,337	966.07	3,258	64,561
19	61,056	1,026.38	3,248	65,330
20	61,795	1,087.75	3,238	66,121
21	62,514	1,150.18	3,226	66,890
22	63,234	1,213.68	3,213	67,660
23	63,953	1,278.23	3,198	68,430
24	64,704	1,343.85	3,185	69,233
25	66,387	1,410.53	3,237	71,034
26	67,070	1,410.53	3,284	71,765
27	67,754	1,410.53	3,332	72,497
28	68,438	1,410.53	3,380	73,229
29	69,121	1,410.53	3,428	73,959
30	69,805	1,410.53	3,476	74,691
31	70,488	1,410.53	3,524	75,422
32	71,172	1,410.53	3,572	76,154
33	71,855	1,410.53	3,619	76,885
34	72,539	1,410.53	3,667	77,617
35	73,222	1,410.53	3,715	78,348
36	73,906	1,410.53	3,763	79,079
37	74,590	1,410.53	3,811	79,811
38	75,273	1,410.53	3,859	80,542
39	76,008	1,410.53	3,910	81,329
40	76,743	1,410.53	3,961	82,115
41	77,478	1,410.53	4,013	82,901
42	78,213	1,410.53	4,064	83,688
43	78,948	1,410.53	4,116	84,474
44	79,683	1,410.53	4,167	85,261
45	80,418	1,410.53	4,219	86,047

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Bachelor + 15				
0	47,858	60.15	3,290	51,208
1	48,266	103.41	3,275	51,645
2	48,673	145.65	3,261	52,080
3	49,082	188.15	3,248	52,518
4	49,490	233.33	3,231	52,954
5	51,027	278.76	3,293	54,599
6	51,555	325.26	3,284	55,164
7	52,084	372.82	3,273	55,730
8	52,612	421.44	3,261	56,295
9	53,140	471.12	3,249	56,860
10	54,776	521.87	3,312	58,610
11	55,309	573.67	3,298	59,181
12	55,935	626.54	3,289	59,850
13	56,560	680.48	3,279	60,519
14	57,186	735.47	3,268	61,189
15	58,831	791.53	3,327	62,949
16	59,457	848.65	3,313	63,619
17	60,176	906.83	3,305	64,388
18	60,895	966.07	3,297	65,158
19	61,614	1,026.38	3,287	65,927
20	62,353	1,087.75	3,277	66,718
21	63,072	1,150.18	3,265	67,487
22	63,792	1,213.68	3,252	68,257
23	64,511	1,278.23	3,238	69,027
24	65,262	1,343.85	3,224	69,830
25	67,045	1,410.53	3,283	71,738
26	67,628	1,410.53	3,323	72,362
27	68,312	1,410.53	3,371	73,094
28	68,996	1,410.53	3,419	73,826
29	69,679	1,410.53	3,467	74,557
30	70,363	1,410.53	3,515	75,288
31	71,046	1,410.53	3,563	76,019
32	71,730	1,410.53	3,611	76,751
33	72,413	1,410.53	3,658	77,482
34	73,097	1,410.53	3,706	78,214
35	73,780	1,410.53	3,754	78,945
36	74,464	1,410.53	3,802	79,676
37	75,148	1,410.53	3,850	80,408
38	75,831	1,410.53	3,898	81,139
39	76,566	1,410.53	3,949	81,926
40	77,301	1,410.53	4,001	82,712
41	78,036	1,410.53	4,052	83,499
42	78,771	1,410.53	4,103	84,285
43	79,506	1,410.53	4,155	85,071
44	80,241	1,410.53	4,206	85,858
45	80,976	1,410.53	4,258	86,644
46	558	1,410.53	(1,371)	597

(A) Step - Salary placement level

(B) 2026-2027 Negotiated Base Salary

(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional salary. The State pays an equal amount to the Oklahoma Teachers' Retirement System on behalf of the employee.

(D) District Paid Retirement - District paid teachers' retirement at 7% of District Paid Compensation (col E). Total retirement amount remitted to TRS by the district is reduced by the TRS Credit (col C).

(E) District Paid Compensation - Total of columns B through D

Employees not enrolled in an OSEEGIB Health Plan shall continue to receive taxable compensation in lieu of the Fexible Benefit in the amount of $69.71 per month.

Employees who are enrolled in an OSEEGIB Health Plan shall have the Flexible Benefit, equal to 100% of the HealthChoice High option premium, credited to their 125 Plan.

NBCT Teachers will receive compensation equivalent to State funding

IX. APPENDIX
9.02 COMPENSATION SCHEDULE

Moore Public Schools
Certified Compensation Schedule
Fiscal Year 2026-2027

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Masters				
0	48,606	60.15	3,342	52,008
1	49,014	103.41	3,328	52,445
2	49,421	145.65	3,314	52,881
3	49,830	188.15	3,300	53,318
4	50,238	233.33	3,283	53,754
5	51,775	278.76	3,345	55,399
6	52,303	325.26	3,336	55,964
7	52,832	372.82	3,325	56,530
8	53,360	421.44	3,314	57,095
9	53,889	471.12	3,301	57,661
10	55,593	521.87	3,370	59,485
11	56,126	573.67	3,355	60,055
12	56,752	626.54	3,346	60,725
13	57,378	680.48	3,336	61,394
14	58,003	735.47	3,325	62,063
15	59,649	791.53	3,384	63,824
16	60,275	848.65	3,371	64,494
17	60,994	906.83	3,363	65,264
18	61,713	966.07	3,354	66,033
19	62,432	1,026.38	3,344	66,802
20	63,172	1,087.75	3,334	67,594
21	63,891	1,150.18	3,322	68,363
22	64,610	1,213.68	3,309	69,133
23	65,330	1,278.23	3,295	69,903
24	66,081	1,343.85	3,282	70,707
25	67,800	1,410.53	3,335	72,546
26	68,483	1,410.53	3,383	73,277
27	69,167	1,410.53	3,431	74,009
28	69,851	1,410.53	3,479	74,741
29	70,534	1,410.53	3,527	75,471
30	71,218	1,410.53	3,575	76,203
31	71,901	1,410.53	3,623	76,934
32	72,585	1,410.53	3,670	77,666
33	73,268	1,410.53	3,718	78,397
34	73,952	1,410.53	3,766	79,129
35	74,635	1,410.53	3,814	79,859
36	75,319	1,410.53	3,862	80,591
37	76,003	1,410.53	3,910	81,323
38	76,686	1,410.53	3,957	82,054
39	77,421	1,410.53	4,009	82,840
40	78,156	1,410.53	4,060	83,627
41	78,891	1,410.53	4,112	84,413
42	79,626	1,410.53	4,163	85,200
43	80,361	1,410.53	4,215	85,986
44	81,096	1,410.53	4,266	86,773
45	81,831	1,410.53	4,318	87,559

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Masters + 15				
0	49,164	60.15	3,381	52,605
1	49,572	103.41	3,367	53,042
2	49,979	145.65	3,353	53,478
3	50,388	188.15	3,339	53,915
4	50,796	233.33	3,322	54,352
5	52,333	278.76	3,385	55,996
6	52,861	325.26	3,375	56,561
7	53,390	372.82	3,364	57,127
8	53,918	421.44	3,353	57,692
9	54,447	471.12	3,340	58,258
10	56,151	521.87	3,409	60,082
11	56,684	573.67	3,394	60,652
12	57,310	626.54	3,385	61,322
13	57,936	680.48	3,375	61,992
14	58,561	735.47	3,364	62,660
15	60,207	791.53	3,423	64,421
16	60,833	848.65	3,410	65,091
17	61,552	906.83	3,402	65,861
18	62,271	966.07	3,393	66,630
19	62,990	1,026.38	3,383	67,399
20	63,730	1,087.75	3,373	68,191
21	64,449	1,150.18	3,361	68,960
22	65,168	1,213.68	3,348	69,730
23	65,888	1,278.23	3,334	70,500
24	66,639	1,343.85	3,321	71,304
25	68,358	1,410.53	3,375	73,143
26	69,041	1,410.53	3,422	73,874
27	69,725	1,410.53	3,470	74,606
28	70,409	1,410.53	3,518	75,338
29	71,092	1,410.53	3,566	76,068
30	71,776	1,410.53	3,614	76,800
31	72,459	1,410.53	3,662	77,531
32	73,143	1,410.53	3,709	78,263
33	73,826	1,410.53	3,757	78,994
34	74,510	1,410.53	3,805	79,726
35	75,193	1,410.53	3,853	80,457
36	75,877	1,410.53	3,901	81,188
37	76,561	1,410.53	3,949	81,920
38	77,244	1,410.53	3,997	82,651
39	77,979	1,410.53	4,048	83,438
40	78,714	1,410.53	4,099	84,224
41	79,449	1,410.53	4,151	85,010
42	80,184	1,410.53	4,202	85,797
43	80,919	1,410.53	4,254	86,583
44	81,654	1,410.53	4,305	87,370
45	82,389	1,410.53	4,357	88,156

