

AGENDA
Regular Meeting
Frontier Board of Education
Monday, August 10, 2026 @ 8:00 AM
Boardroom, Administrative Wing
17750 Valley Rd
Red Rock, Oklahoma 74651

1. Call to order and establish a quorum.
2. Administrative Reports:
 1. PreK-4 Principal Report
 2. 5-8 Principal Report
 3. 9-12 Principal Report
 4. Superintendent Report
- 3.
4. Consent Agenda
 - 4.a. Minutes of July 13, 2026 regular meeting
 - 4.b. Treasurer's report
 - 4.c. Approval of the monthly financial report of activity funds, including transfers
 - 4.d. Fundraiser List for FY27
 - 4.e. FY27 Sub List
 - 4.f. Contract for Oklahoma Department of Career and Technology Education FY27
 - 4.g. General Fund FY27 #229-268, closed items, and change orders
 - 4.h. Building Fund FY27 #43-48, closed items, and change orders
 - 4.i. August payments as reviewed by the auditing committee
5. Discussion and possible action to approve contract with Exterior Solutions to complete Phase II of 2026 Hail Claim
6. Proposed executive session to discuss approval of certified and non-Certified Adjunct Teachers, employee contract, and Superintendent's revised contract as per 25 O.S. Section 307(B)(1).

- 6.a. Vote to convene or not to convene into executive session.
- 6.b. Acknowledge board's return to open session
- 6.c. Executive session compliance announcement.
- 7. Discussion and possible action to approve Certified Adjunct Teachers for Computer Science (8007), Intermediate Mathematics (5552), and Non-Certified Adjuncts for Business Education (3550), Physical Education/ Health/ Safety (2019), Native American Language (2010).
- 8. Discussion and possible action to approve 2026-27 contract for Gina Conneywerdy
- 9. Discussion and possible action to approve Superintendent Erron Kauk's revised contract
- 10. New Business
- 11. Vote to adjourn.

This agenda was posted on the front door at the superintendent's office on August 6, 2026 at 3:30 pm, by Kelli Beguin.

REGULAR MEETING

Date:

8-10-26

	NAME
1	<i>E. J. ...</i>
2	<i>T. B. ...</i>
3	<i>C. B. ...</i>
4	<i>[Signature]</i>
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Regular Meeting
Monday, July 13, 2026 8:00 AM Central

Boardroom, Administrative Wing
17750 Valley Rd
Red Rock, Oklahoma 74651

Attendance Taken at 8:03 AM.

Cruz Conneywerdy: Present
Cheryl Lane: Present
Velda Rocha: Absent
Gary Williams: Absent
Dennis Wilson: Present

1. Call to order and establish a quorum.

2. Administrative Reports:

1. PreK-4 Principal Report
2. 5-8 Principal Report
3. 9-12 Principal Report
4. Superintendent Report/ Plant Report

3. Consent Agenda

Motion to approve Consent Agenda. This motion, made by Cheryl Lane and seconded by Cruz Conneywerdy, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea, Dennis Wilson: Yea

Yea: 3, Nay: 0, Absent: 2

a. Minutes of June 8, 2026 regular meeting and June 15, 2026 special meeting.

b. Treasurer's report

c. Approval of the monthly financial report of activity funds and transfer

d. Activity Fund sub-accounts and balances for FY27

e. Revisions to FY27 Activity Fund Rules & regulations and list of fundraisers

f. Organization of Rural OK Schools (OROS) 2026-27 membership

g. Appoint Erron Kauk as purchasing agent of all district and activity funds for FY27

h. Appoint department heads as authorized agents to receive school goods and supplies for FY27

i. Appoint Ron Plumley and Ryan Pratt as emergency purchasing agents for maintenance and repairs

j. Appoint Alicia Ingmire as Child Nutrition Specialist/Authority for FY27

k. Appoint building principals as attendance officers for FY27

l. Requirement of building principals to attend their respective state administrative conferences for FY27

m. Interest agreement with Noble County Treasurer's Office for 2026-27.

