POSTED AGENDA
Regular Meeting of
Independent School District No. 71
Kay County, Oklahoma
Ponca City Board Of Education
Board Room
Administration Center
613 East Grand Avenue
Ponca City, Oklahoma
Monday, August 10, 2026
5:00 PM

1. **CALL TO ORDER**
   1. **Call Meeting to Order** ***(President)***
   2. **Flag Salute**
   3. **Roll Call** ***(Minutes Clerk of the Board)***
2. **PUBLIC COMMENT**
   1. **Comments From the Public**

      The Ponca City Board of Education recognizes the value to school governance of public comment on educational issues and the importance of involving members of the public in board meetings. The board has established guidelines to govern public participation in board meetings necessary to conduct its meetings and to maintain order. After checking in with the board clerk, individuals or groups wishing to speak during the public comment period must provide the following information, in writing, in order to speak before the board:

      • Name and address of the individual
      • The agenda action item(s) the individual wishes to address
      • The organization the individual represents or is affiliated with, if applicable

      Anyone who would like to speak to the board during the public comment period of the meeting must check in with the board clerk at least 15 minutes prior to the start of the board meeting. There will be a form available they will need to fill out and return to the board clerk before they can be heard by the board.

      Participants must be recognized by the president or other presiding officer and must preface their comments with an announcement of their name and group affiliation, if applicable.

      Comments by the speaker must relate to an item on the meeting agenda. Generally, participants shall be limited to comments of a maximum of three (3) minute duration unless altered by the presiding officer, with the approval of the board. All public comments during any regular meeting shall be limited to no more than fifteen (15)

minutes. No participant may speak more than once during a single meeting. All statements shall be directed to the presiding officer; no participant may address or question board members individually.

For more information regarding Speaking Privileges of the Public, please refer to Board Policy 1.3-6.0 Speaking Privileges of the Public, which is available at the board meeting, or in the board policy manual located on the district website, www.pcps.us, under Board of Education.

3. **REPORTS WITH POTENTIAL BOARD DISCUSSION**
    1. **College Remediation Report** ***(Sean Taglialatela)***
    2. **Dropout Report** ***(Teri Vogele)***
4. **<u>SUPERINTENDENT'S REPORT WITH POTENTIAL BOARD DISCUSSION AND ACTION</u>**
    1. **Registration Update**
    2. **Staffing/District Updates**
    3. **School Calendar**
    4. **State Question 844**
    5. **Review and Discussion of Policy 6.4-4.0** ***Payday Schedules For All Employees***
5. **Consider and Take Action to Approve the Proposed Board Policy Revision of Policy 6.4-4.0** ***Payday Schedules For All Employees*** **as Presented**
6. **<u>CONSENT AGENDA</u>**

    Motion Required: Motion required for the approval of the Consent Agenda as printed (or as amended). The Consent Agenda includes routine governance matters, financial reports, activity reports, payroll, and routine contracts and agreements. Any Board member may request that an item be removed from the Consent Agenda for separate discussion and consideration.
    1. **Approval of Minutes from July 13, 2026, Regular Board of Education Meeting**
    2. **Approval of Surplus Resolution**
    3. **Approval of FY26 Budget Analysis Reports**
    4. **Approval of FY26 Budget Amendments**
    5. **Approval of FY26 Bond Fund Updates**
    6. **Approval of FY26 Change Order Listing as of July 30, 2026, for Funds 11, 21, 22, 33, and 81**
    7. **Approval of FY27 Budget Analysis Reports**
    8. **Approval of FY27 Budget Amendments**
    9. **Approval of FY27 Bond Fund Updates**
    10. **Approval of FY27 Change Order Listing as of August 5, 2026, for Funds 11, 21, and 81**
    11. **Approval of FY27 General Fund 11 Encumbrances #428-#565 in the amount of $681,578.32**
    12. **Approval of FY27 Building Fund 21 Encumbrances #51-#81 in the amount of $462,980.64**
    13. **Approval of FY27 Building Fund 22 Encumbrances #62-#65 in the amount of $62,200**
    14. **Approval of FY27 Building Fund 33 Encumbrance #2 in the amount of $36,322.57**

15. **Approval of FY27 Gifts and Endowment Fund 81 Encumbrances #34-#39 in the amount of $85,792.47**
16. **Approval of FY27 Booster Club Reports**
17. **Approval of FY27 Activity Fund Reports**
18. **Approval of FY27 Donors Choose Fundraisers**
19. **Approval of the Treasurer's Reports**
20. **Approval of an Accounting Correction Transferring Interest Earnings from Bond Fund 35 to the Sinking Fund**
21. **Approval of Out-of-State Travel Requests**
22. **Ratification & Approval of Payrolls**
23. **Approval of an agreement with Adam's Plumbing, effective for the 2026-27 fiscal year, to perform various plumbing repairs across the district as needed. The cost is up to $25,000, funded by the Building Fund.**
24. **Approval of an agreement with American Roofing, effective for the 2026-27 fiscal year, to perform roof repairs and/or damage across the district as needed. The total cost of the agreement is up to $30,000, funded by the Building Fund.**
25. **Approval of a proposal from American Roofing, effective for the 2026-27 fiscal year, to clean general roof debris, including obstructions from gutters, downspouts, and drain screens. The total cost of the proposal is $7,200, funded by the Building Fund.**
26. **Approval of a logo agreement with Andreas Customs, effective for the 2026-27 fiscal year. The agreement authorizes Andreas Customs to use the Wildcat logo on shirts, sliders, hats, and other apparel. A royalty fee of $100 was assessed.**
27. **Approval of an agreement with Belknap Piano Services, effective for the 2026-27 fiscal year, to provide tuning and maintenance for the Steinway piano in the Concert Hall and two Yamaha grand pianos located in the orchestra room and choir room. Tuning services are $170 per piano, with additional regulation, voicing, and repair work billed at $75 per hour as needed. The total cost is up to $2,000, funded through the General Fund.**
28. **Approval of an agreement with CompTIA, effective for the 2026-27 fiscal year, for IT CertMaster Learn Tech+ and Tech+ for Ponca City High School's Computer Repair and Troubleshooting course. This CareerTech-approved program provides online curriculum and certification exams that prepare students to identify computer components, troubleshoot hardware issues, and develop foundational computer repair skills. The total cost is $7,500, funded by the Carl Perkins Grant.**
29. **Approval of a logo agreement with Dirt Road Designs, LLC, effective for the 2026-27 fiscal year. Dirt Road Designs, LLC, is authorized to use the logo on shirts, hats, hooded sweatshirts, and other clothing items. A $100 royalty fee was assessed.**
30. **Approval of an agreement with Dr. Edward Echalk, D.C., effective July 1, 2026, through June 30, 2027, to provide onsite school bus driver physicals at $40 each, DOT exams at $50 each, Urine Drug Testing at $50 each, a mobile fee at $75, and Tech Time 1–4 hours at $75. Total cost is up to $500, funded by the General Fund/Transportation.**

31. **Approval of a quote from eDynamic Learning, effective October 24, 2026, through October 23, 2029, for a Virtual Business Site All Access License for Ponca City High School. The license provides unlimited access to immersive business, marketing, and personal finance simulations that integrate with existing curriculum and help students develop career readiness, teamwork, collaboration, communication, and workplace skills. This agreement represents the first year of a three-year contract. The cost is $9,100, funded through the Carl Perkins Grant.**
32. **Approval of a proposal from FieldTurf, effective for the 2026-27 fiscal year, for maintenance at the Indoor/Outdoor Sports Facility at $2,400 per field. The program includes three advance care visits, pre- and post-field inspections, minor seam and inlay repairs, field magnet sweep, and light infill for high-traffic areas. The total cost is $4,800, funded by the Building Fund.**
33. **Approval of a ratification of an agreement with FMX, effective July 1, 2025, through June 30, 2027. FMX is a computerized maintenance management system that replaced the Track-It system. The total amount for the two-year agreement was $21,956.22, paid from Bond 35 funds in FY26. There is no additional cost to the district for FY27.**
34. **Approval of a Memorandum of Understanding with Grand Mental Health, effective for the 2026-27 school year, establishing a collaborative partnership between Ponca City Public Schools and Grand Mental Health to provide opioid prevention education, substance use prevention services, early intervention, and substance abuse counseling for district students. The partnership is intended to promote student wellness, reduce substance misuse, improve access to behavioral health services, and replace or reduce out-of-school suspensions when appropriate. There is no cost to the district. Any eligible program costs are funded through the Opioid Abatement Grant.**
35. **Approval of a quote from Heartland, effective for the 2026-27 fiscal year, for software used by Child Nutrition for point-of-sale, inventory, accounting, applications, nutrient analysis, production reports, and state reporting. The total amount is $17,503.50, funded by Child Nutrition.**
36. **Approval of an agreement with Kaw Nation's Child Care Department, effective August 19, 2026, through August 19, 2027, in which the Kaw Nation will pay for services rendered by the Ponca City Public Schools' CatCare Program to children who qualify under the Kaw Nation Child Care Department guidelines. There is no cost to the district.**
37. **Approval of an Individualized Education Program (IEP) service agreement with Kildare Public Schools, effective for the 2026-27 school year, for Ponca City Public Schools to provide services for one student attending a self-contained special education classroom. Kildare Public Schools agrees to pay for the services outlined in the contract. A total of $18,058.06 will be reimbursed to Ponca City Public Schools.**
38. **Approval of a quote from Legacy Signs, effective August 10, 2026, for installation of a decorative window wrap at Woodlands Elementary. The wrap commemorates the school's designation as a Blue Ribbon School while enhancing campus security by limiting visibility through the front entrance,**

west-facing windows, and teacher parking lot windows. The total cost is $4,300.25, funded by the Building Fund.

39. **Approval of an estimate from Nate's Tree Service, effective August 10, 2026, for the removal, hauling, and disposal of existing mulch and other substrate materials at Union Elementary, and the installation of new playground mulch. The total cost is $33,669.60, funded by the Building Fund.**
40. **Approval of an agreement between Otoe Missouria Head Start and Ponca City Public Schools, effective August 10, 2026, through June 30, 2027, which describes the responsibilities of each system and provides guidance for collaboration and cooperation between the two for preschool-aged children with disabilities. There is no cost to the district.**
41. **Approval of the ratification of a Memorandum of Understanding between Pioneer Technology Center (PTC) and Ponca City Public Schools (PCPS), effective for the 2026-27 school year, to use PCPS as a temporary alternate location in the event of an emergency. There is no cost to the district.**
42. **Approval of a Memorandum of Understanding, effective for the 2026-27 fiscal year, between the Ponca City Development Authority (PCDA) and Ponca City Public Schools (PCPS), in which PCDA will fund 40% of the total salary package for the Internship Coordinator position for the 2026-27 school year. PCPS will provide appropriate office and desk facilities and a locking cabinet, computer, and telephone for use by the Internship Coordinator.**
43. **Approval of a quote from Renaissance Learning Inc., effective July 1, 2026, through June 30, 2027, for the Master Class Professional Learning Package, Onboarding STAR DnA, and the System Management Workshop for all school sites. These services will support implementation of the STAR DnA platform and provide staff with the tools to develop standards-aligned assessments and use student performance data to inform instruction and district decision-making. The total cost is $40,640.34, funded by 515/School Improvement.**
44. **Approval of a logo agreement with The Salty Sunflower, effective for the 2026-27 fiscal year. The Salty Sunflower is an in-home business and will use the logo on embroidered hats, jackets, and golf towels. A royalty fee of $100 was assessed.**
45. **Approval of a contract with SEA Level Social, effective July 1, 2026, through June 30, 2027, to provide social media management, logo design, and implementation for the Child Nutrition Program. The total cost is $7,920, funded by the Child Nutrition Fund.**
46. **Approval of an agreement with Team Radio Marketing Group, effective for the 2026-27 fiscal year, to provide radio and video broadcast coverage of Ponca City High School athletic events. The agreement includes radio broadcasts, live video streaming of designated athletic venues, and rights to distribute event coverage through PoncaCityNow.com. Team Radio Marketing Group will pay the district an annual rights fee of $6,500.**
47. **Approval of a logo agreement with Trout Elementary PTA, effective for the 2026-27 fiscal year. The agreement authorizes the PTA to use the district logo on T-shirts and hoodies sold as a fundraiser. No royalty fee will be assessed.**

48. **Approval of an agreement with Walsworth, effective for the 2026-27 fiscal year, for East Middle School yearbooks. The agreement is for 125 books at a cost of $24.50 per book, for a total cost of $3,062.50, funded by the Activity Fund.**
49. **Approval of a Master Service Agreement with Winterrowd Talley, effective August 10, 2026, through August 10, 2038, for future bond planning. There is no cost to the district.**
50. **Approval of Service Order No. 1 under the Master Service Agreement with Winterrowd Talley, effective August 10, 2026, through October 14, 2026, for future bond planning and projects. The total cost is estimated to be $50,000, funded by the Building Fund.**

