



**Noble Board of Education
December Regular Meeting in the Board Room
Administration Building, 111 S. 4th Street, Noble, OK, 73068, [Address], [City], Oklahoma
[Zip]
Monday, December 8, 2025 at 5:30 PM**

Note: The Board may discuss, vote to approve, vote to disapprove, vote to table, or decide not to discuss any item on the agenda.

- I. Preliminary Business**
 - I.A. Call to Order**
 - I.B. Establishment of a Quorum**
 - I.C. Pledge of Allegiance**
- II. Reports**
 - II.A. School Report Card Presentation**
 - II.B. Annual College Remediation and High School Dropout Report**
 - II.C. 2025-2026 Annual Budget Presentation**
 - II.D. Activity Fund Report**
 - II.E. District Financial Report**
 - II.F. Resignations/Retirements**
- III. Public Comment**
- IV. Consent Agenda**
 - IV.A. Minutes of Regular Board Meeting - November 10, 2025**
 - IV.B. Encumbrances and Change Orders as follows: GF #669-737 \$363,820.61 BF #130-143 \$51,000.36 AF #579-724 \$110,670.05 Change Orders: GF: 214-653 BF: 32-94**
 - IV.C. Payroll Encumbrances**
 - IV.D. Activity Fund amendment request**
 - IV.E. Class Size Limits beginning January 1, 2026**
 - IV.F. 2025-2026 Annual Budget**
 - IV.G. Policy revision**
 - IV.H. Policy adoption**
 - IV.I. Trip request**
- V. Action Topics**
 - V.A. Discussion and possible vote on Consent Agenda Items A-I as presented.**
 - V.B. Discussion and possible vote on a one-time stipend to be paid to returning support staff district employees for the 2025-26 school year, as presented. \$700 to all returning support staff full-time employees from FY '25, \$350 to all returning support staff part-time employees from FY '25. Any support employee that does not complete their contract for FY '26, is not eligible for the stipend and will have their stipend amount deducted from their final paycheck. Stipend to be paid via direct deposit on Friday, December 19, 2025.**
 - V.C. Discussion and possible vote on a one-time stipend to be paid to new support staff district employees hired for 2025-26 school year as**

presented. \$350 to all support staff full-time employees for FY '26, \$175 to all new support staff part-time employees for FY '26. Any support employee that does not complete their contract for FY '26, is not eligible for the stipend and will have their stipend amount deducted from their final paycheck. New support staff employees hired after August 11th and before November 10th, will receive \$100. Stipend to be paid via direct deposit on Friday, December 19, 2025.

V.D. Discussion and possible vote to authorize \$150 per full day or \$75 per half-day, for teachers to observe other schools during off-work Friday's in the spring. Request must be approved in advance by site principal and central office administrator as presented.

VI. Executive Session

VI.A. Proposed executive session to discuss the following business pursuant to 25 O.S. Section 307 (B)(1), (B)(3), (B)(4), and (B)(7) of the Oklahoma Open Meeting Act:

VI.A.1. Employments

VI.A.2. The reemployment of Superintendent Frank Solomon

VI.A.3. The reemployment of Assistant Superintendent Nathan Gray

VI.A.4. The reemployment of Executive Director Stacy Storey

VI.A.5. Real Estate

VI.A.6. Pending Legal Action

VI.B. Vote to convene in executive session

VI.C. Acknowledgment of Board to return to open session

VII. Action Topics

VII.A. Statement of executive session minutes

VII.B. Discussion and possible vote on employments for the 2025-26 school year as presented.

VII.C. Discussion and possible vote on the reemployment of Superintendent Frank Solomon for the 2028-2029 school year as presented.

VII.D. Discussion and possible vote on the reemployment of Assistant Superintendent Nathan Gray for the 2026-2027 school year as presented.

VII.E. Discussion and possible vote on the reemployment of Executive Director Stacy Storey for the 2026-2027 school year as presented.

VIII. New Business

IX. Superintendent's Reports

X. Adjournment

Agenda posted January 9, 2026, by
4:30pm at <https://www.nobleps.com>
and at the entrance of the Administrative
Office, Noble Public Schools, located at
111 South 4th Street, Noble, OK, 73068.

Dorothy M. Terrill
Minutes Clerk



2024 - 2025

NOBLE HS TITLE I
09 - 12 Grades

PRINCIPAL

KRISTAL STANDRIDGE

ENROLLMENT

905 (2025)

PHONE

(405) 872-3441

WEBSITE

WWW.NOBLEPS.COM

* Enrollment as of October 1st for the 2024 - 2025 school year.

ABOUT THE OKLAHOMA SCHOOL REPORT CARDS

Report card measures displayed here serve as indicators of how public schools are serving students in a variety of areas.

Measured at different points, indicators work together to provide a snapshot of school

performance. [+ read more](#)

SCHOOL CHOICE

Parents seeking to enroll students in this school should contact the school or district office for specific information on how to complete the enrollment process.

RELATED PROGRAMS

Programs included here support a well-rounded education and are reported by the school. For more information, please visit the school's website.

- Advanced
- Placement
- Courses
- Agriculture
- Business
- CareerTech
- Courses
- Computer
- Science
- Fine Arts
- Industrial
- Arts/Technology
- International
- Baccalaureate
- Courses
- Internships
- JROTC
- Speech and
- Communications
- World Languages

indicates available program

INDICATORS

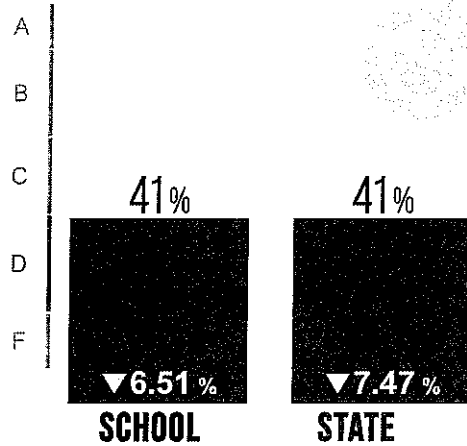
ACADEMIC ACHIEVEMENT

D

At this school, students earned 41% of points possible for proficiency and target based performance.

Points Earned: 18.44 of 45

High School Rank: 228 of 469



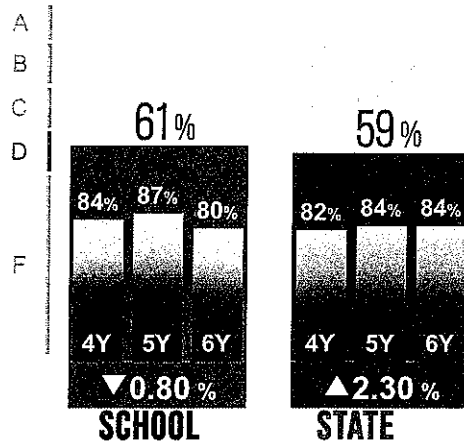
GRADUATION

D

At this school, students earned 61% of points possible by graduating 84% of students in four years, 87% in five years and 80% in six years (Cohorts 2024, 2023 or 2022).

Points Earned: 6.06 of 10

High School Rank: 374 of 470



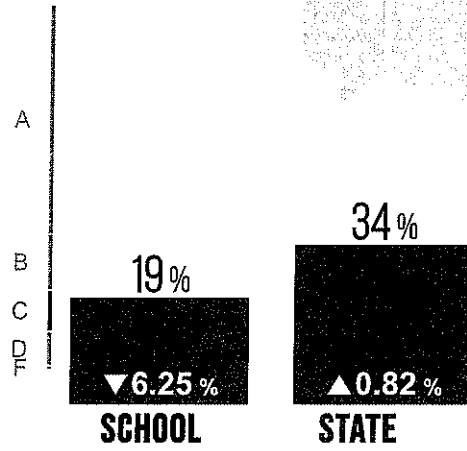
ENGLISH LANGUAGE PROFICIENCY PROGRESS

SS **C**

At this school, 19% of English learners are meeting their language-acquisition targets.

Points Earned: 4.69 of 10

High School Rank: 119 of 244



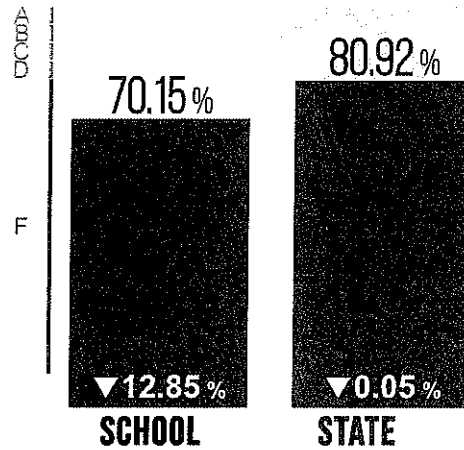
CHRONIC ABSENTEEISM

F

At this school, 70.15% of students were in good attendance.

Points Earned: 2.32 of 10

High School Rank: 426 of 472



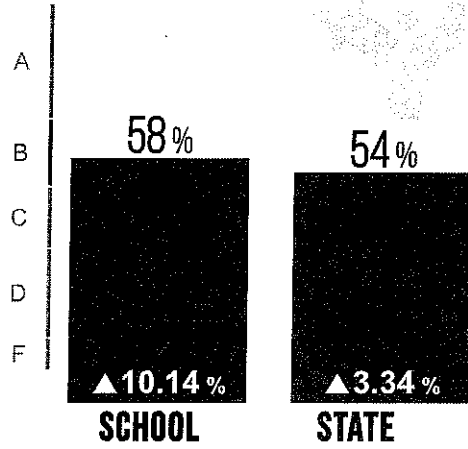
POSTSECONDARY OPPORTUNITIES

B

At this school, 58% of eligible students gained early college and career exposure.

Points Earned: 7.3 of 10

High School Rank: 274 of 470



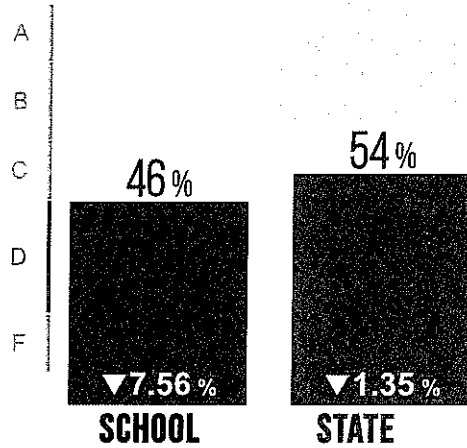
OVERALL

D

At this school, students earned 46% of possible points on all indicators.

Points Earned: 38.85 of 85

High School Rank: 317 of 473



CONTEXTUAL DATA

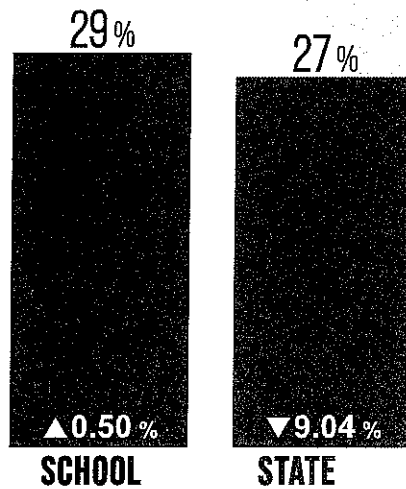
PER PUPIL EXPENDITURES

At this school, what amount was spent per student (pupil) for day-to-day operations including instructional and non-instructional expenditures?

ASSESSMENT PERFORMANCE

At this school, 29% of students scored "Proficient" or better on state assessments for Math, ELA and Science.

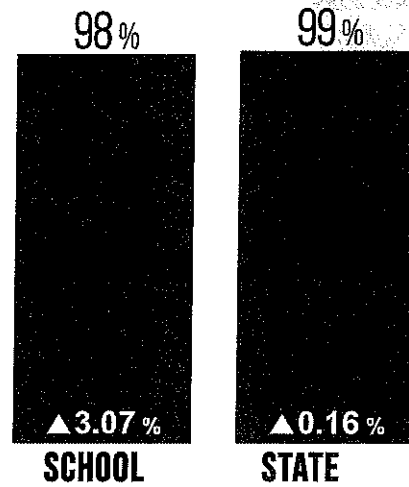
High School Rank: 198 of 465



ASSESSMENT PARTICIPATION

At this school, 98% of students participated in the state assessments for Math, ELA and Science.

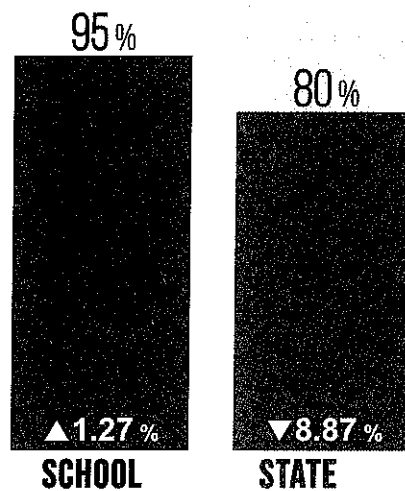
High School Rank: 262 of 465



TEACHER STUDENT

At this school, 95% of student instruction is provided by an "Experienced" educator. Other measures including "Out of Field" available in indicator detail.

High School Rank: 81 of 470



GRADUATION AND BEYOND

At this school, of
students
graduated in four,
five and six years
(Cohorts 2025,
2024 or 2023)?

POSTSECONDARY ENROLLMENT

What percentage
of high school
graduates went
on to enroll in a
Postsecondary
Institute in the
state of
Oklahoma?

STUDENT RETENTION

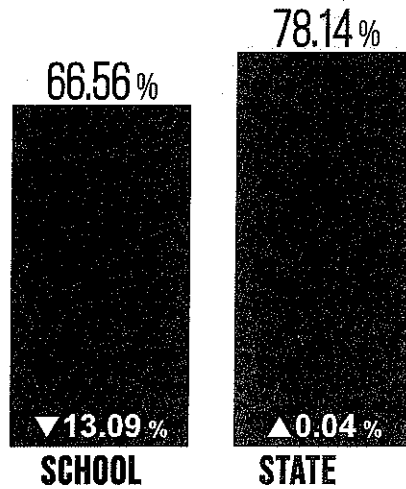
At this school, what percentage of students continued schooling from the prior year?



ATTENDANCE

At this school, 66.56% of students were in good attendance.

High School Rank: 421 of 471



ELP PROGRESS

At this school,
what percentage
of students
demonstrated
English language
proficiency based
on their WIDA
ACCESS test
scores?

High School Rank: 123 of 175

NOBLE HS

4601 East Etowah Road
Noble, Oklahoma 73068
United States



PRINCIPAL

JANICE BUSICK

ENROLLMENT

361 (2025)

PHONE

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WEBSITE

WWW.NOBLEPS.COM

* Enrollment as of October 1st for the 2024 - 2025 school year.

ABOUT THE OKLAHOMA SCHOOL REPORT CARDS

Report card measures displayed here serve as indicators of how public schools are serving students in a variety of areas. Measured at different points, indicators work together to provide a snapshot of school performance. [+ read more](#)

SCHOOL CHOICE

Parents seeking to enroll students in this school should contact the school or district office for specific information on how to complete the enrollment process.

RELATED PROGRAMS

Programs included here support a well-rounded education and are reported by the school. For more information, please visit the school's website.

- Academic Team
- Agriculture
- Computer Science
- Fine Arts
- Half/Full Day Pre-K
- Tech Ed/Industrial Arts
- World Languages

indicates available program

INDICATORS

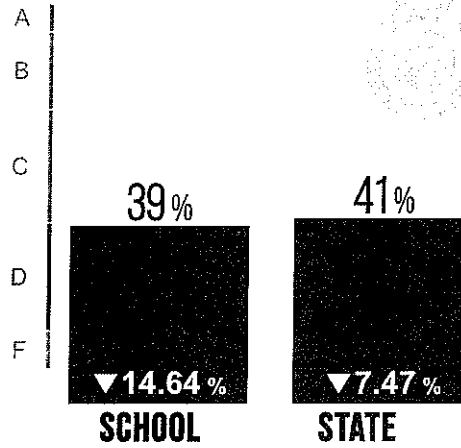
ACADEMIC ACHIEVEMENT FS

D

At this school, students earned 39% of points possible for proficiency and target based performance.

Points Earned: 11.77 of 30

Elementary School Rank: 431 of 691



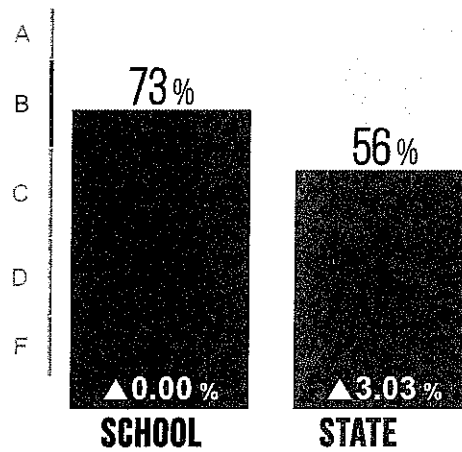
ACADEMIC GROWTH FS

B

At this school, students earned 73% of points possible for yearly progress on Math and ELA assessments.

Points Earned: 21.94 of 30

Elementary School Rank: 88 of 690



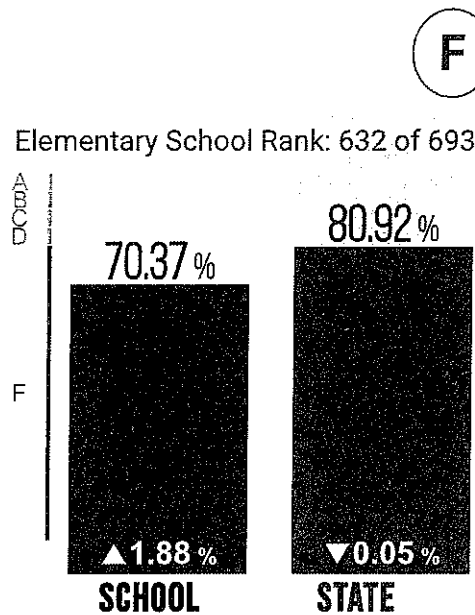
ENGLISH LANGUAGE PROFICIENCY PROGRESS

At this school, what percentage of English learners are meeting their language-acquisition targets?

CHRONIC ABSENTEEISM

At this school, 70.37% of students were in good attendance.

Points Earned: 0 of 10



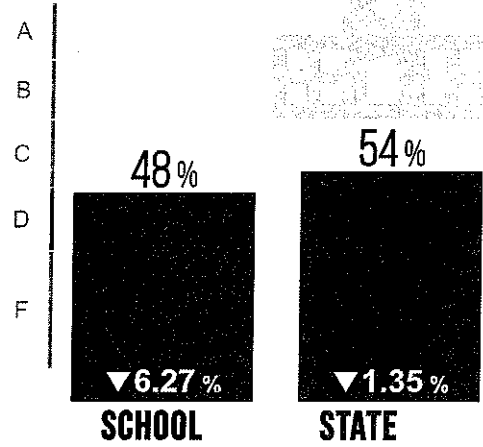
OVERALL

D

At this school, students earned 48% of possible points on all indicators.

Points Earned: 33.71 of 70

Elementary School Rank: 364 of 693



CONTEXTUAL DATA

PER PUPIL EXPENDITURES

At this school, what amount was spent per student (pupil) for day-to-day operations including instructional and non-instructional expenditures?

ASSESSMENT PERFORMANCE

At this school,
what percentage
of students
scored
"Proficient" or
better on state
assessments for
Math, ELA and
Science?



ASSESSMENT PARTICIPATION

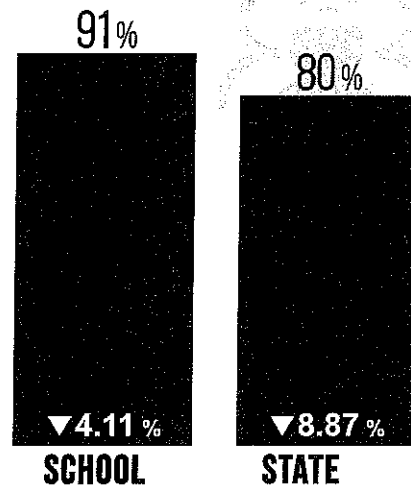
At this school,
what percentage
of students
participated in the
state
assessments?



TEACHER STUDENT

At this school, 91% of student instruction is provided by an "Experienced" educator. Other measures including "Out of Field" available in indicator detail.

Elementary School Rank: 136 of 701



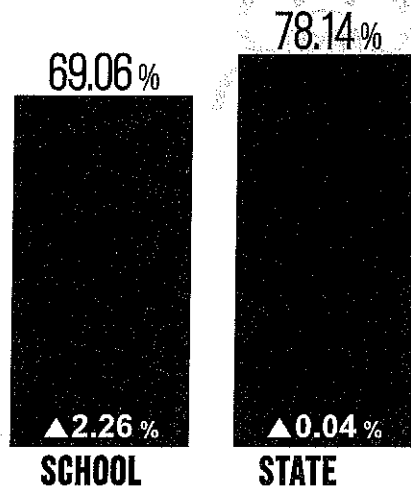
STUDENT RETENTION

At this school, what percentage of students continued schooling from the prior year?

ATTENDANCE

At this school,
69.06% of
students were in
good attendance.

Elementary School Rank: 590 of 693



STUDENT PROGRESS

At this school,
what is the
average progress
score on a 200
scale for Math
and ELA
assessments
versus prior year?

ELP PROGRESS

At this school,
what percentage
of students
demonstrated
English language
proficiency based
on their WIDA
ACCESS test
scores?



KATHERINE I DAILY ES

300 South Fifth Street
Noble, Oklahoma 73068
United States





2024 - 2025

JOHN K HUBBARD ES TITLE I
01 - 03 Grades



PRINCIPAL

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618 (2025)

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* Enrollment as of October 1st for the 2024 - 2025 school year.

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- Academic Team
- Agriculture
- Computer Science
- Fine Arts
- Half/Full Day Pre-K
- Tech Ed/Industrial Arts
- World Languages

indicates available program

INDICATORS

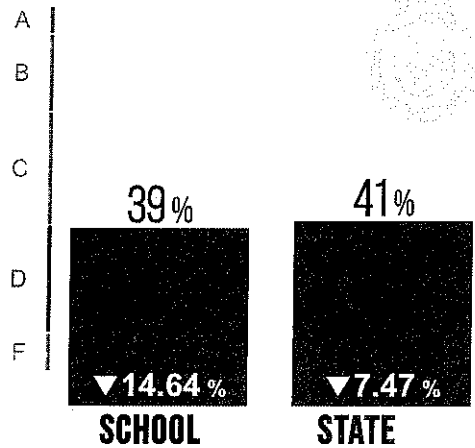
ACADEMIC ACHIEVEMENT

D

At this school, students earned 39% of points possible for proficiency and target based performance.

Points Earned: 11.77 of 30

Elementary School Rank: 431 of 691



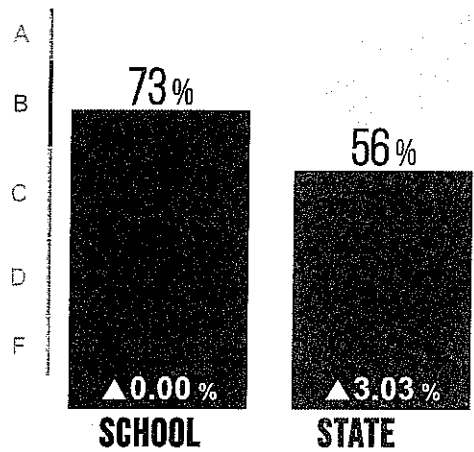
ACADEMIC GROWTH **FS**

B

At this school, students earned 73% of points possible for yearly progress on Math and ELA assessments.

Points Earned: 21.94 of 30

Elementary School Rank: 88 of 690



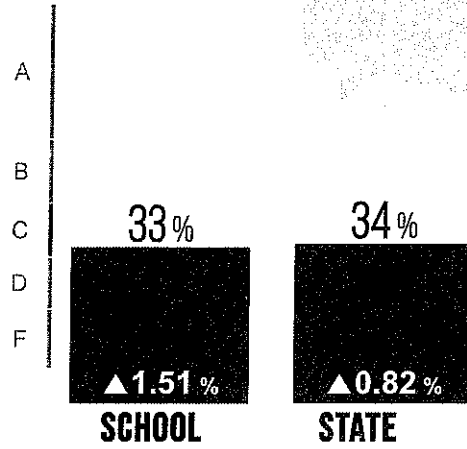
ENGLISH LANGUAGE PROFICIENCY PROGRESS



At this school, 33% of English learners are meeting their language-acquisition targets.

Points Earned: 4.09 of 10

Elementary School Rank: 352 of 563



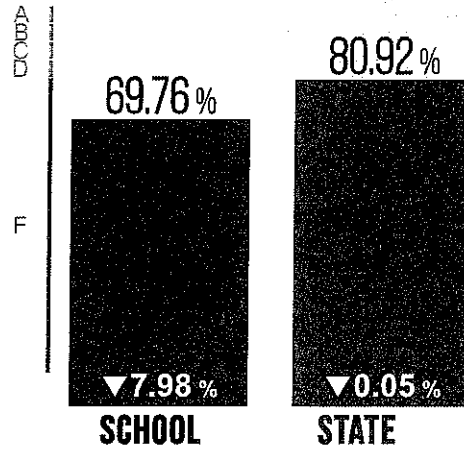
CHRONIC ABSENTEEISM



At this school, 69.76% of students were in good attendance.

Points Earned: 0 of 10

Elementary School Rank: 641 of 693



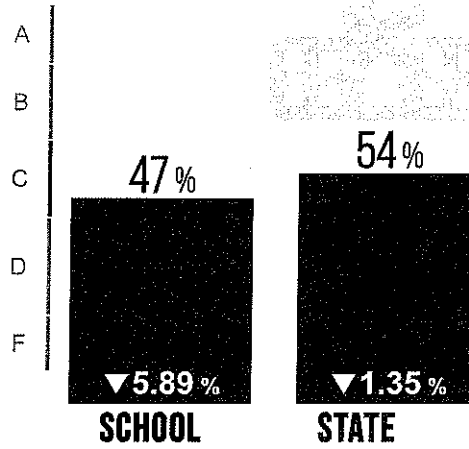
OVERALL

C

At this school, students earned 47% of possible points on all indicators.

Points Earned: 37.8 of 80

Elementary School Rank: 379 of 693



CONTEXTUAL DATA

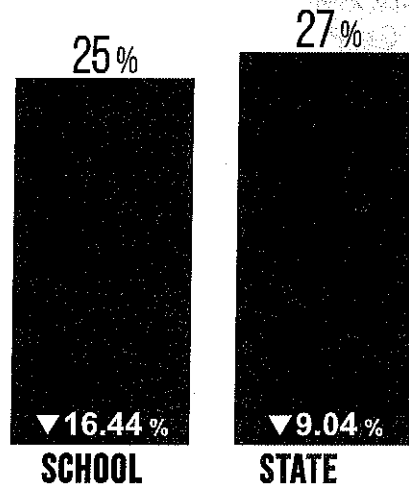
PER PUPIL EXPENDITURES

At this school, what amount was spent per student (pupil) for day-to-day operations including instructional and non-instructional expenditures?

ASSESSMENT PERFORMANCE

Elementary School Rank: 351 of 622

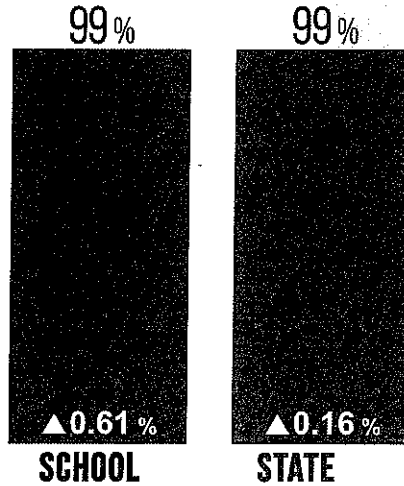
At this school, 25% of students scored "Proficient" or better on state assessments for Math, ELA and Science.



ASSESSMENT PARTICIPATION

Elementary School Rank: 551 of 623

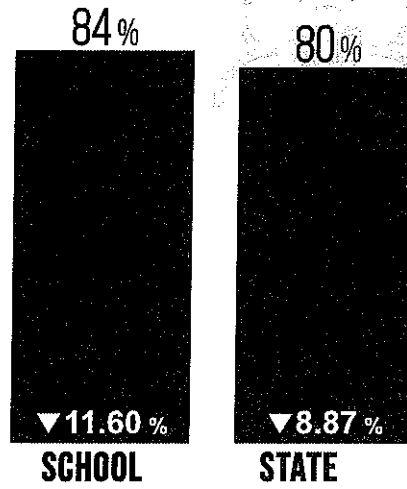
At this school, 99% of students participated in the state assessments for Math, ELA and Science.



TEACHER STUDENT

At this school, 84% of student instruction is provided by an "Experienced" educator. Other measures including "Out of Field" available in indicator detail.

Elementary School Rank: 310 of 702



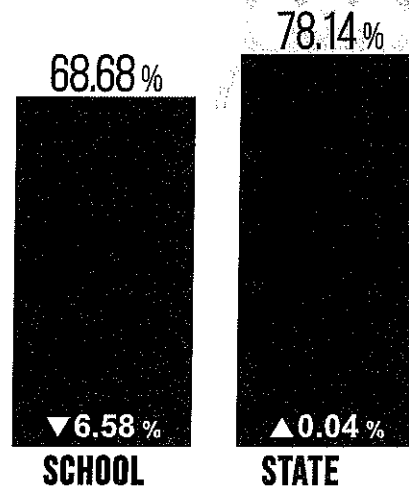
STUDENT RETENTION

At this school, what percentage of students continued schooling from the prior year?

ATTENDANCE

At this school,
68.68% of
students were in
good attendance.

Elementary School Rank: 597 of 693



STUDENT PROGRESS

At this school,
what is the
average progress
score on a 200
scale for Math
and ELA
assessments
versus prior year?

ELP PROGRESS

At this school,
what percentage
of students
demonstrated
English language
proficiency based
on their WIDA
ACCESS test
scores?

Elementary School Rank: 379 of 457



JOHN K HUBBARD ES

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Noble, Oklahoma 73068
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PRINCIPAL

MICHAEL BAREFOOT

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441 (2025)

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WEBSITE

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* Enrollment as of October 1st for the 2024 - 2025 school year.

ABOUT THE OKLAHOMA SCHOOL REPORT CARDS

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[page 2 of 3](#) + read more

SCHOOL CHOICE

Parents seeking to enroll students in this school should contact the school or district office for specific information on how to complete the enrollment process.

RELATED PROGRAMS

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- Academic Team
- Agriculture
- Computer Science
- Fine Arts
- Half/Full Day Pre-K
- Tech Ed/Industrial Arts
- World Languages

indicates available program

INDICATORS

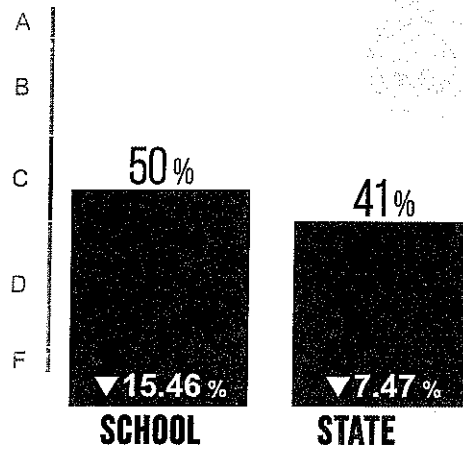
ACADEMIC ACHIEVEMENT

C

At this school, students earned 50% of points possible for proficiency and target based performance.

Points Earned: 17.54 of 35

Elementary School Rank: 291 of 691



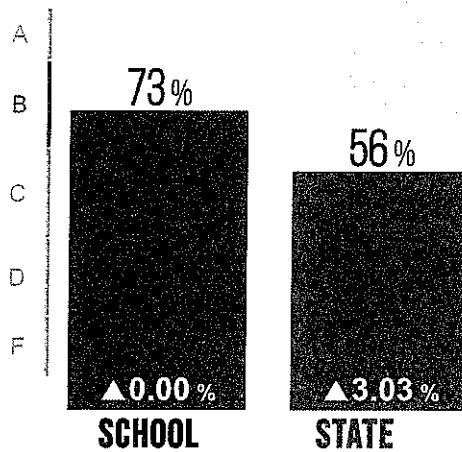
ACADEMIC GROWTH

B

At this school, students earned 73% of points possible for yearly progress on Math and ELA assessments.

Points Earned: 21.94 of 30

Elementary School Rank: 88 of 690



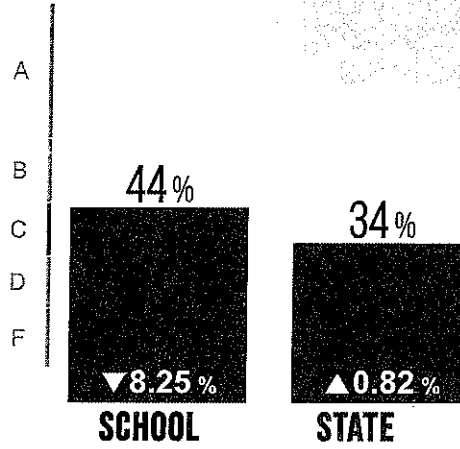
ENGLISH LANGUAGE PROFICIENCY PROGRESS



At this school, 44% of English learners are meeting their language-acquisition targets.

Points Earned: 5.89 of 10

Elementary School Rank: 187 of 563



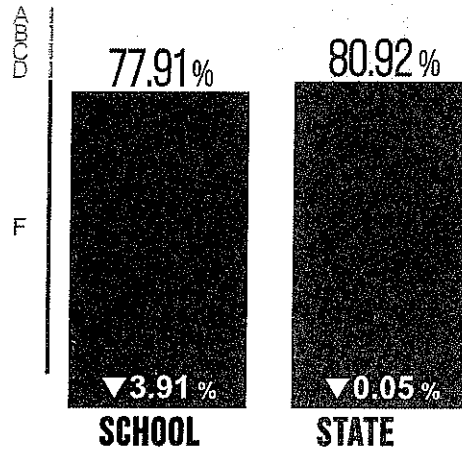
CHRONIC ABSENTEEISM



At this school, 77.91% of students were in good attendance.

Points Earned: 0.65 of 10

Elementary School Rank: 541 of 693



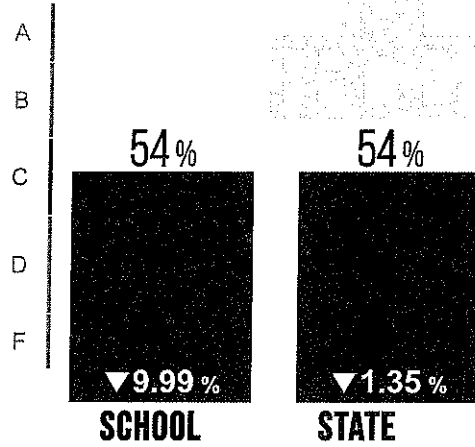
OVERALL



At this school, students earned 54% of possible points on all indicators.

Points Earned: 46.02 of 85

Elementary School Rank: 255 of 693



CONTEXTUAL DATA

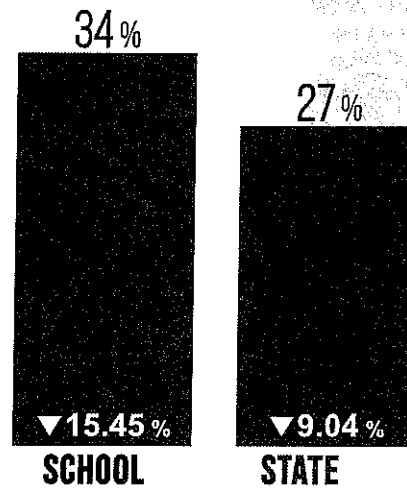
PER PUPIL EXPENDITURES

At this school, what amount was spent per student (pupil) for day-to-day operations including instructional and non-instructional expenditures?

ASSESSMENT PERFORMANCE

Elementary School Rank: 220 of 622

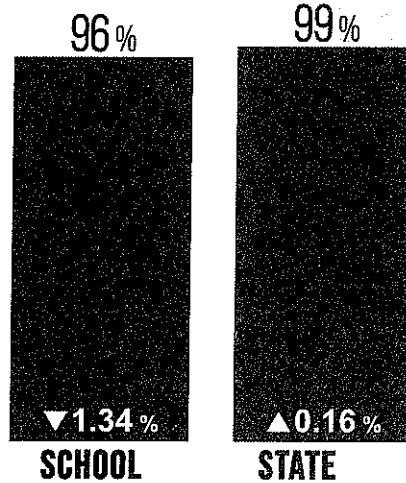
At this school,
34% of students
scored
"Proficient" or
better on state
assessments for
Math, ELA and
Science.



ASSESSMENT PARTICIPATION

Elementary School Rank: 614 of 623

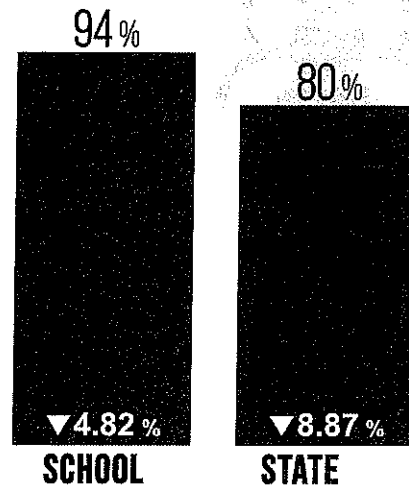
At this school,
96% of students
participated in the
state
assessments for
Math, ELA and
Science.



TEACHER STUDENT

At this school, 94% of student instruction is provided by an "Experienced" educator. Other measures including "Out of Field" available in indicator detail.

Elementary School Rank: 85 of 701



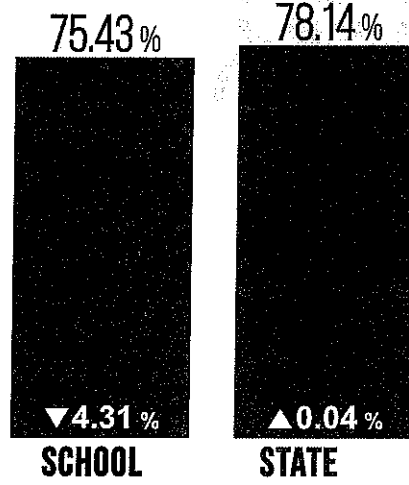
STUDENT RETENTION

At this school, what percentage of students continued schooling from the prior year?

ATTENDANCE

At this school,
75.43% of
students were in
good attendance.

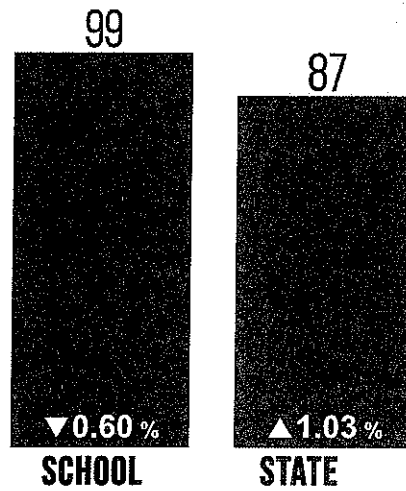
Elementary School Rank: 506 of 693



STUDENT PROGRESS

At this school,
students earned
an average
progress score of
99 on a 200 scale
for Math and ELA
assessments
versus prior year.

Elementary School Rank: 85 of 578



ELP PROGRESS

At this school,
what percentage
of students
demonstrated
English language
proficiency based
on their WIDA
ACCESS test
scores?



PIONEER ES

611 Ash Street
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United States



PRINCIPAL

JOEY SLATE

ENROLLMENT

673 (2025)

PHONE

(405) 872-3495

WEBSITE

WWW.NOBLEPS.COM

* Enrollment as of October 1st for the 2024 - 2025 school year.

ABOUT THE OKLAHOMA SCHOOL REPORT CARDS

Report card measures displayed here serve as indicators of how public schools are serving students in a variety of areas.

Measured at different points, indicators work together to provide a snapshot of school performance. [+ read more](#)

SCHOOL CHOICE

Parents seeking to enroll students in this school should contact the school or district office for specific information on how to complete the enrollment process.

RELATED PROGRAMS

Programs included here support a well-rounded education and are reported by the school. For more information, please visit the school's website.

- Academic Team
- Agriculture
- Computer Science
- Fine Arts
- Tech
- Ed/Industrial Arts
- World Languages

indicates available program

INDICATORS

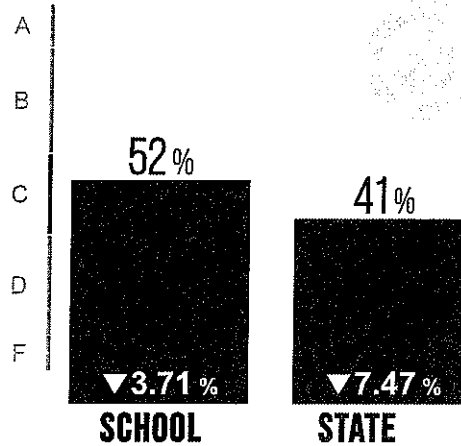
ACADEMIC ACHIEVEMENT

C

At this school, students earned 52% of points possible for proficiency and target based performance.

Points Earned: 18.14 of 35

Middle School Rank: 190 of 600



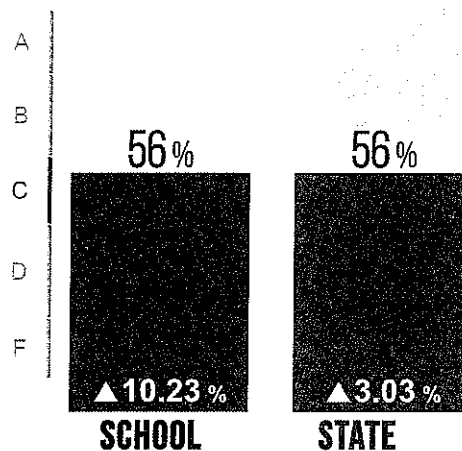
ACADEMIC GROWTH

C

At this school, students earned 56% of points possible for yearly progress on Math and ELA assessments.

Points Earned: 16.8 of 30

Middle School Rank: 243 of 598



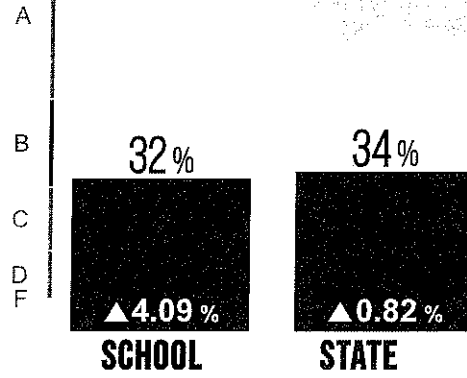
ENGLISH LANGUAGE PROFICIENCY PROGRESS

B

At this school, 32% of English learners are meeting their language-acquisition targets.

Points Earned: 5.41 of 10

Middle School Rank: 202 of 351



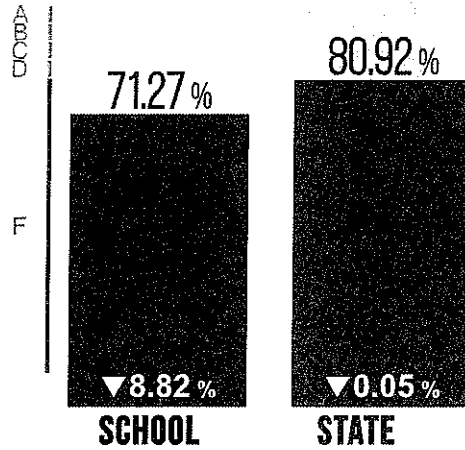
CHRONIC ABSENTEEISM

F

At this school, 71.27% of students were in good attendance.

Points Earned: 0 of 10

Middle School Rank: 549 of 600



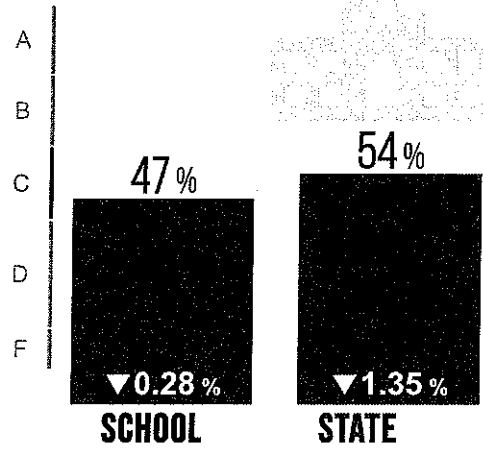
OVERALL

At this school, students earned 47% of possible points on all indicators.

Points Earned: 40.35 of 85

C

Middle School Rank: 302 of 600



CONTEXTUAL DATA

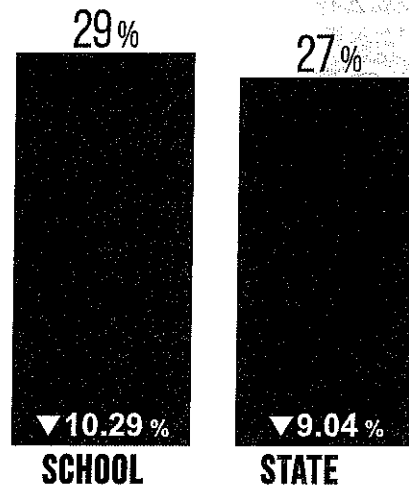
PER PUPIL EXPENDITURES

At this school, what amount was spent per student (pupil) for day-to-day operations including instructional and non-instructional expenditures?

ASSESSMENT PERFORMANCE

At this school, 29% of students scored "Proficient" or better on state assessments for Math, ELA and Science.

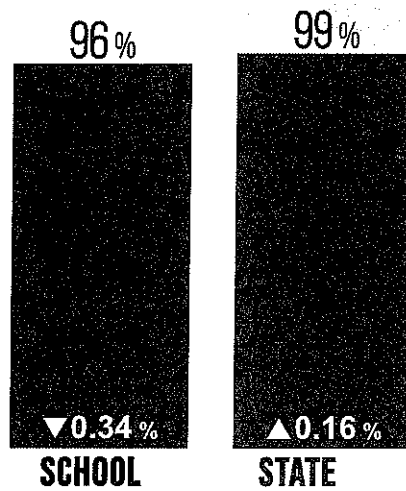
Middle School Rank: 166 of 600



ASSESSMENT PARTICIPATION

At this school, 96% of students participated in the state assessments for Math, ELA and Science.

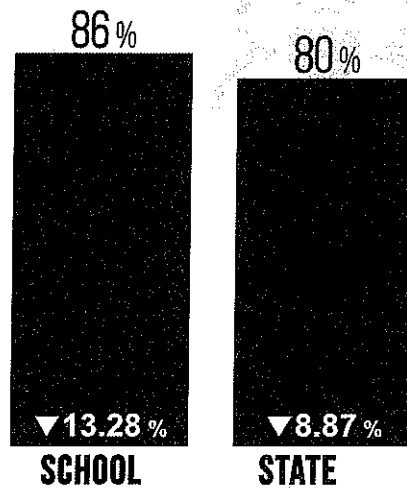
Middle School Rank: 591 of 600



TEACHER STUDENT

At this school, 86% of student instruction is provided by an "Experienced" educator. Other measures including "Out of Field" available in indicator detail.

Middle School Rank: 256 of 485



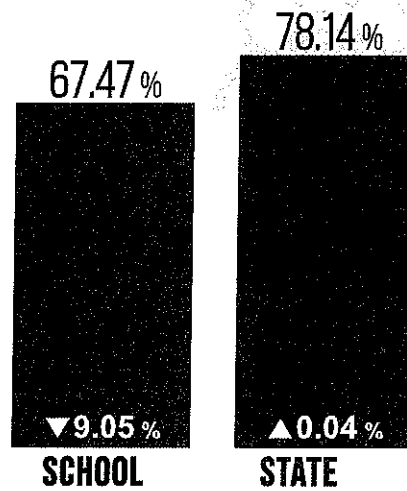
STUDENT RETENTION

At this school, what percentage of students continued schooling from the prior year?

ATTENDANCE

At this school,
67.47% of
students were in
good attendance.

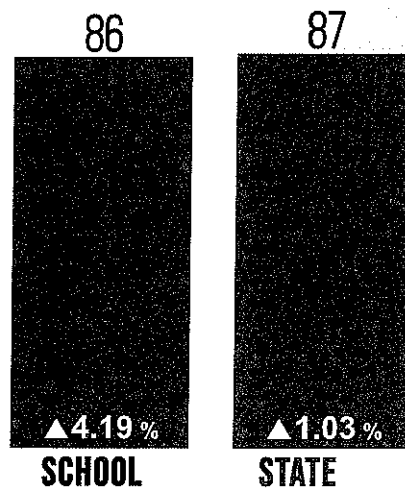
Middle School Rank: 538 of 600



STUDENT PROGRESS

At this school,
students earned
an average
progress score of
86 on a 200 scale
for Math and ELA
assessments
versus prior year.

Middle School Rank: 250 of 599



ELP PROGRESS

At this school,
what percentage
of students
demonstrated
English language
proficiency based
on their WIDA
ACCESS test
scores?

Middle School Rank: 132 of 222

CURTIS INGE MS

1201 North Eighth Street
Noble, Oklahoma 73068
United States





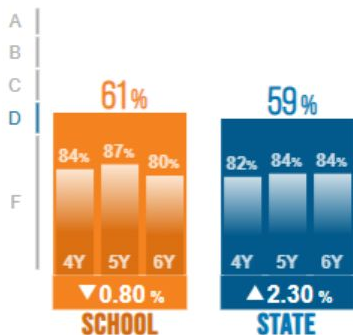
NOBLE HS 24-25 DROP-OUT AND GRADUATION REPORT

2024 Cohort ('25 Report)

GRADUATION

Compared to other schools, how well is the school supporting students at graduating in four, five or six years (Cohorts 2024, 2023 or 2022)?

Points Earned: 6.06 of 10



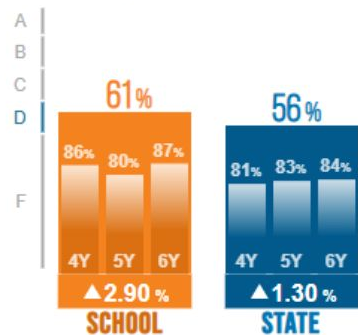
[MORE DETAILS >](#)

2023 Cohort

GRADUATION

Compared to other schools, how well is the school supporting students at graduating in four, five or six years (Cohorts 2023, 2022 or 2021)?

Points Earned: 6.14 of 10



[MORE DETAILS >](#)

2022 Cohort

GRADUATION

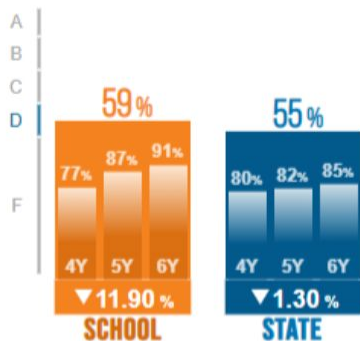
D

Compared to other schools, how well is the school supporting students at graduating in four, five or six years (Cohorts 2022, 2021 or 2020)?

Points Earned: 5.85 of 10



High School Rank: 379 of 450



[MORE DETAILS >](#)

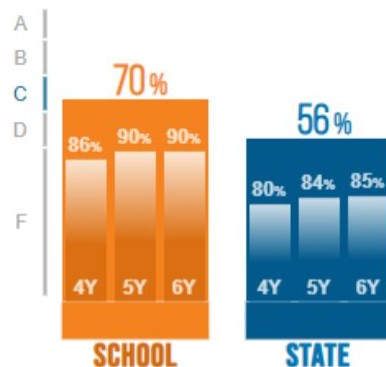
2021 Cohort

GRADUATION

C

Compared to other schools, how well is the school supporting students at graduating in four, five or six years (Cohorts 2021, 2020 or 2019)?

Points Earned: 7.04 of 10



[MORE DETAILS >](#)

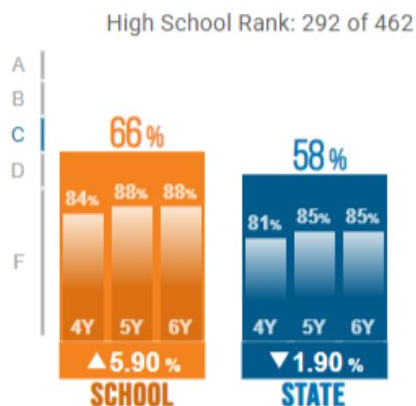
2020 Cohort

GRADUATION

C

Compared to other schools, how well is the school supporting students at graduating in four, five or six years (Cohorts 2019, 2018 or 2017)?

Points Earned: 6.59 of 10



[MORE DETAILS >](#)

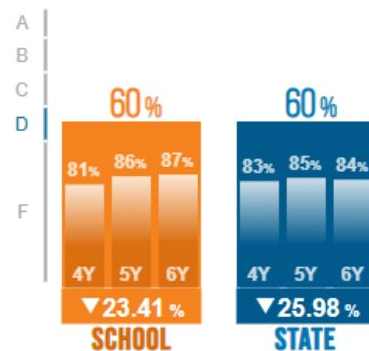
2019 Cohort

GRADUATION

D

Compared to other schools, how well is the school supporting students at graduating in four, five or six years (Cohorts 2018, 2017 or 2016)?

Points Earned: 6 of 10



[MORE DETAILS >](#)

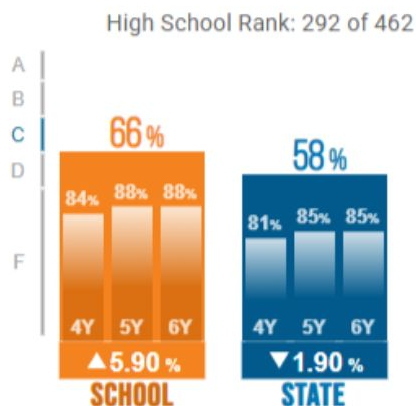
2020 Cohort

GRADUATION

C

Compared to other schools, how well is the school supporting students at graduating in four, five or six years (Cohorts 2019, 2018 or 2017)?

Points Earned: 6.59 of 10



[MORE DETAILS >](#)

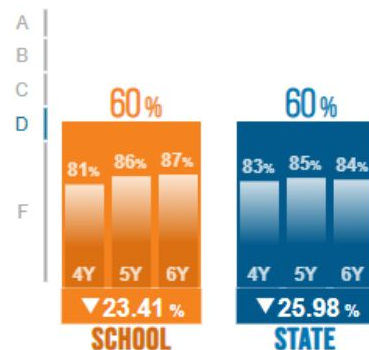
2019 Cohort

GRADUATION

D

Compared to other schools, how well is the school supporting students at graduating in four, five or six years (Cohorts 2018, 2017 or 2016)?

Points Earned: 6 of 10



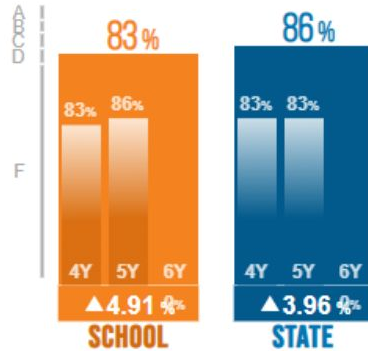
[MORE DETAILS >](#)

2018 Cohort

GRADUATION

Compared to other schools, how well is the school supporting students at graduating in four, five or six years (Cohorts 2017, 2016 or 2015)?

Points Earned: 7.34 of 10



B

[MORE DETAILS >](#)

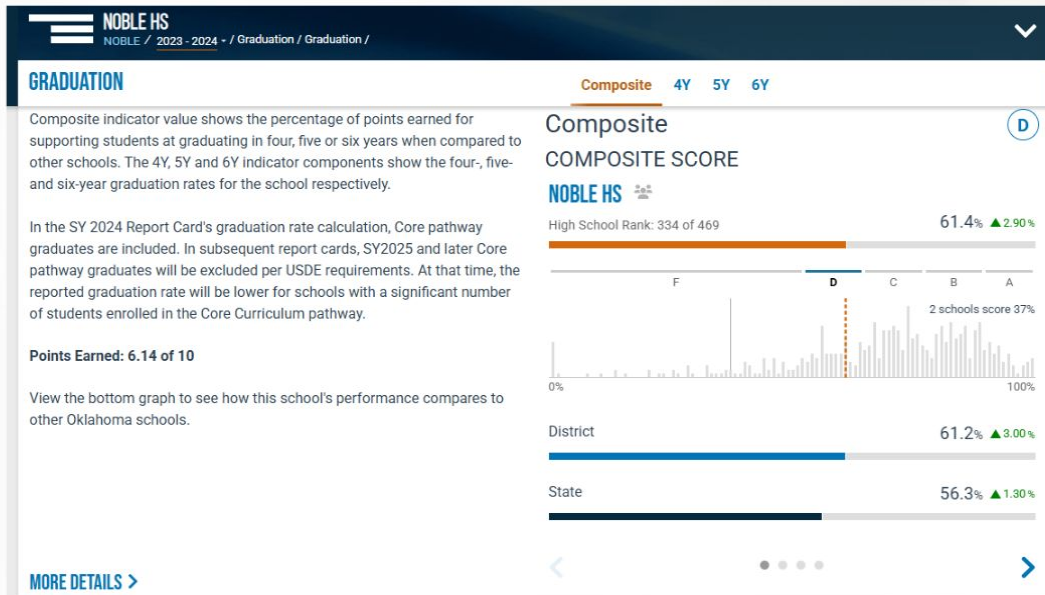
Scores equivalent to letter-grade

66-C

78-B

91-A

In the SY 2024 Report Card's graduation rate calculation, Core pathway graduates are included. In subsequent report cards, SY2025 and later Core pathway graduates will be excluded per USDE requirements. At that time, the reported graduation rate will be lower for schools with a significant number of students enrolled in the Core Curriculum pathway.