n. OSSBA subscription renewal - Superintendent's Evaluation, Membership Dues and Employment Services Agreement

o. Certificate and Municipal Order with Noble, Kay, and Pawnee counties for FY27

p. OASIS 2026-27 District Membership

q. Bus Driver List for FY27

r. Appoint Lori Cooksey as coordinator of Title VII Impact Aid for FY27

s. General Fund FY26 #607-616, Closed Items, and Change Orders

New POs - \$5877.54

Change Orders - \$335.96

Closed Items - \$-146,198.61

t. Building Fund FY26 #0, Closed Items, and Change Orders

New POs - \$0.00

Change Orders - \$1292.88

Closed Items - \$-193,455.34

u. General Fund FY27 #174-228, Closed Items and Change Orders

New POs - \$250,366.95

Change Orders - \$0.00

Closed Items - \$0.00

v. Building Fund FY27 #40-42, Closed Items, and Change Orders

New POs - \$12,000.00

Change Orders - \$0.00

Closed Items - \$0.00

w. July payments as reviewed by the auditing committee

GF FY26 - \$44,312.59; FY27 - \$380,724.77

BF FY26 - \$385,934.33; FY27 - \$2720.30

x. CCOSA agreement to participate in the District Level Services Program for FY27.

4. Discussion and possible action to approve pay rate increase for support staff

Motion to approve 0.20 pay rate increase per step for support staff. This motion, made by Cruz Conneywerdy and seconded by Cheryl Lane, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea, Dennis Wilson: Yea

Yea: 3, Nay: 0, Absent: 2

5. Discussion and possible action to approve FY27 Memorandum of Understanding with Pioneer Technology Center.

Motion to approve FY27 Memorandum of Understanding with Pioneer Technology Center. This motion, made by Cheryl Lane and seconded by Cruz Conneywerdy, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea, Dennis Wilson: Yea
Yea: 3, Nay: 0, Absent: 2

6. Discussion and possible action to approve the updated bullying policies required by The State Department of Education.

Motion to approve the updated bullying policies required by The State Department of Education. This motion, made by Cheryl Lane and seconded by Cruz Conneywerdy, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea, Dennis Wilson: Yea
Yea: 3, Nay: 0, Absent: 2

7. Discussion and possible action to revise and update drug testing policy.

Motion to approve revised drug policy. This motion, made by Cruz Conneywerdy and seconded by Cheryl Lane, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea, Dennis Wilson: Yea
Yea: 3, Nay: 0, Absent: 2

8. Discussion and possible action to approve the purchase and installation of a replacement kitchen boiler.

Motion to approve the purchase and installation of a replacement kitchen boiler with whichever bid is best. This motion, made by Cheryl Lane and seconded by Cruz Conneywerdy, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea, Dennis Wilson: Yea
Yea: 3, Nay: 0, Absent: 2

9. Proposed executive session to discuss FY 27 extra duty assignments, staff contracts for 2026-27, resignation and Superintendent's Evaluation: Next 3 Domains: (Finance) (Operations)(TLA:Teaching, Learning, Assessment). Title 25 OKLA. STAT. § 307(B) (1)

a. Vote to convene or not to convene into executive session

Motion to convene into Executive Session. This motion, made by Cheryl Lane and seconded by Cruz Conneywerdy, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea, Dennis Wilson: Yea
Yea: 3, Nay: 0, Absent: 2

b. Acknowledge board's return to open session.

c. Executive session compliance announcement.

The board of education convened into executive session at 9:24 am to discuss FY27 extra duty assignments, FY27 contracts, a resignation, and superintendent's evaluation as per 25 O.S. Section 307(B)(1). Present in executive session were Cruz Conneywerdy, Cheryl Lane, Dennis Wilson and Superintendent, Erron Kauk. The board returned to open session at 10:28am. No action was taken by the board of education.

10. Discussion and possible action to accept resignation from Jennifer Smith

Motion to accept resignation from Jennifer Smith. This motion, made by Cheryl Lane and seconded by Cruz Conneywerdy, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea,
Dennis Wilson: Yea
Yea: 3, Nay: 0, Absent: 2

11. Discussion and possible action to approve FY27 extra duty schedule.

Motion to approve FY27 extra duty schedule. This motion, made by Cheryl Lane and seconded by Cruz Conneywerdy, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea,
Dennis Wilson: Yea
Yea: 3, Nay: 0, Absent: 2

12. Discussion and possible action to approve 2026-27 staff contracts.

Motion to approve 2026-27 staff contracts. This motion, made by Cheryl Lane and seconded by Cruz Conneywerdy, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea,
Dennis Wilson: Yea
Yea: 3, Nay: 0, Absent: 2

13. Discussion and possible action to approve 2026-27 contract for Gina Conneywerdy
This item was tabled due to lack of quorum.

