



Special Meeting of the Board of Education
Board Room, Administration Building, 900 W Choctaw Ave, Chickasha, Oklahoma 73018
Thursday, August 27, 2026 at 12:00 PM

If participation at any Board of Education meeting is not possible due to a disability, notification to the Board Clerk at least 24 hours prior to scheduled meeting is encouraged to make the necessary accommodations. The Board of Education may discuss, make motions, vote to approve, vote to disapprove, vote to revise or amend, vote to table, or decide not to discuss any item on the agenda. Except for items one through three, any agenda item may be considered and acted on in any order.

1. Call Meeting to Order
2. Roll Call
3. Pledge of Allegiance
4. Discussion and possible action regarding Chickasha Association of Support Employees (CASE) Negotiated agreement.

Jennifer Stegman

5. Discussion and possible action regarding CUTA Negotiated Agreement

Jennifer Stegman

6. Discussion and possible action regarding COPA Negotiated Agreement

Jennifer Stegman

7. Discussion and possible action regarding Memorandum of Understanding (MOU) with CUTA

Rick Croslin

8. Discussion and possible action regarding Memorandum of Understanding (MOU) with COPA

Rick Croslin

9. Discussion and possible action regarding Pay scales for exempt employees

Jennifer Stegman

10. Consent Agenda

The following items, which concern items of a routine nature normally approved at board meetings, will be approved by one vote unless any board member desires to have a separate vote on any or all of these items. The Consent Agenda consists of the discussion, consideration and action on the following items:

a. Sanctioning:

- Band

11. Motion to Adjourn

This agenda was posted at 4:00 p.m. on the 25th day of August 2026, at the east and west entrances of the Administration Building, Chickasha Public Schools, 900 W. Choctaw, Chickasha, Ok. and emailed to the concerned public. Notice of the meeting was given to the Grady County Clerk at 2:41 pm. on the 20th day of August 2026.

Rochelle Bowens

Board Clerk

ITEM OF CONSIDERATION
Board of Education
August 27, 2026

TOPIC: Chickasha Association of Support Employees (CASE) Negotiated agreement.

ADMINISTRATIVE RECOMMENDATION: Accept agreement

RATIONALE FOR RECOMMENDATION: This is an annual approval between the Chickasha Board of Education and Chickasha Association of Support Employees. School Year 2026-2027

FINANCIAL IMPACT AND FUNDING: There will be approximately a \$101,000 increase in support salaries due to a step raise.

OPTIONS:

1. Approve
2. Not Approve
3. Table

CONTACT PERSON: Jennifer Stegman 405-222-6500 ext 1001 and Mr. Croslin
Superintendent of Chickasha Public Schools

*Forms are due to the Superintendent's Office by Tuesday, the week **before** the Board Meeting

CASE:

1. Add Salary Scale AA for ELC
2. Remove Leave Request Form for Association Leave
3. Step Increase
4. Maternity Leave: Add Language, Allows for adoption of children up to 4 years of age.
5. Bereavement Leave: Add 3 days of bereavement leave for miscarriages.
6. Contracts: All employees will be placed on contract when hired and benefits explained, told a contract of support contract book is on the careers page of the website.
Contracts should be available 10 days after ratification and approval by the board.
7. Will review finances in January and consider adding a bonus similar to Certified.

ITEM OF CONSIDERATION
Board of Education
August 27, 2026

TOPIC: CUTA Agreement.

ADMINISTRATIVE RECOMMENDATION: Accept agreement

RATIONALE FOR RECOMMENDATION: This is an annual approval between the Chickasha Board of Education and CUTA. School Year 2026-2027.

FINANCIAL IMPACT AND FUNDING: Included in the CUTA revisions is a \$2000.00 dollar increase to the base salary. The combination of the base salary increase and a step raise will result in an estimated additional cost of approximately \$742,000.00.

OPTIONS:

1. Approve
2. Not Approve
3. Table

CONTACT PERSON: Jennifer Stegman 405-222-6500 ext 1001 and Mr. Croslin
Superintendent of Chickasha Public Schools

*Forms are due to the Superintendent's Office by Tuesday, the week before the Board Meeting

CUTA:

1. **Step Increase and Contract Time Increase:** Teachers will receive their step increase over last year and the contract day will increase by 10 minutes. Current contract day is 7 hours and 30 minutes and will now be 7 hours and 40 minutes.
2. **\$2,000 Teacher Raise:** A \$ 2000 raise to be added to base pay for teachers beginning the 2026-2027 school year.
3. **Senior Class Sponsorships:** Change high school class sponsorships from; Seniors - \$500, Juniors - \$1,000, Sophomores - \$500, Freshman - \$500 -to:
 - a. Homecoming \$700
 - b. Prom/Dance \$1,100
 - c. Senior Activities \$700
4. **Bereavement and Maternity Leave** See Board Policy-DI same as CASE
5. **Employee and Student Communication** See Board Policy – BJ
6. **Contract and Salary Schedule** visible to non employees

ITEM OF CONSIDERATION
Board of Education
August 27, 2026

TOPIC: COPA Agreement.

