

Newcastle Board of Education Special Meeting
August 3, 2023 8:00 AM
Administration Office Board Room
101 N Main St
Newcastle, Oklahoma 73065

Attendance Taken at 8:00 AM. Mr. Darrin Abel: Present, Ms. Valory Dalton: Present, Mr. Jeff Dingee: Present, Ms. Tiffany Elczyn: Present, Mr. John Maker: Present.

1. Call to Order and Roll Call of Members.
2. Discussion and possible action regarding meal price increases for FY24. Adult Breakfast \$2.45, Lunch \$5.00. Student Breakfast \$1.65, Elementary Lunch \$2.85, and Secondary Lunch \$3.10.

Motion to change lunch prices as listed passed with a motion by Ms. Tiffany Elczyn and a second by Mr. Darrin Abel.

Mr. Jeff Dingee: Yea, Mr. Darrin Abel: Yea, Ms. Tiffany Elczyn: Yea, Ms. Valory Dalton: Yea, Mr. John Maker: Yea
Yea: 5, Nay: 0

3. Proposed executive session to discuss employment of personnel, retirements, resignations, terminations, hiring of employees, employment, rehiring and changes to employment contracts of current and prospective district employees as outlined on attached Schedule A, pursuant to 25 O.S. Section 307 (B)(1)
Proposed executive session to discuss negotiations with Newcastle Association of Classroom Teachers, and Newcastle Association of Support Personnel, pursuant to 25 O.S. Section 307 (B)(2)
4. Vote to convene or not to convene in executive session

Motion to not convene in executive session passed with a motion by Mr. Darrin Abel and a second by Ms. Valory Dalton.

Mr. Jeff Dingee: Yea, Mr. Darrin Abel: Yea, Ms. Tiffany Elczyn: Yea, Ms. Valory Dalton: Yea, Mr. John Maker: Yea
Yea: 5, Nay: 0

5. Discussion and possible action regarding employment of personnel, retirements, resignations, terminations, hiring of employees, employment, rehiring and changes to employment contracts of current and prospective district employees as outlined on attached Schedule A

Motion to approve Schedule A as attached passed with a motion by Ms. Tiffany Elczyn and a second by Mr. Jeff Dingee.

Mr. Jeff Dingee: Yea, Mr. Darrin Abel: Yea, Ms. Tiffany Elczyn: Yea, Ms. Valory

Dalton: Yea, Mr. John Maker: Yea
Yea: 5, Nay: 0

6. Discussion and possible action to hire an Athletic Director

Motion to hire Brent Hodges as Newcastle Athletic Director passed with a motion by Mr. Jeff Dingee and a second by Mr. Darrin Abel.
Mr. Jeff Dingee: Yea, Mr. Darrin Abel: Yea, Ms. Tiffany Elczyn: Yea, Ms. Valory Dalton: Yea, Mr. John Maker: Yea
Yea: 5, Nay: 0

7. Discussion and possible action regarding Newcastle Association of Classroom Teachers FY24 Negotiation agreement

Motion to approve the Newcastle Association of Classroom Teacher 2023-2024 Negotiated Agreement changes with the adjustment to article #4 to read "24 hours before" instead of "Thursday before" passed with a motion by Ms. Valory Dalton and a second by Ms. Tiffany Elczyn.
Mr. Jeff Dingee: Yea, Mr. Darrin Abel: Yea, Ms. Tiffany Elczyn: Yea, Ms. Valory Dalton: Yea, Mr. John Maker: Yea
Yea: 5, Nay: 0

8. Discussion and possible action regarding Newcastle Association of Support Personnel FY24 Negotiation agreement

Motion to approve Newcastle Association of Support Personnel 2023-2024 Negotiated Agreement changes as attached passed with a motion by Mr. Darrin Abel and a second by Ms. Tiffany Elczyn.
Mr. Jeff Dingee: Yea, Mr. Darrin Abel: Yea, Ms. Tiffany Elczyn: Yea, Ms. Valory Dalton: Yea, Mr. John Maker: Yea
Yea: 5, Nay: 0

9. Adjournment.

Adjourned at 8:07am by John Maker

President

Vice President

Clerk

Deputy Clerk

Member

MEMO

To: [OBJ] Newcastle Board of Education

From: [OBJ] Kristi Ferguson, Assistant Superintendent

Date: [OBJ] July 25, 2023

Re: [OBJ] Adult and Student Meal Prices

The Federal Government determines each year the minimum amount that we can charge for adult meals; otherwise, we have to cover the difference from the General Fund. The information below is the proposed cost increase for FY24.

Adult Meals

FY24 Minimum Amount:

Breakfast	\$2.28
Lunch	\$4.70

We currently charge:

Breakfast	\$2.30
Lunch	\$4.85

Proposed Amount:

Breakfast	\$2.45
Lunch	\$5.00

Student Meals

After discussing the increase of food cost and labor cost with our Child Nutrition Manager, I am recommending that we increase the student pricing for meals in the cafeteria as follows:

Breakfast: [OBJ]	\$1.65 (Increase \$0.15)
Elementary Lunch	\$2.85 (increase of \$0.15)
Secondary Lunch	\$3.10 (increase of \$0.15)

Relevant information includes:

- We are comparable with our neighboring districts:

<u>SCHOOL</u>	<u>BREAKFAST</u>	<u>ELEM LUNCH</u>	<u>SECONDARY LUNCH</u>
Bridge Creek	\$1.85	\$2.85	\$3.10
Norman(FY23)	\$0.95	\$2.90	\$3.05
Tuttle	\$2.00	\$3.25	\$3.25
Blanchard	\$1.50	\$2.75	\$3.25
Newcastle	\$1.65	\$2.85	\$3.10

- Food cost has risen dramatically recently
- We will be below the target lunch price as set by the USDA which is \$3.56
- Reduced meals are still \$0.30 / \$0.40 per federal guidelines.