14. New Business

15. Vote to adjourn.

Motion to adjourn at 10:29am. This motion, made by Cruz Conneywerdy and seconded by Cheryl Lane, Carried.

Velda Rocha: Absent, Gary Williams: Absent, Cruz Conneywerdy: Yea, Cheryl Lane: Yea,
Dennis Wilson: Yea
Yea: 3, Nay: 0, Absent: 2

August 10, 2026

**SUBSTITUTE LIST
2026-2027**

Conneywerdy, Autumn	1/10/2024
Regnier, Ariya	9/20/2019
Robison, JoAnne	1/31/2018
Brannon, Terrance	8/12/2024 Volunteer
Kauk, Kenly	9/9/2024
LeValley, Joniece	1/13/2025 Certified
Serna, Bain	2/10/2026
Buffalohead, Tammy	10/6/2025
Driggers, Lyndsey	3/9/2026 Certified
**Humble, Michelle	8/10/2026 Office
**Karcher, Rebecca	8/10/2026 Certified
**Reid, LeAnn	8/10/2026 Certified

** NOTES NEW ADDITIONS TO LIST

HIGHLIGHT = "DO NOT HAVE" NAT'L CRIMINAL HISTORY RECORD CK COMPLETE

Certified rate	\$75.00 per day *Revised* 11/9/2017
Non-Certified rate	\$60.00 per day *Revised* 11/9/2017
*After 10 consecutive days in same position, additional \$10 per day 2/10/2026	
Wee Care	\$7.25 Hr
Custodial, Maintenance	\$10.00 Hr



OKLAHOMA DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION
CONTRACT FOR SECONDARY CAREER AND TECHNOLOGY EDUCATION PROGRAM(S) FOR SCHOOL YEAR 2026-2027

It is understood and agreed that Oklahoma Career and Technology Education funds will be used to assist in the development and maintenance of a Career and Technology Education program that meets the standards, provisions, and requirements contained in the State Plan for Career and Technology Education, the CareerTech state rules and regulations, and policies pertaining to Career and Technology Education, state laws, and federal policies pertaining to Career and Technology Education. The aforementioned district will provide the funds necessary for quality programs and report such expenditures to the Oklahoma Department of Career and Technology Education (ODCTE). All programs supported under this contract have been coordinated with other training agencies and institutions in the area.

It is also understood and agreed that necessary records shall be kept, and all reports required by the State Board shall be submitted to the appropriate area of ODCTE by the established due date. The **Salary and Teaching Schedule due on September 30**, is one of these reports and is considered a part of this contract in addition to **CESI Enrollment due October 31** and the **Follow-up Reports due November 30**. Those programs delinquent in submitting accurate reports are subject to having reimbursement withheld or withdrawn by ODCTE.

The program(s) on the listed attachment shall have an established local advisory committee to assist in their development and/or direction.

The teacher(s) of the program(s) listed herein shall have a valid teaching certificate in the specific subject matter area. Other Career and Technology Education personnel involved in the delivery of the programs listed shall meet the minimum requirements for the duties and responsibilities for which funds are requested.

It is understood that program(s) provided for in this contract, as indicated on the list of programs included with this contract, and the Salary and Teaching Schedule, shall be operated for ten or twelve calendar months. Ag Education is a twelve (12) month program. All other CTE programs follow the school calendar. Should any program(s) not be operational for the entire period and led by a certified instructor(s) as indicated on this contract, it is understood that funding will be reduced proportionately.

Program assistance funds received from ODCTE shall be spent on CareerTech programs and will be coded to 412. Salary supplement received from ODCTE shall be coded to 411.

Furthermore, the aforementioned school district certifies that all such program(s) listed in this contract are open with respect to equal access to males and females and that disabled students who, under the direction of a planning committee, apply for admission, are provided Career and Technology Education as specified in the Individual Education Plan (IEP) as appropriate.

