2026-2027

MASTER CONTRACT

OLNEY-BISSELL SCHOOL

SCHOOL DISTRICT NO. 58, FLATHEAD COUNTY

OLNEY-BISSELL TEACHERS' ASSOCIATION

MASTER CONTRACT

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PREAMBLE

This agreement is entered into the 1st Day of July, 2026, between the Board of Trustees of the School District No. 58 of Flathead County, State of Montana, acting in the name of said District, hereinafter referred to as "Board", and the Olney-Bissell Teachers' Association, Flathead County, State of Montana, hereinafter referred to as the "Association".

ARTICLE I. RECOGNITION CLAUSE

The Board agrees to recognize the Olney-Bissell Teachers' Association as the exclusive representative of the teachers for the term of this agreement. To bargain collectively with respect to salary, hours, fringe benefits, and other conditions of employment or the negotiation of an agreement or any question arising hereunder and the execution of a written contract incorporating any agreement reached. Such obligation does not compel either party to agree to a proposal or require the making of a concession.

The "exclusive representative" shall represent members of the appropriate unit which shall consist of all teachers of the school district who are certified in Class I, II, IV, or V, as provided in section 20-4-106, R.C.M. and whose positions call for or require such certification but shall exclude the following:

A. Certified individuals who are not currently under contract to perform classroom teaching.
B. Substitute teachers.
C. Casual or temporary employees.
D. Supervisors.
E. All other employees.

Unless otherwise indicated, the term "teacher" when used hereinafter shall refer to all employees in the appropriate unit as above defined.

ARTICLE II. DURATION OF AGREEMENT

All provisions of this Agreement become effective for the 2026-2027 school year following ratification of the Teachers' Association and approval by the Board. Everything in the contract is negotiable in the 26-27 negotiation period for 27-28 school year.

ARTICLE III. FUTURE NEGOTIATIONS

Proposals will be exchanged no later than March 2027, and the pre-negotiations meeting to be mutually established at the time initial proposals are exchanged.

ARTICLE IV. POWERS OF THE BOARD

The matters of negotiation and bargaining for agreement herein shall not include matters of curriculum, policy of operation, selection of teachers and other personnel, or physical plant of schools or other facilities. The Board has and shall retain, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by law to establish school policy of operation, including, but not limited to the right:

a. To exercise the executive management and administrative control of the school system and its properties, facilities, programs, and the contracted activities of its employees;
b. To employ and re-employ all personnel, determine their qualifications, conditions of employment and work assignments, and further to promote, demote or dismiss such personnel as provided by, except as hereinafter set forth;
c. Final authority to select textbooks and other teachings materials to be used in all courses of instruction, to develop, establish and supervise curriculum, manner of instruction, class schedules, hours of instruction, days that school shall be in session, physical plan and other facilities, to establish terms and condition of employment,

except as hereinafter set forth.

The Association shall recognize any agent of the Board selected to represent it in any matter covered by this agreement as is evidenced by a letter of appointment executed by the Board Chairperson or the Clerk of the District. The exercise of the foregoing powers and duties by the Board, the adoption of policies, rules and regulations, and further therewith, shall be limited only by specific and expressed terms of this agreement and applicable laws of the State of Montana and the United States of America.

The management of the District and the direction of its employees are vested exclusively in the Board. The Board in accordance with such policy or procedure may administer all matters not specifically and expressly covered or treated by the language of this Agreement, as they may determine. Management rights will not be deemed to exclude other management rights not herein specifically enumerated.

ARTICLE V. TEACHER OBLIGATIONS

Teachers will perform all duties faithfully and satisfactorily, and agree to comply with and abide with all the reasonable rules and regulations promulgated by the Board, and to comply with and abide with all the pertinent statutes of the State of Montana, which by reference, incorporated herein and make a part hereof. Teachers may be removed for insubordination, incompetence, or immorality or violation of the adopted policies of the Board as directed by Section 20-4-207, MCA. Teachers must have a valid teaching certificate registered in the Flathead County Superintendent's Office within 60 days after the term of service of the teacher begins and must maintain a valid certificate at all times that they are employed by the District.