7. **<u>ACTION ITEMS (MOTION REQUIRED)</u>**
    1. **Consider and Take Action on School Site Statutory Deregulation Applications of Library Media Services for Garfield, Liberty, Roosevelt, EM Trout, Union, and Woodlands Elementary Schools for the 2026-27 School Year**
        A. **Deregulation of Library Media Services for Garfield Elementary School**
        B. **Deregulation for Library Media Services for Liberty Elementary School**
        C. **Deregulation of Library Media Services for Roosevelt Elementary School**
        D. **Deregulation of Library Media Services for Trout and Union Elementary Schools**
        E. **Deregulation of Library Media Services for Woodlands Elementary School**
    2. **Consider and Take Action to Approve the Employment of the Following Adjunct Teachers for the 2026-27 School Year Pursuant to 70 O.S. § 6-122.3**
        - **Arlene Arias - Biological Sciences (PoHi)**
        - **Drake Barbee - Physical Education/Health/Safety (East)**
        - **Mikaela Cordova - Art (East)**
        - **Jaden Hawkins - Physical Science (PoHi) *Certified***
        - **Shelbi Youngblood Curfman - Elementary (Garfield)**
        - **Kacie Grass - English (West)**
        - **Candace Raida - English (PoHi)**
        - **Kellie Rains - Art (West)**
    3. **Consider and Take Action to Approve an Agreement with the City of Ponca City for Two Resource Officers for the 2026-27 School Year**
    4. **Consider and Take Action to Approve an Annual Contract with Oklahoma Career Tech for the 2026-27 School Year**
    5. **Motion and Vote to Convene in Executive Session for the Following Purposes: to Discuss Negotiations [Authority for Executive Session: 25 O.S. Section 307 (B) (2)]**
    6. **Recital by the Board President that minutes of the Executive Session were kept and will remain confidential as required by law.**
    7. **Return to Open Session.**
    8. **Consider and Take Action to Employ, to Accept the Resignation of, to Reassign, and to Enter into an Extra-Duty Contract with Those Individuals as Listed on the Attached Detailed Report**
    9. **Consider and Take Action on the Negotiated Agreement with the Ponca City Public Schools' Association of Classroom Teachers (ACT) for the 2026-2027 School Year Pending Ratification by ACT**

8. **NEW BUSINESS**
9. **ADJOURNMENT (Motion required)**

The agenda was posted on the inside of the front east window of the Administration Building located at 613 E. Grand Avenue and on the district website located at www.pcps.us on August 6, 2026, at 3:00 p.m.

PO-HI 2024 GRADUATE

College Remediation Data

REMEDIATION PERCENTAGES

	Po-Hi	State
Science	PC 0.0%	0.6%
English	PC 0.0%	1.8%
Math	PC 8.2%	11.5%
Reading	PC 15.3%	5.1%

COMPARABLES

	PC	Enid	Stillwater	Choctaw
Science	0.0%	0.0%	0.0%	0.0%
English	0.0%	0.0%	0.0%	0.0%
Math	8.2%	6.8%	3.0%	14.4%
Reading	15.3%	16.3%	4.6%	0.0%

KAY COUNTY

	State	PC	Newkirk	Blackwell	Tonkawa
Remedial	14.6%	20.0%	47.4%	9.5%	13.6%

ADDITIONAL INFORMATION

- Overall, remediation course requirements of first-time freshmen are based upon ACT results.
- This data is based upon the eighty five 2024 graduates who were classified as first-time freshmen in a college/university.
- NOC based remedial course enrollment on ACT results. If a student scored below a 18 in reading or science on the ACT, the student was enrolled in a reading remediation course http://www.noc.edu/act, as there is no option for science remediation
  - We cannot automatically conclude that every student included in the reading remediation data had a low reading score. At NOC, a low ACT Science score may also result in placement in a reading support course; therefore, some students reflected in the reading data may have been placed there based on their science score rather than their reading score.

Action Plan

- Expand WILD time to Science and Social Studies priorites
- Monitoring Systems
- Growing personnel

OSDE Certified Dropout Report

2024-2025

Grades 7-12

Dropout Report Calculations

State statute (70 O.S. § 35 E) requires each accredited Oklahoma school with students in any of the grades 7-12 to report dropouts to the Oklahoma State Department of Education on an annual basis for state and federal reporting requirements.

This report fulfills both federal and state dropout reporting.

Who qualifies as a dropout?

A student is considered a dropout if they leave the district without proper documentation of their exit. Students may move to another state and fail to provide proper documentation of their next school; students who enrolled in a private school that is not accredited; students who left high school to earn a GED; or a student who discontinued school and we are unable to locate that student.

School Site	2021-2022	2022-2023	2023-2024	2024-2025
West Middle School 7th Grade	(4) 1.11%	(5) 1.33%	(2) 0.61%	(5) 1.53%
East Middle School 8th Grade	(2) 0.55%	(4) 1.33%	(10) 2.99%	(9) 2.81%
Ponca City High School	(53) 3.91%	(95) 6.66%	(82) 4.41%	(77) 5.16
State	5.5%	4.2%	7.9%	State- not posted

PCPS actions to prevent and reduce student dropout rate:

- Develop and maintain student relationships
- Create a more positive learning environment
- Provide support for struggling students
- Increase parent/guardian contacts regarding student attendance and academic progress
- Train secretarial staff to track students leaving the district.

6.4 -4.0 PAYDAY SCHEDULES FOR ALL EMPLOYEES

All personnel employed regularly, either full-time or part-time, will be paid according to a specific schedule determined annually and posted at each site. The schedule will list the payroll delivery dates for the school year. Payroll delivery dates will generally be the last day of the month. If the last day of the month falls on a weekend, the payroll delivery date will be the preceding working day. ~~The December 31 payroll will be the first banking day of January the following year.~~ Extra Duty pay will be paid on the fifteenth of the month. When school is not in session, working day shall be defined as the calendar day preceding the weekend. All employees whose salaries may be annualized will receive their pay over twelve months. This will not apply to bus drivers or child nutrition cafeteria staff.

When an employee is separated from employment before the end of a contractual period, terminal pay will be prorated on a per diem basis, and the employee will receive the terminal pay on the next payroll delivery date.

REVISED: July 13, 1998; September 19, 2005; May 12, 2008; September 12, 2016, August 10, 2026

Ponca City Public Schools
Regular Board of Education Meeting
Administration Center, Board Room, 613 East Grand Ave., Ponca City, Oklahoma 74601
Monday, July 13, 2026 at 5:00 PM

NOTICE OF MEETING
Prior to December 15 of the last calendar year, the date, time and place of the regular meetings were filed in the Office of the County Clerk of Kay County, Oklahoma. At least twenty-four (24) hours prior to this meeting, excluding Saturdays, Sundays, and holidays, notice of the date, time, place and agenda of this meeting was posted in prominent public view at the Ponca City Administration Building, 613 East Grand Avenue and on the school district's website located at www.pcps.us (posted on July 9, 2026, at 3:00 p.m.)

1. **CALL TO ORDER**

Attendance Taken at 5:00 PM.

Jeff MacKinnon:	Absent
Anna Roland:	Present
Judy Throop:	Present
Joe Vaden:	Present
Nancy Zimmerschied:	Present

1.1. **Call Meeting to Order** ***(President)***

1.2. **Flag Salute**

1.3. **Roll Call** ***(Minutes Clerk of the Board)***

2. **PUBLIC COMMENT**

2.1. **Comments From the Public**
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3. **REPORTS WITH POTENTIAL BOARD DISCUSSION AND ACTION**

3.1. **Comprehensive School Counseling Plan** ***(Kaitlyn Pressnall)***

3.2. **The Atlas Program** ***(Amy Swartz)***

4. **SUPERINTENDENT'S REPORT WITH POTENTIAL BOARD DISCUSSION AND ACTION**

4.1. **Review and Discussion on Current and Proposed Board Policies As Listed Below:**
Section 1
1.18 - *Employment Decisions Regarding Relatives of Board of Education Members (Revision)*
Section 3
3.21 - *Use of Computers and Electronic Communication Equipment and Services (Revision)*
3.21-2.0 - *Personal Electronic Devices and Accounts (Revision)*
3.21-6.0 - *Artificial Intelligence Systems and Tools (New)*
Section 4
4.2-7.0 - *Strong Readers Act (Revision)*
4.3 - *Student Promotion and Retention and Student Pass/Failure of a Course (Revision)*
Section 5
5.5-1.0 *Approval of Contracts/Agreements (Revision)*
Section 6
6.2-4.0 - *Criminal Records Search Policy (Revision)*
6.5-10.0 - *Bereavement Leave (Revision)*
6.5-14.0 - *Maternity Leave (Revision)*
Section 7
7.5-4.0 - *Student Transfers (Revision)*
7.5-4.2 - *Transfers Pursuant to the Deployed Parents School Act of 2013 (Repeal)*
7.7-1.0 - *Abuse, Neglect, Exploitation and Trafficking (Revision)*
7.12 - *Concurrent Enrollment (Revision)*
7.16-1.2 - *Policy Prohibiting Student Bullying (Revision)*

4.2. **One-Year Update of the Child Development Center Partnership**

5. **Consider and Take Action to Approve the Proposed Comprehensive School Counseling Framework, as Presented**

Motion to Approve the Proposed Comprehensive School Counseling Framework, as Presented. This motion, made by Judy Throop and seconded by Anna Roland, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

6. **Consider and Take Action to Approve the Proposed Board Policy Revisions and Adopt New Board Policy 3.21-6.0 -** ***Artificial Intelligence Systems and Tools*****, as Presented**

Motion to Approve the Proposed Board Policy Revisions and Adopt New Board Policy 3.21-6.0 - Artificial Intelligence Systems and Tools, as Presented. This motion, made by Anna Roland and seconded by Judy Throop, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

7. **Consider and Take Action to Repeal Policy 7.5-4.2 -** ***Transfers Pursuant to the Deployed Parents School Act of 2013***

Motion to Approve the Repealing of Policy 7.5-4.2 - Transfers Pursuant to the Deployed Parents School Act of 2013. This motion, made by Joe Vaden and seconded by Judy Throop, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

8. **CONSENT AGENDA**

Motion Required: Motion required for the approval of the Consent Agenda as printed (or as amended). The Consent Agenda includes routine governance matters, financial reports, activity reports, payroll, and routine contracts and agreements. Any Board member may request that an item be removed from the Consent Agenda for separate discussion and consideration.

Motion to Approve the Consent Agenda as printed (or as amended). The Consent Agenda includes routine governance matters, financial reports, activity reports, payroll, and routine

contracts and agreements. Any Board member may request that an item be removed from the Consent Agenda for separate discussion and consideration. Items 8.1 thru 8.57. This motion, made by Anna Roland and seconded by Nancy Zimmerschied, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

8.1. **Minutes from June 8, 2026, Regular Board Meeting, June 18, 2026, Special Budget Hearing Meeting, and June 18, 2026, Special Board Meeting**

8.2. **Approval of FY26 Budget Analysis Reports**

8.3. **Approval of FY26 Budget Amendments**

8.4. **Approval of FY26 Bond Fund Updates As Of June 30, 2026**

8.5. **Approval of FY26 Change Order Listing Dated July 6, 2026, for Funds 11, 21, 22, 33, and 81**

8.6. **Approval of FY26 General Fund 11 Encumbrances #1627- #1635 in the Amount of $4,050**

8.7. **Approval of FY26 Fund 21 Encumbrances #232-#237 in the Amount of $13,440.96**

8.8. **Approval of FY27 Budget Analysis Reports**

8.9. **Approval of FY27 Bond Fund Updates As Of July 6, 2026**

8.10. **Approval of FY27 General Fund 11 Encumbrances #259-#427 in the Amount of $294,364.95**

8.11. **Approval of FY27 Building Fund 21 Encumbrances #40-#50 in the Amount of $112,525.43**

8.12. **Approval of FY27 Child Nutrition Fund 22 Encumbrances #53-#61 in the Amount of $419,020**

8.13. **Approval of FY27 Bond Fund 35 Encumbrances #4-#6 in the Amount of $44,771.62**

8.14. **Approval of FY27 Gifts & Endowments Fund 81 Encumbrances #5-#33 in the Amount of $106,268.77**

8.15. **Approval of FY27 Booster Club Reports**

8.16. **Approval of FY27 Activity Fund Reports**

8.17. **Approval of the Treasurer's Reports**

8.18. **Approval of Out-of-State Travel Requests**

8.19. **Ratification & Approval of Payrolls**

8.20. **Approval of an agreement with A+ Printing, effective July 13, 2026, for the design and printing of 200 cheer calendars. The total cost is $2,255.09, funded by the Activity Fund.**