If you have any questions, contact Katha Cinnamon at Katha.Cinnamon@careertech.ok.gov or (405) 743-5195.

This signed contract should be returned to secondarycontracts@careertech.ok.gov no later than **September 30**.

Approved:

Brent Haken, State Director

7/28/2026

Date

President, Board of Education

8-10-26
Date

Superintendent of Schools

8-10-26
Date

Frontier School System

District Name (please print)



PROPOSAL

Exterior Solutions Group, LLC

"Raising the Standards for Contracting and Construction."

DATE: 7/29/2026

P.O. Box 8288
Edmond, OK 73083
405-ESG-ROOF
Dayton@esgroof.com

BILL TO Erron Kauk
Frontier Schools
17750 Valley Road
Red Rock, OK
74651

COMMENTS Thank you so much for your business! We look forward to working with you again.

DATE	DESCRIPTION	AMOUNT
	2026 HAIL CLAIM Phase II	
	Work to be performed per OSIG loss doc.	
	All roofing work to have 3" Hail & 80 Mph wind warranties	
	All other work to be coordinated through Mr. Kauk	
	New total	\$8,868,726.96
	Phase I Contract	\$4,428,623.15
Proposed Amount		\$4,230,533.56

ACCEPTANCE	
<i>Proposed</i>	Frontier Schools
<i>Date</i>	07/29/2026
<i>Name</i>	Erron Kauk
<i>Signature</i>	

OUTSIDE THE SCOPE OF THIS AGREEMENT. Followed by this language: Exterior Solutions Group LLC is not required to perform any work outside the scope of this agreement. However, should Exterior Solutions Group LLC perform work outside the scope of this agreement at the request of the "Owner/Owner Representative" (identified herein below), said work and/or billing will constitute a change order to this agreement and/or will be considered an additional separate written agreement between Exterior Solutions Group LLC and the "Owner/Owner Representative" (identified herein below), at the sole discretion of Exterior Solutions LLC.

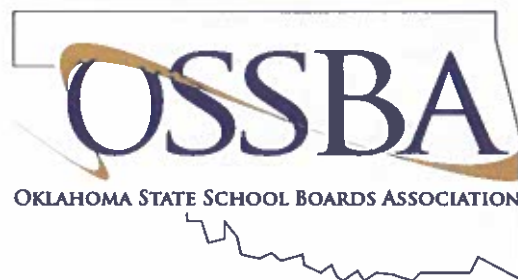
Proposal good for 30 days

THANK YOU FOR OPPORTUNITY TO EARN YOUR BUSINESS!