(A) Step - Salary placement level
(B) 2026-2027 Negotiated Base Salary
(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional salary. The State pays an equal amount to the Oklahoma Teachers' Retirement System on behalf of the employee.
(D) District Paid Retirement - District paid teachers' retirement at 7% of District Paid Compensation (col E). Total retirement amount remitted to TRS by the district is reduced by the TRS Credit (col C).
(E) District Paid Compensation - Total of columns B through D
Employees not enrolled in an OSEEGIB Health Plan shall continue to receive taxable compensation in lieu of the Fexible Benefit in the amount of $69.71 per month.
Employees who are enrolled in an OSEEGIB Health Plan shall have the Flexible Benefit, equal to 100% of the HealthChoice High option premium, credited to their 125 Plan.
NBCT Teachers will receive compensation equivalent to State funding

IX. APPENDIX
9.02 COMPENSATION SCHEDULE

Moore Public Schools
Certified Compensation Schedule
Fiscal Year 2026-2027

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Masters + 30				
0	49,722	60.15	3,420	53,203
1	50,130	103.41	3,406	53,639
2	50,537	145.65	3,392	54,075
3	50,946	188.15	3,378	54,512
4	51,354	233.33	3,361	54,949
5	52,891	278.76	3,424	56,593
6	53,419	325.26	3,414	57,158
7	53,948	372.82	3,404	57,724
8	54,476	421.44	3,392	58,290
9	55,005	471.12	3,379	58,855
10	56,709	521.87	3,448	60,678
11	57,242	573.67	3,433	61,249
12	57,868	626.54	3,424	61,919
13	58,494	680.48	3,414	62,589
14	59,119	735.47	3,403	63,258
15	60,765	791.53	3,462	65,018
16	61,391	848.65	3,449	65,688
17	62,110	906.83	3,441	66,458
18	62,829	966.07	3,432	67,227
19	63,548	1,026.38	3,422	67,997
20	64,288	1,087.75	3,412	68,788
21	65,007	1,150.18	3,400	69,557
22	65,726	1,213.68	3,387	70,327
23	66,446	1,278.23	3,373	71,097
24	67,197	1,343.85	3,360	71,901
25	68,916	1,410.53	3,414	73,740
26	69,599	1,410.53	3,461	74,471
27	70,283	1,410.53	3,509	75,203
28	70,967	1,410.53	3,557	75,934
29	71,650	1,410.53	3,605	76,666
30	72,334	1,410.53	3,653	77,397
31	73,017	1,410.53	3,701	78,128
32	73,701	1,410.53	3,749	78,860
33	74,384	1,410.53	3,796	79,591
34	75,068	1,410.53	3,844	80,323
35	75,751	1,410.53	3,892	81,054
36	76,435	1,410.53	3,940	81,785
37	77,119	1,410.53	3,988	82,517
38	77,802	1,410.53	4,036	83,248
39	78,537	1,410.53	4,087	84,035
40	79,272	1,410.53	4,139	84,821
41	80,007	1,410.53	4,190	85,608
42	80,742	1,410.53	4,241	86,394
43	81,477	1,410.53	4,293	87,180
44	82,212	1,410.53	4,344	87,967
45	82,947	1,410.53	4,396	88,753

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Doctorate				
0	50,470	60.15	3,473	54,003
1	50,878	103.41	3,458	54,439
2	51,285	145.65	3,444	54,875
3	51,694	188.15	3,430	55,313
4	52,102	233.33	3,414	55,749
5	53,639	278.76	3,476	57,394
6	54,168	325.26	3,467	57,960
7	54,696	372.82	3,456	58,525
8	55,224	421.44	3,444	59,090
9	55,753	471.12	3,432	59,656
10	57,594	521.87	3,510	61,625
11	58,127	573.67	3,495	62,196
12	58,753	626.54	3,486	62,866
13	59,379	680.48	3,476	63,536
14	60,004	735.47	3,465	64,205
15	61,651	791.53	3,524	65,966
16	62,277	848.65	3,511	66,636
17	62,996	906.83	3,503	67,406
18	63,715	966.07	3,494	68,175
19	64,434	1,026.38	3,484	68,945
20	65,175	1,087.75	3,474	69,737
21	65,894	1,150.18	3,462	70,507
22	66,613	1,213.68	3,449	71,276
23	67,333	1,278.23	3,435	72,046
24	68,084	1,343.85	3,422	72,850
25	69,848	1,410.53	3,479	74,737
26	70,531	1,410.53	3,527	75,469
27	71,215	1,410.53	3,575	76,200
28	71,899	1,410.53	3,622	76,931
29	72,582	1,410.53	3,670	77,663
30	73,266	1,410.53	3,718	78,394
31	73,949	1,410.53	3,766	79,126
32	74,633	1,410.53	3,814	79,857
33	75,316	1,410.53	3,862	80,588
34	76,000	1,410.53	3,909	81,320
35	76,683	1,410.53	3,957	82,051
36	77,367	1,410.53	4,005	82,783
37	78,051	1,410.53	4,053	83,514
38	78,734	1,410.53	4,101	84,245
39	79,469	1,410.53	4,152	85,032
40	80,204	1,410.53	4,204	85,818
41	80,939	1,410.53	4,255	86,605
42	81,674	1,410.53	4,307	87,391
43	82,409	1,410.53	4,358	88,178
44	83,144	1,410.53	4,410	88,964
45	83,879	1,410.53	4,461	89,751

(A) Step - Salary placement level
(B) 2026-2027 Negotiated Base Salary
(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional salary. The State pays an equal amount to the Oklahoma Teachers' Retirement System on behalf of the employee.
(D) District Paid Retirement - District paid teachers' retirement at 7% of District Paid Compensation (col E). Total retirement amount remitted to TRS by the district is reduced by the TRS Credit (col C).
(E) District Paid Compensation - Total of columns B through D
Employees not enrolled in an OSEEGIB Health Plan shall continue to receive taxable compensation in lieu of the Fexible Benefit in the amount of $69.71 per month.
Employees who are enrolled in an OSEEGIB Health Plan shall have the Flexible Benefit, equal to 100% of the HealthChoice High option premium, credited to their 125 Plan.
NBCT Teachers will receive compensation equivalent to State funding

IX. APPENDIX

9.02 COMPENSATION SCHEDULE

Moore Public Schools

Certified Compensation Schedule-5% Group

Fiscal Year 2026-2027

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Bachelor				
0	49,665	60.15	3,416	53,142
1	50,093	103.41	3,403	53,600
2	50,521	145.65	3,391	54,058
3	50,950	188.15	3,378	54,517
4	51,378	233.33	3,363	54,975
5	52,992	278.76	3,431	56,702
6	53,547	325.26	3,423	57,295
7	54,102	372.82	3,414	57,889
8	54,657	421.44	3,405	58,483
9	55,211	471.12	3,394	59,076
10	56,929	521.87	3,463	60,914
11	57,489	573.67	3,451	61,513
12	58,146	626.54	3,444	62,216
13	58,802	680.48	3,436	62,918
14	59,459	735.47	3,427	63,622
15	61,187	791.53	3,492	65,470
16	61,844	848.65	3,480	66,173
17	62,599	906.83	3,475	66,981
18	63,354	966.07	3,469	67,789
19	64,109	1,026.38	3,461	68,596
20	64,885	1,087.75	3,454	69,427
21	65,640	1,150.18	3,445	70,234
22	66,396	1,213.68	3,434	71,043
23	67,151	1,278.23	3,422	71,851
24	67,939	1,343.85	3,412	72,695
25	69,706	1,410.53	3,469	74,586
26	70,424	1,410.53	3,519	75,353
27	71,142	1,410.53	3,569	76,122
28	71,860	1,410.53	3,620	76,890
29	72,577	1,410.53	3,670	77,657
30	73,295	1,410.53	3,720	78,426
31	74,012	1,410.53	3,770	79,193
32	74,731	1,410.53	3,821	79,962
33	75,448	1,410.53	3,871	80,729
34	76,166	1,410.53	3,921	81,498
35	76,883	1,410.53	3,971	82,265
36	77,601	1,410.53	4,022	83,033
37	78,320	1,410.53	4,072	83,802
38	79,037	1,410.53	4,122	84,569
39	79,808	1,410.53	4,176	85,395
40	80,580	1,410.53	4,230	86,221
41	81,352	1,410.53	4,284	87,047
42	82,124	1,410.53	4,338	87,872
43	82,895	1,410.53	4,392	88,698
44	83,667	1,410.53	4,446	89,524
45	84,439	1,410.53	4,500	90,350