Full-time teachers will teach eight (8) hours and ten (10) minutes each teaching day starting at 7:40 am till 3:50 pm as scheduled on the school year schedule, as set up in 20-1-301, 302 MCA. Further, whenever the school shall be closed by order of the Board of Trustees on account of contagious or epidemic disease, or from any cause, the salary of said teacher shall continue for a period of thirty (30) days as though school were in session and teachers agree to make up days lost at no extra salary.

ARTICLE VI. WORKING CONDITIONS

Section A: School Term

The school term for the 2026-2027 school year will be 149 teacher workdays. Each term will be a combination of 149 Pupil Instruction days plus 42 hours Pupil (P.I.R.) days in accordance with state regulations. 12 hours of P.I.R. will be allowed for attendance at county or Association workshops and must be completed by May 1st, 2027. Once per month on a Friday all teachers will meet to conduct district staff meetings not to exceed 36 hours yearly. Certified has agreed to leave without pay if a staff meeting is missed. Exceptions made at Board discretion. The meeting will be scheduled by mutual agreement between teachers and the Administrator. The School term for 26-27 will be determined by the Board of Trustees during the calendar approval process.

Prior to final adoption of the calendar, the Board will provide an opportunity for the Association to comment and offer suggestions, however, it is understood that the Board has final discretion in adopting the calendar.

Section B: Teachers Files

No material derogatory to a teacher's conduct, service, character, or personality will be placed in the files unless the teacher has had an opportunity to read the material. The teacher will acknowledge that they have read such material by affixing their signature on the actual copy to be filed with the understanding that such signature merely signifies that they read the material to be filed and does not necessarily indicate agreement with the content.

The teacher will have the right to answer any material filed and their answer will be attached to the file copy.

The teacher will be permitted to place in their file any material they feel, and the Board agrees, are pertinent to their professional career, performance, and qualifications.

Official grievances filed by any teacher under grievance procedure as outlined in the Agreement, will not be placed in the personal file of the teacher; nor will it be used by any recommendation for job placement.

No written reprimand of teachers will occur without discussion with the teacher or teachers involved prior to issuance of such reprimand.

To ensure quality education to the students of School District No. 58 and to further ensure that the district's educational plan is completed on a yearly basis, the Association and Board mutually agree that Accreditation Standard 10.55.712 and the Board shall determine class size.

Section C: Teaching Assignment

To ensure quality education for the students of School District No. 58 and to further insure that the district's educational plan is completed on a yearly basis, the Association and the Board mutually agree that teachers shall be given a tentative notification ten (10) days prior to the end of the school year as to their teaching assignment. The Association and Board further agree that the teachers shall be notified as soon as possible as to any changes occurring in that teaching assignment. Notification shall be by mail during the summer months.

ARTICLE VII. DISCIPLINE

Teachers will maintain a discipline policy consistent with the current discipline policy adopted by the Board (Policy 5255).

ARTICLE VIII. OLNEY-BISSELL TEACHERS' ASSOCIATION

The Olney-Bissell Teachers' Association will have the right to hold meetings in school facilities in accordance with policies determined by the Board.

The Association will have the right to use the mail system and/or mailboxes for the purpose of communicating with teachers. The Association will have the right to use bulletin board space for the purpose of posting notices and bulletins regarding the business or activities of the Association. The material posted or mailed by the Association shall not be of a derogatory or controversial nature.

Right to Representation—Teachers will have the right to a representative of their choice in any appearance required by the Board for the purpose of discipline or of hearing a charge against the teacher. This provision shall not be applied so as to be in conflict with the open meeting laws of Montana.

ARTICLE IX. ACADEMIC FREEDOM

The Olney-Bissell Teachers' Association recognizes the Board's authority to consider and adopt curriculum, select textbooks, evaluate and determine the teaching methods and material employed in the schools of the district, and to promulgate such rules and regulations as the Board deems necessary in order to assure that the education of the children of the district proceeds according to the wishes of the community as represented by the Board of Trustees of School District No. 58.

The Association further agrees that the professional staff has responsibility not only to the student and School Board, but to the community as well. Therefore, the Board reserves the right to hold staff members accountable for activities which occur outside the classroom if, as determined by the Board after discussion with the parties involved, those activities have a deleterious effect on the credibility, acceptability, or classroom performance of the teacher. If the point of disagreement is not resolved by discussion then grievance procedures as set forth in this contract will be followed (Article XV).