ADMINISTRATIVE RECOMMENDATION: Accept agreement

RATIONALE FOR RECOMMENDATION: This is an annual approval between the Chickasha Board of Education and COPA. School Year 2026-2027

FINANCIAL IMPACT AND FUNDING: Recommending a step raise that will cost approximately \$14,400 dollars.

OPTIONS:

1. Approve
2. Not Approve
3. Table

CONTACT PERSON: Jennifer Stegman 405-222-6500 ext 1001 and Mr. Croslin
Superintendent of Chickasha Public Schools

*Forms are due to the Superintendent's Office by Tuesday, the week before the Board Meeting

COPA:

1. The high school principal's contract will follow the CPS administration's 260-day work contract including vacation days. Salary Scale will not change.

ITEM OF CONSIDERATION
Chickasha Public Schools
Board of Education
August 27, 2026

TOPIC: Memorandum of Understanding (MOU) with CUTA

ADMINISTRATIVE RECOMMENDATION: Approval of the MOU

RATIONALE FOR RECOMMENDATION: This MOU would re-establish the class sponsor stipends at CHS for the 2026-2027 school year at a rate of \$500 each.

9th grade class sponsor - \$500

10th grade class sponsor - \$500

11th grade class sponsor - \$500

12th grade class sponsor - \$500

FISCAL NOTE:

\$500/class sponsor stipend = \$2000/year

OPTIONS:

1. Approve the MOU.
2. Not approve the MOU.
3. Request additional information.

CONTACT PERSON: Rick Croslin, Superintendent

Implemented: April 2020



To: Chickasha United Teaching Association
From: Rick Croslin, Superintendent
Re: Memorandum of Understanding
Date: August 21, 2026

This Memorandum of Understanding (MOU) signifies an agreement between Chickasha Public Schools and the Chickasha United Teaching Association (CUTA) for the 2026-2027 school year to re-establish class sponsor stipends at Chickasha High School (CHS).

We propose to re-establish the following sponsorships and stipends at CHS.

9 th grade class sponsor	\$500
10 th grade class sponsor	\$500
11 th grade class sponsor	\$500
12 th grade class sponsor	\$500

These stipends are being re-established for the purpose of working with class officers and the correlating student body for holding class activities/fundraisers/events/functions and more throughout the 2026-2027 school year.

The below signatures signify agreement of the above MOU.

Shawna Pool
President-CUTA

8/21/26
Date

Rick Croslin
Superintendent

8/21/26
Date

*The implementation of this Memorandum of Understanding is contingent upon CPS Board of Education approval.

ITEM OF CONSIDERATION
Chickasha Public Schools
Board of Education
August 27, 2026

TOPIC: Memorandum of Understanding (MOU) with COPA

ADMINISTRATIVE RECOMMENDATION: Approval of the MOU

RATIONALE FOR RECOMMENDATION: This MOU would establish stipends to pay administrators from Bill Wallace, Grand, Lincoln, & CMS to assist with supervision at varsity home football games for the 2026 season. Two administrators from BW, Grand, and Lincoln plus up to two administrators from CMS would provide up to four hours of administrative supervision at home varsity football games. They will assist with supervision of students, work gates for admission (CMS), assist with issues should they arise and other duties as assigned.

FISCAL NOTE:

\$100/administrator for each home varsity game (5)

Up to 4 administrators x 5 games = \$2,000

OPTIONS:

1. Approve the MOU.
2. Not approve the MOU.
3. Request additional information.

CONTACT PERSON: Rick Croslin, Superintendent



To: Chickasha Organization of Professional Administrators
From: Rick Croslin, Superintendent
Re: Memorandum of Understanding
Date: August 24, 2026

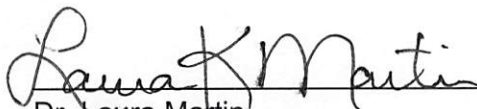
This Memorandum of Understanding (MOU) signifies an agreement between Chickasha Public Schools and the Chickasha Organization of Professional Administrators (COPA) for the 2026-2027 school year to establish stipends for supervision at high school home varsity football games for Chickasha High School (CHS).