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Bachelor + 15				
0	50,251	60.15	3,457	53,768
1	50,679	103.41	3,444	54,227
2	51,107	145.65	3,432	54,684
3	51,536	188.15	3,419	55,144
4	51,964	233.33	3,404	55,602
5	53,578	278.76	3,472	57,329
6	54,133	325.26	3,464	57,922
7	54,688	372.82	3,455	58,516
8	55,243	421.44	3,446	59,110
9	55,797	471.12	3,435	59,703
10	57,515	521.87	3,504	61,541
11	58,074	573.67	3,492	62,140
12	58,732	626.54	3,485	62,843
13	59,388	680.48	3,477	63,545
14	60,045	735.47	3,468	64,248
15	61,773	791.53	3,533	66,097
16	62,430	848.65	3,521	66,800
17	63,185	906.83	3,516	67,608
18	63,940	966.07	3,510	68,416
19	64,695	1,026.38	3,502	69,223
20	65,471	1,087.75	3,495	70,054
21	66,226	1,150.18	3,486	70,861
22	66,982	1,213.68	3,475	71,670
23	67,737	1,278.23	3,463	72,478
24	68,525	1,343.85	3,453	73,322
25	70,292	1,410.53	3,510	75,213
26	71,009	1,410.53	3,560	75,980
27	71,728	1,410.53	3,610	76,749
28	72,446	1,410.53	3,661	77,517
29	73,163	1,410.53	3,711	78,284
30	73,881	1,410.53	3,761	79,053
31	74,598	1,410.53	3,811	79,820
32	75,317	1,410.53	3,862	80,589
33	76,034	1,410.53	3,912	81,356
34	76,752	1,410.53	3,962	82,124
35	77,469	1,410.53	4,012	82,892
36	78,187	1,410.53	4,063	83,660
37	78,905	1,410.53	4,113	84,429
38	79,623	1,410.53	4,163	85,196
39	80,394	1,410.53	4,217	86,022
40	81,166	1,410.53	4,271	86,848
41	81,938	1,410.53	4,325	87,673
42	82,710	1,410.53	4,379	88,499
43	83,481	1,410.53	4,433	89,325
44	84,253	1,410.53	4,487	90,151
45	85,025	1,410.53	4,541	90,977

(A) Step - Salary placement level

(B) 2026-2027 Negotiated Base Salary

(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional salary. The State pays an equal amount to the Oklahoma Teachers' Retirement System on behalf of the employee.

(D) District Paid Retirement - District paid teachers' retirement at 7% of District Paid Compensation (col E). Total retirement amount remitted to TRS by the district is reduced by the TRS Credit (col C).

(E) District Paid Compensation - Total of columns B through D

Employees not enrolled in an OSEEGIB Health Plan shall continue to receive taxable compensation in lieu of the Fexible Benefit in the amount of $69.71 per month.

Employees who are enrolled in an OSEEGIB Health Plan shall have the Flexible Benefit, equal to 100% of the HealthChoice High option premium, credited to their 125 Plan.

NBCT Teachers will receive compensation equivalent to State funding

IX. APPENDIX
9.02 COMPENSATION SCHEDULE

Moore Public Schools
Certified Compensation Schedule-5% Group
Fiscal Year 2026 - 2027

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Masters				
0	51,036	60.15	3,512	54,609
1	51,465	103.41	3,499	55,067
2	51,892	145.65	3,487	55,525
3	52,322	188.15	3,474	55,984
4	52,750	233.33	3,459	56,442
5	54,364	278.76	3,527	58,169
6	54,918	325.26	3,519	58,763
7	55,473	372.82	3,510	59,357
8	56,028	421.44	3,501	59,950
9	56,583	471.12	3,490	60,544
10	58,373	521.87	3,564	62,459
11	58,932	573.67	3,552	63,058
12	59,590	626.54	3,545	63,761
13	60,247	680.48	3,537	64,464
14	60,903	735.47	3,528	65,166
15	62,631	791.53	3,593	67,016
16	63,289	848.65	3,582	67,719
17	64,044	906.83	3,576	68,527
18	64,799	966.07	3,570	69,335
19	65,554	1,026.38	3,562	70,142
20	66,331	1,087.75	3,555	70,974
21	67,086	1,150.18	3,546	71,782
22	67,841	1,213.68	3,535	72,589
23	68,597	1,278.23	3,524	73,398
24	69,385	1,343.85	3,513	74,242
25	71,190	1,410.53	3,573	76,173
26	71,907	1,410.53	3,623	76,941
27	72,625	1,410.53	3,673	77,709
28	73,344	1,410.53	3,724	78,478
29	74,061	1,410.53	3,774	79,245
30	74,779	1,410.53	3,824	80,013
31	75,496	1,410.53	3,874	80,781
32	76,214	1,410.53	3,924	81,549
33	76,931	1,410.53	3,975	82,317
34	77,650	1,410.53	4,025	83,085
35	78,367	1,410.53	4,075	83,852
36	79,085	1,410.53	4,125	84,621
37	79,803	1,410.53	4,176	85,389
38	80,520	1,410.53	4,226	86,157
39	81,292	1,410.53	4,280	86,982
40	82,064	1,410.53	4,334	87,808
41	82,836	1,410.53	4,388	88,634
42	83,607	1,410.53	4,442	89,460
43	84,379	1,410.53	4,496	90,286
44	85,151	1,410.53	4,550	91,111
45	85,923	1,410.53	4,604	91,937

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Masters + 15				
0	51,622	60.15	3,553	55,236
1	52,051	103.41	3,540	55,694
2	52,478	145.65	3,528	56,151
3	52,907	188.15	3,515	56,611
4	53,336	233.33	3,500	57,069
5	54,950	278.76	3,568	58,796
6	55,504	325.26	3,560	59,389
7	56,060	372.82	3,551	59,984
8	56,614	421.44	3,542	60,577
9	57,169	471.12	3,531	61,171
10	58,959	521.87	3,605	63,086
11	59,518	573.67	3,593	63,684
12	60,176	626.54	3,586	64,388
13	60,833	680.48	3,578	65,091
14	61,489	735.47	3,569	65,793
15	63,217	791.53	3,634	67,643
16	63,875	848.65	3,623	68,346
17	64,630	906.83	3,617	69,154
18	65,385	966.07	3,611	69,961
19	66,140	1,026.38	3,603	70,769
20	66,917	1,087.75	3,596	71,601
21	67,671	1,150.18	3,587	72,408
22	68,426	1,213.68	3,576	73,216
23	69,182	1,278.23	3,565	74,025
24	69,971	1,343.85	3,554	74,869
25	71,776	1,410.53	3,614	76,800
26	72,493	1,410.53	3,664	77,568
27	73,211	1,410.53	3,714	78,336
28	73,929	1,410.53	3,765	79,105
29	74,647	1,410.53	3,815	79,872
30	75,365	1,410.53	3,865	80,640
31	76,082	1,410.53	3,915	81,408
32	76,800	1,410.53	3,965	82,176
33	77,517	1,410.53	4,016	82,944
34	78,236	1,410.53	4,066	83,712
35	78,953	1,410.53	4,116	84,479
36	79,671	1,410.53	4,166	85,248
37	80,389	1,410.53	4,217	86,016
38	81,106	1,410.53	4,267	86,784
39	81,878	1,410.53	4,321	87,609
40	82,650	1,410.53	4,375	88,435
41	83,421	1,410.53	4,429	89,261
42	84,193	1,410.53	4,483	90,087
43	84,965	1,410.53	4,537	90,912
44	85,737	1,410.53	4,591	91,738
45	86,508	1,410.53	4,645	92,564