Building/Other Structures	Description	Replacement Cost	Non Recoverable Depreciation	Recoverable Depreciation	Actual Cash Value
83280 - Batting Cage 2014	North and East Elevations - Hail Damage - Roof - No functional damage observed (O&P \$5667.88 Paid when incurred) (RD \$2032.71)	\$ 34,007.10		\$ 7,700.59	\$ 26,306.51
75072 - Baseball Scoreboard (Limit \$6,678.00. At 125% there is up to \$8,347.50 covered) Amount over limit listed as Non Recoverable	Hail Damage (Scoreboard material and install)	\$ 14,118.00	\$ 5,770.50		\$ 8,347.50
75054 - Bus Barn/Maintenance	Roof - R&R custom standing seam roof - 1 piece fabrication includes siding above masonry. Elevation - Hail damage to gutters and overhead door. Damage to metal eave trim and to coating on metal panels. (OP \$59,207.48 PwI)	\$ 355,244.50	\$ 20,217.42	\$ 69,503.01	\$ 265,524.07
106871 - Classroom/Storm Shelter	Roof - no function damage observed. East Elevation - Metal panels in the gable damaged. EIFS on lower portion of the wall damaged. North Elevation - some downspout and some fascia damaged (O&P \$3311.92 PwI) (RD \$228.11)	\$ 19,871.51	\$ -	\$ 3,540.03	\$ 16,331.48
75067 - Fence	Multiple East facing fences on campus and at dwellings were blown over and/or damaged by hail (O&P \$3205.44 PwI) (RD \$2267.83)	\$ 19,871.51		\$ 5,473.27	\$ 14,398.24
107669 - Greenhouse	Roof - Damage to poly roof covering Elevations - Damage to panels on the East (O&P \$1075.58 PwI) (RD \$627.78)	\$ 6,453.46		\$ 1,703.36	\$ 4,750.10
75052 - Gym, Auditorium, Jr. High, Elementary	MEP cooling towers(2) HVAC - Mod Bit Roofing, ISO, Metal Roofing Elevation damage as well. (O&P \$999,426.84) (RD \$140,141.72)	\$ 5,996,559.21	\$ -	\$ 1,139,568.56	\$ 4,856,990.65
	Additional ISO and taper system - code upgrade paid when incurred.	\$ 492,943.38	\$ -	\$ 492,943.38	\$ -
75053 - Industrial Arts	Roof - R&R metal roof East Elev- Gutter and downspouts damaged. Upper wall panels also damaged. South Elev- downspouts damaged. N Elev - downspouts and line set insulation (OP \$74,944.92 PwI) (RD \$8556.44)	\$ 449,669.12	\$ -	\$ 83,501.36	\$ 366,167.76
75055 - Livestock Facility	Roof/Siding functional damage - 1 piece system. Mod Bit East Elev - downspouts, painted sectional door and metal on overhang. N Elev- damage to glassfront entrance and door, downspouts damaged. (O&P 72,613.42 PwI)	\$ 435,680.33	\$ 24,771.39	\$ 88,297.39	\$ 322,611.55
	Taper and ISO for small valley and drain - paid when incurred.	\$ 3,003.70	\$ -	\$ 3,003.70	\$ -
90869 - Marquee Electronic (Limit \$23,262.00. At 125% there is up to \$29,077.50 covered) Amount over limit listed as Non Recoverable Depreciation	Metrosign Proposal - Main sign damaged	\$ 63,720.00	\$ 34,642.50	\$ -	\$ 29,077.50
75058 - Metal Storage Building	Roof - no functional damage found.. East Elev- Damage to panels (O&P 2139.94 PwI) (RD \$2296.09)	\$ 12,839.50	\$ -	\$ 4,436.03	\$ 8,403.47
75073 - Musco Lighting System (26) (Limit \$297,950.00. At 125% there is up to \$372,437.50 covered) Amount over limit listed as Non Recoverable Depreciation	Musco Proposal - Football, softball, track and tennis lighting	\$ 444,000.00	\$ 71,562.50	\$ -	\$ 372,437.50