Non-Tenured teachers will be evaluated every year a minimum of (2) times. Tenured teachers will be evaluated (1) time every (3) years as defined by the Board, accreditation standards, and Montana Law.

ARTICLE X. SALARY SCHEDULE

Anyone who teaches half time or more will be considered a full-time teacher in advancement on the salary schedule. Any teacher contracted for at least 100 days or 600 hours will be credited one (1) year of experience for advancement on the salary schedule.

Incoming teachers with less than 5 years experience will begin at step 6 and continue at step 6 until 7 years of experience. Incoming teachers will be granted their years of experience not to exceed five (5) years when any experience falls within the last ten (10) years.

Incoming teachers with a Masters Degree with less than 6 years experience will begin at step 6 and continue at step 6 until 7 years of experience. All incoming teachers will be granted their years of experience not to exceed five (5) years when any experience falls within the last ten (10) years.

This section is perpetual as long as Montana Code provides an incentive for base teacher pay that is at least as large as the incentive specified in HB 252, 2025 Legislative Session for base teacher pay meeting or exceeding the requirements of House Bill 252.

The District and the Teachers Association have agreed to increase teacher base salaries by at least the minimum amount to earn the incentive funding as provided under the provisions of HB 252, Legislative Session. The district teacher base pay shall meet or exceed the amounts and conditions specified in HB 252 in its final form to ensure the district obtains the incentive funding under HB 252.

The terms “teacher,” “teacher base pay” and “full time equivalent teacher” are all as specified under provisions of HB 252. Additionally, the parties agree the automatic update of the base teacher pay to meet the phased in minimum requirements to qualify for an incentive under the provisions of HB 252 is not a change in working conditions, as the parties have contemplated and agreed upon automatic updates to the base teacher pay consistent with the requirements of HB 252.

The district and the teachers association agree to negotiate for further increases in compensation for members of the association covered by this agreement with any funds from the HB 252 incentive that exceed the costs of meeting in continued compliance with the requirements to ensure that the district receives incentive funding under the provisions of HB 252. Any future negotiations or increases on the salary matrix will be conducted off of the **original base salary of $35,313**.

** Masters Degree - must directly impact your teaching assignment in order to receive advancement on the salary schedule. This is at the discretion of the administration and the board of trustees.

Everything in the contract is negotiable in the 26-27 negotiation period for 27-28 school year.

2026-2027 Olney Bissell School Certified Salary Matrix

Yrs Exp.	Step	BS/BA*	TC+15*	TC + 30*	TC + 45*	TC + MS/MA**	TC+MC/MS+ 15
0	1	35,313 Base	See Min	See Min	See Min	See Min	
1	2	See Min	See Min	See Min	See Min	See Min	
2	3	See Min	See Min	See Min	See Min	See Min	
3	4	See Min	See Min	See Min	See Min	See Min	
4	5	See Min	See Min	See Min	See Min	See Min	
5	6	43637 minimum	43708	44779	45850	46921	
6	7	43708	44779	45850	46921	47992	
7	8	44779	45850	46921	47992	49063	
8	9	45850	46921	47992	49063	50134	
9	10	46921	47992	49063	50134	51205	
10	11		49063	50134	51205	52276	
11	12		50134	51205	52276	53347	
12	13		51205	52276	53347	54418	
13	14			53347	54418	55489	
14	15			54418	55489	56560	
15	16			55489	56560	57631	
16	17				57631	58702	
17	18				58702	59773	
18	19					60844	
19	20					61915	
20	21						
21	22						
22	23						
23	24						66328
24	25						
25	26						

Health Insurance—The School offers two health insurance deductible options.
$1,000 deductible plan ($795.60): The school will contribute $596.56 toward the cost of the health insurance and the employee will be responsible for the remainder in the amount of $199.04.
$3,400 deductible plan ($612.90): The school will contribute $512.00 toward the cost of the health insurance the employee will be responsible for the remainder in the amount of $100.90.
If you choose not to take school insurance you will receive the district's contribution of $322.00 per month per full time employee with a maximum of $3,864.00 with no insurance benefit provided as

taxable compensation and all federal and state taxes will be applied appropriately through a flex plan contingent upon favorable legal opinion. The district's contribution of leave, and insurance will be consistent with the percentage of F.T.E. as stated in the employee's contract.