PERFORMANCE OVER TIME

Composite indicator value shows the percentage of points earned for supporting students at graduating in four, five or six years when compared to other schools. The 4Y, 5Y and 6Y indicator components show the four-, five- and six-year graduation rates for the school respectively.

Points Earned: 6.06 of 10

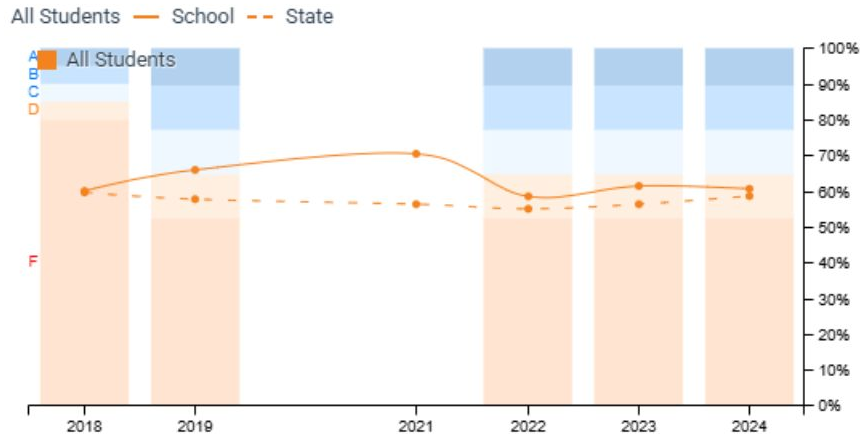
View the bottom graph to see school performance over time.

Composite COMPOSITE SCORE

D

Select Student Group ▾

Performance Over Time



COHORT 2024

37 STUDENTS

1 DROPPED OUT IN 2019, 6 IN 2021, 4 IN 2022,
10 IN 2023, AND 9 IN 2024

1 enrolled by accident; 1 put in custody; 7 GED; 8 transferred to other schools; 7 were 10-day drops; 1 is still a student here (OLAP); 4 went to homeschool; 1 went to Job Corp; 1 did not meet requirements after moving here from Cuba

2026-6 dropouts(so far) all from Alt. Ed.

2027-8 dropouts-all but 1 from Alt. Ed and Virtual

2028-3 dropouts



NOBLE PUBLIC SCHOOLS

Frank Solomon
Superintendent

P.O. Box 499 / 111 S. 4th St. Noble, OK 73068
Phone: 405-872-3452 / Fax: 405-872-3271
www.nobleps.com

The Honorable Board of Education
Noble Public Schools District I-040
111 S. 4th Street
Noble, OK 73068

Members,

Please find enclosed the Annual Budget of Noble Public Schools for fiscal year 2026. The structure of this budget is based on statutory requirements. (Title 70 5-134.1) using the Oklahoma Cost Accounting System (OCAS) function codes. Our auditing firm, Patten and Odom, CPA's, LLC., first presented the FY '26 Estimate of Needs which was then approved by Cleveland County Excise Board on the 9th day of October 2025.

The format of the budget is designed to give readers a better understanding of the financial structure and budgeting process of our district. The funds listed include General, Building, Bond, Sinking and Activity. The budget is a communication tool and a reference document for the school district. Through this report, the financial positions, the operations, and the fiscal management requirements of the district are detailed. We remain active in the investment market as we invest all available funds in CD's, CDAR's, and Money Market accounts. All investments are secure and guaranteed by the Federal Deposit Insurance Corporation.

The preparation of the budget documents is a compilation of items that we believe will assist you with a better understanding of school finance. Your central office staff works diligently to provide you with the most accurate and up to date information available. Your continued support in monitoring and approving the financial matters of the district with integrity is appreciated. Thank you for your service to the students and staff of Noble Public Schools.

Respectfully submitted,

Frank Solomon
Superintendent
Noble Public Schools

SIGNIFICANT LAWS AFFECTING THIS BUDGET

The following is a summary of the significant provisions of the laws of the State of Oklahoma applicable to Oklahoma school district budgets. This budget is adopted in compliance with these legal requirements.

Title 70 § 5-135.2 Oklahoma Cost Accounting System (OCAS)

...For the 1992-93 school year and in each subsequent school year, school districts shall report financial transactions for all funds using the Oklahoma Cost Accounting System. Costs shall be reported by curricular subject area where applicable...the State Department of Education shall reduce the monthly payment of a district's State Aid funds if, at the time of such payment, the district is not operating pursuant to the Oklahoma Cost Accounting System...No later than September 1 each year, every school district shall transmit a copy of the income and expenditures data required pursuant to subsection C of this section to the State Department of Education.

Title 70 § 5-135.4 School District Transparency Act

...The State Department of Education shall make school district expenditure data available on its website.

Title 68 § 3020 Temporary Appropriations (Section 959 - School Laws)

The excise boards...may convene at any time after the beginning of any fiscal year...for the purpose of approving temporary appropriations for the counties, cities, school districts and other municipal subdivisions of the state. Warrants may be drawn against such temporary appropriations pending action by the excise board upon the annual estimate of needs and budget of such...school district, for such fiscal year. Any such temporary appropriations so approved by the excise board...shall, when the annual budget for such...school district...is finally approved, be merged in the annual appropriations.

Title 68 § 3002 Time for Making Estimates (Section 159 - School Laws) (Estimate of Needs and Financial Statement)

...make, in writing, a financial statement showing the true fiscal condition of their respective political subdivision as of the close of the previous fiscal year ended June 30th, and [prior to September 1,] shall make a written itemized statement of estimated needs and probable income from all sources including ad valorem tax for the current fiscal year. Each financial statement and estimates of needs...shall be published [and]...the financial statements and estimates of all school districts shall be filed with the county excise board on or before September 1 of each year...

Carryover (fund balance) Standards

Title 70 § 18-200.1 State Aid - Foundation Aid, Salary Incentive Aid, Transportation Supplement.

...a school district shall have its State Aid reduced by an amount equal to the amount of carryover in the district's general fund as of June 30 of the preceding fiscal year, that is more than the following standards:

Total amount of General Fund collections
Excluding previous year cash surplus as of June 30

Amount of General Fund Balance Allowable... (see state law or SDE Technical Assistance Document for % allowed for your school)

Per HB2332 (2004) the General Fund Carryover penalty will not consider Federal Funds.

Per SB531 (2005) the General Fund Carryover Penalty will not be assessed until it has been exceeded two consecutive years.

Carryover penalty will not be assessed to schools: who are at or above 85% bonding capacity, while carryover penalty moratorium is in place, if carryover penalty is the result of increased gross production revenue in previous year, or if penalty is a result of increased foundation aid in last two months of school year.

Title 62 § 476 and 477 - Amount to be issued -Limit of Authority to Issue - Liability of Officers. (Section 206, 210 - School Laws 70-5-182, 70-5-186)

Warrants...may be issued to the amount of the estimate made and approved by the excise board for the current fiscal year.

It shall be unlawful for any officer (Board of Education members, Treasurer) to issue, approve, sign or attest any warrant...in excess of the estimate of expense made and approved for the current fiscal year...and any such warrant in excess of the estimate made and approved...shall not be a charge against the school district...but may be collected by civil action from any officer...

Further emphasis:

Attorney General Opinion, April 3, 1936, "A school district is not authorized to divert money collected from taxes levied for current expenses to pay existing indebtedness created during a previous fiscal year. Legal warrants for the preceding fiscal year remaining unpaid on account of failure to collect taxes sufficient to retire the same may be paid only under one of the following methods: First, by reducing the warrants to judgment; second, the issuing of funding bonds for their payments."

**Funding Formula Change - Elimination of 2nd High Year
HB2078 Effective July 1, 2022**

Changes the basis for state aid funding. Instead of using the highest weighted average daily membership (WADM) from the current year or preceding year, districts initial state aid allocation will be based upon the WADM from the current year completed. The mid-term calculation will be based upon the higher of the initial WADM from the just completed year or the current year WADM based upon the First Quarter Statistical Report.

BOARD OF EDUCATION ADMINISTRATIVE REGULATIONS, POLICY AND PROCEDURES

The following budget policies of the Board of Education and administrative regulations and procedures guide the preparation and administration of the budget.

District Budget Policies and Administrative Regulations and Procedures (General Fund and Building Fund)

Funds are budgeted for no more than a twelve-month period of time, which includes a fiscal year from July 1 through June 30. Planning for a period of time greater than one year is desirable and encouraged. The Superintendent administers the school district budget and may delegate the preparation and management. The budget is based on funding within anticipated revenue and the compliance with all state and federal statutes relating to budget management. The budget will provide for adequate allocations to support the instructional programs and operations in the district. An on-line budgetary control system will be maintained to assist in monitoring budget allocations and expenditures in conformance with state law, Board of Education policy and administrative regulations.

A Monthly Financial Report will be prepared. This report includes:

- a) Treasurer's Report for monthly disbursements, balances, investments, encumbrances
- b) Analysis of Collections by fund by source
- c) Analysis of Expenditures by fund
- d) School Activity Fund Summary

Fund Balance Policy

The Board of Education will not budget or negotiate for any purpose, items of revenue, which it cannot reasonably anticipate. It is the intent of the Board of Education to establish in the initial management budget a carryover fund of 10%-15%, enough cash flow for payroll and operating expenses to start the year, to buffer potential state aid cuts that have been prevalent over the past several years, and to cover unforeseen emergencies.

Capital Project (Bond Funds) Budget Procedures

Projects will be budgeted as per the Bond Resolution after the passage. The financial advisor will assist with the preparation of necessary information for full disclosure as required by law.

Debt Service (Sinking Fund) Procedures

All debt service (bond payment) principal and interest obligations will be paid when due.

Accounting, Auditing, and Financial Reporting Procedures

The accounting system will report financial information as required by law. The State Department of Education defines the accounting and financial reporting procedures including the use of the system of accounting as provided by law, the Oklahoma Cost Accounting System (OCAS). Financial information is prepared and reported based on fund accounting. The accounting practices closely

resemble generally accepted accounting principles for state and local governments, except around financial reporting. Reporting practices for the state and local governments under generally accepted accounting principles are defined as those principles prescribed by the Governmental Accounting Standards Board.

Generally accepted accounting principles (GAAP) require funds to be combined by fund type and for the financial statements to be prepared based on these combined funds. GAAP also requires that the account groups, which are general fixed assets and general long-term debt, be presented in the combined financial statements. The basic financial statements required by GAAP are: (1) combined balance sheet - all fund types and account groups; (2) combined statement of revenue, expenditures, and changes in fund balances - all governmental fund types; and (3) combined statement of revenue, expenditures, and changes in fund balance - budget and actual - general and certain special revenue types.

In Oklahoma, although similar in some respects to the financial statements required under GAAP, the financial statements presented in the school district audit report are not intended to represent GAAP. The financial statements are prepared on a prescribed basis of accounting that demonstrates compliance with the cash basis and budget laws of the State of Oklahoma.

The district operates on a statutory (cash) basis of accounting. School districts operating under the accrual basis of accounting, consistent with GAAP must have approval of the State Department of Education. The Board of Education shall select an independent public accounting firm on an annual basis to perform an annual audit and publicly issue their opinion on the district's financial status.

BUDGET DEVELOPMENT AND ADMINISTRATION

All funds except Capital Project (Bond Funds):

The final budget is prepared and presented for Board of Education approval as required by law within two board meetings from the date of approval of the Estimate of Needs (the legal appropriation establishing revenue, tax levies, and ad valorem valuations) by the County Excise Board.

The Board of Education must approve revisions to the final budget. The budget will not exceed the level of appropriation for each fund as established by the Estimate of Needs. If needed, supplemental appropriations may be added if available at a later date. The budget will be updated by the Superintendent and Board in the fiscal year as needed. At the end of the fiscal year, unencumbered appropriations (balances) lapse and become a part of the fund balance.

Capital Project (Bond Funds)

Based on available bonding capacity, the Superintendent and staff prepare a list of projects determined by the needs within the district and within available monies. This list, once approved by the Board of Education, becomes the resolution which is then presented to the voters in the district. Oklahoma laws allow schools to be indebted to a maximum of 10% of the net assessed valuation of the district. However, series bonds may be used to increase available funding for larger bond issues. Noble Public Schools will promote bond issues as needed.

Budget Administration and Management Process

Each fund has a budget that is assigned by project, allocated to a control account by function and object. The district budget is administered by a person authorized by the Superintendent to monitor and control the budget as per Board of Education policy. Budget expenditures are monitored through the financial management system that will not allow expenditures to increase above the appropriated budget or project levels within the budget unless authorized within total available appropriations. Requisitions are submitted for purchase orders along with blanket salary reserves and employee contracts to the Board of Education as encumbrances against the legal appropriation by fund.

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Certified and Support	
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BUDGET

NOTES

**Noble Public Schools
Cash Forward from
2024-25 School Year**

as of June 30, 2025

General Fund

Revenue

6110 Cash Balance as of June 30, 2024	\$ 4,258,747.30		
6130 Lapsed Appropriations from 23-24	\$ (17.69)		
6140 E-Stopped Warrants from 23-24	\$ 455.50		
Revenue (all sources)	\$ 30,451,492.48		
add'l estimated revenue	\$ -		
Non-Revenue Receipts (adj & corr entry)	\$ -		\$ 34,710,677.59

Expenditures

Warrants Issued & Reserves	Warrants	Reserves	
	\$ 29,994,669.91	\$ -	\$ 29,994,669.91

CASH FORWARD TO FY26: **\$ 4,716,007.68**

less Auditor # \$ (2,376.73)

EON Carryover \$ 4,713,630.95

Building Fund

6110 Cash Balance as of June 30, 2024	\$ 2,404,307.83		
6130 Lapsed Appropriations from 23-24	\$ -		
6140 E-Stopped Warrants from 23-24	\$ -		
Revenue (all sources)	\$ 4,977,022.62		\$ 7,381,330.45

Expenditures

Warrants Issued & Reserves	Warrants	Reserves	
	\$ 3,390,949.40	\$ -	\$ 3,390,949.40

CASH FORWARD TO FY26: **\$ 3,990,381.05**

**Noble Schools
Cash Forward History**

<u>Year</u>	<u>Revenue</u>	<u>Cash Forward</u>	<u>Percentage</u>
2000-01	\$12,336,113.00	\$998,871.00	8.10%
2001-02	\$12,485,010.00	\$770,218.00	6.17%
2002-03	\$12,651,051.00	\$1,100,101.00	8.70%
2003-04	\$13,624,726.00	\$1,972,554.00	14.40%
2004-05	\$13,593,020.00	\$1,700,014.00	12.50%
2005-06	\$14,638,668.00	\$2,079,290.00	14.20%
2006-07	\$15,882,959.00	\$2,441,563.00	15.37%
2007-08	\$16,680,718.00	\$2,358,441.00	14.14%
2008-09	\$17,481,854.00	\$2,631,055.00	15.05%
2009-10	\$17,480,164.00	\$2,427,400.00	13.89%
2010-11	\$17,752,001.00	\$3,289,542.00	18.53%
2011-12	\$17,751,986.00	\$3,670,454.00	20.68%
2012-13	\$18,633,850.03	\$3,930,275.04	21.09%
2013-14	\$18,176,840.92	\$3,231,335.93	17.77%
2014-15	\$18,573,726.59	\$3,082,860.89	16.59%
2015-16	\$18,536,021.70	\$3,309,734.46	17.86%
2016-17	\$18,339,880.92	\$3,222,404.13	17.57%
2017-18	\$18,562,407.88	\$3,405,942.84	18.34%
2018-19	\$20,957,856.35	\$3,265,594.58	15.58%
2019-20	\$22,456,059.41	\$3,210,290.99	14.30%
2020-21	\$21,959,270.43	\$2,062,033.63	9.39%
2021-22	\$29,096,639.70	\$4,149,818.88	14.26%
*2022-23	\$32,807,859.45	\$2,791,927.12	8.51%
2023-24	\$33,984,848.96	\$4,258,747.30	12.53%
2024-25	\$34,710,677.59	\$4,713,630.95	13.58%

**Beginning in the 22-23 school year, carryover amount included previous year in calculation.

2025 CLEVELAND COUNTY ASSESSED VALUATIONS

SCHOOL DISTRICT	PERSONAL PROPERTY	PUBLIC SERVICE	REAL ESTATE	TOTAL VALUE	HOMESTEAD EX	OTHER EXEMPTS.	NET TOTAL
JT 1 McCloud	419,462	1,530,332	23,690,096	25,639,890	632,797	2,019,327	22,987,766
2 Moore	133,546,493	33,371,765	1,523,522,459	1,690,440,717	22,874,463	62,556,392	1,605,009,862
16 Robin Hill	254,759	2,869,850	12,755,974	15,880,583	226,000	800,872	14,853,711
29 Norman (+TIF3 Base)	74,330,430	35,446,063	1,362,229,376	1,472,005,869	16,055,489	29,076,401	1,426,873,979
40 Noble	6,216,258	11,704,920	129,621,789	147,542,967	3,193,236	5,540,634	138,809,097
JT 52 Mid-Del	559,135	1,486,867	29,478,288	31,524,290	569,000	2,996,545	27,958,745
57 Lexington	2,943,820	3,664,295	31,639,705	38,247,820	957,897	1,530,754	35,759,169
JT 69 Mustang	35,979	132,278	10,022,295	10,190,552	83,000	645,759	9,461,793
70 Little Axe	2,113,542	5,289,294	42,023,518	49,426,354	1,325,899	3,325,808	44,774,647
COUNTY TOTAL	220,419,878	95,495,664	3,164,983,500	3,480,899,042	45,917,781	108,492,492	3,326,488,769
NORMAN TIF 3 Growth	991,463	0	15,660,949	16,652,412	-9,000	-4,764	16,666,176
COUNTY TOTAL +TIF3 Growth	221,411,341	95,495,664	3,180,644,449	3,497,551,454	45,908,781	108,487,728	3,343,154,945

2025 TECH CENTER ASSESSED VALUATIONS, CLEVELAND COUNTY

	SCHOOL DISTRICT	PERSONAL PROPERTY	PUBLIC SERVICE	REAL EST.	Total Value	HOMESTEAD EXEMP	OTHER EXEMP	NET TOTAL
MOORE-NORMAN TECH CTR #17	SDC2 Moore-OKC SD29 Norman/Newcastle	133,546,493 74,330,430	33,371,765 35,446,063	1,523,522,459 1,362,229,376	1,690,440,717 1,472,005,889	22,874,463 16,055,489	62,556,392 29,076,401	1,605,009,862 1,426,873,979
TOTAL W/ TIF BASE	207,876,923	68,817,828	2,885,751,835	3,162,446,586	38,929,952	91,632,793	3,031,883,841	
NORMAN TIF 3 Growth	TIF3	991,463	0	15,660,949	16,652,412	-9,000	-4,764	16,666,176
TOTAL+TIF 3 Growth	208,868,386	68,817,828	2,901,412,784	3,179,098,998	38,920,952	91,628,029	3,048,550,017	
MID-AMERICA TECH CTR #8	SD40 Noble SD57 Lexington 70 Little Axe	6,216,258 2,943,820 2,113,542	11,704,920 3,664,295 5,289,294	129,621,789 31,639,705 42,023,518	147,542,967 38,247,820 49,426,354	3,193,236 957,897 1,325,899	5,540,634 1,530,754 3,325,808	138,809,097 35,759,169 44,774,647
TOTAL	11,273,620	20,658,509	203,285,012	235,217,141	5,477,032	10,397,196	219,342,913	
CANADIAN VALLEY TECH CTR #6	JT 69 Mustang	35,979	132,278	10,022,295	10,190,552	83,000	645,759	9,461,793
TOTAL	35,979	132,278	10,022,295	10,190,552	83,000	645,759	9,461,793	
GORDON COOPER TECH CTR #5	JT 1 McCloud	419,462	1,530,332	23,690,096	25,639,890	632,797	2,019,327	22,987,766
TOTAL	419,462	1,530,332	23,690,096	25,639,890	632,797	2,019,327	22,987,766	
ROSE STATE COLLEGE AREA TECHNICAL #8 SCHOOL DISTRICT	JT 52 Mid_Del	559,135	1,486,867	29,478,288	31,524,290	569,000	2,996,545	27,958,745
TOTAL	559,135	1,486,867	29,478,288	31,524,290	569,000	2,996,545	27,958,745	
TOTAL TECH DIST. VAL.	221,156,582	92,625,814	3,167,888,475	3,481,670,871	45,682,781	107,686,856	3,328,301,234	

2025 CITY ASSESSED VALUATIONS, CLEVELAND COUNTY

CITY/TOWN/DISTRICT	PERSONAL PROPERTY	PUBLIC SERVICE	REAL ESTATE	TOTAL VALUE	HS EXEMPTIONS	OTHER EXEMPTIONS	NET TOTAL
LEXINGTON 57	1,001,864	160,857	9,233,450	10,396,171	271,986	257,174	9,867,011
MOORE 2	37,508,612	10,506,228	618,456,565	666,471,405	9,655,463	25,150,616	631,665,326
NOBLE 40	1,499,126	2,422,077	55,511,782	59,432,985	1,201,934	2,038,313	56,192,738
NORMAN JT 1	1,272	42,482	426,652	470,406	17,797	12,405	440,204
NORMAN 2	11,592,602	4,590,986	35,154,891	51,338,479	269,000	818,134	50,251,345
NORMAN 16	7,090	442,654	1,322,960	1,772,704	49,000	113,936	1,609,768
NORMAN 29 - NO TIF	70,048,480	33,705,625	1,306,278,524	1,410,032,629	15,228,489	27,641,854	1,367,162,286
NORMAN 29 TIF 3 BASE	1,760,315	0	13,149,201	14,909,516	41,000	10,524	14,857,992
NORMAN 40	118,683	1,296,831	8,246,837	9,662,351	229,995	415,112	9,017,244
NORMAN JT 52	2	24,086	257,796	281,884	5,000	0	276,884
NORMAN 70	180,622	2,064,932	2,116,609	4,362,163	81,000	95,477	4,185,686
NORMAN TOTAL (WITH TIF BASE)	83,709,066	42,167,596	1,366,953,470	1,492,830,132	15,921,281	29,107,442	1,447,801,409
NORMAN TIF 3 Growth	991,463	0	15,660,949	16,652,412	-9,000	-4,764	16,666,176
NORMAN TOTAL +TIF 3 GROWTH	84,700,529	42,167,596	1,382,614,419	1,509,482,544	15,912,281	29,102,678	1,464,467,585
OKLAHOMA CITY JT 1	199,693	1,481,392	11,679,977	13,361,062	317,000	1,093,501	11,950,561
OKLAHOMA CITY 2	77,054,334	16,088,739	796,124,072	889,267,145	11,810,000	31,848,308	845,608,837
OKLAHOMA CITY 16	26,611	1,542,300	461,429	2,030,340	10,000	2,480	2,017,860
OKLAHOMA CITY JT 52	127,810	1,462,781	13,911,965	15,502,556	261,000	1,845,863	13,395,693
OKLAHOMA CITY 69	29,627	53,540	8,176,428	8,259,595	65,000	564,942	7,629,653
OKLAHOMA 70	133,758	1,073,451	2,636,482	3,843,691	104,000	105,877	3,633,814
OKLAHOMA CITY TOTAL	77,571,833	21,702,203	832,990,353	932,264,389	12,567,000	35,460,971	884,236,418
NEWCASTLE 29	70	114,561	819,969	934,600	14,000	0	920,600

Noble School District
Comparison of Assessed Cleveland County Valuations

Fiscal Year	Net Assessed Valuation	Annual \$ amount	Change % amount
1987	27,701,566.00		
1988	28,027,142.00	\$325,576.00	1.2%
1989	27,282,762.00	-\$744,380.00	-2.8%
1990	26,520,612.00	-\$237,850.00	-0.9%
1991	26,004,475.00	-\$516,137.00	-2.0%
1992	24,620,280.00	-\$1,384,195.00	-5.3%
1993	24,493,478.00	-\$126,802.00	-0.5%
1994	24,320,505.00	-\$172,973.00	-0.7%
1995	23,856,209.00	-\$464,296.00	-1.9%
1996	24,727,589.00	\$871,380.00	3.7%
1997	25,922,812.00	\$1,195,223.00	4.8%
1998	27,111,020.00	\$1,188,208.00	4.6%
1999	28,639,796.00	\$1,528,776.00	5.6%
2000	31,573,893.00	\$2,934,097.00	10.3%
2001	33,958,167.00	\$2,384,274.00	7.6%
2002	36,275,108.00	\$2,316,941.00	6.8%
2003	38,954,981.00	\$2,679,873.00	7.4%
2004	41,947,480.00	\$2,992,499.00	7.7%
2005	45,733,839.00	\$3,786,359.00	9.0%
2006	48,834,864.00	\$3,101,025.00	6.8%
2007	51,403,314.00	\$2,568,450.00	5.3%
2008	54,793,520.00	\$3,390,206.00	6.6%
2009	58,484,027.00	\$3,690,507.00	6.8%
2010	62,913,003.00	\$4,428,976.00	7.6%
2011	63,750,825.00	\$837,822.00	1.3%
2012	65,762,612.00	\$2,011,787.00	3.2%
2013	67,623,731.00	\$1,861,119.00	2.8%
2014	70,128,643.00	\$2,504,912.00	3.7%
2015	71,613,245.00	\$1,484,602.00	2.2%
2016	73,264,413.00	\$1,651,168.00	2.3%
2017	77,265,092.00	\$4,000,679.00	5.4%
2018	79,613,981.00	\$2,348,889.00	3.0%
2019	82,802,500.00	\$3,188,519.00	4.0%
2020	90,200,612.00	\$7,398,112.00	8.9%
2021	96,505,762.00	\$6,305,150.00	6.9%
2022	108,614,614.00	\$12,108,852.00	12.5%
2023	119,381,010.00	\$10,766,396.00	9.9%
2024	129,375,701.00	\$9,994,691.00	8.3%
2025	138,809,097.00	\$9,433,396.00	7.3%

Average % Change

Total
7.30%

10 Year
6.85%

5 Year
8.98%



Noble Public Schools

Budget

2025-26

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2025-2026
	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Estimated Expenditures
Personnel									
Teacher/ Administrative (110, 112, 115, 116, 130, Support (120,125,140,150,180,193)	\$10,510,700.83	\$11,367,977.92	\$11,212,804.17	\$12,243,727.29	\$12,615,712.96	\$13,187,424.83	\$13,650,785.10	\$3,724,412.02	\$14,060,308.00
Substitutes-Certified Teachers (131, 141)	\$2,923,460.13	\$3,084,226.31	\$3,003,242.82	\$3,541,759.77	\$3,859,598.81	\$4,033,082.31	\$4,175,758.29	\$1,341,377.62	\$4,301,030.74
Substitutes-Non Certified (142)	\$95,569.56	\$55,410.00	\$39,527.75	\$88,428.69	\$168,831.59	\$159,959.18	\$131,038.93	\$68,852.85	\$134,969.00
Sick Leave (114,124)	\$25,968.26	\$8,391.10	\$4,998.00	\$19,077.70	\$0.00	\$1,955.70	\$8,252.41	\$16,913.10	\$8,253.03
Hourly Certified (133)	\$3,506.25	\$16,605.00	\$40,743.10	\$37,810.77	\$37,600.05	\$30,762.55	\$56,125.41	\$0.00	\$57,808.00
Hourly Support (143)	\$56,378.75	\$59,500.48	\$11,896.00	\$16,920.00	\$14,569.00	\$0.00	\$0.00	\$0.00	\$0.00
Temporary Pay-Certified (139)	\$59,456.51	\$66,188.05	\$31,438.24	\$49,515.97	\$46,021.45	\$19,560.09	\$7,191.00	\$0.00	\$8,200.00
Temporary Pay-Support (149)	\$3,924.00	\$65,715.00	\$43,652.00	\$67,662.75	\$93,511.49	\$73,982.25	\$50,236.36	\$17,741.12	\$51,743.00
Comp Paid After Comp (174)	\$89,831.72	\$94,241.46	\$77,022.51	\$99,755.97	\$154,416.53	\$134,448.75	\$149,692.35	\$57,235.21	\$154,182.00
Bonus Non-Certified (181)	\$0.00	\$0.00	\$0.00	\$0.00	\$4,875.00	\$0.00	\$0.00	\$0.00	\$0.00
	\$1,000.00	\$0.00	\$73,185.95	\$80,379.50	\$500.00	\$0.00	\$0.00	\$2,000.00	\$0.00
Subtotal	\$13,769,796.01	\$14,818,255.32	\$14,538,510.54	\$16,245,038.41	\$16,995,636.88	\$17,641,175.66	\$18,229,079.85	\$5,228,531.92	\$18,776,493.77
Fringe-Certified									
Flex Benefit Allowance (213)	\$1,091,024.43	\$1,167,598.50	\$1,206,570.78	\$1,306,286.86	\$1,373,328.18	\$1,463,974.53	\$1,544,301.64	\$448,374.51	\$1,590,630.00
FICA/Medicare (231, 232)	\$783,255.85	\$850,407.98	\$833,632.78	\$909,651.02	\$938,534.22	\$978,720.03	\$1,003,176.13	\$278,475.40	\$1,033,271.00
Matching Retirement (252)	\$59,203.77	\$61,048.19	\$70,892.60	\$113,249.37	\$131,570.75	\$106,709.67	\$87,920.68	\$19,739.81	\$90,905.00
Employee Retirement Cont. (251, 253)	\$982,840.42	\$1,068,164.96	\$1,087,472.37	\$1,180,504.68	\$1,213,156.10	\$2,079,987.70	\$2,128,715.05	\$567,040.03	\$2,192,576.00
Workers Compensation (273)	\$64,000.00	\$79,134.40	\$66,777.00	\$0.00	\$87,570.65	\$0.00	\$74,883.75	\$0.00	\$77,129.00
Life Insurance-Certified (214,219)	\$10,288.44	\$8,638.20	\$7,665.24	\$8,884.80	\$11,020.93	\$13,071.42	\$14,938.91	\$6,344.64	\$15,386.00
	\$2,990,612.91	\$3,234,992.23	\$3,273,010.77	\$3,518,576.73	\$3,755,180.83	\$4,641,463.35	\$4,853,936.16	\$1,319,974.39	\$4,999,897.00
Subtotal	\$2,990,612.91	\$3,234,992.23	\$3,273,010.77	\$3,518,576.73	\$3,755,180.83	\$4,641,463.35	\$4,853,936.16	\$1,319,974.39	\$4,999,897.00
Fringe-Non Certified									
Flex Benefit Allowance (223)	\$515,342.31	\$576,740.34	\$592,735.15	\$606,406.28	\$659,020.34	\$775,408.48	\$833,420.00	\$279,087.58	\$858,422.00
FICA/ Medicare (241, 242)	\$234,957.32	\$245,299.02	\$238,977.16	\$286,024.48	\$312,333.23	\$318,635.63	\$328,258.80	\$110,697.15	\$338,105.00
Employee Retirement Contributions (261,262,26)	\$175,349.92	\$190,492.05	\$180,389.08	\$309,516.53	\$342,894.92	\$573,061.60	\$601,088.11	\$192,204.55	\$619,120.00
Workers Compensation (283, 290)	\$20,895.00	\$27,064.60	\$27,000.00	\$0.00	\$52,542.35	\$98,471.00	\$44,930.25	\$0.00	\$46,277.00
Life Insurance-Support (224, 229)	\$7,235.37	\$6,305.40	\$5,361.60	\$6,002.55	\$7,767.81	\$9,417.06	\$10,757.07	\$3,274.86	\$11,079.00
	953,779.92	1,045,901.41	1,044,462.99	1,207,949.84	1,374,558.65	1,774,993.77	\$1,818,454.23	\$585,264.14	\$1,873,003.00
Subtotal	\$1,714,188.84	\$1,909,148.96	\$1,855,984.30	\$2,097,156.49	\$2,212,537.63	\$2,407,632.78	\$2,490,147.04	\$7,133,770.45	\$25,350,000.00
Total Salary & Fringe	\$15,483,984.85	\$16,727,404.28	\$16,394,494.84	\$18,342,194.90	\$19,208,174.51	\$20,048,808.44	\$20,720,226.89	\$12,362,302.37	\$24,126,493.77
Contractual Services									
Official/Adm Services/Election (310)	\$132.30	\$3,069.76	\$3,012.00	\$3,200.52	\$3,450.52	\$5,995.52	\$12,086.67	\$1,225.26	\$6,500.00
Professional Ed Services (320)	\$16,253.10	\$3,975.00	\$438.00	\$0.00	\$0.00	\$35,000.00	\$9,000.00	\$0.00	\$10,500.00
Accounting Services (331)	\$19,422.93	\$19,180.00	\$19,180.00	\$19,180.00	\$22,480.00	\$12,000.00	\$12,100.00	\$2,150.00	\$12,360.00
Medical Services (336)	\$54,205.25	\$94,290.45	\$68,597.50	\$67,897.25	\$128,875.00	\$160,056.25	\$153,003.38	\$47,434.25	\$157,593.00
Other Professional Services (337)	\$4,578.00	\$0.00	\$5,000.00	\$2,650.00	\$7,340.00	\$2,500.00	\$3,442.00	\$2,514.91	\$3,545.00
Technical Services (340)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Data Proc. Services (342)	\$36,923.93	\$2,898.80	\$24,531.22	\$27,822.84	\$38,358.05	\$50,916.54	\$106,643.33	\$18,461.40	\$75,000.00
Security Services (344)	\$0.00	\$0.00	\$0.00	\$0.00	\$571.33	\$0.00	\$0.00	\$0.00	\$0.00
Tech Related Tech Services (346)	\$17,421.50	\$7,067.50	\$22,579.13	\$36,730.14	\$28,892.35	\$14,918.46	\$47,399.89	\$31,099.59	\$52,340.00
Contr. Services Drft/Rev (353)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Gen Counseling Services-Lawyer (354)	\$9,000.00	\$9,000.00	\$19,000.00	\$9,350.00	\$4,500.00	\$0.00	\$5,449.00	\$0.00	\$9,000.00
Due Process (355)	\$150.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Legal Opinion/ Advice (358)	\$1,696.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,000.00	\$6,250.00

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2025-2026
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Estimated
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
Prof Employee Training & Develop (359)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$220.00	\$400.00
Prof Train/Develop. (360)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal	\$159,783.51	\$139,481.51	\$162,454.85	\$166,830.75	\$247,280.78	\$287,327.77	\$349,564.27	\$106,105.41	\$333,488.00
Property Services									
Utility/ Water (410)	\$92,846.49	\$99,188.54	\$101,492.60	\$78,803.78	\$92,173.76	\$53,880.88	\$76,019.61	\$32,643.85	\$78,299.00
Cleaning (420)	\$4,131.85	\$3,540.00	\$97,126.93	\$12,377.73	\$12,381.00	\$4,516.00	\$5,455.39	\$2,045.00	\$7,500.00
Lawn Care Services (426)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Repairs and Maint. (430)	\$275,913.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cooling Services (433)	\$0.00	\$2,407.14	\$14,458.96	\$384,365.60	\$188,809.46	\$110,239.96	\$65,903.07	\$1,924.59	\$20,000.00
Electrical Services (434)	\$0.00	\$0.00	\$0.00	\$14,284.00	\$21,287.00	\$29,442.72	\$18,746.00	\$0.00	\$22,000.00
Heating Services (435)	\$0.00	\$0.00	\$1,338.96	\$35,280.40	\$0.00	\$0.00	\$19,764.00	\$0.00	\$22,000.00
Office Machine Services (436)	\$0.00	\$21,000.00	\$21,000.00	\$21,170.00	\$19,288.07	\$21,000.00	\$21,000.00	\$0.00	\$21,630.00
Plumbing Services (437)	\$0.00	\$0.00	\$0.00	\$0.00	\$42.75	\$0.00	\$0.00	\$0.00	\$0.00
Other Building Services (438)	\$0.00	\$25,799.30	\$145,381.13	\$66,480.34	\$209,693.22	\$52,467.54	\$83,498.19	\$7,768.22	\$87,000.00
Other Equipment & Veh Services (439)	\$0.00	\$100,763.48	\$64,554.69	\$153,269.22	\$100,767.30	\$161,945.96	\$149,159.55	\$64,347.17	\$155,000.00
Rental or Lease (440)	\$45,976.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Equip & Vehicle Services (442)	\$0.00	\$0.00	\$0.00	\$0.00	\$15,850.00	\$0.00	\$0.00	\$11,175.00	\$11,175.00
Other Rentals/ Lease SV (449)	\$0.00	\$32,602.18	\$30,000.00	\$34,050.00	\$30,000.00	\$30,000.00	\$30,000.00	\$0.00	\$30,000.00
Const. Service-Outside (450)	\$0.00	\$0.00	\$11,412.00	\$0.00	\$523,957.41	\$69,095.26	\$71,210.50	\$37,400.00	\$64,997.50
Other Construction Services (459)	\$0.00	\$0.00	\$63,250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other purchases prop (490)	\$46,353.85	\$3,195.87	\$4,381.44	\$5,231.49	\$2,947.41	\$34,317.00	\$5,180.00	\$5,761.90	\$6,000.00
Subtotal	\$465,222.40	\$288,604.51	\$561,422.39	\$846,596.56	\$1,235,166.58	\$566,905.32	\$546,956.31	\$163,065.73	\$526,680.79
Insurance									
Unemployment & School Board Ins. (529)	\$0.00	\$15,086.46	\$25,986.59	\$8,100.87	\$123,353.36	\$20,923.20	\$20,003.57	\$906.11	\$22,000.00
Liability (522)	\$12,500.00	\$8,022.00	\$40,968.21	\$0.00	\$119,538.00	\$22,057.00	\$21,603.00	\$0.00	\$22,251.00
Property (523)	\$102,726.00	\$104,702.00	\$286,040.21	\$0.00	\$550,908.00	\$508,995.00	\$487,206.00	\$0.00	\$501,822.00
Surety Bonds and Insurance (525)	\$17,616.80	\$21,839.80	\$42,039.01	\$3,839.80	\$2,789.80	\$2,789.80	\$2,789.80	\$700.00	\$3,000.00
Student Transportation (524)	\$46,000.00	\$41,037.00	\$52,346.21	\$0.00	\$135,750.00	\$39,351.00	\$38,626.00	\$0.00	\$39,784.00
Communications									
Postage Services and Telephone (530)	\$64,507.04	\$87,350.99	\$45,884.59	\$52,260.58	\$89,422.30	\$161,918.66	\$154,034.81	\$81,832.35	\$155,000.00
Advertising (540)	\$856.13	\$623.05	\$915.13	\$43.35	\$553.11	\$876.84	\$582.90	\$495.38	\$1,000.00
Printing and Binding (550)	\$0.00	\$1,399.15	\$444.00	\$698.00	\$420.00	\$0.00	\$3,214.00	\$2,580.00	\$3,000.00
Student Travel/ Lodging (515)	\$2,962.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Std Trans/ Meals out of District (516)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Transporting other Students (513)	\$625.60	\$0.00	\$0.00	\$0.00	\$1,296.83	\$879.98	\$9,360.00	\$0.00	\$5,000.00
Staff Travel (580)	\$5,718.49	\$10,680.59	\$879.82	\$3,398.18	\$5,276.58	\$52,873.20	\$13,536.24	\$6,604.74	\$20,000.00
Other Purchases (599)	\$3,344.41	\$3,740.34	\$3,740.34	\$3,748.34	\$3,754.34	\$4,415.56	\$4,502.24	\$876.00	\$4,800.00
Subtotal	\$256,856.77	\$344,481.38	\$499,244.11	\$72,089.12	\$1,033,062.32	\$815,080.24	\$755,458.56	\$93,994.58	\$777,657.00
Utilities/ Miscellaneous									
Paper/Copy (611)	\$26,770.97	\$24,709.37	\$859.24	\$7,426.77	\$27,277.97	\$52,196.07	\$27,208.75	\$917.67	\$22,703.75
Auto/Bus Supplies (612)	\$18,618.13	\$10,167.92	\$13,491.65	\$12,491.60	\$36,841.92	\$28,152.39	\$19,433.25	\$18,893.66	\$25,000.00

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2025-2026
	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Estimated Expenditures
Testing (614)	\$9,688.37	\$3,527.92	\$8,662.22	\$49,727.70	\$12,415.48	\$7,940.90	\$16,482.16	\$12,105.62	\$14,500.00
Films/Videos (615)	\$0.00	\$0.00	\$13,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
First Aid (616)	\$0.00	\$3,510.99	\$63,910.89	\$135,655.06	\$4,291.78	\$5,925.84	\$1,816.91	\$1,488.62	\$3,500.00
Paper/Products (Child Nutrition) (617)	\$44,960.24	\$52,025.74	\$41,404.98	\$73,782.92	\$76,576.90	\$74,720.10	\$79,172.74	\$19,945.27	\$81,547.00
Cleaning & Maint. Supplies/ Chem. (618)	\$5,630.82	\$20,052.06	\$3,748.76	\$16,552.19	\$362,258.99	\$92,743.78	\$44,431.78	\$3,321.78	\$50,000.00
Office Supplies (619)	\$198,170.07	\$216,065.15	\$123,482.32	\$230,328.50	\$298,450.36	\$402,803.66	\$270,218.18	\$99,430.39	\$260,076.66
Bt. Lig/ Petr. Gas (621)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Diesel (623)	\$112,726.85	\$61,741.17	\$51,443.97	\$98,209.18	\$110,131.90	\$86,868.35	\$80,558.96	\$15,013.47	\$90,000.00
Electricity (624)	\$267,931.43	\$309,003.49	\$288,258.24	\$337,877.42	\$401,270.37	\$352,065.47	\$322,065.28	\$160,322.52	\$350,000.00
Gasoline (625)	\$14,311.46	\$20,781.17	\$37,428.48	\$69,359.62	\$85,658.94	\$71,779.70	\$82,686.84	\$39,509.83	\$80,000.00
Natural Gas (627)	\$37,688.51	\$38,548.56	\$72,206.41	\$79,892.59	\$81,083.06	\$56,890.74	\$59,363.89	\$7,541.17	\$65,000.00
Food and Drink (630)	\$602,632.63	\$849,541.65	\$698,423.90	\$789,151.46	\$820,423.27	\$727,038.50	\$810,552.85	\$289,989.47	\$800,000.00
Books (641)	\$16,273.83	\$26,152.05	\$31,622.60	\$44,126.13	\$33,724.25	\$32,658.90	\$34,150.79	\$15,339.70	\$7,504.79
Periodicals (642)	\$0.00	\$0.00	\$329.80	\$114.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
St. Adoption Txtbooks (643)	\$19,629.32	\$8,573.15	\$127,658.25	\$78,606.21	\$219,833.23	\$38,539.15	\$42,041.42	\$2,885.41	\$187,565.99
Supply Textbook (644)	\$74,695.60	\$105,000.00	\$325.00	\$95.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Workbooks (645)	\$4,333.53	\$0.00	\$0.00	\$0.00	\$0.00	\$1,207.23	\$0.00	\$0.00	\$0.00
Newspaper (647)	\$0.00	\$329.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Magazines (648)	\$3,038.03	\$1,609.59	\$1,265.04	\$1,786.84	\$739.40	\$4,163.28	\$1,768.71	\$0.00	\$0.00
Appliances (651)	\$3,661.54	\$25,966.49	\$31,030.39	\$25,573.95	\$182,621.74	\$81,908.92	\$92,849.75	\$8,539.45	\$68.71
Audiovisual (652)	\$0.00	\$0.00	\$0.00	\$3,826.83	\$189.06	\$740.00	\$0.00	\$1,407.69	\$59,609.75
Technology-Related Equipment (653)	\$240,208.59	\$264,350.28	\$1,038,620.58	\$767,636.94	\$696,660.24	\$325,992.30	\$221,369.24	\$159,097.72	\$1,407.69
Furniture and Fixtures (654)	\$92,618.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$213,972.24
Instruments (655)	\$16,491.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,656.95	\$0.00	\$0.00	\$0.00
Machinery (656)	\$50,047.01	\$5,926.43	\$11,509.92	\$105,149.49	\$21,355.00	\$31,855.60	\$8,565.00	\$0.00	\$17,500.00
Uniforms (657)	\$1,654.45	\$67,775.51	\$61,344.80	\$32,427.75	\$51,647.98	\$56,099.39	\$46,140.46	\$9,216.98	\$52,000.00
Adaptive Equipment (658)	\$0.00	\$0.00	\$0.00	\$75.20	\$0.00	\$47.95	\$0.00	\$0.00	\$500.00
Firearms and Ammunition (659)	\$0.00	\$1,818.64	\$0.00	\$0.00	\$0.00	\$2,437.48	\$4,561.35	\$0.00	\$5,000.00
Curricular (681)	\$32.00	\$4,567.42	\$2,914.46	\$1,826.07	\$3,919.72	\$2,982.50	\$2,541.65	\$0.00	\$3,500.00
Awards, Gifts, Décor. (682)	\$1,861,813.26	\$2,121,744.42	\$2,722,941.90	\$2,963,147.28	\$3,528,978.67	\$2,563,525.53	\$6,409.69	\$705.00	\$7,500.00
Subtotal							\$2,274,389.65	\$866,220.87	\$2,398,456.58
Equipment									
Land & Improvements (710)	\$5,000.00	\$0.00	\$0.00	\$381,476.97	\$0.00	\$286,220.66	\$50,111.48	\$0.00	\$75,000.00
Playground Improvement (716)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,851.72	\$2,500.00
Buildings (720)	\$0.00	\$0.00	\$0.00	\$197,837.98	\$94,172.40	\$44,185.00	\$0.00	\$0.00	\$25,000.00
Appliances (731)	\$8,600.00	\$80,152.16	\$7,977.36	\$20,193.20	\$46,006.32	\$65,917.55	\$60,111.35	\$2,250.00	\$10,000.00
Tech Related Equip (733)	\$43,304.32	\$59,156.61	\$44,478.11	\$92,764.01	\$257,858.33	\$88,003.58	\$313,961.93	\$629.76	\$325,000.00
Tech Software (734)	\$25,469.08	\$0.00	\$0.00	\$189,302.35	\$23,404.12	\$103,513.18	\$0.00	\$0.00	\$55,000.00
Instruments (735)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Machinery (736)	\$0.00	\$0.00	\$28,884.00	\$21,699.00	\$9,905.68	\$0.00	\$0.00	\$0.00	\$5,000.00
Uniforms (737)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Security Equipment (739)	\$0.00	\$0.00	\$517.99	\$99,759.30	\$31,825.25	\$56,543.58	\$79.29	\$267.62	\$15,000.00
Vehicles (760)	\$398,489.99	\$242,925.00	\$130,296.40	\$295,100.54	\$534,369.62	\$406,912.00	\$0.00	\$0.00	\$0.00
Automobiles (761)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$247,486.00	\$0.00	\$250,000.00
Buses (762)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$305,360.86	\$23,653.06	\$250,000.00
Trucks (764)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,500.00	\$0.00	\$0.00
Subtotal	\$480,863.39	\$382,233.77	\$212,153.86	\$1,298,133.35	\$997,541.72	\$1,051,295.55	\$995,610.91	\$28,652.16	\$1,012,500.00

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2025-2026
	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Estimated Expenditures
Miscellaneous									
Dues and Fees (810)	\$15,783.30	\$9,043.65	\$14,345.65	\$16,056.76	\$64,667.99	\$54,242.81	\$60,827.80	\$41,251.66	\$54,066.80
Contingcy-Budget Only (840)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Staff Reg. & Tuition (860)	\$27,999.95	\$23,173.26	\$27,163.80	\$17,440.69	\$19,785.87	\$20,507.10	\$43,827.95	\$12,873.61	\$45,000.00
County Assess-Reeval Fee (870)	\$24,498.88	\$26,964.34	\$33,549.51	\$33,699.51	\$39,965.90	\$43,200.19	\$50,805.82	\$0.00	\$53,000.00
Other Miscell. (890)	\$78.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal	\$68,360.13	\$59,181.25	\$75,058.96	\$67,196.96	\$124,419.76	\$117,950.10	\$155,461.57	\$54,125.27	\$152,066.80
Miscellaneous Reimbursements									
Reimbursement (930)	\$182,850.00	\$175,161.37	\$23,863.27	\$10,517.14	\$17,350.76	\$16,112.46	\$15,133.40	\$8,537.88	\$18,000.00 Medicare
Change/Cash (950)	\$625.00	\$625.00	\$625.00	\$340.00	\$625.00	\$625.00	\$625.00	\$625.00	\$625.00
Petty Cash (960)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Intra Fund Transfers (970)	\$0.00	\$0.00	\$21,845.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal	\$183,475.00	\$175,786.37	\$46,334.15	\$10,857.14	\$17,975.76	\$16,737.46	\$15,758.40	\$9,162.88	\$18,625.00
Total Supplies/Service/Fixed Charges	\$3,476,374.46	3,511,513.21	4,279,610.22	5,424,851.16	\$7,184,425.59	5,418,821.97	\$5,093,199.67	\$1,321,326.90	\$5,219,474.17
State/Federal Programs									
Professional Development - 311	\$1,344.00	\$2,349.92	\$1,130.00	\$75.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Program Assistance - 412	\$50,381.87	\$48,273.98	\$79,798.12	\$62,053.95	\$65,747.39	\$76,913.71	\$0.00	\$22,527.72	\$65,472.28
Carl Perkins - 421	\$25,469.08	\$23,106.33	\$22,497.00	\$27,884.00	\$30,475.33	\$19,995.00	\$0.00	\$25,951.00	\$15,621.29
GEER Fund-438	\$0.00	\$0.00	\$299,116.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ESSER III 795	\$0.00	\$0.00	\$0.00	\$1,321,560.95	\$1,654,760.37	\$987,925.05	\$0.00	\$0.00	\$0.00
Subtotal	77,194.95	73,730.23	402,541.42	1,411,573.90	1,750,983.09	1,084,833.76	\$0.00	\$48,478.72	\$81,093.57
Site Budgets									
KID	\$17,136.39	\$20,893.54	\$5,543.15	\$9,840.13	\$12,736.82	\$11,641.91	\$0.00	\$2,097.28	\$11,102.72
Hubbard	\$22,538.17	\$33,052.63	\$6,229.17	\$16,131.30	\$24,650.30	\$23,455.58	\$0.00	\$9,943.29	\$13,256.71
Pioneer	\$25,676.03	\$24,577.37	\$8,213.06	\$9,518.03	\$12,610.48	\$17,928.12	\$0.00	\$11,537.12	\$5,062.88
CIMS	\$27,171.19	\$31,822.55	\$22,658.47	\$24,857.00	\$32,890.83	\$30,889.90	\$0.00	\$18,604.29	\$15,895.71
High School	\$71,852.92	\$37,317.01	\$17,078.02	\$37,107.63	\$43,140.92	\$53,275.50	\$0.00	\$19,594.03	\$35,805.97
Subtotal	\$164,374.70	\$147,663.10	\$59,721.87	\$97,454.09	\$126,029.35	\$137,191.01	\$0.00	\$61,776.01	\$81,123.99
TOTAL GENERAL FUND EXPENDITURES	\$21,190,563.30	22,610,662.17	23,135,594.52	\$26,396,416.14	29,309,801.95	\$29,476,454.75	\$29,994,669.91	\$8,516,873.36	\$30,731,691.73
Revenue	\$34,913,839.72								
Expenditures	\$30,731,691.73	Carryover %							
Estimated Carryover	\$4,182,147.99	11.98%							

Noble School General Fund Revenue 2026

	3110	Gross Production Tax	\$3,285.53	\$7,895.63	\$10,907.93	\$8,397.17	\$8,905.05	\$3,178.06	6,678.00
	3120	Motor Vehicle Collections	\$1,097,094.26	\$1,330,056.94	\$1,257,892.46	\$1,255,918.52	\$1,253,165.00	\$478,758.46	1,250,000.00
	3130	REA Cooperative Tax	\$350,769.16	\$403,988.22	\$475,302.20	\$425,936.17	\$440,850.26	\$208,075.84	396,765.00
	3140	State School Land Earnings	\$382,871.45	\$416,410.21	\$445,421.33	\$497,593.84	\$540,222.82	\$158,346.47	540,000.00
	3150	Vehicle Tax Stamp	\$5,689.39	\$5,217.51	\$4,987.42	\$6,425.37	\$6,822.51	\$3,156.56	6,139.00
	3210	State Aid Allocations	\$10,199,405.57	\$12,241,621.37	\$12,878,653.66	\$15,156,998.49	\$14,948,009.35	\$5,103,366.94	14,174,329.40
	3230	Mentor Teacher Stipend	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
	3250	Flexible Benefit Allowance	\$2,027,638.18	\$2,204,590.16	\$2,316,508.15	\$2,588,339.48	\$2,789,402.37	\$1,021,732.88	2,838,146.88
388	3310	Alt. and At-Risk Education	\$39,516.72	\$0.00	\$27,226.83	\$53,054.80	\$92,795.98	\$0.00	85,000.00
311	3411	Professional Development	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
312	3412	National Certified Teacher	\$30,000.00	\$35,000.00	\$25,000.00	\$25,000.00	\$10,000.00	\$0.00	10,000.00
367	3415	Reading Sufficiency Act	\$56,968.50	\$62,428.16	\$71,224.16	\$46,745.60	\$73,563.73	\$61,064.85	65,000.00
333	3420	State Textbook	\$129,839.28	\$246,084.47	\$191,123.83	\$196,097.60	\$195,510.29	\$67,523.76	187,565.99
376	3436	School Resource Officer Program	\$0.00	\$0.00	\$0.00	\$72,303.38	\$111,526.24	\$93,041.47	93,041.47
799	3436	School Resource Officer Program	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
317	3440	Driver Education	\$4,455.00	\$7,835.00	\$7,507.50	\$7,382.50	\$0.00	\$0.00	0.00
	3470	Advanced Placement Incent	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
318	3435	Redbud School Funding Act	\$0.00	\$350,128.28	\$0.00	\$0.00	\$0.00	\$0.00	0.00
377	3437	Paid Maternity Leave	\$0.00	\$0.00	\$0.00	\$0.00	\$68,298.52	\$0.00	0.00
338	3570	OK Parents as Teachers	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
	3620	State Land Reimbursement	\$103.75	\$118.19	\$108.44	\$109.14	\$122.58	\$0.00	0.00
	3630	Dept of Human Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29,147.26	29,147.26
	3690	TSIEP Reimbursement	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
337	3690	State Arts Council	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
	3690	Clean Diesel Reimb. Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
	3690	Misc. Sources State Revenue	\$42,500.00	\$0.00	\$0.00	\$0.00	\$12,000.00	\$0.00	0.00
352	3690	Teacher Induction/Mentor Prgm	\$0.00	\$0.00	\$0.00	\$80.74	\$0.00	\$0.00	0.00
361	3690	Ace Technology	\$6,973.20	\$14,542.92	\$17,823.37	\$15,861.73	\$13,364.44	\$0.00	11,000.00
362	3690	Ace Remediation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
	3690	Robotics Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
386	3690	Reading Proficiency	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
385	3720	State Matching Lunches	\$10,451.52	\$12,290.10	\$12,837.66	\$12,464.70	\$12,797.50	\$0.00	12,750.00
411	3811	Comp HS Voc Salary Reimb	\$24,220.00	\$24,220.00	\$24,220.00	\$25,920.00	\$28,120.00	\$1,980.00	25,000.00
412	3812	Voc Prog Incentive Assist	\$67,108.50	\$67,108.50	\$67,108.50	\$81,000.00	\$88,000.00	\$21,999.00	88,000.00
469	3892	Lottery Reimbursement	\$0.00	\$0.00	\$26,201.99	\$0.00	\$14,979.57	\$0.00	15,000.00
		Subtotal	\$14,478,890.01	\$17,429,535.66	\$17,860,055.43	\$20,475,629.23	\$20,708,456.21	\$7,251,371.55	\$19,833,563.00
		Federal							
594	4120	FEMA Emer Mgmt	\$0.00	\$5,904.52	\$0.00	\$485,005.56	\$26,367.50	\$26,922.88	26,922.88
561	4140	Title VII-Indian Ed, Part A	\$60,703.71	\$56,234.17	\$70,637.91	\$48,567.23	\$88,543.87	\$0.00	89,000.00
799	4140	PY Indian Ed.	\$0.00	\$15,304.01	\$0.00	\$24,559.44	\$0.00	\$37,500.73	37,500.73
511	4210	Title I	\$445,707.16	\$456,770.64	\$430,103.17	\$311,764.76	\$339,611.37	\$0.00	1,080,000.00
515	4210	School Support	\$0.00	\$0.00	\$0.00	\$75,580.60	\$24,564.90	\$0.00	250.00