75062 - N Baseball Stadium with Awning	Roof - No functional damage observed E Elev - Wind/hail damage to press box back wall, soffit and fascia. Interior - Acoustic tiles, Stadium (O&P 5811.80) PWI (RD	\$ 34,870.87	\$ -	\$ 7,131.25	\$ 27,739.62
75056 - Physical Education Facility	Metal Roof - Damaged panels with east facing elevations. Damage to coating. Damage to Mod Bit portion of roof. Damage to heat pump package units (OP \$53,896.44) (RD \$14,159.09) Taper and ISO per code - PWI	\$ 323,378.60	\$ -	\$ 68,055.53	\$ 255,323.07
75057 - Physical Education Storage	Roof - R&R metal Downspouts on East, North and South damaged by hail. Painted overhead door on East damaged by Hail. (OP \$10,548.62 PWI) RD \$521.99	\$ 63,291.78	\$ 6,052.95	\$ 521.99	\$ 56,716.84
75075 - Softball Scoreboard (Limit \$6,678.00. At 125% there is up to \$8,347.50 covered) Amount over limit listed as Non Recoverable	Hail Damage (Scoreboard material and install)	\$ 14,118.00	\$ 5,770.50	\$ -	\$ 8,347.50
75074 - Storage Building	Roof - hail damage to shingled roof.. E Elev - some damage to siding (OP \$417.16 PWI)	\$ 2,502.86	\$ 245.49	\$ 54.64	\$ 2,202.73
75059 - Water Softener Plant	Roof - R&R metal roof, but there is damage to the coating. East Elevation Hail damage to overhead door and metal elevation panels. (OP \$6270.58 PWI) (RD \$1021.85)	\$ 37,623.18	\$ 1,665.77	\$ 7,292.43	\$ 28,664.98
75078 - Principal Dwelling (no contents) 100 Mustang Dr	Roof- Hail damage to shingles and accessories. E Elev - vinyl window frames damaged(2) Large bay window frames also damaged by hail (OP \$4538.18) (RD \$2143.39)	\$ 27,229.05	\$ 3,738.65	\$ 6,681.57	\$ 16,808.83
75079 - Coaches Dwelling (no contents) 200 Mustang Dr	Roof-Hail damage to shingles and accessories. E Elev - Storm Doors and window glazing damaged (OP \$4848.10 PWI) (RD \$2742.30)	\$ 29,088.43	\$ 3,997.20	\$ 7,590.40	\$ 22,348.93
75080 - MS Principal Dwelling (no contents) 300 Mustang Dr	Roof- Hail damage to shingles and accessories. E Elev - vinyl window frames damaged(2) Large bay window frames also damaged by hail (OP \$4506.90) (RD \$2166.82)	\$ 27,041.41	\$ 3,715.22	\$ 6,673.72	\$ 16,652.47
75081 - H.S. Principal Dwelling (no contents) 400 Mustang Dr	Roof- Hail damage to shingles and accessories. E Elev - Large 3 piece window unit damaged (vinyl frames).. Storm door and condenser fins damaged. (OP \$4760.18 PWI) (RD\$1963.81)	\$ 28,560.76	\$ 4,046.56	\$ 6,723.99	\$ 17,790.21
75085 - Mobile Home with Carport (no contents) 620 Mustang Dr	Roof- Hail damage to shingles and accessories. E Elev - siding and fascia damage. Interior bathroom wall below broken window. (OP \$3054.54 PWI) (RD\$772.96)	\$ 18,327.27	\$ 2,255.26	\$ 3,827.50	\$ 12,244.51
97957 - Mobile Home (no contents) 626 Mustang Drive 626 Mustang Dr	Roof- Hail damage to shingles and accessories. E Elev - Two vinyl window frames and siding (OP \$4214.56 PWI) (RD\$2968.59)	\$ 25,287.55	\$ -	\$ 7,183.15	\$ 18,104.40
75084- Mobile Home with Carport (no contents) 630 Mustang Dr	Roof- Hail damage to shingles and accessories. E Elev - Hail damage to window glazing. Some gable siding and trim also damaged by hail(OP \$2855.84PWI) (RD\$947.67)	\$ 17,135.04	\$ 2,240.15	\$ 3,803.51	\$ 13,947.22
75083 SUPT Dwelling (no contents) 950 Mustang Dr	Roof- Hail damage to shingles and accessories. E Elev - Two window frames, siding and fascia in the gable damaged (OP \$4,282.30PWI) (RD\$1596.03)	\$ 25,693.58	\$ 3,650.97	\$ 5,878.33	\$ 16,164.28
75082 Teacher Dwelling (no contents) 960 Mustang Dr	Roof- Hail damage to shingles and accessories. E Elev - Gable siding and fascia damaged. Two windows damaged. (OP \$4369.14PWI) (RD\$1610.54)	\$ 26,214.75	\$ 3,746.91	\$ 5,979.68	\$ 16,488.16
Building/Other Structures Totals		\$ 9,066,816.90	\$ 198,089.94	#####	#####

Frontier Superintendent Contract



Oklahoma law prohibits a school district from paying any salary, benefits or other compensation to a superintendent that is not specified in the contract on file with the State Department of Education. Thus, every benefit provided to a superintendent must be specified in the contract. School districts are highly encouraged to list all benefits provided to the superintendent in the employment contract to avoid auditing problems.

OSSBA has created a sample Superintendent Contract outlining some of the more common benefits provided. Your school district's contract may provide similar benefits; however, most of the benefits are subject to negotiation between the parties. OSSBA's sample Superintendent Contract may be delineated as follows:

Term. In Oklahoma, school districts may contract with a superintendent for a term as mutually agreed upon but which cannot exceed three (3) years beyond the fiscal year in which the board approves and the superintendent accepts the contract. OSSBA's sample Superintendent Contract is written in such a manner that a one-year, two-year or three-year term of office may be entered into.

Certification. School administrators in Oklahoma are required to hold a superintendent's certificate recognized by the State Board of Education. Accreditation standards require all districts to employ a full-time superintendent.