We agree to establish stipends for the purpose of supervision at high school home varsity football games for this upcoming season. For each home varsity football game there will be the following for supervision from administrators...

Chickasha Middle School – Up to 2 administrator/home game
BW/Grand/Lincoln – 2 administrators/home game (rotation basis)

Administrators will assist in supervision of students, work gates for admission (CMS), assist with issues as they arise during a game and others duties as assigned by District administration. The rate of stipends will be \$100/game for each administrator for approximately four (4) hours of supervision.

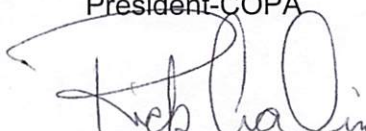
The below signatures signify agreement of the above MOU.



Dr. Laura Martin
President-COPA

8/24/26

Date



Rick Croslin
Superintendent

8/24/26

Date

*The implementation of this Memorandum of Understanding is contingent upon CPS Board of Education approval.

✓

ITEM OF CONSIDERATION
Board of Education
August 27, 2026

TOPIC: Pay Scales for exempt employees

ADMINISTRATIVE RECOMMENDATION: Accept agreement

RATIONALE FOR RECOMMENDATION: This is an annual approval for pay scales that are not included in the negotiated agreements for School Year 2026-2027.

FINANCIAL IMPACT AND FUNDING: The fiscal impact includes a step increase for eligible employees, with an estimated cost of 40,000.00.

OPTIONS:

1. Approve
2. Not Approve
3. Table

CONTACT PERSON: Jennifer Stegman 405-222-6500 ext 1001 and Mr. Croslin
Superintendent of Chickasha Public Schools

*Forms are due to the Superintendent's Office by Tuesday, the week before the Board Meeting

Administrative Assistant to Superintendent

Calculation Type	Degree/Grade	Additional Hours Step	Experience	Salary
CONT	0	0	0	\$36,082.00
CONT	0	1	0	\$36,582.00
CONT	0	2	0	\$37,082.00
CONT	0	3	0	\$37,582.00
CONT	0	4	0	\$38,082.00
CONT	0	5	0	\$39,182.00
CONT	0	6	0	\$39,682.00
CONT	0	7	0	\$40,182.00
CONT	0	8	0	\$40,682.00
CONT	0	9	0	\$41,182.00
CONT	0	10	0	\$42,482.00
CONT	0	11	0	\$42,982.00
CONT	0	12	0	\$43,482.00
CONT	0	13	0	\$43,982.00
CONT	0	14	0	\$44,482.00
CONT	0	15	0	\$45,782.00
CONT	0	16	0	\$46,282.00
CONT	0	17	0	\$46,782.00
CONT	0	18	0	\$47,282.00
CONT	0	19	0	\$47,782.00
CONT	0	20	0	\$49,082.00
CONT	0	21	0	\$49,582.00
CONT	0	22	0	\$50,082.00
CONT	0	23	0	\$50,582.00
CONT	0	24	0	\$51,082.00
CONT	0	25	0	\$51,582.00
CONT	0	26	0	\$52,082.00

Benefits:

Teacher Retirement

Additional Health 170.87 per month

Clerks / Personnel

Calculation Type	Degree/Grade	Additional Hours Step	Experience	Salary
CONT	0	0	0	\$41,082.00
CONT	0	1	0	\$41,582.00
CONT	0	2	0	\$42,082.00
CONT	0	3	0	\$42,582.00
CONT	0	4	0	\$43,082.00
CONT	0	5	0	\$44,182.00
CONT	0	6	0	\$44,682.00
CONT	0	7	0	\$45,182.00
CONT	0	8	0	\$45,682.00
CONT	0	9	0	\$46,182.00
CONT	0	10	0	\$47,482.00
CONT	0	11	0	\$47,982.00
CONT	0	12	0	\$48,482.00
CONT	0	13	0	\$48,982.00
CONT	0	14	0	\$49,482.00
CONT	0	15	0	\$50,782.00
CONT	0	16	0	\$51,282.00
CONT	0	17	0	\$51,782.00
CONT	0	18	0	\$52,282.00
CONT	0	19	0	\$52,782.00
CONT	0	20	0	\$54,082.00
CONT	0	21	0	\$54,582.00
CONT	0	22	0	\$55,082.00
CONT	0	23	0	\$55,582.00
CONT	0	24	0	\$56,082.00
CONT	0	25	0	\$56,582.00