8.21. **Approval of a quote from CEV Multimedia, effective for the 2026-27 fiscal year, for one instructor license and 26 student licenses of iCEV's Business, Marketing, Finance, IT, and Media (BMFIM) curriculum for East Middle School as part of this year's textbook adoption for Fine Arts and Technology Education. The total cost is $1,575, funded by the General Fund/State Textbook.**

8.22. **Approval of an agreement between the Child Development Center (CDC) and Ponca City Public Schools (PCPS), effective July 6, 2026, through July 23, 2026, for Campus Nutrition to temporarily prepare and provide reimbursable meals to the children served by the CDC. This temporary agreement ensures uninterrupted meal service during renovations to the CDC kitchen and is at no cost to the district. The Child Development Center will reimburse PCPS Campus Nutrition at established per-meal rates of $3.25 for child breakfast and $5.25 for child lunch.**

8.23. **Approval of an agreement with the City of Ponca City - Ponca City Fire Department, effective September 4, 2026, through November 6, 2026, to provide ambulance service for six home football games. An EMS vehicle will be provided at no cost to the district. The Ponca City Fire Department will provide personnel at the rate of $50 per hour per person for four hours per game, to be paid by the district. Two personnel are required to staff an EMS vehicle. The total cost is $2,400, funded by the Activity Fund.**

8.24. **Approval of an agreement with Compliance Resource Group, effective July 1, 2026, through June 30, 2027, to provide onsite random Department of Transportation (DOT) urine drug screens at $60 each and onsite DOT breath alcohol testing at $45 each for the Transportation Department. This service keeps the department in compliance with state and school board policies. The total cost is estimated at up to $3,000, funded by the General Fund/Transportation.**

8.25. **Approval of an agreement with Cross Petroleum, effective July 1, 2026, through June 30, 2027, for the rental of a 1,000-gallon dispensing unit for the propane-fueled school buses. Rental rate for the unit is $750, paid annually, funded by the General Fund/Transportation.**

8.26. **Approval of an agreement with Ecolab Inc., effective July 1, 2026, through June 30, 2027, to provide extermination services for the food service storage areas and the kitchens where food is prepared. The total annual cost is $4,020, funded by the Child Nutrition Fund.**

8.27. **Approval of an agreement with Edmond Public Schools, effective July 1, 2026, through June 30, 2027, for Ponca City Schools Child Nutrition Program to participate in a purchasing cooperative formed more than 8 years ago to assist Oklahoma school district CNP operations in obtaining the best price possible for goods through a Prime Vendor Contract using the purchasing power of over 56 school districts. The agreement**

utilizes the Piggyback Provision approved by the Oklahoma State Department of Education and the USDA. Edmond Public Schools is the contract agency for the agreement and US Foods has been selected as the Prime Vendor. There is no cost to the district.

8.28. **Approval of an agreement with Enid Counseling and Diagnostic Center, Inc., effective for the 2026-27 school year, to provide virtual behavioral health services to students and their parents or guardians enrolled in schools within the Ponca City Public School system. This service is provided at no cost to the district.**

8.29. **Approval of a quote from Everway, effective July 25, 2026, through July 25, 2027, for Unique Learning System, SymbolStix, News2you, and L3 Skills, a curriculum that is designed to provide age-appropriate materials for students with moderate to severe and profound disabilities. This curriculum has aligned its standards with the Dynamic Learning Maps, which are the alternative assessments for Special Education students at West Middle School and the High School. This quote is for two licenses of SymbolStix, three licenses of Unique Learning System, three licenses of L3Skills, and four licenses of News2You. The total cost is $4,740.66, funded by the General Fund/Special Services.**

8.30. **Approval of a maintenance proposal from FieldTurf, effective for the 2026-27 fiscal year, for district turf fields at a cost of $2,464.29 per field. The program provides for three advance care visits, pre- and post-field inspections, minor seam and inlay repairs, field magnet sweep, and light infill to high traffic areas. The total cost is $7,392.87, funded by the Building Fund.**

8.31. **Approval of a quote from FMX, effective July 1, 2026, through June 30, 2027, for add-ons to the current FMX subscription to improve asset and facility management. This quote includes the implementation of additional modules for commissioned reports, invoicing, schedule requests, and transportation requests. The total cost is $4,945.49, funded by the General Fund/Operations.**

8.32. **Approval of an agreement with GlacierGrid, effective for the 2026-27 fiscal year, for eight sensors for Child Nutrition's large freezer and refrigerator units to record temperature and fluctuations in temperatures. Software is provided to monitor temperatures and notify designated staff members if a unit fails. The annual fee for eight sensors and monitoring software is $1,428 (which includes a 15% discount), funded by the Child Nutrition Fund.**

8.33. **Approval of a Memorandum of Understanding with Grand Lake Mental Health (ATLAS Program), effective July 2026 through May 2027, for Grand Lake to provide an alternative education program for elementary students who are severely impacted by adverse childhood experiences. There is no cost to the district.**

8.34. **Approval of a Memorandum of Understanding with Grand Lake Mental Health, effective July 2026 through May 2027, for Grand Lake to provide onsite mental health and/or substance use services to Ponca City Public Schools students in need, as well as mental health crisis response. There is no cost to the district.**

8.35. **Approval of an agreement with Hot Shot Power Washing, Inc., effective for the 2026-27 fiscal year, to provide steam cleaning and degreasing of vent hoods and filters**

located at West Middle School, East Middle School, and the High School kitchen areas. The total cost is $3,904, which includes a 25% customer loyalty discount, and is funded by the Child Nutrition Fund.

8.36. **Approval of an agreement with IDEMIA (IdenToGo), effective for the 2026-27 fiscal year, wherein IDEMIA would set up a SMART-E Kiosk at one location to provide electronic fingerprint services to applicants who require fingerprint-based background checks pursuant to state or federal law. Ponca City Public Schools will earn $1 upon completion of all required enrollment steps and the successful submission of an applicant's fingerprint record. There is no cost to the district.**

8.37. **Approval of an agreement with Imagine Learning, effective July 1, 2026, through June 30, 2029, for Imagine Purpose, a Life Skills program. Imagine Purpose will serve as a Tier 2 intervention for students requiring additional behavioral support who are assigned to the alternative-to-suspension program. This is year one of a three-year agreement. The total cost of the three-year agreement is $28,950, payable in annual installments of $9,650 and funded by Opioid Grant Funds.**

8.38. **Approval of a quote from Imagine Learning, effective July 1, 2024, through June 30, 2027. This item reflects the third and final year of a three-year agreement for site licenses serving Ponca City Virtual Academy (grades 6–12), Wildcat Academy, and Ponca City High School. The platform provides access to online coursework and associated academic integrity tools. The total contract cost of $190,080 was approved and paid in full in 2024. There is no additional cost to the district for the 2026-27 school year.**

8.39. **Approval of an agreement with Imagine Learning, effective July 1, 2026, through June 30, 2027, for a Language and Literacy Program for English Learner (EL) students at West Middle School and East Middle School. The total cost is $2,500, funded by Title III.**

8.40. **Approval of a quote from Imagine Learning, effective July 1, 2026, through June 30, 2027, for Winsor Learning's Sonday System online course providing training on the existing special education curriculum for all Special Education teachers. The total cost is $3,500, funded by the General Fund/Special Services.**

8.41. **Approval of an agreement with Dan Larson, effective July 2026 through May 2027, to provide orchestra clinician and consulting services to support the district's orchestra program. Services include instructional coaching, consultations, and mentoring for both orchestra directors and students to strengthen instructional quality and student performance. The cost is $150 per visit, up to $2,500, funded by the General Fund/Instrumental Music.**

8.42. **Approval of an agreement with Jan McKay, effective July 13, 2026, through June 30, 2027, to act as a surrogate parent. A surrogate parent is an individual assigned by the Local Education Agency (LEA) to assume the rights and responsibilities of a parent under the Individuals with Disabilities Education Act (IDEA) when a parent cannot be identified or located for a student, the student is a ward of the state, or the student is an unaccompanied homeless youth. Ms. McKay will be paid $10.00 a meeting. Total costs are estimated to be up to $100, funded by the General Fund/Special Services.**

8.43. **Approval of a quote from Music Play (Themes and Variations), effective July 1, 2026, through June 30, 2027, for two subscriptions of MusicPlayOnline for Lincoln Elementary and Roosevelt Elementary. MusicPlayOnline is a digital music education platform that provides standards-aligned instructional resources, lesson materials, assessments, and interactive activities that support elementary music instruction and music literacy development. The total cost is $400, funded by the General Fund/Elementary Curriculum.**

8.44. **Approval of an agreement with Northern Oklahoma Youth Services & Shelter, Inc., effective July 13, 2026, through June 30, 2027, to provide onsite professional behavioral health services to students. There is no cost to the district.**

8.45. **Approval of an agreement with James Page, effective July 1, 2026, through June 30, 2027, to perform the services of onsite or off-site Bus Driver Commercial Driver's License (CDL) testing as needed for the Transportation Department. Off-site cost is $25 per test (Pre-trip Inspection, Skills Backing Maneuvers, Road Test) for a total of $75 per person if the tests are given in Putnam City. If Mr. Page comes to Ponca City on Saturday or Sunday, the cost is $35 per hour with a two-hour minimum. The total cost is estimated to be $1,500, funded by the General Fund/Transportation.**

8.46. **Approval of a quote from Planbook, effective for the 2026-27 fiscal year for an online digital planning book for Woodlands Elementary. The quote includes 21 accounts for certified staff and one shared account for support staff. This platform holds staff calendar events, supports collaboration with partner teachers, and provides a way to track students' common formative assessment scores for all essential learning targets. The total cost is $396, funded by General Fund/Instructional.**

8.47. **Approval of a Memorandum of Understanding between Ponca City Head Start and Ponca City Public Schools (PCPS), effective for the 2026-27 fiscal year, to utilize the PCPS Child Nutrition building as a temporary alternate location in the event of an emergency. There is no cost to the district.**

8.48. **Approval of a Memorandum of Understanding between the Ponca Tribe Head Start program and Ponca City Public Schools, effective for the 2026-27 fiscal year, to provide services to preschool children with disabilities and their families. There is no cost to the district.**

8.49. **Approval of a one-year quote from RTI Scheduler, effective July 1, 2026, through June 30, 2027, that provides scheduling software for 1,345 students at the high school. The software assists administrators and counselors with student course requests, master schedule development, and teacher and student scheduling. The agreement also includes virtual training and consulting services. The total cost is $4,940, funded by School Improvement/515.**

8.50. **Approval of an agreement with Kim Shanks, effective July 1, 2026, through June 30, 2027, to provide Hearing Impaired Consultation Services required by the Oklahoma State Department of Education under the Individuals with Disabilities Education Act (IDEA) for the 2026-27 school year. The cost is $50 per hour, with the total cost estimated to be up to $1,875, funded by the General Fund/Special Services.**

8.51. **Approval of a quote from SmartPass, effective July 1, 2026, through June 30, 2027, for an electronic hall pass system at East Middle School which would allow administrators to limit how many students are in the hallways at any given time. The total cost is $1,902.10, funded by School Improvement/515.**

8.52. **Approval of a quote from SmartPass, effective July 1, 2026, through June 30, 2027, for an electronic hall pass system at the high school which would allow administrators to limit how many students are in the hallways at any given time. The total cost is $5,552.10, funded by School Improvement/515.**

8.53. **Approval of an agreement with Solution Tree, effective July 1, 2026, through June 30, 2027, to provide a Global PD Teams license for High School staff. The subscription provides online professional learning resources, including videos, eBooks, and self-paced courses that support collaborative instructional practices, professional learning communities (PLCs), and school improvement initiatives. The total cost is $1,490, funded through School Improvement/515.**

8.54. **Approval of an agreement renewal with Stolhand-Wells Group, effective for the 2026-27 fiscal year, for water softener units in the cafeterias at West Middle School, East Middle School, and the High School. The total cost is $3,000, funded by the Child Nutrition Fund.**

8.55. **Approval of an agreement with Stolhand-Wells Group, effective for the 2026-27 fiscal year, for a Cook 'N Cool water dispenser unit rental at West Middle School. The total cost is $114, funded by the Activity Fund.**

8.56. **Approval of an agreement with Mary Vannest, effective July 13, 2026, through June 30, 2027, to act as a surrogate parent for the district. A surrogate parent is an individual assigned by the Local Education Agency (LEA) to assume the rights and responsibilities of a parent under the Individuals with Disabilities Education Act (IDEA) when a parent cannot be identified or located for a student, or the student is a ward of the state, or the student is an unaccompanied homeless youth. Ms. Vannest will be paid $10 a meeting. Total costs are estimated to be up to $50, funded by the General Fund/Special Services.**