EMPLOYMENT SCHEDULE "A"

August 3rd, 2023

EMPLOYMENT				
Last Name	First Name	New / Replacement	Site / Assignment	Effective
		Replacement	HS / SPED Paraprofessional	8/1/2023
		Replacement	ES / SPED Teacher	8/1/2023
		Replacement	ES / SPED Teacher	8/1/2023
		New	HS / Full Time Substitute	8/1/2023
		Replacement	Transportation / Bus Driver	8/7/2023
		Replacement	ES / Secretary	8/10/2023
		Replacement	HS / History Teacher	8/1/2023
		Replacement	ES / Teacher Grade 5	8/1/2023
		Replacement	MS / SPED Teacher	8/1/2023
LAY COACHES				
Last Name	First Name	Assignment	Site	Effective
REASSIGNMENTS				
Last Name	First Name	Prior Assignment	New Assignment	Effective
Anderson	Abigail	TA	Teacher Grade KG	8/1/2023
Roddy	Tearssa	Cafe Server	MS Secretary	7/31/2023
RESIGNATIONS				
Last Name	First Name	Assignment	Site	Effective
Bryles	William	Bus Driver	Transportation	7/31/2023
Martin	Karli	TA	ECC	8/8/2023
Rock	Tina	Custodian	ES	8/8/2023
EXTRA DUTY / STIPENDS / LAY COACHES				
Last Name	First Name	Assignment	Site	Effective
RESCINDED EMPLOYMENT / TERMINATIONS				
Last Name	First Name	Assignment	Site	Effective

MEMO

**Certified Negotiations Team
August 1, 2023
Agreed to Contract Changes
Ballot**

District Pays Teacher Retirement

see Certified Teacher Pay Scale Example

Changes to Article 4, Association Rights

Changes to Article 16, Reduction in Force

Changes to Article 33, Textbook Selection Committees

Changes to Article 35, School Calendar

Changes to Article 65, Compensation

Changes to Article 72, Staff Development Committee

ARTICLE 4 - ASSOCIATION RIGHTS (Changes)

A. Use of school facilities

1. The Association shall have the right to use school facilities for meetings of its general membership, executive committee, regular and special committees, and/or other working groups designated by the Association President.

2. Such use of school facilities shall be at no cost to the Association, except that a reasonable fee for janitorial and custodial services may be charged for large group meetings which result in the need for such services.

3. Association use of school facilities shall not infringe on the regular educational process of the District.

4. Notice by the Association to the District for use of school facilities shall not be required, except for large group meetings when special equipment may be needed and/or a schedule conflict may occur. The Association and the Board, or its designee, shall mutually agree upon an appropriate length of notice for such cases.

B. Use of School Duplicating Machines and Audio-Visual Equipment.

1. The Association shall have the right to use school duplicating machines and audio-visual equipment on the school premises.

2. Such use shall be at no cost to the Association, except that an amount equal to the actual cost of the paper used may be charged by the District.

3. Association use of school duplicating machines and audio visual equipment shall not infringe on the regular educational process of the District.

C. Use of School Mail

1. The Association and its members shall have the right to freely communicate on Association-related matters by means of the school mail system.

2. The privacy of covered or sealed communications shall be respected.

D. Use of Bulletin Boards

1. The Association shall have the right to exclusive use of a designated bulletin board in each teacher workroom/lounge.

2. The Association shall be solely responsible for the information on these bulletin boards.

E. Association Leave

1. The Board shall provide the Association a pool of ten (10) days leave, which may be used in part or in whole for attendance by designated Association members at educational conferences, workshops, or other organizational meetings or activities.

2. Such leave shall be at no cost to the Association, nor result in loss of pay or other benefits to any of the teachers taking such leave.

3. Individuals taking Association Leave shall be designated by the Association President and no more than three (3) teachers shall take Association Leave on any one school day.

4. The Association President shall give the superintendent three (3) school days notice of the date(s) and individual(s) taking Association Leave.

F. Availability of Public Information

1. Upon written request from either the Association President or the spokesperson for the Association negotiations team, the Board shall make available to the Association any compiled public information which the Association deems necessary for administering this Agreement and/or negotiating a successor agreement.

2. A complete copy of the public information contained in the official Agenda and school board packet ~~(blue book)~~ for each School Board meeting shall be ~~made available to the NACT president when Board members are provided with such copies.~~ posted on the school website the Thursday before the board meeting, in accordance with the Open Meeting Act.

3. Board Minutes shall be posted on the District website.

ARTICLE 4 - ASSOCIATION RIGHTS (Proposed)

A. Use of school facilities

1. The Association shall have the right to use school facilities for meetings of its general membership, executive committee, regular and special committees, and/or other working groups designated by the Association President.

2. Such use of school facilities shall be at no cost to the Association, except that a reasonable fee for janitorial and custodial services may be charged for large group meetings which result in the need for such services.

3. Association use of school facilities shall not infringe on the regular educational process of the District.

4. Notice by the Association to the District for use of school facilities shall not be required, except for large group meetings when special equipment may be needed and/or a schedule conflict may occur. The Association and the Board, or its designee, shall mutually agree upon an appropriate length of notice for such cases.

B. Use of School Duplicating Machines and Audio-Visual Equipment.

1. The Association shall have the right to use school duplicating machines and audio-visual equipment on the school premises.