Benefits:

Teacher Retirement

Additional Health 170.87 per month

Payroll

Calculation Type	Degree/Grade	Additional Hours Step	Experience	Salary
CONT	0	0	0	\$46,082.00
CONT	0	0	1	\$46,582.00
CONT	0	0	2	\$47,082.00
CONT	0	0	3	\$47,582.00
CONT	0	0	4	\$48,082.00
CONT	0	0	5	\$49,182.00
CONT	0	0	6	\$49,682.00
CONT	0	0	7	\$50,182.00
CONT	0	0	8	\$50,682.00
CONT	0	0	9	\$51,182.00
CONT	0	0	10	\$52,482.00
CONT	0	0	11	\$52,982.00
CONT	0	0	12	\$53,482.00
CONT	0	0	13	\$53,982.00
CONT	0	0	14	\$54,482.00
CONT	0	0	15	\$55,782.00
CONT	0	0	16	\$56,282.00
CONT	0	0	17	\$56,782.00
CONT	0	0	18	\$57,282.00
CONT	0	0	19	\$57,782.00
CONT	0	0	20	\$59,082.00
CONT	0	0	21	\$59,582.00
CONT	0	0	22	\$60,082.00
CONT	0	0	23	\$60,582.00
CONT	0	0	24	\$61,082.00
CONT	0	0	25	\$61,582.00

Benefits:

Teacher Retirement

Additional Health 170.87 per month

Transportation Supervisor and Food Service Supervisor

Custodial Supervisor

Calculation Type	Degree/Grade	Additional Hours Step	Experience	Salary
CONT	0	1	0	\$49,160.00
CONT	0	2	0	\$49,666.00
CONT	0	3	0	\$50,172.00
CONT	0	4	0	\$50,678.00
CONT	0	5	0	\$51,784.00
CONT	0	6	0	\$52,290.00
CONT	0	7	0	\$52,796.00
CONT	0	8	0	\$53,302.00
CONT	0	9	0	\$53,808.00
CONT	0	10	0	\$54,314.00
CONT	0	11	0	\$54,820.00
CONT	0	12	0	\$55,326.00
CONT	0	13	0	\$55,832.00
CONT	0	14	0	\$56,338.00
CONT	0	15	0	\$57,644.00
CONT	0	16	0	\$58,150.00
CONT	0	17	0	\$58,656.00
CONT	0	18	0	\$59,162.00
CONT	0	19	0	\$59,668.00
CONT	0	20	0	\$60,974.00
CONT	0	21	0	\$61,480.00
CONT	0	22	0	\$61,986.00
CONT	0	23	0	\$62,492.00
CONT	0	24	0	\$62,998.00
CONT	0	25	0	\$63,504.00

Treasurer Pay Scale

Calculation Type	Degree/Grade	Additional Hours Step	Experience	Salary
CONT	0	0	0	\$54,582.00
CONT	0	0	1	\$55,082.00
CONT	0	0	2	\$55,582.00
CONT	0	0	3	\$56,082.00
CONT	0	0	4	\$56,582.00
CONT	0	0	5	\$57,682.00
CONT	0	0	6	\$58,182.00
CONT	0	0	7	\$58,682.00
CONT	0	0	8	\$59,182.00
CONT	0	0	9	\$59,682.00
CONT	0	0	10	\$60,982.00
CONT	0	0	11	\$61,482.00
CONT	0	0	12	\$61,982.00
CONT	0	0	13	\$62,482.00
CONT	0	0	14	\$62,982.00
CONT	0	0	15	\$64,282.00
CONT	0	0	16	\$64,782.00
CONT	0	0	17	\$65,282.00
CONT	0	0	18	\$65,782.00
CONT	0	0	19	\$66,282.00
CONT	0	0	20	\$67,582.00
CONT	0	0	21	\$68,082.00
CONT	0	0	22	\$68,582.00
CONT	0	0	23	\$69,082.00
CONT	0	0	24	\$69,582.00
CONT	0	0	25	\$70,082.00

Benefits:

Teacher Retirement

Additional Health 170.87 per month

Step:	Coordinator I 195 Days	Coordinator II 210 Days	Coordinator III 220 Days	Coordinator IV 260 Days	Step Increase
1	62,244	67,032	70,224	82,992	
2	63,084	67,872	71,064	83,832	800
3	63,924	68,712	71,904	84,672	800
4	64,764	69,552	72,744	85,512	800
5	65,604	70,392	73,584	86,352	800
6	66,759	71,547	74,739	87,507	1100
7	67,599	72,387	75,579	88,347	800
8	68,439	73,227	76,419	89,187	800
9	69,279	74,067	77,259	90,027	800
10	70,119	74,907	78,099	90,867	800
11	70,959	75,747	78,939	91,707	800
12	71,799	76,587	79,779	92,547	800
13	72,639	77,427	80,619	93,387	800
14	73,479	78,267	81,459	94,227	800
15	74,319	79,107	82,299	95,067	800
16	75,159	79,947	83,139	95,907	800
17	75,999	80,787	83,979	96,747	800
18	76,839	81,627	84,819	97,587	800
19	77,679	82,467	85,659	98,427	800
20	78,519	83,307	86,499	99,267	800
21	79,569	84,357	87,549	100,317	1000
22	80,409	85,197	88,389	101,157	800
23	81,249	86,037	89,229	101,997	800
24	82,089	86,877	90,069	102,837	800
25	82,929	87,717	90,909	103,677	800

Executive Team Pay Scale FY27

Step	Athletic Director/Tech Director	Executive Director	Assistant Superintendent
0	\$93,392.25	\$96,073.53	\$113,066.73
1	\$94,232.25	\$96,913.53	\$113,906.73
2	\$95,072.25	\$97,753.53	\$114,746.73
3	\$95,912.25	\$98,593.53	\$115,586.73
4	\$96,752.25	\$99,433.53	\$116,426.73
5	\$97,592.25	\$100,273.53	\$117,266.73
6	\$98,432.25	\$101,113.53	\$118,106.73
7	\$99,272.25	\$101,953.53	\$118,946.73
8	\$100,112.25	\$102,793.53	\$119,786.73
9	\$100,952.25	\$103,633.53	\$120,626.73
10	\$101,792.25	\$104,473.53	\$121,466.73
11	\$102,632.25	\$105,313.53	\$122,306.73
12	\$103,472.25	\$106,153.53	\$123,146.73
13	\$104,312.25	\$106,993.53	\$123,986.73
14	\$105,152.25	\$107,833.53	\$124,826.73
15	\$105,992.25	\$108,673.53	\$125,666.73
16	\$106,832.25	\$109,513.53	\$126,506.73
17	\$107,672.25	\$110,353.53	\$127,346.73
18	\$108,512.25	\$111,193.53	\$128,186.73
19	\$109,352.25	\$112,033.53	\$129,026.73
20	\$110,192.25	\$112,873.53	\$129,866.73
21	\$111,032.25	\$113,713.53	\$130,706.73
22	\$111,872.25	\$114,553.53	\$131,546.73
23	\$112,712.25	\$115,393.53	\$132,386.73
24	\$113,552.25	\$116,233.53	\$133,226.73
25	\$114,392.25	\$117,073.53	\$134,066.73
26	\$115,232.25	\$117,913.53	\$134,906.73
27	\$116,072.25	\$118,753.53	\$135,746.73
28	\$116,912.25	\$119,593.53	\$136,586.73
29	\$117,752.25	\$120,433.53	\$137,426.73
30	\$118,592.25	\$121,273.53	\$138,266.73
31	\$119,432.25	\$122,113.53	\$139,106.73
32	\$120,272.25	\$122,953.53	\$139,946.73
33	\$121,112.25	\$123,793.53	\$140,786.73
34	\$121,952.25	\$124,633.53	\$141,626.73
35	\$122,792.25	\$125,473.53	\$142,466.73

Benefits

Phone	\$420.00
Auto	\$600.00
PD	\$385.00
Health	\$2,050.44

Band

Chickasha Public Schools

Sanctioning Packet Checklist

Submitted by: Jennifer Traub

Date submitted: 8/21/2026

NOTE: ALL PAGES MUST BE INCLUDED WITH ALL REQUIRED INFORMATION AND SIGNATURES.

- Submitted by deadline for board agenda ✓
- Application page completed & signed (both sides) ✓
- Advertising Sale Addendum completed & signed ✓
- Organizations By Laws ✓
- Audit (annual revenues exceed \$10,000.00) ✓
- Tax Returns
- Forms
 - o Financial statement (unaudited) ✓
 - o List of Officers ✓
 - o Bank statements (last fiscal year) ✓
 - Statements met requirements for purchasing
 - o Financial statement (end of year) ✓

Approved ✓ Denied _____ Returned _____

If denied or returned, please state why:

Reviewed by: Jennifer Stigman Date: 8/24/26
Date submitted for board agenda to board clerk: 8/24/26

(Revised Aug. 2025)