8.57. **Approval of a Clinical Placement Agreement with Walden University, effective July 13, 2026, through June 30, 2031, to provide field experience and student teaching opportunities. The term of this agreement is five years; however, either party may terminate the agreement at any time by providing thirty (30) days' advance notice. There is no cost to the district.**

9. **ACTION ITEMS (MOTION REQUIRED)**

9.1. **Consider and Take Action on Adopting a School-Hours Policy for the 2026-27 School Year**

Motion to Approve Adopting a School-Hours Policy for the 2026-27 School Year. This motion, made by Anna Roland and seconded by Judy Throop, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea

Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.2. **Consider and Take Action to Approve the District Transfer Capacities by Grade Level and Site in Accordance with SB 783**

Motion to Approve the District Transfer Capacities by Grade Level and Site in Accordance with SB 783. This motion, made by Judy Throop and seconded by Joe Vaden, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.3. **Consider and Take Action on Appointing an Internal Activities Review Committee for Activity Absences for the 2026-27 School Year**

Motion to Approve Appointing an Internal Activities Review Committee for Activity Absences for the 2026-27 School Year. This motion, made by Anna Roland and seconded by Judy Throop, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.4. **Consider and Take Action to Approve a Memorandum of Understanding between Ponca City Public Schools and the Child Nutrition Department for Fiscal Year 2026-2027**

Motion to Approve a Memorandum of Understanding between Ponca City Public Schools and the Child Nutrition Department for Fiscal Year 2026-2027. This motion, made by Judy Throop and seconded by Anna Roland, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.5. **Consider and Take Action to Approve the 2026 Procurement Plan and Chart of Activities for the District Child Nutrition Program**

Motion to Approve the 2026 Procurement Plan and Chart of Activities for the District Child Nutrition Program. This motion, made by Anna Roland and seconded by Nancy Zimmerschied, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.6. **Consider and Take Action to Approve Meal Price Increases for the 2026-27 School Year**

Motion to Approve Meal Price Increases for the 2026-27 School Year. This motion, made by Judy Throop and seconded by Joe Vaden, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.7. **Consider and Take Action to Approve the Employment of the Following Adjunct Teachers for the 2026-2027 School Year Pursuant to 70 O.S. § 6-122.3**

- **Brenda Bujanda - Intermediate Math (East)**
- **Deborah Currier - Elementary (Roosevelt)**
- **Jessica Davis - Elementary (Union)** ***Certified***
- **Letticia Deitas - Elementary (PoHi)** ***Certified***
- **Jeremy Denoya - Physical Education/Health/Safety (PoHi)**
- **Miracle Enninga - Elementary (Liberty)**
- **Mica (Havens) Estrada - US History/OK History/Gov/Economics (PoHi)** ***Certified***
- **Corey Fincher - English (East)**
- **Perla Gallegos - Spanish (PoHi)**
- **Kellie Garcia - Art (West)**
- **Sarah (Cain) Hollingsworth - Elementary (Woodlands)**
- **Karlie Irwin - Elementary (Trout)**
- **Kayla Jackson - Elementary (Lincoln)**
- **Amanda Jurina - Elementary (Roosevelt)**
- **Eric Landsdowne-Peoples - French (PoHi)** ***Certified***
- **Chrisa Markle - Intermediate Math (West)** ***Certified***

- **Sasha McGuire - Elementary (Lincoln)**
- **Cathy Regnier - English (West)**
- **Justin Roland - Physical Education/Health/Safety (PoHi)**
- **Kim Scholey - Elementary (Union)** ***Certified***
- **Mike Seals - Music (East)** ***Certified***
- **Jack Servis - Physical Science (PoHi)** ***Certified***
- **Emily Tamez - Elementary (District)** ***Certified***
- **Alicia Tebow - Elementary (Lincoln)**
- **Ashley Thatcher - Art (Union/Garfield)**
- **Sarah Travis - Intermediate Math (PoHi)** ***Certified***
- **Anthony Whetstone - Elementary and Mid-Level Math (West)** ***Certified***
- **Ayla Womack - Elementary (Union)**

Motion to Approve the Employment of the Following Adjunct Teachers for the 2026-2027 School Year Pursuant to 70 O.S. § 6-122.3 Brenda Bujanda - Intermediate Math (East) Deborah Currier - Elementary (Roosevelt) Jessica Davis - Elementary (Union) Certified Letticia Deitas - Elementary (PoHi) Certified Jeremy Denoya - Physical Education/Health/Safety (PoHi) Miracle Enninga - Elementary (Liberty) Mica (Havens) Estrada - US History/OK History/Gov/Economics (PoHi) Certified Corey Fincher - English (East) Perla Gallegos - Spanish (PoHi) Kellie Garcia - Art (West) Sarah (Cain) Hollingsworth - Elementary (Woodlands) Karlie Irwin - Elementary (Trout) Kayla Jackson - Elementary (Lincoln) Amanda Jurina - Elementary (Roosevelt) Eric Landsdowne-Peoples - French (PoHi) Certified Chrisa Markle - Intermediate Math (West) Certified Sasha McGuire - Elementary (Lincoln) Cathy Regnier - English (West) Justin Roland - Physical Education/Health/Safety (PoHi) Kim Scholey - Elementary (Union) Certified Mike Seals - Music (East) Certified Jack Servis - Physical Science (PoHi) Certified Emily Tamez - Elementary (District) Certified Alicia Tebow - Elementary (Lincoln) Ashley Thatcher - Art (Union/Garfield) Sarah Travis - Intermediate Math (PoHi) Certified Anthony Whetstone - Elementary and Mid-Level Math (West) Certified Ayla Womack - Elementary (Union). This motion, made by Anna Roland and seconded by Nancy Zimmerschied, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.8. **Consider and Take Action to Approve an Agreement with AmTab for Cafeteria Furniture**

Motion to Approve an Agreement with AmTab for Cafeteria Furniture. This motion, made by Joe Vaden and seconded by Nancy Zimmerschied, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea

Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.9. **Consider and Take Action to Approve an Agreement with Chatterbox Speech Therapy, LLC for District Services**

Motion to Approve an Agreement with Chatterbox Speech Therapy, LLC for District Services. This motion, made by Judy Throop and seconded by Anna Roland, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.10. **Consider and Take Action to Approve an Agreement with Cross Petroleum Products to Provide the District with Propane**

Motion to Approve an Agreement with Cross Petroleum Products to Provide the District with Propane. This motion, made by Anna Roland and seconded by Nancy Zimmerschied, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.11. **Consider and Take Action to Approve an Agreement with Endex, Inc. of Tulsa for Fire Alarm Monitoring Services**

Motion to Approve an Agreement with Endex, Inc. of Tulsa for Fire Alarm Monitoring Services. This motion, made by Joe Vaden and seconded by Judy Throop, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.12. **Consider and Take Action to Approve an Agreement with Hiland Dairy Foods to Provide Beverages for the 2026-27 School Year**

Motion to Approve an Agreement with Hiland Dairy Foods to Provide Beverages for the 2026-27 School Year. This motion, made by Judy Throop and seconded by Anna Roland, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.13. **Consider and Take Action to Approve an Agreement with McDonald Electric for District Electrical Work for the 2026-27 Fiscal Year**

Motion to Approve an Agreement with McDonald Electric for District Electrical Work for the 2026-27 Fiscal Year. This motion, made by Joe Vaden and seconded by Judy Throop, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.14. **Consider and Take Action to Approve a Memorandum of Understanding Between Ponca City Schools and Pioneer Technology Center for the Dropout Recovery (SHARE) program.**

Motion to Approve a Memorandum of Understanding Between Ponca City Schools and Pioneer Technology Center for the Dropout Recovery (SHARE) program. This motion, made by Anna Roland and seconded by Judy Throop, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.15. **Consider and Take Action to Approve Professional Development with Solution Tree**

Motion to Approve Professional Development with Solution Tree. This motion, made by Anna Roland and seconded by Nancy Zimmerschied, passed.

Jeff MacKinnon:	Absent

Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.16. **Consider and Take Action to Approve a Quote from Stolhand-Wells Group for West Middle School Electrical Upgrades**

Motion to Approve a Quote from Stolhand-Wells Group for West Middle School Electrical Upgrades. This motion, made by Anna Roland and seconded by Nancy Zimmerschied, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.17. **Consider and Take Action to Approve a Quote from Stolhand-Wells Group for District HVAC Maintenance Services for the 2026-27 Fiscal Year**

Motion to Approve a Quote from Stolhand-Wells Group for District HVAC Maintenance Services for the 2026-27 Fiscal Year. This motion, made by Joe Vaden and seconded by Nancy Zimmerschied, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.18. **Motion and Vote to Convene in Executive Session for the Following Purposes: to Discuss Negotiations [Authority for Executive Session: 25 O.S. Section 307(B)(2)]**

Motion and Vote to Convene in Executive Session for the Following Purposes: to Discuss Negotiations [Authority for Executive Session: 25 O.S. Section 307(B)(2)]. This motion, made by Anna Roland and seconded by Nancy Zimmerschied, passed. Executive session began at 6:32 p.m.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

9.19. **Return to Open Session at 7:44 p.m.**

9.20. **Recital by Board President that Minutes of Executive Session Were Kept by the Board Minutes Clerk and Will Remain Confidential**

9.21. **Consider and Take Action to Employ, to Accept the Resignation of, to Reassign, and to Enter into an Extra-Duty Contract with Those Individuals as Listed in the Attached Personnel Report**

Motion to Approve to Employ, to Accept the Resignation of, to Reassign, and to Enter into an Extra-Duty Contract with Those Individuals as Listed in the Attached Personnel Report. This motion, made by Anna Roland and seconded by Joe Vaden, passed.

Jeff MacKinnon:	Absent
Anna Roland:	Yea
Judy Throop:	Yea
Joe Vaden:	Yea
Nancy Zimmerschied:	Yea

Yea: 4, Nay: 0, Absent: 1

10. **NEW BUSINESS**

11. **ADJOURNMENT at 7:46 p.m.**

_____

Erika Johnson
Minutes Clerk of the Board

APPROVED DATE:

_____

President, Board of Education

Ponca City Public Schools

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 428 - 565, Fund(s): GENERAL FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
11	428	07/09/2026	31867	OK SCHOOL PLANT MGMT ASSOC.	OPER/ SCHOOL MEMBERSHIP	200.00
11	429	07/09/2026	10957	SONOVA USA INC	SPED/HEARING DEVICE	2,927.88
11	430	07/09/2026	10257	BSN SPORTS,LLC	Ath/Softball Uniforms	1,213.09
11	431	07/09/2026	10257	BSN SPORTS,LLC	Ath/Softball Equipment	4,687.49
11	432	07/09/2026	11852	PROSPERITY BANK 46514	HS/VOAG/Feathers/Summer Summit Reg, Hotel	275.00
11	433	07/09/2026	87234	CHEYENE K FEATHERS	HS/VOAG/Feathers/Summer Summit Meals Reimb	50.00
11	434	07/09/2026	99999	COUNTY OF KAY/PONCA CITY PUBLIC SCH	NYCP/STEMCAMP/6-7ROBOTICS/REGISTRATION	125.00
11	435	07/09/2026	99999	COUNTY OF KAY/PONCA CITY PUBLIC SCH	NYCP/STEMCAMP/8-9ROBOTICS/REGISTRATION	125.00
11	436	07/09/2026	67364	THE DOODLE ACADEMY	NYCP/POTTERYCAMP/REGISTRATION	2,500.00
11	437	07/09/2026	11852	PROSPERITY BANK 46514	NYCP/SNACKS/STEMCAMP	250.00
11	438	07/09/2026	11903	PROSPERITY BANK-MARRIOTT	WEST/TITLE I/HOTEL/CAPTURING KIDS HEARTS	686.04
11	439	07/13/2026	11871	PROSPERITY BANK-AMAZON	TITLE II/BOOKS	344.70
11	440	07/13/2026	11651	HOUGHTON MIFFLIN HARCOURT	TEXTBOOKS/SOCIAL STUDIES/SECONDARY	25,369.39
11	441	07/13/2026	68208	SCHOOL SPECIALTY, LLC	UNION/INST/CLASSROOM SUPPLIES	3,500.00
11	442	07/13/2026	31867	OK SCHOOL PLANT MGMT ASSOC.	MAINT/REGIST/OSPMA CONF 9/15-16/J OSWALT	100.00
11	443	07/13/2026	69142	SATTRE ROYAL SUPPLY INC	MAINT/MAINT PARTS FOR DIST.	1,000.00
11	444	07/13/2026	11128	ULINE, INC	MAINT/CUSTODIAL MAINT SUPPLIES FOR DISTRICE	2,500.00
11	445	07/14/2026	25923	GALAXIE BUSINESS EQUIP. INC.	DIST/MAINT PAYMENT FOR DIST	15,000.00
11	446	07/14/2026	68069	CHATTERBOX SPEECH THERAPY, LLC	SPED/SPEECH/DISTRICT	91,875.00
11	447	07/14/2026	88407	JASON OSWALT	MAINT/TRAVEL REIM/J OSWALT	310.25
11	448	07/14/2026	11852	PROSPERITY BANK 46514	MAINT/LODGING/OSPMA/OSWALT	220.00
11	449	07/14/2026	36673	HERTZBERG-NEW METHOD, INC	GARFIELD/LIBRARY/REDBUD BOOKS	223.28
11	450	07/14/2026	11852	PROSPERITY BANK 46514	HS/BMITE/GRAHAM/SUMMER SUMMIT HOTEL & REG	500.00
11	452	07/16/2026	11852	PROSPERITY BANK 46514	EAST/TITLE 1/PRINTER INK	500.00
11	453	07/16/2026	11138	PONCA CITY SCHOOLS/COPY CENTER	NURSES/FY27/COPIES	300.00
11	454	07/16/2026	99070	TRANSPORTATION DEPARTMENT	NYCP/OSDEVISIT/MUSTANGHS	234.00
11	456	07/16/2026	11871	PROSPERITY BANK-AMAZON	NYCP/COMPUTERS/PRINTER/IPADACC	5,800.00
11	457	07/16/2026	11852	PROSPERITY BANK 46514	HS/INSTRUC/Books for further learning	500.00
11	458	07/16/2026	33210	THE TWO RIVERS CONSUMER COOP ASSN	HS/VOAG/Feathers/Animal Feed and Supplies	3,000.00
11	459	07/20/2026	20319	HUGHES LUMBER COMPANY	MAINT/GENERAL SUPPLIES	2,000.00
11	460	07/20/2026	68910	PROSPERITY BANK-SMARTPASS	HS/Sr. High GAP/Hall Pass Standard Plan	5,552.10