Noble School General Fund Revenue 2026

799	4210	PTA, Improving Basic	\$0.00	\$132,710.42	\$161,304.60	\$209,246.31	\$516,517.84	\$455,039.43	455,039.43
541	4271	Title II-Part A Teacher quality	\$84,000.00	\$90,000.00	\$107,800.00	\$111,000.00	\$100,000.00	\$0.00	80,000.00
799	4271	Title II-Part A	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
799	4272	Title II-Part D	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
542	4273	Title II-Part B Math & Sci.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
615	4310	Idea--B monitoring assistance	\$5,594.88	\$3,773.46	\$2,875.11	\$2,774.49	\$0.00	\$0.00	10,904.00
799	4310	Idea--B monitoring assistance	\$0.00	\$4,128.00	\$1,299.34	\$716.45	\$890.70	\$346,615.62	346,615.62
617	4310	IDEA-B Covid Assistance	\$13,694.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
799	4310	IDEA-B Covid Assistance	\$0.00	\$10,188.39	\$0.00	\$0.00	\$288,027.42	\$0.00	0.00
613	4310	IDEA-B SEA Discretionary	\$0.00	\$725.00	\$1,749.00	\$598.00	\$0.00	\$0.00	0.00
621	4310	Special Ed-Idea B Flow 621	\$446,621.28	\$452,125.24	\$435,634.94	\$358,831.50	\$365,010.93	\$0.00	653,064.36
799	4310	IDEA Pt B	\$0.00	\$113,768.42	\$113,023.29	\$190,609.15	\$0.00	\$0.00	0.00
628	4310	ARP IDEA B Flow PL 105-17	\$0.00	\$0.00	\$14,345.07	\$805.71	\$0.00	\$0.00	0.00
799	4310	ARP IDEA B Flow PL 105-17	\$0.00	\$0.00	\$0.00	\$9,705.61	\$0.00	\$0.00	0.00
641	4340	Preschool Ages 3-5 641	\$7,652.27	\$7,753.68	\$7,376.00	\$6,019.73	\$6,517.16	\$0.00	0.00
799	4340	PY Preschool	\$0.00	\$2,596.03	\$2,108.02	\$3,128.86	\$5,118.15	\$6,737.96	11,755.82
552	4441	Title IV-A	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	75,000.00
552	4442	Title IV LEAS Formula	\$36,678.31	\$31,271.38	\$28,854.27	\$25,183.33	\$0.00	\$0.00	0.00
799	4442	PY Title IV	\$0.00	\$5,546.60	\$7,336.35	\$12,679.70	\$21,680.37	\$47,556.72	47,556.72
456	4617	Rehabilitation Services	\$2,386.33	\$906.25	\$1,662.06	\$2,787.63	\$8,689.13	\$348.00	0.00
799	4617	PRY Rehabilitation Services	\$0.00	\$0.00	\$0.00	\$0.00	\$427.75	\$0.00	0.00
628	4689	ARP Flowthrough	\$0.00	\$112,769.22	\$0.00	\$0.00	\$0.00	\$0.00	0.00
799	4689	ARP Flowthrough PY	\$0.00	\$0.00	\$715.54	\$0.00	\$0.00	\$0.00	0.00
643	4340	ARP Preschool	\$0.00	\$0.00	\$7,448.18	\$400.41	\$0.00	\$0.00	0.00
697	4580	Medicaid Administrative Claiming	\$0.00	\$0.00	\$0.00	\$17,256.78	\$15,081.33	\$0.00	0.00
698	4580	Medicaid Resources	\$0.00	\$52,002.91	\$107,269.57	\$104,684.32	\$55,033.66	\$14,042.45	14,042.45
717	4689	High Dosage Tutoring	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	80,000.00
799	4689	High Dosage Tutoring	\$0.00	\$0.00	\$0.00	\$0.00	\$6,096.62	\$0.00	0.00
722	4689	Counselor Corps Com. Proj.	\$0.00	\$83,416.65	\$104,716.22	\$119,622.02	\$0.00	\$0.00	0.00
799	4689	Counselor Corps Com. Proj.	\$0.00	\$0.00	\$21,583.35	\$62,660.59	\$113,707.91	\$0.00	0.00
723	4689	OK Schools Covid-19 Prevention	\$0.00	\$241,647.58	\$273,500.83	\$0.00	\$0.00	\$0.00	0.00
799	4689	OSHD Reopeninbg Schools PY	\$0.00	\$0.00	\$56,960.86	\$177,890.73	\$0.00	\$0.00	0.00
725	4689	ARP- OK Paid Student Teacher	\$0.00	\$0.00	\$5,247.00	\$5,247.00	\$0.00	\$0.00	0.00
726	4689	ARP-ESSER III - Science of	\$0.00	\$0.00	\$9,690.00	\$1,292.00	\$9,044.00	\$0.00	0.00
770	4689	Emergency Connectivity Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
770	4689	GEAR UP Partnership Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$9,280.00	\$100,613.69	100,613.69
788	4689	Misc. Sources Federal Cares	\$394,019.13	\$105,757.24	\$0.00	\$0.00	\$0.00	\$0.00	0.00
799	4689	Misc. Sources Federal Cares	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
789	4689	Misc. Sources Federal GEER	\$293,883.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
799	4689	PY OTHER MISC SOURCES FED	\$0.00	\$6,116.87	\$0.00	\$0.00	\$0.00	\$0.00	0.00
793	4689	ESSER II	\$0.00	\$1,205,957.60	\$136,453.16	\$31,197.53	\$0.00	\$0.00	0.00
799	4689	ESSER II	\$0.00	\$453,318.84	\$112,834.13	\$9,779.42	\$0.00	\$0.00	0.00
795	4689	ESSER III	\$0.00	\$1,040,747.25	\$1,233,744.49	\$751,254.81	\$377,763.33	\$0.00	0.00
795	4689	CN ESSER	\$0.00	\$0.00	\$0.00	\$0.00	\$17,896.91	\$0.00	0.00

Noble School General Fund Revenue 2026

799	4689	ARP ESSER III LEAS	\$0.00	\$0.00	\$291,085.05	\$558,726.82	\$110,978.32	\$0.00	0.00
759	4705	USDA Supply Chain Assistance	\$0.00	\$63,212.40	\$86,284.18	\$75,497.35	\$0.00	\$0.00	0.00
760	4706	P-EBT Local Admin Funds	\$0.00	\$3,063.00	\$3,135.00	\$0.00	\$0.00	\$0.00	0.00
761	4704	Emerg Reimb-Child & Adult Care	\$0.00	\$66,277.29	\$0.00	\$0.00	\$0.00	\$0.00	0.00
757	4707	Dept of Ag Food & Forestry	\$0.00	\$0.00	\$0.00	\$50,000.00	\$48,335.00	\$0.00	25,000.00
763	4710	Nat'l School Lunch	\$0.00	\$1,076,100.32	\$882,163.77	\$849,965.50	\$1,019,599.60	\$216,589.99	1,000,000.00
764	4720	Breakfast Program	\$0.00	\$297,127.58	\$239,102.45	\$228,486.45	\$340,358.06	\$64,651.52	340,000.00
766	4740	Summer Feeding	\$1,053,402.17	\$183,781.77	\$5.00	\$24,576.97	\$13,775.80	\$0.00	0.00
767	4770	CNP Prof Stds Tech Assist.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
769	4750	Dept. of Ed. Food Pgm.	\$465,717.50	\$552,747.44	\$434,684.37	\$31,010.52	\$0.00	\$0.00	0.00
791	4780	Farm Bill Equipment Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
788	4815	CARES Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
799	4821	PY Carl Perkins	\$0.00	\$0.00	\$0.00	\$0.00	\$36,234.00	\$0.00	0.00
421	4821	Carl Perkins	\$19,998.00	\$30,383.00	\$30,473.67	\$0.00	\$30,990.00	\$0.00	31,629.00
		Subtotal	\$3,330,058.50	\$6,964,133.17	\$5,423,205.95	\$4,979,113.28	\$3,996,141.63	\$1,316,618.89	\$4,511,632.66
		Non Revenue							
285	5120	Start up change for CN	\$625.00	\$340.00	\$625.00	\$806.44	\$15,625.00	\$0.00	0.00
	5160	Activity Fund Reimburse	\$43,538.68	\$4,103.94	\$37,657.75	\$296.86	\$3,651.80	\$0.00	1,000.00
	5190	Miscellaneous Revenue	\$0.00	\$2,934.51	\$9,207.31	\$1,067.09	\$133.40	\$0.00	0.00
	5600	Adjusting Entry	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
	5600	Correcting Entry	\$758.00	\$0.00	\$0.00	\$7,000.00	\$0.00	\$0.00	0.00
			\$44,921.68	\$7,378.45	\$47,490.06	\$9,170.39	\$19,410.20	\$0.00	0.00
		Total Revenue	\$22,026,037.99	\$29,104,710.02	\$28,661,439.07	\$31,191,288.68	\$30,451,492.48	\$8,931,603.28	\$30,200,208.77
6110		Cash Balance Carryover	\$3,210,290.99	\$2,089,334.76	\$4,149,818.88	\$2,791,927.12	\$4,258,747.30	\$4,713,630.95	4,713,630.95
		CN Carry over							
6140		E-Stop Warrants	\$2,216.17	\$14,770.40	\$2,278.91	\$1,595.45	\$455.50	\$0.00	0.00
6130		Lapsed Approp.	\$0.00	\$0.00	\$0.00	\$37.71	-\$17.69	\$0.00	0.00
6200		Fund Transfer	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
			\$3,212,507.16	\$2,104,105.16	\$4,152,097.79	\$2,793,560.28	\$4,259,185.11	\$4,713,630.95	\$4,713,630.95
		Total Funds Available	\$25,238,545.15	\$31,208,815.18	\$32,813,536.86	\$33,984,848.96	\$34,710,677.59	\$13,645,234.23	\$34,913,839.72

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	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2025-2026
	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actually Expended	Actually Expended	Actual Expended	Estimated Expenditures
Appropriated Only	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Professional Services								
Other Professional services (330)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Architectural Services (332)	\$0.00	\$0.00	\$0.00	\$21,052.00	\$0.00	\$0.00	\$0.00	\$0.00
Engineering Services (334)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Security Services (344)	\$0.00	\$0.00	\$1,763.32	\$987.00	\$3,185.00	\$4,050.00	\$7,627.50	\$8,500.00
Subtotal	\$0.00	\$0.00	\$1,763.32	\$22,039.00	\$3,185.00	\$4,050.00	\$7,627.50	\$8,500.00
Cleaning Services (420)	\$4,212.28	\$33,170.10	\$21,644.89	\$26,926.86	\$12,911.53	\$19,631.28	\$0.00	\$25,000.00
Repairs & Maintenance (430)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Technology Services (432)	\$596.00	\$0.00	\$705.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cooling Services (433)	\$34,344.93	\$40,820.41	\$43,319.38	\$54,655.31	\$55,727.63	\$107,457.32	\$178,184.91	\$300,000.00
Electrical Services (434)	\$16,449.65	\$19,265.50	\$94,818.76	\$26,195.00	\$32,779.00	\$33,394.00	\$0.00	\$35,000.00
Heating Services (435)	\$42,603.75	\$36,643.65	\$11,797.36	\$12,562.00	\$0.00	\$30,316.00	\$8,654.00	\$32,000.00
Plumbing Services (437)	\$14,820.44	\$21,100.46	\$15,161.54	\$10,181.57	\$17,097.00	\$45,281.44	\$6,805.74	\$40,000.00
Other Building Services (438)	\$338,270.77	\$79,642.01	\$297,046.89	\$248,757.56	\$622,289.40	\$2,429,800.85	\$589,572.27	\$1,200,000.00
Other Equip & Veh Svcs (439)	\$19,003.19	\$24,257.40	\$8,696.02	\$15,590.38	\$24,496.46	\$23,346.01	\$6,938.88	\$25,000.00
Equip & Vehicles Services (442)	\$738.27	\$1,386.08	\$782.00	\$0.00	\$1,093.40	\$3,754.33	\$0.00	\$2,500.00
Other Rentals/ Lease SV (449)	\$0.00	\$0.00	\$0.00	\$1,000.00	\$5,450.00	\$7,000.00	\$3,025.00	\$6,400.00
Construction Services-OSD Contr. (450)	\$1,692.50	\$0.00	\$0.00	\$0.00	\$45,789.75	\$378,557.25	\$212,638.02	\$250,000.00
Other Purchases Prop. Svcs (490)	\$7,775.18	\$10,173.71	\$5,189.75	\$7,626.87	\$9,532.84	\$4,286.40	\$7,315.20	\$7,500.00
Subtotal	\$480,506.96	\$266,459.32	\$499,161.59	\$403,495.55	\$827,167.01	\$3,082,824.88	\$1,013,134.02	\$1,923,400.00
Travel, Phone, Insurance								
Communication Services (530)	\$0.00	\$0.00	\$0.00	\$1,163.84	\$6,250.00	\$0.00	\$0.00	\$4,200.00
Subtotal	\$0.00	\$0.00	\$0.00	\$1,163.84	\$6,250.00	\$0.00	\$0.00	\$4,200.00
Supplies, Utilities, Books								
Auto and Bus Supplies (612)	\$2,818.93	\$3,387.82	\$1,627.94	\$4,162.09	\$1,983.10	\$2,393.14	\$627.04	\$2,200.00
Health, First Aid Supp (616)	\$0.00	\$1,027.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cleaning Supplies/Chemicals (618)	\$69,900.25	\$61,172.94	\$22,332.67	\$21,630.04	\$27,052.99	\$15,913.88	\$6,072.51	\$22,000.00
Other Supplies/First Aid (619)	\$7,098.63	\$2,778.41	\$5,001.95	\$9,089.23	\$9,593.70	\$25,921.30	\$25,155.69	\$30,000.00
Natural Gas (627)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$505.44	\$234.00
Appliances (651)	\$3,285.01	\$927.15	\$3,183.90	\$10,523.68	\$6,579.00	\$56,783.28	\$3,200.00	\$22,000.00
Technology Related (653)	\$1,146.41	\$3,881.15	\$5,358.87	\$8,367.69	\$7,830.32	\$7,815.87	\$2,099.63	\$8,200.00
Furniture & Fixtures (654)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Instruments (655)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Machinery/ Machines (656)	\$0.00	\$0.00	\$13,490.98	\$202.97	\$414.00	\$4,442.55	\$36,545.00	\$38,000.00
Uniforms (657)	\$0.00	\$683.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Machinery (656)	\$2,999.97	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Noble Schools Building Fund Expenditures 2026

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2025-2026
	Actual	Actual	Actual	Actual	Actually	Actually	Actual	Estimated
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expended	Expenditures
Adaptive Supplies (658)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal	\$87,249.20	\$73,858.00	\$50,996.31	\$53,975.70	\$53,453.11	\$113,270.02	\$74,205.31	\$122,634.00
Equipment								
Land & Improvements Seed (710)	\$3,953.75	\$0.00	\$3,980.00	\$966.80	\$212,547.68	\$136,144.50	\$751,700.79	\$775,000.00
Buildings (720)	\$0.00	\$0.00	\$0.00	\$0.00	\$15,524.79	\$9,000.00	\$0.00	\$12,500.00
Equip and Capil Expenditures Greater \$5,000 (730)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Appliances/Equipment (731)	\$0.00	\$0.00	\$0.00	\$0.00	\$10,653.50	\$0.00	\$0.00	\$0.00
Tech Related Equipment (733)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Furniture/Fixtures (734)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Machinery (736)	\$21,459.89	\$0.00	\$0.00	\$0.00	\$263.06	\$42,660.00	\$0.00	\$15,000.00
Other Equipment (739)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vehicles (760)	\$25,700.00	\$8,395.00	\$27,000.00	\$0.00	\$14,695.00	\$0.00	\$0.00	\$7,500.00
Other Vehicles (769)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal	\$51,113.64	\$8,395.00	\$30,980.00	\$966.80	\$253,684.03	\$187,804.50	\$751,700.79	\$810,000.00
Dues and Fees (810)	\$3,000.00	\$3,250.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$1,500.00	\$3,000.00
Technology Department								
TOTAL BUILDING FUND EXPENDITURES	\$621,869.80	\$351,962.32	\$585,901.22	\$484,640.89	\$1,146,739.15	\$3,390,949.40	\$1,848,167.62	\$2,871,734.00
Building Fund Revenue	\$6,408,142.18							
Building Fund Expenditures	\$2,871,734.00							
Estimated Carryover	\$3,536,408.18							

	2021-2022 Actually Collected	2022-2023 Actual Collections	2023-2024 Actual Collections	2024-2025 Actual Collections	2025-2026 Actually Collected	2025-2026 Estimated Revenue
Local						
1100 Ad Valorem Tax Levy	\$458,098.07	\$512,053.33	\$566,455.28	\$619,240.05	\$5,650.54	\$653,846.37
1120 Ad Valorem Tax Levy-Prior Year	\$26,990.37	\$33,784.58	\$41,309.80	\$24,524.72	\$11,671.36	\$21,000.00
Revenue in lieu of taxes	\$0.00	\$0.00	\$0.00	\$7.03	\$0.00	\$0.00
1310 Interest Earnings	\$2,297.33	\$190,369.26	\$389,634.55	\$539,207.06	\$164.40	\$700,000.00
1350 Interest on Taxes	\$0.00	\$5.45	\$0.00	\$0.00	\$0.00	\$0.00
1410 Rental of School Facilities	\$16,250.04	\$33,490.00	\$16,730.00	\$201,530.00	\$592.48	\$20,000.00
1590 Misc. Reimbursement	\$87.81	\$4,674.85	\$573.40	\$2,624,366.05	\$19,988.76	\$19,988.76
1430 Sale of Building/Real Estate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1680 Refund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1440 Sales of Equipment/Matl.	\$104.40	\$840.00	\$3,000.00	\$0.00	\$2,926.00	\$2,926.00
1510 Insurance Loss Recoveries	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1530 Damage to School Property	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1610 Contributions & Donations	\$0.00	\$0.00	\$0.00	\$3,239.57	\$0.00	\$0.00
Subtotal	\$503,828.02	\$775,217.47	\$1,017,703.03	\$4,012,114.48	\$40,993.54	\$1,417,761.13
State						
3435 Redbud School Funding Act	\$0.00	\$453,457.58	\$947,897.09	\$964,908.14	\$0.00	\$1,000,000.00
Subtotal	\$0.00	\$453,457.58	\$947,897.09	\$964,908.14	\$0.00	\$1,000,000.00
Non Revenue						
5600 Correcting Entry	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Revenue	\$503,828.02	\$1,228,675.05	\$1,965,600.12	\$4,977,022.62	\$40,993.54	\$2,417,761.13
E-Stop warrants	\$0.00	\$677.00	\$0.00	\$0.00	\$0.00	\$0.00
Lapsed appr.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Fund Transfer	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cash Balance Carryover	\$922,808.90	\$840,735.70	\$1,585,446.86	\$2,404,307.83	\$0.00	\$3,990,381.05
	\$922,808.90	\$841,412.70	\$1,585,446.86	\$2,404,307.83	\$0.00	\$3,990,381.05
Total Funds Available	\$1,426,636.92	\$2,070,087.75	\$3,551,046.98	\$7,381,330.45	\$40,993.54	\$6,408,142.18
12/3/2025 dt						



105	Total
ADM - 330	
Office/Instructional Supplies - \$30 Student	\$9,900
Library Media - \$10 Student	\$3,300

John K. Hubbard Elementary- 115	Total
ADM - 580	
Office/Instructional Supplies - \$30 Student	\$17,400
Library Media - \$10 Student	\$5,800

Pioneer Elementary - 110	Total
ADM - 420	
Office/Instructional Supplies - \$30 Student	\$12,600
Library Media - \$10 Student	\$4,200

Curtis Inge Middle School - 510	Total
ADM - 690	
Office/Instructional Supplies - \$40 Student	\$27,600
Library Media - \$10 Student	\$6,900

Noble High School - 705	Total
ADM - 940	
Office/Instructional Supplies - \$50 Student	\$46,000
Library Media - \$10 Student	\$9,400

****All Library Budgets must be spent by January 1st
 ****Site Budgets must have 75% spent by January 1st

Technology Discretionary	Total
	\$32,500

Technology Building	Total
	\$17,000

Authorizations for 2025-2026

1. Authorize Superintendent to act as Board representative in signing 2025-2026 contracts for personnel.
2. Authorize Superintendent, Assistant Superintendent, Director of Federal Programs, and Director of Special Education to act as Board representatives in signing State & Federal Programs.
3. Authorize Superintendent, Assistant Superintendent, and Treasurer to invest idle school funds and place accrued interest in the Building Fund for 2025-2026.
4. Authorization of Superintendent, Frank Solomon and Assistant Superintendent, Mr. Nathan Gray, to act on behalf of the Noble Board of Education in the Approval of Purchases, Encumbrance of Funds, Assignment of Purchase Orders up to \$25,000 for original purchases for school year 2025-2026.
5. Authorize Superintendent or Assistant Superintendent to approve Sick Leave sharing requests.
6. Authorize Superintendent and Board of Education President to authorize the sale or purchase of real school property.
7. Authorization of the following individuals and their responsibilities for the 2025-2026 school year:

<u>Frank Solomon</u>	Chief Financial Officer, Activity Fund Custodian, Lunch Fund Custodian, Bond Fund Custodian, Office of Civil Rights Compliance Coordinator, Title II Americans with Disabilities Act
<u>Nathan Gray</u>	Assistant Chief Financial Officer, Activity Fund Custodian, Lunch Fund Custodian, Federal Programs, Assistant Title IX Coordinator, Asbestos Management Director (AHERA), Bond Fund Custodian, District Safety and Professional Development Coordinator, D.H.S. Commodities Representative
<u>Stacy Storey</u>	Equal Opportunity Compliance Coordinator, Homeless Coordinator, Foster Care Coordinator, Americans with Disabilities Act Administrator, Title VII of the Civil Rights Act Administrator, Age Discrimination Administrator, Migrant Coordinator, Assistant Professional Development Coordinator, Neglect, Delinquent, At-Risk Coordinator
<u>Austin Baze</u>	District Director of Technology and E-Rate Coordinator
<u>Tyler Solomon</u>	Title IX Coordinator, District Director of Athletics & Activities
<u>Vicky Ward</u>	Title VI Indian Education Coordinator
<u>Dot Terrill</u>	Treasurer, Lunch Fund Custodian, Minutes Clerk, Activity Fund Custodian
<u>Jennifer Black</u>	District Registrar, Student Accounting Coordinator, Activity Fund Custodian, Assistant Treasurer, Deputy Minutes Clerk
<u>Rachel Tener</u>	Encumbrance Clerk, Activity Fund Custodian, Lunch Fund Custodian
<u>Kristina Root</u>	Payroll Clerk, Activity Fund Custodian, Health Insurance Administrator, Worker's Compensation Coordinator
<u>Angelia Martin</u>	Assistant Payroll Clerk, Assistant Health Insurance Administrator, Worker's Compensation Assistant

ANNUAL CONTRACTS

ANNUITY PLAN APPROVED COMPANIES- 403(B) & 457 PLANS

The following are companies the Noble Schools currently allow its employees to participate in 403(b) annuity purchases and 457 Retirement Plans:

- 403(b):
- 1 American Fidellity Assurance
 - 2 GWN Securities
 - 3 Oklahoma Teacher Retirement System/VOYA
 - 4 Horace Mann
 - 5 Aspire
 - 6 National Life

AUDIT SERVICES - PATTEN & ODOM, CPAs, PLLC

Services include the annual audit, preparation of the estimate of needs and temporary appropriations.

FY 13	\$ 10,350.00	FY 20	\$ 10,550.00
FY 14	\$ 10,550.00	FY 21	\$ 10,550.00
FY 15	\$ 10,550.00	FY 22	\$ 10,550.00
FY 16	\$ 10,550.00	FY 23	\$ 12,000.00
FY 17	\$ 10,550.00	FY 24	\$ 13,000.00
FY 18	\$ 10,550.00	FY 25	\$ 14,000.00
FY 19	\$ 10,550.00	FY 26	\$ 15,000.00

BOND FINANCIAL ADVISORY - STEPHEN H. MCDONALD AND ASSOCIATES, INC.

Stephen H. McDonald and Associates, Inc. became NPS' financial consulting firm on April 10, 2017. The firm secures bids and sold building bonds for the \$31,010,000 series bond that was passed on March 7, 2017. The bonds were for the building of a new Fine Arts and Sports facility at Noble High School, building additions at Hubbard Elementary, improvements to Katherine I. Daily Elementary and Pioneer Elementary, and to purchase new buses.

FY 17	\$ 24,600.00	FY 22	\$ 30,000.00
FY 18	\$ 24,600.00	FY 23	\$ 34,000.00
FY 19	\$ 24,600.00	FY 24	\$ 53,000.00
FY 20	\$ 28,200.00	FY 25	\$ 55,000.00
FY 21	\$ 25,000.00	FY 26	\$ 55,000.00

General Obligation (GO) Bonds Associated with Lease-Revenue Bonds

Expected Delivery Date	Gross Bond Amount	Financial Advisory Fee	Costs of Issuance	Estimated Bond Counsel Fee	Estimated Attorney General Fee	Transportation Equipment	Net Bond Proceeds Dedicated to Lease-Revenue Bond Projects (Acquisition Pymt)
July 1, 2018	\$1,915,000.00	\$20,650.00	\$1,500.00	\$765.00	\$574.50	\$0.00	\$1,891,509.50
July 1, 2019	\$2,160,000.00	\$23,100.00	\$1,500.00	\$864.00	\$648.00	\$200,000.00	\$1,933,868.00
July 1, 2020	\$2,670,000.00	\$28,200.00	\$1,500.00	\$1,068.00	\$801.00	\$0.00	\$2,638,431.00
July 1, 2021	\$2,745,000.00	\$28,950.00	\$1,500.00	\$1,098.00	\$823.50	\$200,000.00	\$2,512,628.50
July 1, 2022	\$2,820,000.00	\$29,700.00	\$1,500.00	\$1,128.00	\$846.00	\$0.00	\$2,786,826.00
July 1, 2023	\$2,900,000.00	\$30,500.00	\$1,500.00	\$1,160.00	\$870.00	\$200,000.00	\$2,665,970.00
July 1, 2024	\$2,980,000.00	\$31,300.00	\$1,500.00	\$1,192.00	\$894.00	\$0.00	\$2,945,114.00
July 1, 2025	\$3,065,000.00	\$32,150.00	\$1,500.00	\$1,226.00	\$919.50	\$200,000.00	\$2,829,204.50
July 1, 2026	\$3,150,000.00	\$33,000.00	\$1,500.00	\$1,260.00	\$945.00	\$0.00	\$3,113,295.00
July 1, 2027	\$3,240,000.00	\$33,900.00	\$1,500.00	\$1,296.00	\$972.00	\$0.00	\$3,202,332.00
July 1, 2028	\$3,330,000.00	\$34,800.00	\$1,500.00	\$1,332.00	\$999.00	\$0.00	\$3,291,369.00
July 1, 2029	\$3,425,000.00	\$35,750.00	\$1,500.00	\$1,370.00	\$1,027.50	\$0.00	\$3,385,352.50
July 1, 2030	\$3,525,000.00	\$36,750.00	\$1,500.00	\$1,410.00	\$1,057.50	\$0.00	\$3,484,282.50
July 1, 2031	\$4,900,000.00	\$50,500.00	\$1,500.00	\$1,960.00	\$1,470.00	\$0.00	\$4,844,570.00
	<u>\$42,825,000.00</u>						<u>\$41,524,772.50</u>

Notes to Lease-Revenue Bonds

1. The Acquisition Payments on the Lease-Revenue Bonds should be made to BancFirst from your General Obligation Building Bond proceeds.
2. The Rental Payments on the Lease-Revenue Bonds should be made to BancFirst from the General Fund (preferred) or Building Fund.

INDEPENDENT SCHOOL DISTRICT NO. 40
CLEVELAND COUNTY, OKLAHOMA
(Noble Board of Education)

Lease-Revenue Bonds (Payments Made to BancFirst)		
Payment Date	Lease Purchase Acquisition Payment from GO Bond Proceeds	Lease Rental Payments from General (preferred) or Building Fund
March 1, 2018		\$1,500.00
September 1, 2018	\$1,891,509.50	\$1,500.00
March 1, 2019		\$1,500.00
September 1, 2019	\$1,933,868.00	\$1,500.00
March 1, 2020		\$1,500.00
September 1, 2020	\$2,638,431.00	\$1,500.00
March 1, 2021		\$1,500.00
September 1, 2021	\$2,512,628.50	\$1,500.00
March 1, 2022		\$1,500.00
September 1, 2022	\$2,786,826.00	\$1,500.00
March 1, 2023		\$1,500.00
September 1, 2023	\$2,665,970.00	\$1,500.00
March 1, 2024		\$1,500.00
September 1, 2024	\$2,945,114.00	\$1,500.00
March 1, 2025		\$1,500.00
September 1, 2025	\$2,829,204.50	\$1,500.00
March 1, 2026		\$1,500.00
September 1, 2026	\$3,113,295.00	\$1,500.00
March 1, 2027		\$1,500.00
September 1, 2027	\$3,202,332.00	\$1,500.00
March 1, 2028		\$1,500.00
September 1, 2028	\$3,291,369.00	\$1,500.00
March 1, 2029		\$1,500.00
September 1, 2029	\$3,385,352.50	\$1,500.00
March 1, 2030		\$1,500.00
September 1, 2030	\$3,484,282.50	\$1,500.00
March 1, 2031		\$1,500.00
September 1, 2031	\$4,844,570.00	\$1,500.00
	<u>\$41,524,772.50</u>	<u>\$42,000.00</u>

**Outstanding & Projected General Obligation
Bond Principal & Interest Payments**

Issue Date	Payment Due Date	Principal Payment to UMB from Sinking Fund	Interest Payment to UMB from Sinking Fund
July 1, 2014	January 1, 2018		\$2,887.50
	July 1, 2018	\$275,000.00	\$2,887.50
	January 1, 2019		\$1,512.50
	July 1, 2019	\$275,000.00	\$1,512.50
July 1, 2015	January 1, 2018		\$4,812.50
	July 1, 2018	\$175,000.00	\$4,812.50
	January 1, 2019		\$3,500.00
	July 1, 2019	\$175,000.00	\$3,500.00
	January 1, 2020		\$1,750.00
	July 1, 2020	\$175,000.00	\$1,750.00
July 1, 2016	July 1, 2018	\$1,100,000.00	\$27,500.00
July 1, 2016	July 1, 2018	\$460,000.00	\$46,250.00
	January 1, 2019		\$8,687.50
	July 1, 2019	\$460,000.00	\$8,687.50
	January 1, 2020		\$5,812.50
	July 1, 2020	\$460,000.00	\$5,812.50
	January 1, 2021		\$2,937.50
	July 1, 2021	\$470,000.00	\$2,937.50
June 1, 2017	June 1, 2018		\$22,637.50
	December 1, 2018		\$11,418.75
	June 1, 2019	\$1,575,000.00	\$11,418.75
July 1, 2018	July 1, 2020	\$1,915,000.00	\$134,050.00 (5)
July 1, 2019	July 1, 2021	\$2,160,000.00	\$151,200.00 (5)
July 1, 2020	July 1, 2022	\$2,670,000.00	\$186,900.00 (5)
July 1, 2021	July 1, 2023	\$2,745,000.00	\$192,150.00 (5)
July 1, 2022	July 1, 2024	\$2,820,000.00	\$197,400.00 (5)
July 1, 2023	July 1, 2025	\$2,900,000.00	\$203,000.00 (5)
July 1, 2024	July 1, 2026	\$2,980,000.00	\$208,600.00 (5)
July 1, 2025	July 1, 2027	\$3,065,000.00	\$214,550.00 (5)
July 1, 2026	July 1, 2028	\$3,150,000.00	\$220,500.00 (5)
July 1, 2027	July 1, 2029	\$3,240,000.00	\$226,800.00 (5)
July 1, 2028	July 1, 2030	\$3,330,000.00	\$233,100.00 (5)
July 1, 2029	July 1, 2031	\$3,425,000.00	\$239,750.00 (5)
July 1, 2030	July 1, 2032	\$3,525,000.00	\$246,750.00 (5)
July 1, 2031	July 1, 2033	\$2,450,000.00	\$490,000.00 (5)
	January 1, 2034		\$61,250.00 (5)
	July 1, 2034	\$2,450,000.00	\$61,250.00 (5)

Notes to General Obligation Bonds

1. The Principal and Interest Payments on your General Obligation Bonds should be made to UMB Bank, N.A. from your Sinking Fund.
2. Attorney General's General Obligation Bond Transcript Examination Fee should be made from Bond Fund.
3. UMB Bank, N.A., Acceptance Fee on General Obligation Bond should be paid out of General Fund.
4. UMB Bank, N.A., Annual Fee on General Obligation Bond should be paid out of General Fund.
5. Interest payment based upon a projected rate. Actual payment will change based upon actual rate.

CAFETERIA PLAN PRE-TAX & AFTER-TAX DEDUCTIONS

The following are companies the Noble Schools currently allow its employees to participate in cafeteria plan as pre-tax deductions.

Pre-tax:

- 1 American Fidelity
 - Accident
 - Cancer Policy
 - Critical Illness
 - FSA
 - HSA
- 2 EGID- State Health Insurance
- 3 403b / 457

After-tax:

- 1 American Fidelity
 - Cancer Rider
 - Disability
 - Life

NON CAFETERIA AFTER-TAX PAYROLL DEDUCTIONS

- 2 APOE 9 Noble NACT
- 3 Legal Shield 10 Noble NSPA
- 4 Noble Child Nutrition
- 5 NPS Foundation for Academic Excellence
- 6 OEA
- 7 OEA Credit Union
- 8 Life Insurance - Individual

INSURANCE FOR PROPERTY, FLEET, INLAND MARINE, ELECTRONIC DATA, GENERAL LIABILITY, PROFESSIONAL LEGAL LIABILITY, EMPLOYEE BENEFITS, LIABILITY AND CRIME-OKLAHOMA SCHOOLS INSURANCE GROUP (OSIG)

FY 13	\$ 127,806.00	Oklahoma Schools Risk Management Trust
FY 14	\$ 144,937.00	Oklahoma Schools Risk Management Trust
FY 15	\$ 139,823.00	Oklahoma Schools Risk Management Trust
FY 16	\$ 153,985.00	Oklahoma Schools Risk Management Trust
FY 16	\$ 4,377.00	Cyber Insurance
FY 17	\$ 159,921.00	Cyber Insurance Included
FY 18	\$ 166,931.00	Cyber Insurance Included
FY 19	\$ 182,850.00	Oklahoma Schools Risk Management Trust/Cyber Insurance
FY 20	\$ 174,726.00	Oklahoma Schools Risk Management Trust/Cyber Insurance
FY 21	\$ 186,202.00	Oklahoma Schools Risk Management Trust/Cyber Insurance

INSURANCE INFORMATION CONTINUED

FY 22	\$ 340,749.00	Oklahoma Schools Insurance Group
FY 23	\$ 412,676.00	Oklahoma Schools Insurance Group
FY 24	\$ 575,000.00	Oklahoma Schools Insurance Group
FY 25	\$ 582,823.00	Oklahoma Schools Insurance Group
FY 26	\$ 582,823.00	Oklahoma Schools Insurance Group

LEGAL SERVICES

Services provided by The Virgin Law Firm, Blake Virgin, Attorney at Law until FY24. Services provided by The Virgin Law Firm, Emily Virgin, Attorney at Law through present.

FY 13	\$ 750.00	Monthly Retainer	FY 13	\$ 90.00	Additional Legal Work
FY 14	\$ 750.00	Monthly Retainer	FY 14	\$ 90.00	Additional Legal Work
FY 15	\$ 750.00	Monthly Retainer	FY 15	\$ 90.00	Additional Legal Work
FY 16	\$ 750.00	Monthly Retainer	FY 16	\$ 90.00	Additional Legal Work
FY 17	\$ 750.00	Monthly Retainer	FY 17	\$90-150	Additional Legal Work
FY 18	\$ 750.00	Monthly Retainer	FY 18	\$90-150	Additional Legal Work
FY 19	\$ 750.00	Monthly Retainer	FY 19	\$90-150	Additional Legal Work
FY 20	\$ 750.00	Monthly Retainer	FY 20	\$90-150	Additional Legal Work
FY 21	\$ 750.00	Monthly Retainer	FY 21	\$90-150	Additional Legal Work
FY 22	\$ 750.00	Monthly Retainer	FY 22	\$90-150	Additional Legal Work
FY 23	\$ 750.00	Monthly Retainer	FY 23	\$90-150	Additional Legal Work
FY 24	\$ -	Monthly Retainer	FY 24	\$ -	Additional Legal Work
FY 25	\$ 750.00	Monthly Retainer	FY 25	\$90-150	Additional Legal Work
FY 26	\$ 750.00	Monthly Retainer	FY 26	\$90-150	Additional Legal Work

NATURAL GAS CONSOLIDATION CONTRACT

This contract is with Wood River Energy for the purchase of natural gas beginning FY26, Constellation Enterprises was utilized prior. Wood River Energy volume purchases gas at low spot market prices and resales it at an agreed upon discount rate to Noble Schools.

FY 20	\$ 18,971.14	FY 24	\$ 50,000.00
FY 21	\$ 16,000.00	FY 25	\$ 30,000.00
FY 22	\$ 30,000.00	FY 26	\$ 8,000.00
FY 23	\$ 50,000.00		

PHYSICAL THERAPY & OCCUPATIONAL SERVICES (PT/OT)

PT- JD McCarty

FY 17	\$ 11,000.00	FY 22	\$ 5,000.00
FY 18	\$ 11,000.00	FY 23	\$ 5,000.00
FY19	\$ 8,000.00	FY 24	\$ 5,000.00
FY 20	\$ 8,000.00	FY 25	\$ 5,000.00
FY 21	\$ 8,000.00	FY 26	\$ 5,000.00

PHYSICAL THERAPY & OCCUPATIONAL SERVICES (PT/OT) CONTINUED

OT- David Higdon Great Plains Therapy

FY 13	\$	60.00	per hour	FY 20	\$	70.00
FY 14	\$	60.00		FY 21	\$	70.00
FY 15	\$	65.00		FY 22	\$	70.00
FY 16	\$	65.00		FY 23	\$	70.00
FY 17	\$	65.00		FY 24	\$	70.00
FY 18	\$	65.00		FY 25	\$	63.00
FY 19	\$	65.00		FY 26	\$	68.00

OKLAHOMA DEPARTMENT OF REHABILITATION SERVICES

This contract allows for students with handicaps to work under the supervision of a Noble School Employee to work at jobs that Noble Schools pays for; but is reimbursed by the State for the hourly monies they earn.

SPEECH PATHOLOGY SERVICES

ST- Jessica Hand

FY 23	\$	75.00	per hour
FY 24	\$	75.00	per hour
FY 25	\$	75.00	per hour
FY 26	\$	75.00	per hour

OKLAHOMA DEPARTMENT OF REHABILITATION SERVICES CONTINUED

HEARING IMPAIRED SERVICES

Shannon Johnson

FY 17	\$	50.00	per hour	FY 23	\$	50.00
FY 18	\$	50.00		FY 24	\$	50.00
FY 19	\$	50.00		FY 25	\$	150.00
FY 20	\$	50.00		FY 26	\$	-
FY 21	\$	50.00				
FY 22	\$	50.00				

VISUAL IMPAIRMENT SERVICES

Nikkie Keck

FY 13	\$	60.00	per hour	FY 19	\$	75.00	FY 25	\$	75.00
FY 14	\$	60.00		FY 20	\$	75.00	FY 26	\$	75.00
FY 15	\$	60.00		FY 21	\$	75.00			
FY 16	\$	75.00		FY 22	\$	75.00			
FY 17	\$	75.00		FY 23	\$	75.00			
FY 18	\$	75.00		FY 24	\$	75.00			

WORKER'S COMPENSATION INSURANCE- COMP RISK

COMP Risk is a non-profit group established for the purpose of deveopling and providing economical and efficient worker's compensation for the schools of Oklahoma. COMP Risk pays for all claims against the district, provides consultation, monitors the claims filed against us, and represents the district should we file a protest against an employee. Each year the participating school does a self audit.

OSAG

FY 13	\$ 264,651.00	FY 21	\$ 100,000.00
FY 14	\$ 270,724.00	FY 22	\$ 93,777.00
FY 15	\$ 282,375.00	FY 23	\$ 70,655.00
FY 16	\$ 282,545.00	FY 24	\$ 70,655.00
FY 17	\$ 214,420.00		
FY 18	\$ 198,422.00	Stonetrust	
FY 19	\$ 224,073.00	FY 25	\$ 98,471.00
FY 20	\$ 84,895.00	FY 26	\$ 119,814.00

LEASE PURCHASE & MAINTENANCE AGREEMENTS

COPY EQUIPMENT

Maintenance is provided through Oklahoma Copier, Inc. of Norman. Our maintenance **contract includes all parts, drums, toner, staples, and service on machines at a per copy cost of .005 for black copies and .08 for color copies.** The agreement includes a minimum of **3,996,000 copies per year. Additional copies are to be billed at same per copy cost.**

Lease Purchase		Maintenance	
FY 13	\$ 59,160.00	FY 13	\$ 21,000.00
FY 14	\$ 59,160.00	FY 14	\$ 21,900.00
FY 15	\$ 59,160.00	FY 15	\$ 21,900.00
FY 16	\$ 59,160.00	FY 16	\$ 21,900.00
FY 17	\$ -	FY 17	\$ 21,900.00
FY 18	\$ 30,000.00	FY 18	\$ 21,000.00
FY 19	\$ 30,000.00	FY 19	\$ 21,000.00
FY 20	\$ 30,000.00	FY 20	\$ 21,000.00
FY 21	\$ 30,000.00	FY 21	\$ 21,000.00
FY 22	\$ 30,000.00	FY 22	\$ 21,000.00
FY 23	\$ 30,000.00	FY 23	\$ 28,800.00
FY 24	\$ 30,000.00	FY 24	\$ 29,250.00
FY 25	\$ 30,000.00	FY 25	\$ 30,000.00
FY 26	\$ 30,000.00	FY 26	\$ 30,000.00

POLICY MAINTENANCE SERVICE AGREEMENT-OKLAHOMA STATE SCHOOL BOARDS ASSOCIATION- (OSSBA)

This agreement covers the annual maintenance of a school policy manual for the Noble School District. The cost of this agreement is \$500.00 per year.

SOFTWARE SERVICE AGREEMENTS

FINANCIAL ACCOUNTING

ADPC

FY 13	\$	7,680.00
FY 14	\$	8,100.00
FY 15	\$	8,100.00
FY 16	\$	8,220.00
FY 17	\$	8,220.00
FY 18	\$	8,280.00
FY 19	\$	8,280.00
FY 20	\$	8,280.00

ADPC

FY 21	\$	8,280.00
FY 22	\$	8,280.00
FY 23	\$	8,280.00
FY 24	\$	11,580.00
FY 25	\$	11,580.00
FY 26	\$	3,729.00

SYLOGIST

FY 26	\$	17,000.00
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INTOUCH PAY

FY 26	\$	11,000.00
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CHILD NUTRITION

MOSAIC

FY 22	\$	6,675.00
FY 23	\$	3,792.35
FY 24	\$	5,349.00
FY 25	\$	5,554.00
FY 26	\$	6,120.00

COMPUTER NETWORK

Cisco

FY 14	\$	3,808.00	
FY 15	\$	3,808.00	Marketing maint
FY 16	\$	2,110.14	Syn-apps
FY 17	\$	2,235.14	
FY 18	\$	581.71	Syn-apps & Smartnet maint
FY 19	\$	1,365.60	2 year
FY 20		N/A	
FY 21	\$	1,300.00	
FY 22	\$	1,300.00	
FY 23	\$	1,900.00	
FY 24	\$	2,000.00	
FY 25	\$	2,439.50	
FY 26	\$	2,800.00	

TLE

FY 20	\$	5,097.37
FY 21	\$	6,161.75
FY 22	\$	6,469.84
FY 23	\$	6,987.43
FY 24	\$	7,546.42
FY 25	\$	24,224.01 (3 year)
FY 26		N/A

SOFTWARE SERVICE AGREEMENTS CONTINUED

Securly

FY 16-18	\$ 34,000.00	Advanced reporting
FY 19	\$ 17,270.00	
FY 20	\$ 26,000.00	(3 year-20-22)
FY 21	\$ 26,000.00	
FY 22	N/A	
FY 23	N/A	
FY 24	\$ 22,500.00	(3 year)
FY 25	N/A	
FY 26	N/A	

LIBRARY ACCOUNTING

Follett

FY 14	\$ 3,481.00
FY 15	\$ 3,481.00
FY 16	\$ 3,481.25
FY 17	\$ 3,481.25
FY 18	\$ 3,618.75
FY 19	\$ 3,705.40
FY 20	\$ 3,794.60
FY 21	\$ 3,794.60
FY 22	\$ 3,855.85
FY 23	\$ 4,090.20
FY 24	\$ 4,762.00
FY 25	\$ 5,125.00
FY 26	\$ 5,124.75

STUDENT ACCOUNTING

PowerSchool Enrollment Express

FY 24	\$ 17,250.00
FY 25	\$ 26,572.82 (3 year)
FY 26	N/A

PowerSchool's ZIS (Kimono)

FY 15	\$ 725.00	FY 21	\$ 6,161.75
FY 16	\$ 725.00	FY 22	\$ 3,204.68
FY 17	\$ 725.00	FY 23	\$ 3,318.12
FY 18	\$ 2,552.40	FY 24	\$ 3,630.08
FY 19	\$ 2,552.40	FY 25	\$ 3,630.08
FY 20	\$ 3,204.68	FY 26	\$ 4,300.50

CURRICULUM / INSTRUCTION

Total Recall

FY 13	\$ 4,223.00
FY 14	\$ 4,223.00
FY 15	\$ 4,223.00
FY 16	\$ 2,990.00
FY 17	\$ 2,691.00
FY 18	\$ 2,691.00
FY 19	\$ 2,691.00
FY 20	\$ 2,691.00
FY 21	\$ 2,691.00
FY 22	\$ 2,691.00
FY 23	\$ 2,691.00
FY 24	\$ 3,109.00
FY 25	\$ 3,264.00
FY 26	\$ 3,427.67

PowerSchool

FY 13	\$ 14,090.00
FY 14	\$ 15,590.00
FY 15	\$ 15,590.00
FY 16	\$ 16,317.75
FY 17	\$ 14,254.10
FY 18	\$ 14,321.80
FY 19	\$ 14,747.00
FY 20	\$ 15,200.96
FY 21	\$ 15,796.52
FY 22	\$ 16,590.60
FY 23	\$ 18,841.80
FY 24	\$ 19,966.23
FY 25	\$ 61,092.51 (3 year)
FY 26	N/A

SOFTWARE SERVICE AGREEMENTS CONTINUED

FRONTLINE

FY 25 \$ 35,948.41
FY 26 \$ 35,948.41

MEMBERSHIPS, ASSOCIATION, COMMISSION, & ORGANIZATION MEMBERSHIPS

OSSBA- Oklahoma State School Boards Association

FY 13	\$	3,225.00	FY 20	\$	3,225.00
FY 14	\$	3,600.00	FY 21	\$	3,600.00
FY 15	\$	3,600.00	FY 22	\$	3,600.00
FY 16	\$	3,725.00	FY 23	\$	3,780.00
FY 17	\$	3,725.00	FY 24	\$	3,856.00
FY 18	\$	3,225.00	FY 25	\$	3,933.00
FY 19	\$	3,225.00	FY 26	\$	3,630.08

OASBO- Oklahoma Association of School Business Leaders

FY 13	\$	150.00	FY 20	\$	1,125.00
FY 14	\$	825.00	FY 21	\$	1,125.00
FY 15	\$	825.00	FY 22	\$	1,125.00
FY 16	\$	825.00	FY 23	\$	1,125.00
FY 17	\$	825.00	FY 24	\$	1,000.00
FY 18	\$	1,500.00	FY 25	\$	825.00
FY 19	\$	1,500.00	FY 26	\$	1,875.00

OTHER INFORMATION

SURETY BONDS- OLD REPUBLIC SURETY COMPANY

Superintendent

FY 13	\$	350.00	\$100,000 Bond
FY 14	\$	350.00	\$100,000 Bond
FY 15	\$	350.00	\$100,000 Bond
FY 16	\$	350.00	\$100,000 Bond
FY 17	\$	350.00	\$100,000 Bond
FY 18	\$	350.00	\$100,000 Bond
FY 19	\$	350.00	\$100,000 Bond
FY 20	\$	350.00	\$100,000 Bond
FY 21	\$	350.00	\$100,000 Bond
FY 22	\$	350.00	\$100,000 Bond
FY 23	\$	350.00	\$100,000 Bond
FY 24	\$	350.00	\$100,000 Bond

Assistant Superintendent

FY 13	\$	350.00	\$100,000 Bond
FY 14	\$	350.00	\$100,000 Bond
FY 15	\$	350.00	\$100,000 Bond
FY 16	\$	350.00	\$100,000 Bond
FY 17	\$	350.00	\$100,000 Bond
FY 18	\$	350.00	\$100,000 Bond
FY 19	\$	350.00	\$100,000 Bond
FY 20	\$	350.00	\$100,000 Bond
FY 21	\$	350.00	\$100,000 Bond
FY 22	\$	350.00	\$100,000 Bond
FY 23	\$	350.00	\$100,000 Bond
FY 24	\$	350.00	\$100,000 Bond

SURETY BONDS- OLD REPUBLIC SURETY COMPANY CONTINUED

Superintendent

FY 25 \$ 350.00 \$100,000 Bond
FY 26 \$ 350.00 \$100,000 Bond

Assistant Superintendent

FY 25 \$ 350.00 \$100,000 Bond
FY 26 \$ 350.00 \$100,000 Bond

District Treasurer/Encumbrance Clerk

FY 13 \$ 750.00 \$100,000 Bond
FY 14 \$ 750.00 \$100,000 Bond
FY 15 \$ 750.00 \$100,000 Bond
FY 16 \$ 750.00 \$100,000 Bond
FY 17 \$ 750.00 \$100,000 Bond
FY 18 \$ 750.00 \$100,000 Bond
FY 19 \$ 750.00 \$100,000 Bond
FY 20 \$ 750.00 \$100,000 Bond
FY 21 \$ 750.00 \$100,000 Bond
FY 22 \$ 750.00 \$100,000 Bond
FY 23 \$ 750.00 \$100,000 Bond
FY 24 \$ 750.00 \$100,000 Bond
FY 25 \$ 750.00 \$100,000 Bond
FY 26 \$ 750.00 \$100,000 Bond

Blanket Bond

FY 13 \$ 258.00 \$50,000 Bond
FY 14 \$ 258.00 \$50,000 Bond
FY 15 \$ 258.00 \$50,000 Bond
FY 16 \$ 258.00 \$50,000 Bond
FY 17 \$ 258.00 \$50,000 Bond
FY 18 \$ 258.00 \$50,000 Bond
FY 19 \$ 258.00 \$50,000 Bond
FY 20 \$ 258.00 \$50,000 Bond
FY 21 \$ 258.00 \$50,000 Bond
FY 22 \$ 258.00 \$50,000 Bond
FY 23 \$ 258.00 \$50,000 Bond
FY 24 \$ 350.00 \$50,000 Bond
FY 25 \$ 350.00 \$50,000 Bond
FY 26 \$ 350.00 \$50,000 Bond

DISTRICT DEPOSITORIES

First State Bank
Armstrong Bank

DISTRICT ARCHITECT- TAP ARCHITECTURE

**ACTIVITY
FUND**

**CHART OF
ACCOUNTS**

NOBLE PUBLIC SCHOOLS

Revenue/Expenditure Summary

Options: Fund: 60, Date Range: 7/1/2025 - 10/31/2025

	Begin Balance	Receipts	Adjusting Entries	Payments	Cash End Balance	Unpaid POs	End Balance
000 NON-CATEGORICAL EXP	\$0.00	\$7,680.83	\$0.00	\$0.00	\$7,680.83	\$0.00	\$7,680.83
012 Site Budgets	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	(\$1,000.00)
801 KID-General Supply	\$0.00	\$155.00	\$7,035.87	\$835.16	\$6,355.71	\$1,396.98	\$4,958.73
802 KID-Clearing Account	\$0.00	\$10.00	\$0.00	\$0.00	\$10.00	\$0.00	\$10.00
804 KID-Kindergarten	\$0.00	\$1,245.00	\$281.95	\$0.00	\$1,526.95	\$0.00	\$1,526.95
806 KID-T-Shirt Account	\$0.00	\$0.00	\$1,056.14	\$927.00	\$129.14	\$0.00	\$129.14
807 KID-Picture Account	\$0.00	\$577.17	\$1,315.89	\$0.00	\$1,893.06	\$0.00	\$1,893.06
808 KID-Book Fair Account	\$0.00	\$0.00	\$2,573.53	\$359.47	\$2,214.06	\$1,000.00	\$1,214.06
810 KID-Field Trip Account	\$0.00	\$920.00	\$3,070.26	\$2,150.00	\$1,840.26	\$0.00	\$1,840.26
812 KID-Counselor	\$0.00	\$0.00	\$446.89	\$0.00	\$446.89	\$0.00	\$446.89
813 KID-Transitional First	\$0.00	\$0.00	\$50.00	\$0.00	\$50.00	\$0.00	\$50.00
814 KID-Pre-K	\$0.00	\$0.00	\$2,505.78	\$398.35	\$2,107.43	\$0.00	\$2,107.43
815 Central Office Activity Account	\$0.00	\$0.00	\$79,856.97	\$7,646.20	\$72,210.77	\$8,257.84	\$63,952.93
816 Activity Fund Interest	\$0.00	\$13.70	\$63,812.23	\$0.00	\$63,825.93	\$2,216.67	\$61,609.26
817 Noble Student Assistance	\$0.00	\$31,910.24	\$103,316.97	\$20,457.89	\$114,769.32	\$26,820.74	\$87,948.58
818 Technology Activity Account	\$0.00	\$809.40	\$25,266.75	\$0.00	\$26,076.15	\$0.00	\$26,076.15
819 KID-P.E.	\$0.00	\$0.00	\$1,603.91	\$967.83	\$636.08	\$0.00	\$636.08
820 JKH-General Supply	\$0.00	\$18,616.83	\$9,181.99	\$10,185.14	\$17,613.68	\$4,305.45	\$13,308.23
822 JKH-T-Shirts/Shout/Festival	\$0.00	\$0.00	\$2,088.64	\$0.00	\$2,088.64	\$0.00	\$2,088.64
823 JKH-Library Account	\$0.00	\$75.00	\$366.04	\$0.00	\$441.04	\$0.00	\$441.04
824 JKH-2nd Grade	\$0.00	\$648.00	\$1,019.16	\$0.00	\$1,667.16	\$0.00	\$1,667.16
825 JKH-3rd Grade	\$0.00	\$2,060.00	\$1,189.94	\$1,770.00	\$1,479.94	\$0.00	\$1,479.94
826 JKH-Adopt A Child	\$0.00	\$0.00	\$4,307.67	\$0.00	\$4,307.67	\$0.00	\$4,307.67
827 JKH-1st Grade	\$0.00	\$1,760.00	\$3,054.98	\$1,750.00	\$3,064.98	\$250.00	\$2,814.98
828 JKH-Steam	\$0.00	\$0.00	\$4,473.46	\$2,772.19	\$1,701.27	\$0.00	\$1,701.27
829 JKH-Physical Education	\$0.00	\$0.00	\$6,488.48	\$0.00	\$6,488.48	\$0.00	\$6,488.48
830 JKH-General Supply	\$0.00	\$48,861.22	\$18,495.54	\$33,016.49	\$34,340.27	\$6,145.84	\$28,194.43
831 PI-Clearing Account	\$0.00	\$256.00	\$0.00	\$0.00	\$256.00	\$0.00	\$256.00
833 PI-4th Grade	\$0.00	\$0.00	\$2,715.27	\$0.00	\$2,715.27	\$0.00	\$2,715.27
834 PI-5th Grade	\$0.00	\$0.00	\$2,929.11	\$627.72	\$2,301.39	\$372.28	\$1,929.11
835 PI-Run Club	\$0.00	\$0.00	\$1,859.77	\$0.00	\$1,859.77	\$0.00	\$1,859.77
836 PI-Music Account	\$0.00	\$259.80	\$158.42	\$0.00	\$418.22	\$57.14	\$361.08
839 PI-Sci-Pi	\$0.00	\$0.00	\$1,292.13	\$0.00	\$1,292.13	\$0.00	\$1,292.13
842 PI-Library	\$0.00	\$0.00	\$4,122.11	\$1,504.15	\$2,617.96	\$1,748.84	\$869.12
845 MS-General Supply	\$0.00	\$21,840.20	\$20,581.27	\$22,455.06	\$19,966.41	\$16,328.58	\$3,637.83
847 MS-Food Pantry	\$0.00	\$0.00	\$108.30	\$0.00	\$108.30	\$0.00	\$108.30
849 MS-Student Council	\$0.00	\$13,811.07	\$8,718.76	\$2,514.59	\$20,015.24	\$8,685.41	\$11,329.83
850 MS-Home Ec Account	\$0.00	\$1,215.00	\$894.93	\$607.00	\$1,502.93	\$30.00	\$1,472.93
851 MS-ELA, Languages, World Cultures	\$0.00	\$0.00	\$156.24	\$0.00	\$156.24	\$0.00	\$156.24
852 MS-Art	\$0.00	\$0.00	\$333.15	\$0.00	\$333.15	\$0.00	\$333.15
856 MS-Vocal Music	\$0.00	\$793.50	\$5,154.28	\$141.84	\$5,805.94	\$858.16	\$4,947.78
857 MS-Honor Society	\$0.00	\$1,060.00	\$2,025.49	\$0.00	\$3,085.49	\$3,000.00	\$85.49
861 MS-Reading	\$0.00	\$0.00	\$6.59	\$0.00	\$6.59	\$0.00	\$6.59
862 MS-Esports & Computer Science	\$0.00	\$0.00	\$5,720.51	\$892.00	\$4,828.51	\$108.00	\$4,720.51
864 MS-Science	\$0.00	\$0.00	\$2,898.39	\$0.00	\$2,898.39	\$0.00	\$2,898.39
867 MS-Theatre	\$0.00	\$0.00	\$3,607.45	\$105.31	\$3,502.14	\$894.69	\$2,607.45
869 MS-Poetry Animal Club	\$0.00	\$0.00	\$15.58	\$0.00	\$15.58	\$0.00	\$15.58
870 Athletics General Supply	\$0.00	\$151,648.31	\$52,739.17	\$94,410.91	\$109,976.57	\$28,510.11	\$81,466.46
871 HS Girls Golf	\$0.00	\$850.00	\$1,707.09	\$46.95	\$2,510.14	\$1,453.05	\$1,057.09
872 HS Baseball	\$0.00	\$0.00	\$6,794.98	\$25.00	\$6,769.98	\$3,361.09	\$3,408.89
873 HS Boys Basketball	\$0.00	\$1,319.00	\$9,006.61	\$2,000.64	\$8,324.97	\$8,003.53	\$321.44
874 HS Powerlifting/Football	\$0.00	\$25,157.00	\$39,246.80	\$28,127.97	\$36,275.83	\$16,812.23	\$19,463.60
875 HS Fastpitch	\$0.00	\$900.00	\$2,581.11	\$1,620.58	\$1,860.53	\$1,049.42	\$811.11
876 HS Girls Basketball	\$0.00	\$6,647.00	\$23,675.29	\$2,089.27	\$28,233.02	\$12,759.56	\$15,473.46
877 HS Cross Country	\$0.00	\$2,717.00	\$4,840.26	\$1,367.22	\$6,190.04	\$1,500.00	\$4,690.04
878 HS Wrestling	\$0.00	\$1,417.50	\$7,053.38	\$425.48	\$8,045.40	\$4,659.52	\$3,385.88
879 HS Girls Soccer	\$0.00	\$0.00	\$5,525.22	\$25.00	\$5,500.22	\$0.00	\$5,500.22