(A) Step - Salary placement level
(B) 2026-2027 Negotiated Base Salary
(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional salary. The State pays an equal amount to the Oklahoma Teachers' Retirement System on behalf of the employee.
(D) District Paid Retirement - District paid teachers' retirement at 7% of District Paid Compensation (col E). Total retirement amount remitted to TRS by the district is reduced by the TRS Credit (col C).
(E) District Paid Compensation - Total of columns B through D
Employees not enrolled in an OSEEGIB Health Plan shall continue to receive taxable compensation in lieu of the Fexible Benefit in the amount of $69.71 per month.
Employees who are enrolled in an OSEEGIB Health Plan shall have the Flexible Benefit, equal to 100% of the HealthChoice High option premium, credited to their 125 Plan.
NBCT Teachers will receive compensation equivalent to State funding

IX. APPENDIX
9.02 COMPENSATION SCHEDULE

Moore Public Schools
Certified Compensation Schedule-5% Group
Fiscal Year 2026 - 2027

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Masters + 30				
0	52,208	60.15	3,870	56,138
1	52,637	103.41	3,858	56,598
2	53,064	145.65	3,848	57,058
3	53,494	188.15	3,838	57,520
4	53,922	233.33	3,825	57,980
5	55,535	278.76	3,901	59,715
6	56,090	325.26	3,897	60,312
7	56,645	372.82	3,891	60,909
8	57,200	421.44	3,884	61,505
9	57,755	471.12	3,876	62,102
10	59,544	521.87	3,960	64,026
11	60,104	573.67	3,950	64,628
12	60,761	626.54	3,947	65,335
13	61,419	680.48	3,942	66,042
14	62,075	735.47	3,937	66,748
15	63,803	791.53	4,011	68,605
16	64,460	848.65	4,003	69,312
17	65,215	906.83	4,002	70,124
18	65,970	966.07	3,999	70,936
19	66,726	1,026.38	3,996	71,748
20	67,502	1,087.75	3,993	72,583
21	68,257	1,150.18	3,987	73,395
22	69,012	1,213.68	3,981	74,207
23	69,768	1,278.23	3,973	75,020
24	70,557	1,343.85	3,967	75,868
25	72,362	1,410.53	4,036	77,808
26	73,079	1,410.53	4,090	78,580
27	73,797	1,410.53	4,144	79,352
28	74,515	1,410.53	4,198	80,124
29	75,233	1,410.53	4,252	80,895
30	75,950	1,410.53	4,306	81,667
31	76,668	1,410.53	4,360	82,439
32	77,386	1,410.53	4,414	83,211
33	78,104	1,410.53	4,468	83,982
34	78,821	1,410.53	4,522	84,754
35	79,539	1,410.53	4,576	85,526
36	80,257	1,410.53	4,630	86,298
37	80,974	1,410.53	4,684	87,069
38	81,692	1,410.53	4,738	87,841
39	82,464	1,410.53	4,796	88,671
40	83,236	1,410.53	4,855	89,501
41	84,007	1,410.53	4,913	90,331
42	84,779	1,410.53	4,971	91,160
43	85,551	1,410.53	5,029	91,990
44	86,323	1,410.53	5,087	92,820
45	87,094	1,410.53	5,145	93,650

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Doctorate				
0	52,994	60.15	3,649	56,703
1	53,422	103.41	3,636	57,161
2	53,850	145.65	3,624	57,619
3	54,279	188.15	3,611	58,078
4	54,707	233.33	3,596	58,536
5	56,321	278.76	3,664	60,263
6	56,876	325.26	3,656	60,858
7	57,431	372.82	3,647	61,451
8	57,985	421.44	3,638	62,044
9	58,541	471.12	3,627	62,638
10	60,474	521.87	3,711	64,707
11	61,033	573.67	3,699	65,305
12	61,690	626.54	3,692	66,009
13	62,348	680.48	3,684	66,713
14	63,004	735.47	3,675	67,415
15	64,733	791.53	3,740	69,265
16	65,391	848.65	3,729	69,968
17	66,146	906.83	3,723	70,776
18	66,901	966.07	3,717	71,584
19	67,656	1,026.38	3,710	72,392
20	68,434	1,087.75	3,703	73,224
21	69,189	1,150.18	3,693	74,032
22	69,943	1,213.68	3,682	74,840
23	70,700	1,278.23	3,671	75,649
24	71,489	1,343.85	3,660	76,493
25	73,340	1,410.53	3,723	78,474
26	74,058	1,410.53	3,774	79,242
27	74,776	1,410.53	3,824	80,010
28	75,493	1,410.53	3,874	80,778
29	76,211	1,410.53	3,924	81,546
30	76,929	1,410.53	3,974	82,314
31	77,647	1,410.53	4,025	83,082
32	78,364	1,410.53	4,075	83,850
33	79,082	1,410.53	4,125	84,618
34	79,800	1,410.53	4,175	85,386
35	80,518	1,410.53	4,226	86,154
36	81,235	1,410.53	4,276	86,922
37	81,953	1,410.53	4,326	87,690
38	82,671	1,410.53	4,376	88,458
39	83,443	1,410.53	4,430	89,283
40	84,214	1,410.53	4,484	90,109
41	84,986	1,410.53	4,538	90,935
42	85,758	1,410.53	4,593	91,761
43	86,530	1,410.53	4,647	92,587
44	87,301	1,410.53	4,701	93,412
45	88,073	1,410.53	4,755	94,238

(A) Step - Salary placement level
(B) 2026-2027 Negotiated Base Salary
(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional salary. The State pays an equal amount to the Oklahoma Teachers' Retirement System on behalf of the employee.
(D) District Paid Retirement - District paid teachers' retirement at 7% of District Paid Compensation (col E). Total retirement amount remitted to TRS by the district is reduced by the TRS Credit (col C).
(E) District Paid Compensation - Total of columns B through D
Employees not enrolled in an OSEEGIB Health Plan shall continue to receive taxable compensation in lieu of the Fexible Benefit in the amount of $69.71 per month.
Employees who are enrolled in an OSEEGIB Health Plan shall have the Flexible Benefit, equal to 100% of the HealthChoice High option premium, credited to their 125 Plan.
NBCT Teachers will receive compensation equivalent to State funding

IX. APPENDIX

9.02 COMPENSATION SCHEDULE

Moore Public Schools
Certified Compensation Schedule-10% Group
Fiscal Year 2026-2027

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Bachelor				
0	52,030	60.15	3,582	55,672
1	52,479	103.41	3,570	56,152
2	52,927	145.65	3,559	56,632
3	53,377	188.15	3,548	57,113
4	53,825	233.33	3,534	57,593
5	55,516	278.76	3,607	59,402
6	56,097	325.26	3,602	60,024
7	56,678	372.82	3,595	60,646
8	57,259	421.44	3,587	61,268
9	57,840	471.12	3,578	61,889
10	59,640	521.87	3,653	63,815
11	60,226	573.67	3,642	64,442
12	60,915	626.54	3,637	65,179
13	61,602	680.48	3,632	65,914
14	62,291	735.47	3,625	66,651
15	64,100	791.53	3,695	68,587
16	64,789	848.65	3,687	69,324
17	65,580	906.83	3,684	70,170
18	66,371	966.07	3,680	71,017
19	67,162	1,026.38	3,675	71,863
20	67,975	1,087.75	3,670	72,733
21	68,765	1,150.18	3,663	73,579
22	69,557	1,213.68	3,655	74,426
23	70,348	1,278.23	3,646	75,273
24	71,174	1,343.85	3,638	76,157
25	73,026	1,410.53	3,701	78,137
26	73,777	1,410.53	3,754	78,941
27	74,529	1,410.53	3,807	79,746
28	75,282	1,410.53	3,859	80,552
29	76,033	1,410.53	3,912	81,355
30	76,786	1,410.53	3,964	82,160
31	77,537	1,410.53	4,017	82,964
32	78,289	1,410.53	4,070	83,769
33	79,041	1,410.53	4,122	84,573
34	79,793	1,410.53	4,175	85,378
35	80,544	1,410.53	4,228	86,182
36	81,297	1,410.53	4,280	86,987
37	82,049	1,410.53	4,333	87,792
38	82,800	1,410.53	4,385	88,596
39	83,609	1,410.53	4,442	89,461
40	84,417	1,410.53	4,499	90,327
41	85,226	1,410.53	4,555	91,192
42	86,034	1,410.53	4,612	92,057
43	86,843	1,410.53	4,668	92,922
44	87,651	1,410.53	4,725	93,787
45	88,460	1,410.53	4,782	94,652