ARTICLE XI. LEAVE

A. Sick Leave

1. Teachers teaching the first year in School District No. 58 will earn ten (10) days of sick leave during the school year. Five (5) days will be credited on September 30th and five (5) days will be credited on October 31st.
2. Teachers teaching in School District No. 58 for more than one year will earn fourteen (14) days of sick leave during the school year. Seven (7) days will be credited on September 30th and seven (7) days will be credited on October 31st.
3. Sick leave taken in excess of accumulated or earned days will be taken as leave without pay.
4. When a teacher leaves employment in the district, a written statement will be provided on request, stating the number of accumulated sick days. Teachers may elect to be compensated the unused sick leave at a rate of $18.00 for each unused day. Teachers must notify the district in writing by the 5th of May in order to receive compensation. "If the eligible employee elects to use the termination incentive, in whole or in part, to enhance retirement benefits, the employer contributions to TRS required under Section 19-20-605, MCA are included in the total amount of termination incentive paid to the employee."
5. Sick leave will be granted for maternity.
6. Teachers must notify administrator immediately of sickness or absence, and must not be absent more than three (3) consecutive working days without a medical doctor's certificate.
7. Teachers will be entitled each year to a buy back by the district for unused sick leave days which are earned during the contract year as follows:
    a. The district will buy back up to fourteen (14) unused sick leave days.
    b. Teachers who elect to be compensated for these days will so notify the district in writing by the 15th of May.
    c. The district will pay 50% of the current certified substitute's daily wage for each day designated by the teacher.
    d. The days applied to this provision will be non-accumulative and no days will be paid for which do not accrue during the contact year in which the buy back provision is to be applied. In the event days are used after a request for compensation is made and compensation is calculated, reimbursement to the district from non-returning staff will be requested at the rate paid. For staff returning for the next school year, the number of days used will be deducted from sick days issued the following year or they may reimburse the district for the compensation at the rate paid.
    e. Teachers must use sick days during the contract year from the fourteen (14) days credited at the beginning of the year before sick leave days can be used from any previous accrual.
    f. Days which are unused from the fourteen (14) days credited at the beginning of the year (as defined by Article XIII, Section A), or are not bought back by the district, will be added to the teacher's accumulated sick leave days

B. Emergency Leave

1. Shall be granted for illness or death in the teacher's immediate family or spouse's immediate family. "Immediate family" shall be defined as spouse, child, parent, sibling, or grandparent. This leave shall be deducted from the teacher's sick leave. If emergency leave is for an illness or death in a spouse's family, leave shall be

limited to ten (10) days.

2. For emergencies, an emergency leave pool may be established and used by the teachers. In the fall of the school year, each teacher may voluntarily donate up to one (1) day of sick leave to the pool. It is the responsibility of the teacher to apply in writing to the Teacher's Association for this leave. The unused days in this pool may be carried over from one (1) year to the next.

C. Personal Leave

1. A teacher may elect to take three (3) days of personal leave per school year for personal reasons. A fourth and fifth day will be allowed for personal leave. These two additional days will be deducted from the current year accumulated sick leave at a rate of (2) sick
for (1) personal day.

2. Personal days must be used during the current academic year. At no time do personal days carry over from year to year.

3. Personal leave may not be taken the first two weeks of school, the day before or after a school holiday, on P.I.R. days, or the last two weeks of school, unless approved by the Board. The teacher must give a two (2) day notification in writing of the intent to to take personal leave. The two day notification may be waived by the Board or its designee in cases of emergency.

4. A teacher may receive additional personal leave by volunteering for extra-curricular events. Any leave must be approved by the administrator. ½ day of additional personal leave will be granted for every 8 hours of approved extra-curricular activity.

D. Professional Leave

1. During the school year, the Board may grant professional leave to a teacher who wish to attend workshops, etc. that will result in improved instruction for the district's students. It is the responsibility of the teacher to apply for this leave.