NOBLE PUBLIC SCHOOLS

Revenue/Expenditure Summary

Options: Fund: 60, Date Range: 7/1/2025 - 10/31/2025

	Begin Balance	Receipts	Adjusting Entries	Payments	Cash End Balance	Unpaid POs	End Balance
880 HS Girls Track	\$0.00	\$0.00	\$2,785.17	\$50.00	\$2,735.17	\$0.00	\$2,735.17
881 HS Volleyball	\$0.00	\$21,211.75	\$4,639.88	\$15,789.36	\$10,062.27	\$8,785.90	\$1,276.37
882 HS Cheer	\$0.00	\$7,987.42	\$12,459.98	\$5,329.12	\$15,118.28	\$8,760.88	\$6,357.40
883 MS Cheer	\$0.00	\$3,535.00	\$7,392.55	\$8,550.00	\$2,377.55	\$1,055.00	\$1,322.55
884 Noble Bear Down Club	\$0.00	\$45,821.77	\$35,536.05	\$27,936.73	\$53,421.09	\$9,740.29	\$43,680.80
885 HS Boys Golf	\$0.00	\$0.00	\$66.71	\$0.00	\$66.71	\$0.00	\$66.71
886 Noble Athletic Training	\$0.00	\$0.00	\$144.90	\$0.00	\$144.90	\$0.00	\$144.90
887 Bull Pen Club	\$0.00	\$811.24	\$11,385.86	\$1,500.00	\$10,697.10	\$1,000.00	\$9,697.10
888 Softball Booster Club	\$0.00	\$4,336.65	\$6,454.74	\$6,602.65	\$4,188.74	\$2,029.95	\$2,158.79
889 MS Soccer	\$0.00	\$0.00	\$4,432.68	\$0.00	\$4,432.68	\$0.00	\$4,432.68
890 MS Girls Basketball	\$0.00	\$0.00	\$4,435.09	\$0.00	\$4,435.09	\$0.00	\$4,435.09
891 HS Boys Soccer	\$0.00	\$0.00	\$14,103.66	\$25.00	\$14,078.66	\$0.00	\$14,078.66
892 MS Boys Soccer	\$0.00	\$0.00	\$1,669.56	\$0.00	\$1,669.56	\$0.00	\$1,669.56
893 Athletic Scholarship Fund	\$0.00	\$0.00	\$119.24	\$0.00	\$119.24	\$0.00	\$119.24
895 MS Football	\$0.00	\$0.00	\$2,278.82	\$0.00	\$2,278.82	\$2,000.00	\$278.82
896 MS Track	\$0.00	\$0.00	\$2,159.33	\$0.00	\$2,159.33	\$0.00	\$2,159.33
897 MS Volleyball	\$0.00	\$876.50	\$5,583.31	\$866.80	\$5,593.01	\$240.20	\$5,352.81
898 MS Boys Basketball	\$0.00	\$0.00	\$2,571.29	\$0.00	\$2,571.29	\$0.00	\$2,571.29
899 HS Pom Squad	\$0.00	\$1,830.00	\$6,982.32	\$2,313.33	\$6,498.99	\$3,911.67	\$2,587.32
901 HS-General Supply	\$0.00	\$23,624.06	\$35,649.13	\$19,997.86	\$39,275.33	\$22,192.49	\$17,082.84
902 HS-Clearing Account	\$0.00	\$1,431.90	\$0.00	\$0.00	\$1,431.90	\$0.00	\$1,431.90
904 HS-E-Sports	\$0.00	\$1,384.50	\$948.50	\$25.00	\$2,308.00	\$1,009.00	\$1,299.00
905 HS-Chorus	\$0.00	\$3,499.50	\$4,967.50	\$1,337.16	\$7,129.84	\$4,000.00	\$3,129.84
906 HS-BPA	\$0.00	\$200.00	\$690.97	\$50.00	\$840.97	\$0.00	\$840.97
907 HS-DECA	\$0.00	\$1,990.00	\$716.38	\$1,053.00	\$1,653.38	\$781.00	\$872.38
908 HS-ATAE	\$0.00	\$837.50	\$3,135.36	\$1,884.00	\$2,088.86	\$0.00	\$2,088.86
909 HS-FCCLA	\$0.00	\$915.00	\$1,975.28	\$517.74	\$2,372.54	\$602.26	\$1,770.28
910 HS-FFA	\$0.00	\$24,385.10	\$19,246.08	\$24,866.97	\$18,764.21	\$6,450.43	\$12,313.78
911 HS-FCA	\$0.00	\$0.00	\$312.06	\$50.00	\$262.06	\$0.00	\$262.06
912 HS-Class of 2027	\$0.00	\$8,841.00	\$5,000.00	\$0.00	\$13,841.00	\$11,000.00	\$2,841.00
913 HS-Class of 2026	\$0.00	\$3,946.00	\$16,105.35	\$498.97	\$19,552.38	\$551.03	\$19,001.35
915 HS-STEM	\$0.00	\$500.00	\$400.96	\$25.00	\$875.96	\$0.00	\$875.96
916 HS-Foreign Language	\$0.00	\$0.00	\$466.89	\$0.00	\$466.89	\$0.00	\$466.89
917 HS-Library	\$0.00	\$0.00	\$98.55	\$0.00	\$98.55	\$0.00	\$98.55
918 HS-Daily Living Center	\$0.00	\$23.00	\$764.92	\$164.16	\$623.76	\$135.84	\$487.92
919 HS-Art	\$0.00	\$698.75	\$926.53	\$283.20	\$1,342.08	\$276.80	\$1,065.28
920 HS-Band	\$0.00	\$59,922.85	\$8,519.16	\$43,680.95	\$24,761.06	\$19,133.41	\$5,627.65
922 HS-Band Touring	\$0.00	\$13,530.30	\$1,044.36	\$0.00	\$14,574.66	\$0.00	\$14,574.66
923 HS-Astronomy Club	\$0.00	\$0.00	\$31.16	\$0.00	\$31.16	\$0.00	\$31.16
925 HS-National Honor Society	\$0.00	\$60.00	\$464.07	\$50.00	\$474.07	\$0.00	\$474.07
926 HS-Science	\$0.00	\$0.00	\$1,518.38	\$0.00	\$1,518.38	\$0.00	\$1,518.38
927 HS-Thespians	\$0.00	\$1,002.00	\$10,156.35	\$534.72	\$10,623.63	\$5,465.28	\$5,158.35
929 HS-Student Council	\$0.00	\$16,565.86	\$2,684.20	\$4,403.06	\$14,847.00	\$11,918.79	\$2,928.21
930 HS-Yearbook	\$0.00	\$940.00	\$8,303.68	\$6,023.73	\$3,219.95	\$2,685.50	\$534.45
931 HS-Art II	\$0.00	\$560.00	\$1,816.99	\$0.00	\$2,376.99	\$500.00	\$1,876.99
933 HS-PSAT/AP Test	\$0.00	\$1,638.00	\$3,418.36	\$1,888.00	\$3,168.36	\$2,064.00	\$1,104.36
934 HS-Driver's Ed.	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00
935 HS-German Club	\$0.00	\$320.00	\$581.44	\$265.75	\$635.69	\$0.00	\$635.69
936 HS-Class of 2025	\$0.00	\$0.00	\$3,759.15	\$0.00	\$3,759.15	\$0.00	\$3,759.15
938 HS-Teacher Appreciation & Prom	\$0.00	\$4,891.50	\$6,317.36	\$300.00	\$10,908.86	\$0.00	\$10,908.86
943 HS-URSIDAE	\$0.00	\$1,080.00	\$116.63	\$600.66	\$595.97	\$139.48	\$456.49
944 HS-Scholarship Account	\$0.00	\$0.00	\$46,620.78	\$2,500.00	\$44,120.78	\$6,000.00	\$38,120.78
945 HS-Art Club - Cook	\$0.00	\$610.00	\$457.70	\$0.00	\$1,067.70	\$0.00	\$1,067.70
946 HS-James Womack Food Pantry	\$0.00	\$600.00	\$2,901.95	\$429.13	\$3,072.82	\$1,291.39	\$1,781.43
948 HS-Prism	\$0.00	\$0.00	\$43.10	\$0.00	\$43.10	\$0.00	\$43.10
950 HS-Class of 2028	\$0.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00
951 HS-Noble Archery	\$0.00	\$560.00	\$74.15	\$50.00	\$584.15	\$0.00	\$584.15

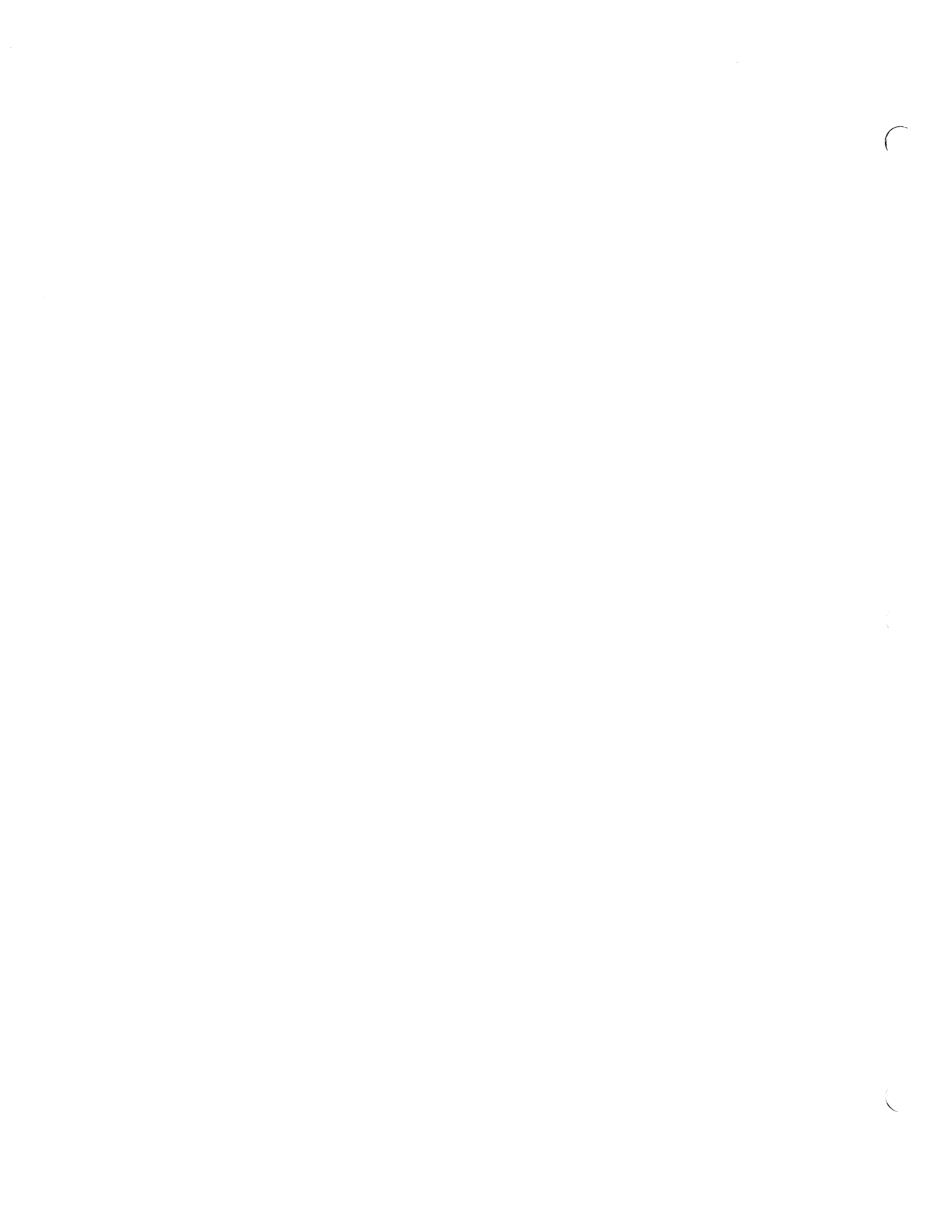
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NOBLE PUBLIC SCHOOLS

Revenue/Expenditure Summary

Options: Fund: 60, Date Range: 7/1/2025 - 10/31/2025

	Begin Balance	Receipts	Adjusting Entries	Payments	Cash End Balance	Unpaid POs	End Balance
Total	\$0.00	\$606,200.92	\$884,261.27	\$422,664.46	\$1,067,797.73	\$295,305.72	\$772,492.01



SALARY

SCHEDULES





EXTRA
DUTY
PAY

EXTRA DUTY SALARY SCHEDULE 2025-2026

Athletics

Athletic extra duty compensation will be determined by the superintendent from a pool of money with a maximum of \$288,000.

NOBLE HIGH SCHOOL

Head Band Director	\$4,000-\$ 8,000
Assistant Band Director	\$2,000-\$ 4,000
Vocal Music	\$2,000-\$5,000
Yearbook	\$2,000-\$ 3,500
Speech and Drama	\$2,000-\$5,000
Student Council	\$2,000-\$5,000
Honor Society	\$1,000-\$1,500
Senior Class (2)	\$1,000-\$1,500
Junior Class (2)	\$2,000-\$ 3,500
GT	\$1,000-\$1,500
Department Heads	\$1,000-\$1,500
Robotics	\$1,000-\$2,000
Color Guard	\$500-\$1,000
Transition Coordinator (Spec. Ed)	TBD-25-26 School Year

CURTIS INGE MIDDLE SCHOOL

Band Director	\$2,000-\$4,000
Assistant Band Director	\$1,000-\$2,000
Vocal	\$750-\$ 1,250
Yearbook	\$750-\$ 1,250
Speech and Drama	\$750-\$ 1,250
Student Council	\$750-\$ 1,250
Honor Society	\$750-\$ 1,250
Department Heads	\$750-\$ 1,250
GT	\$750-\$ 1,250
MS Robotics	\$500-\$1,000
Color Guard	\$250 - \$1,000

PIONEER INTERMEDIATE

Grade Level Chairs \$750-\$1,250

JK HUBBARD

Grade Level Chairs \$750-\$1,250

KID

Vocal \$500-\$1,000

Grade Level Chairs \$750-\$1,250

DISTRICT WIDE

Elementary Yearbook \$1,500-\$3,000

Indian Education Coordinator \$1,000-\$2,000

Multi Media Coordinator \$1,000-\$2,000

Special Olympics Coordinator \$500-\$1,000

Administrative Intern \$1,000-\$3,000

Power School Coordinator \$5,000-\$10,000

Mentor Teacher \$500-\$1,000

Medicaid Billing Based on billing

SED 10% above base salary

LD 7% above base salary

Stipend Structure for Virtual Academy Teachers:

Students/Course Yearly Stipend

1-2 \$300

3-5 \$500

6-8 \$1,000

9-11 \$1,500

12-14 \$2,000

15-17 \$2,500

18+ \$3,000

Foreign Language Grading for Virtual Academy:

Half of the Virtual Academy stipend structure



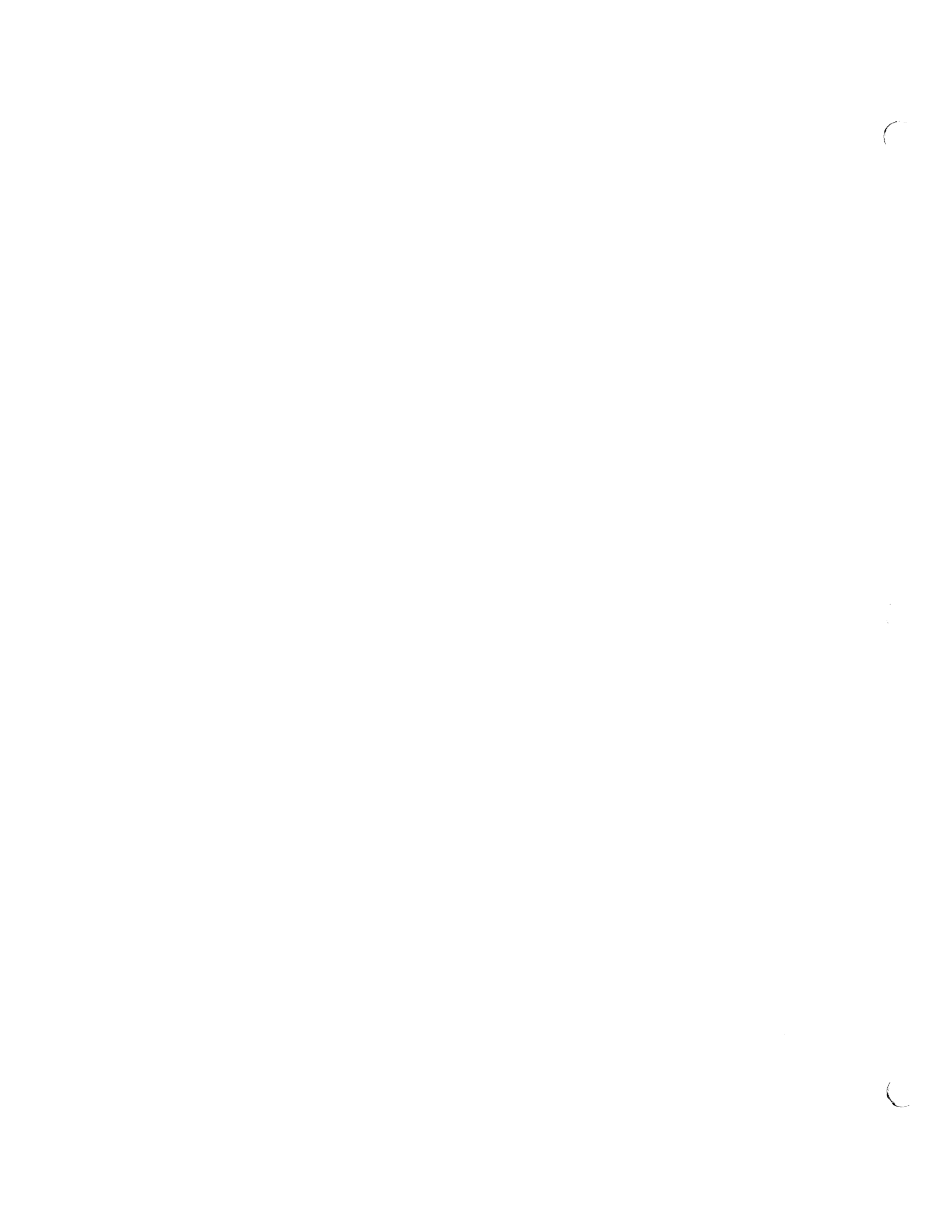
SUPPORT

SUPPORT SALARY SCHEDULE 2025-26				
Maintenance				

STEP	TIER I	TIER II	TIER III	TIER IIII
0	\$ 11.30	\$ 13.20	\$ 14.20	\$ 15.80
1	\$ 11.50	\$ 13.40	\$ 14.40	\$ 16.00
2	\$ 11.70	\$ 13.60	\$ 14.60	\$ 16.20
3	\$ 11.90	\$ 13.80	\$ 14.80	\$ 16.40
4	\$ 12.10	\$ 14.00	\$ 15.00	\$ 16.60
5	\$ 12.30	\$ 14.20	\$ 15.20	\$ 16.80
6	\$ 12.50	\$ 14.40	\$ 15.40	\$ 17.00
7	\$ 12.70	\$ 14.60	\$ 15.60	\$ 17.20
8	\$ 12.90	\$ 14.80	\$ 15.80	\$ 17.40
9	\$ 13.10	\$ 15.00	\$ 16.00	\$ 17.60
10	\$ 13.30	\$ 15.20	\$ 16.20	\$ 17.80
11	\$ 13.50	\$ 15.40	\$ 16.40	\$ 18.00
12	\$ 13.70	\$ 15.60	\$ 16.60	\$ 18.20
13	\$ 13.90	\$ 15.80	\$ 16.80	\$ 18.40
14	\$ 14.10	\$ 16.00	\$ 17.00	\$ 18.60
15	\$ 14.30	\$ 16.20	\$ 17.20	\$ 18.80
16	\$ 14.50	\$ 16.40	\$ 17.40	\$ 19.00
17	\$ 14.70	\$ 16.60	\$ 17.60	\$ 19.20
18	\$ 14.90	\$ 16.80	\$ 17.80	\$ 19.40
19	\$ 15.10	\$ 17.00	\$ 18.00	\$ 19.60
20	\$ 15.30	\$ 17.20	\$ 18.20	\$ 19.80
21	\$ 15.50	\$ 17.40	\$ 18.40	\$ 20.00
22	\$ 15.70	\$ 17.60	\$ 18.60	\$ 20.20
23	\$ 15.90	\$ 17.80	\$ 18.80	\$ 20.40
24	\$ 16.10	\$ 18.00	\$ 19.00	\$ 20.60
25	\$ 16.30	\$ 18.20	\$ 19.20	\$ 20.80
26	\$ 16.50	\$ 18.40	\$ 19.40	\$ 21.00
27	\$ 16.70	\$ 18.60	\$ 19.60	\$ 21.20
28	\$ 16.90	\$ 18.80	\$ 19.80	\$ 21.40
29	\$ 17.10	\$ 19.00	\$ 20.00	\$ 21.60
30	\$ 17.30	\$ 19.20	\$ 20.20	\$ 21.80

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

TIER I	Grounds Worker
TIER II	General Maintenance
TIER III	Skilled Maintenance
TIER IIII	Mechanic



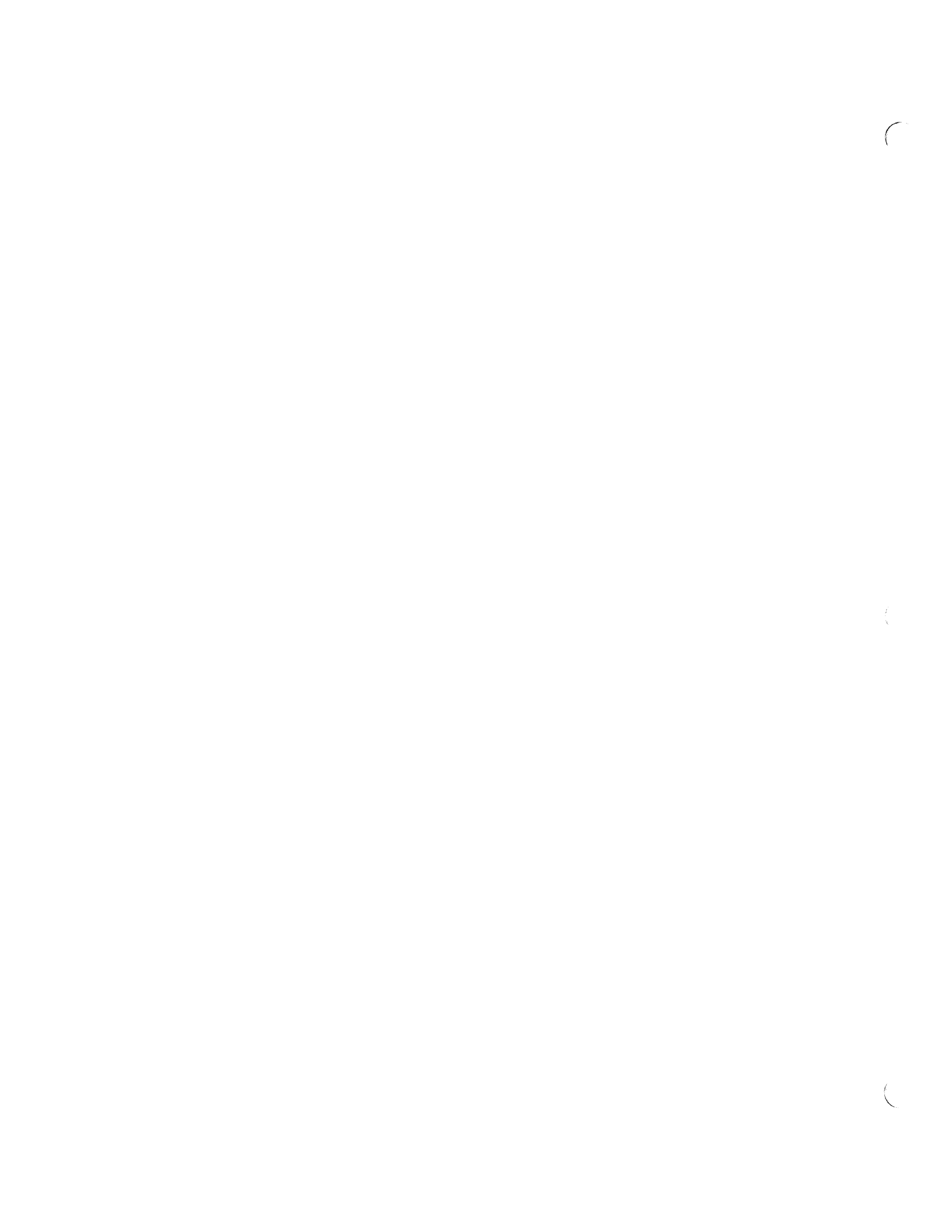
SUPPORT SALARY SCHEDULE 2025-26

Assistants

STEP	TIER I	TIER II
0	\$ 11.60	\$ 12.20
1	\$ 11.80	\$ 12.40
2	\$ 12.00	\$ 12.60
3	\$ 12.20	\$ 12.80
4	\$ 12.40	\$ 13.00
5	\$ 12.60	\$ 13.20
6	\$ 12.80	\$ 13.40
7	\$ 13.00	\$ 13.60
8	\$ 13.20	\$ 13.80
9	\$ 13.40	\$ 14.00
10	\$ 13.60	\$ 14.20
11	\$ 13.80	\$ 14.40
12	\$ 14.00	\$ 14.60
13	\$ 14.20	\$ 14.80
14	\$ 14.40	\$ 15.00
15	\$ 14.60	\$ 15.20
16	\$ 14.80	\$ 15.40
17	\$ 15.00	\$ 15.60
18	\$ 15.20	\$ 15.80
19	\$ 15.40	\$ 16.00
20	\$ 15.60	\$ 16.20
21	\$ 15.80	\$ 16.40
22	\$ 16.00	\$ 16.60
23	\$ 16.20	\$ 16.80
24	\$ 16.40	\$ 17.00
25	\$ 16.60	\$ 17.20
26	\$ 16.80	\$ 17.40
27	\$ 17.00	\$ 17.60
28	\$ 17.20	\$ 17.80
29	\$ 17.40	\$ 18.00
30	\$ 17.60	\$ 18.20

TIER I	Teacher Assistants with Para / or have an associate's degree
TIER II	Special Education Teaching Assistants with Para Certification

itionally, Noble Public School will pay the 7% of the employee's portion of TRS.



Custodians 2025-26

STEP	TIER I	TIER II
0	\$ 11.40	\$ 12.20
1	\$ 11.60	\$ 12.40
2	\$ 11.80	\$ 12.60
3	\$ 12.00	\$ 12.80
4	\$ 12.20	\$ 13.00
5	\$ 12.40	\$ 13.20
6	\$ 12.60	\$ 13.40
7	\$ 12.80	\$ 13.60
8	\$ 13.00	\$ 13.80
9	\$ 13.20	\$ 14.00
10	\$ 13.40	\$ 14.20
11	\$ 13.60	\$ 14.40
12	\$ 13.80	\$ 14.60
13	\$ 14.00	\$ 14.80
14	\$ 14.20	\$ 15.00
15	\$ 14.40	\$ 15.20
16	\$ 14.60	\$ 15.40
17	\$ 14.80	\$ 15.60
18	\$ 15.00	\$ 15.80
19	\$ 15.20	\$ 16.00
20	\$ 15.40	\$ 16.20
21	\$ 15.60	\$ 16.40
22	\$ 15.80	\$ 16.60
23	\$ 16.00	\$ 16.80
24	\$ 16.20	\$ 17.00
25	\$ 16.40	\$ 17.20
26	\$ 16.60	\$ 17.40
27	\$ 16.80	\$ 17.60
28	\$ 17.00	\$ 17.80
29	\$ 17.20	\$ 18.00
30	\$ 17.40	\$ 18.20
Night shift differential \$.40/hr		
TIER I Custodian		
TIER II Lead Custodian		

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

SUPPORT SALARY SCHEDULE 2025-26
Café

STEP	TIER I	TIER II	TIER III
0	\$ 10.80	\$ 11.40	\$ 12.00
1	\$ 11.00	\$ 11.60	\$ 12.20
2	\$ 11.20	\$ 11.80	\$ 12.40
3	\$ 11.40	\$ 12.00	\$ 12.60
4	\$ 11.60	\$ 12.20	\$ 12.80
5	\$ 11.80	\$ 12.40	\$ 13.00
6	\$ 12.00	\$ 12.60	\$ 13.20
7	\$ 12.20	\$ 12.80	\$ 13.40
8	\$ 12.40	\$ 13.00	\$ 13.60
9	\$ 12.60	\$ 13.20	\$ 13.80
10	\$ 12.80	\$ 13.40	\$ 14.00
11	\$ 13.00	\$ 13.60	\$ 14.20
12	\$ 13.20	\$ 13.80	\$ 14.40
13	\$ 13.40	\$ 14.00	\$ 14.60
14	\$ 13.60	\$ 14.20	\$ 14.80
15	\$ 13.80	\$ 14.40	\$ 15.00
16	\$ 14.00	\$ 14.60	\$ 15.20
17	\$ 14.20	\$ 14.80	\$ 15.40
18	\$ 14.40	\$ 15.00	\$ 15.60
19	\$ 14.60	\$ 15.20	\$ 15.80
20	\$ 14.80	\$ 15.40	\$ 16.00
21	\$ 15.00	\$ 15.60	\$ 16.20
22	\$ 15.20	\$ 15.80	\$ 16.40
23	\$ 15.40	\$ 16.00	\$ 16.60
24	\$ 15.60	\$ 16.20	\$ 16.80
25	\$ 15.80	\$ 16.40	\$ 17.00
26	\$ 16.00	\$ 16.60	\$ 17.20
27	\$ 16.20	\$ 16.80	\$ 17.40
28	\$ 16.40	\$ 17.00	\$ 17.60
29	\$ 16.60	\$ 17.20	\$ 17.80
30	\$ 16.80	\$ 17.40	\$ 18.00

TIER I	Helper
TIER II	Cook
TIER III	Manager

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

SUPPORT SALARY SCHEDULE 2025-26

Transportation

STEP	TIER I	TIER II	TIER III
0	\$ 12.20	\$ 16.00	\$ 16.70
1	\$ 12.40	\$ 16.20	\$ 16.90
2	\$ 12.60	\$ 16.40	\$ 17.10
3	\$ 12.80	\$ 16.60	\$ 17.30
4	\$ 13.00	\$ 16.80	\$ 17.50
5	\$ 13.20	\$ 17.00	\$ 17.70
6	\$ 13.40	\$ 17.20	\$ 17.90
7	\$ 13.60	\$ 17.40	\$ 18.10
8	\$ 13.80	\$ 17.60	\$ 18.30
9	\$ 14.00	\$ 17.80	\$ 18.50
10	\$ 14.20	\$ 18.00	\$ 18.70
11	\$ 14.40	\$ 18.20	\$ 18.90
12	\$ 14.60	\$ 18.40	\$ 19.10
13	\$ 14.80	\$ 18.60	\$ 19.30
14	\$ 15.00	\$ 18.80	\$ 19.50
15	\$ 15.20	\$ 19.00	\$ 19.70
16	\$ 15.40	\$ 19.20	\$ 19.90
17	\$ 15.60	\$ 19.40	\$ 20.10
18	\$ 15.80	\$ 19.60	\$ 20.30
19	\$ 16.00	\$ 19.80	\$ 20.50
20	\$ 16.20	\$ 20.00	\$ 20.70
21	\$ 16.40	\$ 20.20	\$ 20.90
22	\$ 16.60	\$ 20.40	\$ 21.10
23	\$ 16.80	\$ 20.60	\$ 21.30
24	\$ 17.00	\$ 20.80	\$ 21.50
25	\$ 17.20	\$ 21.00	\$ 21.70
26	\$ 17.40	\$ 21.20	\$ 21.90
27	\$ 17.60	\$ 21.40	\$ 22.10
28	\$ 17.80	\$ 21.60	\$ 22.30
29	\$ 18.00	\$ 21.80	\$ 22.50
30	\$ 18.20	\$ 22.00	\$ 22.70
TIER I	Transportation Monitors		
TIER II	Transportation Drivers		
TIER II	Transportation Mechanic		

TRANSPORTATION TRIPS (paid at regular hourly rate)
 Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

SUPPORT SALARY SCHEDULE 2025-26		
Clerical		
STEP	TIER I	TIER II
0	\$ 11.60	\$ 12.40
1	\$ 11.80	\$ 12.60
2	\$ 12.00	\$ 12.80
3	\$ 12.20	\$ 13.00
4	\$ 12.40	\$ 13.20
5	\$ 12.60	\$ 13.40
6	\$ 12.80	\$ 13.60
7	\$ 13.00	\$ 13.80
8	\$ 13.20	\$ 14.00
9	\$ 13.40	\$ 14.20
10	\$ 13.60	\$ 14.40
11	\$ 13.80	\$ 14.60
12	\$ 14.00	\$ 14.80
13	\$ 14.20	\$ 15.00
14	\$ 14.40	\$ 15.20
15	\$ 14.60	\$ 15.40
16	\$ 14.80	\$ 15.60
17	\$ 15.00	\$ 15.80
18	\$ 15.20	\$ 16.00
19	\$ 15.40	\$ 16.20
20	\$ 15.60	\$ 16.40
21	\$ 15.80	\$ 16.60
22	\$ 16.00	\$ 16.80
23	\$ 16.20	\$ 17.00
24	\$ 16.40	\$ 17.20
25	\$ 16.60	\$ 17.40
26	\$ 16.80	\$ 17.60
27	\$ 17.00	\$ 17.80
28	\$ 17.20	\$ 18.00
29	\$ 17.40	\$ 18.20
30	\$ 17.60	\$ 18.40
TIER I	Office Sec.	
TIER II	Financial & Attendance Sec.	

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

Noble Support Salary Schedule 2025-26
Nurse

	RMA	LPN
STEP	TIER I	TIER II
0	\$ 17.30	\$ 20.30
1	\$ 17.50	\$ 20.50
2	\$ 17.70	\$ 20.70
3	\$ 17.90	\$ 20.90
4	\$ 18.10	\$ 21.10
5	\$ 18.30	\$ 21.30
6	\$ 18.50	\$ 21.50
7	\$ 18.70	\$ 21.70
8	\$ 18.90	\$ 21.90
9	\$ 19.10	\$ 22.10
10	\$ 19.30	\$ 22.30
11	\$ 19.50	\$ 22.50
12	\$ 19.70	\$ 22.70
13	\$ 19.90	\$ 22.90
14	\$ 20.10	\$ 23.10
15	\$ 20.30	\$ 23.30
16	\$ 20.50	\$ 23.50
17	\$ 20.70	\$ 23.70
18	\$ 20.90	\$ 23.90
19	\$ 21.10	\$ 24.10
20	\$ 21.30	\$ 24.30
21	\$ 21.50	\$ 24.50
22	\$ 21.70	\$ 24.70
23	\$ 21.90	\$ 24.90
24	\$ 22.10	\$ 25.10
25	\$ 22.30	\$ 25.30
26	\$ 22.50	\$ 25.50
27	\$ 22.70	\$ 25.70
28	\$ 22.90	\$ 25.90
29	\$ 23.10	\$ 26.10
30	\$ 23.30	\$ 26.30

TIER I RMA
TIER II LPN

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.



CERTIFIED

REPLACEMENT

SCHEDULES



BUS REPLACEMENT SCHEDULE

Current Status:

16 Route Buses

10 Activity Buses

14 Back-Up Buses

2 Out of Service Buses

Bus Replacement Schedule

Veh. #	Year	Make	Engine	VIN#	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35	FY36
A740	2006	CHEVY	CHEVY4.8L	1GBHG31V261179740			X										
*379	2010	FR TH	CMS/6.7L	4UZABRDU5ACAR2379		XX											
643	2012	BB	CMS/6.7L	1BAKGCPHOCF283643	X		X										
*658	2012	BB BB	CMS/6.7 L	1BAKGC2CF283658			X	X									
87	2012	BB BB	CMS/6.7 L	1BAKCCPHHCF289087			X	X									
A*476	2013	BB	CMS/6.7L	1BAKGC2CF283658			X	X									
A370	2013	BB	CMS/6.7L	1BAKBCPH9DF291370			X	X									
A478	2013	BB BB	CMS/6.7 L	1BAKGC2CF283658			X	X									
*199	2014	FR TH	CMS/6.7 L	4UZKBRDT5FCFV2199	X			X									
*291	2015	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
A368	2015	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
A850	2016	FORD	FORD 5.4L	1FDEE4FL5GDC02850				X									
599	2017	BB BB	CMS/6.7L	1BAKGC2CF283658				X									
584	2017	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
A561	2017	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
*980	2018	BB	CMS/6.7L	1BAKGC2CF283658				X									
400	2018	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
401	2018	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
A558	2018	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
289	2018	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
*13	2019	BB	CMS/6.7L	1BAKGC2CF283658				X									
*14	2019	BB	CMS/6.7L	1BAKGC2CF283658				X									
601	2019	CHEVY/B13	GM6.0L	1GB3G5BG5K1185601				X									
757	2019	BB BB	FORD 6.8 L	1BAKGC2CF283658				X									
*756	2019	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
*957	2019	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
A6765	2019	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
183	2021	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
A065	2021	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
A066	2021	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
182	2021	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
857	2021	BB BB	CMS/6.7 L	1BAKGC2CF283658				X									
*756	2022	BB BB	CHEVY 6.6 L	1GB3G5BG5K1185601				X									
*537	2023	BB BB	CMS/6.6L	1GB3GRB70P1119537				X									
*942	2024	BB BB	CMS/6.7L	1BAKGC2CF283658				X									
*943	2024	BB BB	CMS/6.7L	1BAKGC2CF283658				X									
*062	2024	BB BB	CMS/6.7L	1BAKGC2CF283658				X									



EQUIPMENT REPLACEMENT SCHEDULE

District Requirement:

1 Backhoe/Loader

13 Riding Mowers

3 Tractors with Front End Loaders

4 Steiner Utility Tractors

7 Utility Trailers

3 Ag Trailers

1 Football Trailer

Equipment Replacement Schedule

Equipment	Year	VIN#	Proj. Life	FY 16	FY 17	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	FY 29	FY 30	FY 31
Blue Gooseneck St Trailer	1997	11WHS2027WW236226	20 years		X														
Car Hauler Trailer	1999	6 x 18	20 years				X												
WW Stock Trailer	2000	11WHSR622YW256193	20 years					X											
Holt Trailer Tilt	2005	5 x 10	15 years						X										
Exiss AG Stock Trailer	2010	4LAES1822A5051814	14 years					X											
Interstate Trailer VICT	2011	4RACS2022BC031060	15 years										X						
Lawn Trailer	2020	6 x 20	20 years																
PJ Trailer Dum Trailer	2021	4P5DM1429M1342401	20 years																FY40
Delta Dump Trailer	2023	4MWBD1424PN061274	20 years											X					FY41
Load Trail LLC	2023	4ZEUT2022P1292398	20 years																FY42
Steiner Lawn Tractor	2003	K3783	12 years	X															FY33
Steiner Lawn Tractor	2006	T4468	12 years				X												
Wright Z Turn	2006	25KWE	12 years																X
Steiner Lawn Tractor	2008	FNC0109	12 years					X											
Hustler Mower	2011	11062658	12 years									X							
Cub Cadet	2012	LTX1042	R. as N.							X									
Steiner Lawn Tractor	2014	75-72010-0227	12 years																
Scag Mower	2015	K0302716	12 years																X
Hustler Mower Model 94173	2023	54 23016376	20 years																
Lamar Tilt Deck Trailer	2024	5RVTD2024RP12937	20 years																FY43
Bad Boy Mower		BRG133YA0719003																	FY44
Cub Cadet Zero Turn		1L058H30060																	
Cub Cadet Zero Turn		1G169HG0025																	
Husqvarn Mower		042919A005804																	
Hustler Mower Model 941179			12 years																FY33
Hustler Mower Model 941724			20 years																FY43
RC Mower	TK-GOXP	G23142																	
Bob Cat		94254300644																	
Warren Cat		MNH02798																	
Kubota Tractor w/ Front L	2011	56382 & A7138	20 years																
John Deere Tractor	2004	LV4610P365286	20 years																X
LS Tractor Model MT-3		MT345ERF001480	20 years																X
Cushman Hauler	1200XEFI	EZGLVABAKL3468771																	
Cushman Hauler	1200XEFI	EZGLVABAJ23468772																	
Cushman Hauler	1200	EZGLEATJ3363836																	
EZ GO Ambulance		2244201																	



VEHICLE REPLACEMENT SCHEDULE

District Requirement:

- 3 Security Vehicles
- 2 Utility Trucks
- 1 Vo. Ag. Truck
- 3 Four Door Sedans
- 2 Tahoes
- 6 Suburbans
- 5 Maintenance Pick-Ups

Vehicle Replacement Schedule

Vehicle	Year	VIN#	Proj. Life	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	FY 29	FY 30	FY 31	FY 32	FY 33	FY 34
Chev. P/U	2002	1GTHC23U22F179498	15 years	X											
Chev. Suburban	2013	1GN5C5E06DR104006	10 years	X			X								
Chev. Suburban	2013	1GN5C5E01DR105273	10 years	X			X								
Chev. Suburban	2018	1GN5CKEC5JR359573	10 years					X	X						
Chev. Suburban	2018	1GN5CKEC7JR359557	10 years					X	X						
Chev. Malibu	2019	1G1ZB5STOKF150768	15 years						X						
Chev. Suburban	2022	1GN5KAE7NR137127	10 years						X				X		
Chev. Suburban	2022	1GN5KAE8NR137069	10 years						X				X		
Chev. Tahoe	2024	1GN5CLKD7RR199940	10 years												X
Chev. Tahoe	2024	1GN5CLKD3RR200629	10 years												X
GMC P/U	1999	1GTEC19TH4XZ527738			X										
GMC P/U	2006	1GTHC23U86F109039	17 years	X											
GMC Sierra	2007	3GTEC13J47G537483	7 years						X						
GMC Sierra	2013	3GTP2TE74DG372121	10 years						X						
GMC 2500	2018	1GT12REG7JF165602	10 years						X						
Ford F250	2014	1FT7W2BT9EEB36668	5 years												
Ford F250 P/U	2021	1FT7W2BN5MED52422	15 years		X			X							
Mitsubishi Fuso T	2019	HUZBYG115KGKK1620	15 years						X						
Dodge 2500 PU		3C6UR5CJXRG169418													X
Dodge Durango	2019	1C4RDJJFG2KC701517	15 years						X						
Dodge Durango	2022	1C4SDJFT2NC192452											X		
Nissan Versa	2015	3N1CN7AP5FL914245					X								
Toyota Corolla	2012	2T1B04EE7CC795440					X								
Chev. Box Truck/	2018	1HA3GSCGXJN009852													
NOTES:															
R. as N. =Replace as Needed															
X=Mechanic's recommendation															

2025-26

Noble Schools

Technology Inventory



Published on:
October 7, 2025

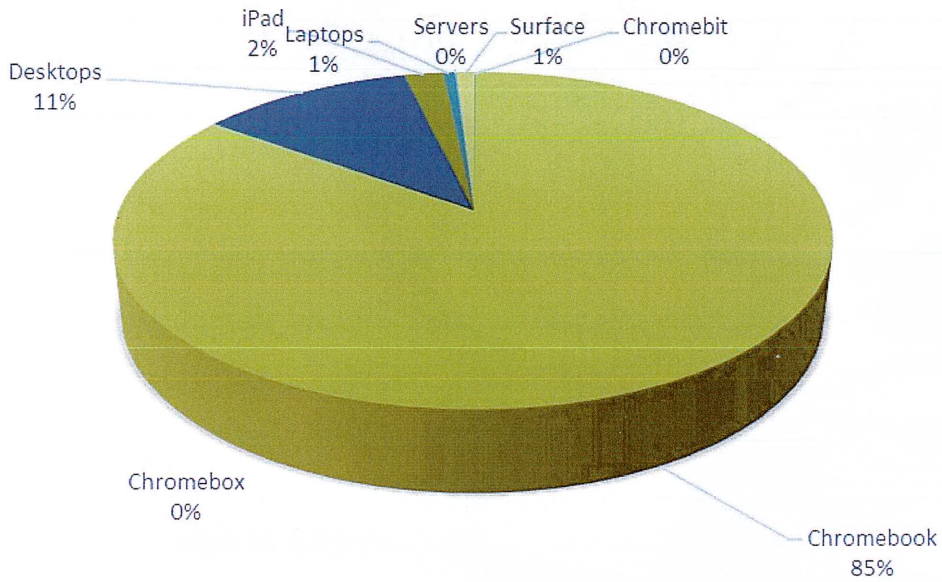
*Device age is calculated from the device's
order date to 10/1/25*

Device Total

Primary Use: All

Devices: All

Age	Chromebit	Chromebook	Chromebox	Desktops	iPad	Laptops	Servers	Surface	Grand Total
0-1		100		136	6	1		10	253
1-2				2				6	8
2-3		1,198		314	3			11	1,526
3-4		980		1	20			9	1,010
4-5		1,271		112	33	6	5	21	1,448
5-6		1,447			15	7			1,469
6-7	3	124		28		8		1	164
7-8		32	6	29	49	6			122
8-9		15		69		8	2		94
Total	3	5,167	6	691	126	36	7	58	6,094



Devices by Use

Age	Administration	Server	Storage	Student Assigned	Student Classroom	Student Lab/Lib	Surplus	Surplus-Trash	Teacher	(blank)	Total
0-1	119		4	100		25			5		253
1-2	6		1						1		8
2-3	26	13	31	1,183	8	30	4		220	11	1,526
3-4	28		5	972	2	1		1	1		1,010
4-5	80	5	420	854	3	51			24	11	1,448
5-6	9		14	1,410	14	3			16	3	1,469
6-7	14		8	84	23	20	2		7	6	164
7-8	8		8	17	8	62			12	7	122
8-9	17	1	17	12	7	7			30	3	94
Total	307	19	508	4,632	65	199	6	1	316	41	6,094

Devices by Location

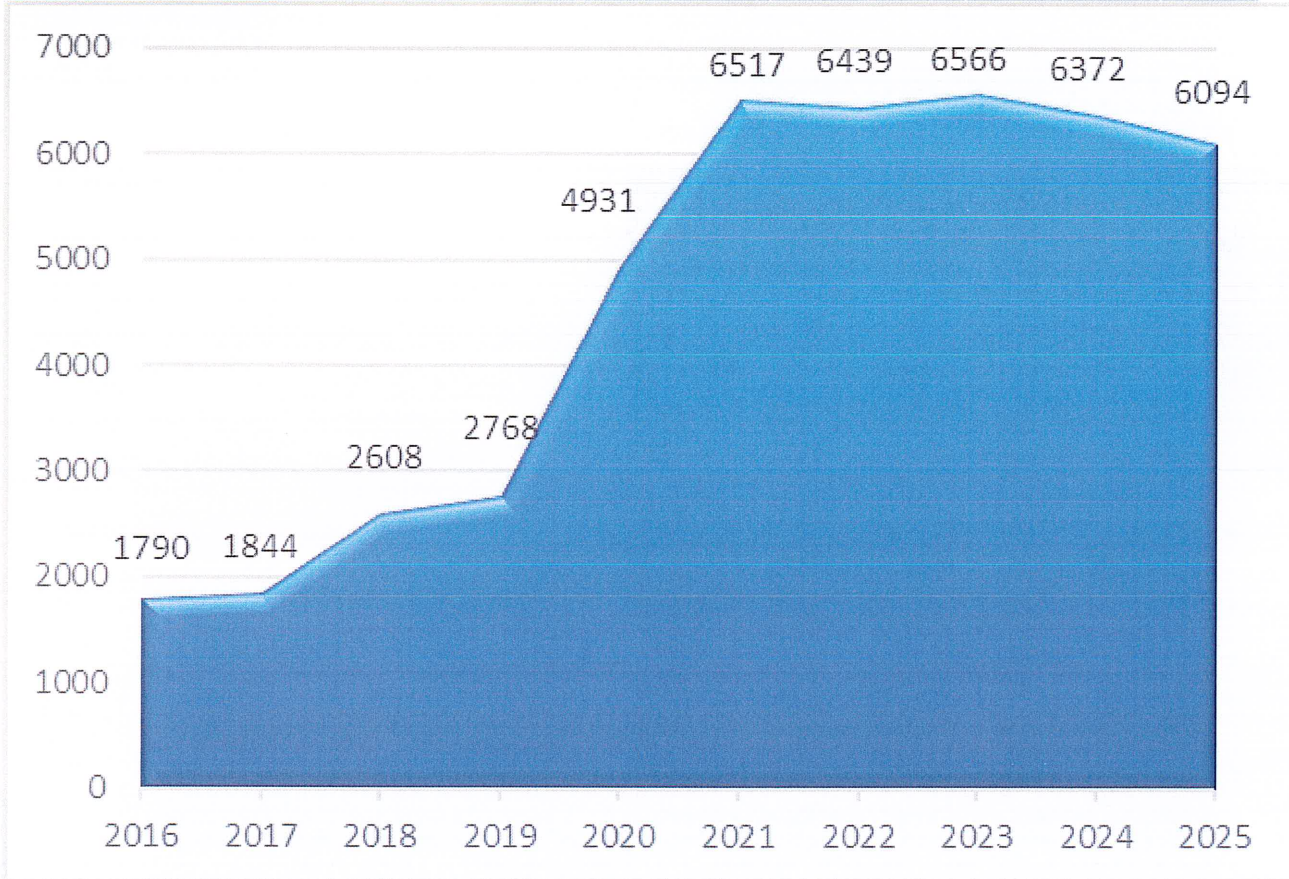
Age	CO	High School	Hubbard Elementary	Inge Middle School	KID Elementary	Pioneer Elementary	The Den	(blank)	Grand Total
0-1	189	40	6	8	5	2	3		253
1-2	7	1							8
2-3	193	664	133	390	40	104	2		1,526
3-4	69	216	88	533	27	76	1		1,010
4-5	382	418	220	245	91	88	4		1,448
5-6	20	184	490	139	304	330		2	1,469
6-7	19	65	12	44	4	20			164
7-8	13	27	14	6	47	14	1		122
8-9	23	42	6	10	1	5	7		94
Total	915	1,657	969	1,375	519	639	18	2	6,094

Devices Total by Years

Primary Use: All

Devices: All

Device	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Student Enrollment	2,880	2,865	2,752	2,785		2,982	3,042	3,073	3,002	2,972
Apple TV	25	25	27	28	28	28	19			
Chromebase			48	74	103	102	54	49	12	0
Chromebit				3	4	4	3	3	3	3
Chromebook	148	331	829	1,210	3,392	4,860	5,082	5,519	5,344	5,167
Chromebox			108	112	115	115	89	66	12	6
Desktops	884	761	751	637	593	667	626	711	687	691
iMAC	1	1	1	1	1					
iPad	330	337	416	440	440	487	384	122	121	126
Kindle Fire	102	110	133	133	133	133	40			
Laptops	278	252	269	102	98	106	90	45	43	36
Servers	19	23	21	24	21	20	19	9	9	7
Surface	1	1	2	2	2	2	32	42	48	58
Tablet	2	2	2	2	2	1	1			
Total	1,790	1,844	2,608	2,768	4,931	6,525	6,439	6,566	6,267	6,094



2025-26 Computer Inventory

Type by Year	Desktops	Laptops	Chromebase	Chromebook	Chromebox	Chromebit	iPad	Apple TV	Kindle Fire	Tablet	Surface	IMAC	Servers	UPS	Total
2016	884	278		148			330	25	102	2	1	1	19	1	1,790
2017	761	252		331			337	25	110	2	1	1	23	1	1,844
2018	751	269	48	829	108		416	27	133	2	2	1	21	1	2,608
2019	638	102	74	1,209	112	3	440	28	133	2	2		24		2,768
2020	593	98	103	3,392	115	4	440	28	133	2	2	1	21		4,931
2021	667	106	102	4,860	115	4	487	28	133	1	2	0	20		6,525
2022	626	90	54	5,082	89	3	384	19	40	1	32	0	19		6,439
2023	711	45	49	5,519	66	3	122	0	0	0	42	0	9		6,566
2024	687	43	0	5,344	12	3	121	0	0	0	48	0	9		6,267
2025	691	36	0	5,167	6	3	126	0	0	0	58	0	7		6,094