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 428 - 565, Fund(s): GENERAL FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
11	461	07/20/2026	10877	AIRGAS, INC	HS/VOAG/Feathers/Cylender Lease & Gas	2,000.00
11	462	07/20/2026	20070	BRANDT'S INC	HS/VOAG/Feathers/Farm Supplies	2,500.00
11	463	07/20/2026	99070	TRANSPORTATION DEPARTMENT	HS/VOAG/Feathers/FUEL FOR FY27	1,500.00
11	464	07/20/2026	12292	PROSPERITY BANK-OMNI	SPED/OUT OF DISTRICT TRAVEL/HOTEL	1,180.00
11	465	07/20/2026	11852	PROSPERITY BANK 46514	SPED/REGISTRATION/CONFERENCE	710.00
11	466	07/20/2026	11852	PROSPERITY BANK 46514	SPED/TRAVEL/AIR FARE/CONFERENCE	568.81
11	467	07/20/2026	11871	PROSPERITY BANK-AMAZON	NYCP/COLLEGECAREERROOM/FURNITURE	2,600.00
11	468	07/20/2026	68229	PROSPERITY BANK-STAPLES	NYCP/COLLEGECAREERROOM/DESKCHAIR	350.00
11	469	07/20/2026	11871	PROSPERITY BANK-AMAZON	NYCP/COLLEGECAREERROOM/COFFEEBAR	1,100.00
11	470	07/20/2026	11852	PROSPERITY BANK 46514	HR/AASA National Conference/J Dye	2,447.61
11	471	07/21/2026	10559	OSAGE COUNTY INTERLOCAL COOP	BUS OFC/REGIST/FINANCE TRAINING	750.00
11	472	07/21/2026	11852	PROSPERITY BANK 46514	MAINT/VEHICLE REPAIR	300.00
11	473	07/21/2026	11852	PROSPERITY BANK 46514	WEST/TECH ED/HOTEL FOR SUMMER SUMMIT	175.00
11	474	07/21/2026	11852	PROSPERITY BANK 46514	SPED/REGISTRATION/CONFERENCE	575.00
11	475	07/21/2026	11852	PROSPERITY BANK 46514	SPED/OUT OF DISTRICT TRAVEL/HOTEL	200.00
11	476	07/21/2026	86627	BRENDA KIRCHENBAUER	SPED/TRAVEL/MEALS	255.04
11	477	07/21/2026	86876	NOELLE BRIEN	SPED/TRAVEL/MEALS	100.00
11	478	07/21/2026	20225	AT&T MOBILITY,LLC	DISTRICT WIRELESS SERVICE	45,000.00
11	479	07/23/2026	20932	OSSBA, INC	DIST/FACILITY PLANNING SERVICES CONT.	43,418.00
11	480	07/23/2026	11852	PROSPERITY BANK 46514	OPER/HOTEL LARIN FOR OSPMA 9/14-9/16	372.00
11	481	07/23/2026	10257	BSN SPORTS,LLC	Ath/JH Boys Basketball Uniforms & Fill Ins	5,749.99
11	482	07/23/2026	12005	PROSPERITY BANK-SHERATON	SPED/OUT OF DISTRICT TRAVEL/HOTEL/8.14-16	464.00
11	483	07/23/2026	87965	MICHAEL SEALS	HR/ADJUNCT REIMBURSEMENT	27.00
11	484	07/23/2026	87874	ERIC LANSDOWNE PEEPLES	HR/ADJUNCT REIMBURSEMENT	27.00
11	485	07/23/2026	86707	JESSICA DAVIS	HR/ADJUNCT REIMBURSEMENT	27.00
11	486	07/23/2026	86607	LETTICIA DEITAS	HR/ADJUNCT REIMBURSEMENT	27.00
11	487	07/23/2026	11871	PROSPERITY BANK-AMAZON	NYCP/LEGOKITS/STEMNIGHT	5,000.00
11	488	07/23/2026	10839	SOLUTION TREE INC	HS/Sr High Gap/Global PD for Teams License	1,490.00
11	489	07/23/2026	68613	GAMMON APPLICATIONS, LLC	HS/Sr High Gap/RTI Scheduler Software Licenses	4,940.00

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 428 - 565, Fund(s): GENERAL FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
11	490	07/23/2026	99070	TRANSPORTATION DEPARTMENT	TITLE I/TRANSPORTATION/INNOVATIVE SCHOOLS SUMMIT/2	192.00
11	491	07/23/2026	33060	C.C. IMEX	TITLE V/SCIENCE/HS	384.00
11	492	07/23/2026	68802	IMAGINE LEARNING, LLC	OPIOID GRANT/SITE LICENSE	28,950.00
11	493	07/23/2026	84271	VINA J GOWDY	EAST/BITE/OK SUMMIT REIMB/8-2-4	382.00
11	494	07/23/2026	11852	PROSPERITY BANK 46514	EAST/BITE/CURRIC RESOURCES	1,500.00
11	495	07/23/2026	11852	PROSPERITY BANK 46514	EAST/BITE/PRJ STEM CURRIC	250.00
11	496	07/27/2026	68208	SCHOOL SPECIALTY, LLC	TROUT/INST/CONSTRUCTION PAPER	115.14
11	497	07/27/2026	11852	PROSPERITY BANK 46514	BUS OFFICE/STAPLES/ OFFICE CHAIR	700.00
11	498	07/27/2026	30168	FOUR STATE MAINTENANCE SUPPLY	MAINT/SUMMER BID CUSTODIAL SUPPLIES	3,022.42
11	499	07/27/2026	68208	SCHOOL SPECIALTY, LLC	GARFIELD/INST/ART SUPPLIES	700.00
11	500	07/27/2026	12005	PROSPERITY BANK-SHERATON	DISTRICT/515/HOTEL/TLC CONFERENCE	3,960.32
11	501	07/27/2026	99070	TRANSPORTATION DEPARTMENT	DISTRICT/515/TRANSPORTATION /TLC CONFERENCE	1,540.00
11	502	07/27/2026	69154	INSTRUCTIONAL COACHING GROUP LLC	DISTRICT/515/REGISTRATION/TLC CONFERENCE	9,300.00
11	503	07/27/2026	37076	RENAISSANCE LEARNING	DISTRICT/515/DNA SUBSCRIPTION	40,640.34
11	504	07/27/2026	69153	LOYOLA UNIVERSITY OF CHICAGO	TITLE II/REGISTRATION/AP VIRTUAL TRAINING	799.00
11	505	07/28/2026	11941	PITNEY BOWES INC	BUS OF/QUARTERLY LEASE PAYMENTS	5,000.00
11	506	07/28/2026	11852	PROSPERITY BANK 46514	GARFIELD/INSTR/Rug for classroom	730.00
11	507	07/28/2026	83096	STACI S JACQUES	TRAVEL/IN DIST MILEAGE FY27	500.00
11	508	07/29/2026	68208	SCHOOL SPECIALTY, LLC	GARF/TITLE I/SCHOOL SUPPLIES	1,300.00
11	509	07/29/2026	11871	PROSPERITY BANK-AMAZON	GARF/INSTR/SUPPLIES FOR ART, GYM, OFFICE	400.00
11	510	07/29/2026	68229	PROSPERITY BANK-STAPLES	GARF/TITLE I/SCHOOL SUPPLIES	4,300.00
11	511	07/29/2026	10228	SCHOLASTIC INC	GARF/TITLE I/WEEKLY READERS	1,868.14
11	512	07/29/2026	11871	PROSPERITY BANK-AMAZON	GARF/TITLE I/SCHOOL SUPPLIES	2,500.00
11	513	07/29/2026	10074	BRACE BOOKS & MORE, INC.	NYCP/BOOKS/STEM/COLLEGEANDCAREER	2,000.00
11	514	07/29/2026	11852	PROSPERITY BANK 46514	HS/BMITE/Graham/Project & Classroom Supplies	1,000.00
11	515	07/29/2026	11852	PROSPERITY BANK 46514	HS/STEM/SUMMIT/HOTEL/HAWKINS	200.00
11	516	07/29/2026	39880	OK ASSOC OF CAREER & TECHNOLOGY ED	HS/SUMMIT REGIST/HAWKINS	150.00
11	517	07/29/2026	87968	JADEN HAWKINS	HS/SUMMIT TRAVEL/HAWKINS	275.00
11	518	07/30/2026	20863	A+ PRINTING LLC	Ath/Tickets & Supplies	1,200.00
11	519	07/30/2026	20070	BRANDT'S INC	Ath/Custodian Supplies/Facility Needs	700.00

Ponca City Public Schools

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 428 - 565, Fund(s): GENERAL FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
11	520	07/30/2026	11852	PROSPERITY BANK 46514	Ath/Supplies/Merrifield/Walmart/Amazon/Staples	1,000.00
11	521	07/30/2026	69148	ROYAL FIREWORKS ONLINE LEARNING INC	EAST/TITLE I/TEXTBOOKS/WORD WITHIN THE WORD 1	400.00
11	522	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/LED DIGITAL SIGN/HS	3,000.00
11	523	07/30/2026	36206	EDYNAMIC HOLDING LP	CARL PERKINS/421/VIRTUAL BUSINESS SITE/HS	9,100.00
11	524	07/30/2026	69155	GROW LOCAL LLC	CARL PERKINS/421/AQUATREE HYDROPONIC/HS	4,124.15
11	525	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/DIGITAL SIGNAGE DISPLAY/HS	1,000.00
11	526	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/CRIO DIGITAL HEAT PRESS/HS	5,000.00
11	527	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/DIGITAL HAT PRESS/HS	1,300.00
11	528	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/PYTHON ROBOT KITS/EMS	2,825.00
11	529	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/STAND MIXER/EMS	5,195.00
11	530	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/REGISTRATION/ACTE/EMS	700.00
11	531	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/DRONE CAGE/HS	1,300.00
11	532	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/CAMERA EQUIPMENT/HS	7,500.00
11	533	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/FILM SCREEN/HS	828.00
11	534	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/FREEZE DRY SYSTEM/HS	3,700.00
11	535	07/30/2026	11852	PROSPERITY BANK 46514	CARL PERKINS/421/REFRIGERATOR/HS	3,000.00
11	536	07/30/2026	69156	CURRICULUM K12 PARTNERS INC	CARL PERKINS/421/STEM PATHWAYS/HS	700.00
11	537	07/30/2026	69014	COMPTIA,INC	CARL PERKINS/421/SOFTWARE/HS	8,300.00
11	538	07/30/2026	11924	BYTESPEED, LLC	CARL PERKINS/421/GAMING DESKTOP/EMS	2,600.00
11	539	07/30/2026	99070	TRANSPORTATION DEPARTMENT	EXTRA CURRIC/INSTR MUSIC TRANSP FY 27	24,775.00
11	540	07/30/2026	68271	OKLA STATE REGENTS FOR HIGHER ED	DIST/REIMB OF PAYMT	4,000.00
11	541	08/03/2026	34154	ALERT SERVICES, INC	Ath/Athletic Training Supplies + Water System	6,798.25
11	542	08/03/2026	10839	SOLUTION TREE INC	EAST/515/GLOBAL PD FOR TEAMS/BUILDING LICENSE	4,900.00
11	543	08/03/2026	10839	SOLUTION TREE INC	EAST/515/PROFESSIONAL DEVELOPMENT	56,800.00
11	544	08/03/2026	69152	AMERICAN BUILDERS	MAINT/DISTRICT CEILIING TILE	3,200.00