2. Such use shall be at no cost to the Association, except that an amount equal to the actual cost of the paper used may be charged by the District.

3. Association use of school duplicating machines and audio visual equipment shall not infringe on the regular educational process of the District.

C. Use of School Mail

1. The Association and its members shall have the right to freely communicate on Association-related matters by means of the school mail system.

2. The privacy of covered or sealed communications shall be respected.

D. Use of Bulletin Boards

1. The Association shall have the right to exclusive use of a designated bulletin board in each teacher workroom/lounge.

2. The Association shall be solely responsible for the information on these bulletin boards.

E. Association Leave

1. The Board shall provide the Association a pool of ten (10) days leave, which may be used in part or in whole for attendance by designated Association members at educational conferences, workshops, or other organizational meetings or activities.

2. Such leave shall be at no cost to the Association, nor result in loss of pay or other benefits to any of the teachers taking such leave.

3. Individuals taking Association Leave shall be designated by the Association President and no more than three (3) teachers shall take Association Leave on any one school day.

4. The Association President shall give the superintendent three (3) school days notice of the date(s) and individual(s) taking Association Leave.

F. Availability of Public Information

1. Upon written request from either the Association President or the spokesperson for the Association negotiations team, the Board shall make available to the Association any compiled public information which the Association deems necessary for administering this Agreement and/or negotiating a successor agreement.

2. A complete copy of the public information contained in the official Agenda and school board packet for each School Board meeting shall be posted on the school website the Thursday before the board meeting, in accordance with the Open Meeting Act.

3. Board Minutes shall be posted on the District website.

ARTICLE 16 - REDUCTION IN FORCE (Changes)

A. Rationale

1. If, upon recommendation by the administration, in the judgment of the Board, it becomes necessary to reduce teachers due to declining student enrollment, declining District revenue, elimination or reduction of programs, or for other just reasons, the Board of Education may exercise its duty and power to reduce the number of staff positions. When the Superintendent determines that reduction of teachers may become necessary, written notification of his/her recommendation shall be given to the NACT President.
2. Prior to the Board's commencing action to non-renew a teacher under this procedure, the Superintendent/designee shall explore the following options.
 - a. Voluntary retirement/Early retirement incentives
 - b. Voluntary resignation
 - c. Transfer of existing teachers
 - d. Reduction in programs
 - e. Job sharing

B. Reduction in Programs

1. All programs considered for reduction will be evaluated by the Superintendent/designee on the basis of the following criteria. Results of the evaluation shall be used to determine which programs will be recommended to be reduced or eliminated.
 - a. Each program will be evaluated to determine if the subject content is required or mandated by the State Department of Education.
 - b. Each program will be evaluated to determine if the enrollment is sufficient to maintain such a program.
 - c. Each program will be evaluated to determine the cost of the program.
 - d. Each program will be evaluated to determine if it is required for the college bound curriculum.
 - e. Each program will be evaluated to determine whether such a program is over staffed in relation to the number of students enrolled.

C. Reduction of Teachers

1. In the event the reduction in force of certified teachers cannot be accomplished through other means, the procedure for reduction in force is as follows:
 - a. **Adjunct teachers**
 - b. **Teachers with temporary contracts will be reduced first.**
 - c. ~~Intern or licensed teachers will be reduced next.~~
 - c. Probationary teachers will be terminated before a career teacher is terminated, unless a career teacher is not certified to teach in the position for which the probationary teacher is retained. If there is more than one probationary teacher in a position being reduced, the probationary teacher will be dismissed according to the least number of continuous years in the District and areas of certification where required within the areas of assigned duties and degrees attained.
 - d. Career teachers holding eliminated positions will be placed in another position for which they are qualified to teach at the time of termination provided those positions are occupied by licensed, probationary or career teachers with less continuous service in the District. These licensed, probationary, or career teachers with less continuous service in the District will then be released.
 - e. If a teaching position which is occupied by a career teacher is eliminated pursuant to the RIF policy, and the career teacher is certified for another teaching position occupied by a probationary teacher or teachers, accommodations must be made to give priority for contract renewal to qualified career teachers over probationary teachers.
 - f. If there is more than one career teacher qualified to teach in the position being reduced, the following criteria, in this order, will be used to determine which of the teachers will be retained. Certification is required in the teaching position which is open. A career teacher with a standard certificate will be retained over a teacher with a provisional certificate. A teacher with a provisional certificate will be retained over a teacher with a temporary certificate. Seniority will be counted by the amount of continuous full-year contracted certified employment in the District. The beginning date will be the first official day of school or

the first day of employment thereafter. A teacher who taught in the District, will count only the number of years of service since returning to the District.

If certification and seniority are the same according to the above criteria, the Determining factors in order of importance are:

1. Other teaching experience either inside or outside the District. If teaching experience inside the District and outside the District is equal, the teacher with the most experience inside the District will have priority.

2. A Doctors Degree will be considered above a Masters Degree. A Masters Degree will be considered above a Bachelors Degree.

3. If all of the above are equal, retention will be decided by casting lots.

D. Notification/Hearing Procedures

1. A written recommendation of personnel to be considered for non-reemployment will be submitted to the Board of Education by the Superintendent. The recommendation for the non-reemployment of a teacher will be approved or rejected upon by a majority vote of the Board of Education.

2. Personnel shall be notified in person by the superintendent or his/her designee before receiving notification by mail.

3. The Board shall receive the recommendation, set a hearing date, and direct the Superintendent to notify any affected teacher of his/her right to a hearing.

E. Recall

1. In the event it becomes necessary to employ additional certified teachers within an eighteen (18) month period after reduction in force, recall will be in reverse order of reduction. Recall rights will be for a period of eighteen (18) months beginning with the date of termination.