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Bachelor + 15				
0	52,644	60.15	3,625	56,329
1	53,093	103.41	3,613	56,809
2	53,541	145.65	3,602	57,289
3	53,990	188.15	3,591	57,770
4	54,439	233.33	3,577	58,250
5	56,130	278.76	3,650	60,059
6	56,711	325.26	3,644	60,680
7	57,292	372.82	3,638	61,303
8	57,873	421.44	3,630	61,924
9	58,454	471.12	3,621	62,546
10	60,254	521.87	3,696	64,471
11	60,840	573.67	3,685	65,099
12	61,529	626.54	3,680	65,835
13	62,216	680.48	3,675	66,571
14	62,905	735.47	3,668	67,308
15	64,714	791.53	3,738	69,244
16	65,403	848.65	3,730	69,981
17	66,194	906.83	3,727	70,827
18	66,985	966.07	3,723	71,673
19	67,775	1,026.38	3,718	72,520
20	68,588	1,087.75	3,713	73,389
21	69,379	1,150.18	3,706	74,236
22	70,171	1,213.68	3,698	75,083
23	70,962	1,278.23	3,689	75,929
24	71,788	1,343.85	3,681	76,813
25	73,640	1,410.53	3,744	78,794
26	74,391	1,410.53	3,797	79,598
27	75,143	1,410.53	3,849	80,403
28	75,896	1,410.53	3,902	81,208
29	76,647	1,410.53	3,955	82,012
30	77,399	1,410.53	4,007	82,817
31	78,151	1,410.53	4,060	83,621
32	78,903	1,410.53	4,113	84,426
33	79,654	1,410.53	4,165	85,230
34	80,407	1,410.53	4,218	86,035
35	81,158	1,410.53	4,271	86,839
36	81,910	1,410.53	4,323	87,644
37	82,663	1,410.53	4,376	88,449
38	83,414	1,410.53	4,428	89,253
39	84,223	1,410.53	4,485	90,118
40	85,031	1,410.53	4,542	90,983
41	85,840	1,410.53	4,598	91,848
42	86,648	1,410.53	4,655	92,713
43	87,457	1,410.53	4,711	93,579
44	88,265	1,410.53	4,768	94,444
45	89,074	1,410.53	4,825	95,309

(A) Step - Salary placement level
(B) 2026-2027 Negotiated Base Salary
(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional salary. The State pays an equal amount to the Oklahoma Teachers' Retirement System on behalf of the employee.
(D) District Paid Retirement - District paid teachers' retirement at 7% of District Paid Compensation (col E). Total retirement amount remitted to TRS by the district is reduced by the TRS Credit (col C).
(E) District Paid Compensation - Total of columns B through D
Employees not enrolled in an OSEEGIB Health Plan shall continue to receive taxable compensation in lieu of the Fexible Benefit in the amount of $69.71 per month.
Employees who are enrolled in an OSEEGIB Health Plan shall have the Flexible Benefit, equal to 100% of the HealthChoice High option premium, credited to their 125 Plan.
NBCT Teachers will receive compensation equivalent to State funding

IX. APPENDIX
9.02 COMPENSATION SCHEDULE

Moore Public Schools
Certified Compensation Schedule-10% Group
Fiscal Year 2026 - 2027

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Masters				
0	53,467	60.15	3,683	57,209
1	53,915	103.41	3,671	57,689
2	54,363	145.65	3,660	58,169
3	54,813	188.15	3,649	58,650
4	55,262	233.33	3,635	59,130
5	56,952	278.76	3,708	60,939
6	57,533	325.26	3,702	61,561
7	58,115	372.82	3,695	62,183
8	58,696	421.44	3,687	62,805
9	59,278	471.12	3,678	63,427
10	61,152	521.87	3,759	65,433
11	61,739	573.67	3,748	66,060
12	62,427	626.54	3,743	66,797
13	63,116	680.48	3,738	67,534
14	63,803	735.47	3,731	68,270
15	65,614	791.53	3,801	70,207
16	66,303	848.65	3,793	70,944
17	67,093	906.83	3,790	71,790
18	67,884	966.07	3,786	72,636
19	68,675	1,026.38	3,781	73,482
20	69,489	1,087.75	3,776	74,353
21	70,280	1,150.18	3,769	75,200
22	71,071	1,213.68	3,761	76,046
23	71,863	1,278.23	3,752	76,893
24	72,689	1,343.85	3,744	77,777
25	74,580	1,410.53	3,810	79,801
26	75,331	1,410.53	3,863	80,604
27	76,084	1,410.53	3,915	81,410
28	76,836	1,410.53	3,968	82,215
29	77,587	1,410.53	4,021	83,019
30	78,340	1,410.53	4,073	83,824
31	79,091	1,410.53	4,126	84,627
32	79,844	1,410.53	4,179	85,433
33	80,595	1,410.53	4,231	86,236
34	81,347	1,410.53	4,284	87,042
35	82,099	1,410.53	4,336	87,845
36	82,851	1,410.53	4,389	88,650
37	83,603	1,410.53	4,442	89,456
38	84,355	1,410.53	4,494	90,259
39	85,163	1,410.53	4,551	91,125
40	85,972	1,410.53	4,607	91,990
41	86,780	1,410.53	4,664	92,855
42	87,589	1,410.53	4,721	93,720
43	88,397	1,410.53	4,777	94,585
44	89,206	1,410.53	4,834	95,450
45	90,014	1,410.53	4,890	96,315

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Masters + 15				
0	54,080	60.15	3,725	57,866
1	54,529	103.41	3,714	58,346
2	54,977	145.65	3,703	58,825
3	55,427	188.15	3,692	59,307
4	55,876	233.33	3,678	59,787
5	57,566	278.76	3,751	61,596
6	58,147	325.26	3,745	62,217
7	58,729	372.82	3,738	62,840
8	59,310	421.44	3,730	63,461
9	59,892	471.12	3,721	64,084
10	61,766	521.87	3,802	66,090
11	62,352	573.67	3,791	66,717
12	63,041	626.54	3,786	67,454
13	63,730	680.48	3,781	68,191
14	64,417	735.47	3,774	68,926
15	66,228	791.53	3,844	70,864
16	66,916	848.65	3,835	71,600
17	67,707	906.83	3,833	72,447
18	68,498	966.07	3,829	73,293
19	69,289	1,026.38	3,824	74,139
20	70,103	1,087.75	3,819	75,010
21	70,894	1,150.18	3,812	75,856
22	71,685	1,213.68	3,804	76,703
23	72,477	1,278.23	3,795	77,550
24	73,303	1,343.85	3,787	78,434
25	75,194	1,410.53	3,853	80,457
26	75,945	1,410.53	3,906	81,261
27	76,698	1,410.53	3,958	82,066
28	77,450	1,410.53	4,011	82,871
29	78,201	1,410.53	4,064	83,675
30	78,954	1,410.53	4,116	84,480
31	79,705	1,410.53	4,169	85,284
32	80,457	1,410.53	4,221	86,089
33	81,209	1,410.53	4,274	86,893
34	81,961	1,410.53	4,327	87,698
35	82,712	1,410.53	4,379	88,502
36	83,465	1,410.53	4,432	89,307
37	84,217	1,410.53	4,485	90,112
38	84,968	1,410.53	4,537	90,916
39	85,777	1,410.53	4,594	91,781
40	86,585	1,410.53	4,650	92,646
41	87,394	1,410.53	4,707	93,511
42	88,202	1,410.53	4,764	94,377
43	89,011	1,410.53	4,820	95,242
44	89,819	1,410.53	4,877	96,107
45	90,628	1,410.53	4,933	96,972

(A) Step - Salary placement level
(B) 2026-2027 Negotiated Base Salary
(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional salary. The State pays an equal amount to the Oklahoma Teachers' Retirement System on behalf of the employee.
(D) District Paid Retirement - District paid teachers' retirement at 7% of District Paid Compensation (col E). Total retirement amount remitted to TRS by the district is reduced by the TRS Credit (col C).
(E) District Paid Compensation - Total of columns B through D
Employees not enrolled in an OSEEGIB Health Plan shall continue to receive taxable compensation in lieu of the Fexible Benefit in the amount of $69.71 per month.
Employees who are enrolled in an OSEEGIB Health Plan shall have the Flexible Benefit, equal to 100% of the HealthChoice High option premium, credited to their 125 Plan.
NBCT Teachers will receive compensation equivalent to State funding