Ponca City Public Schools

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 428 - 565, Fund(s): GENERAL FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
11	545	08/03/2026	36673	HERTZBERG-NEW METHOD, INC	UNION/INST/LIBRARY/2027 REDBUD	367.06
11	546	08/03/2026	10132	MERRIFIELD OFFICE AND SCHOOL SUPPLY	WEST/INST/ROLLS OF KRAFT PAPER	500.00
11	547	08/04/2026	68613	GAMMON APPLICATIONS, LLC	EAST/515/RTI SCHEDULER	2,850.00
11	548	08/04/2026	36673	HERTZBERG-NEW METHOD, INC	LINCOLN/LIBRARY/REDBUD TITLES	367.06
11	549	08/04/2026	68208	SCHOOL SPECIALTY, LLC	LINCOLN/INSTRUCTIONAL/TEACHERSUPPLIES	2,100.00
11	550	08/05/2026	20675	GRIMSLEY'S INC	MAINT/SUMMER BID CUSTODIAL SUPPLIES	44,201.44
11	551	08/05/2026	36819	FOWLER VENDING CORPORATION	MAINT/SUMMER BID CUSTODIAL SUPPLIES	46,069.75
11	552	08/05/2026	81762	CHRISTOPHER ADAMS	TRAVEL/IN DIST MILEAGE FY27	300.00
11	553	08/05/2026	86277	BARBI D DAILEY	TRAVEL/IN DIST MILEAGE FY27	1,000.00
11	554	08/05/2026	11852	PROSPERITY BANK 46514	LIBERTY/INST/CLASSROOM SUPPLIES	2,000.00
11	555	08/05/2026	11852	PROSPERITY BANK 46514	LIBERTY/INST/OFFICE SUPPLIES	1,000.00
11	556	08/05/2026	12352	PLANBOOK INC	LIBERTY/INST/TEACHER APP RENEWAL	216.00
11	557	08/05/2026	36673	HERTZBERG-NEW METHOD, INC	LIBERTY/LIBRARY/REDBUD TITLES	367.06
11	558	08/05/2026	11852	PROSPERITY BANK 46514	WCA/LIBRARY/BOOKS	1,500.00
11	559	08/05/2026	11852	PROSPERITY BANK 46514	WCA/INST/CLASSROOM & OFFICE SUPPLIES/DECOR	1,500.00
11	560	08/05/2026	67571	REDLANDS OFFICE SOLUTIONS, LLC	LINCOLN/INSTR/OFFICESUPPLIES	473.26
11	561	08/05/2026	36673	HERTZBERG-NEW METHOD, INC	TROUT/LIBRARY/OK 2027 REDBUD TITLES	367.06
11	562	08/05/2026	20863	A+ PRINTING LLC	Ath/Signs for Weight Room	234.00
11	563	08/05/2026	67827	PROSPERITY BANK-WALMART	GARFIELD/INST/ENVELOPES/CLOCKS	200.00
11	564	08/05/2026	87832	ASHLEY SHEARER	TRAVEL/IN DIST MILEAGE FY27	300.00
11	565	08/05/2026	66248	LAKESHORE EQUIPMENT COMPANY	SPED/SHELVES/TSL CLASSROOM	3,340.20

Non-Payroll Total:	**$681,578.32**
Payroll Total:	**$0.00**
Balance Forward:	**$0.00**
Report Total:	**$681,578.32**

Ponca City Public Schools

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 51 - 81, Fund(s): BUILDING FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
21	51	07/09/2026	11852	PROSPERITY BANK 46514	OPER/EMER/PORTABLE AIR CONDITIONER	2,500.00
21	52	07/09/2026	20549	STOLHAND-WELLS PLUMB,HEAT,AIR	OPER/DISTRICT HVAC MAINTENANCE	54,500.00
21	53	07/13/2026	20549	STOLHAND-WELLS PLUMB,HEAT,AIR	OPER/WMS BREAKER-ELECTRICAL	24,400.00
21	54	07/20/2026	69149	STAGEDROP LLC	OPER/PORTABLE STAGE	26,520.63
21	55	07/20/2026	38196	ANDERSON CARPET, INC	OPER/CARPET FOR TROUT MUSIC ROOM	5,271.95
21	56	07/20/2026	31719	KYLER CONSTRUCTION GROUP	OPER/HIGH SCHOOL PARKING GATE & ADA ACCESS	12,800.00
21	57	07/20/2026	67256	POWERS OF OKLAHOMA, INC	OPER/UNION HVAC CONTROLS REWORK	12,275.00
21	58	07/20/2026	68540	ADAM DAVIS	LIBERTY TREE REMOVAL/GRIND STUMP	2,450.00
21	59	07/21/2026	68039	AMERICAN ROOFING & CONST, LLC	HOWELL SW/SE EXTERIOR DRAIN AREA REPAIR	16,400.00
21	60	07/21/2026	69150	TALON COMMERCIAL SREVICES	HS/STUCCO REPAIRS	7,960.00
21	61	07/23/2026	68332	CARRIER CORPORATION	OPER/SERVICE AND REPAIRS	5,000.00
21	62	07/27/2026	11871	PROSPERITY BANK-AMAZON	OPER/DOUBLE SIDED PADDLE FOR CROSSING GUARDS-10	980.00
21	63	07/27/2026	11871	PROSPERITY BANK-AMAZON	OPER/WEBCAM FOR SUPERINTENDENT CONFERENCE ROOM	1,019.00
21	64	07/27/2026	11320	OVERHEAD DOOR CO OF STILLWATER, LLC	OPER/REGISTRATION WAREHOUSE DOOR CAVED IN	2,795.00
21	66	07/27/2026	68540	ADAM DAVIS	OPER/TREE REMOVAL & STUMP GRIND AT HIGH SCHOOL	400.00
21	67	07/27/2026	69151	MCINTOSH SERVICE LLC	DISTRICT WIDE HVAC MAINTENANCE	7,500.00
21	68	07/27/2026	11852	PROSPERITY BANK 46514	OPER/ TWO WHITEBOARDS FOR TROUT	1,769.93
21	69	07/28/2026	67457	LANDERS WINDOW & EXTERIOR CLEANING	OPER/CLEAN WINDOWS AT CONERT HALL AND PRESSBOX	3,267.47
21	70	07/28/2026	45209	LEGACY SIGNS, LLC	OPER/WOODLANDS ENTRY WRAP	4,300.25
21	71	07/28/2026	69013	NATHAN PRIEST	OPER/PLANT THREE TREES AT ADMINISTRATION BUILDING	3,300.00
21	72	07/30/2026	68581	JAMES M CREMERS	OPER/REPLACE SIDEWALK AT LB	1,586.00
21	73	07/30/2026	68581	JAMES M CREMERS	OPER/FOUNDATION FOR PLAYGROUND EQUIP AT TR	950.00
21	74	07/30/2026	69013	NATHAN PRIEST	OPER/MULCH FOR PLAYGROUND AT UN	33,669.60
21	75	08/03/2026	11639	FIELDTURF USA INC.	OPER/FIELD TURF MAINTENANCE AT THE SPORTS FACILITY	4,800.00
21	76	08/03/2026	68039	AMERICAN ROOFING & CONST, LLC	OPER/GUTTER CLEANING AND DEBRIS REMOVAL	7,200.00
21	77	08/03/2026	30544	CITY OF PONCA CITY	OPER/SCHOOL SAFETY/2 SRO OFFICERS/EMS-WMS-POHI	136,807.25

Ponca City Public Schools

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 51 - 81, Fund(s): BUILDING FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
21	78	08/05/2026	38280	ATOMIC SERVICES, INC	OPER/CORRECT PROBLEMS WITH ALARMS IN DISTRICT	3,609.09
21	79	08/05/2026	67373	WINTERROWD TALLEY ARCHITEXTS INC	ARCHITECT/ENGINEERING SERVICES SY 27	50,000.00
21	80	08/05/2026	11128	ULINE, INC	OPER/REPLACE OUTDOOR TABLE & CHAIR AT POHI & GF	8,949.47
21	81	08/05/2026	20549	STOLHAND-WELLS PLUMB,HEAT,AIR	OPER/HVAC MAINTENANCE AND REPAIRS	20,000.00

Non-Payroll Total:	**$462,980.64**
Payroll Total:	**$0.00**
Balance Forward:	**$0.00**
Report Total:	**$462,980.64**

Ponca City Public Schools

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 62 - 65, Fund(s): CHILD NUTRITION FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
22	62	07/16/2026	12346	CROWN EQUIPMENT CORP	repairs to fork lift	2,200.00
22	63	07/20/2026	67215	PETERSON FARMS FRESH, LLC	purchase apple slices for direct shipment	50,000.00
22	64	07/20/2026	68810	ELIZABETH ROESEL	social media management for CNP	8,000.00
22	65	08/04/2026	11852	PROSPERITY BANK 46514	purchase replacement cart parts	2,000.00

Non-Payroll Total:	**$62,200.00**
Payroll Total:	**$0.00**
Balance Forward:	**$0.00**
Report Total:	**$62,200.00**

Ponca City Public Schools

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 2 - 2, Fund(s): BOND FUND 33

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
33	2	07/23/2026	12122	POWERSCHOOL CORPORATION	DIST/ANALYTICS MTSS ADDITION	36,322.57

Non-Payroll Total:	**$36,322.57**
Payroll Total:	**$0.00**
Balance Forward:	**$0.00**
Report Total:	**$36,322.57**

Ponca City Public Schools

Encumbrance Register

Options: Year: 2026-2027, Date Range: 7/1/2026 - 6/30/2027, PO Range: 34 - 39, Fund(s): GIFT FUND

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
81	34	07/14/2026	11852	PROSPERITY BANK 46514	BOE/TOY PLAQUES/PRINTING	275.00
81	35	07/16/2026	10074	BRACE BOOKS & MORE, INC.	HS/STEM/Books for STEM Literacy Initiative	1,220.00
81	36	07/20/2026	11852	PROSPERITY BANK 46514	PARENTAL INVOLVEMENT/SNACKS/DISTRICT	500.00
81	37	07/20/2026	69139	PCHS ALUMNI HALL OF FAME FOUNDATION	HOF/END/REG/DISPERSMENT OF FUNDS	76,472.47
81	38	07/28/2026	11138	PONCA CITY SCHOOLS/COPY CENTER	HS/STEM/Stem Literacy Journals	700.00
81	39	07/30/2026	99999	COUNTY OF KAY/PONCA CITY PUBLIC SCH	HS/STEM/Salary Transfer for Camp Instructors	6,625.00

Non-Payroll Total:	**$85,792.47**
Payroll Total:	**$0.00**
Balance Forward:	**$0.00**
Report Total:	**$85,792.47**

RATIFICATION

OF

FMX Facilities Management Express

2026- 2027

This is a ratification of the original agreement with FMX. The Ponca City Board of Education approved the original agreement on August 11, 2025. This is year two of a two year agreement. The original contract can be found in the Board of Education records kept by the Board Clerk.

In accordance with Oklahoma School Law, districts cannot enter into a contract for longer than one year. Therefore, any renewal of this agreement must be ratified by Board of Education for each ensuing year.