2. When vacancies for certified positions occur, teachers who were terminated by the reduction in force will be notified by certified mail of their recall to positions for which they are certified. Outside personnel will not be hired for a position until all qualified personnel involved in the reduction in force have been recalled.

3. Failure to respond to the notice within ten (10) days of its receipt will constitute rejection of the opportunity to return to the employment of the Newcastle Schools. The ten (10) day period will begin on the date the receipt of notice is signed by the teacher or someone designated by the teacher to act in the teacher's behalf. Failure of the teacher to provide for receipt of the notice will constitute removal of the teacher from the notification list, and the teacher will lose notification rights. Rejection of the opportunity to return to the Newcastle Schools will terminate recall privilege. It will be the responsibility of the teacher subject to notification to inform the Superintendent's Office of changes of address or other necessary information.

4. In the event a certified teacher is recalled, she/he will receive credit for all previously accumulated service and benefits as provided by law, but will receive no credit for the period of time she/he was separated from service.

5. During the period of eligibility for notification, the teacher will be placed at the head of the substitute list of the school system, provided the teacher so requests in writing to the office of the Superintendent of the Newcastle School District.

ARTICLE 16 - REDUCTION IN FORCE (Proposed)

A. Rationale

1. If, upon recommendation by the administration, in the judgment of the Board, it becomes necessary to reduce teachers due to declining student enrollment, declining District revenue, elimination or reduction of programs, or for other just reasons, the Board of Education may exercise its duty and power to reduce the number of staff positions. When the Superintendent determines that reduction of teachers may become necessary, written notification of his/her recommendation shall be given to the NACT President.

2. Prior to the Board's commencing action to non-renew a teacher under this procedure, the Superintendent/designee shall explore the following options.

- a. Voluntary retirement/Early retirement incentives
- b. Voluntary resignation
- c. Transfer of existing teachers
- d. Reduction in programs
- e. Job sharing

B. Reduction in Programs

1. All programs considered for reduction will be evaluated by the Superintendent/designee on the basis of the following criteria. Results of the evaluation shall be used to determine which programs will be recommended to be reduced or eliminated.

- a. Each program will be evaluated to determine if the subject content is required or mandated by the State Department of Education.
- b. Each program will be evaluated to determine if the enrollment is sufficient to maintain such a program.
- c. Each program will be evaluated to determine the cost of the program.
- d. Each program will be evaluated to determine if it is required for the college bound curriculum.
- e. Each program will be evaluated to determine whether such a program is over staffed in relation to the number of students enrolled.

C. Reduction of Teachers

1. In the event the reduction in force of certified teachers cannot be accomplished through other means, the procedure for reduction in force is as follows:

- a. Adjunct teachers
- b. Teachers with temporary contracts.
- c. Probationary teachers will be terminated before a career teacher is terminated, unless a career teacher is not certified to teach in the position for which the probationary teacher is retained. If there is more than one probationary teacher in a position being reduced, the probationary teacher will be dismissed according to the least number of continuous years in the District and areas of certification where required within the areas of assigned duties and degrees attained.
- d. Career teachers holding eliminated positions will be placed in another position for which they are qualified to teach at the time of termination provided those positions are occupied by licensed, probationary or career teachers with less continuous service in the District. These licensed, probationary, or career teachers with less continuous service in the District will then be released.
- e. If a teaching position which is occupied by a career teacher is eliminated pursuant to the RIF policy, and the career teacher is certified for another teaching position occupied by a probationary teacher or teachers, accommodations must be made to give priority for contract renewal to qualified career teachers over probationary teachers.
- f. If there is more than one career teacher qualified to teach in the position being reduced, the following criteria, in this order, will be used to determine which of the teachers will be retained. Certification is required in the teaching position which is open. A career teacher with a standard certificate will be retained over a teacher with a provisional certificate. A teacher with a provisional certificate will be retained over a teacher with a temporary certificate. Seniority will be counted by the amount of continuous full-year contracted certified employment in the District. The beginning date will be the first official day of school or

the first day of employment thereafter. A teacher who taught in the District, will count only the number of years of service since returning to the District.

If certification and seniority are the same according to the above criteria, the Determining factors in order of importance are:

1. Other teaching experience either inside or outside the District. If teaching experience inside the District and outside the District is equal, the teacher with the most experience inside the District will have priority.

2. A Doctors Degree will be considered above a Masters Degree. A Masters Degree will be considered above a Bachelors Degree.

3. If all of the above are equal, retention will be decided by casting lots.

D. Notification/Hearing Procedures

1. A written recommendation of personnel to be considered for non-reemployment will be submitted to the Board of Education by the Superintendent. The recommendation for the non-reemployment of a teacher will be approved or rejected upon by a majority vote of the Board of Education.

2. Personnel shall be notified in person by the superintendent or his/her designee before receiving notification by mail.

3. The Board shall receive the recommendation, set a hearing date, and direct the Superintendent to notify any affected teacher of his/her right to a hearing.

E. Recall

1. In the event it becomes necessary to employ additional certified teachers within an eighteen (18) month period after reduction in force, recall will be in reverse order of reduction. Recall rights will be for a period of eighteen (18) months beginning with the date of termination.

2. When vacancies for certified positions occur, teachers who were terminated by the reduction in force will be notified by certified mail of their recall to positions for which they are certified. Outside personnel will not be hired for a position until all qualified personnel involved in the reduction in force have been recalled.