Use by Year	Administration	Teacher	Student Lab/Lib	Student Classroom	Student Assigned	Board Members	Not Yet Specified	Server	Storage	Total
2017	157	253	1,004	396		10		24		1,844
2018	162	419	1,516	475		10		26		2,608
2019	178	372	1,623	311		10	147	28	85	2,768
2020	170	377	1,305	340	2,635	10	10	27	53	4,931
2021	285	403	1,007	296	4,406	26	21	26	55	6,525
2022	292	362	589	259	4,779	17	38	28	2	6,439
2023	244	388	275	108	4,564		85	21	881	6,566
2024	263	356	214	67	4,716		75	23	553	6,267
2025	307	316	199	65	4,632		41	19	515	6,094

Student-to-Device Ratio	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total Student Devices	1,468	1,400	1,991	1,934	4,280	5,709	5,627	4,947	4,997	4896
Enrollment	2,880	2,865	2,752	2,785	2,795	2,982	3,042	3,073	3,002	2,972
Ratio	1 to .51	1 to .49	1 to .72	1 to .69	1 to 1.53	1 to 1.914	1 to 1.85	1 to 1.6	1 to 1.6	1 to 1.65

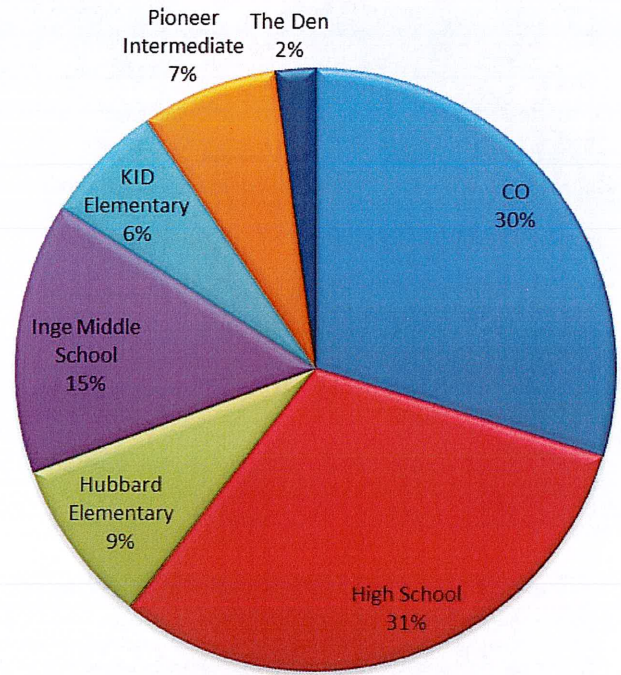
IT Staff to Device Ratio	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total Devices	1,844	2,608	2,768	4,931	6,525	6,439	6,566	6,267	6,094
It Staff	4	4	3	4	4	5	6	6	6
Device to Staff	461	652	923	1,233	1,631	1,288	1,094	1,045	1,015

Desktops / Laptops / Surface

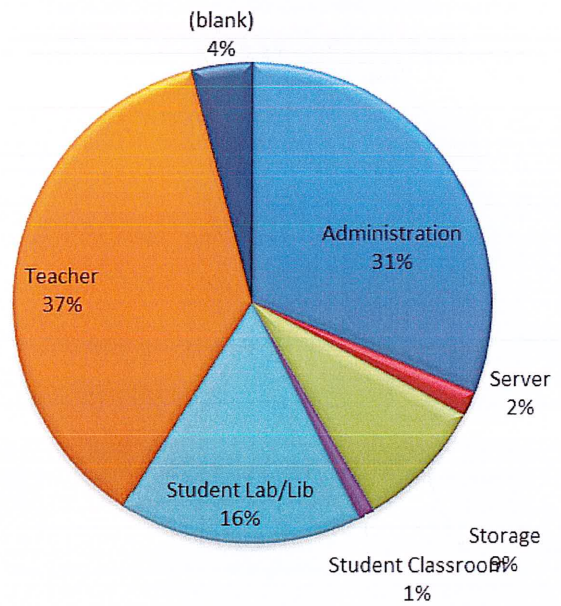
Primary Use: All

Devices: Desktops / Laptops / Surface

Age	CO	High School	Hubbard Elementary	Inge Middle School	KID Elementary	Pioneer Elementary	The Den	Total
0-1	86	37	6	8	5	2	3	147
1-2	7	1						8
2-3	42	88	52	68	37	37	1	325
3-4	5	2		1	1		1	10
4-5	43	58	5	20	4	5	4	139
5-6	4	3						7
6-7	19	11		4	2	1		37
7-8	6	15	1	3	1	8	1	35
8-9	21	27	6	10	1	5	7	77
Total	233	242	70	114	51	58	17	785



Age	Administration	Server	Storage	Student Classroom	Student Lab/Lib	Teacher	(blank)	Total
0-1	113		4		25	5		147
1-2	6		1			1		8
2-3	26	13	23	1	30	220	12	325
3-4	8				1	1		10
4-5	59		12		51	15	2	139
5-6	2		1			3	1	7
6-7	10		8		7	5	7	37
7-8	4		4	1	9	10	7	35
8-9	16		16	7	5	30	3	77
Total	244	13	69	9	128	290	32	785



2025-26 Computer Inventory

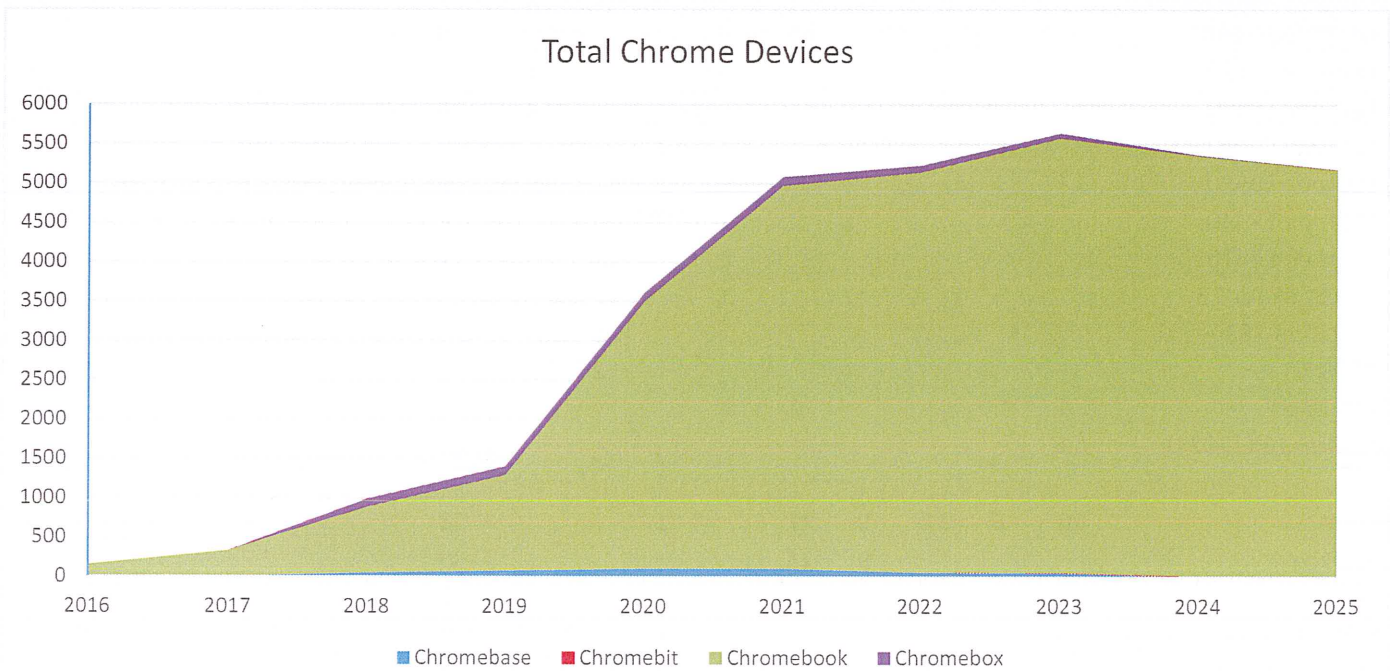
	Age	0-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	Total
Desktops		136	2	314	1	112		28	29	69	691
Gamer Supreme					1						1
Gladiator						20					20
Mini PC								1			1
OPTIPLEX 7010									28	10	38
OptiPlex 7020								23		1	24
OptiPlex 7050			1			92				53	146
OptiPlex 7060		1	1	314				4		1	321
OptiPlex 9020										4	4
XPS 8930									1		1
OptiPlex 7080		135									135
Laptops		1				6	7	8	6	8	36
Latitude 5414 Rugged										1	1
LATITUDE 7480						5					5
Latitude E6420										1	1
Latitude E6430										4	4
Latitude E6440								1			1
Latitude E6520										2	2
Latitude E7440							1	7			8
Latitude E7470							2				2
MacBook Air 13							3				3
Precision 7520									4		4
XPS 13									2		2
XPS 15						1	1				2
AORUS 16X (2024)		1									1
Surface		10	6	11	9	21		1			58
Surface 4					9	21					30
Surface 5			1	10							11
Surface Go M1824								1			1
Surface Studio				1							1
Surface 6		10	5								15
Grand Total		147	8	325	10	139	7	37	35	77	785

Chrome Devices

Primary Use: All

Devices: Chromebook, ChromeBase, ChromeBit, ChromeBox

Device	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Chromebase			48	74	103	102	54	49	0	0
Chromebit				3	4	4	3	3	3	3
Chromebook	148	331	829	1210	3392	4860	5082	5519	5344	5,167
Chromebox			108	112	115	115	89	66	12	6
Total	148	331	985	1,399	3,614	5,081	5,228	5,637	5,359	5,176



	Administration	Storage	Student Assigned	Student Classroom	Student Lab/Lib	Teacher	(blank)	Total	%	ChromeOS End of Line
Chromebit	3							3	0.06%	
CS10	3							3		
Chromebook	11	436	4632	43	21	20	3	5167		
11 ae131nr				3				3	0.06%	
11 G4	1		12		2			15	0.29%	Sep-21
11 G5	2		10		3	1		16	0.31%	Jun-22
11 G6	1		81	11	13	2	1	109	2.11%	Jun-27
11 G7	5	8	263		1	3	1	281	5.43%	Jun-29
11 G8		396	467			1		864	16.69%	Jun-29
11 X360 G1		2	7	7				16	0.31%	Jun-27
11 X360 G2		5	1,013	1	1	8		1,028	19.86%	Jun-29
11 X360 G3	1	5	1,423	3	1		1	1,434	27.70%	Jun-29
11A G6			10	7			1	18	0.35%	Jun-29
14B			3			3		6	0.12%	Jun-19
Inspiron 11 3181				4				4	0.08%	
XE310XBA-K01US	1	12	58			2		73	1.41%	
11 X360 G3 MK		8	1,185	7				1,200	23.18%	Jun-30
11 X360 G4			100					100	1.93%	Jun-31
Chromebox	2				4			6		
CN62		2			4			6	0.12%	Jun-21
Grand Total	14	438	4,632	43	25	20	4	5,176		

For Grades Pre-K through 5th, Chromebooks remain in the classroom to enhance in-class learning experiences. In contrast, students in Grades 6 through 12 are permitted to take their Chromebooks home, extending learning opportunities beyond the classroom.

As students transition into 6th grade, a technology gap emerges. Currently, there are 221 fifth graders. To help address this need, the district has recently purchased 100 new Chromebooks, which will supplement devices repurposed from graduating seniors and those available in storage. The district continues efforts to standardize devices to the HP x360 touch Chromebook model for consistency and ease of support.

The district’s total Chromebook inventory stands at 5,176. However, it remains difficult to determine how many devices are still actively usable due to losses from damage, theft, or students leaving the district without returning their Chromebooks.

Additionally, the district has scaled back deployment of the HP 11 G8 Chromebook model—of which 864 units remain in inventory—due to recurring issues with screen breakage and overall reliability. These devices were purchased during the COVID-19 pandemic and have demonstrated ongoing quality control concerns.

Some older non-touch models, such as the HP ae131nr, G4, G5, G6, G7, 11A G6, and 14B, remain in limited use, accounting for approximately 450 units districtwide.

ChromeOS Device Update Policy

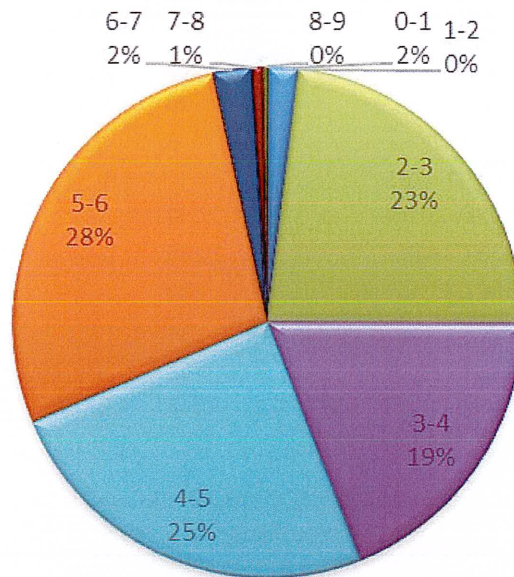
ChromeOS devices released in 2021 or later automatically receive extended updates for 10 years from the date the device platform was first released—not from our date of purchase. These devices will continue to have access to the Google Play Store and Android apps during that time.

Devices released before 2021 receive 5 years of updates from their original platform release date.

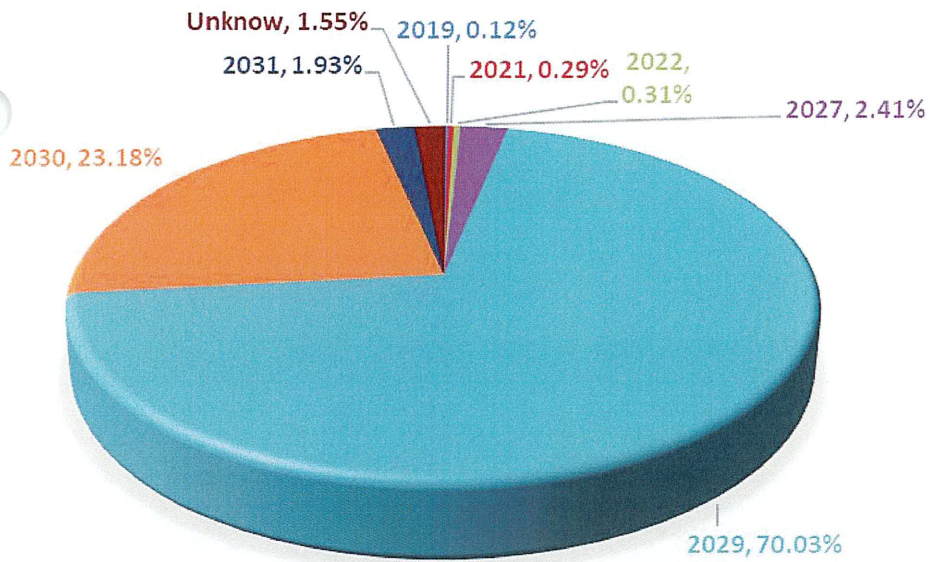
Percent of Fleet	Year Ends
0.12%	2019
0.29%	2021
0.31%	2022
2.41%	2027
70.03%	2029
23.18%	2030
1.93%	2031
1.55%	Unknown

Chrome Devices Type by Device Age

Age	Chromebit	Chromebook	Chromebox	Total
0-1		100		100
1-2		0		0
2-3		1,198		1,198
3-4		980		980
4-5		1,271		1,271
5-6		1,447		1,447
6-7	3	124		127
7-8		32	6	38
8-9		15		15
Total	3	5,167	6	5,176

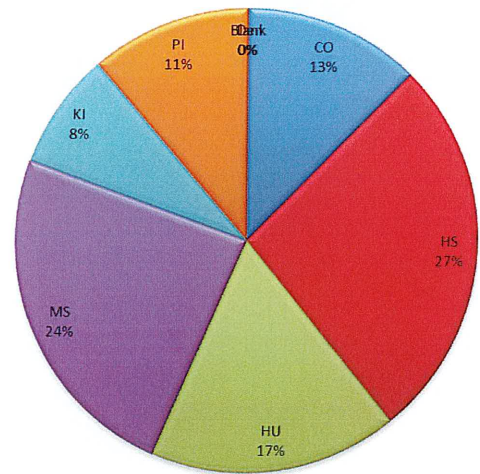


2025-26 Computer Inventory



Chrome Devices by Location

Age	CO	High School	Hubbard Elementary	Inge Middle School	KID Elementary	Pioneer Elementary	The Den	Blank	Total
0-1	100								100
2-3	151	576	81	322		67	1		1,198
3-4	44	214	88	532	26	76			980
4-5	327	336	214	224	87	83			1,271
5-6	14	180	490	127	304	330		2	1,447
6-7		54	12	40	2	19			127
7-8	5	11	13	2	1	6			38
8-9	1	14							15
Total	642	1,385	898	1,247	420	581	1	2	5,176



NEGOTIATED AGREEMENT

Between the

NOBLE BOARD OF
EDUCATION

And

NOBLE SUPPORT PERSONNEL
ASSOCIATION

For 2025-26



SUPPORT

UNITE

STRENGTHEN

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Foreword

The Noble Board of Education and the Noble Support Personnel Association hereby agree that professional relations in the district will be conducted in a manner that recognizes the worth and dignity of the individual. The Board and the Association further agree to comply with State and Federal Laws dealing with the operation of the school, including but not limited to laws dealing with Privacy and Equal Employment Opportunity.

ARTICLE I: GENERAL CONTRACT PROVISIONS

PROCEDURAL AGREEMENT FOR NEGOTIATIONS

Purpose

The Board of Education of the Noble Public Schools and the Noble Support Personnel Association recognize the need for an orderly process of communication of administrating employer/employee relations, which conforms to Oklahoma Statutes, Title 70 0.5.509.1 et seq.

A. Recognition

1. This agreement is made and entered into by and between the Noble Support Personnel Association, hereinafter termed NSPA, and the Board of Education of the Noble Public Schools, hereinafter termed the Board.
2. The Board recognizes the Noble Support Personnel Association as the exclusive bargaining representative for all support employees employed by Noble Public Schools, whether under contract, on Board approved leave, or on a per diem or class rate basis. Such recognition shall be stated in 70 O.S. Section 509.2
3. The Board agrees not to bargain with any individual member of the bargaining unit for the duration of this agreement. Further, no individual member of the bargaining unit will negotiate with the Board except through their duly recognized bargaining representative.
4. The Board and/or NSPA will not discriminate against any person regardless of membership or non-membership in NSPA or for participation or nonparticipation in any phase of the bargaining process.

B. Scope of Bargaining

The Board and the Association agree to bargain in good faith on wages, hours, fringe benefits, and other terms and conditions of employment.

C. Bargaining Teams

Bargaining will take place exclusively between the designated representatives of the Board and the Association. Bargaining will be comprised of not more than five (5) members for each team. Each team shall be allowed to bring two (2) resource people in addition to the members of the team. Alternates may be designated; however, alternates will attend meetings only when serving in the place of a regular team member. Each party will designate the person on its team who will serve as spokesperson.

All bargaining will take place exclusively between the designated representatives of the Board and the Association.

D. Negotiations Procedures

Bargaining will be conducted in closed sessions. Representatives for the Board and for the Association shall have the authority to make proposals, counterproposals, to compromise, and to make agreements subject to ratification by both parties. Tentative dates for bargaining should be agreed upon between the Superintendent and the NSPA President and set no later than June 1st. Either party seeking to begin contract bargaining for a school shall submit a written request to the President or designee of the other

party on or before March 15. Upon receipt of the written request, the spokespersons for the respective teams shall select a mutually agreeable date, time, and place for an initial meeting. After the initial meeting, the parties agree to try to schedule as many meetings as often as needed to reach a conclusion prior to the upcoming school year. The time, date, place, and agenda of subsequent sessions will be set by mutual agreement of the parties prior to the close of each negotiation session.

No recordings or official transcripts shall be made without the mutual agreement of the parties. During meetings, either party is free to caucus at any time.

E. Tentative Agreements

When a tentative agreement is reached on any item, it shall be produced in writing, signed and dated by the spokesperson of each team. Each team will receive signed copies. When a tentative agreement is reached on all items; they shall be submitted first as a packet by NSPA to the bargaining unit for ratification, and then by the Superintendent to the Board for ratification.

F. Impasse Resolution

If negotiations are not successfully concluded by the first day of school, an impasse shall exist. At any earlier time following its initial negotiation, either party may declare an impasse, or by mutual agreement of the parties, the date for declaring an impasse may be extended beyond the first day of school. Within two (2) days of such declaration, the parties may request the services of the Federal Mediation and Conciliation Service. If the mediation process has been utilized, the unresolved items shall be submitted to fact-finding as provided by state law.

Either party may make a written declaration that a state of impasse exists at any time. When a state of impasse is declared, the items causing the impasse will be subject to impasse resolution procedures hereinafter provided. Timelines stated herein may be extended by mutual agreement of the parties. Should a special session of the state legislature necessitate bargaining, such bargaining shall begin as dictated by the end of the special session and will be conducted in accordance with this procedure.

G. Duration of Agreement

This agreement is entered into between the Noble Board of Education, hereinafter referred to as the "Board," and the Noble Support Personnel Association, hereinafter referred to as the "Association," and shall become effective at the time of ratification by both parties. This agreement supersedes all previously ratified agreements between the Board and the Association. This agreement shall be in effect from July 1, 2025, until a successor agreement is negotiated by the parties. All provisions dealing with compensation, benefits, and leave shall be retroactive to July 1st of each new year.

ARTICLE II: SAVINGS CLAUSE

Should any part of this agreement be declared invalid by statute or court of competent jurisdiction, said part shall automatically be deleted from the agreement to the extent that it violates the law. The remaining provisions shall remain in full force and effect for the duration of the agreement if not affected by the deleted part. The said invalid provision shall be renegotiated at the request of either party, beginning no later than thirty (30) school days subsequent to the request.

ARTICLE III: PRINTING AND DISTRIBUTION OF AGREEMENT

Upon ratification and signing of this agreement, the Association will scan and submit the updated contract to the Board. The Board shall, upon request, cause sufficient copies to be printed to provide for any support staff that requires them. The board shall provide an electronic copy of this agreement to all support employee supervisors.

ARTICLE IV: ASSOCIATION RIGHTS

- A. The NSPA shall be allowed to use school facilities and equipment in accordance with applicable Board policy governing the non-school use of school facilities as they apply to all community groups.
- B. The NSPA shall be allowed to use support personnel mailboxes for communication purposes.
- C. The NSPA will be allowed to post and maintain a bulletin board in each work site location.
- D. NSPA will have access to board meeting agendas and unofficial minutes of previous board meetings at the time such materials are provided to the board, with the exception of confidential items and new personal information.
- E. The NSPA shall be granted a pool of four (4) days of association leave per year to be used by members designated by the association president for the purpose of attending OEA delegate assembly and or lobbying activities. Such leave requests must be approved by the superintendent and must be made at least 24 hours before the leave is to take place. NSPA will pay for the substitutes. Up to four (4) additional days of association leave may be granted to the association upon request and approval from the superintendent.
- F. Superintendent's Advisory Committee: NSPA shall have at least one support staff member that NSPA will appoint to participate in the superintendent's advisory committee and all other committees established by the board/superintendent, for the purpose of making recommendations that will affect change in compensation and/or working conditions of support employees.

ARTICLE V: EMPLOYEE RIGHTS

- A. The Noble Board of Education and the Noble Support Personnel Association hereby agree that professional relations in the district will be conducted in a manner that recognizes the worth and dignity of the individual. The Board and the Association further agree to comply with state and federal laws regarding non-discrimination, confidentiality, and privacy rights of individuals, equal employment opportunity, and laws governing the operation of the school district.
- B. The Board and the Association agree to strive to develop a climate at each school site that fosters optimal performance, morale, and safety.
- C. If, during a conference between an administrator or department head and a support employee, either party considers that it would be in that party's best interests to have another individual present, that party may adjourn the conference, and it shall be rescheduled when both parties and selected other individual(s) may be present.
- D. There shall be one (1) official personnel file for each classified employee. Said personnel file shall be housed in the central administration offices. Principals and/or supervisors may keep a working file in his/her office. However, only information in the official file may be used in personnel action. An employee must be given the opportunity to review and sign the document before it is added to the employee's official personnel file. The employee's signature on the document indicates that the employee has read the document, but it does not necessarily indicate agreement with the statements contained therein. The employee has the right to submit a written response to such a document and to have it attached to the file copy of the document.

Causes for Suspension, Demotion, or Termination

The Noble Board of Education has adopted the following procedure for the suspension, demotion, or termination of support personnel in accordance with Title 70 of Oklahoma Statutes, Sections 6-101.40 through 6-101.47.

For the purpose of this policy, "support employee" means a full-time employee as determined by the standard period of labor, which is customarily understood to

constitute full-time employment for the type of services performed by the employee who is employed a minimum of one thousand thirty-two (1032) hours per year and who provides those services which are not performed by certified teachers, principals, superintendents or administrators and which are necessary for the efficient and satisfactory functioning of a school district.

No support employee who has been employed in the school district for more than one year may be suspended, discharged, or non-renewed except within the provisions of this policy. However, this policy shall not be construed as preventing layoffs or reductions in force due to a lack of funds or work.

When the immediate suspension of a support employee is in the best interest of the school, the superintendent may suspend the employee with or without pay, with a hearing. If an employee is suspended for a period exceeding 10 days, the superintendent shall initiate termination proceedings immediately upon the beginning of suspension. However, in a case involving a criminal charge, the suspension may be delayed until the case is adjudicated at trial. Nothing herein shall prevent proceeding against the employee for termination of employment during or after the suspension.

Prior to demotion, termination, or nonrenewal, and after any suspension, the support employee shall receive notice of their right to a board hearing if requested. All notices shall be sent by certified mail. Employees will be notified by certified mail of a superintendent's recommendation to demote or terminate employment, and the support employee must request a hearing by certified mail to the board clerk within 10 working days of said notice, or the employee shall be deemed to have waived his or her right to a hearing.

If a hearing is requested, the hearing shall be conducted at the next succeeding regular meeting of the board if the request is received by the board clerk at least 10 days prior to such meeting. However, a special meeting may be conducted if requested by the employee or at the discretion of the board of education. Such special meeting shall be conducted no sooner than 10 days, nor later than 30 days, after receipt of the hearing request. The decision of the board shall be final.

The procedures of this policy only protect employees who have been employed more than one year immediately preceding adverse employment action and are suspended or discharged during a contractual period of employment or are non-renewed.

In accordance with Title 70 of the Oklahoma Statutes, Sections 6-101.40 through 6-101.47, the board hereby adopts the following causes for suspension, demotion, termination, or nonrenewal of support personnel.

1. Leaving workstation without authorization prior to lunch periods or end of workday.
2. Excessive unexcused absenteeism.
3. Chronic absenteeism for any reason.
4. Excessive tardiness.
5. Persistently wasting time or distracting others during working hours.
6. Leaving work area during working hours without proper notification and permission.
7. Falsification of personnel or other records (personal or another employee's records).
8. Possession of weapons on the premises at any time.
9. Removing district property, records, or confidential information from premises

without proper authority.

10. Willful abuse, misuse, defacing, or destruction of district property, including tools, equipment, or other property of other employees.
11. Theft or misappropriation of property of employees, students, or of this district.
12. Sabotage.
13. Refusal to follow instructions of supervisor.
14. Refusal or failure to do work assignments.
15. Unauthorized operation of vehicles, machines, tools, or equipment.
16. Threatening, intimidating, coercing, or interfering with employees, supervisors, or students at any time.
17. The making or publishing of false, vicious, or malicious statements concerning any employee, supervisor, student, or district.
18. Creating or contributing to unsanitary conditions.
19. Practical jokes, injurious to employees or district property.
20. Possession, consumption, or reporting to work under the influence of alcohol, non-prescribed drugs, or controlled substances.
21. Creating disturbances on the premises at any time.
22. Disregard of known safety rules or common safety practices.
23. Unsafe operation of motor-driven vehicles.
24. Operating machines or equipment without safety devices provided.
25. Participating in or witnessing gambling, lottery, or any other game of chance on district property.
26. Unauthorized distribution of literature, written or printed matter of any description on district property.
27. Posting or removing notices, signs, or writing in any form on bulletin boards of district property at any time without the specific authority of the administration.
28. Poor workmanship.
29. Immoral conduct or indecency, including abusive and/or foul language.
30. Making or receiving personal telephone calls or texting, posting to Facebook, or using other social media during working hours.
31. Walking off the job.
32. Continued poor or negative attitude while on the job, including poor relationships with other staff or students.
33. Smoking in unauthorized areas or at unauthorized times.
34. Failure to dress appropriately for work assignments.
35. Refusal of job transfer within the district when transfer does not result in demotion.
36. Abuse of rest periods or meal period policies.
37. Inappropriate and/or unauthorized use of the school district's computer network or Internet connections.
38. Insubordination of any kind.
39. Racial discrimination, including racial slurs or other demeaning remarks concerning another person's race, ancestry, or country of origin, is directed toward another employee, a student, or a visitor.
40. Violation of any district rule or policy.
41. Violation of any administrative rule or order.
42. If it is in the school district's best interest, any support person may be suspended, demoted, or terminated.

Violations of any of the above may lead to the support employee's suspension, demotion, or termination.

If the Board reinstates the support employee, then the employee will be reimbursed with back pay.

This list is not intended to be all-inclusive but rather to serve as examples.

ARTICLE VI: REDUCTION OF FORCE

A. In the event the Board determines the necessity of reducing the support staff work force due to lack of work or lack of funds, the Board shall proceed in the following manner:

1. Prior to board action regarding a reduction in the support staff workforce, the Board will provide notification to the Association. After such Board action, the appropriate administrator/department head shall provide notification by certified mail to the least senior employee in the designated position(s) at least thirty (30) calendar days prior to the effective date of such reduction in force.
2. The Board will determine which position(s) will be subject to reduction in force according to department (i.e., clerical, transportation, technology, custodian, cafeteria, assistant, and maintenance). The appropriate administrator/department head shall then identify the specific position(s) to be eliminated.
3. The number of people affected by the reduction in force will be kept to a minimum by not employing replacements, insofar as practical, for employees who resign, retire, or otherwise vacate support positions.
4. Reduction in force will begin by first dismissing any temporary, seasonal or similar part-time employees within the affected department or departments. For this article, part-time will be defined as less than 6 hours per day.

Seniority shall be defined as an employee's length of uninterrupted service to the district within the employee's current department. If two or more employees subject to layoff within a job classification have equal seniority, the Board shall determine the order of layoffs according to such criteria as performance history, additional training, and experience. An employee whose position is eliminated through reduction in force may take the position of a less senior employee in a lesser job classification within the same department. Under no circumstances may an employee take the position of an employee in a higher job classification. For example, an individual whose position in class III is eliminated may not take the place of a less senior employee in class II, but could take the place of a less senior employee in class IV.

5. Support personnel whose positions are eliminated in one department may be considered for employment in another department.

B. Individuals who have been subject to the reduction-in-force policy may be recalled according to the following provisions:

1. Recall shall be in reverse order of reduction. No new employees may be hired for a job classification if an employee from the same, or higher, classification is still laid off.
2. Any support personnel whose position has been eliminated according to the reduction in force provisions shall be automatically placed on the recall list for a period of eighteen (18) months from the effective date of the employee's layoff.
3. It is the responsibility of each individual on the recall list to provide written notification to the superintendent of any change in address. Failure to do so absolves the Board of any further responsibility to the individual.
4. Individuals who have been reduced from the support staff and who are on the recall list may continue all benefits insofar as permitted by the applicable program provisions, with the understanding that any premiums or other costs shall be paid by those individuals.
5. When a recalled employee returns to work, all benefits, including the appropriate pay step for the position to which the employee has been assigned, shall be reinstated.

ARTICLE VII: JOB DESCRIPTIONS

Each position filled by support personnel shall have a job description containing the following information:

- A. department
- B. classification within the department
- C. license requirements (if applicable)
- D. duties to be performed

Upon recommendation by the administration or support personnel and approval by the Board, job descriptions may be updated and placed into effect at any time it is deemed appropriate. However, if a change in a job description requires additional licensing and/or skill training, the support employee holding the position will be granted an amount of time mutually agreed upon by the department head and/or administration and the employee to get the required license or acquire the additional skills.

Upon written request, a support employee may have his/her job description and job placement based on said job description reviewed by his/her immediate supervisor at any time during the contract year.

ARTICLE VIII: POSTING OF VACANCIES

- A. All new positions and vacancies will be posted online as they become available. Postings will include pay range and benefits.
- B. This notice will be posted for a minimum of five (5) days prior to the application deadline. If at all possible, any summer program positions shall be posted by May 1.
- C. These vacancy notices shall include job category, job classification, job qualifications, number of working days required per year, application deadline, and person to whom the application is to be made.
- D. Any employee currently employed may apply for vacancies and newly created positions. He/she will be given first consideration in filling the position. Factors in consideration will include job performance, qualifications, and seniority in the district. If there are multiple employee applicants in the district who are deemed equally qualified, seniority shall be the determining factor.
- E. The Associate (NSPA) will be notified at the time the notices are posted.

ARTICLE IX: TRANSFER AND ASSIGNMENT

Employees who transfer from one department to another shall have their job experience evaluated for relevance to their new job assignment for the determination of their pay scale placement for their new assignment. An employee could be placed anywhere from zero (0) to their full-earned experience.

When a change of assignment is deemed necessary, a conference to discuss the change will be held with the affected employee prior to the change being made.

When a change of location is deemed necessary, and the employee is working in the same capacity, the employee currently employed will not be jeopardized in pay or benefits.

ARTICLE X: EVALUATION

- A. All support personnel under contract with Noble Public Schools will be evaluated in writing, a minimum of one time annually, and a copy shall be distributed to the support employee prior to May 1.
- B. Each evaluation will be followed by an evaluation conference between the evaluator and the support employee being evaluated. At this conference, the support employee and the evaluator shall discuss the evaluation and, if necessary, the evaluator will make suggestions as to how the

employee may improve his/her performance.

- C. At the evaluation conference, the support employee shall sign this written evaluation report to acknowledge that he/she has read the report. A copy of the evaluation report will be given to the employee, and another copy will be forwarded to the superintendent of schools.
- D. Within two (2) weeks after the evaluation conference, the employee may respond to the evaluation report in writing, and this response shall become a part of the record.
- E. Except by order of a court of competent jurisdiction, evaluation documents and the responses thereto shall be available only to the evaluated employee, the Board, the administration, and legal counsel of Noble Public Schools. Also, the Board and administration of any school to which the employee applies for employment, and any other such persons specified by the employee in writing.
- F. If, after completing the evaluation, the evaluator feels a plan for improvement is warranted, he/she shall develop a written plan for improvement and present it to the evaluated employee within ten (10) days of the evaluation conference. The written plan for improvement shall be signed by the evaluator and the evaluated employee, and a copy shall be retained by both, and a third copy will be forwarded to the superintendent.
- G. Support employees given a plan for improvement shall be evaluated again in accordance with the provisions of this article after the time allowed for improvement has elapsed.
- H. The support personnel evaluation instrument and the plan for improvement form currently being used will remain in effect until these instruments have been reviewed by the Association and the Board and, if necessary, changed by mutual agreement.

ARTICLE XI: SICK LEAVE

- A. Sick leave shall be defined as those days provided to the support employees whereby they may be absent, without loss of pay, from their duties due to illness, accidental injury or pregnancy of the employee, or accidental injury or illness in the employee's or spouse's immediate family. Immediate family shall be defined as spouse, children, parents, grandparents, grandchildren, sister, brother, or any other relative of the support employee or spouse who lives with and is the responsibility of the employee.
- B. Each support employee shall accrue sick leave days each year at the rate of one (1) day per full month of service, not to exceed the number of hours per day for which they are regularly employed, to a maximum of twelve (12) days per year. Sick leave accumulation shall be unlimited.
- C. The right to sick leave shall vest on the first day of employment of each contract year; sick leave will vest one day per month as it is accrued.
- D. Written notice of sick leave accumulated shall be provided to each support employee within thirty days after the beginning of his/her contract year. Said notice will be as of June 30 of that calendar year.
- E. If, after all, accumulated sick leave has been exhausted, an employee whom the district has employed for at least one year continues to be unable to work due to personal illness or injury, said employee will, upon request from the employee, be placed on an unpaid leave of absence until the end of the contract year or until the employee has recovered sufficiently to perform his/her regular duties during the contract year. If, after all, accumulated sick leave has been exhausted and an employee desires to continue to be absent from work due to illness or injury in the employee's immediate family, said employee may submit a written request for an unpaid leave of absence for the purpose. Upon approval of the board, the leave will be granted. If policies and organization regulations permit, provisions will be made for employees to continue to participate in these programs by paying their own premiums and dues. When a support employee returns to work from leave of absence due to personal illness or injury, or illness or injury in his/her immediate family, he/she will be restored to his/her position or a position of like status. However, support employees on unpaid leave of absence are subject to a reduction in force, the same as an employee currently working.

- F. Support employees may be required to submit appropriate evidence, upon request by the administration, concerning the cause of absence in order to qualify for sick leave benefits. Any single absence beyond the equivalent of five (5) working days may require a doctor's statement upon return to work. Support employees who take unfair advantage of sick leave benefits shall be subject to disciplinary action ranging from forfeiture of a day's pay for each day of violation to potential termination of employment.

ARTICLE XII: EMERGENCY LEAVE

- A. Emergency leave shall be granted each year for employees who work a minimum of four hours a day based on a five-day workweek. The available leave shall be based on the following formula:
 - 1. Average number of work hours per day multiplied by three (3) for twelve (12) month employees.
 - 2. Average number of work hours per day multiplied by three (3) for nine (9) month employees.
 - 3. For contracted employees working on a schedule other than the above, the emergency leave will be prorated based on the length of the contract.
- B. For support employees who work less than four (4) hours a day based on a five-day workweek, the available leave shall be the average number of work hours per day multiplied by two (2).
- C. Emergency leave may be used for:
 - 1. Death in the immediate family as defined in Article "sick leave".
 - 2. Death of another relative or close friend, not to exceed the equivalent of one (1) day.
 - 3. Accidents or disasters, not chargeable to sick leave, in the immediate family, involving personal property that requires immediate attention.
 - 4. Inclement weather.

ARTICLE XIII: PERSONAL LEAVE

- A. Support employees who are contracted to work at least four hours per day for at least (9) months per year will be provided three (3) days at their daily number of hours of personal business leave each year
- B. The number of hours taken as a personal business leave day shall not exceed the number of hours regularly worked each day by the support employee.
- C. Any support person who works less than a full semester shall not be eligible for personal business leave.
- D. Personal business leave may be used upon approval of the department head/administrator, must be requested in writing at least twenty-four (24) hours prior to the leave, and may not be taken immediately preceding or following a holiday, vacation, or school break except when unforeseen circumstances occur. If the department head/administrator concurs that such circumstances exist, approval may be granted with less than twenty-four hours' notice.
- E. Unused personal leave days shall convert to sick leave at the end of the fiscal year.
- F. Sick leave exchange: After all vacation and personal leave have been exhausted, support employees may trade two sick days for one personal day, if the trade does not decrease the balance of unused sick leave to less than 20 days. Exchange leave must be approved at both the site and district levels, and must be requested at least two weeks prior to usage. Exchange leave may not be used before or after holidays, including spring break, or during the last two weeks of either semester. Once exchange leave has been granted, the employee will not be eligible for the sick leave sharing program for the remainder of the year.

ARTICLE XIV: LEGAL LEAVE

Support personnel employed by the Noble Public School district shall be granted leave for jury duty or for service as a witness subpoenaed in a criminal, civil, or juvenile proceeding, and the district shall pay the employee, during such service, his/her full contract salary. Administration shall be notified within 24 hours when receiving a subpoena or jury summons. Pay received for serving as a juror or witness will be paid to the district, or an equal amount will be deducted from the employee's paycheck. All personal legal matters require the use of personal or vacation leave.

ARTICLE XV: BEREAVEMENT LEAVE

Support personnel shall be provided three (3) days of bereavement leave each year. Bereavement leave may be taken in the event of the death of a member of the immediate family, another relative, or a close friend. (A request for leave must include the name of the deceased.) The Superintendent's office may extend bereavement leave days for extraordinary circumstances. Allowance of bereavement leave will be granted through the Superintendent's office. Bereavement leave is non-cumulative. Bereavement leave may be approved for less than a full day. For the purpose of bereavement leave, "immediate family" is defined as "spouse, children, parents and step-parents, grandparents, sisters, brothers, grandchildren, aunts, uncles, nieces, nephews of the employee or the employee's spouse". Additionally, any other family member who lives with and/or is the responsibility of the employee will be included.

ARTICLE XVI: MATERNITY LEAVE

Noble Public Schools will provide six weeks of paid maternity leave following the birth of a child.

- Six-week paid leave begins the day of birth, regardless of when it occurs.
- The employee must have been employed full-time with the district the previous school year.
- 1250 hours worked the previous year is required to be eligible for this leave.
- Leave applies to female employees only.
- Maternity leave runs concurrently with FMLA.
- Maternity leave is used first, followed by sick leave.
- Policies and procedures are being developed by OSSBA.

ARTICLE XVII: UNPAID LEAVE

Unpaid leave will be charged in the pay period the absence occurred unless the situation has been approved in advance by central office administration. Unpaid leave will be charged at the hourly rate of pay. Refer to OTRS permanent rules for retirement impact.

ARTICLE XVIII: HOLIDAYS

The Noble School District provides twelve (12) paid holidays for employees employed on twelve (12) month contracts that work at least four (4) hours per day. These holidays are:

Independence Day
Thanksgiving (2 days)
New Year's Day (2 days)
Memorial Day

Labor Day
Christmas (4 days)
Spring Break (2 days)

ARTICLE XIX: VACATION

- A. Vacation is provided with pay for support personnel employed for at least four (4) or more hours per day on twelve (12) month contracts. Vacation leave will accrue at the rate of eight (8) hours for each full month worked up to a maximum of eighty (80) hours per year for said employees who have worked in the District less than six (6) full years.
- B. Twelve-month employees who are employed for four (4) or more hours per day and who have completed six (6) full years on a twelve-month contract with the District will be eligible for one hundred twenty (120) hours of vacation for the seventh year and each fiscal year thereafter. Vacation for these employees will accrue at the rate of one and one-half (1 1/2) days per each full month worked up to a maximum of one hundred twenty (120) hours per fiscal year.
- C. The use of vacation leave must be approved by the employee's department head. Vacation days will not accumulate beyond the current year, plus any unused vacation leave accrued during the previous fiscal year. Department heads shall not withhold approval of vacation for the purpose of causing support employees to lose vacation days. An employee may be remunerated, on a per diem basis, for up to eighty (80) hours of unused vacation leave if funds are available. An employee may carry forward one year of vacation leave.

ARTICLE XX: PROFESSIONAL LEAVE

- A. Support personnel may be granted professional leave to attend conferences, meetings, and workshops designed to improve the job performance of said personnel. The requesting employee's department supervisor shall attach a written recommendation concerning the request to the employee's request for professional leave and forward it to the superintendent. Professional leave will be granted upon approval of the superintendent.
- B. Support personnel on approved professional leave shall not suffer any loss of salary or benefits.
- C. When support employees are requested by the administration to attend professional meetings, they shall be considered to have been on temporary reassignment rather than professional leave.
- D. Support employees using professional leave to attend conferences, meetings and workshops shall be reimbursed for prior approved expenses.
- E. Support employees who are required by the district to attend workshops during the summer outside their normal contract year will be compensated at their contracted rate of pay for such attendance if said workshop is required for the support employee to remain qualified for the position he/she currently holds.

ARTICLE XXI: RETIREMENT INCENTIVE BONUS

Upon retirement from Noble Public Schools, an employee whose age and years of service have reached eighty (80) for pre-1991 employment and ninety (90) for post-1991 employment and has been with the Noble School District for a minimum of five (5) years, shall be paid a Retirement Incentive Bonus based on one of the following formulas:

- 1. The number of unused accumulated sick leave days during employment with Noble Public Schools x \$20.00 if the employee is not a part of Oklahoma Teacher Retirement.
- Or
- 2. If the employee uses 120 days of accumulated sick leave to count toward Oklahoma Teachers Retirement, the number of accumulated sick leave days during employment with Noble Public Schools will be paid as follows:
 - Sick Days #1-25 days above 120 will be paid at \$30
 - Sick Days #26-50 days above 120 will be paid at \$40

Sick Days #51+ days above 120 will be paid at \$50

A support employee not in TRS who has served Noble Public Schools for more than 20 years will receive the retirement incentive bonus at the same level as those who are in TRS.

Such payment shall be made at the same time the final check is issued.

ARTICLE XXII: LEAVE DAY DEFINED

All leave benefits will be calculated in one-half-hour segments.

ARTICLE XXIII: EMPLOYMENT NOTIFICATION

The Noble School District, no later than ten (10) days after the effective date of the Education Appropriation Bill or June 1, whichever is later, shall give reasonable assurance of employment in writing to any support employee whom the school intends to employ for the subsequent school year.

ARTICLE XXIV: GRIEVANCE PROCEDURES

A. Definitions

1. A "grievance" shall mean a claim by a grievant that there has been a violation, misinterpretation, or misapplication of the provisions of this agreement.
2. The term "grievant" shall mean the person or persons making the claim. The association may be the grievant either in grievances involving association rights as provided in this agreement or at the request of an employee or group of employees.

The term "days" shall mean the working days of the support employee. If the grievance is filed outside the contract year of the support employee, "days" shall mean the working days of the administrator/supervisor involved at the level the grievance is being processed.

B. Informal Resolution

It is usually most desirable for an employee and the employee's immediate supervisor to resolve problems through free and informal communication. Therefore, an employee with a grievance may first discuss it individually with the immediate supervisor within fifteen (15) days after the employee knew or should have known of the incident upon which the grievance is based. Should such informal processes fail to satisfy the support employee, then a grievance may be processed as follows:

C. Formal Resolution

1. Step I:

- a. The grievant shall submit a written grievance (on the appropriate form) to the immediate supervisor within fifteen (15) days after the informal discussion of the alleged violation or, if there was no such discussion, within fifteen (15) days after the employee knew or should have known of the incident upon which the grievance is based. The written grievance shall cite the specific article, section and paragraph of this agreement upon which the grievance is based and the specific remedy sought.
- b. The supervisor shall schedule and hold a hearing within five (5) days after receipt of the written grievance. Persons who may be present at this hearing include the grievant, the immediate supervisor, as well as representatives and/or witnesses for the grievant and/or the supervisor.

- c. Within five (5) days after the day on which the hearing was held, the immediate supervisor shall provide the supervisor's written decision with reasons therefore to the grievant and the Association.
2. Step II:
 - a. If the grievant is not satisfied with the decision in Step I, the grievant may submit a written appeal of the decision to the superintendent within five (5) days after receipt of the Step I decision. A copy of the original grievance and a copy of the immediate supervisor's response shall be submitted with the appeal.
 - b. The superintendent, or designee, shall schedule and hold a hearing within five (5) days after receipt of the written appeal. The superintendent, or designee, shall serve as the hearing officer. Those present at the hearing shall be the hearing officer, the grievant, the grievant's immediate supervisor, and representatives and/or witnesses for the parties to the grievance.
 - c. Within five (5) days after the day on which the Step II hearing was held, the hearing officer shall provide the officer's written decision with reasons therefore to the grievant, the grievant's immediate supervisor and the Association
 3. Step III:
 - a. If the grievant is not satisfied with the decision in Step II, the grievant may submit a written appeal of the decision to the Board within five (5) days after receipt of the Step II decision. A copy of the original grievance and copies of the Step I and Step II decisions shall be submitted with the appeal.
 - b. The Board shall set a hearing on the appeal for the Board's next regularly scheduled meeting or may schedule a special meeting within ten (10) days after receipt of the written appeal. The Board and/or the grievant may request that the hearing be held in executive session. Those present at the hearing shall be the board members, the grievant, the superintendent and/or designee, the grievant's immediate supervisor and representative, and/or witnesses for the parties to the grievance.
 - c. At the conclusion of the hearing, the board will render its decision by a vote of the members present. Within five (5) days after the hearing, the Board shall provide a written decision, with reasons therefore, to the grievant, the superintendent and/or Step II designee, the grievant's immediate supervisor, and the association

D. Other Provisions

4. Time limits established herein may be extended by mutual agreement between the grievant and the person(s) conducting the hearing at that step of the process. In the event such limits are not extended, failure to file a grievance or an appeal within the established time limits shall forfeit the grievant's right to further appeal. In the event such limits are not extended, failure to provide a decision within the established time limits shall provide the grievant with the right to appeal to the next step of the process.
5. If hearings involving the grievance procedure are held during the support employee's regular work hours, all persons who participate in the hearing shall be released from their regular duties and will not suffer loss of time or pay for said participation.
6. No reprisal of any kind will be taken by any party to the grievance procedure because of participation or lack of participation in any such grievance.
7. The Board, the Association, the administration and the grievant will cooperate in the investigation of any grievance and will furnish such information as is necessary for the processing of the grievance.

ARTICLE XXV: PAYROLL DEDUCTIONS

In addition to those deductions required by state and federal law, each support employee may, upon written authorization, initiate the following payroll deductions:

1. Credit Union
2. Dues for the National Education Association, Oklahoma Education Association, and NSPA (if desired)
3. Contributions to Educators' Political Action Committee
4. Tax-sheltered annuities
5. District-approved insurance programs
6. IRS-125 programs adopted by the local school board.

ARTICLE XXVI: ACCIDENT INSURANCE

The Noble School agrees to abide by Oklahoma Statutes, Section 689 "Workers' Compensation Insurance" by purchasing workers' compensation insurance to cover support employees employed by Noble Public Schools. All work-related injuries, even if the employee does not believe medical attention will be required, need to be reported in person or via telephone. If unsuccessful, the employee must notify the administrator or supervisor via email, with central office administration copied on the email, including any battery or assault and battery that is committed upon a school employee while in the performance of any of their duties by a student, a relative of a student, or a person of the student's household, or another coworker, must be reported to the supervisor and central office immediately within 24 hours. No school employee shall be subject to any civil liability for any statement, report, or action taken in reporting or assisting in reporting a battery or assault and battery which is committed upon the school employee while in the performance of any duties unless such report or assistance was made in bad faith or with malicious purpose. Every school site shall have and deliver to each school employee a written policy that such employee shall follow if an assault, battery, or assault and battery is committed upon the school employee while in the performance of any school duties.

ARTICLE XXVII: WORK TIME RECORDS

In determining time worked for pay purposes, time shall be calculated to the nearest fifteen (15) minutes. Time will be rounded up to fifteen (15) minutes if the time actually worked is more than seven and one-half (7 1/2) minutes. Time will be rounded down to the previous fifteen (15) minutes if the time actually worked is seven and one-half (7 1/2) minutes or less. Approved overtime will be paid.

ARTICLE XXVIII: PHYSICAL FOR EMPLOYEES

Any employee required by the district to have a commercial driver's license has been employed by the District for one (1) complete school year; the District agrees to reimburse the employee the cost of his/her annual physical, not to exceed \$25.00 per year. The district will pay for CDL licensing for all employees whose jobs include driving a bus, including renewals. Employees will be reimbursed after being employed with the district for 90 days. There will be no waiting period for renewal reimbursements.

ARTICLE XXIX: SAFE WORKING CONDITIONS

- A. The district shall maintain healthy and safe conditions at each work location in compliance with all city and state statutes and/or regulations governing such conditions.
- B. No employee shall be required to work under unsafe or hazardous conditions as determined by proper regulatory authority.
- C. Employees shall be made aware of departmental rules and regulations relating to the employee's safety in that individual's particular job.

ARTICLE XXX: INDIVIDUAL CONTRACT

- A. Each support employee whose remuneration for services exceeds \$500.00 per year will be issued an individual contract. Said contract will be issued at the beginning of the employee's work year.
- B. The individual employee contract and its addendum shall include:
 - 1. Employee's name
 - 2. Term of the contract
 - 3. Assigned position
 - 4. Date of original employment in current position
 - 5. Year experience in current position
 - 6. Hourly rate of pay
 - 7. Amount of benefits paid by the district on the employee's behalf
 - 8. Number of hours per work day under this contract
 - 9. Number of days per work year under this contract
 - 10. Any additional special conditions of employment
- C. This agreement and its appendices shall be incorporated by reference into each employee's individual contract with the same force and effect as though fully set forth therein.

Noble Public Schools

Addendum to support employee's employment contract

Employee's Name _____

Term of Contract _____

Assigned Position _____

Date of Original Employment in this Position _____

Years of Experience in this Position _____

Hourly Rate of Pay _____

Amount of District Paid Benefits _____

Number of Hours Per Work Day Under This Contract _____

Number of Days Per Year Under This Contract _____

ARTICLE XXXI: BAD WEATHER DAYS

When Noble Public Schools are closed due to weather conditions, health-related issues, or other extraordinary circumstances, the superintendent or his designee will decide whether the support employee shall report to work or remain at home. If the employee chooses to stay home, the employee may choose to use an emergency leave day, personal leave day, or vacation day or may be docked that day's pay.

ARTICLE XXXII: STAFF DEVELOPMENT DAYS

Support Personnel will work their contracted work days, which may include staff development training. Departments will work with designated administrators and supervisors to determine training that may be needed.

ARTICLE XXXIII: TRANSFER OF SUPPORT PERSONNEL'S CHILDREN

In the event that any non-resident children are allowed to attend Noble Public Schools, then any non-resident support personnel shall be allowed an equal opportunity for their children to attend Noble Public Schools. This does not apply to those transfers Noble Public Schools are required by law to give or to those transfers covered by the "grandfather" clause.

ARTICLE XXXIV: DONATION OF SICK LEAVE

- A. When an employee has exhausted his/her sick leave in accordance with district policy, that employee may apply for up to thirty (30) days of donated sick leave. The application form for donation of sick leave should be filled out, signed, and turned in to the Central Office within ten (10) days of the time that the employee is requesting the donated leave. The application must include medical information from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition. The forms required will be posted on the school website. The maximum amount of donated sick leave days an individual may receive during a school calendar year is 30 days.
- B. The Noble Public School Board of Education or their designee will approve all requests for Shared Sick Leave.
- C. The board or their designee will approve or deny all requests within ten (10) days of receipt of the request. All requests for donated leave will remain confidential.
- D. Upon approval, an e-mail will be sent to all employees. Donations will be accepted on a first-come, first-served basis until the number of requested days is reached. The employee is not able to make a profit from his/her illness by receiving additional compensation while using donated sick leave.
- E. A district employee may donate sick leave to another district employee when the receiving employee has exhausted or will exhaust all accumulated sick leave due to pregnancy or recovery from childbirth or any injury, illness, impairment, physical condition, or mental condition that is of a severe or extraordinary nature involving the employee, a relative of the employee or a household member, and the condition has caused or is likely to cause the employee to go on leave without pay or terminate employment. District employees may donate up to five (5) days of their sick leave as long as their donation will not reduce their sick leave balance to less than thirty (30) days remaining.
- F. As used in this section:
 1. "Relative of the employee" means a spouse, child, step-child, grandchild, grandparent, step-parent, or parent of the employee.
 2. "Household members" means those persons who reside in the same home and who have reciprocal duties to and provide financial support for one another. This term shall include

foster children and legal wards, even if they do not live in the household. The term does not include persons sharing the same general house when the living style is primarily that of a dormitory or commune.

3. "Severe" or "extraordinary" means serious, extreme, or life-threatening, including temporary disability resulting from pregnancy, miscarriage, childbirth, and recovery therefrom.
4. "District employee" means a teacher or any full-time employee of the school district.

G. Any shared sick leave not used by the recipient during each occurrence shall be returned to the donors. The shared sick leave remaining will be divided among the donors on a prorated basis returned at its original value, and reinstated to the annual leave balance of each donor.

H. All donated sick leave must be given voluntarily. No employee shall be coerced, threatened, intimidated, or financially induced into donating sick leave for the purposes of the leave-sharing program.

ARTICLE XXXV: DRIVER PLACEMENT

When a vacancy on a route is determined, the Transportation Director will post a sign-up list in the facility's driver area. All drivers may sign up for the route. The transportation director will make the final decision for route assignments after consideration of all drivers that signed to be considered.

ARTICLE XXXVI: COMPENSATION

A. Pay Date

1. Support employees will receive their paychecks twice a month on the 15th and last day of the month. All employees will be paid through Direct Deposit.

B. Support employees will be assured of receiving an equal number of work days as stated in their contract.

C. Support employee's paychecks will provide a differentiation of regular and other compensation in so far as allowable within the district's payroll data processing system.

D. Custodians who are contracted to work an evening shift (until at least 9:00 pm) with Noble Public Schools will be compensated an additional twenty cents (.40) per contracted hour as shift differential pay.