IX. APPENDIX
9.02 COMPENSATION SCHEDULE

Moore Public Schools
Certified Compensation Schedule-10% Group
Fiscal Year 2026 - 2027

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Masters + 30				
0	54,694	60.15	4,057	58,811
1	55,143	103.41	4,047	59,294
2	55,591	145.65	4,039	59,775
3	56,041	188.15	4,030	60,259
4	56,489	233.33	4,019	60,741
5	58,180	278.76	4,100	62,559
6	58,761	325.26	4,098	63,184
7	59,343	372.82	4,094	63,809
8	59,924	421.44	4,089	64,434
9	60,505	471.12	4,083	65,060
10	62,380	521.87	4,173	67,075
11	62,966	573.67	4,166	67,705
12	63,655	626.54	4,165	68,446
13	64,344	680.48	4,163	69,187
14	65,031	735.47	4,159	69,926
15	66,841	791.53	4,240	71,872
16	67,530	848.65	4,234	72,613
17	68,321	906.83	4,236	73,463
18	69,112	966.07	4,236	74,314
19	69,903	1,026.38	4,235	75,165
20	70,717	1,087.75	4,235	76,039
21	71,508	1,150.18	4,232	76,890
22	72,298	1,213.68	4,228	77,740
23	73,091	1,278.23	4,223	78,592
24	73,917	1,343.85	4,220	79,481
25	75,808	1,410.53	4,295	81,514
26	76,559	1,410.53	4,352	82,322
27	77,311	1,410.53	4,409	83,130
28	78,063	1,410.53	4,465	83,939
29	78,815	1,410.53	4,522	84,747
30	79,567	1,410.53	4,578	85,556
31	80,319	1,410.53	4,635	86,364
32	81,071	1,410.53	4,692	87,173
33	81,823	1,410.53	4,748	87,981
34	82,575	1,410.53	4,805	88,790
35	83,327	1,410.53	4,861	89,598
36	84,078	1,410.53	4,918	90,407
37	84,830	1,410.53	4,975	91,215
38	85,582	1,410.53	5,031	92,024
39	86,391	1,410.53	5,092	92,893
40	87,199	1,410.53	5,153	93,763
41	88,008	1,410.53	5,214	94,632
42	88,816	1,410.53	5,275	95,501
43	89,625	1,410.53	5,335	96,371
44	90,433	1,410.53	5,396	97,240
45	91,242	1,410.53	5,457	98,109

(A) Step	(B) 2026-2027 Base Salary	(C) Add'l Salary (TRS Credit)	(D) District Paid Retirement	(E) Total District Compensation
Doctorate				
0	55,517	60.15	3,826	59,403
1	55,966	103.41	3,814	59,883
2	56,414	145.65	3,803	60,363
3	56,864	188.15	3,792	60,844
4	57,312	233.33	3,779	61,324
5	59,003	278.76	3,851	63,133
6	59,585	325.26	3,846	63,756
7	60,165	372.82	3,839	64,377
8	60,747	421.44	3,831	64,999
9	61,328	471.12	3,822	65,621
10	63,353	521.87	3,913	67,788
11	63,940	573.67	3,902	68,415
12	64,628	626.54	3,897	69,152
13	65,317	680.48	3,892	69,889
14	66,005	735.47	3,885	70,625
15	67,816	791.53	3,956	72,563
16	68,505	848.65	3,947	73,300
17	69,295	906.83	3,944	74,146
18	70,086	966.07	3,940	74,992
19	70,878	1,026.38	3,935	75,839
20	71,692	1,087.75	3,931	76,711
21	72,483	1,150.18	3,924	77,557
22	73,274	1,213.68	3,916	78,403
23	74,066	1,278.23	3,906	79,251
24	74,893	1,343.85	3,899	80,135
25	76,833	1,410.53	3,968	82,211
26	77,585	1,410.53	4,020	83,016
27	78,337	1,410.53	4,073	83,820
28	79,088	1,410.53	4,126	84,625
29	79,840	1,410.53	4,178	85,429
30	80,592	1,410.53	4,231	86,234
31	81,344	1,410.53	4,284	87,038
32	82,096	1,410.53	4,336	87,843
33	82,848	1,410.53	4,389	88,647
34	83,600	1,410.53	4,441	89,452
35	84,352	1,410.53	4,494	90,256
36	85,104	1,410.53	4,547	91,061
37	85,856	1,410.53	4,599	91,865
38	86,607	1,410.53	4,652	92,670
39	87,416	1,410.53	4,709	93,535
40	88,224	1,410.53	4,765	94,400
41	89,033	1,410.53	4,822	95,265
42	89,841	1,410.53	4,878	96,130
43	90,650	1,410.53	4,935	96,995
44	91,458	1,410.53	4,992	97,861
45	92,267	1,410.53	5,048	98,726

(A) Step - Salary placement level
(B) 2026-2027 Negotiated Base Salary
(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional salary. The State pays an equal amount to the Oklahoma Teachers' Retirement System on behalf of the employee.
(D) District Paid Retirement - District paid teachers' retirement at 7% of District Paid Compensation (col E). Total retirement amount remitted to TRS by the district is reduced by the TRS Credit (col C).
(E) District Paid Compensation - Total of columns B through D
Employees not enrolled in an OSEEGIB Health Plan shall continue to receive taxable compensation in lieu of the Fexible Benefit in the amount of $69.71 per month.
Employees who are enrolled in an OSEEGIB Health Plan shall have the Flexible Benefit, equal to 100% of the HealthChoice High option premium, credited to their 125 Plan.
NBCT Teachers will receive compensation equivalent to State funding

IX. Appendix **9.03 Supplemental Compensation-Student Centered** **Index percentage based on $22,000**	**Elementary**		**Junior High**		**High School**	
22,000	**Index**	**Pay**	**Index**	**Pay**	**Index**	**Pay**
Bus Duty (AM & PM) (Not > 30 min. before or after workday)	0.06	$1,320	0.06	$1,320		
Bus Duty (AM or PM)	0.04	$880	0.04	$880		
Hall/Parking Lot Duty (AM or PM)	0.04	$880	0.04	$880	0.04	$880
Cafeteria Duty (AM or noon)	0.04	$880	0.04	$880	0.04	$880
Junior Patrol/Safety Patrol	0.04	$880				
Playground Duty	0.04	$880				
Newspaper			0.12	$2,640	0.16	$3,520
Yearbook *	0.03	$660	0.12	$2,640	0.16	$3,520
Combined Yearbook/Newspaper	-	-	0.2	$4,400	0.3	$6,600
Band			0.32	$7,040	0.55	$12,100
Assistant Band					0.32	$7,040
Speech/Debate					0.225	$4,950
Drama					0.25	$5,500
Vocal Music	0.05	$1,100	0.22	$4,840	0.38	$8,360
Musical Producer					0.15	$3,300
Freshman Class					0.07	$1,540
Sophomore Class					0.07	$1,540
Junior Class					0.09	$1,980
Senior Class					0.1	$2,200
Honor Society			0.08	$1,760	0.1	$2,200
Color Guard					0.05	$1,100
Key Club					0.07	$1,540
Pep Club			0.05	$1,100		
Social Media					0.16	$3,520
Student Government	0.03	$660	0.08	$1,760	0.15	$3,300
Academic Competitions	0.03	$660	0.13	$2,860	0.13	$2,860
Robotics Coach	0.075	$1,650	0.08	$1,760	0.15	$3,300
STEM Coach	0.03	$660				
STEAM/Gifted Chair	0.05	$1,100				
Physical Education	0.03	$660				
PE Basketball (6th Grade) **	0.03	$660				
PE Archery (4th-6th) **	0.04	$880				
PE Cup Stacking (Any Grade) **	0.01	$220				
PE Walk Club (Any Grade) **	0.01	$220				
PE Track (5th-6th) **	0.01	$220				
Special Olympics Facilitator			0.05	$1,100	0.05	$1,100
Science Seminar					0.08	$1,760
E-Sports			0.15	$3,300	0.15	$3,300
Youth and Government/Model UN			0.07	$1,540	0.07	$1,540
Moore Love Philanthropy Facilitator	0.03	$660	0.03	$660	0.1	$2,200
Teaching an additional class period			0.35	$7,700	0.35	$7,700
Link Crew/FUSE					0.07	$1,540
Educational Diagnostician	0.1175	$2,585	0.1175	$2,585	0.1175	$2,585
Psychologist	0.2	$4,400	0.2	$4,400	0.2	$4,400
Speech Pathologist/OT/PT	0.2	$4,400	0.2	$4,400	0.2	$4,400
American Indian Club Sponsor (Funded through JOM)			0.064	$1,408	0.064	$1,408
School Nurse	0.033	$726	0.033	$726	0.033	$726
Vocational Agriculture Instruction					0.15	$3,300
Career Tech Co-Curricular			0.05	$1,100	0.05	$1,100
Title I Reading Specialist **	0.065	$1,430	0.065	$1,430		
Lighthouse Coordinator	0.1	$2,200	0.1	$2,200	0.1	$2,200
Etc. Related (Must be Board approved positions)	0.03	$660	0.03	$660	0.03	$660