Judy Throop, PCPS Board Vice President

8-10-2026
Date

APPROVED BY THE
PONCA CITY
BOARD OF EDUCATION
8-10-26

613 East Grand Ponca City, OK 74601-5511
Phone: 580.767.8000 Fax: 580.767.8007

PONCA CITY SCHOOLS

PERSONNEL REPORT

August 9, 2026

NAME	ASSIGNMENT	EFFECTIVE DATE	PROJ. #	SALARY
	EMPLOYMENTS			
CERTIFIED PERSONNEL				
Barbee, Drake	PE @ East	2026-2027	000	Salary Schedule
Bennet, Amber	Contract Sub 60%	2026-2027	000	Salary Schedule
Driggers, Lyndsey	Contract Sub 60%	2026-2027	000	Salary Schedule
Hall, Robyn	Contract Sub	2026-2027	000	Salary Schedule
Stilley, Matthew	History @ PoHi	2026-2027	000	Salary Schedule
SUPPORT PERSONNEL				
Brewer, Angela	Title 1 TA @ Trout	2026-2027	000	Salary Schedule
Chapman, Louis	Student Advocate/Site Liaison	2026-2027	000	Salary Schedule
Culver, Samantha	CNP @ West	2026-2027	CNP	Salary Schedule
Davisson, Elizabeth	SpEd Para @ Union	2026-2027	028	Salary Schedule
Evans, Charlotte	CNP @ Liberty	2026-2027	CNP	Salary Schedule
Grose, Stephanie	CNP @ West	2026-2027	CNP	Salary Schedule
Hoach, Isolde	Library Monitor @ Union	2026-2027	000	Salary Schedule
Hoch, Petrina	CNP @ PoHi	2026-2027	CNP	Salary Schedule
Kilgore, Navena	Class size TA @ Liberty	2026-2027	000	Salary Schedule
Lawson, Denise	Site Secretary @ Lincoln	2026-2027	000	Salary Schedule
Lawson, Riley	Class size TA @ Roosevelt	2026-2027	000	Salary Schedule
Looper, Scott	SpEd Para @ Liberty	2026-2027	028	Salary Schedule
Smith, Sheldon	Custodian @ Garfield	8/5/2026	000	Salary Schedule
Stewart, Jessica	Class size TA @ Trout	2026-2027	000	Salary Schedule
	SEPARATIONS			
CERTIFIED PERSONNEL				
Johnston, Chase	Contract Sub	7/23/2026		
Sanders, Barbara	PreK @ Liberty	10/22/2026		
SUPPORT PERSONNEL				
Aikins, Bobbie	Custodian @ West	7/31/2026		
Ailey, Kyler	Site Secretary @ Lincoln	7/15/2026		
Axelson, George	Bus driver	8/5/2026		
Grose, Stephanie	CNP @ East	5/22/2026		
Maner, Luther	Crossing guard	7/22/2026		
Sims, Terry	HVAC	8/5/2026		
	CHANGE OF STATUS			
CERTIFIED PERSONNEL				
Hawkins, Jaden	from English @ PoHi to Aviation @ PoHi	2026-2027	000	Salary Schedule
Jacques, Staci	from SpEd resource to Behavior Interventionist	2026-2027	028	Salary Schedule
Kistler, Janet	from 4th @ Lincoln to Kindergarten @ Lincoln	2026-2027	000	Salary Schedule
SUPPORT PERSONNEL				
Cordova, Mikaela	from Library Monitor @ Liberty to Art @ East	2026-2027	000	Salary Schedule
Hutson, Amber	from 6 hr CNP @ East to CNP Stocker @ East	2026-2027	CNP	Salary Schedule
Jackson, Kayla	from 5th (adjunct) to 4th (adjunct) @ Lincoln	2026-2027	000	Salary Schedule
Raida, Candace	from class size TA @ PoHi to English (adjunct) @ PoHi	2026-2027	000	Salary Schedule
Shear, Madaline	from Class size TA @ Roosevelt to Title 1 TA @ Lincoln	2026-2027	000	Salary Schedule
Turner, Linda	from CNP Analyst to CNP Assistant Director	9/1/2026	CNP	Salary Schedule
Valenzuela, Stella	from CNP @ East to CNP @ PoHi	2026-2027	CNP	Salary Schedule

PONCA CITY SCHOOLS PERSONNEL REPORT

August 9, 2026

NAME	ASSIGNMENT	EFFECTIVE DATE	PROJ. #	SALARY
	EXTRA DUTY			
CERTIFIED PERSONNEL				**NON-CONTRACT DUTY**
Albee, Kyle	Audio/Video Athletic Events	2026-2027	000	$14.40 per hour
Anderson, Kara	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Arnold, Megan	ILT/MTSS Summer work	July 2026	107	$27.60/hr up to 9 hrs
Bell, Sara	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Biery, Amanda	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Brigman-Hampl, Cherie	Curriculum work	2026-2027	541	$27.60/hr up to 40 hrs
Campbell, Ashley	Saturday School	2026-2027	110	$27.60/hr up to 70 hrs
Coleman, Johnathan	STEM summer camp instructor	summer 2026	000	$27.60 per hour
Crawford, Clark	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Fields, Miranda	Department Chair	2026-2027		$1,290
Fields, Miranda	Virtual Tutor-English	2026-2027	000	$1500 per semester
Freeman, Jared	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Guinn, Morgan	August ESY	August 2026	020	$31.74/hr up to 11 hrs
Hallemeier, Josh	Talent Attraction Program stipend	2026-2027	000	$2,500
Hargraves, Liz	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Hunt, Annette	STEM summer camp instructor	summer 2026	000	$27.60 per hour
Irene, Sanchez	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
James, Terri	Intervention Coordinator	2026-2027	511	$27.60/hr up to 450 hrs
Johndrow, Cynthia	ILT/MTSS Summer work	July 2026	107	$27.60/hr up to 9 hrs
Kistler, Janet	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Lamar, Stephen	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Lively, Natalie	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Lively, Natalie	ILT/MTSS Summer work	July 2026	107	$27.60/hr up to 9 hrs
McDaniels, Svetlana	June Training	June 2026	101	$27.60 per hour
Meador, Sandy	Secondary SpEd Teachers Meeting	August 2026	028	$27.60/hr up to 3 hrs
Mears, Dori	August ESY	August 2026	020	$31.74/hr up to 11 hrs
Miller, Ashley	ILT/MTSS Summer work	July 2026	107	$27.60/hr up to 9 hrs
Monks, Heather	Carl Perkins Grant Work	2026-2027	421	$27.60/hr up to 59 hrs
Peck, Jenni	August ESY	August 2026	020	$31.74/hr up to 5 hrs
Pratt, Connor	Instrumental Music Inventory	summer 2026	041	$27.60/hr up to 100 hrs
Reams, Christy	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Reams, Christy	ILT/MTSS Summer work	July 2026	107	$27.60/hr up to 9 hrs
Snelding, Debbie	LETRS Cohort 5 stipend	2026-2027	304	$600
Stewart, Elizabeth	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Streeter, Karla	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Waters, Nicole	CSI	7/21-7/22	028	$27.60/hr up to 11 hrs
Wilburn, Lindsey	ILT/MTSS Summer work	July 2026	107	$27.60/hr up to 9 hrs
CERTIFIED PERSONNEL				**CONTRACT DUTY**
SUPPORT PERSONNEL				**NON-CONTRACT DUTY**
Bocanegra, Michelle	Cat Care	2026-2027	000	Reg rate up to 520 hrs
Bradshaw, Vicki	Dispatcher	August 2026	000	Reg rate up to 32 hrs
Chavez, Kandy	EL patent meetings, P/C conferences, IEP meetings	2026-2027	000	Reg rate up to 30 hrs
Dailey, Ben	Wildcat Media Technician Assistant	2026-2027	000	$10 per hour
Davisson, Elizabeth	Mindset Safety Management Training	8/10-8/11	028	Reg rate up to 12 hrs
Duke, Christian	Custodial duties	2026-2027	000	Reg rate of pay
Elston, Mario	Custodial duties	2026-2027	000	Reg rate of pay
Guinn, Connie	Cat Care	2026-2027	000	Reg rate up to 520 hrs
Hays, Gary	Custodial duties	2026-2027	000	Reg rate of pay
Helm, Danielle	Cat Care	2026-2027	000	Reg rate up to 520 hrs
Hernandez, Joann	EL patent meetings, P/C conferences, IEP meetings	2026-2027	000	Reg rate up to 30 hrs
Hernandez, Julius	Cat Care	2026-2027	000	Reg rate up to 520 hrs
Hernandez, Julius	EL patent meetings, P/C conferences, IEP meetings	2026-2027	000	Reg rate up to 30 hrs
Hoch, Robert	Supervisor Stipend	2026-2027	000	5% increase
Hockenbury, Clarissa	Custodial duties	2026-2027	000	Reg rate of pay

	PONCA CITY SCHOOLS PERSONNEL REPORT				
	August 9, 2026				
	PAGE 3				
	Hudson, Kellie	Custodial duties	2026-2027	000	Reg rate of pay
	Jack, Barbara	EL patent meetings, P/C conferences, IEP meetings	2026-2027	000	Reg rate up to 30 hrs
	Jackson, Laila	Custodial duties	2026-2027	000	Reg rate of pay
	Jacobs, Nathan	Custodial duties	2026-2027	000	Reg rate of pay
	Jones, Marcus	Custodial duties	2026-2027	000	Reg rate of pay
	Loy, Pam	Cat Care	2026-2027	000	Reg rate up to 520 hrs
	Mendoza, Siomara	EL patent meetings, P/C conferences, IEP meetings	2026-2027	000	Reg rate up to 30 hrs
	Mills, Cameron	Custodial duties	2026-2027	000	Reg rate of pay
	MIreles, Selena	Cat Care	2026-2027	000	Reg rate up to 520 hrs
	Oswalt, Leeann	Kitchen Prep	Aug 2026	CNP	Reg rate up to 40 hrs
	Pointer, Charlie	Jr High Assistant Football Coach	2026-2027	000	Salary Schedule
	Sanford, Hannah	Cat Care	2026-2027	000	Reg rate up to 520 hrs
	Scanlon, Amy	EL patent meetings, P/C conferences, IEP meetings	2026-2027	000	Reg rate up to 30 hrs
	Spore, Barbi	Financial secretary duties @ East	2026-2027	000	$14.50 per hour
	Swinford, Kathy	Cat Care	2026-2027	000	Reg rate up to 520 hrs
	SUPPORT PERSONNEL				**CONTRACT DUTY**
		SUBSTITUTES			
	ADDITIONS FOR THE 2026-2027 SCHOOL YEAR				
	(Teacher Substitute: $80/day, Teacher Asst. Substitute: $70/day)				
	ALL CERTIFIED STAFF THAT WORKED 120 DAYS OR MORE IN THE 2025-2026 SCHOOL YEAR				
	WILL ADVANCE 1 STEP FOR THIS SCHOOL YEAR 2025-2026				
	ALL ADMINISTRATIVE STAFF THAT WORKED 120 DAYS OR MORE IN THE 2025-2026 SCHOOL YEAR				
	WILL ADVANCE 1 STEP FOR THIS SCHOOL YEAR 2025-2026				
	ALL SUPPORT STAFF THAT WORKED 120 DAYS OR MORE IN THE 2025-2026 SCHOOL YEAR				
	WILL ADVANCE 1 STEP FOR THIS SCHOOL YEAR 2025-2026				
	ALL NEW TEACHERS REPORTING TO NEW TEACHER ORIENTATION WILL RECEIVE AMOUNT PER NEGOTIATED AGREEMENT				
	FOR EACH DAY ATTENDED. AUGUST 10, 11, 12 2026				
	POHI EXTRA DUTY 2026-2027				
	***See Attachment A**				
	COACHING ASSIGNMENTS 2026-2027				
	***See Attachment B**				
	SALARY ADJUSTMENTS				
	***See Attachment C**				

Ponca City Public Schools
Personnel Report
August 9, 2026
Attachment A

2026-2027 PO-HI Extra Duty

Name	Duty	Stipend
	Po-Hi Dept Heads	
Bartelt, Delwin	Social Studies Dept. Head	$1810 (Was 1560 GF)
Robinson, Jon	Foreign Language Dept. Head	$640
Klein, Jill	Math Dept. Head	$1550
Rand, Ian	SPED Dept. Head	$1550
Miller, William	Fine Arts Dept. Head	$640
Monks, Heather	VocEd Dept. Head	$1290 (Was 720 GF)
Murray, Thomas	Science Dept. Head	$1550
Fannin, Josie	English Dept. Head	$1550
	AP	
Easley, Betsy	AP Coordinator	$750
Bartelt, Delwin	AP Teacher	$960 (GF)
Klein, Jill	AP Teacher	$600
Murray, Thomas	AP Teacher	$960 (GF)
McCrary, Anthony	AP Teacher	$600
Parr, Leanne	AP Teacher	$960 (GF)
Hampl, Cherie	AP Teacher	$600
Fischer, Kerri	AP Teacher	$600
Smith, Kristin	AP Teacher	$600
	Music	
MacPherson, Paula	Instrumental Coordinator	$6500
MacPherson, Paula	Orchestra Director	$11,500 (GF)
Keilman, Chad	Vocal Music Director	$6000
Labon, Dylan	Orchestra Assistant	$5000
Walker, Alyssa	Flag Corps	$2500
Pratt, Connor	Band Director	$9500
Salazar, Jason	Assistant Band Director	$5500
Cowherd, Treven	Assistant Band Director	$5500
Rolf, Kathryn	Assistant Orchestra Director	$5800 (GF)
Nichols, Katie	Assistant Vocal Music Director	$3,100
	Virtual Tutors	
N/A	Virtual Content Teacher-English	$1,500 per semester
N/A	Virtual Content Teacher-Math	$1,500 per semester