E. Overtime

1. Overtime will be allowed upon the administrator's authorization and approval by the superintendent. Time and one-half (1 1/2) of the employee's regular hourly rate will be paid, or compensatory time equal to one and one-half (1 1/2) time the amount actually worked in excess of forty (40) hours per week will be allowed for all authorized overtime hours. The seven-day workweek shall begin at 12:00 a.m. Sunday and continue through 11:59 p.m. Saturday. The schedule may be adjusted within this workweek by the department head/administrator if necessary, as long as the number of hours is not reduced.

2. Authorization for all overtime must be signed by the administrator in charge. Overtime will be paid at the end of the pay period in which the overtime was worked. Compensatory time must be allowed during the pay period in which the overtime was worked.

3. Any employee who is called back to perform services outside the employee's normal work schedule will be paid for a minimum of two (2) hours of work on each such occasion.

F. Each support employee of the Noble Public Schools will be placed on their respective salary schedule. Their experience level will be determined at the discretion of the Superintendent.

G. If the negotiated contract for the ensuing year has not been ratified prior to the beginning of the support employee contract year, said employee will advance to his/her experience step (if applicable) and will be paid at the rate provided for that step until a new contract is ratified. Upon ratification of the new contract changes in pay and/or benefits will be made retroactive to the

beginning of the employee's work year.

- H. Non-certified coaches that the board has approved shall be entitled to the salary applicable to the certified position.
- I. There will be a minimum of two hours of pay on all transportation trips.
- J. Noble Public Schools will pay 7% of the employees' portion of TRS. (2023-24)

- K. 36 non-TRS support employees will receive a one-time \$500.00 stipend for an annuity through payroll deduction provided by one of NPS providers. (2024-25) (Again in 2025-26)

ARTICLE XXXVII: DURATION OF NEED EMPLOYEES

These employees will be hired for the duration of need or a specific project. Their pay will be no less than hourly substitute pay with no benefits.

SUPPORT SALARY SCHEDULE 2025-26				
Maintenance				

STEP	TIER I	TIER II	TIER III	TIER IIII
0	\$ 11.30	\$ 13.20	\$ 14.20	\$ 15.80
1	\$ 11.50	\$ 13.40	\$ 14.40	\$ 16.00
2	\$ 11.70	\$ 13.60	\$ 14.60	\$ 16.20
3	\$ 11.90	\$ 13.80	\$ 14.80	\$ 16.40
4	\$ 12.10	\$ 14.00	\$ 15.00	\$ 16.60
5	\$ 12.30	\$ 14.20	\$ 15.20	\$ 16.80
6	\$ 12.50	\$ 14.40	\$ 15.40	\$ 17.00
7	\$ 12.70	\$ 14.60	\$ 15.60	\$ 17.20
8	\$ 12.90	\$ 14.80	\$ 15.80	\$ 17.40
9	\$ 13.10	\$ 15.00	\$ 16.00	\$ 17.60
10	\$ 13.30	\$ 15.20	\$ 16.20	\$ 17.80
11	\$ 13.50	\$ 15.40	\$ 16.40	\$ 18.00
12	\$ 13.70	\$ 15.60	\$ 16.60	\$ 18.20
13	\$ 13.90	\$ 15.80	\$ 16.80	\$ 18.40
14	\$ 14.10	\$ 16.00	\$ 17.00	\$ 18.60
15	\$ 14.30	\$ 16.20	\$ 17.20	\$ 18.80
16	\$ 14.50	\$ 16.40	\$ 17.40	\$ 19.00
17	\$ 14.70	\$ 16.60	\$ 17.60	\$ 19.20
18	\$ 14.90	\$ 16.80	\$ 17.80	\$ 19.40
19	\$ 15.10	\$ 17.00	\$ 18.00	\$ 19.60
20	\$ 15.30	\$ 17.20	\$ 18.20	\$ 19.80
21	\$ 15.50	\$ 17.40	\$ 18.40	\$ 20.00
22	\$ 15.70	\$ 17.60	\$ 18.60	\$ 20.20
23	\$ 15.90	\$ 17.80	\$ 18.80	\$ 20.40
24	\$ 16.10	\$ 18.00	\$ 19.00	\$ 20.60
25	\$ 16.30	\$ 18.20	\$ 19.20	\$ 20.80
26	\$ 16.50	\$ 18.40	\$ 19.40	\$ 21.00
27	\$ 16.70	\$ 18.60	\$ 19.60	\$ 21.20
28	\$ 16.90	\$ 18.80	\$ 19.80	\$ 21.40
29	\$ 17.10	\$ 19.00	\$ 20.00	\$ 21.60
30	\$ 17.30	\$ 19.20	\$ 20.20	\$ 21.80

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

TIER I	Grounds Worker
TIER II	General Maintenance
TIER III	Skilled Maintenance
TIER IIII	Mechanic

SUPPORT SALARY SCHEDULE 2025-26

Assistants

STEP	TIER I	TIER II
0	\$ 11.60	\$ 12.20
1	\$ 11.80	\$ 12.40
2	\$ 12.00	\$ 12.60
3	\$ 12.20	\$ 12.80
4	\$ 12.40	\$ 13.00
5	\$ 12.60	\$ 13.20
6	\$ 12.80	\$ 13.40
7	\$ 13.00	\$ 13.60
8	\$ 13.20	\$ 13.80
9	\$ 13.40	\$ 14.00
10	\$ 13.60	\$ 14.20
11	\$ 13.80	\$ 14.40
12	\$ 14.00	\$ 14.60
13	\$ 14.20	\$ 14.80
14	\$ 14.40	\$ 15.00
15	\$ 14.60	\$ 15.20
16	\$ 14.80	\$ 15.40
17	\$ 15.00	\$ 15.60
18	\$ 15.20	\$ 15.80
19	\$ 15.40	\$ 16.00
20	\$ 15.60	\$ 16.20
21	\$ 15.80	\$ 16.40
22	\$ 16.00	\$ 16.60
23	\$ 16.20	\$ 16.80
24	\$ 16.40	\$ 17.00
25	\$ 16.60	\$ 17.20
26	\$ 16.80	\$ 17.40
27	\$ 17.00	\$ 17.60
28	\$ 17.20	\$ 17.80
29	\$ 17.40	\$ 18.00
30	\$ 17.60	\$ 18.20

TIER I	Teacher Assistants with Para / or have an associate's degree
TIER II	Special Education Teaching Assistants with Para Certification

ditionally, Noble Public School will pay the 7% of the employee's portion of TRS.

Custodians 2025-26

STEP	TIER I	TIER II
0	\$ 11.40	\$ 12.20
1	\$ 11.60	\$ 12.40
2	\$ 11.80	\$ 12.60
3	\$ 12.00	\$ 12.80
4	\$ 12.20	\$ 13.00
5	\$ 12.40	\$ 13.20
6	\$ 12.60	\$ 13.40
7	\$ 12.80	\$ 13.60
8	\$ 13.00	\$ 13.80
9	\$ 13.20	\$ 14.00
10	\$ 13.40	\$ 14.20
11	\$ 13.60	\$ 14.40
12	\$ 13.80	\$ 14.60
13	\$ 14.00	\$ 14.80
14	\$ 14.20	\$ 15.00
15	\$ 14.40	\$ 15.20
16	\$ 14.60	\$ 15.40
17	\$ 14.80	\$ 15.60
18	\$ 15.00	\$ 15.80
19	\$ 15.20	\$ 16.00
20	\$ 15.40	\$ 16.20
21	\$ 15.60	\$ 16.40
22	\$ 15.80	\$ 16.60
23	\$ 16.00	\$ 16.80
24	\$ 16.20	\$ 17.00
25	\$ 16.40	\$ 17.20
26	\$ 16.60	\$ 17.40
27	\$ 16.80	\$ 17.60
28	\$ 17.00	\$ 17.80
29	\$ 17.20	\$ 18.00
30	\$ 17.40	\$ 18.20

Night shift differential \$.40/hr

TIER I Custodian

TIER II Lead Custodian

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

SUPPORT SALARY SCHEDULE 2025-26

Café

STEP	TIER I	TIER II	TIER III
0	\$ 10.80	\$ 11.40	\$ 12.00
1	\$ 11.00	\$ 11.60	\$ 12.20
2	\$ 11.20	\$ 11.80	\$ 12.40
3	\$ 11.40	\$ 12.00	\$ 12.60
4	\$ 11.60	\$ 12.20	\$ 12.80
5	\$ 11.80	\$ 12.40	\$ 13.00
6	\$ 12.00	\$ 12.60	\$ 13.20
7	\$ 12.20	\$ 12.80	\$ 13.40
8	\$ 12.40	\$ 13.00	\$ 13.60
9	\$ 12.60	\$ 13.20	\$ 13.80
10	\$ 12.80	\$ 13.40	\$ 14.00
11	\$ 13.00	\$ 13.60	\$ 14.20
12	\$ 13.20	\$ 13.80	\$ 14.40
13	\$ 13.40	\$ 14.00	\$ 14.60
14	\$ 13.60	\$ 14.20	\$ 14.80
15	\$ 13.80	\$ 14.40	\$ 15.00
16	\$ 14.00	\$ 14.60	\$ 15.20
17	\$ 14.20	\$ 14.80	\$ 15.40
18	\$ 14.40	\$ 15.00	\$ 15.60
19	\$ 14.60	\$ 15.20	\$ 15.80
20	\$ 14.80	\$ 15.40	\$ 16.00
21	\$ 15.00	\$ 15.60	\$ 16.20
22	\$ 15.20	\$ 15.80	\$ 16.40
23	\$ 15.40	\$ 16.00	\$ 16.60
24	\$ 15.60	\$ 16.20	\$ 16.80
25	\$ 15.80	\$ 16.40	\$ 17.00
26	\$ 16.00	\$ 16.60	\$ 17.20
27	\$ 16.20	\$ 16.80	\$ 17.40
28	\$ 16.40	\$ 17.00	\$ 17.60
29	\$ 16.60	\$ 17.20	\$ 17.80
30	\$ 16.80	\$ 17.40	\$ 18.00

TIER I	Helper
TIER II	Cook
TIER III	Manager

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

SUPPORT SALARY SCHEDULE 2025-26			
Transportation			
STEP	TIER I	TIER II	TIER III
0	\$ 12.20	\$ 16.00	\$ 16.70
1	\$ 12.40	\$ 16.20	\$ 16.90
2	\$ 12.60	\$ 16.40	\$ 17.10
3	\$ 12.80	\$ 16.60	\$ 17.30
4	\$ 13.00	\$ 16.80	\$ 17.50
5	\$ 13.20	\$ 17.00	\$ 17.70
6	\$ 13.40	\$ 17.20	\$ 17.90
7	\$ 13.60	\$ 17.40	\$ 18.10
8	\$ 13.80	\$ 17.60	\$ 18.30
9	\$ 14.00	\$ 17.80	\$ 18.50
10	\$ 14.20	\$ 18.00	\$ 18.70
11	\$ 14.40	\$ 18.20	\$ 18.90
12	\$ 14.60	\$ 18.40	\$ 19.10
13	\$ 14.80	\$ 18.60	\$ 19.30
14	\$ 15.00	\$ 18.80	\$ 19.50
15	\$ 15.20	\$ 19.00	\$ 19.70
16	\$ 15.40	\$ 19.20	\$ 19.90
17	\$ 15.60	\$ 19.40	\$ 20.10
18	\$ 15.80	\$ 19.60	\$ 20.30
19	\$ 16.00	\$ 19.80	\$ 20.50
20	\$ 16.20	\$ 20.00	\$ 20.70
21	\$ 16.40	\$ 20.20	\$ 20.90
22	\$ 16.60	\$ 20.40	\$ 21.10
23	\$ 16.80	\$ 20.60	\$ 21.30
24	\$ 17.00	\$ 20.80	\$ 21.50
25	\$ 17.20	\$ 21.00	\$ 21.70
26	\$ 17.40	\$ 21.20	\$ 21.90
27	\$ 17.60	\$ 21.40	\$ 22.10
28	\$ 17.80	\$ 21.60	\$ 22.30
29	\$ 18.00	\$ 21.80	\$ 22.50
30	\$ 18.20	\$ 22.00	\$ 22.70
TIER I	Transportation Monitors		
TIER II	Transportation Drivers		
TIER II	Transportation Mechanic		

TRANSPORTATION TRIPS (paid at regular hourly rate)
 Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

SUPPORT SALARY SCHEDULE 2025-26		
Clerical		
STEP	TIER I	TIER II
0	\$ 11.60	\$ 12.40
1	\$ 11.80	\$ 12.60
2	\$ 12.00	\$ 12.80
3	\$ 12.20	\$ 13.00
4	\$ 12.40	\$ 13.20
5	\$ 12.60	\$ 13.40
6	\$ 12.80	\$ 13.60
7	\$ 13.00	\$ 13.80
8	\$ 13.20	\$ 14.00
9	\$ 13.40	\$ 14.20
10	\$ 13.60	\$ 14.40
11	\$ 13.80	\$ 14.60
12	\$ 14.00	\$ 14.80
13	\$ 14.20	\$ 15.00
14	\$ 14.40	\$ 15.20
15	\$ 14.60	\$ 15.40
16	\$ 14.80	\$ 15.60
17	\$ 15.00	\$ 15.80
18	\$ 15.20	\$ 16.00
19	\$ 15.40	\$ 16.20
20	\$ 15.60	\$ 16.40
21	\$ 15.80	\$ 16.60
22	\$ 16.00	\$ 16.80
23	\$ 16.20	\$ 17.00
24	\$ 16.40	\$ 17.20
25	\$ 16.60	\$ 17.40
26	\$ 16.80	\$ 17.60
27	\$ 17.00	\$ 17.80
28	\$ 17.20	\$ 18.00
29	\$ 17.40	\$ 18.20
30	\$ 17.60	\$ 18.40
TIER I	Office Sec.	
TIER II	Financial & Attendance Sec.	

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

Noble Support Salary Schedule 2025-26
Nurse

	RMA	LPN
STEP	TIER I	TIER II
0	\$ 17.30	\$ 20.30
1	\$ 17.50	\$ 20.50
2	\$ 17.70	\$ 20.70
3	\$ 17.90	\$ 20.90
4	\$ 18.10	\$ 21.10
5	\$ 18.30	\$ 21.30
6	\$ 18.50	\$ 21.50
7	\$ 18.70	\$ 21.70
8	\$ 18.90	\$ 21.90
9	\$ 19.10	\$ 22.10
10	\$ 19.30	\$ 22.30
11	\$ 19.50	\$ 22.50
12	\$ 19.70	\$ 22.70
13	\$ 19.90	\$ 22.90
14	\$ 20.10	\$ 23.10
15	\$ 20.30	\$ 23.30
16	\$ 20.50	\$ 23.50
17	\$ 20.70	\$ 23.70
18	\$ 20.90	\$ 23.90
19	\$ 21.10	\$ 24.10
20	\$ 21.30	\$ 24.30
21	\$ 21.50	\$ 24.50
22	\$ 21.70	\$ 24.70
23	\$ 21.90	\$ 24.90
24	\$ 22.10	\$ 25.10
25	\$ 22.30	\$ 25.30
26	\$ 22.50	\$ 25.50
27	\$ 22.70	\$ 25.70
28	\$ 22.90	\$ 25.90
29	\$ 23.10	\$ 26.10
30	\$ 23.30	\$ 26.30

TIER I RMA
TIER II LPN

Additionally, Noble Public School will pay the 7% of the employee's portion of TRS.

DURATION

The Negotiated Agreement shall take effect and shall be in full force and effect except as otherwise noted within the individual negotiated items until a successor Agreement has been negotiated and ratified.

President, Noble Board of Education Date

Richard Ward 11/19/25

President, Noble Support Personnel Association Date

Clerk, Noble Board of Education Date

RL 11/19/25

Chief Spokesperson for Board of Education Date

Richard Ward 11/19/25

Chief Spokesperson for Noble Support Personnel Association Date

Negotiated Contract

Between the

Noble Board of Education

and the

Noble Association of
Classroom Teachers

2025-2026

Building Better Education Together

Negotiated Contract

Between the

Noble Board of Education

and the

Noble Association of
Classroom Teachers

2025-2026

Building Better Education Together

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In accordance with the School Board Policy of Noble Public Schools, the Noble Association of Classroom Teachers will abide by all pertinent state and federal laws, and all applicable EEOC regulations.

Foreword

Realizing that the education of students in Noble Public Schools is paramount, the Noble Board of Education and the Noble Association of Classroom Teachers hereby agree that professional relations in the District will be conducted in a manner that recognizes the worth and dignity of the individual. The Board and the Association further agree to comply with State and Federal Laws dealing with the operation of the school, including but not limited to laws dealing with Privacy and Equal Employment Opportunity.

I. GENERAL CONTRACT PROVISIONS

Article I-1

PROCEDURAL AGREEMENT FOR NEGOTIATIONS

A. Recognition

The Board recognizes the Noble Association of Classroom Teachers as the exclusive bargaining representative for certified teaching personnel employed by Noble Public Schools, whether under contract, on Board approved leave, or on a per diem or class rate basis. Such recognition shall be stated in 70 O.S. Section 509.2.

B. Scope of Bargaining

The Board and the Association agree to bargain in good faith on wages, hours, fringe benefits, and other terms and conditions of employment.

C. Bargaining Teams

The bargaining will take place exclusively between the designated representatives of the Board and the Association. Bargaining will be comprised of not more than six (6) members for each team. Each team shall be allowed to bring two (2) resource persons in addition to the members of the team. Alternates may be designated; however, alternates will attend meetings only when serving in the place of a regular team member. All bargaining will take place exclusively between the designated representatives of the Board and the Association. Bargaining will be conducted in closed sessions. Representatives for the Board and for the Association shall have the authority to make proposals, counterproposals, to compromise, and to make agreements subject to the ratification by both parties.

D. Initiating and Concluding Bargaining

Tentative dates for bargaining should be agreed upon between the Superintendent and the NACT President and set no later than June 1st. Either party seeking to begin contract bargaining for a school year shall submit a written request from its President or designee to the President or designee of the other party on or before March 15. Upon receipt of the written request, the spokespersons for the respective teams shall select a mutually agreeable date, time, and place for an initial meeting. After the initial meeting the parties agree to try to schedule meetings as often as needed to reach conclusion on non-money items prior to the last teacher day for the current school year. Excluding proposals and/or counter proposals on which tentative agreement has been

reached and proposals and/or counter proposals that have been voluntarily withdrawn by the initiating party, all other items still unresolved shall automatically be declared an impasse on the first day of school. Either party may make a written declaration that a state of impasse exists at any time. When a state of impasse is declared, the items causing the impasse will be subject to impasse resolution procedures hereinafter provided. Timelines stated herein may be extended by mutual agreement of the parties. Should a special session of the state legislature necessitate bargaining, such bargaining shall begin as dictated by the end of the special session and will be conducted in accordance with this procedure.

E. Bargaining Procedure

At the initial bargaining meeting, representatives of the Board and of the Association will present to each other their proposed items to be bargained. Except by mutual consent of the spokespersons of both teams, no additional new items for bargaining may be introduced in a subsequent bargaining meeting for that particular contract year. Bargaining meetings will be held at times and places mutually acceptable to both teams. The spokesperson for each team will speak for his/her team; however, by mutual agreement at the table, any team member may speak to any item. During bargaining meetings, either team is free to caucus at any time. Other meeting ground rules shall be set by agreement of the team members.

F. Tentative Agreements

Tentative agreements reached through bargaining between the representatives of the parties shall be reduced to writing, signed by the spokesperson or chairperson of each team, and shall have conditional approval pending ratification by the Board and the Association.

G. Impasse Resolution

If negotiations are not successfully concluded by the first day of school, an impasse shall exist. At any earlier time following its initial negotiation either party may declare an impasse, or by mutual agreement of the parties the date for declaring impasse may be extended beyond the first day of school. Within two(2) days of such declaration, the parties may, by mutual agreement, request the services of the Federal Mediation and Conciliation Service. If the mediation process has been utilized, the unresolved items shall be submitted to fact finding as provided by state law.

H. Savings Clause

If any provision herein or application of said provision shall be found to be contrary to law, such provision or applications shall have affect only to extent permitted by law, and all other provisions or applications of this agreement shall continue in full force and effect. Said invalid provision shall be renegotiated at the request of either party beginning not later than thirty (30) school days subsequent to the request.

Article I-2

PREPARATION OF NEGOTIATED AGREEMENT

Within seven (7) working days of the Board's ratification of negotiations, the NACT President or his/her designees will prepare the final copy of the negotiated agreement. The Noble Board of Education or their designees will review such final copy before it is printed. Preparation will be done within seven (7) working days from time of review.

**Article I-3
BOARD AGENDA/MINUTES**

The Board Clerk shall make available to the NACT President the official Board packet (online access) for each meeting of the Noble Board of Education on the same day such access is made available to Board members with the exceptions of new personnel and other confidential matters.

II. CONDITIONS OF EMPLOYMENT

Article II-1

ACCESS TO BUILDINGS AND CLASSROOMS

During the school year, certified staff will have access to his/her classroom and a copy machine. This does not apply when the building is closed for maintenance or special circumstances. Teachers will be responsible for any guests who may accompany them. Any teacher who is negligent in securing the building may lose his/her building access and pay for any additional security charges.

Students, staff, and/or visitors will not bring animals onto school premises except in connection with an organized and approved school activity, or as otherwise authorized by the appropriate building principal. Written permission must be obtained from the appropriate building principal before animals are brought to school or to any school activity. Service animals will be allowed in accordance with federal law.

Article II-2 BUDGETS

Budgets appropriated to each school building shall be distributed in a fair and equitable manner. The principal and the department heads/grade level chairs shall plan and implement the distribution of department budgets. All program areas, including special services, shall be included in the building budget. Requests for purchases from the aforementioned budgets must be completed no later than May 1 of each school year.

Article II-3

CERTIFICATE OF HEALTH

The Noble Public Schools will pay for costs for a reasonable and customary physical and the CDL license for all certified employees whose duties include driving for the Noble district.

Article II-5

CLASS SIZE AND DISTRIBUTION

Class size for the Noble Public Schools shall be as follows:

Pre-K classes + * shall be limited to a maximum of twenty (20) students.

All Kindergarten classes through 1st grade + * shall be limited to a maximum of twenty-one (21) students.

2nd grade through 5th grade + * shall be limited to a maximum of twenty-three (23) students.

All classes, + * 6-12 shall be limited to a maximum of thirty (30) students per class period or one hundred forty (140) students per day.

* Classes in the following subjects shall not be subject to limitation on number of students per class:

- A. Physical Education
- B. Band, chorus, orchestra, and other similar music classes

+ The District may adjust class size limitations in accordance with the appropriate provisions of HB 1017.

The principals and counselors will be encouraged to hold all classes to the maximum as stated above and will make every effort to balance the class sizes within the grade/department. If the maximum must be exceeded, then the principals must submit written justification to the superintendent. Schedule and class changes should be limited to the first two weeks of school and during the first week after a new course is begun, either at the nine-weeks or semester. Schedule and class changes after this time shall be done only after consulting with the counselor and teachers affected.

The placement of students with problems which affect their classroom performance will be determined by a specific plan devised by the building principal with input from previous teachers, counselors, and resource people. Special programs shall be excluded. Principals will make every effort to balance the number of preparations in the core classes in the secondary schools. Core teachers shall be defined as regular classroom teachers in the elementary schools and as teachers of language arts, social studies, mathematics, and science in secondary schools.

Article II-6

COMMITTEE ROTATION & SUPERINTENDENT'S ADVISORY COMMITTEE

- A. All committees will rotate membership every two years, except the Superintendent's Advisory, which will rotate every year. All certified staff will participate on a committee through a rotation schedule.
- B. Superintendent's Advisory Committee will consist of one classroom teacher representation from each school in the district (HS, MS, PIO, HU, KID). The teacher members will be nominated by their teaching site and consist of at least 1 NACT (named by the NACT president, member and approved by the NACT and the Board of Education, will serve on the proposed committee. The members of the Superintendent's Advisory Committee will choose the chairperson to serve a one-year term, however, if no other members of committee wish to take on the responsibilities of chairperson, the chairperson may hold the position for an additional term.

Article II-7 CONFERENCE DAYS

The length of the conference day will be 6 hours as defined in article II-30 teacher's work year defined. One conference day will be scheduled for students each semester. The length of the conference day will be the same as regular school days except that teachers may schedule conferences outside the regular school day during the week which includes the conference day. All effort should be made to restrict scheduling of extra-curricular activities during scheduled conference times. The use of teacher's planning period for parent/teacher conference hours is not acceptable.

Article II-8 GRADE INPUT

All teachers are required to input an average of 2 (two) grades per week.

Article II-9

NOTIFICATION OF FAILING STUDENTS

Teachers will be required to notify parents each week when their student is failing. Contact must be made by telephone or ParentSquare. A record of the contact will be kept and turned into the site administrator as needed.

Article II-10

CONFERENCES – UNSCHEDULED PARENT / TEACHER

Teachers will have the responsibility to make arrangements for unscheduled parent/teacher conferences at a mutually convenient time to both parent and teacher. Administrators will not require teachers to leave their teaching duties for unscheduled conferences except in the case of emergencies.

Article II-11

CONTRACTED SPONSORSHIPS

Compensation for board approved sponsorships will be applied after recommendations from Central Office Administration and upon approval by the Noble Board of Education have been completed. Acceptance of contracted sponsorships shall be strictly voluntary. Prior to June 1st, NACT shall be allowed to make salary recommendations for said sponsorship positions to the Superintendent’s Office. Salary schedules for newly created positions will be set by the Central Office Administration and approved by the Noble Board of Education. The Board shall determine the compensation to be paid to the teachers for extra duties within the ranges set forth in the Extra Duty Salary Schedule. Assignments to extra duty shall only be made by the Board on a fiscal year basis. The presence of an extra duty position on the compensation schedule does not obligate the Board to fill such position. Any teacher may apply for posted positions in writing. Teachers currently holding the position are required to apply for the position in order to be considered for it.

All Sponsors will complete an End of the Year Review to their site administrator as a part of the checkout process. This review will list all activities and events that were held by the group, club, department or team. This information may be considered when determining placement on the Extra Duty Salary Scale.

Article II-12 DISCIPLINE POLICY

The Board shall, in accordance with state law, adopt a discipline policy for the control and discipline of school children in their district. The Board, administrators, and the teachers hereby agree to abide by the adopted discipline policy of the district.

**Article II-13
DUTY-FREE LUNCH TIME**

Noble Public Schools shall provide a duty-free lunch period of thirty (30) consecutive minutes for all full-time certified personnel. Teachers that voluntarily give up their Duty-Free Lunch will be paid \$6.80 per day worked. Meal costs will be the responsibility of the employee. This will comply with IRS guidelines for compensation. This provision will apply to two teachers per lunch period at the Middle School and High School only.

**Article II-14
DUTY-FREE PLANNING TIME**

Planning periods will be assigned during the student day unless extenuating circumstances exist as determined by site administration and final approval by the superintendent or their designee. Planning periods are to be used for individual planning, and/or preparation and consultation.

**Article II-15
DRILLS**

All employees are required to attend and participate in all drills conducted at their school site, regardless of the time drills occur.

**Article II-16
EVALUATION PROCEDURE**

The Noble Public Schools agree to evaluate certified personnel in accordance with current Oklahoma law and current Board policy. Teachers shall be evaluated according to the requirements of the Tulsa Teacher and Leader Effectiveness Model (TLE). All certified personnel will be evaluated by certified administrative personnel designated by the Board. In accordance with HB 2957, a Professional Learning Focus (PLF) will be developed by all teachers and completed online. (2018-2019)

Teacher Evaluation Policy Regulations – Section A

The evaluation shall be reviewed by the staff member and the evaluator. The teacher may attach written and signed comments to the evaluation instrument within two weeks of the evaluation, provided that no additional statements or comments shall be attached without the teacher's knowledge. The teacher's signature on the evaluation instrument shall serve only to reflect the teacher's acknowledgment that an evaluation was conducted. A copy of the completed evaluation instrument will be provided to the teacher.

Except by order of a court of competent jurisdiction, evaluation documents and the responses thereto shall be made available only to the evaluated person, the board of education, the administrative staff making the evaluation, the board and administrative staff of any school to which the evaluated person applies for employment, and such other persons given consent by the teacher in writing and shall be subject to disclosure at a hearing or trial de novo.

If the evaluation discloses any area(s) in which improvement can be reasonably expected and desired, the principal shall discuss such area(s) with the teacher and offer suggestions and recommendations as to how improvement may be achieved. Such recommendations shall be recorded on the evaluation instrument.

When the evaluating administrator identifies poor performance or conduct that the administrator believes may lead to a recommendation for the career teacher's dismissal or non-reemployment, the administrator will admonish the teacher in writing and make reasonable effort to assist the teacher in correcting the poor performance or conduct; and establish a reasonable time for improvement, not to exceed two months.

If the career teacher does not correct the poor performance or conduct cited in the admonishment within the time specified, the administrator shall make a recommendation to the superintendent for the dismissal or non-reemployment of the teacher. A probationary teacher will receive a plan of improvement if inadequate teaching performance exists.

Data shall be collected by the evaluator on an ongoing basis in compliance with the system of evaluation selected by the board of education. The data shall be maintained in an evaluation file for the teacher.

Timeline for TLE

- Probationary Teacher 3 Observations/Conferences and 1 Evaluation Conference (Remember, observation/conference during Quarter 1, 2, and 3)
 - Observation 1 - required by the final day of the first academic quarter
 - Observation 2 - required by the final day of the second academic quarter (would be nice to have these done by the end of the first week in December to align with Career)
 - Observation 3 - required by the final day of the third academic quarter
 - Evaluation Conference - required by the final day of the fourth academic quarter
- Career Teacher – 2
 - Observation 1 (Fall Semester) required by the end of the first week in December
 - Observation 2 (Spring Semester) – required by the end of the 3rd academic quarter (the Evaluation Conference can be combined with Observation Conf. #3 if there are no issues with the teacher.)

TLE REMINDERS

- Observation Conference is within 5 instructional days of the observation.
- Observations must have at least 10 instructional days between them.
- Observations shall not be conducted on the day immediately preceding or following an extended break.
- Career teachers receiving an evaluation score of 3.8 or higher under the TLE may be evaluated once every three years.
- Exempt teachers must still complete a Professional Learning Focus (PLF).
- Each classroom observation, whether in person or virtual, should be a minimum of 20 minutes in length.

Article II-17

MENTOR TEACHERS

Each mentor teacher, appointed to fulfill the requirements of HB 1706 may be provided with a substitute for one full school day each semester to enable the mentor teacher to observe and consult with his/her resident teacher.

Article II-18

MULTIPLE TEACHING SITE ASSIGNMENTS

Teachers, who begin and end their teaching day at different school sites, will do duties at only one site.

Article II-19 PAY DAY

All teachers will be paid bi-monthly, on the 15th, and again on the last day of the month excluding weekends and federally mandated Holidays. All deductions shall be specified on the check stub. All employees will be paid via direct deposit.

Article II-20 PERSONNEL FILE

There shall be only one (1) personnel file kept for each certified teacher. Said teacher shall be notified with whom it is to be kept and the location of the file. Copies of materials related to discipline or re-employment of the teacher will be given to the teacher at the time they are placed in the file.

The personnel file shall contain the following items:

- A. Current evaluation reports and responses
- B. Current contracts
- C. Current official transcripts
- D. Current teaching certificates
- E. Annual summary of staff development points
- F. Annual summary of leave accumulation
- G. Application for employment (if available)

The personnel file may also contain:

- H. Letters of commendation and criticism
- I. Official personnel documents, including letters of reprimand and/or admonishment.
- J. Other materials mutually agreed upon by the teacher and the superintendent or his designee. A teacher shall have the right to review and respond to any item placed in the personnel file.

Upon mutual agreement of the teacher and the superintendent or his/her designee, any materials related to discipline or re-employment or any other negative materials may be removed from the personnel file, but in no manner shall these materials be maintained in the file beyond four (4) years from the date of issue.

Article II-21 POSTING OF VACANCIES

The district will post a notice of all vacancies of current positions or new positions that are to be filled by certified personnel, as well as vacancies in all extra duty positions, on the school website and such postings will be emailed to staff. From ten (10) days prior to the reporting date for teachers the vacancies may be filled without delay. Teachers currently employed by Noble Public Schools who desire to be considered for vacancies should fill out and return the letter of intent sent out by the superintendent indicating such desires. Teachers currently employed by Noble Public Schools wishing to be considered for openings that occur during the summer months when school is not in session, may state so in a letter to the superintendent. Said letter shall specify the vacancy the person would be interested in and must give an address and telephone number where he/she may be reached during those months. This letter shall be filed with the superintendent on or before the last day of classes of the school year. If a new position is created after bargaining is completed, representatives from the Association and the Board will meet to discuss salary for the position prior to Board consideration of the position.

Article II-22 REDUCTION IN FORCE

The Board will maintain a comprehensive plan of program needs for the District. When, due to declining student enrollment, insufficient funds, or change in program, the Board determines that a reduction in staff is necessary, said reduction will be implemented in the following order:

- A. A hiring freeze will be placed on the affected subject area
- B. By natural attrition
- C. If further reductions are necessary, the administration and Board of Education would determine positions to be eliminated, taking into consideration the following items:
 1. If a career teacher holding a position being eliminated is certified to teach in a position held by a temporary contracted, adjunct, or probationary teacher, the temporary contracted, adjunct, or probationary teacher will be terminated.
 - a. The teacher having the greatest seniority in the school district. (For the purpose of this policy, seniority will be computed from the date the employee first reported to work for the district. Leaves of absence granted by the Board of Education do not count as service or interruption of service.)
 - b. The teacher having the greatest total years of teaching experience.
 - c. Academic degrees.
 - d. TLE score must be "effective."
 - e. Hours above degrees held.
 2. If a probationary teacher holding a position being eliminated is certified to teach in a position occupied by a licensed teacher will be terminated. If a probationary teacher holding a position being eliminated is certified to teach in a position held by another probationary teacher, the criteria listed above (1. a-d) will be used to determine who will fill the position.
 3. If a temporary contracted teacher holding a position being eliminated is certified to teach in a position held by another temporary contracted teacher, the criteria listed above (1a-e) will be used to determine who will fill the position.

Teachers who are laid off shall be offered recall in reverse order of lay off to vacant positions which they are certified to fill.

Teachers who were previously assigned to full-time positions shall be recalled to full-time positions provided that such teachers shall have the option of accepting any part-time position that may exist without jeopardizing their recall status for any full-time position.

The district shall give written notice of recall from lay off by sending a certified letter to said teacher, at his/her last known address. It shall be the responsibility of said teacher to notify the Board of any change of address.

Any teacher so notified shall respond within two (2) week days from receipt of said notice whether he/she accepts or rejects the position. If said teacher rejects the position for which he/she is certified to teach and such position offered is consistent with the aforementioned provisions of this article, said teacher shall be considered to have resigned from the employ of the district and all his/her benefits shall cease.

No new or temporary appointments shall be made by the district while there are laid off teachers available who are certified to fill the vacancies unless said teachers refuse the appointments because they have secured other employment which has a longer duration than the new or temporary appointments. Said refusal shall not jeopardize their recall rights.

The district shall annually provide the Association with a current list of those teachers who have retained recall rights. The Association shall have the right to file a grievance for teachers who are not recalled if it appears that their re-employment rights have been violated.

All benefits, to which teachers were entitled at the time of their layoffs, including seniority, will be restored to teachers upon their return to active employment, and such teachers will be placed on the proper step of the salary schedule for the teacher's current position according to the

teacher's experience and education.

The above criteria are applicable to any teacher occupying a federally funded position.

Article II-23
REMOVAL OF STUDENTS

In the event that a student is to be removed from one assigned teacher's class to a different teacher's class other than scheduling changes, the administrator will inform the affected teachers that a change is being made.

Article II-24
RIGHTS – ASSOCIATION

- A. The NACT shall be allowed to use school facilities and equipment in accordance with applicable Board policy governing the non-school use of school facilities as they apply to all community groups.
- B. The NACT shall be allowed to use teachers' mailboxes for communication.
- C. The NACT shall be allowed to post and maintain a bulletin board in each school building. The NACT President shall be provided with a copy of agendas and unofficial minutes of previous meetings when such materials are sent to the members of the Board.

Article II-25
RIGHTS – TEACHER

- A. Realizing that the education of students in Noble Public Schools is paramount, the Noble Board of Education and The Noble Association of Classroom Teachers hereby agree that professional relations in the district will be conducted in a manner that recognizes the worth and dignity of the individual. The Board and the Association further agree to comply with state and federal laws dealing with non-discrimination, confidentiality and privacy rights of the individual, equal employment opportunity, and those laws dealing with the operation of the school district.
- B. The Board and the Association agree to strive to develop a climate at each school site that will produce optimum performance, morale, and safety.
- C. When a conference is scheduled between a teacher and an administrator for the purpose of dealing with a discipline matter or the continued employment of the teacher with the intent that the proceedings will be documented and placed in the teacher's personnel file, the administrator shall:
 - 1. give reasonable notice of said conference;
 - 2. inform the teacher of the subject to be discussed;
 - 3. inform the teacher of his/her right to representation.
- D. Assault of a school employee shall be reported by the employee to the building principal immediately. The employee and administrator may also report the incident to law enforcement if so desired without fear of reprisal. Any student, who threatens harm or assaults a teacher and is removed from class, will not be allowed to return to the teacher's classroom before consultation between administrator and teacher. Any teacher injured by a student will be covered by the Workers Compensation Policy of the district.
- E. Employees must report on the job inquiry within 24 (twenty-four) hours to be covered under the school's workmen's compensation injury policy.

Article II-26
SALARY DEDUCTIONS AND INFORMATION

- A. All certified employees shall complete and sign a payroll deduction form when hired or when a new deduction is requested. The deduction will continue until HR receives a request for change in writing.
- B. If Teaching Profession dues deduction information is not available at the time the payroll deduction form is signed, this information will not appear on the deduction form, but the deduction will be made on the basis of the authorization form(s) and/or list provided by the professional organization.

Article II-27
SUBSTITUTES

In the event that it is necessary for a teacher to be absent from assigned duties, the teacher shall make every reasonable effort to contact their respective building principal or designated person. In the event of the absence of a school employee to whom a class is assigned, reasonable efforts will be made to hire a qualified substitute teacher. Students will not be left unsupervised.

Article II-28
TEACHER REASSIGNMENT

No teacher shall be subject to involuntary assignment, either during the school year or for the following school year, unless it is for just cause and he/she has been consulted by the building principal. Teachers in the Noble Public School System shall be given first consideration over outside applicants in assignment or reassignment of teaching duties. "First Consideration" is defined as "The currently employed teacher's application shall be reviewed and the teacher interviewed prior to considering outside applicants." If a currently employed applicant is not available for interview at the selected time, the principal may proceed to interview outside applicants. The principal shall consider qualifications and teaching experience in Noble as a primary factor in determining assignment or reassignment of teachers. Any teacher wishing a change in teaching assignment must make a written request for transfer to the Superintendent by email. The Superintendent will acknowledge receipt of the email within three (3) school days. Any teacher who is reassigned without his/her concurrence shall have the opportunity to resign without penalty.

Article II-29
TEACHERS' DUTY DAY DEFINED

- Teachers' duty day in Noble Public Schools will be seven and seventy-five hundredths (7.75). The site administrator will have discretion for the allocation and/or use of this time, with teacher input. Each school site will have the option to set arrival and departure times for teachers. Administration will have the final decision on all time assignments. Teachers will not be required to take part in extracurricular activities beyond regular teaching hours without compensation. This does not include meetings called by the administration.
- B. Professional Development: Days deemed "professional development" days should consist of six (6) hours maximum. This is in relation to the students' 6-hour day.
 - C. Virtual Day Definition: A day in which brick and mortar students are learning remotely. Learning takes place online or at a distant location rather than a physical brick and mortar classroom. This does not apply to students who are enrolled as virtual students.
 - D. Supervisory Duty – Definitions, expectations, requirements of specific duties (before school, after school, lunch duty, etc.) should be clearly stated and provided to each teacher at each site.

**Article II-30
TEACHERS' WORK YEAR DEFINED**

Teachers' work year in Noble Public Schools will be 160 instructional days (7.75 hours), five (5) Professional Development days (6 hours), two Parent Teacher Conference days (6 hours), and two work days (6 hours). For a total of 1,294 total hours. A minimum of three (3) hours will be allocated to teachers to work in their rooms on each of the two work days.

Professional Development and Work Days will be held from 8:00 A.M. – 3:00 P.M. with a one-hour lunch.

**Article II-31
TRANSFER OF TEACHERS' CHILDREN**

Employees of the Noble School District will have the option to transfer their children into the district.

III. COMPENSATION

**Article III-1
COMPENSATION FOR SUBSTITUTING**

All certified personnel who substitute for others at the request of administration during their planning time will be compensated at \$15 per class period. Request for payment must be made on the proper form and submitted within three working days to the Central Office. Payment is only made when another employee submits a leave request. Payment will be made at the end of each semester.

**Article III-2
PROFESSIONAL COMPENSATION**

The basic salaries of teacher covered by this Agreement are set forth in VI-2 Compensation Schedule which is attached to and incorporated in this Agreement. Except where noted, this salary schedule shall remain in effect during the term of this Agreement.

The Noble Public Schools will administer a payroll system ensuring accurate compensation and withholding based on information supplied by the employee. Should an error be brought forth by the employee or the school within five (5) years, a correction will be made. In no circumstance will interest, penalties or double compensation be added or reduced from the corrected amount.

All teachers shall be given full credit on this salary schedule set for in VI-2 for full years of outside teaching experience in any school district accredited by the State of Oklahoma. No teacher shall be granted credit for more than five (5) years active duty in the military service, or out-of- state teaching experience as a certified teacher. Additional out of state teaching experience may be granted on a case by case basis by the Superintendent/School Board. Placement on the salary schedule shall be in accordance with the teacher's approved years of experience, highest degree held, and the number of credits earned beyond said degree as reflected in the salary schedule. Salary adjustments, due to increased experience or higher degree or additional credit hours shall be made once a year. Said adjustments will be made at the beginning of each school year and will be effective on the first pay period of that school year. If an official transcript may not be obtained by August 1st, an unofficial transcript may be used until September 15. The official transcript showing the completed course work must be on file in the office of the Superintendent no later than September 15. Failure to submit the required documents

will result in the loss of the increment requested for that full school year. The responsibility for submission of the proper documents at the proper place and time is that of the teacher.

The salary schedule is based on the regular teacher contracted work year. Teachers who are on an extended year contract shall be paid a pro rata daily rate for those days contracted for above the regular contract year. Teachers who are on a reduced year contract shall have a pro rata daily rate deducted from their contract salary for each day reduced from the regular contract year.

Teachers involved in extra duty assignments shall be compensated in accordance with the provisions of this Agreement, except for those persons paid according to a previous increment scale. Those persons' increments shall not be reduced as long as said persons continue to be assigned to the same extra duty. In the event a new extra duty position is created during the term of this Agreement, consultation regarding the salary for said position shall occur and said salary made an addendum to this Agreement.

Article III-4 Loyalty Bonus

Loyalty Provision for Teachers who work in Noble Public Schools will receive a one-time compensation loyalty stipend at the end of the year of completed service on the scale. This benefit may be earned at each of the rungs on the ladder but is only paid out once at each level. Loyalty bonuses will be added to the last check issued on the final pay day of the school year

10th year– \$100
15th year– \$150
20th year– \$200
25th year– \$250
30th year– \$300
35th year– \$350
40th year– \$400

IV. LEAVE PROVISIONS

Article IV-1 ASSOCIATION LEAVE

The NACT shall be granted a pool of ten (10) days association leave per year to be used by members designated by the Association. Such leave requests must be approved by the Superintendent and must be made at least twenty-four (24) hours before the leave is to take place. NACT will pay the cost for substitutes.

Article IV-2 BEREAVEMENT LEAVE

Teachers shall be provided up to three (3) days bereavement leave each year. Bereavement leaves may be taken in the event of the death of a member of the immediate family. One day of bereavement leave may be taken in the event of the death of a person other than the immediate family. Bereavement leave must include the name and relation of the deceased. The administration, at their discretion, may extend bereavement leave days for extraordinary circumstances. Additional days of Bereavement Leave may be granted through the superintendent's office in the death of a spouse or child, including pregnancy loss. Central Office Administration will work with employees individually. Allowance of bereavement leave will be granted through the Superintendent's office. Bereavement leave is non-cumulative. Bereavement

leave may be approved for less than a full day.

For the purposes of bereavement leave, “immediate family” is defined as “spouse, children, parents and step-parents, grandparents, sisters, brothers, grandchildren, aunts, uncles, nieces, nephews of the teacher or the teacher’s spouse”. Additionally, any other family member who lives with and/or is the responsibility of the teacher will be included.

**Article IV-3
RETIREMENT INCENTIVE BONUS**

Upon qualifying for retirement with the Oklahoma Teachers’ Retirement System or upon death, an employee who has been with the Noble School District for a minimum of five (5) years shall be paid a Retirement Incentive Bonus based on one of the following formula:

Any teacher who has an excess of sick leave above the 120 (one hundred twenty) days required for an additional year towards retirement, that were banked from Noble Public Schools, will be paid at \$30.00 per day. Any days banked starting the 2023-2024 school year from another district will not receive \$30.00 per day, but those banked days will be counted towards retirement with OTRS.

Such payment shall be made at the same time the final check is issued.

Article IV-4 EMERGENCY LEAVE

This policy provides three (3) days per year of non-cumulative emergency leave not chargeable to sick leave. Emergency leave is granted with full pay. The term “emergency” may apply to leave within the following categories:

- A. Emergencies involving personal or family property that require immediate attention.
- B. Other reasons are subject to administrative approval. Emergency leave may be approved for less than a full day.
- C. Any leave that is chargeable to Sick Leave may not be used as Emergency Leave, even if the employee is out of Sick Leave.

Allowance for emergency leave will be granted through the Superintendent’s office.

For the purposes of emergency leave, the “immediate family” is defined as “spouse, children, parents or step-parents, grandparents, sister, or brother of the teacher or the teacher’s spouse or any other relative who lives with and is the responsibility of the teacher.”

**Article IV-5
LEAVE DAY DEFINED**

Sick leave may only be taken in increments of one-half (1/2) day and full day. Three and one-half (3 and ½) hours or less will be considered a half day. Above 3½ hours will be a full day. Site administrators will have the option to allow teachers to exchange planning periods to cover brief periods of absence.

**Article IV-6
LEAVE OF ABSENCE WITHOUT PAY FOR CERTIFIED PERSONNEL**

Leaves of absence without pay shall be granted only for reasons A – F and only after the certified employee has worked in the Noble School District for at least one full year as a full-time contract employee, except for involuntary military service. A leave of absence may be granted by the school board for one school year or less. Extended leaves of absence may be

granted by the school board for more than the current school year. Leave of absence may be taken for the following reasons:

- A. Maternity, adoption of a child, or care of preschool child
- B. Personal illness
- C. Caring for sick member of immediate family
- D. Military service; may be extended for duration of involuntary obligation
- E. Further study, which is directly related to improve teaching performance and student learning
- F. Acquiring an office that will require full-time service. These positions must be education related and have the ability to improve teaching performance and student learning.

Employees failing to meet the provision of a specific leave shall not be entitled to reinstatement.

The teacher must notify the Board of Education by certified mail of his/her intent for the following school year by April 25. This notification must address one of the following:

- 1. Request for extension of leave of absence into the next school year
- 2. Intent to return for the next school year
- 3. Resignation

Accumulated sick leave may be used in conjunction with this leave. Unused accumulated sick leave will be available to the employee upon return to teaching service. Any absence not covered by accumulated sick leave or extended sick leave shall be without pay.

Teachers who qualify for leave time in accordance with the current Family and Medical Leave Act shall make application for that leave to the central office administration.

A. Family and Medical Leave – The Board agrees to abide by the terms of the Family and Medical Leave Act of 1993. The Board reserves unto itself all rights, powers, and elections accruing to it under the act.

B. Personal Illness – Request for leaves of absence for personal illness, requests to return from such leaves, or request to extend such leaves must be accompanied by a physician's statement. Teachers on leave of absence for personal illness will not be permitted to do substitute teaching.

C. Caring for Sick or Incapacitated Member of Immediate Family – Requests for leaves of absence to care for a sick or incapacitated member of immediate family must be accompanied by a physician's statement.

D. Military Service – Requests for leaves of absence for military service must be accompanied by a copy of the military orders that require the employee to report for an active duty assignment.

E. Sabbatical Leave – Sabbatical leave may be granted to any full-time certified personnel for approved courses of study for not less than 15 hours of credit for the school year. Teachers failing to comply with this requirement will not be entitled to leave of absence benefits. Courses of study must be approved in advance by the college in which the person is enrolled and the Superintendent.

F. Public or Professional Office – Employees may be granted a leave of absence of up to one year in order to run for public office. If elected, the employee may return to the Noble Public Schools after his/her term of office and be reinstated at the salary step to which he/she was entitled when the leave was granted. Employees failing to meet the provision of a specific leave shall not be entitled to reinstatement.

G. When a regular teacher is placed on leave of absence, a "replacement" may be assigned to the position at the regular salary to which he/she would be entitled as a regular contract teacher during the year for which the leave is granted, the remainder of a school year, or for whatever portion of that time needed to replace the regular teacher. The contract services of the "replacement" will be designated in each such assignment for termination as of the date the regular is able to return. If such leave is extended by approval of written request into the following school year, the above provision shall remain in effect one calendar year from the effective date of the original leave, after which a permanent teacher may be assigned to the position.

If, at any time during the calendar year of leave, the position of the teacher should be eliminated, he/she shall be returned to a substantially equivalent position for which he/she may be qualified, if such a position exists. If replacements are satisfactory, they will be given first priority to vacant positions for which they are qualified.

H. An employee on leave of absence granted by the Board will retain all those privileges of employment attained prior to the leave period upon their return, except that leave period shall not be applied to "time in service" as is applicable to the provisions of Title 70, Oklahoma Statutes, Section 6 – 122.

I. If an employee must request leave to commence during the course of a school year, only that "time in service so completed will be applied to the employee's record.

J. An employee, whose absences from work, for whatever reason, have become excessive on a continuing basis, may be placed on automatic leave of absence, without pay, by the Board upon proper notice, and a hearing, if requested in writing by the employee in question, will be held before the Noble Board of Education.

A teacher returning from a leave of absence in the same school year shall be assigned to the same position he/she held before commencing leave if that position exists. If the position of the teacher should be eliminated or if the leave continues into another school year, then he/she shall be returned to a substantially equivalent position to which he/she may be qualified if such a position exists. If replacements are satisfactory, they will be given first priority to vacant positions for which they are qualified. This policy does not apply to any extra-duty assignment.

Article IV-7 LEGAL LEAVE

Administration will be notified within two (2) days of a staff member receiving a subpoena or jury summons. Certified personnel employed by the Noble School District shall be granted leave for jury duty or for service as a witness subpoenaed in a criminal, civil, or juvenile proceeding and shall pay the teacher during such service the full contract salary. (Note: Pay received for serving as a juror or witness will be paid to the District, or an equal amount will be deducted from the teacher's salary.) Personal legal leave matters requires the use of a personal day.

Article IV-8 PERSONAL BUSINESS LEAVE

The Noble School District provides for each certified teacher three (3) days for personal business leave, upon request of the teacher, without loss of salary. Individuals utilizing this leave must give formal written request to the building administrator at least 24 hours prior to commencement of leave. The Building Principal will respond in a timely fashion, and personal leave will be granted unless extenuating circumstances exist. No Personal Business Leave will be approved without a minimum of 24-hour notice.

At the end of each school year, up to three (3) days of personal business leave not used by an individual shall convert automatically to accumulated sick leave.

Article IV-9 PROFESSIONAL LEAVE

Each certified teacher shall be granted one (1) day professional leave per school year to attend professional meetings, workshops, and/or for state-required certification tests, if requested by administration, without loss of salary. Individuals utilizing this leave must make a formal written request to the principal's office stating the purpose of the meeting/workshop at least two (2) days prior to commencement of the leave.

Professional leave will be granted if it is directly related to the teacher's current teaching or extra-duty assignment. A teacher may request additional professional leave paid by the district. This additional leave may be taken upon approval of the administration after review of supporting documentation.

Article IV-10

SICK AND/OR DISABILITY LEAVE

The plan shall provide that teachers may be absent from their duties due to personal illness, accidental injuries, maternity, or illness in the immediate family, without the loss of salary, for a period not to exceed their accumulated sick leave. Leave will accrue at a rate of ten (10) days per school year and shall vest the first employee work day of the school year. In the case of a teacher who begins after the first day of school, sick leave shall be prorated on a 10 month contract will be ten (10) days of sick leave, 11 month contract will be eleven (11) days of sick leave, and a twelve month contract will be twelve (12) days of sick leave. Members must first use statutory twenty (20) days of extended sick leave for which only the standard amount of Board approved certified substitute pay shall be deducted from member's salary before asking for sick leave donation through the sick leave bank.

SUMMARY-

Step 1. District employees exhaust all accumulated leave.

Step 2. Twenty (20) days statutory in which only the standard amount of Board approved certified substitute pay will be deducted from district employee's check.

Step 3. District employee may request an additional thirty (30) days upon approval of the sick leave sharing plan leave committee (Must be donated from another district employee). Any District employee can donate up to five (5) days per event.

Each teacher is entitled to sick leave of ten (10) working days at full pay for each school year of service in the Noble Public Schools and shall have the right to accumulate unlimited sick leave without loss of salary. An employee may use his/her accumulated sick leave because of personal illness or illness in his/her immediate family. Each employee, upon request, shall receive notice of their accrued sick leave.

If an employee is believed to have taken unfair advantage of sick leave benefits, their case will be taken before the Central Office Administration to determine if action should be taken. The findings by the committee will then be submitted to the administration for appropriate action. An employee who takes unfair advantage of sick leave benefits will be subject to disciplinary action ranging from a forfeiture of a day's pay to potential termination of employment. Any employee may be required to submit appropriate evidence upon request by the school administration, concerning the cause of his/her absence in order to qualify for sick leave benefits. If, because of sickness or other reasons, a teacher is temporarily unable to perform his/her regular duties, a substitute teacher for that position may be employed for the time of such absence. A substitute teacher shall be paid in accordance with the regulations of the Board.

Accumulated sick leave may be transferred into the Noble Public Schools in accordance with state law and the policies and procedures adopted by the State Board of Education. 60 days of Sick Leave may be transferred in with any remaining days banked with Oklahoma Teachers Retirement System.

Article IV-11
SICK LEAVE SHARING PLAN

A. When a certified employee has exhausted his/her sick leave in accordance with district policy including statutory twenty (20) days at replacement rate reduction pay, that employee may apply for one up to thirty

(30) days of donated sick leave. The application form for Donation of Sick Leave must be filled out, signed and turned in to Central Office within ten (10) days of the time that the employee is requesting the donated leave. The application must include medical information from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition. The forms required will be posted on the school website. The maximum amount of donated sick leave days an individual may receive during a school calendar year is 30 days.

B . The Superintendent or their designee will approve all request for Shared Sick Leave.

C. The Superintendent or their designee will approve or deny all requests within (10) days of receipt of the request. All requests for donated leave will remain confidential.

D. Upon approval, an email will be sent to all employees. Donations will be accepted on a first-come, first- served basis until the number of requested days is reached. The employee is not able to make a profit from his/her illness by receiving additional compensation while using donated sick leave.

E. A district employee may donate Sick Leave to another district employee when the receiving employee has exhausted or will exhaust all accumulated Sick Leave, including the statutory twenty (20) days Sick Leave provision, due to pregnancy or recovery from childbirth, or any injury, illness, impairment, physical condition, or mental condition which is of a severe or extraordinary nature involving the employee, a relative of the employee or a household member, and the condition has caused or is likely to cause the employee to go on leave without pay or terminate employment. District employee may donate up to five (5) days of their sick leave as long as their donation will not reduce their sick leave balance to less than thirty (30) days remaining,

As used in this section:

1. "Relative of the employee" means a spouse, child, stepchild, grandchild, grandparent, step-parent, or parent of the employee.
- 1.1 "Household members" means those persons who reside in the same home who have reciprocal duties to and do provide financial support for one another. This term shall include foster children and legal wards even if they do not live in the household. The term does not include persons sharing the same general house when the living style is primarily that of dormitory or commune.
- 1.2 "Severe" or "extraordinary" means serious, extreme, or life threatening; and
- 1.3 "District employee" means a teacher or any full-time employee of the school district.

H. Any shared Sick Leave not used by the recipient during each occurrence as determined by the Negotiated Agreement shall be returned to the donors. The shared Sick Leave remaining will be divided among the donors on a prorated basis on the original donated value and returned at its original value and reinstated to the annual leave balance of each donor.

I. All donated Sick Leave must be given voluntarily. No employee shall be coerced, threatened, intimidated, or financially induced into donating Sick Leave for the purpose of the leave sharing program.