* If teacher oversees production of yearbook

** Conditional

IX. Appendix 9.03 Supplemental Compensation-Athletics Index percentage based on $22,000	Junior High		9th Grade		High School	
$22,000	Index	Pay	Index	Pay	Index	Pay
Head Football	0.250	$5,500	0.200	$4,400	0.700	$15,400
Football Assistants	0.125	$2,750	0.150	$3,300	0.300	$6,600
Offensive/Defensive Coordinators					0.350	$7,700
Head Basketball	0.175	$3,850	0.150	$3,300	0.500	$11,000
Assistant Basketball	0.125	$2,750			0.200	$4,400
Head Wrestling	0.175	$3,850			0.650	$14,300
Assistant Wrestling	0.125	$2,750			0.200	$4,400
Head Swimming (Boys or Girls)					0.200	$4,400
Head Swimming (Combined All Schools)*					0.400	$8,800
Assistant Swimming (Boys or Girls)					0.100	$2,200
Assistant Swimming (Combined Boys & Girls)			0.100	$2,200	0.200	$4,400
Head Track	0.120	$2,640	0.134	$2,948	0.300	$6,600
Assistant Track					0.150	$3,300
Head Cross Country (Boys or Girls)					0.175	$3,850
Head Cross Country (Combined Boys & Girls)					0.350	$7,700
Assistant Cross Country (Boys or Girls)					0.100	$2,200
Assistant Cross Country (Combined Boys & Girls)					0.200	$4,400
Head Baseball			0.150	$3,300	0.400	$8,800
Assistant Baseball			0.120	$2,640	0.200	$4,400
Head Volleyball	0.100	$2,200			0.300	$6,600
Assistant Volleyball	0.080	$1,760			0.150	$3,300
Head Golf	0.100	$2,200	0.110	$2,420	0.200	$4,400
Head Tennis (Boys or Girls)	0.100	$2,200	0.100	$2,200	0.150	$3,300
Head Tennis (Combined Boys & Girls)	0.120	$2,640	0.120	$2,640	0.300	$6,600
Assistant Tennis (Boys or Girls)					0.100	$2,200
Assistant Tennis (Combined Boys & Girls)					0.200	$4,400
Head Softball Fast Pitch	0.120	$2,640			0.400	$8,800
Head Softball Slow Pitch	0.120	$2,640			0.400	$8,800
Assistant Softball Fast Pitch	0.090	$1,980			0.200	$4,400
Assistant Softball Slow Pitch	0.090	$1,980			0.200	$4,400
Head Boys' Soccer			0.100	$2,200	0.300	$6,600
Assistant Boys' Soccer					0.150	$3,300
Head Girls' Soccer			0.100	$2,200	0.300	$6,600
Assistant Girls' Soccer					0.150	$3,300
Special Olympics Facilitator	0.050	$1,100			0.050	$1,100
Athletic Trainer (for all schools)					0.550	$12,100
Assistant Athletic Trainer					0.300	$6,600
Athletic Facilitator	0.260	$5,720				
Assistant High School Facilitator					0.250	$5,500
Cheerleaders	0.170	$3,740			0.350	$7,700
JV Cheer					0.185	$4,070
Assistant Cheerleaders					0.170	$3,740
Pom Pon					0.350	$7,700
JV POM					0.185	$4,070
Assistant Pom Pon					0.170	$3,740
Stunt Coordinator					0.055	$1,210
Spirit Coordinator*					0.460	$10,120
Assitant Spirit Coordinator*					0.170	$3,740

*One position for the district, not per High School

IX. Appendix **9.03 Supplemental Compensation-Professional** **Index percentage based on $22,000**	**Elementary**		**Junior High**		**High School**	
22,000	**Index**	**Pay**	**Index**	**Pay**	**Index**	**Pay**
Site Technologists	0.25	$5,500	0.25	$5,500	0.25	$5,500
Site Webmaster	0.035	$770	0.035	$770	0.035	$770
Departmental Chairs with 4-7 teachers in the dept.	0.065	$1,430	0.08	$1,760	0.15	$3,300
Departmental Chairs with 8 or more teachers in the dept.	0.075	$1,650	0.1	$2,200	0.2	$4,400
Special Education Departmental Chairs with 4-7 teachers in the dept.	0.075	$1,650	0.1	$2,200	0.2	$4,400
Special Education Departmental Chairs with 8 or more teachers in the dept.	0.085	$1,870	0.12	$2,640	0.25	$5,500
AP Coordinator					0.1	$2,200
Media Specialist Coordinator	0.08	$1,760			0.08	$1,760
Teaching an additional class period	0.35	$7,700	0.35	$7,700	0.35	$7,700
Professional Development Chair *See Section 8.04 M.6. for Compensation	0	$0	0	$0	0	$0
Etc. Related (Must be Board approved positions)	0.03	$660	0.03	$660	0.03	$660

*One position for all Elementary and one position for all Secondary.

IX. APPENDIX

9.04 SICK LEAVE SHARING REQUEST FORM

ADMINISTRATIVE SERVICE CENTER
1500 S.E. 4th Street • Moore, OK 73160-8232
405.735.4249 • Fax 405.735.4392

REQUEST FOR DONATED SICK LEAVE PERSONNEL
SICK LEAVE SHARING PROGRAM

TODAY'S DATE _____

NAME:_____EMPLOYEE ID #: _____
(Please Print)

SS #:_____SCHOOL:_____SITE #: _____

POSITION: _____

HAVE YOU OR WILL YOU EXHAUST ALL EARNED SICK LEAVE?

YES:_____ NO: _____

DATE YOU EXHAUSTED OR WILL EXHAUST ALL EARNED SICK LEAVE:

_____

HAVE YOU SUBMITTED A MEDICAL CERTIFICATION FROM A LICENSED HEALTH CARE PRACTITIONER?

YES:_____ NO: _____

DATE YOU SUBMITTED A MEDICAL CERTIFICATE: _____
(Attach Medical Certificate)

EMPLOYEE SIGNATURE: _____

IX. APPENDIX

9.05 PHSYICIAN'S STATEMENT (This form may be obtained from the site principal's/supervisor's office)

ADMINISTRATIVE SERVICE CENTER
1500 S.E. 4th Street • Moore, OK 73160-8232
405.735.4249 • Fax 405.735.4392

ATTENDING PHYSICIAN'S STATEMENT

Patient's Name_____

To Whom It May Concern:

The above-named patient has been under my care from _____
anticipated return to work date of _____

Restrictions and/or comments:

_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____

_____
Signature of Attending Physician

(Please use this form if the physician's form does not include all of the above Information.)

IX. APPENDIX

9.06 DISTRICT REQUEST (This form may be obtained from the site principal's/supervisor's office)

ADMINISTRATIVE SERVICE CENTER
1500 S.E. 4th Street • Moore, OK 73160-8232
405.735.4249 • Fax 405.735.4392

TO: ALL PERSONNEL

FROM: HEAD OF HUMAN RESOURCES

DATE:

SICK LEAVE SHARE PROGRAMS (ARTICLE 5.01 CERTIFIED/SEC. 5.08 SUPPORT). THIS PROGRAM ALLOWS CERTIFIED/SUPPORT EMPLOYEES TO SHARE THEIR SICK LEAVE WITH A FELLOW EMPLOYEE WHO HAS EXHAUSTED ALL OF HIS/HER LEAVE DURING A QUALIFIED SEVERE ILLNESS.

_____IS IN NEED OF LEAVE THROUGH THIS PROGRAM. THE SUPERINTENDENT OR DESIGNEE HAS DETERMINED THAT THE NEED IS VALID AND THAT THIS EMPLOYEE HAS MET THE CRITERIA ESTABLISHED THROUGH THIS PROGRAM.