3. Failure to respond to the notice within ten (10) days of its receipt will constitute rejection of the opportunity to return to the employment of the Newcastle Schools. The ten (10) day period will begin on the date the receipt of notice is signed by the teacher or someone designated by the teacher to act in the teacher's behalf. Failure of the teacher to provide for receipt of the notice will constitute removal of the teacher from the notification list, and the teacher will lose notification rights. Rejection of the opportunity to return to the Newcastle Schools will terminate recall privilege. It will be the responsibility of the teacher subject to notification to inform the Superintendent's Office of changes of address or other necessary information.

4. In the event a certified teacher is recalled, she/he will receive credit for all previously accumulated service and benefits as provided by law, but will receive no credit for the period of time she/he was separated from service.

5. During the period of eligibility for notification, the teacher will be placed at the head of the substitute list of the school system, provided the teacher so requests in writing to the office of the Superintendent of the Newcastle School District.

ARTICLE 33 - TEXTBOOK SELECTION COMMITTEES (Changes)

A. The Superintendent of schools shall appoint a local textbook committee consisting of:

1. two (2) early childhood teachers;
2. two (2) lower elementary teachers;
3. two (2) upper elementary teachers;
4. two (2) middle school teachers;
5. two (2) high school teachers;
6. one (1) lay member; and,
7. one (1) member of administration to serve as chairperson and Director of Academics;
8. Curriculum Coordinator

B. Early Childhood Center, Elementary, Middle School, and High School committee members shall be selected by each site, respectively, and are able to honor the time commitment.

C. The textbook committee shall follow the procedures set forth in state law for text book selection, which is currently set forth in Section 262 of the 1990 School Law Book which is attached as Appendix G.

D. This committee shall recommend to the Superintendent and Board of Education that instructional materials and equipment for all areas of the school's curriculum shall be provided for each student in the amount and types needed to fulfill the state's minimum requirements.

ARTICLE 33 - TEXTBOOK SELECTION COMMITTEES (Proposed)

A. The Superintendent of schools shall appoint a local textbook committee consisting of:

1. two (2) early childhood teachers;
2. two (2) lower elementary teachers;
3. two (2) upper elementary teachers;
4. two (2) middle school teachers;
5. two (2) high school teachers;
6. one (1) lay member; and,
7. one (1) member of administration to serve as chairperson and Director of Academics;
8. Curriculum Coordinator

B. Early Childhood Center, Elementary, Middle School, and High School committee members shall be selected by each site, respectively, and are able to honor the time commitment.

C. The textbook committee shall follow the procedures set forth in state law for text book selection, which is currently set forth in Section 262 of the 1990 School Law Book which is attached as Appendix G.

D. This committee shall recommend to the Superintendent and Board of Education that instructional materials and equipment for all areas of the school's curriculum shall be provided for each student in the amount and types needed to fulfill the state's minimum requirements.

ARTICLE 35 - SCHOOL CALENDAR (Changes)

A. The Board shall solicit suggestions from the Association concerning the school calendar before the calendar for the following school term is adopted.

1. The committee will work collaboratively to decide on a calendar. A vote will be taken with the group.

B. School Events Calendar A master school calendar shall be maintained at each site. Facilities and time needed for the event shall be specified on the calendar. The site principal in conjunction with the superintendent shall be in charge of scheduling all events at their site. Teachers shall be notified if scheduled events are preempted or changed.

ARTICLE 35 - SCHOOL CALENDAR (Proposed)

A. The Board shall solicit suggestions from the Association concerning the school calendar before the calendar for the following school term is adopted.

1. The committee will work collaboratively to decide on a calendar. A vote will be taken with the group.

B. School Events Calendar A master school calendar shall be maintained at each site. Facilities and time needed for the event shall be specified on the calendar. The site principal in conjunction with the superintendent shall be in charge of scheduling all events at their site. Teachers shall be notified if scheduled events are preempted or changed.

ARTICLE 65 - COMPENSATION (Changes)

A. Certified Teacher Pay Scale - see following page. This is a compensation schedule. Retirement and insurance costs be included to reach the minimum.

B. Placement on the salary schedule shall be in accordance with the teacher's years of experience and highest degree earned. Teacher's years of experience must be documented by the state education agency of the state where the experience was earned. Salary schedule adjustments are made as of the date of receipt of appropriate documentation.

C. The salary schedule is based upon the teacher's work year as defined in this agreement. For teaching in excess of the teacher's work year, a teacher shall be paid the daily rate of pay provided for in section D below.

D. The teacher's daily/period/annual period rate shall be determined in the following manner:

**Daily Rate of Pay = Teacher's Contracted Base Annual Salary/Teacher Contract Days
Period Rate of Pay = Daily Rate of Pay/Teaching Periods per Day
Annual Period Rate of Pay – Teacher Contracted Base Annual Salary/Teaching Periods per Day**

E. Paychecks will be dispersed on the last *working Thursday* of each month for the administration building.

F. Direct deposit is required for all Certified Employees.

G. Any change in an employee's monthly check initiated by the employer will be accompanied by a note from the administration office.

H. Teachers who have returned to teach at Newcastle Public Schools after fulfilling the 36 month pay limitations following applying for teacher retirement shall be paid pro rata according to the compensation scale for their degree at step 15.

ARTICLE 65 - COMPENSATION (Proposed Version)

A. Certified Teacher Pay Scale - see following page. This is a compensation schedule. Retirement and insurance costs be included to reach the minimum.

B. Placement on the salary schedule shall be in accordance with the teacher's years of experience and highest degree earned. Teacher's years of experience must be documented by the state education agency of the state where the experience was earned. Salary schedule adjustments are made as of the date of receipt of appropriate documentation.