**ARTICLE
IV-12 UNPAID
LEAVE**

Unpaid leave will be charged in the pay period the absence occurred unless the situation has been approved in advance by central office administration. Unpaid leave will be charged at the daily rate of pay which is total salary divided by the number of contract days. Unpaid leave may result in less than a full year of credit received from OTRS.

**Article IV-13
MATERNITY LEAVE**

Noble Public Schools will provide six weeks of paid Maternity Leave following the birth of a child.

- Six Week Paid Leave begins the day of birth, regardless of when it occurs.
- Employee must have been employed Full Time with the district the previous school year.
- 1250 hours worked the previous year is required to be eligible for this leave.
- Leave applies to female employees only.
- Maternity Leave runs concurrently with FMLA.
- Maternity Leave is used first, followed by Sick Leave.

**Article IV-14
LEAVE EXCHANGE**

Employees will be able to trade two (2) sick days for (1) additional personal day. If the trade does not decrease the balance of unused sick leave to less than 20 days. This exchange will be restricted to once per year. Exchange leave must be approved at both the site and district level and must be requested at least two (2) weeks prior to usage. Exchange leave may not be used before or after holidays, including Spring Break, or during the last two weeks of either semester. Once Exchange Leave has been granted, the employee will not be eligible to the sick leave sharing program for the remainder of the school year.

v. GRIEVANCE PROCEDURE

**Article V
GRIEVANCE PROCEDURE**

Definitions

A. A “grievant” shall mean a teacher or group of teachers or their Association representative filing a grievance.

B. A “grievance” shall mean a claim by a grievant that a dispute or disagreement of any kind involving interpretation or application of the terms of this contract agreement, or of an existing Board rule, policy or practice, or that an employee has been treated inequitably, or that there exists a condition which jeopardizes employee health or safety.

C. A “party in interest” is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

D. “Days” shall mean teacher employment days, except as otherwise indicated. If the stipulated time limits are not met by the Board, the grievant shall have the right to appeal the grievance to the next level of the procedure. If the grievant fails to meet time limits, his grievance is dropped.

Individual Rights

A. Nothing contained herein shall be construed as limiting the right of any teacher having a complaint to discuss the matter via administrative channels and to have the problem adjusted without the intervention of the Association, (as long as such disposition is not inconsistent with the terms of this Agreement.)

B. A grievant may be represented at all stages of the grievance procedure by himself, or at his option, by an Association representative selected by the Association. At least one Association representative shall be present for any meetings, hearings, appeals, or other proceedings relating to a grievance which has been formally presented. If, in the judgment of the Association, a grievance affects a group of teachers or the Association, the Association may initiate and submit such grievance in writing to the Superintendent directly, and the processing of such grievance shall be commenced at Step II. The Association may process a class grievance through all levels of the procedure, even though there is no individual aggrieved person who wishes to do so. In matters dealing with alleged violations of Association rights, the grievance shall be initiated at Step II.

C. Any grievance shall be submitted not later than fifteen (15) school days after the grievant knew or should have known of the incident or happening.

Procedure: It is usually most desirable for an employee and his immediate supervisor to resolve problems through free and informal communications. When requested by the teacher, the building representative may intervene to assist in this resolution. However, should such informal processes fail to satisfy the teacher, then a grievance may be processed as follows:

A. Step I – The employee or the Association may present the grievance in writing to the employee’s supervisor who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The supervisor must provide the aggrieved teacher and the Association with a written answer on the grievance within two (2) days after the meeting.

B. Step II – If the grievant is not satisfied with the disposition of his/her grievance at Step I, or if no decision has been rendered within seven (7) school days after the presentation of the grievance, the grievant may appeal to the superintendent. Such appeal must be filed with the superintendent within seven (7) days after completion of Step I, using the form in appendix VI. The superintendent shall arrange for a hearing with the grievant and/or the Association, to take place within ten (10) days of his receipt of the appeal. The parties in interest shall have the right to include in the representation such witnesses and counselors as they deem necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing the superintendent will have four (4) days to provide his/her written decision, together with the reasons for the decision, to the grievant and/or the Association.

C. Step III – If the grievant is not satisfied with the decision at Step II, or if no decision has been rendered within ten (10) days, then the grievance may be appealed to the Board of Education. Such appeal must be filed with The clerk of the Board of Education within seven (7) days of the completion of Step II, using the form in Appendix VI. The Board will arrange for a hearing with the grievant and/or the Association to take place within ten (10) days of the receipt of an appeal. The Board and/or the grievant may request that the hearing be held in executive session. Within five (5) school days after the conclusion of the hearing, the Board shall render a decision in writing on the grievance.

No Reprisals

No reprisals will be taken against any teacher because of his/her participation in this grievance procedure.

Cooperation of Board and Administration

The Board and the Administration will cooperate with the Association in its investigation of any grievance, and further, will furnish the Association such information as is necessary for the processing of any grievance.

Release Time

Should it be agreed by Board and Association investigation or processing of any grievance required that a teacher or an Association representative be released from his regular assignment, he shall be released without loss of pay or benefits. Payment of substitute shall be paid by the Board or Association determined by which party asks for release time.

Grievance Forms

The form for filing a grievance is appended as Article VI-1 in the appendix of this contract.

vi. APPENDICES
Article VI-1
GRIEVANCE REPORT FORM

Date _____

Teacher(s) or Organization _____ / Signature _____

School _____

Principal or Supervisor _____

Nature of Grievance: (be specific)

Step I Date _____

School _____

Recommendation: Principal _____

Resolved? Yes No

Initials _____
Principal/ Teacher(s)

Step II Date _____

Superintendent _____

Recommendation:

Resolved? Yes No

Initials _____
Superintendent/ Teacher(s)

Step III Date _____

Board Rep. _____

Recommendation:

Resolved? Yes No

**ARTICLE VI-2
TEACHER RETIREMENT**

Noble Public Schools will pay 100% of teacher retirement for all certified employees.

**Article VI-3
SALARY SCHEDULE**

All certified teachers will be paid according to the salary schedule.

****NOTE:** Salary increment adjustments will be considered only once each year. Official transcripts showing the completed course work and if making a lateral movement from Bachelors to Masters a new teaching certificate must be on file in the office of the Superintendent. no later than September 15. Failure to submit the required documents will result in the loss of the increment requested for the full year. Retroactive adjustments will not be made. The responsibility for submission of the proper documents at the proper place and time is that of the teacher.

EXTRA DUTY SALARY SCHEDULE 2025-2026

Athletics

Athletic extra duty compensation will be determined by the superintendent from a pool of money with a maximum of \$288,000.

NOBLE HIGH SCHOOL

Head Band Director	\$4,000-\$ 8,000
Assistant Band Director	\$2,000-\$ 4,000
Vocal Music	\$2,000-\$5,000
Yearbook	\$2,000-\$ 3,500
Speech and Drama	\$2,000-\$5,000
Student Council	\$2,000-\$5,000
Honor Society	\$1,000-\$1,500
Senior Class (2)	\$1,000-\$1,500
Junior Class (2)	\$2,000-\$ 3,500
GT	\$1,000-\$1,500
Department Heads	\$1,000-\$1,500
Robotics	\$1,000-\$2,000
Color Guard	\$500-\$1,000
Transition Coordinator (Spec. Ed)	TBD-25-26 School Year

CURTIS INGE MIDDLE SCHOOL

Band Director	\$2,000-\$4,000
Assistant Band Director	\$1,000-\$2,000
Vocal	\$750-\$ 1,250
Yearbook	\$750-\$ 1,250
Speech and Drama	\$750-\$ 1,250
Student Council	\$750-\$ 1,250
Honor Society	\$750-\$ 1,250
Department Heads	\$750-\$ 1,250
GT	\$750-\$ 1,250
MS Robotics	\$500-\$1,000
Color Guard	\$250 - \$1,000

PIONEER INTERMEDIATE

Grade Level Chairs \$750-\$1,250

JK HUBBARD

Grade Level Chairs \$750-\$1,250

KID

Vocal \$500-\$1,000

Grade Level Chairs \$750-\$1,250

DISTRICT WIDE

Elementary Yearbook \$1,500-\$3,000

Indian Education Coordinator \$1,000-\$2,000

Multi Media Coordinator \$1,000-\$2,000

Special Olympics Coordinator \$500-\$1,000

Administrative Intern \$1,000-\$3,000

Power School Coordinator \$5,000-\$10,000

Mentor Teacher \$500-\$1,000

Medicaid Billing Based on billing

SED 10% above base salary

LD 7% above base salary

Stipend Structure for Virtual Academy Teachers:

Students/Course Yearly Stipend

1-2 \$300

3-5 \$500

6-8 \$1,000

9-11 \$1,500

12-14 \$2,000

15-17 \$2,500

18+ \$3,000

Foreign Language Grading for Virtual Academy:

Half of the Virtual Academy stipend structure

I. DURATION

Article VII-1 DURATION

The Negotiated Agreement shall take effect and shall be in full force and effect except as otherwise noted within the individual negotiated items until a successor Agreement has been negotiated and ratified.



10.13.25

President, Noble Board of Education Date



10/13/25

President, Noble Association of Classroom Teachers Date



10.13.25

Clerk, Noble Board of Education Date

Chief Spokesperson Date

Chief Spokesperson Date

NOBLE PUBLIC SCHOOLS

Revenue/Expenditure Summary

Options: Fund: 60, Date Range: 11/1/2025 - 11/30/2025

	Begin Balance	Receipts	Adjusting Entries	Payments	Cash End Balance	Unpaid POs	End Balance
000 NON-CATEGORICAL EXP	\$7,680.83	\$0.00	\$0.00	\$0.00	\$7,680.83	\$0.00	\$7,680.83
012 Site Budgets	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	(\$1,000.00)
801 KID-General Supply	\$6,355.71	\$6,960.00	\$0.00	\$293.75	\$13,021.96	\$2,588.56	\$10,433.40
802 KID-Clearing Account	\$10.00	\$10.00	\$0.00	\$0.00	\$20.00	\$0.00	\$20.00
804 KID-Kindergarten	\$1,526.95	\$0.00	\$0.00	\$233.91	\$1,293.04	\$266.09	\$1,026.95
806 KID-T-Shirt Account	\$129.14	\$0.00	\$0.00	\$0.00	\$129.14	\$0.00	\$129.14
807 KID-Picture Account	\$1,893.06	\$0.00	\$0.00	\$0.00	\$1,893.06	\$0.00	\$1,893.06
808 KID-Book Fair Account	\$2,214.06	\$500.00	\$0.00	\$996.86	\$1,717.20	\$0.00	\$1,717.20
810 KID-Field Trip Account	\$1,840.26	\$0.00	\$0.00	\$0.00	\$1,840.26	\$0.00	\$1,840.26
812 KID-Counselor	\$446.89	\$0.00	\$0.00	\$0.00	\$446.89	\$0.00	\$446.89
813 KID-Transitional First	\$50.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$50.00
814 KID-Pre-K	\$2,107.43	\$0.00	\$0.00	\$0.00	\$2,107.43	\$0.00	\$2,107.43
815 Central Office Activity Account	\$72,210.77	\$26.62	\$0.00	\$381.51	\$71,855.88	\$9,103.24	\$62,752.64
816 Activity Fund Interest	\$63,825.93	\$0.00	\$0.00	\$1,062.80	\$62,763.13	\$1,153.87	\$61,609.26
817 Noble Student Assistance	\$114,769.32	\$3,729.76	\$0.00	\$10,183.24	\$108,315.84	\$21,730.13	\$86,585.71
818 Technology Activity Account	\$26,076.15	\$813.85	\$0.00	\$0.00	\$26,890.00	\$0.00	\$26,890.00
819 KID-P.E.	\$636.08	\$0.00	\$0.00	\$0.00	\$636.08	\$0.00	\$636.08
820 JKH-General Supply	\$17,613.68	\$2,500.00	\$0.00	\$3,038.17	\$17,075.51	\$6,050.43	\$11,025.08
822 JKH-T-Shirts/Shout/Festival	\$2,088.64	\$0.00	\$0.00	\$0.00	\$2,088.64	\$0.00	\$2,088.64
823 JKH-Library Account	\$441.04	\$60.00	\$0.00	\$15.00	\$486.04	\$0.00	\$486.04
824 JKH-2nd Grade	\$1,667.16	\$1,072.00	\$0.00	\$1,755.00	\$984.16	\$0.00	\$984.16
825 JKH-3rd Grade	\$1,479.94	\$190.00	\$0.00	\$0.00	\$1,669.94	\$0.00	\$1,669.94
826 JKH-Adopt A Child	\$4,307.67	\$0.00	\$0.00	\$0.00	\$4,307.67	\$400.00	\$3,907.67
827 JKH-1st Grade	\$3,064.98	\$0.00	\$0.00	\$0.00	\$3,064.98	\$250.00	\$2,814.98
828 JKH-Steam	\$1,701.27	\$0.00	\$0.00	\$0.00	\$1,701.27	\$0.00	\$1,701.27
829 JKH-Physical Education	\$6,488.48	\$0.00	\$0.00	\$0.00	\$6,488.48	\$0.00	\$6,488.48
830 PI-General Supply	\$34,340.27	\$1,418.45	\$0.00	\$5,332.04	\$30,426.68	\$3,303.41	\$27,123.27
831 PI-Clearing Account	\$256.00	\$0.00	\$0.00	\$0.00	\$256.00	\$0.00	\$256.00
833 PI-4th Grade	\$2,715.27	\$0.00	\$0.00	\$0.00	\$2,715.27	\$0.00	\$2,715.27
834 PI-5th Grade	\$2,301.39	\$0.00	\$0.00	\$43.88	\$2,257.51	\$328.40	\$1,929.11
835 PI-Run Club	\$1,859.77	\$0.00	\$0.00	\$0.00	\$1,859.77	\$0.00	\$1,859.77
836 PI-Music Account	\$418.22	\$15.00	\$0.00	\$57.14	\$376.08	\$0.00	\$376.08
839 PI-Sci-Pi	\$1,292.13	\$0.00	\$0.00	\$0.00	\$1,292.13	\$0.00	\$1,292.13
842 PI-Library	\$2,617.96	\$0.00	\$0.00	\$1,430.22	\$1,187.74	\$575.12	\$612.62
845 MS-General Supply	\$19,966.41	\$5,579.72	\$0.00	\$6,558.04	\$18,988.09	\$11,448.34	\$7,539.75
847 MS-Food Pantry	\$108.30	\$10.00	\$0.00	\$0.00	\$118.30	\$0.00	\$118.30
849 MS-Student Council	\$20,015.24	\$1,318.55	\$0.00	\$2,889.33	\$18,444.46	\$8,017.15	\$10,427.31
850 MS-Home Ec Account	\$1,502.93	\$15.00	\$0.00	\$30.00	\$1,487.93	\$0.00	\$1,487.93
851 MS-ELA, Languages, World Cultures	\$156.24	\$0.00	\$0.00	\$0.00	\$156.24	\$0.00	\$156.24
852 MS-Art	\$333.15	\$328.05	\$0.00	\$0.00	\$661.20	\$0.00	\$661.20
856 MS-Vocal Music	\$5,805.94	\$1,108.00	\$0.00	\$190.20	\$6,723.74	\$667.96	\$6,055.78
857 MS-Honor Society	\$3,085.49	\$0.00	\$0.00	\$899.11	\$2,186.38	\$2,100.89	\$85.49
861 MS-Reading	\$6.59	\$0.00	\$0.00	\$0.00	\$6.59	\$0.00	\$6.59
862 MS-Esports & Computer Science	\$4,828.51	\$0.00	\$0.00	\$0.00	\$4,828.51	\$108.00	\$4,720.51
864 MS-Science	\$2,898.39	\$0.00	\$0.00	\$0.00	\$2,898.39	\$0.00	\$2,898.39
867 MS-Theatre	\$3,502.14	\$0.00	\$0.00	\$0.00	\$3,502.14	\$894.69	\$2,607.45
869 MS-Poetry Animal Club	\$15.58	\$0.00	\$0.00	\$0.00	\$15.58	\$0.00	\$15.58
870 Athletics General Supply	\$109,976.57	\$15,480.50	\$0.00	\$21,413.82	\$104,043.25	\$26,648.18	\$77,395.07
871 HS Girls Golf	\$2,510.14	\$0.00	\$0.00	\$0.00	\$2,510.14	\$1,453.05	\$1,057.09
872 HS Baseball	\$6,769.98	\$0.00	\$0.00	\$0.00	\$6,769.98	\$6,585.34	\$184.64
873 HS Boys Basketball	\$8,324.97	\$2,740.50	\$0.00	\$713.28	\$10,352.19	\$8,380.21	\$1,971.98
874 HS Powerlifting/Football	\$36,275.83	\$0.00	\$0.00	\$2,615.36	\$33,660.47	\$16,171.42	\$17,489.05
875 HS Fastpitch	\$1,860.53	\$0.00	\$0.00	\$320.40	\$1,540.13	\$725.33	\$814.80
876 HS Girls Basketball	\$28,233.02	\$4,764.36	\$0.00	\$3,321.74	\$29,675.64	\$13,227.82	\$16,447.82
877 HS Cross Country	\$6,190.04	\$0.00	\$0.00	\$1,355.08	\$4,834.96	\$469.92	\$4,365.04
878 HS Wrestling	\$8,045.40	\$1,393.00	\$0.00	\$2,295.59	\$7,142.81	\$4,363.93	\$2,778.88
879 HS Girls Soccer	\$5,500.22	\$185.00	\$0.00	\$0.00	\$5,685.22	\$5,000.00	\$685.22

NOBLE PUBLIC SCHOOLS

Revenue/Expenditure Summary

Options: Fund: 60, Date Range: 11/1/2025 - 11/30/2025

	Begin Balance	Receipts	Adjusting Entries	Payments	Cash End Balance	Unpaid POs	End Balance
880 HS Girls Track	\$2,735.17	\$350.00	\$0.00	\$0.00	\$3,085.17	\$0.00	\$3,085.17
881 HS Volleyball	\$10,062.27	\$0.00	\$0.00	\$852.05	\$9,210.22	\$7,933.85	\$1,276.37
882 HS Cheer	\$15,167.96	\$1,503.33	\$0.00	\$996.22	\$15,675.07	\$9,314.34	\$6,360.73
883 MS Cheer	\$2,377.55	\$0.00	\$0.00	\$0.00	\$2,377.55	\$1,055.00	\$1,322.55
884 Noble Bear Down Club	\$53,421.09	\$1,762.00	\$0.00	\$9,627.56	\$45,555.53	\$6,601.88	\$38,953.65
885 HS Boys Golf	\$66.71	\$0.00	\$0.00	\$0.00	\$66.71	\$0.00	\$66.71
886 Noble Athletic Training	\$144.90	\$0.00	\$0.00	\$0.00	\$144.90	\$0.00	\$144.90
887 Bull Pen Club	\$10,697.10	\$0.00	\$0.00	\$159.06	\$10,538.04	\$3,675.83	\$6,862.21
888 Softball Booster Club	\$4,188.74	\$0.00	\$0.00	\$27.17	\$4,161.57	\$3,302.78	\$858.79
889 MS Soccer	\$4,432.68	\$0.00	\$0.00	\$0.00	\$4,432.68	\$0.00	\$4,432.68
890 MS Girls Basketball	\$4,435.09	\$170.00	\$0.00	\$1,683.57	\$2,921.52	\$600.00	\$2,321.52
891 HS Boys Soccer	\$14,078.66	\$0.00	\$0.00	\$0.00	\$14,078.66	\$0.00	\$14,078.66
892 MS Boys Soccer	\$1,669.56	\$0.00	\$0.00	\$0.00	\$1,669.56	\$0.00	\$1,669.56
893 Athletic Scholarship Fund	\$119.24	\$0.00	\$0.00	\$0.00	\$119.24	\$0.00	\$119.24
895 MS Football	\$2,278.82	\$0.00	\$0.00	\$0.00	\$2,278.82	\$2,000.00	\$278.82
896 MS Track	\$2,159.33	\$0.00	\$0.00	\$0.00	\$2,159.33	\$0.00	\$2,159.33
897 MS Volleyball	\$5,593.01	\$0.00	\$0.00	\$0.00	\$5,593.01	\$240.20	\$5,352.81
898 MS Boys Basketball	\$2,571.29	\$0.00	\$0.00	\$0.00	\$2,571.29	\$100.00	\$2,471.29
899 HS Pom Squad	\$6,498.99	\$752.50	\$0.00	\$1,274.17	\$5,977.32	\$2,254.68	\$3,722.64
901 HS-General Supply	\$39,275.33	\$5,946.94	\$0.00	\$5,969.25	\$39,253.02	\$15,783.61	\$23,469.41
902 HS-Clearing Account	\$1,431.90	\$1,025.09	\$0.00	\$0.00	\$2,456.99	\$0.00	\$2,456.99
904 HS-E-Sports	\$2,308.00	\$0.00	\$0.00	\$140.49	\$2,167.51	\$784.00	\$1,383.51
905 HS-Chorus	\$7,129.84	\$0.00	\$0.00	\$2,465.81	\$4,664.03	\$1,919.24	\$2,744.79
906 HS-BPA	\$840.97	\$0.00	\$0.00	\$400.00	\$440.97	\$0.00	\$440.97
907 HS-DECA	\$1,653.38	\$510.50	\$0.00	\$558.00	\$1,605.88	\$223.00	\$1,382.88
908 HS-ATAE	\$2,088.86	\$1,261.84	\$0.00	\$0.00	\$3,350.70	\$0.00	\$3,350.70
909 HS-FCCLA	\$2,372.54	\$0.00	\$0.00	\$225.00	\$2,147.54	\$1,492.26	\$655.28
910 HS-FFA	\$18,764.21	\$661.00	\$0.00	\$421.00	\$19,004.21	\$6,679.43	\$12,324.78
911 HS-FCA	\$262.06	\$0.00	\$0.00	\$0.00	\$262.06	\$0.00	\$262.06
912 HS-Class of 2027	\$13,841.00	\$1,452.15	\$0.00	\$8,331.33	\$6,961.82	\$4,358.67	\$2,603.15
913 HS-Class of 2026	\$19,552.38	\$0.00	\$0.00	\$0.00	\$19,552.38	\$551.03	\$19,001.35
915 HS-STEM	\$875.96	\$3,457.90	\$0.00	\$0.00	\$4,333.86	\$0.00	\$4,333.86
916 HS-Foreign Language	\$466.89	\$0.00	\$0.00	\$0.00	\$466.89	\$0.00	\$466.89
917 HS-Library	\$98.55	\$0.00	\$0.00	\$0.00	\$98.55	\$65.00	\$33.55
918 HS-Daily Living Center	\$623.76	\$9.00	\$0.00	\$0.00	\$632.76	\$135.84	\$496.92
919 HS-Art	\$1,342.08	\$0.00	\$0.00	\$0.00	\$1,342.08	\$276.80	\$1,065.28
920 HS-Band	\$24,761.06	\$5,638.25	\$0.00	\$5,512.54	\$24,886.77	\$18,370.87	\$6,515.90
922 HS-Band Touring	\$14,574.66	\$8,020.50	\$0.00	\$0.00	\$22,595.16	\$0.00	\$22,595.16
923 HS-Astronomy Club	\$31.16	\$0.00	\$0.00	\$0.00	\$31.16	\$0.00	\$31.16
925 HS-National Honor Society	\$474.07	\$0.00	\$0.00	\$0.00	\$474.07	\$0.00	\$474.07
926 HS-Science	\$1,518.38	\$0.00	\$0.00	\$0.00	\$1,518.38	\$0.00	\$1,518.38
927 HS-Thespians	\$10,623.63	\$1,728.00	\$0.00	\$2,374.00	\$9,977.63	\$2,626.00	\$7,351.63
929 HS-Student Council	\$14,847.00	\$981.00	\$0.00	\$6,186.93	\$9,641.07	\$4,652.53	\$4,988.54
930 HS-Yearbook	\$3,219.95	\$230.00	\$0.00	\$0.00	\$3,449.95	\$2,685.50	\$764.45
931 HS-Art II	\$2,376.99	\$0.00	\$0.00	\$0.00	\$2,376.99	\$500.00	\$1,876.99
933 HS-PSAT/AP Test	\$3,168.36	\$0.00	\$0.00	\$0.00	\$3,168.36	\$2,064.00	\$1,104.36
934 HS-Driver's Ed.	\$4,500.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00
935 HS-German Club	\$635.69	\$0.00	\$0.00	\$0.00	\$635.69	\$0.00	\$635.69
936 HS-Class of 2025	\$3,759.15	\$0.00	\$0.00	\$0.00	\$3,759.15	\$0.00	\$3,759.15
938 HS-Teacher Appreciation & Prom	\$10,908.86	\$3,439.00	\$0.00	\$0.00	\$14,347.86	\$5,200.00	\$9,147.86
943 HS-URSIDAE	\$595.97	\$0.00	\$0.00	\$139.48	\$456.49	\$0.00	\$456.49
944 HS-Scholarship Account	\$44,120.78	\$0.00	\$0.00	\$0.00	\$44,120.78	\$6,000.00	\$38,120.78
945 HS-Art Club - Cook	\$1,067.70	\$0.00	\$0.00	\$0.00	\$1,067.70	\$0.00	\$1,067.70
946 HS-James Womack Food Pantry	\$3,072.82	\$60.00	\$0.00	\$198.08	\$2,934.74	\$1,093.31	\$1,841.43
948 HS-Prism	\$43.10	\$0.00	\$0.00	\$0.00	\$43.10	\$0.00	\$43.10
950 HS-Class of 2028	\$5,000.00	\$80.00	\$0.00	\$0.00	\$5,080.00	\$0.00	\$5,080.00
951 HS-Noble Archery	\$584.15	\$0.00	\$0.00	\$0.00	\$584.15	\$0.00	\$584.15

NOBLE PUBLIC SCHOOLS

Revenue/Expenditure Summary

Options: Fund: 60, Date Range: 11/1/2025 - 11/30/2025

	Begin Balance	Receipts	Adjusting Entries	Payments	Cash End Balance	Unpaid POs	End Balance
Total	\$1,067,847.41	\$89,257.36	\$0.00	\$114,967.18	\$1,042,137.59	\$265,551.13	\$776,586.46

Balance Sheet

Options: Funds: 11, 21, 41, 36, As Of Date: 11/30/2025

Assets				
Cash				
11	2024	GENERAL FUND		\$0.00
11	2025	GENERAL FUND		(\$1,603,517.85)
11	2026	11-GENERAL FUND		\$7,322,419.89
21	2025	BUILDING FUND		\$15,687.38
21	2026	21-BUILDING FUND		\$700,589.76
36	2025	BOND FUND		\$0.00
36	2026	36-BOND FUND		\$5,259,222.77
41	2025	SINKING FUND		\$0.00
41	2026	41-SINKING FUND		\$2,844.05
			Cash Total	\$11,697,246.00
Investments				
11	2025	GENERAL FUND		\$0.00
11	2026	11-GENERAL FUND		\$4,630,346.46
21	2026	21-BUILDING FUND		\$2,302,921.39
36	2026	36-BOND FUND		(\$2,787,604.71)
41	2026	41-SINKING FUND		\$2,294,191.00
			Investments Total	\$6,439,854.14
Revenue Receivable				
11	2025	GENERAL FUND		\$0.00
11	2026	11-GENERAL FUND		(\$13,645,122.60)
21	2026	21-BUILDING FUND		(\$4,031,374.59)
36	2026	36-BOND FUND		(\$5,300,822.56)
41	2026	41-SINKING FUND		(\$2,434,535.05)
			Revenue Receivable Total	(\$25,411,854.80)
			Assets Total	(\$7,274,754.66)
Liabilities, Reserves and Fund Balance				
Outstanding Warrants				
11	2025	GENERAL FUND		(\$1,603,517.85)
11	2026	11-GENERAL FUND		\$3,180,315.17
21	2025	BUILDING FUND		\$15,687.38
21	2026	21-BUILDING FUND		\$829,594.92
36	2025	BOND FUND		\$0.00
36	2026	36-BOND FUND		\$0.00
41	2026	41-SINKING FUND		\$0.00
			Outstanding Warrants Total	\$2,422,079.62
Fund Balance				
11	2024	GENERAL FUND		\$0.00
11	2025	GENERAL FUND		\$0.00
11	2026	11-GENERAL FUND		(\$4,872,671.42)
21	2025	BUILDING FUND		\$0.00
21	2026	21-BUILDING FUND		(\$1,857,458.36)
36	2025	BOND FUND		\$0.00
36	2026	36-BOND FUND		(\$2,829,204.50)
41	2025	SINKING FUND		\$0.00
41	2026	41-SINKING FUND		(\$137,500.00)
			Fund Balance Total	(\$9,696,834.28)
			Liabilities, Reserves and Fund Balance Total	(\$7,274,754.66)



MINUTES November 10, 2025 Regular Meeting

The Board of Education of Independent School District No. 40 of the Cleveland County, State of Oklahoma, met in a Regular Meeting in the Board Room at the Noble Administration Building, 111 S. 4th Street, Noble, Oklahoma, in said school district, Monday, November 10, 2025 at 5:31pm.

Attendance taken at 5:31 PM.

Mrs. Wendy Barnes: Absent
Mr. William Broom Present
Mr. Leroy Lukinbill: Absent
Mr. James Reed: Present
Mr. Randy Sheppard: Present

Also present were Superintendent Frank Solomon, Assistant Superintendent Nathan Gray, and Executive Director Stacy Storey.

I. Preliminary Business

I.A. Call to Order

I.B. Establishment of a Quorum

I.C. Pledge of Allegiance

Comments: Superintendent Solomon recognized the group of Noble High students and their parents in attendance. Student Colt Bussell was granted three minutes to provide a public comment on Item IV.D, as he was the only individual who submitted a completed Request to Be Heard card.

II. Reports

II.A. Class Size Limits

II.B. Activity Fund Report

II.C. District Financial Report

II.D. Resignations/Retirements

III. Public Comment

Comments: Item III was addressed immediately following the Pledge of Allegiance.

IV. Consent Agenda

IV.A. Minutes of Regular Board Meeting - October 13, 2025

IV.B. Encumbrances and Change Orders as follows: GF #593-668 \$193,505.52 BF #120-129 \$36,100.00 AF 1-578 Change Orders: GF 119-545 BF 64-94

IV.C. Payroll Encumbrances

IV.D. ACT Fund New Sub Account request and Amendment request

IV.E. Local Advisory Committee for Gifted/Talented Meeting date for calendar year 2026: September 23, 2026

IV.F. School-Based Health Services Program with OSDE for 2025-26

IV.G. Revised Miscellaneous Rates of Pay for 2025-26

IV.H. Reading Sufficiency Act/LETRS Training Stipend

IV.I. Inspired to Teach Scholarship stipend

IV.J. 515 CSI School Improvement Staff stipend

IV.K. Medicare Extra Duty Stipend for 2025-26

IV.L. Policy revisions

IV.M. Policy adoptions



MINUTES November 10, 2025 Regular Meeting

V. Action Topics

V.A. Discussion and possible vote on Consent Agenda Items A-M as presented.

Motion to approve Consent Agenda Items A-M ((Minutes of October 13, 2025 Regular Meeting, Encumbrances and Change Orders as follows: GF/CN GF #593-668 \$193,505.52 BF #120-129 \$36,100.00 Change Orders: GF 119-545 BF 64-94 Payroll Encumbrances, and Activity Fund New Sub Account request and Amendment request, Local Advisory Committee for Gifted/Talented Meeting date for calendar year 2026: September 23, 2026, School Based Health Services Program with OSDE for 2025-26, Revised Miscellaneous Rates of Pay for 2025-26, Reading Sufficiency Act/LETRS Training Stipend, Inspired to Teach Scholarship stipend, 515 CSI School Improvement Staff stipend, Medicate Extra Duty Stipend for 2025-26, Policy revisions, and Policy adoptions) as presented passed with a motion made by Mr. Randy Sheppard and seconded by Mr. William Broom.

Mrs. Wendy Barnes: Absent
Mr. William Broom Yes
Mr. Leroy Lukinbill: Absent
Mr. James Reed: Yes
Mr. Randy Sheppard: Yes
Yes: 3 No: 0, Absent: 2

Comments: Superintendent Frank Solomon requested the Board convene in Executive Session at this time. Acting Board President James Reed read Items VI. through VI.B aloud.

“VI. Executive Session

VI.A. Proposed executive session to discuss the following business pursuant to 25 O.S. Section 307 (B)(1), (B)(3), (B)(4), and (B)(7) of the Oklahoma Open Meeting Act:

VI.A.1. Employments

VI.A.2. Real Estate

VI.A.3. Pending Legal Action

VI.B. Vote to convene in executive session”

Motion to convene in executive session at 5:42pm passed with a motion made by Mr. William Broom and seconded by Mr. Randy Sheppard.

Mrs. Wendy Barnes: Absent
Mr. William Broom Yes
Mr. Leroy Lukinbill: Absent
Mr. James Reed: Yes
Mr. Randy Sheppard: Yes
Yes: 3 No: 0, Absent: 2

VI.C. Acknowledgment of Board to return to open session

Comments: Board Clerk Mr. James Reed announced the Board’s return to open session at 5:59pm.

VII. Action Topics

VII.A. Statement of executive session minutes



MINUTES November 10, 2025 Regular Meeting

The Board of Education convened in executive session in the board room located at 111 South 4th Street, Noble, OK, 73068, at 5:42pm, Monday, November 10, 2025, to discuss employments, real estate, and pending legal action as authorized by 25 O.S. Section 307 (B)(1), (B)(3), (B)(4), and (B)(7) of the Oklahoma Open Meeting Act. Board Members present were James Reed, Randy Sheppard, and William Broom, as well as Superintendent Frank Solomon, Assistant Superintendent Nathan Gray, and Executive Director Stacy Storey. During the executive session the Board discussed these items and no other items. No action was taken. The Board returned to open session at 5:59 p.m., Monday, November 10, 2025.

Comments: Items V.B. and V.C. were modified by the Board and Items V.B. through V.D. were addressed at this time.

V. Action Topics

V.B. Discussion and possible vote on a one-time stipend to be paid to returning certified district employees for the 2025-26 school year, except for the superintendent, as presented. \$700 to all returning certified full-time employees from FY '25, \$350 to all returning certified part-time employees from FY '25. Any certified employee that does not complete their contract for FY '26, is not eligible for the stipend and will have their stipend amount deducted from their final paycheck. Stipend to be paid via direct deposit on Friday, December 19, 2025.

Motion to approve a one-time stipend to be paid to returning certified district employees for the 2025-26 school year, except for the superintendent, as presented. \$700 to all returning certified full-time employees from FY '25, \$350 to all returning certified part-time employees from FY '25. Any certified employee that does not complete their contract for FY '26, is not eligible for the stipend and will have their stipend amount deducted from their final paycheck. Stipend to be paid via direct deposit on Friday, December 19, 2025 passed with a motion made by Mr. William Broom and seconded by Mr. Randy Sheppard.

Mrs. Wendy Barnes: Absent
Mr. William Broom: Yes
Mr. Leroy Lukinbill: Absent
Mr. James Reed: Yes
Mr. Randy Sheppard: Yes
Yes: 3 No: 0, Absent: 2

V.C. Discussion and possible vote on a one-time stipend to be paid to new certified district employees hired for 2025-26 school year as presented. \$350 to all certified full-time employees for FY '26, \$175 to all new certified part-time employees for FY '26. Any certified employee that does not complete their contract for FY '26, is not eligible for the stipend and will have their stipend amount deducted from their final paycheck. New certified employees hired after August 11th and before November 10th, will receive \$100. Stipend to be paid via direct deposit on Friday, December 19, 2025.

Motion to approve on a one-time stipend to be paid to new certified district employees hired for 2025-26 school year as presented. \$350 to all certified full-time employees for FY '26, \$175 to all new certified part-time employees for FY '26. Any certified employee that does not complete their contract for FY '26,



MINUTES November 10, 2025 Regular Meeting

is not eligible for the stipend and will have their stipend amount deducted from their final paycheck. New certified employees hired after August 11th and before November 10th, will receive \$100. Stipend to be paid via direct deposit on Friday, December 19, 2025 passed with a motion made by Mr. William Broom and seconded by Mr. Randy Sheppard.

Mrs. Wendy Barnes: Absent
Mr. William Broom Yes
Mr. Leroy Lukinbill: Absent
Mr. James Reed: Yes
Mr. Randy Sheppard: Yes
Yes: 3 No: 0, Absent: 2

V.D. Discussion and possible vote on 2025–26 Medicaid stipend for eligible employees, contingent upon caseload, as presented.

Motion to approve 2025-26 Medicaid stipend for eligible employees, contingent upon caseload, as presented passed with a motion made by Mr. Randy Sheppard and seconded by Mr. William Broom.

Mrs. Wendy Barnes: Absent
Mr. William Broom Yes
Mr. Leroy Lukinbill: Absent
Mr. James Reed: Yes
Mr. Randy Sheppard: Yes
Yes: 3 No: 0, Absent: 2

Comments: Items VI through VI.A.3. were addressed immediately following Item V.A.

VII.B. Discussion and possible vote on employments for the 2025-26 school year as presented.

Motion to approve Administration's recommendation for employments for 2025-26 as presented passed with a motion made by Mr. William Broom and seconded by Mr. Randy Sheppard.

Mrs. Wendy Barnes: Absent
Mr. William Broom Yes
Mr. Leroy Lukinbill: Absent
Mr. James Reed: Yes
Mr. Randy Sheppard: Yes
Yes: 3 No: 0, Absent: 2

VIII. New Business

Comments: None

IX. Superintendent's Reports

Comments: Executive Director Stacy Storey updated the Board on last Friday's Professional Development Day, the ongoing Marigold Challenge, and the Staff Attendance Challenge. Assistant Superintendent Nathan Gray provided updates on Fall Sports, Life's Way/Child Nutrition Program, and the Veterans Day Assemblies. Superintendent Frank Solomon reminded the Board of Thanksgiving Break dates and that a Thanksgiving Meal would be served to students on Thursday, November 20, 2025.



MINUTES November 10, 2025 Regular Meeting

X. Adjournment

Motion to adjourn at 6:16pm passed with a motion made by Mr. William Broom and seconded by Mr. Randy Sheppard.

Mrs. Wendy Barnes: Absent
Mr. William Broom Yes
Mr. Leroy Lukinbill: Absent
Mr. James Reed: Yes
Mr. Randy Sheppard: Yes
Yes: 3 No: 0, Absent: 2

PRESIDENT- Leroy Lukinbill

VICE-PRESIDENT-Wendy Barnes

CLERK-James Reed

DEPUTY CLERK-Randy Sheppard

MEMBER-William Broom

MINUTES CLERK- Dot Terrill

Encumbrance Register

Options: Year: 2025-2026, Date Range: 11/5/2025 - 12/5/2025, Fund(s): 21-BUILDING FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
21	1	07/01/2025	62	ARVEST BANK	AMAZON/ DISTRICT - BUILDING MATERIALS, EQUIP, SUPP	-1.87
21	25	07/01/2025	327	HOME DEPOT CREDIT SERVICES	DISTRICT - BUILDING MATERIALS & SUPPLIES	0.00
21	32	07/01/2025	425	MORENO DISPOSAL & DEMOLITION	DISTRICT - ROLL-OFF DUMPSTERS	25.00
21	94	08/15/2025	387	LOCKE SUPPLY	DISTRICT - HVAC PACKAGE	906.64
21	97	08/20/2025	10089	PIONEER ATHLETICS	HS - WIND SCREEN NORTH WALL OF STADIUM	-299.40
21	121	10/15/2025	62	ARVEST BANK	DISTRICT - HARBOR FREIGHT AIR COMPRESSOR	-30.01
21	131	11/21/2025	62	ARVEST BANK	NEWEGG - ADAPTER	400.00
21	132	11/21/2025	954	WAXIE SANITARY SUPPLY	DISTRICT - CUSTODIAL SUPPLIES	5,000.00
21	133	11/25/2025	969	WINSUPPLY OF OKLAHOMA CITY	DISTRICT - PLUMBING SUPPLIES	10,000.00
21	134	11/25/2025	62	ARVEST BANK	DISTRICT - BAD BOY MOWERS / REPAIRS / EQUIPMENT	500.00
21	135	12/05/2025	10225	EXCELLENCE IRRIGATION	HS - BASEBALL / SOFTBALL SYSTEM RE-MODEL & REPLACE	8,000.00
21	136	12/05/2025	199	CRESTLINE SERVICES	HS - SPLIT FACE BLOCK BLD FOR WATER SAFETY SYS	10,000.00
21	137	12/05/2025	203	CROWN EQUIPMENT CORPORATION	DISTRICT - LIFT TRUCK, PARTS & LABOR	5,000.00
21	138	12/05/2025	10167	WALMART	DISTRICT - CUSTODIAL SUPPLIES	500.00
21	139	12/05/2025	10228	DOLLAR GENERAL	DISTRICT - PCARD / CUSTODIAL SUPPLIES	500.00
21	140	12/05/2025	902	TY-LIND AUTO PARTS, LLC	DIST - PCARD / MAINTENANCE PARTS	500.00
21	141	12/05/2025	10165	AMAZON	DIST - BLD MAINT, PARTS, EQUIP	500.00
21	142	12/05/2025	10165	AMAZON	IT - TOOLS, EQUIP, SUPPLIES	4,500.00
21	143	12/05/2025	906	UNITED RENTALS NORTH AMERICA), INC	DISTRICT - EQUIPMENT RENTAL	5,000.00

Non-Payroll Total:	\$51,000.36
Payroll Total:	\$0.00
Balance Forward:	\$3,322,245.91
Report Total:	\$3,373,246.27

Encumbrance Register

Options: Year: 2025-2026, Date Range: 11/5/2025 - 12/5/2025, Fund(s): 11-GENERAL FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
11	19	07/01/2025	62	ARVEST BANK	SRO MULTIPLE VENDORS, SUPPLIES, MAINT, DUES	0.00
11	36	07/01/2025	709	RISE VISION USA INC	CIMS & HS - RISE VISION - MESSAGE DISPLAYS	-2.00
11	71	07/01/2025	497	NOBLE TRUCK REPAIR & SALES	TRANS - BUS REPAIRS, PARTS & LABOR	-363.40
11	101	07/01/2025	954	WAXIE SANITARY SUPPLY	DISTRICT - CUSTODIAL SUPPLIES	-1,415.30
11	148	07/01/2025	10165	AMAZON	KID - CLASSROOM SUPPLIES	0.00
11	169	07/01/2025	647	PERMA-BOUND	HUB - LIBRARY BOOKS	-800.00
11	214	07/01/2025	62	ARVEST BANK	IT - NETWORK SOL - DOMAIN NAME REG. / PUBLIC DNS	60.00
11	236	07/01/2025	62	ARVEST BANK	CN - MULTIPLE VENDORS - FOOD BLANKET	-250.00
11	287	07/01/2025	62	ARVEST BANK	HS - NOBLE HARDWARE / OFFICE SUPPLIES	-1,959.76
11	299	07/01/2025	62	ARVEST BANK	HS - REG & HOTEL - OK SUMMIT 8-4-5-25/R CLEMENT	-222.00
11	403	07/29/2025	62	ARVEST BANK	AMAZON GENERAL SUPPLIES	-990.24
11	429	08/06/2025	62	ARVEST BANK	CIMS - MULTI VENDORS - STEM 412	0.00
11	458	08/14/2025	62	ARVEST BANK	HS / MULTI VENDOR / GENERAL SUPPLIES- STANDRIDGE	-305.99
11	459	08/14/2025	62	ARVEST BANK	HS / MULTI VENDOR / GENERAL SUPPLIES- STANDRIDGE	-554.00
11	460	08/14/2025	62	ARVEST BANK	HS / AMAZON / CLASSROOM SUPPLIES- FORD	-39.55
11	461	08/14/2025	62	ARVEST BANK	HS / MULTI VENDOR / TEXTBOOKS- STANDRIDGE	-1,200.00
11	465	08/15/2025	62	ARVEST BANK	HS / AMAZON / IPADS- STANDRIDGE	-1,991.44
11	470	08/19/2025	62	ARVEST BANK	CN - MULTIPLE VENDORS / SPECIAL MATERIALS	-133.23
11	471	08/20/2025	62	ARVEST BANK	HS / MULTI VENDOR / CLASS SUPPLIES- STANDRIDGE	-1,123.67
11	473	08/20/2025	647	PERMA-BOUND	REDBUD READALOUD BOOKS	0.00
11	477	08/20/2025	468	NCS PEARSON, INC.	HS - CHEMISTRY TEXTBOOKS	8.25
11	505	09/03/2025	62	ARVEST BANK	HS / AMAZON / CLASSROOM SUPPLIES- STANDRIDGE	-30.16
11	514	09/04/2025	62	ARVEST BANK	HS MULTI VENDOR PARCHMENT SUBSCRIPTION- STANDRIDGE	-2,500.00
11	526	09/15/2025	62	ARVEST BANK	HS / MULTI / AEDS- STANDRIDGE	-1,060.02
11	528	09/16/2025	10070	YOU SCIENCE	421 CARL PERKINS YOU SCIENCE DEMO	-550.00
11	539	09/18/2025	62	ARVEST BANK	CLASSROOM/OFFICE SUPPLIES	-312.95
11	558	09/29/2025	62	ARVEST BANK	HS / MULTI VENDOR / CLASSROOM SUPPLIES- SWOPES	297.95
11	566	09/30/2025	809	STUDIES WEEKLY	PIO - OK 5TH GR STUDIES WEEKLY PUBLICATION	-196.18
11	577	10/06/2025	846	TEACHING UNTANGLED	PROFESSIONAL DEVELOPMENT TRAINING	351.45

Encumbrance Register

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Fund	PO No	Date	Vendor No	Vendor	Description	Amount
11	578	10/07/2025	62	ARVEST BANK	DISTRICT - CLASSROOM / TEACHING SUPPLIES	0.00
11	583	10/07/2025	84	BEN E. KEITH CO.	CN - HS - FOOD & SUPPLIES	261.31
11	587	10/09/2025	62	ARVEST BANK	HS / INSTITUTE FOR ED DEVELOP / REGISTR- SWOPE	-5.00
11	590	10/11/2025	62	ARVEST BANK	NHS- CARL PERKING SUPPLIES	775.00
11	597	10/13/2025	62	ARVEST BANK	HS / AMAZON / CLASSROOM SUPPLIES- STANDRIDGE	-40.00
11	599	10/14/2025	10152	BONNIE R NEVELS	TRANS - CPR CERT TRAINING BUS DRIVERS / MONITORS	-275.00
11	606	10/21/2025	62	ARVEST BANK	HS - CHICK FIL A - GEAR UP HEALTH CAREER DAY LUNCH	-151.17
11	608	10/22/2025	62	ARVEST BANK	HS / OKACTE / CONFERENCE- WONG	2.00
11	615	10/27/2025	80191	DERRALD KIZZIA	CDL REIMBURSEMENT	-73.50
11	620	10/31/2025	10210	B & H PHOTO - VIDEO	PIO - PRINTER / NPSF GRANT - BRITON HEITT	-200.75
11	621	11/03/2025	10165	AMAZON	DIST - PCARD / SPED LIFE SKILLS NPSF GRANT J. ROHR	0.00
11	626	11/03/2025	10165	AMAZON	KID - PCARD / STEM SUPPLIES / NPSF GRANT CLEMENT	57.63
11	630	11/04/2025	10166	EXPLORELEARNING	HUB - FLEXIBLE SEATING / NPSF GRANT J. GATES	-120.00
11	635	11/04/2025	62	ARVEST BANK	HUB-STEMSUPPLIES/STEM CLASS SUPP/NPSF WILLIAMS	41.30
11	637	11/04/2025	62	ARVEST BANK	PIO- SOCIALSTUDIES.COM/NPSF GRANT G. CLARK	670.81
11	644	11/04/2025	62	ARVEST BANK	CIMS - PCARD / PE CLASS SUPP / NPSF GRANT HALE	-200.02
11	645	11/04/2025	62	ARVEST BANK	CIMS - PCARD/LIBRARY MEDIA SUPP / NPSF GRANT HUFF	53.39
11	653	11/04/2025	10165	AMAZON	HS - PCARD / MATH CLASS SUPP / NPSF GRANT MCCURDY	25.00
11	663	11/05/2025	62	ARVEST BANK	HS / P CARD / CLASSROOM SUPPLIES- BECKNEL	2,000.00
11	664	11/05/2025	62	ARVEST BANK	HS / MULTI VENDOR / CLASSROOM SUPPLIES- DAVIDSON	7,000.00
11	665	11/05/2025	10171	FACTIVATION, LLC	CLASSROOM/OFFICE SUPPLIES	62.90
11	666	11/05/2025	10148	RIVER STEEL	HS / RIVER STEEL / SHOP SUPPLIES- LENHART	4,550.00
11	667	11/05/2025	199	CRESTLINE SERVICES	HS - WEATHER BLOCK WALL @ HS SB/BA FIELD	5,000.00
11	668	11/05/2025	199	CRESTLINE SERVICES	MAILBOX REPL / BUS INCIDENT / D & C FRICK	1,200.00
11	669	11/06/2025	62	ARVEST BANK	PIO / AMAZON / CLASSROOM SUPPLIES	93.29
11	670	11/11/2025	937	VILLAGE TRAVEL	CIMS - CHARTERED BUS / GEAR UP ROSE STATE 11/21/25	1,655.00

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11	671	11/11/2025	10165	AMAZON	TRANS - OFFICE SUPPLIES & EQUIPMENT	2,000.00
11	672	11/11/2025	10165	AMAZON	TRANS - SHOP SUPPLIES	1,000.00
11	673	11/11/2025	10176	BG PRODUCTS, INC	TRANS - FUEL SYSTEM PERFORMANCE SUPP	5,000.00
11	674	11/11/2025	326	HOLT TRUCK CENTERS	TRANS - PARTS, LABOR & SUPPLIES	2,000.00
11	675	11/14/2025	62	ARVEST BANK	HS / AMAZON / BOADCAST SUPPLIES- WONG	3,000.00
11	676	11/14/2025	325	HOBBY LOBBY STORES, INC.	HS / P CARD / CLASSROOM SUPPLIES- DRESSLER	600.00
11	677	11/14/2025	960	WESTCO LAMINATOR SERVICE	PIO / WESTCO LAMINATOR / LAMINATOR FILM	200.00
11	678	11/14/2025	62	ARVEST BANK	Royal TS Connection Manager	130.00
11	679	11/14/2025	896	TRU TECHNOLOGIES	SOUND SYSTEM REPAIRS AND INSTALL	8,000.00
11	680	11/14/2025	729	SCHOLASTIC INC.	HUB - BOOKS - NPSF GRANT S ROBERTSON	700.00
11	681	11/14/2025	62	ARVEST BANK	DIST - NURSE RADIOS	1,000.00
11	682	11/14/2025	62	ARVEST BANK	KID - TOUCH MATH	3,000.00
11	683	11/17/2025	445	NASP	CIMS - NATIONAL ARCHERY - CLASSROOM SUPPLIES	300.00
11	684	11/18/2025	3	3P LEARNING, INC.	LICENSE FOR CLASSROOM	135.00
11	685	11/18/2025	670	POWERSCHOOL GROUP, LLC	DISTRICT - ONSITE WORKSHOP Q -213679	7,500.00
11	686	11/19/2025	62	ARVEST BANK	HS / K20 / ILI REGISTRATION- STANDRIDGE	1,000.00
11	687	11/19/2025	62	ARVEST BANK	HS / JOSTENS / GRADUATION SUPPLIES- STANDRIDGE	4,291.75
11	688	11/19/2025	930	VERIZON	DISTRICT - HOTSPOTS	2,000.00
11	689	11/20/2025	446	NASRO	PCARD / NASRO MEMBERSHIP DUES	50.00
11	690	11/20/2025	62	ARVEST BANK	CLASSROOM/OFFICE SUPPLIES	2,000.00
11	691	11/21/2025	10165	AMAZON	HS / AMAZON-P CARD / CLASSROOM SUPPLIES- LENHART	300.00
11	692	11/21/2025	280	FLINN SCIENTIFIC	HS / FLINN / CLASSROOM SUPPLIES- FORD	800.00
11	693	11/21/2025	328	HOOPER PRINTING	ADMIN - PRINTING SVCS	1,000.00
11	694	11/24/2025	790	STACK CHAIRS 4 LESS.COM	HS - CHAIRS HS COMMONS	6,600.00
11	695	11/24/2025	655	PIRAINO CONSULTING, INC.	PIO - SMART TV'S READING & MATH	103,181.00
11	696	11/25/2025	46	AMERICAN EXPRESS	DISTRICT CUSTODIAL SUPPLIES	300.00
11	697	11/25/2025	10219	FIRST BAPTIST CHURCH NOBLE	DIST - PEOPLE MOVER BUS	10,000.00
11	698	12/01/2025	10165	AMAZON	552 - PCard Culinary Supplies	2,300.00
11	699	12/03/2025	564	OKLAHOMA DEPT OF CAREER TECH	HS / OK CT / NEW TEACHER FOLLOW UP- SWOPES	15.00
11	700	12/03/2025	141	CDW - GOVERNMENT, INC.	TECHNOLOGY SUPPLIES	3,000.00
11	701	12/03/2025	62	ARVEST BANK	Transition Development Program Project 618	9,867.91

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Fund	PO No	Date	Vendor No	Vendor	Description	Amount
11	702	12/03/2025	62	ARVEST BANK	SPED Dept AUT	1,000.00
11	703	12/03/2025	62	ARVEST BANK	CASE Conference - Parking, Workshop Materials	1,000.00
11	704	12/05/2025	10165	AMAZON	CIMS - AMAZON - SUPPLIES	1,000.00
11	705	12/05/2025	10165	AMAZON	CIMS - AMAZON - INK/TONER	300.00
11	706	12/05/2025	735	SCHOOL SAFE ID, LLC	CIMS - SAFE ID - ID CARD SUPPLIES	400.00
11	707	12/05/2025	388	LOWE'S	CIMS - 412 - CLASSROOM SUPPLIES	300.00
11	708	12/05/2025	856	THE HOME DEPOT PRO INSTITUTIONAL	CIMS - 412 - CLASSROOM SUPPLIES	300.00
11	709	12/05/2025	10226	MICHAELS	CIMS - 412 - CLASSROOM SUPPLIES	300.00
11	710	12/05/2025	10165	AMAZON	CIMS - AMAZON - SUPPLIES	1,000.00
11	711	12/05/2025	560	OKLAHOMA CORRECTIONAL INDUSTRIES	DIST- DIGITIZING OF RECORDS, TRANSCRIPTS, FILES	10,000.00
11	712	12/05/2025	10165	AMAZON	CIMS - 412 - HOME EC CLASSROOM SUPPLIES	700.00
11	713	12/05/2025	325	HOBBY LOBBY STORES, INC.	CIMS - 412 - CLASSROOM SUPPLIES	500.00
11	714	12/05/2025	10202	WALMART	CIMS - 412 - CLASSROOM SUPPLIES	1,500.00
11	715	12/05/2025	10092	FCCLA OKLAHOMA	CIMS - 412 - FCCLA OKLAHOMA	300.00
11	716	12/05/2025	10165	AMAZON	CIMS - AMAZON - LIBRARY	1,000.00
11	717	12/05/2025	10165	AMAZON	DIST - PCARD / TEACHING / CLASSROOM SUPPLIES	5,000.00
11	718	12/05/2025	10165	AMAZON	ADMIN - PCARD / OFFICE & MISC SUPPLIES	2,500.00
11	719	12/05/2025	10165	AMAZON	SRO - PCARD SUPPLIES, MAINT, DUES	3,500.00
11	720	12/05/2025	84	BEN E. KEITH CO.	HS - FOOD & SUPPLIES BLANKET	61,000.00
11	721	12/05/2025	84	BEN E. KEITH CO.	CN - CIMS FOOD & SUPPLIES BLANKET	61,000.00
11	722	12/05/2025	896	TRU TECHNOLOGIES	TRANS - BUS CAMERAS AND REPAIRS	10,000.00
11	723	12/05/2025	62	ARVEST BANK	Trans-Fuel and Def fluid	150.00
11	724	12/05/2025	62	ARVEST BANK	Trans-Fuel and Def fluid	150.00
11	725	12/05/2025	62	ARVEST BANK	Trans-Fuel and Def fluid	150.00
11	726	12/05/2025	62	ARVEST BANK	Trans-Fuel and Def fluid	150.00
11	727	12/05/2025	62	ARVEST BANK	Trans- Fuel and/or DEF fluid	150.00
11	728	12/05/2025	62	ARVEST BANK	Trans-Fuel and Def fluid	150.00
11	729	12/05/2025	62	ARVEST BANK	Trans- Fuel and/or DEF fluid	150.00
11	730	12/05/2025	62	ARVEST BANK	Trans-Fuel and Def fluid	150.00
11	731	12/05/2025	62	ARVEST BANK	Trans- Fuel and/or DEF fluid	150.00
11	732	12/05/2025	62	ARVEST BANK	Trans-Fuel and Def fluid	150.00
11	733	12/05/2025	896	TRU TECHNOLOGIES	HUB - DOOR ACCESS	5,000.00
11	734	12/05/2025	371	KISS INST. FOR PRACTICAL ROBOTICS	PIO / KISS INSTITUTE / MOTOR AND REPAIR	50.00