PLEASE REFER TO TEAM/ESPM NEGOTIATED CONTRACTS (ARTICLE 5.01 CERTIFIED / SEC. 5.08 SUPPORT) FOR THE GUIDELINES AND PROVISIONS OF THIS PROGRAM. IF YOU QUALIFY AND WOULD LIKE TO DONATE HOURS OF SICK LEAVE TO THIS INDIVIDUAL PLEASE FILL OUT NECESSARY PAPER WORK AND RETURN IT TO THE ADMINISTRATION BUILDING HUMAN RESOURCES DEPARTMENT.

IF YOU SHOULD HAVE ANY QUESTIONS OR NEED ADDITIONAL INFORMATION PLEASE CONTACT the Personnel Leave Clerk in the Administrative Service Center (735-4200) by_____.

(Deadline Date)

There is a NEED - I hope you will respond.
Thank you in advance for your help in this matter.

"'*PLEASE POST**
FOR ALL PERSONNEL TO SEE

IX. APPENDIX

9.07 DONATION FORM

CERTIFIED PERSONNEL / SUPPORT PERSONNEL

ADMINISTRATIVE SERVICE CENTER
1500 S.E. 4th Street • Moore, OK 73160-8232
405.735.4249 • Fax 405.735.4392

TODAY'S DATE_____

DONATING EMPLOYEE'S NAME: _____

DONATING EMPLOYEE'S ID #: _____

SCHOOL:_____SITE: _____

POSITION: _____

NUMBER OF ***HOURS*** TO BE DONATED: _____

NAME OF DISTRICT EMPLOYEE TO RECEIVE DONATED DAYS

_____

DONATING EMPLOYEE'S SIGNATURE:_____

X. PROCEDURAL AGREEMENT

MOORE PUBLIC SCHOOLS
THE EDUCATION ASSOCIATION OF MOORE
PROCEDURAL AGREEMENT

I. PURPOSE

1.1 The Board of Education of the Moore Public Schools and The Education Association of Moore recognize the need for an orderly process of communication for administering employer/employee relations that conform to state law at 70 O.S. sections 509.1 *et seq*.

II. RECOGNITION

2.1 This agreement is made and entered into by and between The Education Association of Moore, hereinafter termed the "Association," and the Board of Education of the Moore Public Schools, hereinafter termed the "Board."

2.2 The Board hereby recognizes the Association as the exclusive representative for the bargaining unit consisting of all employees who are required by the position in which they are employed to be licensed or certified as teachers or resident teachers and who do not hold supervisory authority with respect to other teachers. Those excluded from the bargaining unit include administrators, directors, coordinators, and supervisors. The Board agrees not to negotiate with any individual member of the bargaining unit for the duration of this agreement. Further, no individual member of the bargaining unit shall negotiate with the Board except through his/her duly recognized bargaining representative.

III. SCOPE OF BARGAINING

3.1 The Board and the Association agree to negotiate in good faith on wages, hours, fringe benefits and other terms and conditions of employment.

3.2 The Board retains and reserves unto itself, without limitations, all powers, rights and authority conferred upon and vested in it by state and federal law, including the right to make policy, rules and regulations that are not inconsistent with any law or the negotiated agreement.

IV. NEGOTIATIONS PROCEDURES

4.1 Negotiation Teams

The Board and the Association shall each designate in writing the names of not more than six persons who shall serve as their respective representatives for negotiations pursuant to the provisions of this agreement. Each party shall also designate the person on their teams who will serve as spokesperson.

4.2 Opening Negotiations

Between April l and April 30th of each school year, if either the Association or the Board desires there to be negotiations for the ensuing year, that party shall submit a written request to the other party for negotiations to commence. If no such request is made during the above time period, negotiations will not take place for the ensuing school year.

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

The Association and the Board shall submit all of their negotiations proposals at the first session. Subsequent proposals may only be submitted upon mutual agreement of the parties. Any non-monetary articles that are not opened for negotiations shall remain unchanged for the ensuing school year.

A mutually acceptable meeting date to begin bargaining shall be set no more than thirty (30) calendar days from the date of proposal change.

4.3 Negotiations Sessions

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

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

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

Negotiations meetings shall be scheduled at times which will not interfere with the teacher workday and the educational programs of the district.

4.4 Tentative Agreement

Both parties agree it is their mutual responsibility to empower their respective representatives the necessary authority to make proposals, to consider proposals and counter-proposals in the course of negotiations, and to reach tentative agreements subject to ratification by the Board and the Members of the Bargaining Unit.

When tentative agreement is reached on any item, it shall be reduced to writing and signed and dated by the spokespersons of each team. When tentative agreement is reached on all items, they shall be submitted first to the Members of the Bargaining Unit for ratification and then to the Board for ratification.

4.5 Access to Information

The Board shall provide the Association with up-to-date school district financial information. The district shall also provide certified personnel salary placement data to the Association.

V. IMPASSE

5.1 If negotiations are not successfully concluded by the first day of school, an impasse shall exist. At any earlier time following its initial negotiation either party may declare an impasse, or by mutual agreement of the parties the date for declaring impasse may be extended beyond the first day of school.

Within two (2) days of such declaration, the parties may, by mutual agreement, request the services of the Federal Mediation and Conciliation Service.

If the mediation process has been utilized and has failed to bring about agreement on all items, or if the mediation process was not utilized, the unresolved items shall be submitted to fact finding as provided by state law.

VI. SEVERABILITY

6.1 If any provision of this agreement or application of the agreement to any employee covered hereby shall be found contrary to law, then all other provisions or applications of the agreement shall continue in full force and effect.

VII. DURATION OF PROCEDURAL AGREEMENT

7.1 This agreement shall continue in effect for successive fiscal year periods unless a successor agreement is mutually agreed upon by representatives of the Association and the Board. If either party desires to modify, amend, or change this agreement said party shall give notice in writing by February 15 of any calendar year. Modifying amendments or changes to this agreement can be made only as mutually agreed upon by representatives of the Association and the Board. Any modification agreed upon shall take precedence over any language in the prior negotiated contract concerning opening negotiations. In the event that the Association disbands or otherwise ceases to be the recognized bargaining agent, this agreement shall be null and void on that date of such disbanding or cessation of representation.

Reference: Negotiated Agreement

ARTICLE DURATION

Contract shall become effective at 12:01 a.m., July 1, 2026, and will continue in full force and effect until a successor Agreement is ratified.

CERTIFICATION OF TENTATIVE AGREEMENT

Tentative agreement to the foregoing Contract between the parties is attested to by the representatives whose signatures appear below.

THE EDUCATION ASSOCIATION OF MOORE

By Kamber Clark 8/10/26

BARGAINING TEAM SPOKESPERSON DATE

MOORE BOARD OF EDUCATION

By Michelle Mercer 8/18/26

BARGAINING TEAM SPOKESPERSON DATE

CERTIFICATION OF RATIFICATION

Ratification of the foregoing Contract between the parties is attested to by the representatives whose signatures appear below.

THE EDUCATION ASSOCIATION OF MOORE

By Kamber Clark 8/10/26

PRESIDENT DATE

By Leonor Massera 8/10/26

BARGAINING TEAM CHAIRPERSON DATE

By Cindy Cas 8/10/26

BARGAINING TEAM MEMBER DATE

By Mandy Richardson 8/12/26

BARGAINING TEAM MEMBER DATE

By Crystal Baker 8/17/26

BARGAINING TEAM MEMBER DATE

By _____

BARGAINING TEAM MEMBER DATE

By _____

BARGAINING TEAM MEMBER DATE

MOORE BOARD OF EDUCATION

Staci Pruett – President

Matt Purser – Vice President

Erin Morrison – Member

Mandy Kincannon – Member

Jennifer Nguyen Statler – Member

MOORE PUBLIC SCHOOLS NEGOTIATIONS TEAM

Michelle McNear, Spokesperson

BJ Ryan, CFO

Claire Bailey, Legal

Jimmy Martin, Federal Programs

Job Bob Ross, Athletics

Rachel McNear, Principal

Donald Skaggs, Principal

THE EDUCATION ASSOCIATION OF MOORE

Kamber Clark – President

BARGAINING TEAM

Kamber Clark- Spokesperson, President, Heritage Trails

Carnie Cullen- OEA Advocate

Crystal Baker- Red Oak, Member

Cindy Carlton- Central Junior High, Member

Leonor Massura- Highland West Junior High, Member

Mandy Richardson- Apple Creek, Member

Deena Dina- Moore High School, Alternate

Megan Davis- Westmoore High School, Alternate