C. The salary schedule is based upon the teacher's work year as defined in this agreement. For teaching in excess of the teacher's work year, a teacher shall be paid the daily rate of pay provided for in section D below.

D. The teacher's daily/period/annual period rate shall be determined in the following manner:

**Daily Rate of Pay = Teacher's Contracted Base Annual Salary/Teacher Contract Days
Period Rate of Pay = Daily Rate of Pay/Teaching Periods per Day
Annual Period Rate of Pay – Teacher Contracted Base Annual Salary/Teaching Periods per Day
(see certified pay scale).**

E. Paychecks will be dispersed on the last Thursday of each month for the administration building.

F. Direct deposit is required for all Certified Employees.

G. Any change in an employee's monthly check initiated by the employer will be accompanied by a note from the administration office.

H. Teachers who have returned to teach at Newcastle Public Schools after fulfilling the 36 month pay limitations following applying for teacher retirement shall be paid pro rata according to the compensation scale for their degree at step 15.

I. Retirement of all certified teachers will be paid by the district. The employee portion of teacher retirement will be paid by the district.

ARTICLE 72 - STAFF DEVELOPMENT COMMITTEE (Changes)

A. The Newcastle Professional Development Committee shall be chaired by **a classroom teacher chosen by the NACT Executive Board, Superintendent and approved by the Newcastle Board of Education. the Professional Development Coordinator.**

B. **The** Professional Development Committee shall be comprised of two **classroom** teachers from each of the ~~four~~ **five** sites-high school, middle school, early childhood center, elementary school (**2 from the lower elementary and two from the upper elementary**) (~~one from grades 2 and 3 plus one from grades 4 and 5~~). A good-faith effort will be made to include **two a** representatives for each of the following groups:

~~Technology Team~~

~~Each Core Content Area~~

Electives

~~All Grade Levels~~

Special Education

English Learners

~~Learning, Teaching and Assessing Goal Area~~

~~Each School Site~~

C. Initially, the first person elected to the committee from each site will serve a one-year term. The second person elected to the committee will serve a two-year term. After the initial year, all terms will be two year terms.

D. At the end of each term the committee member may run for re-election.

E. The Superintendent will assign one building principal to the Professional Development Committee on a one-year rotation basis.

F. If a Professional Development Committee member is unable to complete his/her term, ~~the NACT Executive Board and the Superintendent will name his/her replacement. the site principal will be notified and a replacement will be made.~~

ARTICLE 72 - STAFF DEVELOPMENT COMMITTEE (Proposed)

A. The Newcastle Professional Development Committee shall be chaired by the Professional Development Coordinator.

B. The Professional Development Committee shall be comprised of two teachers from each of the-five sites-high school, middle school, early childhood center, elementary school (2 from the lower elementary and two from the upper elementary). A good-faith effort will be made to include a representative for each of the following groups:

**Electives
Special Education
English Learners**

C. Initially, the first person elected to the committee from each site will serve a one-year term. The second person elected to the committee will serve a two-year term. After the initial year, all terms will be two year terms.

D. At the end of each term the committee member may run for re-election.

E. The Superintendent will assign one building principal to the Professional Development Committee on a one-year rotation basis.

F. If a Professional Development Committee member is unable to complete his/her term, the site principal will be notified and a replacement will be made.