Duties. A copy of the superintendent's employment contract is required to be filed with the Oklahoma State Department of Education within fifteen (15) days of being signed. The OSSBA sample contract has provided the superintendent with the responsibility of ensuring this document is filed with the state Education Department.

Salary. The amount of compensation provided for salary is subject to the discretion of each individual school district.

Stipends. The Superintendent will be paid and eligible for all for bonuses and stipends Frontier staff are able to receive.

Fringe Benefits. The contract should specify all fringe benefits paid to the superintendent. Oklahoma law does not prohibit a school district from providing benefits to superintendents that are not provided to teachers. However, pursuant to board policy, accumulated sick leave and vacation leave benefits must be paid on the same formula used to pay all similarly situated employees. Thus, if at retirement or termination a teacher is paid \$20 per sick leave day, the superintendent would be limited to \$20 per day and could not be paid a full daily per diem.

Surety Bond. The superintendent shall be required to qualify for a surety bond as a prerequisite to employment, no less than one-hundred thousand (\$100,000) dollars, or an amount otherwise set by law or the state Board of Education. The school district shall pay the bond on behalf of the superintendent.

Jurisdiction. The laws of Oklahoma would govern any contract entered into by an Oklahoma school district. The contract is valid when board action is taken on the document at a lawfully convened board meeting.

OSSBA Superintendent Contract

This Contract is made and entered into this 1st day of July, 2026, by and between Frontier Public Schools, Independent School District No. 52-1004, Noble County, Oklahoma, (District), and Erron Kauk ("Superintendent").

Whereas, District hereby agrees to hire Superintendent to be employed as superintendent of Frontier Public Schools, and Superintendent hereby agrees to accept this offer of employment;

Therefore, the parties hereby enter into this contract, subject to the following terms and conditions:

Term. In consideration of the premises contained herein, District hereby employs, and Superintendent hereby accepts employment as superintendent of Frontier Public Schools for a term commencing July 1st, 2026, and ending on June 30th, 2028, subject to such conditions and limitations as may be prescribed by law.

Certification. Superintendent acknowledges that Superintendent has a valid certificate to serve as a superintendent of schools in the State of Oklahoma and agrees to keep such certificate on file in District's administrative office and maintain such certificate in good standing during the term of this contract.

Duties. Superintendent agrees to perform in good faith the duties required of District's superintendent of schools. Said duties shall include but not be limited to those prescribed by federal and state law, Oklahoma State Department of Education regulations, policies established by the District Board of Education, the job description of Superintendent, and all evaluation documents concerning Superintendent. Superintendent also has the responsibility to obtain all necessary training pertaining to the performance of Superintendent's duties.

Superintendent will perform the duties of transportation director for the 2026-2028 School Years.

Superintendent shall be required to qualify for a surety bond in the amount of \$100,000 as per 70 O.S. § 5-116a. Failure to qualify for a surety bond shall be sufficient reason to terminate Superintendent's employment in accordance with 70 O.S. § 6-101.13.

In addition to the duties listed above, Superintendent shall have the responsibility for filing a copy of this contract, and any subsequent addenda, with the Oklahoma State Department of Education within fifteen (15) days of execution.

Salary. Superintendent shall be paid as follows:

Year 1 of 2 year contract: 2026-2027 - (\$132,500), year 2: 2027-2028 - (\$135,000), for the performance of the first year of this contract commencing on July 1st, 2026, and ending on June 30th, 2028. Superintendent will be evaluated at least annually by the District. Any adjustments to the listed salary shall be filed with the State Department of Education as an addendum to this contract. The method of payment hereunder shall be the same as is utilized by the District for the compensation of its 12-month employees

Fringe Benefits. In addition to the salary provided herein, Superintendent shall receive the following fringe benefits:

Insurance The School District shall provide the Superintendent and the Superintendent's dependents with health and hospitalization insurance coverage under the School District's group health and hospitalization insurance plan. The School District shall contribute monthly the premium for such insurance. The School District shall also provide the Superintendent and the Superintendent's dependents with dental insurance coverage under the School District's group dental insurance plan. The School District shall contribute monthly the premium for such insurance.