ARTICLE XII. LEAVE OF ABSENCE

Teachers shall be granted a reasonable amount of maternity leave. Upon return from such leave, teachers shall be placed in their original positions, or in a position equivalent to the one previously held. A leave of absence without pay may be provided at the discretion of the Board. Upon return, the teacher shall be placed in the original position or in a position equivalent to the one previously held. If no such position is available because of reduction in force, then the next opening thereafter shall be offered to said teacher, provided said teacher holds the necessary qualifications and endorsements.
Requests for such leave shall be made to the Board in writing at a regularly scheduled meeting at least sixty (60) days prior to the commencement of the leave. The Board has the final discretion in granting leaves of absence.

ARTICLE XIII. REDUCTION IN FORCE AND RECALL

A. Staff Reduction—In situation where the Board feels it necessary to relieve teachers from duties because of lack of duties or funds, a change in curriculum, or under conditions where continuation of such work would be inefficient or nonproductive, the Board may use but is not limited to the following criteria: the needs and requirements of the district as determined by the Board, years of service, and personnel evaluation.

B. Recall

1. Teachers on layoff status will be offered the opportunity to fill vacancies on the basis of qualifications, years of service, and the needs of the district as determined by the

Board.

2. Teachers on layoff status who are offered the opportunity to fill vacancies, will be notified of those vacancies by certified mail, return receipt requested by the teacher. Teachers so notified will have seven (7) calendar days in which to notify the Board and twenty (20) days to return to work from the date of notification of their acceptance of the position offered. Days will be counted from the date the letter from the Board is posted. Teachers will be notified at the last address provided to the Board by the teacher.
3. Teachers who do not respond to an offer of reinstatement, or who do not accept the offer, will waive any further rights to employment with the district. In any case, the right to recall will cease twenty-nine (29) months from the notice of layoff by the district.

ARTICLE XIV. TRANSFER PROCEDURES

A list of anticipated vacancies for the coming school year will be posted no later than May 10th of any school year. Requests for transfer will be submitted in writing to the Board within five (5) working days from the date of posting. Transfer requests will be considered on the basis of the following criteria: years of service, certification and academic standing, and the needs of the district as determined by the Board. If a request is made by the teacher and granted by the Board, the Board will provide the teacher with a notice of transfer by June 15. Involuntary transfers made by the Board will be made on the basis of the same criteria as outlined in the preceding paragraph of this article. Filling vacancies during time periods other than those described in this article will not be governed by the terms of this agreement.

ARTICLE XV. GRIEVANCE PROCEDURE

Grievance definition: A "grievance" shall mean an allegation by a teacher or a group of teachers resulting in a dispute or disagreement between the teacher and the School District as to the interpretation or application of specific terms and conditions of this Agreement. "School District Designee" shall mean the Administrator.

The teacher, administrator, or School District may be advised and supported during any step of the procedure by a person or agent designated by such party. Time limits specified in this Agreement may be extended by mutual agreement, with "days" being defined as working days—all weekdays not designated as holidays by State Law. In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday. The filing of service of any notice or document herein shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

Failure to file any grievance within such period shall be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the teacher and the School District's designee.

Grievance process:

Level 1: Informal discussion with the School District's Designee, the grievant, and other parties involved, with the object of resolving the matter promptly and informally.

Level 2: If the grievance is not resolved at Level 1 and the Grievant wishes to pursue the grievance, it may be formalized by filing a grievance in writing to the School District's designee, setting forth the facts and the specific provision of the Agreement allegedly violated and the particular relief sought, within ten (10) days after the date of the event giving rise to the grievance occurred. The Designee shall investigate and attempt to resolve the grievance. A written report regarding the decision and/or action of the Designee will be sent to all concerned parties within fifteen (15) days after receipt of the written grievance.

Level 3: Either party may process the grievance beyond the decision reached in Level 2 by filing a written grievance within ten (10) days to the chairperson of the Board of Trustees. Upon receiving the grievance, the matter shall be placed on the agenda of the Board of Trustees for consideration at the next regular meeting. A decision shall be made and reported in writing to all parties within thirty (30) days of said meeting.