22-23 Pay Scale



NEWCASTLE PUBLIC SCHOOLS

Certified Teacher Pay Scale

YEARS	Bachelors	Bachelors + NBCT	Masters	Masters + NBCT	Doctorate
0	\$ 39,000.00	\$ 39,500.00	\$ 40,390.00	\$ 40,890.00	\$ 41,780.00
1	\$ 39,434.00	\$ 39,934.00	\$ 40,824.00	\$ 41,324.00	\$ 42,214.00
2	\$ 39,868.00	\$ 40,368.00	\$ 41,258.00	\$ 41,758.00	\$ 42,648.00
3	\$ 40,303.00	\$ 40,803.00	\$ 41,693.00	\$ 42,193.00	\$ 43,083.00
4	\$ 40,737.00	\$ 41,237.00	\$ 42,127.00	\$ 42,627.00	\$ 43,517.00
5	\$ 41,209.00	\$ 41,709.00	\$ 42,599.00	\$ 43,099.00	\$ 43,989.00
6	\$ 41,672.00	\$ 42,172.00	\$ 43,062.00	\$ 43,562.00	\$ 44,453.00
7	\$ 42,136.00	\$ 42,636.00	\$ 43,526.00	\$ 44,026.00	\$ 44,916.00
8	\$ 42,599.00	\$ 43,099.00	\$ 43,989.00	\$ 44,489.00	\$ 45,379.00
9	\$ 43,062.00	\$ 43,562.00	\$ 44,453.00	\$ 44,953.00	\$ 45,843.00
10	\$ 44,083.00	\$ 44,583.00	\$ 45,967.00	\$ 46,467.00	\$ 48,344.00
11	\$ 44,576.00	\$ 45,076.00	\$ 46,460.00	\$ 46,960.00	\$ 48,837.00
12	\$ 45,069.00	\$ 45,569.00	\$ 46,953.00	\$ 47,453.00	\$ 49,330.00
13	\$ 45,561.00	\$ 46,061.00	\$ 47,446.00	\$ 47,946.00	\$ 49,823.00
14	\$ 46,054.00	\$ 46,554.00	\$ 47,938.00	\$ 48,438.00	\$ 50,315.00
15	\$ 46,566.00	\$ 47,066.00	\$ 48,451.00	\$ 48,951.00	\$ 50,829.00
16	\$ 47,059.00	\$ 47,559.00	\$ 48,944.00	\$ 49,444.00	\$ 51,322.00
17	\$ 47,552.00	\$ 48,052.00	\$ 49,437.00	\$ 49,937.00	\$ 51,815.00
18	\$ 48,045.00	\$ 48,545.00	\$ 49,930.00	\$ 50,430.00	\$ 52,308.00
19	\$ 48,538.00	\$ 49,038.00	\$ 50,423.00	\$ 50,923.00	\$ 52,801.00
20	\$ 49,051.00	\$ 49,551.00	\$ 50,937.00	\$ 51,437.00	\$ 53,316.00
21	\$ 49,544.00	\$ 50,044.00	\$ 51,430.00	\$ 51,930.00	\$ 53,809.00
22	\$ 50,038.00	\$ 50,538.00	\$ 51,923.00	\$ 52,423.00	\$ 54,302.00
23	\$ 50,531.00	\$ 51,031.00	\$ 52,417.00	\$ 52,917.00	\$ 54,796.00
24	\$ 51,024.00	\$ 51,524.00	\$ 52,910.00	\$ 53,410.00	\$ 55,289.00
25	\$ 52,448.00	\$ 52,948.00	\$ 54,370.00	\$ 54,870.00	\$ 56,794.00
26	\$ 52,948.00	\$ 53,448.00	\$ 54,870.00	\$ 55,370.00	\$ 57,294.00
27	\$ 53,548.00	\$ 54,048.00	\$ 55,470.00	\$ 55,970.00	\$ 57,894.00
28	\$ 54,148.00	\$ 54,648.00	\$ 56,070.00	\$ 56,570.00	\$ 58,494.00
29	\$ 54,748.00	\$ 55,248.00	\$ 56,670.00	\$ 57,170.00	\$ 59,094.00
30	\$ 55,348.00	\$ 55,848.00	\$ 57,270.00	\$ 57,770.00	\$ 59,694.00
31	\$ 55,948.00	\$ 56,448.00	\$ 57,870.00	\$ 58,370.00	\$ 60,294.00
32	\$ 56,548.00	\$ 57,048.00	\$ 58,470.00	\$ 58,970.00	\$ 60,894.00
33	\$ 57,148.00	\$ 57,648.00	\$ 59,070.00	\$ 59,570.00	\$ 61,494.00
34	\$ 57,748.00	\$ 58,248.00	\$ 59,670.00	\$ 60,170.00	\$ 62,094.00

Approved 6/29/2021

Revised 4/11/2023



NEWCASTLE PUBLIC SCHOOLS

Certified Teacher Pay Scale TRS

Example

BACHELORS

YEARS	Bachelors	TRS	Total Compensation
0	\$39,060.00	\$2,940.01	\$42,000.01
1	\$39,463.62	\$2,970.39	\$42,434.01
2	\$39,867.24	\$3,000.77	\$42,868.01
3	\$40,271.79	\$3,031.22	\$43,303.01
4	\$40,675.41	\$3,061.60	\$43,737.01
5	\$42,044.37	\$3,164.64	\$45,209.01
6	\$42,474.96	\$3,197.05	\$45,672.01
7	\$42,906.48	\$3,229.53	\$46,136.01
8	\$43,337.07	\$3,261.94	\$46,599.01
9	\$43,767.66	\$3,294.35	\$47,062.01
10	\$45,647.19	\$3,435.82	\$49,083.01
11	\$46,105.68	\$3,470.33	\$49,576.01
12	\$46,564.17	\$3,504.84	\$50,069.01
13	\$47,021.73	\$3,539.28	\$50,561.01
14	\$47,480.22	\$3,573.79	\$51,054.01
15	\$48,886.38	\$3,679.63	\$52,566.01
16	\$49,344.87	\$3,714.14	\$53,059.01
17	\$49,775.46	\$3,746.55	\$53,522.01
18	\$50,261.85	\$3,783.16	\$54,045.01
19	\$50,720.34	\$3,817.67	\$54,538.01
20	\$51,197.43	\$3,853.58	\$55,051.01
21	\$51,655.92	\$3,888.09	\$55,544.01
22	\$52,115.34	\$3,922.67	\$56,038.01
23	\$52,573.83	\$3,957.18	\$56,531.01
24	\$53,032.32	\$3,991.69	\$57,024.01
25	\$54,356.64	\$4,091.37	\$58,448.01
26	\$54,821.64	\$4,126.37	\$58,948.01
27	\$55,379.64	\$4,168.37	\$59,548.01
28	\$55,937.64	\$4,210.37	\$60,148.01
29	\$56,495.64	\$4,252.37	\$60,748.01
30	\$57,053.64	\$4,294.37	\$61,348.01
31	\$57,611.64	\$4,336.37	\$61,948.01
32	\$58,169.64	\$4,378.37	\$62,548.01
33	\$58,727.64	\$4,420.37	\$63,148.01
34	\$59,285.64	\$4,462.37	\$63,748.01