Life Insurance

Disability Insurance

Travel Expenses. Superintendent shall be reimbursed for itemized expenses incurred in conjunction with board-authorized, district-related travel in accordance with the District policy for travel reimbursement.

Vehicle Reimbursement. Superintendent, when using the Superintendent's personal vehicle for the performance of duties as set forth herein, shall be reimbursed for expenses related to such duties at a rate in accordance with board policy. Superintendent shall be responsible for carrying the appropriate amount of auto insurance and for all maintenance work required on the vehicle.

- Mileage Reimbursement

Vehicle Entitlement. District shall provide Superintendent with an automobile for business use as required under this contract. Title to the automobile shall remain in the name of District. District shall be responsible for all maintenance work required on the automobile, as well as all other costs associated with use of the automobile. Additionally, District shall insure, or otherwise hold harmless, Superintendent against any and all liability that results from use of the automobile. Superintendent shall exercise ordinary care to prevent the loss, theft, destruction or other damage to the automobile. Additionally, Superintendent shall be required to maintain a written mileage log designating mileage attributable to business use and mileage attributable to personal use. *Pursuant to Internal Revenue Service regulation, an appropriate amount will be included in the earnings statement (W-2 Form) of the Superintendent to cover the value of his personal use of the vehicle.*

Leave. The Superintendent is entitled to leave afforded other twelve (12) month employees according to school district policy.

Personal: Superintendent shall receive on an annual basis 3 days of personal leave.

Emergency: Superintendent shall receive on an annual basis 2 days of emergency leave.

Vacation: Superintendent shall receive on an annual basis 12 days of vacation leave.

Sick: Superintendent shall receive on an annual basis 12 days of sick leave. Sick leave shall be cumulative up to unlimited days. The Superintendent may transfer any accumulated sick leave to another school district in Oklahoma or to the Oklahoma Teachers Retirement Systems as may be allowed by Oklahoma law.

Professional Organizations. The board desires that the Superintendent hold membership in state and national professional organizations as well as local civic organizations. Whenever possible, the membership shall be entered in the District's name, and the Superintendent shall serve as the district representative. For professional and community organizations that require individual membership, the board agrees to pay the membership dues as part of this contract; provided however, that the Superintendent must remain in good standing with these organizations. Such dues shall be reported as income to appropriate state and federal taxing authorities. The district as provided by policy shall pay expenses for the Superintendent to attend professional meetings at the local, state and national level. The Superintendent should also attend local civic functions as time permits.

Retirement Contributions. For the contract term, the District agrees to pay both the employer's (9.5%) and employee's (7%) statutory contribution to the Oklahoma Teacher Retirement System (OTRS) for the benefit of the Superintendent.

Jurisdiction and Severability.

The laws of the State of Oklahoma shall govern this contract. Should any provision of this contract be found contrary to the law by a court of competent jurisdiction, all other provisions of this contract shall remain in full force and effect.

Legal Defense. The District agrees that it shall provide a full and complete defense of the Superintendent in his official and individual capacities, in any action or legal proceeding resulting from the good faith performance of his duties as Superintendent, so long as he was acting within the scope of his employment, provided such liability coverage is within the authority of the school board to provide under state law. In any controversy between the board and the superintendent, the District shall not be responsible for providing legal representation to the Superintendent.

In no event shall the District be required to defend or indemnify the Superintendent for any actions related to the dismissal or non-re-employment of his/her employment with the District. In no event shall the District be required to pay any punitive damages rendered against the Superintendent. In no case will individual board members be considered personally liable for indemnifying the Superintendent against such demands.

Termination Or Non-renewal of Contract. This contract may be terminated or non-renewed in accordance with Oklahoma law. In the event the Board and Superintendent agree that separation is in their respective best interests and agree to mutually terminate the employment relationship, Board and Superintendent agree that, upon the execution by Superintendent of a complete release satisfactory to the Board, Superintendent shall be paid severance pay in the amount of the Superintendent's then current 12-month base salary, or the amount of base salary remaining to be paid under the current contract.

Accumulated Vacation/Sick Leave. The board agrees to reimburse accumulated unused vacation and/or sick leave pay pursuant to board policy.

Frontier Public Schools,

Independent School District No 52-1004



President - Board of Education



Superintendent

ATTEST:



Board Clerk