Level 4: Either party may appeal the decision of the Board of Trustees by filing a Notice of Appeal with the county superintendent within thirty (30) days after the final decision of the Board pursuant to the Rules of School Controversy, (10.6.103 et seq. ARM, see also Ridgeway settlement agreement, pg. 29)

Level 5: If the Grievant is not satisfied with the disposition of the grievance at Level 4, or if no disposition has been made within the period above provided, the Grievant may submit the grievance before an impartial arbitrator. The Grievant shall exercise his/her right of arbitration by giving the Board written notice of his/her intention to arbitrate within thirty (30) days of the decision at Level 4. If any question arises as to arbitration, the arbitrator selected to hear the dispute will rule upon such a question. After notice of submission to arbitration, the Grievant will request from the Montana Board of Personnel Appeals a list of five qualified arbitrators who are members of the American Arbitration Association. Within ten (10) days of receipt, each party shall alternately strike names from the list, and the name remaining shall be the arbitrator.

The arbitrator shall consider the grievance and render a decision within thirty (30) days of the hearing or final submission of briefs, whichever is later. The arbitrator's decision shall be final and binding upon the parties. The parties shall share the fees and expenses of the arbitrator equally. If one of the parties wants a transcript of the arbitration proceedings, the party requesting the transcript will pay the costs of the transcript.

No reprisals of any kind will be taken by the Board against any person because of participation in this grievance procedure. All documents, communication, and records dealing with the processing of a grievance shall be stored separately from the personnel files of the participants and will be confidential to anyone other than the parties.

ARTICLE XVI. NO STRIKE CLAUSE

The Board and the Association agree that all differences between them shall be resolved by the orderly procedures provided herein, or shall remain unresolved in the event of the inability to agree in good faith, and that the school program shall not be interrupted by the Association or the teachers and they will not participate in, encourage, or support any interruption of professional service in whole or in part from the full, faithful, and proper performance of the teacher's duties during term of this contract.

ARTICLE XVII. SCOPE OF AGREEMENT

This instrument encompasses all the agreements between the Board and the Association on all matters negotiable for agreement under Section 39-31-201, Revised Codes of Montana 1993. Therefore, for the term of this agreement, no further collective bargaining shall be had upon any provisions of this agreement, nor upon any subject of collective bargaining, unless by mutual consent of the parties hereto. This agreement constitutes the entire agreement between the parties, and all prior practices, agreements, and understanding, written and verbal, are superseded by the Agreement and are of no force or effect unless specifically incorporated herein.

A. In the event any section, subdivision, paragraph, sentence, clause, phrase, or other part of this agreement is determined or declared to be contrary to, or in violation of any State or Federal law, the remainder of this agreement shall not be affected or invalidated. Both parties shall meet in a reasonable time and negotiate a substitute provision, but all other provisions shall continue in full force.
B. The parties further acknowledge that during the course of collective bargaining each party has had the unlimited right, in accordance with the pre-Negotiations Agreement, to offer, discuss, accept or reject proposals.

ARTICLE XVIII. REQUISITIONS

Teacher's requests for books, supplies and materials for the upcoming school year will be in the principal's office by March 20. The principal will forward those requests to the Board by April 30. The Board will notify the teachers by May 30 regarding tentative disposition of their requests. It is understood that the Board has final discretion in granting requisition requests.

ARTICLE XIX. EXTENSION OF CONTRACT

An extension of contract due date will be granted under the following conditions;

1. The request for extension is submitted in writing on or before May 20.
2. The extension will not exceed thirty (30) days following the original due date.
3. If the contract is not signed and returned by this date, the position will be declared open.

If any provision of this agreement is in conflict with a provision of the teacher(s) individual contract, the provision of the agreement shall be controlled.

It is understood that nothing herein contained shall circumvent the requirement that an individual contract of employment with each teacher employed by the Board must be executed as provided by law.

IN WITNESS WHEREOF, the Chairperson and Clerk of the Board, by authority vested in them pursuant to the resolution passed by a majority of the Board, have on behalf of the Board subscribed their name and affixed the Seal of the Board, and resolution passed by a majority of the membership of the Association, have hereto subscribed their names on behalf of the Association on the day and year first above written.

Dated _____ BOARD OF TRUSTEES OF SCHOOL DISTRICT #58

_____
(Chairperson)

ATTEST:

BY: _____
(Clerk)

Dated: _____
OLNEY-BISSELL TEACHERS' ASSOCIATION OF SCHOOL DISTRICT #58

_____
(Representative)

Dated: _____

TO: OLNEY-BISSELL SCHOOL BOARD
FROM: OLNEY-BISSELL TEACHERS' ASSOCIATION