

Mustang Public Schools



Teachers' Negotiated Agreement

2020-2021

Empowering today to achieve a better tomorrow.

SECTION I
GENERAL CONTRACT PROVISIONS

Article I-Duration of Agreement

This agreement is entered into between the Mustang Board of Education, hereinafter referred to as the "Board", and the Mustang Education Association, hereinafter referred to as the "Association", and shall become effective at the time of ratification by both parties. This Agreement shall remain in effect until a successor agreement is negotiated by the Association, ratified by the teachers and approved by the Mustang Board of Education. All provisions of this Agreement affecting compensation and leave shall, upon approval, be retroactive to the first required reporting date of each certified employee's contract for the current school year.

Article II- Procedural Agreement

The Procedural Agreement for Negotiations between the Mustang Board of Education and the Mustang Education Association, agreed upon and effective June 6, 1983, shall be attached to this Agreement for information purposes only.

Article III-Definitions

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| Teacher | All certified personnel currently employed by Mustang Public School District whose primary area of assignment is the instruction of students, excluding only administrative or supervisory personnel. |
| District | Mustang Public School District No. I-69, of Canadian County. |
| Board | Elected policy-making body governing the District. |
| Association President | Elected President of the Mustang Education Association. |
| Immediate Supervisor | Principal or other Administrator to whom teachers are directly responsible. |
| School | Work location at which teachers perform their job functions. |
| Agreement | The contract duly ratified and signed by the Board of Education. |
| Association | Mustang Education Association |
| Board Policy | A course of action adopted by the Board. |
| Probationary Teacher | Probationary teacher" means a teacher who: <ul style="list-style-type: none">a. (for teachers employed by a school district prior to full implementation of the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE) as set forth in Section 6-101.10 of this title), has completed fewer than three (3) consecutive complete s c h o o l years as a teacher in one school district under a written teaching contract orb. (for teachers employed for the first time by a school district under written teaching contract after full implementation of the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE) as set forth in Section 6-101.10 of this title), has not met the requirements for career teacher. |

Career Teacher

"Career teacher" means a teacher who:

- a. for teachers employed by a school district prior to full implementations of the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE) as set forth in Section 6-101.10 of this title, has completed three (3) or more consecutive complete school years as a teacher in one school district under a written continuing or temporary teacher contract, or
- b. for teachers employed for the first time by a school district under a written continuing or temporary teacher contract after full implementation of the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE) as set forth in Section 6-101.10 of this title.
- c.
 - (1) has completed three (3) consecutive complete school years as a teacher in one school district under a written continuing or temporary teaching contract and has achieved a rating of "superior" as measured pursuant as set forth in Section 6-101.16 of this title for at least two (2) of the three school years with no rating below "effective".
 - (2) has completed four (4) consecutive complete school years as a teacher in one school district under a written continuing or temporary teaching contract, has averaged a rating of at least "effective" as measured pursuant to the TLE for the four-year period, and has received a rating of at least "effective" for the last two (2) years of the four-year period, or
 - (3) has completed four (4) or more consecutive complete school years in one school district under a written continuing or temporary teaching contract and has not met the requirements of subparagraph a or b of this paragraph, only if the principal of the school at which the teacher is employed submits a petition to the superintendent of the school district requesting that the teacher be granted career status, the superintendent agrees with the petition, and the school district board of education approves the petition. The principal shall specify in the petition the underlying facts supporting the granting of career status to the teacher.

Superintendent

Chief administrative office of the District.

Immediate Family

Spouse, mother, father, children, brother, sister, mother-in-law, father In-law, grandparents of employee or spouse, grandchildren of employee or spouse, or a person living in the teacher's home who is a part of the family.

Seniority

Length of continuous contracted employment with the Mustang Public Schools counted from the first day the employee performed contracted duties for compensation. Authorized leave is not considered a break in continuous contracted employment; however, seniority will not accrue while an employee is on authorized leave.