NEWCASTLE PUBLIC SCHOOLS

Certified Teacher Pay Scale TRS

Example

Masters

YEARS	Masters	TRS	Total Compensation
0	\$40,352.70	\$3,037.31	\$43,390.01
1	\$40,756.32	\$3,067.69	\$43,824.01
2	\$41,159.94	\$3,098.07	\$44,258.01
3	\$41,564.49	\$3,128.52	\$44,693.01
4	\$41,968.11	\$3,158.90	\$45,127.01
5	\$43,337.07	\$3,261.94	\$46,599.01
6	\$43,767.66	\$3,294.35	\$47,062.01
7	\$44,199.18	\$3,326.83	\$47,526.01
8	\$44,629.77	\$3,359.24	\$47,989.01
9	\$45,061.29	\$3,391.72	\$48,453.01
10	\$47,399.31	\$3,567.70	\$50,967.01
11	\$47,857.80	\$3,602.21	\$51,460.01
12	\$48,316.29	\$3,636.72	\$51,953.01
13	\$48,774.78	\$3,671.23	\$52,446.01
14	\$49,232.34	\$3,705.67	\$52,938.01
15	\$50,639.43	\$3,811.58	\$54,451.01
16	\$51,097.92	\$3,846.09	\$54,944.01
17	\$51,556.41	\$3,880.60	\$55,437.01
18	\$52,014.90	\$3,915.11	\$55,930.01
19	\$52,473.39	\$3,949.62	\$56,423.01
20	\$52,951.41	\$3,985.60	\$56,937.01
21	\$53,409.90	\$4,020.11	\$57,430.01
22	\$53,868.39	\$4,054.62	\$57,923.01
23	\$54,327.81	\$4,089.20	\$58,417.01
24	\$54,786.30	\$4,123.71	\$58,910.01
25	\$56,144.10	\$4,225.91	\$60,370.01
26	\$56,609.10	\$4,260.91	\$60,870.01
27	\$57,167.10	\$4,302.91	\$61,470.01
28	\$57,725.10	\$4,344.91	\$62,070.01
29	\$58,283.10	\$4,386.91	\$62,670.01
30	\$58,841.10	\$4,428.91	\$63,270.01
31	\$59,399.10	\$4,470.91	\$63,870.01
32	\$59,957.10	\$4,512.91	\$64,470.01
33	\$60,515.10	\$4,554.91	\$65,070.01
34	\$61,073.10	\$4,596.91	\$65,670.01



NEWCASTLE PUBLIC SCHOOLS

Certified Teacher Pay Scale TRS

Example

Doctorate

YEARS	Doctorate	TRS	Total Compensation
0	\$41,645.40	\$3,134.61	\$44,780.01
1	\$42,049.02	\$3,164.99	\$45,214.01
2	\$42,452.64	\$3,195.37	\$45,648.01
3	\$42,857.19	\$3,225.82	\$46,083.01
4	\$43,260.81	\$3,256.20	\$46,517.01
5	\$44,629.77	\$3,359.24	\$47,989.01
6	\$45,061.29	\$3,391.72	\$48,453.01
7	\$45,491.88	\$3,424.13	\$48,916.01
8	\$45,922.47	\$3,456.54	\$49,379.01
9	\$46,353.99	\$3,489.02	\$49,843.01
10	\$49,609.92	\$3,734.09	\$53,344.01
11	\$50,068.41	\$3,768.60	\$53,837.01
12	\$50,526.90	\$3,803.11	\$54,330.01
13	\$50,985.39	\$3,837.62	\$54,823.01
14	\$51,442.95	\$3,872.06	\$55,315.01
15	\$52,850.97	\$3,978.04	\$56,829.01
16	\$53,309.46	\$4,012.55	\$57,322.01
17	\$53,767.95	\$4,047.06	\$57,815.01
18	\$54,226.44	\$4,081.57	\$58,308.01
19	\$54,684.93	\$4,116.08	\$58,801.01
20	\$55,163.88	\$4,152.13	\$59,316.01
21	\$55,622.37	\$4,186.64	\$59,809.01
22	\$56,080.86	\$4,221.15	\$60,302.01
23	\$56,540.28	\$4,255.73	\$60,796.01
24	\$56,998.77	\$4,290.24	\$61,289.01
25	\$58,398.42	\$4,395.59	\$62,794.01
26	\$58,863.42	\$4,430.59	\$63,294.01
27	\$59,421.42	\$4,472.59	\$63,894.01
28	\$59,979.42	\$4,514.59	\$64,494.01
29	\$60,537.42	\$4,556.59	\$65,094.01
30	\$61,095.42	\$4,598.59	\$65,694.01
31	\$61,653.42	\$4,640.59	\$66,294.01
32	\$62,211.42	\$4,682.59	\$66,894.01
33	\$62,769.42	\$4,724.59	\$67,494.01
34	\$63,327.42	\$4,766.59	\$68,094.01

NASP 23-24 Negotiation Ballot

1. HR will provide a calendar when timesheets are due and paydays
2. **6.03** FT support employees who receive vacation will receive all of their leave up front when starting their 5th year with the District.
3. Maternity Leave added to contract (however the way the law is written a full time employee must work for the district 1 year AND 1250 hours during the preceding 12-month period).
4. **6.02** All FT employees who work year round will get Juneteenth added to calendar for a day off
5. Support employees will receive 3 ER days (as in previous contract years) with an additional 2 Snow days to be used for inclement weather.
6. Support employees will only be required to come to work if/when the Superintendent and Director of Facilities deem necessary. Example, snow/ice is to let up and will have school the following day, may have some come in at 1 to clear sidewalks.
7. Payscale/hours as follows
 - a. Registrar/Secretary/Accounting decrease hours with no loss in pay/raise \$0.50/hour
 - b. Route Driver/Student Data Specialist/COTA/SLPA increase pay \$1.00/hour
 - c. Custodian/Maintenance/Teacher Asst/Cafeteria/Nurse Asst increase pay \$1.25/hour
8. **8.02** Sub pay rate to be removed from Support negotiated agreement since they are not classified as support staff.

The sub pay rate is as follows:

- a. \$10.00 non-certified
- b. \$11.00 Certified
- c. \$10.50 non-certified long-term sub position
- d. \$12.50 certified long-term position