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11	735	12/05/2025	10165	AMAZON	TRANS -PCARD / TRANSPORTATION COMPUTER	3,000.00
11	736	12/05/2025	10165	AMAZON	HS - PCARD / DEN UPC	3,000.00
11	737	12/05/2025	62	ARVEST BANK	CIMS - STUD MEALS / 7/8TH GEAR UP / YOU SCIENCE	300.00
Non-Payroll Total:						\$363,820.61
Payroll Total:						\$124,657.81
Balance Forward:						\$28,735,324.65
Report Total:						\$29,223,803.07

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Fund	PO No	Date	Vendor No	Vendor	Description	Amount
60	18	07/21/2025	10208	CHAD BYRD	873 - REIMBURSEMENT / MEALS	0.00
60	45	07/21/2025	62	ARVEST BANK	870 AMAZON / OFFICE SUPPLIES	0.00
60	53	07/21/2025	62	ARVEST BANK	882 MULTI VENDOR GIFTS / DECOR / AWARDS	0.00
60	54	07/21/2025	62	ARVEST BANK	882 MULTIPLE VENDOR / SUPPLIES / EQUIPMENT	0.00
60	68	07/25/2025	62	ARVEST BANK	875 / MULTI VENDOR / GENERAL SUPPLIES / EQUIP	-3.69
60	94	07/28/2025	62	ARVEST BANK	929 MULTI VENDOR- ORIENTATION SUPPLIES	-857.38
60	97	07/28/2025	455	NATIONAL FFA ORGANIZATION	910 NATIONAL FFA ORGANIZATION- FFA SUPPLIES	0.00
60	128	07/30/2025	62	ARVEST BANK	820 - WINKLER'S KIDS SUPPLIES	-16.85
60	130	07/30/2025	62	ARVEST BANK	845 - SAM'S CLUB - VENDING - AUG. 25 / OCT. 25	-70.88
60	149	08/04/2025	62	ARVEST BANK	845 - MULTI VENDORS - SPORTS FOOD & EQUIP.	-79.20
60	153	08/04/2025	62	ARVEST BANK	845 - MULTI VENDORS - FOOD PANTRY 2025-2026	-1,150.00
60	198	08/12/2025	62	ARVEST BANK	927 - HS - MULT VEND - FALL PLAY SUPP	-465.28
60	205	08/14/2025	62	ARVEST BANK	834 - PIO - AMAZON / 5TH GRADE CLASSRM SUPP	0.00
60	209	08/15/2025	62	ARVEST BANK	929 - MULT VEND - CLASSROOM SUPP / K TABOR	-0.63
60	219	08/18/2025	62	ARVEST BANK	901 / MULTI VENDOR / TEACHER REFRESHMENTS	-250.00
60	230	08/21/2025	10087	LINDMARK INK LLC	884 / LINDMARK / TOWER SIGNS	-447.00
60	261	08/27/2025	62	ARVEST BANK	901 / MULTI VENDOR / GENERAL SUPPLIES	-764.32
60	267	08/28/2025	62	ARVEST BANK	873 TEAM SUPPLIES LOCKERROOM IMPROVEMENT	-71.00
60	268	08/28/2025	62	ARVEST BANK	873 TEAM SUPPLIES LOCKERROOM IMPROVEMENT	-600.00
60	325	09/04/2025	62	ARVEST BANK	943 CIVIC CENTER HARRY POTTER TICKETS	0.00
60	334	09/05/2025	62	ARVEST BANK	852 - MULT VENDORS - CLASSROOM SUPPLIES	0.00
60	338	09/05/2025	62	ARVEST BANK	PIO / AMAZON / STUDENT INCENTIVES	-68.01
60	343	09/08/2025	62	ARVEST BANK	873 MULTI VENDOR TEAM SUPPLIES	-455.70
60	349	09/09/2025	62	ARVEST BANK	PIO / P-CARD MASSIVE GRAPHICS / STUDENT SHIRTS	-58.00
60	366	09/15/2025	10125	FIRST BOOK	KID -LIBRARY BOOKS	-3.14
60	368	09/15/2025	711	ROBERT COATS	912 Coats Family Fundraiser Supplies	-60.00
60	404	09/23/2025	795	STANTON'S SHEET MUSIC INC.	920 / STANTONS / SHEET MUSIC	0.00
60	420	09/24/2025	62	ARVEST BANK	901 / AMAZON / AWARDS REGALIA AND DECOR	-473.95

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Fund	PO No	Date	Vendor No	Vendor	Description	Amount
60	429	09/29/2025	62	ARVEST BANK	901 / MULTI VENDOR / STAFF REFRESHMENTS	-1,330.08
60	438	09/30/2025	62	ARVEST BANK	DIST - MULT VEND - SRO TRUNK O TREAT/HOCO CANDY	-14.27
60	451	10/02/2025	62	ARVEST BANK	910 / MULTI VENDOR / SHOOTING TEAM MEAL	-250.00
60	463	10/06/2025	10164	COUCH RESTAURANTS	PIO / COUCH RESTAURANT/ GT FIELD TRIP	-30.00
60	467	10/08/2025	10142	NOBLE PS ATEA - ACCT NO, 908	HS - SERVICE LEARNING STUDENT STORE WORKER SHIRTS	-22.00
60	483	10/13/2025	62	ARVEST BANK	920 / SAMS CLUB / CONCESSION	-500.00
60	487	10/13/2025	62	ARVEST BANK	845 - SAM'S CLUB - VENDING ITEMS	27.80
60	495	10/14/2025	62	ARVEST BANK	873 TEAM SUPPLIES	6.66
60	497	10/14/2025	647	PERMA-BOUND	PIO / PERMABOUND / BOOKS	-107.45
60	500	10/15/2025	62	ARVEST BANK	817 / WALMART HS SPED - SPECIAL OLYMPICS MEAL	-5.74
60	512	10/22/2025	62	ARVEST BANK	884 / MULTI VENDOR / TEAM MEALS	0.00
60	517	10/23/2025	62	ARVEST BANK	PIO / COUCH RESTAURANT / REWARD TRIP	-54.00
60	522	10/23/2025	62	ARVEST BANK	870 / MULTI VENDOR / GENERAL SUPPLIES / EQUIPMENT	0.00
60	530	10/23/2025	236	DOMINOS PIZZA	904/Dominos/Student Refreshments	-84.51
60	536	10/27/2025	62	ARVEST BANK	884 / MULTI VENDOR / BREAKFAST FOR MS FBALL	-128.85
60	544	10/29/2025	10140	PONCA CITY HIGH SCHOOL	929 / PONCA CITY HS / STATE CONV FEES	-875.00
60	546	10/29/2025	62	ARVEST BANK	929 / LA QUINTA / STUDENT LODGING	11.50
60	555	10/31/2025	725	SAM'S CLUB DIRECT	KID - VETERAN'S DAY	-44.17
60	566	11/03/2025	359	JG CREATIVE	877 / XC AWARDS	-175.00
60	569	11/03/2025	10169	MASSIVE GRAPHICS	817 - SPECIAL OLYMPIC SHIRTS	-57.00
60	571	11/04/2025	62	ARVEST BANK	874 / MULTI VENDOR / SENIOR DINNER	-200.45
60	572	09/01/2025	10018	INTEGRATED REGISTER SYSTEMS, INC	ADMIN - ACH WITHDRAWAL BANKCARD DEPOSIT MTHLY FEES	0.00
60	573	11/05/2025	62	ARVEST BANK	938 / MULTI VENDOR / CONCESSION AND SUPPLIES	3,000.00
60	574	11/05/2025	62	ARVEST BANK	901 / SMOKIN' JOES / CUSTODIAN APPRECIATION (MOE)	20.75
60	575	11/05/2025	10170	CORNERSTONE KIDS RANCH	FIELD TRIP ADMISSION	1,755.00
60	576	11/05/2025	62	ARVEST BANK	905 / OCU SCHOOL OF MUSIC / REGISTRATION	160.00
60	577	11/05/2025	553	OKLAHOMA BPA	HS / BPA / FALL LEADERSHIP CONFERENCE- WONG	400.00
60	578	11/05/2025	62	ARVEST BANK	901 / MULTI VENDOR / TOY REFRESHMENTS AND AWARD	250.00

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Fund	PO No	Date	Vendor No	Vendor	Description	Amount
60	579	11/06/2025	10169	MASSIVE GRAPHICS	884 / MASSIVE GRAPHICS / PLAYOFF SHIRTS	1,655.00
60	580	11/06/2025	62	ARVEST BANK	KID - READ-A-THON INCENTIVES	70.99
60	581	11/06/2025	62	ARVEST BANK	845 - SAM'S CLUB - VENDING	1,826.92
60	582	11/06/2025	10172	CIMS NATL JR HONOR SOCIETY - 857	849 - HONOR SOCIETY - PROFITS	2,221.07
60	583	11/10/2025	726	SAMS CLUB DIRECT	PIO - VETERANS DAY ASSEMBLY SUPPLIES	194.62
60	584	11/10/2025	62	ARVEST BANK	KID READ-A-THON INCENTIVES	79.99
60	585	11/11/2025	10167	WALMART	PIO 830 / WALMART PCARD / VETERANS ASSEMBLY GOODS	64.24
60	586	11/11/2025	62	ARVEST BANK	KID - KINDERGARTEN INCENTIVES FOR STUDENTS	500.00
60	587	11/11/2025	10202	WALMART	817 / PCARD - HS SPED - SPECIAL OLYMPICS MEAL	100.64
60	588	11/11/2025	10167	WALMART	882/WALMART-PCARD / MEALS, AWARDS, REFRESHMENTS	200.00
60	589	11/11/2025	236	DOMINOS PIZZA	882 / DOMINOS- PCARD / MEALS / SNACKS / REFRESH	100.00
60	590	11/11/2025	332	AGILE SPORTS TECHNOLOGIES, INC.	870 / HUDL / SPORTS EQUIPMENT	1,800.00
60	591	11/11/2025	62	ARVEST BANK	826-CLOTHING,SUPPLIES,ADMISS	400.00
60	592	11/11/2025	492	NOBLE HIGH SCHOOL BAND	876 / NOBLE HIGH SCHOOL BAND / CONCESSIONS ITEMS	240.00
60	593	11/11/2025	10213	MCDONALDS	873/ PCARD / TEAM MEAL	250.00
60	594	11/12/2025	62	ARVEST BANK	KID - PRE-K INCENTIVES - PARENTS	220.00
60	595	11/12/2025	490	NOBLE HARDWARE	MAINTENANCE SUPPLIES	100.00
60	596	11/12/2025	658	PIZZA SHOP	910 / P CARD- PIZZA SHOP / XMAS PARTY REFRESHMENTS	400.00
60	597	11/12/2025	10177	SHIRTSPACE	882 / SHIRTSPACE-PCARD / UNIFORM/GEAR/EQUIP	1,200.00
60	598	11/12/2025	726	SAMS CLUB DIRECT	884/SAMS -PCARD /PLAYOFF BANQUET MEAL & SUPPLIES	250.00
60	599	11/12/2025	10202	WALMART	884/WALMART -PCARD / PLAYOFF BANQUET & SUPPLIES	150.00
60	600	11/13/2025	10202	WALMART	890/ WALMART -PCARD / TEAM FOOD	200.00
60	601	11/13/2025	10204	GABERINO'S ITALIAN	884 / GABERINOS - PCARD / PLAYOFF BANQUET MEAL	2,100.00
60	602	11/13/2025	10203	EILEEN'S COLOSSAL COOKIES	884 / EILEEN'S -PCARD / PLAYOFF BANQUET DESSERT	200.00
60	603	11/13/2025	62	ARVEST BANK	KID- TRANSITIONAL FIRST INCENTIVES - PARENTS	85.00
60	604	11/13/2025	62	ARVEST BANK	KID - CLEMENT PARENT INCENTIVES	50.00
60	605	11/13/2025	10165	AMAZON	870 / AMAZON -PCARD / OFFICE CHAIRS	2,751.89
60	606	11/13/2025	725	SAM'S CLUB DIRECT	873 / SAMS - PCARD / CONCESSION STAND PRODUCTS	600.00

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Fund	PO No	Date	Vendor No	Vendor	Description	Amount
60	607	11/13/2025	130	CAPITAL ONE	873 / WALMART PCARD / CONCESSION	150.00
60	608	11/13/2025	10180	NIKE	870 / NIKE - PCARD / COACHES SHOES	3,000.00
60	609	11/13/2025	10082	RYLAN GOSS	920 / RYLAN GOSS / PERCUSSION ASSISTANT	1,250.00
60	610	11/13/2025	62	ARVEST BANK	905 / OU SCHOOL OF MUSIC / REGISTRATION	80.00
60	611	11/13/2025	84	BEN E. KEITH CO.	929 / BEN E KEITH / COOKIE CONCESSION	540.00
60	612	11/13/2025	229	DIAMOND FUNDRAISING LLC	929 / DIAMOND FUNDRAISING / BUTTER BRAID FR	113.05
60	613	11/13/2025	10167	WALMART	917 / P CARD-WALMART / FUNDRAISER SUPPLIES	65.00
60	614	11/13/2025	62	ARVEST BANK	910 / MULTI VENDOR / LEAD 360 LUNCH	500.00
60	615	11/13/2025	10184	FREDDY'S FROZEN CUSTARD	#898 FREDDY'S P-CARD TEAM MEALS	100.00
60	616	11/13/2025	62	ARVEST BANK	FESTIVAL OF LIGHT SUPPLIES	188.52
60	617	11/14/2025	62	ARVEST BANK	899 / DILLARDS / SENIOR GIFTS	390.00
60	618	11/14/2025	10085	KRAIG CUNNINGHAM	873 / KRAIG CUNNINGHAM/ TEAM PICTURES AND VIDEO	710.00
60	619	11/14/2025	258	EPIC SPORTS	878 / EPIC SPORTS -PCARD / TEAM GEAR	1,000.00
60	620	11/14/2025	10202	WALMART	817 - STUDENT CLOTHING / NPSF GRANT GRISSOM	2,000.00
60	621	11/14/2025	10202	WALMART	817 - DIST GIFT CARDS TURKEYS FOR STUDTS IN NEED	1,455.00
60	622	11/17/2025	10165	AMAZON	876 / AMAZON - PCARD / GENERAL SUPPLIES	300.00
60	623	11/17/2025	10165	AMAZON	876 / AMAZON - PCARD / CONCESSION	200.00
60	624	11/17/2025	726	SAMS CLUB DIRECT	876 / SAMS-PCARD / CONCESSION	1,000.00
60	625	11/17/2025	10202	WALMART	876 / WALMART - PCARD / CONESSIONS	150.00
60	626	11/17/2025	10201	ACE PARTY SUPPLIES	876 - ACE PARTY SUPPLIES - PCARD / CONCESSIONS	200.00
60	627	11/17/2025	819	SUPER C MART	876 / SUPER C - PCARD / CONCESSION	100.00
60	628	11/17/2025	725	SAM'S CLUB DIRECT	876 / SAMS CLUB - PCARD / TEAM SNACKS	500.00
60	629	11/17/2025	10167	WALMART	876 / WALMART-PCARD / TEAM SNACKS	200.00
60	630	11/17/2025	10177	SHIRTSPACE	876 / SHIRTSPACE - PCARD / TEAM CLOTHING	300.00
60	631	11/17/2025	819	SUPER C MART	876 / SUPER C -PCARD / TEAM SNACKS	100.00
60	632	11/17/2025	10221	TACO BELL	876 / TACO BELL - PCARD / TEAM MEAL	500.00

Encumbrance Register

Options: Year: 2025-2026, Date Range: 11/5/2025 - 12/5/2025, Fund(s): 60-SCHOOL ACTIVITY FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
60	633	11/17/2025	62	ARVEST BANK	KID - KIND. PARENT INCENTIVES	425.00
60	634	11/17/2025	62	ARVEST BANK	INCENTIVES - SPECIAL ED STUDENTS	85.00
60	635	11/17/2025	62	ARVEST BANK	CLASSROOM/OFFICE SUPPLIES, AWARDS, INCENTIVES	1,000.00
60	636	11/18/2025	10209	OKARCHE BAKERY	920 / OKARCHE BAKERY / P CARD / FUNDRAISER ITEMS	3,500.00
60	637	11/18/2025	486	NOBLE ATHLETICS	909 / NOBLE ATHLETICS / FFCLA CLUB SHIRTS	500.00
60	638	11/18/2025	132	CAPITOL HILL GRAFFIX CORP.	905 / CAPITOL HILL GRAFFIX / UNIFORMS	150.00
60	639	11/18/2025	117	BSN SPORTS, LLC	873 / BSN -PCARD / Baseball Equip and Coaches Gear	1,380.50
60	640	11/18/2025	359	JG CREATIVE	884 / JG CREATIVE / EOY AWARDS	2,960.00
60	641	11/18/2025	10144	PENNIES PETALS	901 / PENNIES PETALS-P CARD / FUNERAL FLOWERS	150.00
60	642	11/18/2025	62	ARVEST BANK	888 MULTI VENDOR BANQUET FOOD AND SUPPLIES	1,300.00
60	643	11/18/2025	117	BSN SPORTS, LLC	879/BSN-PCARD/GEAR, EQUIPMENT	5,000.00
60	644	11/18/2025	62	ARVEST BANK	CLASSROOM/OFFICE SUPPLIES, AWARDS, INCENTIVES	1,000.00
60	645	11/19/2025	359	JG CREATIVE	912 / JG CREATIVE / POWDER PUFF SHIRTS	750.00
60	646	11/19/2025	80135	FLORENCE HANSON	938 / ATHLETIC / AP CUSTODIAN FLORRIE HANSON	200.00
60	647	11/19/2025	10212	JAMIE BUGHER	REFUND OF LOST BOOK FEE	15.00
60	648	11/19/2025	875	TIM DAVIS	912 / TIM DAVIS / PROM DJ	1,000.00
60	649	11/19/2025	10216	CHICKEN SALAD CHICK	815 / PCARD /LUNCHEON	515.00
60	650	11/19/2025	10165	AMAZON	815 / PCARD / LUNCHEON SUPPLIES AND DECOR	116.91
60	651	11/19/2025	726	SAMS CLUB DIRECT	815 / SAM'S CLUB / LUNCHEON REFRESHMENTS	160.74
60	652	11/19/2025	80221	ANGELIA MARTIN	815 / CAROLYN'S CAKES / LUNCHEON DESSERTS	55.00
60	653	11/19/2025	10214	IN THE MIX BAKERY, LLC	815 / LUNCHEON DESSERTS	68.00
60	654	11/20/2025	10206	SARAH BAIRD	890 /BAD MOM TEES / CLOTHING / TEAM GEAR	1,683.57
60	655	11/20/2025	10205	DICK'S SPORTING GOODS	890 / DICKS - PCARD / SUPPLIES AND EQUIP	400.00
60	656	11/20/2025	10202	WALMART	878 / WALMART -PCARD / TEAM FOOD	1,000.00
60	657	11/20/2025	10202	WALMART	873 / WALMART / MEET THE BEARS	200.00
60	658	11/20/2025	726	SAMS CLUB DIRECT	873 /SAMS -PCARD / SUPPLIES FOR SCRIMMAGE	100.00
60	659	11/20/2025	10215	Oklahoma Baseball Coaches Assoc	872 / OBCA / CLINIC ENTRY	75.00
60	660	11/20/2025	10165	AMAZON	872 / AMAZON - PCARD / BASEBALL EQUIPMENT	1,768.75

Encumbrance Register

Options: Year: 2025-2026, Date Range: 11/5/2025 - 12/5/2025, Fund(s): 60-SCHOOL ACTIVITY FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
60	661	11/20/2025	62	ARVEST BANK	KID - FESTIVAL OF LIGHTS	30.00
60	662	11/20/2025	62	ARVEST BANK	KID - FESTIVAL OF LIGHTS INCENTIVES	120.00
60	663	11/20/2025	62	ARVEST BANK	FESTIVAL OF LIGHTS INCENTIVES	110.00
60	664	11/20/2025	726	SAMS CLUB DIRECT	845 - SAM'S CLUB - VENDING	3,000.00
60	665	11/20/2025	726	SAMS CLUB DIRECT	830 / SAM'S CLUB / CONCESSION SUPPLIES	1,000.00
60	666	11/20/2025	725	SAM'S CLUB DIRECT	938 / SAM'S CLUB / AP CONCESSIONS SUPPLEIS	2,000.00
60	667	11/20/2025	62	ARVEST BANK	KID - CLASSROOM SUPPLIES	45.00
60	668	11/20/2025	9998	Noble Child Nutrition	STAFF MEALS-REWARD	100.00
60	669	11/21/2025	492	NOBLE HIGH SCHOOL BAND	901 / NHS BAND / CONCESSION SUPPLIES	225.00
60	670	11/21/2025	394	MAKERBOT INDUSTRIES, LLC	842 / MAKERBOT / SMART EXTRUDER	256.50
60	671	11/21/2025	10202	WALMART	830 / SUPER C / ATTENDANCE INCENTIVES	200.00
60	672	11/21/2025	696	RAISING CANES	830 / RAISING CANES / FUN FRIDAY MEAL	200.00
60	673	11/21/2025	10202	WALMART	909 / WALMART-P CARD / HOT COCOA BOMBS FR	250.00
60	674	11/21/2025	62	ARVEST BANK	909 / AMAZON-P CARD / HOT COCOA BOMBS FR	150.00
60	675	11/21/2025	726	SAMS CLUB DIRECT	909 / SAMS-P CARD / HOT COCOA BOMBS FR	500.00
60	676	11/21/2025	62	ARVEST BANK	KID - FESTIVAL OF LIGHTS INCENTIVES	20.00
60	677	11/21/2025	10169	MASSIVE GRAPHICS	901 / MASSIVE GRAPHICS / STAFF UNIFORMS	1,710.00
60	678	11/21/2025	10218	BROKEN BOW CABIN LODGING	887- P-Card -Spring Break cabin for baseball	2,834.89
60	679	11/21/2025	486	NOBLE ATHLETICS	874 - NOBLE ATHLETICS - BUS DRIVER	250.00
60	680	11/21/2025	10213	MCDONALDS	873-PCARD -TEAM MEALS	200.00
60	681	11/21/2025	10164	COUCH RESTAURANTS	MS - PCARD SPED REWARD LUNCH	1,034.00
60	682	11/24/2025	726	SAMS CLUB DIRECT	870 / PCARD / PLAYOFF CONCESSION	2,000.00
60	683	12/01/2025	10194	CHICK FIL A	890 / CHICK-FIL-A P-CARD / TEAM MEAL	75.00
60	684	12/01/2025	10213	MCDONALDS	873 / PCARD / TEAM MEAL	300.00
60	685	12/01/2025	726	SAMS CLUB DIRECT	845 - SAM'S CLUB - VENDING ITEMS	2,000.00
60	686	12/01/2025	10165	AMAZON	845 - AMAZON - VENDING ITEMS	1,000.00
60	687	12/01/2025	10165	AMAZON	845 - AMAZON - VENDING ITEMS	1,500.00
60	688	12/01/2025	295	GILLIAM MUSIC	GUITAR REPAIR	400.00
60	689	12/01/2025	725	SAM'S CLUB DIRECT	KID - FESTIVAL OF LIGHTS INCENTIVES	150.00

Encumbrance Register

Options: Year: 2025-2026, Date Range: 11/5/2025 - 12/5/2025, Fund(s): 60-SCHOOL ACTIVITY FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
60	690	12/01/2025	726	SAMS CLUB DIRECT	901 / SAM'S P CARD / TOY REFRESHMENTS	300.00
60	691	12/01/2025	726	SAMS CLUB DIRECT	830 / SAM'S CLUB / INCENTIVES	300.00
60	692	12/02/2025	10054	CACHE VALLEY BANK TRUSTEE	870 / ARBITER / OFFICIAL PAY	5,000.00
60	693	12/02/2025	10201	ACE PARTY SUPPLIES	870 / PCARD / PLAYOFF CONCESSIONS	500.00
60	694	12/02/2025	10220	RUDY'S BBQ	815 - PCARD / BOARD MEETING MEAL	150.00
60	695	12/02/2025	236	DOMINOS PIZZA	882/PCARD/GAME DAY MEAL FOR BASKETBALL	30.00
60	696	12/02/2025	614	OSSAA	870 / OSSAA / PLAYOFF FOOTBALL GAMES	417.00
60	697	12/02/2025	10165	AMAZON	SRO - CHRISTMAS PARADE CANDY	200.00
60	698	12/03/2025	802	STEVE WEISS MUSIC INC	920 / STEVE WEISS MUSIC / INSTR. ACCESSORIES	1,345.95
60	699	12/03/2025	10165	AMAZON	909 / AMAZON-PCARD / HOT COCA BOMBS FR	200.00
60	700	12/03/2025	10202	WALMART	901 / WALMART- PCARD / STAFF LUNCHEON SUPPLIES	500.00
60	701	12/03/2025	10202	WALMART	901 / WALMART- PCARD / CLASSROOM SUPPLIES	500.00
60	702	12/03/2025	10199	EAGLE ONE PIZZA	901 / EAGLE ONE- PCARD / SERVICE LEARNING PARTY	200.00
60	703	12/03/2025	10198	EL MIRADOR	901 / EL MIRADOR-PCARD / STAFF REFRESHMENTS	2,500.00
60	704	12/03/2025	10177	SHIRTSPACE	845 - SHIRTSPACE - STAFF UNIFORMS	1,825.00
60	705	12/03/2025	486	NOBLE ATHLETICS	830 / ATHLETICS / STAFF UNIFORMS	5,000.00
60	706	12/03/2025	10213	MCDONALDS	ADMIN - PCARD / BREAKFAST BRIEFS ADMIN MTG REFRESH	200.00
60	707	12/03/2025	10194	CHICK FIL A	ADMIN - PCARD / BREAKFAST BRIEFS ADMIN MTG REFRESH	200.00
60	708	12/03/2025	726	SAMS CLUB DIRECT	887 / PCARD /	1,000.00
60	709	12/03/2025	10182	TRANSFER EXPRESS	845 - TRANSFER EXPRESS - STAFF UNIFORMS 2025-2026	500.00
60	710	12/03/2025	62	ARVEST BANK	STAFF UNIFORMS	2,000.00
60	711	12/03/2025	10222	OKLAHOMA HISTORICAL SOCIETY	PIO - HISTORY EVENT / NPSF GRANT K. KEITH	50.00
60	712	12/03/2025	10165	AMAZON	876/ Pcard/ Locker room/ Office/ Team supplies	400.00
60	713	12/03/2025	10062	LEXINGTON PUBLIC SCHOOLS	870 / LEXINGTON WRESTLING / TOURNAMENT FEE	450.00
60	714	12/03/2025	10088	NORMAN HIGH SCHOOL	870 / NORMAN HIGH WRESTLING / TOURNAMENT FEES	600.00
60	715	12/03/2025	10122	CACHE HIGH SCHOOL ATHLETICS	870 / CACHE HIGH SCHOOL / WRESTLING TOURN FEES	350.00

Encumbrance Register

Options: Year: 2025-2026, Date Range: 11/5/2025 - 12/5/2025, Fund(s): 60-SCHOOL ACTIVITY FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
60	716	12/04/2025	10165	AMAZON	849 - AMAZON - STUCO CLASSROOM SUPPLIES	1,000.00
60	717	12/04/2025	10167	WALMART	849 - WALMART - STUCO CLASSROOM SUPPLIES	1,000.00
60	718	12/04/2025	10223	NEWCASTLE HIGH SCHOOL	870 / NEWCASTLE / WRESTLING ENTRY FEE	275.00
60	719	12/04/2025	62	ARVEST BANK	CATERING FOR STAFF	1,326.28
60	720	12/04/2025	359	JG CREATIVE	888 - Awards for Banquet	150.00
60	721	12/05/2025	10149	CENTURY RESOURCES	856 - CHOIR - FUNDRAISER	1,310.03
60	722	12/05/2025	10156	SUSAN D BABCOCK	856 - SUSAN BABCOCK - ACCOMPANIST	120.00
60	723	12/05/2025	10202	WALMART	882/PCARD/MEALS AND REFRESHMENTS	50.00
60	724	12/05/2025	10199	EAGLE ONE PIZZA	870 / PCARD / CONCESSION PIZZA	400.00
Non-Payroll Total:						\$106,528.21
Payroll Total:						\$0.00
Balance Forward:						\$732,557.79
Report Total:						\$839,086.00

Change Order Listing

Options: Fund(s): 21-BUILDING FUND, Year: 2025-2026, ReferenceDate: PO Date, Date Range: 11/5/2025 - 12/5/2025,
Include Negative Changes: False

PO No	Date	Vendor No	Vendor	Description	Amount
32	07/01/2025	425	MORENO DISPOSAL & DEMOLITION	DISTRICT - ROLL-OFF DUMPSTERS	25.00
94	08/15/2025	387	LOCKE SUPPLY	DISTRICT - HVAC PACKAGE	906.64
Non-Payroll Total:					\$931.64
Payroll Total:					\$0.00
Report Total:					\$931.64

Change Order Listing

Options: Fund(s): 11-GENERAL FUND, Year: 2025-2026, ReferenceDate: PO Date, Date Range: 11/5/2025 - 12/5/2025,
 Include Negative Changes: False

PO No	Date	Vendor No	Vendor	Description	Amount
214	07/01/2025	62	ARVEST BANK	IT - NETWORK SOL - DOMAIN NAME REG. / PUBLIC DNS	60.00
477	08/20/2025	468	NCS PEARSON, INC.	HS - CHEMISTRY TEXTBOOKS	8.25
558	09/29/2025	62	ARVEST BANK	HS / MULTI VENDOR / CLASSROOM SUPPLIES- SWOPES	297.95
577	10/06/2025	846	TEACHING UNTANGLED	PROFESSIONAL DEVELOPMENT TRAINING	351.45
583	10/07/2025	84	BEN E. KEITH CO.	CN - HS - FOOD & SUPPLIES	261.31
590	10/11/2025	62	ARVEST BANK	NHS- CARL PERKING SUPPLIES	775.00
608	10/22/2025	62	ARVEST BANK	HS / OKACTE / CONFERENCE- WONG	2.00
626	11/03/2025	10165	AMAZON	KID - PCARD / STEM SUPPLIES / NPSF GRANT CLEMENT	57.63
635	11/04/2025	62	ARVEST BANK	HUB-STEMSUPPLIES/STEM CLASS SUPP/NPSF WILLIAMS	41.30
637	11/04/2025	62	ARVEST BANK	PIO- SOCIALSTUDIES.COM/NPSF GRANT G. CLARK	670.81
645	11/04/2025	62	ARVEST BANK	CIMS - PCARD/LIBRARY MEDIA SUPP / NPSF GRANT HUFF	53.39
653	11/04/2025	10165	AMAZON	HS - PCARD / MATH CLASS SUPP / NPSF GRANT MCCURDY	25.00

Non-Payroll Total:	\$2,604.09
Payroll Total:	\$168,220.78
Report Total:	\$170,824.87

Purchase Order Register

Options: Year: 2025-2026, Fund(s): 11-GENERAL FUND, Date Range: 7/1/2025 - 6/30/2026, PO Range: 50495 - 99999

PO No	Date	Vendor No	Vendor	Description	Amount
50495	11/14/2025	80802	BRAYDEN RITTER	PAYROLL	18,444.64
50496	11/14/2025	80571	SETH M RICHARDSON	PAYROLL	696.00
50497	11/14/2025	80561	CHRISTIAN PETTIJOHN	PAYROLL	652.50
50498	11/14/2025	80601	KERSTIN SOELL	PAYROLL	348.00
50499	11/14/2025	80805	CARISSA BLAIR	PAYROLL	524.80
50500	11/14/2025	80806	KODY CLARK	PAYROLL	767.01
50501	11/14/2025	80804	EVONNE GARCIA-POULIN	PAYROLL	363.33
50502	11/28/2025	80809	NICOLE HOLMAN	PAYROLL	161.48
50503	11/28/2025	80810	JESSIE RENICK	PAYROLL	80.74
50504	11/24/2025	80807	BRENT FREEMAN	PAYROLL	3,767.76
50505	11/24/2025	80811	BOBBY HILL	PAYROLL	2,153.04
50506	11/24/2025	80808	CHAD E BYRD	PAYROLL	3,767.76
Non-Payroll Total:					\$0.00
Payroll Total:					\$31,727.06
Report Total:					\$31,727.06

Change Order Listing

Options: Fund(s): 11-GENERAL FUND, Year: 2025-2026, ReferenceDate: PO Date, Date Range: 11/11/2025 - 12/5/2025,
Include Negative Changes: False

PO No	Date	Vendor No	Vendor	Description	Amount
50013	07/15/2025	80125	NATHAN GRAY	PAYROLL	2,153.00
50018	07/15/2025	80140	VICKIE L HARRIS	PAYROLL	37.84
50019	07/15/2025	80187	MASON A KIDD	PAYROLL	616.18
50022	07/15/2025	80099	DAVID L EZELL	PAYROLL	1,137.85
50023	07/15/2025	80286	KENNY RAMSEY	PAYROLL	678.54
50024	07/15/2025	80235	CHAD MEDDERS	PAYROLL	837.92
50032	07/15/2025	80309	KRISTINA ROOT	PAYROLL	322.95
50038	07/15/2025	80360	DOROTHY TERRILL	PAYROLL	322.95
50045	07/15/2025	80505	ANTHONY HOOSER	PAYROLL	117.23
50055	07/15/2025	80720	ROGER RAPER	PAYROLL	94.05
50056	07/15/2025	80048	DARYL CLARK	PAYROLL	312.70
50057	07/15/2025	80506	CYNTHIA HOWE	PAYROLL	1,157.46
50058	07/15/2025	80232	KIMBERLY MCKIDDY	PAYROLL	866.79
50059	07/15/2025	80351	TIMOTHY SWANN	PAYROLL	704.04
50060	07/15/2025	80379	DONNITA WALKUP	PAYROLL	1,564.59
50070	07/31/2025	80343	KEVIN STANDRIDGE	PAYROLL	135.75
50077	07/31/2025	80580	JENNIE ROWELL	PAYROLL	230.37
50084	08/01/2025	80006	APRIL ANDERSON	PAYROLL	539.95
50085	08/01/2025	80071	ALLEN R CRAWLEY	PAYROLL	31.34
50093	08/01/2025	80165	TABITHA HUTCHERSON	PAYROLL	2,153.00
50095	08/01/2025	80158	CADEN HOLT	PAYROLL	124.43
50113	08/01/2025	80742	KIM STANDRIDGE	PAYROLL	65.51
50117	08/01/2025	80000	STEPHANIE ADKINS	PAYROLL	2.55
50140	08/01/2025	80012	JONNIE AUGHTRY	PAYROLL	979.23
50145	08/01/2025	80011	TRISTIANNE ASBURY	PAYROLL	250.78
50163	08/01/2025	80017	KENDRA L BARNETT	PAYROLL	1,034.19
50173	08/01/2025	80188	KEATON KILPATRICK	PAYROLL	138.25
50176	08/01/2025	80132	ZACHARY HALE	PAYROLL	31.34
50177	08/01/2025	80167	AUDRY JACKS	PAYROLL	2,153.00
50187	08/01/2025	80166	DIANA IRICK	PAYROLL	94.05
50193	08/01/2025	80180	BRITTANY JORDAN	PAYROLL	10,765.00
50196	08/01/2025	80173	DUSTIN JONES	PAYROLL	62.68
50198	08/01/2025	80191	DERRALD KIZZIA	PAYROLL	612.23
50216	08/01/2025	80164	ERIK HUGHES	PAYROLL	31.34
50221	08/01/2025	80121	LEE GILBERT	PAYROLL	53.55
50240	08/01/2025	80272	CECILIA PETERSON	PAYROLL	60.68
50246	08/01/2025	80253	CATHY NANCE	PAYROLL	17.31
50264	08/01/2025	80201	COLLEEN LEVERETT	PAYROLL	2,153.00
50267	08/01/2025	80274	KAYLI PHILLIPS	PAYROLL	5.44
50296	08/01/2025	80383	MICHAEL S WARD	PAYROLL	31.34
50318	08/01/2025	80353	SUSAN SWOPES	PAYROLL	92.16
50320	08/01/2025	80337	SUSAN SMITH	PAYROLL	979.23
50323	08/01/2025	80375	LINDSEY VANDERBURG	PAYROLL	31.34
50325	08/01/2025	80328	TIMOTHY SHORTES	PAYROLL	62.70
50330	08/01/2025	80335	KENNY M SMITH	PAYROLL	979.23

Change Order Listing

Options: Fund(s): 11-GENERAL FUND, Year: 2025-2026, ReferenceDate: PO Date, Date Range: 11/11/2025 - 12/5/2025,
Include Negative Changes: False

PO No	Date	Vendor No	Vendor	Description	Amount
50331	08/01/2025	80372	KEIRSTEN UNDERWOOD	PAYROLL	2,153.00
50351	08/01/2025	80409	VALERIE PALMER	PAYROLL	6.97
50358	08/01/2025	80558	MELISSA OLIPHANT	PAYROLL	103.99
50360	08/01/2025	80583	RAFAEL SANCHEZ	PAYROLL	384.52
50384	08/01/2025	80745	CORY UNDERHILL	PAYROLL	31.34
50387	08/01/2025	80743	BRITTYN TALBOT	PAYROLL	21,530.00
50393	08/01/2025	80737	JAMES MAGNO	PAYROLL	124.13
50402	08/25/2025	80492	MEGAN GOINES	PAYROLL	63.55
50403	08/25/2025	80755	TANYA MCPHERSON-SAMUEL	PAYROLL	658.30
50411	08/29/2025	80458	MEGAN CLUGSTON	PAYROLL	80.74
50412	08/29/2025	80524	MARY KRIZMANICH	PAYROLL	1,130.33
50413	08/29/2025	80575	KELLY ROBERSON	PAYROLL	444.06
50414	08/29/2025	80638	JEREMY YOUNG	PAYROLL	686.28
50415	08/29/2025	80418	KAYLEA ALLPHIN	PAYROLL	928.48
50416	08/29/2025	80487	CREANNA FULTON	PAYROLL	1,009.22
50417	08/29/2025	80503	CHERYL HILL	PAYROLL	40.37
50422	08/29/2025	80528	CARRIE LOUKX	PAYROLL	645.90
50424	08/29/2025	80516	CHARLOTTE JORDAN	PAYROLL	1,735.87
50425	08/29/2025	80246	AMBER MORVEL	PAYROLL	80.74
50426	08/29/2025	80766	TIFFANY KIRBY	PAYROLL	80.74
50427	08/29/2025	80706	RUTH JOHNSON	PAYROLL	977.69
50439	09/09/2025	80517	MISTY KEENER	PAYROLL	161.48
50440	09/09/2025	80696	DEBBIE CLARK	PAYROLL	111.74
50441	09/09/2025	80370	SHEILA TURNER	PAYROLL	1,284.96
50442	09/09/2025	80588	BROOKE SCHROCK-TAINPEAH	PAYROLL	161.48
50443	09/09/2025	80763	SANDRA BRASFIELD	PAYROLL	2,032.32
50446	09/09/2025	80509	APRIL HUMPHREY	PAYROLL	193.77
50450	09/09/2025	80764	JOHN BYNUM	PAYROLL	814.80
50452	09/09/2025	80771	MADISON ADAMS	PAYROLL	1,130.33
50454	09/09/2025	80774	MIKAYLA GERHARD	PAYROLL	686.27
50460	09/09/2025	80778	LINDA REYNOLDS	PAYROLL	80.74
50461	09/09/2025	80783	MITCHELL ROSE	PAYROLL	565.17
50463	09/09/2025	80768	TONY KIRSCHNER	PAYROLL	2,181.36
50466	09/30/2025	80557	MAKYLIE NEWLIN	PAYROLL	536.50
50467	09/30/2025	80607	JOHN STORM	PAYROLL	161.48
50468	09/30/2025	80541	NIKKI MCDOWELL	PAYROLL	282.59
50471	09/30/2025	80789	SUSAN GROOM	PAYROLL	40.37
50472	09/30/2025	80786	CAROL MCVEA	PAYROLL	435.98
50473	09/30/2025	80787	COLLIN YOCOM	PAYROLL	888.11
50474	09/30/2025	80785	CHELSEA DAVIS	PAYROLL	13,699.19
50477	10/15/2025	80630	DARRIN WHITMIRE	PAYROLL	1,170.70
50478	10/15/2025	80592	MARK SHAPIRO	PAYROLL	444.06
50479	10/15/2025	80792	SARAH DALTON	PAYROLL	1,130.34
50481	10/15/2025	80794	TYLAN HAMILTON	PAYROLL	403.69
50486	10/15/2025	80799	MELODY PRIVETT	PAYROLL	726.64

Change Order Listing

Options: Fund(s): 11-GENERAL FUND, Year: 2025-2026, ReferenceDate: PO Date, Date Range: 11/11/2025 - 12/5/2025,
 Include Negative Changes: False

PO No	Date	Vendor No	Vendor	Description	Amount
50488	10/15/2025	80791	NICHOLAS BARNES	PAYROLL	465.05
50491	10/31/2025	80573	NICOLE RINKE	PAYROLL	201.85
50493	10/31/2025	80801	NANCY BURNSIDE	PAYROLL	462.15
50494	10/31/2025	80803	ALEXANDRIA ANDERSON	PAYROLL	161.48
50495	11/14/2025	80802	BRAYDEN RITTER	PAYROLL	18,444.64
50496	11/14/2025	80571	SETH M RICHARDSON	PAYROLL	696.00
50497	11/14/2025	80561	CHRISTIAN PETTIJOHN	PAYROLL	652.50
50498	11/14/2025	80601	KERSTIN SOELL	PAYROLL	348.00
50499	11/14/2025	80805	CARISSA BLAIR	PAYROLL	524.80
50500	11/14/2025	80806	KODY CLARK	PAYROLL	767.01
50501	11/14/2025	80804	EVONNE GARCIA-POULIN	PAYROLL	363.33
50502	11/28/2025	80809	NICOLE HOLMAN	PAYROLL	161.48
50503	11/28/2025	80810	JESSIE RENICK	PAYROLL	80.74
50504	11/24/2025	80807	BRENT FREEMAN	PAYROLL	3,767.76
50505	11/24/2025	80811	BOBBY HILL	PAYROLL	2,153.04
50506	11/24/2025	80808	CHAD E BYRD	PAYROLL	3,767.76
Non-Payroll Total:					\$0.00
Payroll Total:					\$130,062.94
Report Total:					\$130,062.94

AMENDMENT BUDGET FOR ACTIVITY SUBACCOUNT

School Name CIMS Site Number 510

Account Name and Number FCS - 850

Assigned Project Reporting 850

For the period of 12.8.25 through June 30, 2026
~~7/1/2025~~

II. Approved budgeted receipts: _____
 III. Proposed amended receipts: _____

FIELD TRIPS	\$0.00
	\$1,000.00
	\$0.00
	\$0.00
	\$0.00

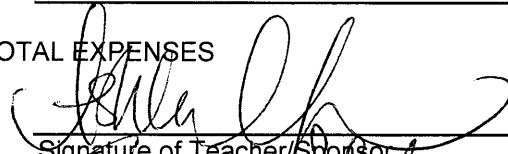
TOTAL RECEIPTS \$1,000.00

IV. Approved budgeted expenditure: _____

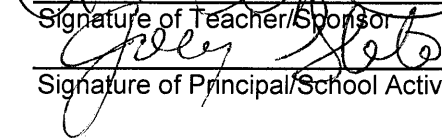
V. Proposed amended expenditures: _____

FIELD TRIPS	\$1,000.00
	\$0.00
	\$0.00
	\$0.00

TOTAL EXPENSES \$1,000.00

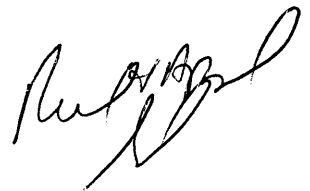
 12/9/25

 Signature of Teacher/Sponsor

 12/9/25

 Signature of Principal/School Activity Custodian

SPONSOR
Position

Rec'd 12.4.25


**NOBLE PUBLIC SCHOOLS CLASS LIMITS
SEMESTER 1 2025-2026**

Enrollment Summary as of 7/31/2025					
Grade	# of	Max	Total	# of	Transfers
Level	Teachers	Capacity	Enrolled	Transfers	available
Pre-K	8	140	139	18	1
K	10	200	184	15	16
K-T1	2	32	30	0	2
1st	10	200	171	10	29
2nd	10	220	200	15	20
3rd	10	220	197	18	23
4th	10	220	200	16	20
5th	10	207	208	17	-1
6th	NA	220	237	16	-17
7th	NA	220	219	17	1
8th	NA	220	220	23	0
9th	NA	250	232	14	18
10th	NA	250	232	17	18
11th	NA	250	223	22	27
12th	NA	250	224	20	26
Total		3099	2916	238	183

Enrollment Summary as of 8/31/2025					
Grade	# of	Max	Total	# of	Transfers
Level	Teachers	Capacity	Enrolled	Transfers	available
Pre-K	8	140	140	19	0
K	10	200	195	16	5
K-T1	2	32	29	1	3
1st	10	200	176	12	24
2nd	10	220	204	16	16
3rd	10	220	198	20	22
4th	10	220	203	17	17
5th	10	220	215	20	5
6th	NA	220	240	16	-20
7th	NA	220	218	17	2
8th	NA	220	224	27	-4
9th	NA	250	234	15	16
10th	NA	250	233	17	17
11th	NA	250	221	22	29
12th	NA	250	223	23	27
Total		3112	2953	258	159

Enrollment Summary as of 9/30/2025					
Grade	# of	Max	Total	# of	Transfers
Level	Teachers	Capacity	Enrolled	Transfers	available
Pre-K	8	140	140	20	0
K	10	200	191	16	9
K-T1	2	32	29	1	3
1st	10	200	180	12	20
2nd	10	220	201	16	19
3rd	10	220	198	19	22
4th	10	220	201	16	19
5th	10	220	217	19	3
6th	NA	220	235	15	-15
7th	NA	220	216	17	4
8th	NA	220	225	27	-5
9th	NA	250	231	15	19
10th	NA	250	230	15	20
11th	NA	250	220	21	30
12th	NA	250	221	24	29
Total		3112	2935	253	177

Enrollment Summary as of 10/31/2025					
Grade	# of	Max	Total	# of	Transfers
Level	Teachers	Capacity	Enrolled	Transfers	available
Pre-K	8	140	135	20	5
K	10	200	192	16	8
K-T1	2	32	29	1	3
1st	10	200	180	12	20
2nd	10	220	202	17	18
3rd	10	220	199	19	21
4th	10	220	198	16	22
5th	10	220	218	19	2
6th	NA	220	235	15	-15
7th	NA	220	212	17	8
8th	NA	220	225	26	-5
9th	NA	250	236	15	14
10th	NA	250	226	15	24
11th	NA	250	218	21	32
12th	NA	250	221	24	29
Total		3112	2926	253	186

Enrollment Summary as of 11/30/2025					
Grade	# of	Max	Total	# of	Transfers
Level	Teachers	Capacity	Enrolled	Transfers	available
Pre-K	8	140	133	20	7
K	10	200	192	14	8
K-T1	2	32	29	1	3
1st	10	200	182	12	18
2nd	10	220	200	16	20
3rd	10	220	201	19	19
4th	10	220	195	16	25
5th	10	220	218	19	2
6th	NA	220	231	15	-11
7th	NA	220	213	17	7
8th	NA	220	225	25	-5
9th	NA	250	233	15	17
10th	NA	250	225	15	25
11th	NA	250	219	21	31
12th	NA	250	220	24	30
Total		3112	2916	249	196

Enrollment Summary as of 12/31/2025					
Grade	# of	Max	Total	# of	Transfers
Level	Teachers	Capacity	Enrolled	Transfers	available
Pre-K	8	140			
K	10	200			
K-T1	2	32			
1st	10	200			
2nd	10	220			
3rd	10	220			
4th	10	220			
5th	10	220			
6th	NA	220			
7th	NA	220			
8th	NA	220			
9th	NA	250			
10th	NA	250			
11th	NA	250			
12th	NA	250			
Total		3112	0	0	0

(-) Enrollment Maxed
() Transfers Available

OPEN RECORDS ACT

It is the policy of the Noble Board of Education to recognize and facilitate the public's right of access to and review of public records. The district is not required to release information contained in its education records except in conformity with the provisions of the Open Records Act, Title 51, Oklahoma Statutes, Section 24 A.1. and only to the extent that said act does not violate federal law. (See GBA-R.)

The office of the superintendent shall be the district's custodian of public records and shall be responsible for the preservation and care of those public records. At least one person shall be available at all times to release records during the regular business hours of the school district. Additionally, the superintendent may establish reasonable rules of procedure by which public records may be inspected.

During the summer months, the school district does not maintain regular business hours of at least thirty (30) hours a week. The following is a posted schedule of the days of the week when records are available for inspecting, copying, or mechanical reproduction:

Monday:	8:00 a.m. – 4:00 p.m.	Wednesday:	8:00 a.m. – 4:00 p.m.
Tuesday:	8:00 a.m. – 4:00 p.m.	Thursday:	8:00 a.m. – 4:00 p.m.

The superintendent shall charge a fee to recover the reasonable direct costs of copying district records. The superintendent shall also charge a fee for the direct costs of searching for district records sought for solely commercial purposes or for searches that cause excessive disruption to the district's essential functions. In no case shall a search fee be charged for records sought in the public interest including, but not limited to, releases to the news media, scholars, authors, and taxpayers seeking to determine whether officials of the district are honestly, faithfully, and competently performing their duties as public servants. Fees for copies shall be paid in advance before the copies are made. A deposit may be required for search fees. The school district may require advance payment of estimated fees when the estimated cost exceeds Seventy-five Dollars (\$75.00) or if the requestor has outstanding fees from previous requests. The fee schedule for searching for and copying of district records shall be as follows:

Copies:	Research:
8 1/2" X 11" or	\$75.00 per hour
8 1/2" x 14"	\$.25 \$1.00 per copy
11" x 17" ledger	\$.50 \$2.00 per copy
Certified copy	\$1.00 \$3.00 per page

The written schedule of fees is posted at the central office and is on file with the county clerk. All confidential student records as defined by state and federal law shall remain confidential and accessible only to authorized personnel. The district may make requested records available online at the school district's website to comply with the obligation of providing prompt, reasonable access to records.

A requestor must complete a records request form which describes the records that are being requested with reasonable specificity. If the request is not specific, clarification must be provided. To have reasonable specificity, a request must:

- a. Specify a general time fram within which the requested records would be been created or transmitted,
- b. Seek identifiable records, rather than general information without any qualifiers or other specifications, and
- c. Include search terms that are suffieiently specific to assist the public body in identifying the requested records.

School personnel may seek additional information from the requestor to fulfill the request and to identify the records sought by the requestor. The request may be denied if it is still not reasonably specific in accordance with state law or if the informationthat is requested is protected by state or federal law. Any request denied on the basis that a

record is not a public record shall include the statutory reference of the law which provides that the information is confidential.

REFERENCE: 51 O.S. §24 A.1, et seq.

NOTE: If regular business hours are not maintained, the school district is required by law to post and maintain a written notice at the main office of the school district and with the county clerk, which notice shall include the following: (1) the hours records are available for inspecting, copying, and reproduction; (2) the name, address, and telephone number of the individual in charge of the records; and (3) detailed procedures for obtaining access to the records at least two days of the week, excluding Sunday.

BEHAVIORAL THREAT ASSESSMENT

Noble Public Schools is committed to providing a safe and secure learning environment for students and staff. This policy establishes a school behavioral threat assessment (BTA) and management program to conduct a fact-based, systematic process designed to gather information about, assess and manage behavior or communication that raises a concern that a person or situation may pose a threat of severe and significant targeted violence against the school community.

Oklahoma law requires an officer or employee of a school district or member of a board of education to notify law enforcement of any verbal threat or act of threatening behavior which reasonably may have the potential to endanger students, school personnel or school property. School district officers or employees of a school district or members of a board of education shall be immune from employment discipline and any civil liability for communicating information in good faith if they reasonably believe a person is making verbal threats or is exhibiting threatening behavior. This report requirement is separate from and should be made prior to the Threat Assessment Team meeting.

Nothing in this policy precludes school personnel from acting immediately to address an imminent threat, including immediately removing a student from school, subject to subsequent due process procedures when the student poses an immediate threat to themselves, others, property, or the educational environment.

The threat assessment process is distinct from and does not supplant the student discipline policy. A behavioral threat assessment will not impose suspension solely for investigating student conduct or conducting a threat assessment. Any action that could result in removal of a student from the student's school environment pending or after a threat assessment will only be carried out in accordance with state and federal law applicable to students with disabilities.

Threat assessment is not intended to refer students to the criminal justice system, but to facilitate the provision of resources and support to a student and to mitigate potential acts of violence. Law enforcement referral is not appropriate in the case of student behavior that is a violation of the school conduct code but that is not also a crime.

This policy applies to all students, staff, and visitors. The policy applies to threats made verbally, in writing, electronically, or through behavior that may indicate a risk of violence or self-harm.

Definitions

Threatening Behavior: Any verbal threat or threatening behavior, whether or not it is directed at another person, which indicates potential for future harm to students, school personnel or school property.

Threat Assessment Team (TAT): A multidisciplinary team tasked with evaluating and managing threats, which may include administrators, counselors, psychologists, law enforcement representatives, and other relevant staff. A law enforcement representative should not utilize the BTAM inquiry to support or build their investigation of any crimes. The BTA is a separate investigation and can only be accessed by school officials or a verified court order.

Imminent Threat: A threat judged to be immediate or likely to occur in the near future.

Non-Imminent Threat: A threat that is concerning but does not indicate immediate danger.

The Threat Assessment Team shall consist of the principal, school counselor, school security personnel and a teacher or employee familiar with the student. The principal or designee, shall oversee the implementation, coordinate meetings, and communicate with the parent/guardians of the student involved. The Threat Assessment Team will

BEHAVIORIAL THREAT ASSESSMENT (CON'T)

assess any threat that is reported to determine severity and any needed interventions. Information that prompts the need for a threat assessment shall be provided to the building principal or designee who will initiate the TAT process. Responsibilities include: Lead the team, coordinates meetings, implementation, communicate with the parent/guardians of the students involved, and implements the course of action and follow-up. TAT will assess any threat that is reported to determine severity and any needed interventions.

Information related to threat assessments will be kept confidential and disclosed only to individuals with a legitimate educational or safety interest, consistent with applicable law.

Staff shall receive annual training on recognizing warning signs, reporting procedures, and threat assessment protocols.

The Threat Assessment Team shall maintain secure records of all assessments. This policy shall be reviewed annually by the school board or as needed to ensure effectiveness and compliance with state and federal law.

LEGAL REFERENCE: 70 O.S. Section 24-100.8.

Dot Terrill

From: April Jennings
Sent: Wednesday, November 12, 2025 10:06 AM
To: Frank Solomon; Dot Terrill
Subject: FW: [EXTERNAL] Re: Bus rental?

Request for bus rental on Dec. 20th.

From: Coleen Cotton <ccotton@countryside.church>
Sent: Tuesday, November 11, 2025 1:58 PM
To: April Jennings <ajennings@nobleps.com>
Subject: [EXTERNAL] Re: Bus rental?

This email was sent from outside of Noble Schools. Please use caution when clicking on links or attachments.

Hi April,

On **Saturday, December 20**, we are doing a Family Christmas Caroling event and I wanted to check with you to see if we might be able to rent a bus for that event. I'm willing to fill out any forms necessary. We rented a bus from you in the last school year. Let me know what questions you may have.

If there is someone else I need to contact other than you, please let me know.

Thank you!

Coleen Cotton



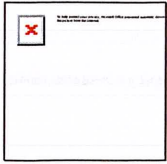
Coleen Cotton
Kids Director
Countryside Church
405.372.2023
countryside.church

On Fri, Oct 4, 2024 at 4:26 PM Coleen Cotton <ccotton@countryside.church> wrote:

Hi April,

On **Saturday, December 21**, we are doing a Family Christmas Caroling event and I wanted to check with you to see if we might be able to rent a bus for that event. I'm willing to fill out any forms necessary. We rented in the last school year. Let me know what questions you may have. Thank you!

Coleen Cotton



Coleen Cotton
Kids Director
Countryside Church
405.372.2023
countryside.church

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Phishing emails are sent to you to try to trick you. They are written in such a way to make you anxious, nervous, scared, like you did something wrong or something bad is happening.