Ponca City Public Schools
Personnel Report
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Attachment A

N/A	Virtual Content Teacher-Science	$1,500 per semester
N/A	Virtual Content Teacher-Social Studies	$1,500 per semester
	Other Extra Duty	
Bartelt, Delwin	Academic Team/Bowl	$1800
Mclelland, Alisha	Student Council Lead	$3000
Easley, Betsy	Student Council Assistant	$900
~~Easley, Betsy~~	~~Student Council State Coordinator~~	~~$3000~~
Easley, Betsy	GT Coordinator	$1800
Bohnert, Kwanza	Prom Coordinator	$1000 (Not splitting)
Bridget Kreisel	After Prom Coordinator (Co)	$500
Fischer, Kerri	After Prom Coordinator (Co)	$500
Landsdowne-Peeples, Eric	National Honor Society	$1200 (Not Splitting)
Hensley, Amelia	Panic (Talent Show)	$900
McClelland, Brad	Yearbook	$3000
Murray, Thomas	Mock Trial	$1200
Hensley, Ami	Play Production	$3,600
	Robotics (co)	$1200
Witters, Jazmin	Robotics (Co)	$1200
Rand, Ian	E-Sports	$2500
VanCuren, Dylan	E-Sports Assistant	$1000
Jackson, Dylan	Master Scheduler	$1,200
McLelland, Alisha	Tech Coach	$3500
Landes, Wendy	Great Escape Coordinator	$1,000
Landes, Wendy	Hope Squad Coordinator	$500

Ponca City Public Schools
Personnel Report
August 9, 2026
Attachment B

2026-2027 Coaching Assignment

	Title	First Name	Last Name
Athletics Staff	Athletic Director	Stoney	Parks
	Asst Athletic Dir	Jared	Freeman
	Secretary	Ashley	Shearer
Baseball	Head Coach	Vacant	
	Asst Coach		
	Asst Coach	Cody	Campbell
	Asst Coach	Vacant	
	JH Head Coach	Jared	Freeman
	JH Asst Coach	Anthony	Whetstone
Basketball	Boys Head Coach	Ben	Lutz
	Boys Asst Coach/JV	Fred	Scholey
	Boys Asst Coach	Vacant	
	9th Boys Head Coach	Vacant	
	8th Boys Head Coach	Josh	Hallemeier
	8th Boys Asst	Sam	Barron
	7th Boys Head Coach	Josh	Hallemeier
	7th Boys Asst	Tom	Chaney
	Girls Head Coach	Mica	Estrada
	Girls Asst Coach/Varsity	Alan	Monks
	Girls Asst Coach/Varsity	Brad	Parent
	9th Girls Coach	Caden	Mercer
	8th Girls Head Coach	Kenzie	Lyons
	8th Girls Asst	Vacant	
	7th Girls Head Coach	Sherri	Laughlin
	7th Girls Asst	Mackenzie	Hurd
Cheer	Head Coach V & JH	Candace	Raida
	Asst Coach	Haley	Goddard
	JH Coach	Vacant	
Cross Country	Head Coach	Wendy	Landes
	Asst Coach	Sam	Barron
	Asst Coach	Ashley	Campbell
	Asst Coach	Vacant	
Drill	Head Coach	Katie	Parr
Football	Head Coach/DC	Justin	Roland

Ponca City Public Schools
Personnel Report
August 9, 2026

Attachment B			
	Asst Head Coach/OC	Graham	Snelding
	Asst Coach/Tight End/HB	Cole	Servis
	Asst Coach/Running	Taner	Williams
	Asst Coach/Safeties	Brad	Parent
	Asst Coach/Corner Backs	Corey	Fincher
	Asst Coach/D Line	Josh	Hallemeier
	Asst Coach/O Line	Steve	McHenry
	Intern O-Line	Cayson	Badley
	9th Grade Head Coach	Troy	Mitchell
	9th Grade Asst	Jason	Freeman
	9th Grade Asst	Kenneth	Ostler
	9th Grade Asst	Steve	Vaughan
	8th Head Coach	Vacant	
	8th Grade Asst	Vacant	
	7th Grade Head Coach	Vacant	
	7th Grade Asst	Vacant	
	7th Grade Asst	Vacant	
Golf	Boys Head Coach	Taner	Williams
	Girls Head Coach	Kenneth	Ostler
	Boys JV Coach	Vacant	
	B&G Head JH Coach	Josh	Swain
	Assistant JH Golf	Chip	Meador
	Girls HS Asst/JV Coach	Caden	Mercer
	Asst JH Girls Golf	Vacant	
Soccer	Boys Head Coach	Ben	Steichen
	Boys Asst Coach	Lauren	Meberg
	Boys Asst Coach	Vacant	
	Girls Head Coach	Shelby	Kriech
	Girls Asst Coach/JV	Jeremy	Kimbrell
	Girls Asst Coach	Kevin	Shellhorse
Softball	Head Coach	Jared	Freeman
	Asst Coach/Hitting	Vacant	
	Asst Coach/Pitching	Kenzie	Lyons
	Asst Coach/Head JV	Vacant	
	JH Coach	Sherrie	Laughlin
	JH Asst Coach	Mackenzie	Hurd
Swimming	Head Coach	Max	Piper
	Asst Coach	Derek	Taylor
	Asst Coach	Wendy	Landes
Tennis	Head Coach	Vacant	
	Asst Coach	Vacant	
	Asst Coach	Jessica	Steichen

Ponca City Public Schools
Personnel Report
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Attachment B	Head JH Girls Coach	Everett	Oquain
	All Tennis Asst	Carly	Orr
Track	Boys Head Coach	Steve	McHenry
	Girls Head Coach	Brad	Parent
	Girls Asst Coach	Wendy	Landes
	Asst Coach/Distance	Sam	Barron
	Asst Coach/Throwers	Jason	Freeman
	Asst Coach	Mica	Estrada
	Asst Coach	Kayla	Noear
	Asst Coach		
	Head Boys JH Coach	Josh	Hallemeier
	Asst Boys JH Coach	Cayson	Badley
	Head Girls JH Coach	Kenzie	Lyons
Volleyball	Head Coach	Jennie	Hinterreiter
	Asst Coach/Head JV	Vacant	
	Asst Coach	Vacant	
	9th Grade Coach	Carly	Orr
	8th Grade Coach	Kaitlyn	Hager
	8th Grade Asst	Hannah	Newman
Wrestling	Head Coach Boys	Antral	Miller
	Boys Asst Coach	Vacant	
	Head Coach JH Boys	Vacant	
	JH Boys Asst	Vacant	
	Head Coach Girls	Richard	Agee
	Asst Coach Girls	Tony	Arbona
	Asst Coach Girls	Anthony	Whetstone
	JH Girls Coach (Head)	Vacant	
	JH Girls Asst	Vacant	
Strength &		Weston	Franklin
		Vacant	
Athletic		Vacant	
		Vacant	

Ponca City Public Schools
Personnel Report
August 9, 2026
Attachment C

Salary Changes for 2026-2027

1) Hourly support salary increases of $.50 per hour.
2) Executive Assistant salary increase by $2000.
3) Administrative salary schedules increase by $2000.
4) Athletic Trainer is moving from a teaching salary lane to the “Speech Pathology” salary lane.
5) District therapist increase of 3% and decreasing days worked from 205-200.

NEGOTIATED CONTRACT
BETWEEN
PONCA CITY ASSOCIATION OF CLASSROOM TEACHERS
AND
PONCA CITY BOARD OF EDUCATION

2026-2027

The Ponca City Board of Education and the Ponca City Association of Classroom Teachers recognize that providing a high quality of continuous education for the students of Ponca City Independent School District No. 71, Kay County, Oklahoma, is the paramount objective of the school district.

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NEGOTIATED CONTRACT
Between
PONCA CITY ASSOCIATION OF CLASSROOM TEACHERS
And
PONCA CITY BOARD OF EDUCATION
2026-2027

I. SCOPE OF CONTRACT

1.01 Recognition

The Board of Education of Ponca City Independent School District Number 71, Kay County, Oklahoma; hereinafter Board; hereby recognizes the Ponca City Association of Classroom Teachers; hereinafter Association; as the exclusive representative for all the Members of the Bargaining Unit whether under contract, on leave, full or part-time, for the purpose of collective bargaining on all matters affecting wages, hours, fringe benefits, and other terms and conditions of employment.

No agreement, understanding, consideration, or interpretation which alters, varies, waives, or modifies any of the terms or conditions contained herein shall be made with any member of the Bargaining Unit or any group of persons within the Bargaining Unit by the employer or any of its agents or representatives, unless it has been made, ratified, and agreed to in writing by the Association and the Board. Any such agreement shall not constitute a precedent in the future enforcement of any terms contained herein.

Unless otherwise indicated, the term, Member of the Bargaining Unit, (when used hereinafter in this Negotiated Contract), shall refer to all employees represented by the Association in the Bargaining Unit defined as all licensed and certified professional personnel of the Ponca City School District, excluding the superintendent, administrators, directors, principals, assistant principals, support staff (including psychologists), and positions which are principally supervisory or administrative. This recognition shall remain in effect as long as the Association is in compliance with current State Law in reference to recognition.

1.02 Board Rights

The Association and the Board shall abide by terms of the Procedural Agreement and the Negotiated Contract and all applicable state and federal statutes, rules and regulations. No agreement shall abrogate the legal rights, obligations, and powers of the Board, including its power to make and apply policy or direct the maintenance, operations, and management of the District. However, any policies affecting the terms and conditions of employment shall be subject to negotiations in accordance with subsequent paragraphs of this contract.

Policies, procedures, and guidelines heretofore and hereafter adopted by the Board, and not the subject of an agreement between the parties may remain in full force and effect. No act

of omission shall constitute a waiver of the powers, rights, and duties of the Board.

1.03 Duration

The 2026-2027 Negotiated Contract shall take effect when ratified by both the Association and the Board, and shall be in full force and effect until a successor contract has been put in place pursuant to the provisions of Oklahoma Statutes (§70-18-114.8). Any change in compensation will be retroactive to the beginning of the current fiscal year. This agreement constitutes the entire agreement between parties and supersedes all previous agreements, negotiations, past practices, and oral understandings and may not be modified except in writing.

If the Association desires to negotiate a contract for the 2027-2028 school year, the Association shall notify the Board in writing no later than Monday preceding the April Board meeting. If the Association does not notify the Board of its intent to negotiate a contract for the 2027-2028 school year, the Board shall notify the Association in writing no later than Monday following the April Board meeting of its intent to negotiate.

1.04 Contingency Provision

In the event of a court decision or a change in Oklahoma Statutes that impacts on the budget or efficient operation of the school district, the Board and Association will immediately resume bargaining in order to negotiate conditions or items affected by the change. All provisions of the Negotiations Procedural Agreement will be followed.

1.05 Severability

If any provision(s) of this Contract or any application of the provisions of this Contract to any person(s) is found, by a court of competent jurisdiction, to be in conflict with any federal or state law, regulation, ruling or order, now or hereinafter enacted or issued, such provision or application shall be inoperative but the remaining provisions hereof shall continue in effect. Upon request of the Association or the Board, within fourteen (14) calendar days after such finding(s), the parties shall meet solely for the purpose of negotiating the provision(s) affected.

II. PROCEDURAL AGREEMENT FOR COLLECTIVE BARGAINING

2.01 Scope of Bargaining

The Board and the Association agree to negotiate in good faith on wages, hours, fringe benefits and other conditions and terms of employment. To negotiate in good faith shall mean both parties must be willing to consider proposals in an effort to find a mutually satisfactory basis for agreement and must be willing to discuss their respective contract proposals. If either party objects to the other's contract proposal, the objecting party must support its objections with rationale. (§70-509.6)

The Association and the Board shall abide by terms of the Procedural Agreement and the Negotiated Contract and all applicable state and federal statutes, rules, and regulations. No agreement shall abrogate the legal rights, obligations, and powers of the Board, including its power to make and apply policy or direct the maintenance, operations, and management of the District. However, any policies affecting the terms and conditions of employment shall be subject to negotiations in accordance with subsequent paragraphs of this contract. Policies, procedures, and guidelines heretofore and hereafter adopted by the Board, and not the subject of an agreement between the parties may remain in full force and effect.

2.02 Procedures

A. If either the Board or the Association has notified the other party of its intent to negotiate, the first bargaining meeting will be held by mutual agreement. Prior to the time set for the first bargaining meeting, the Board, through the Superintendent, and the Association, through its President, shall designate in writing the names of not more than six persons who shall serve on their respective negotiating teams. Each party shall also designate the person on their team who will be the chairperson or chief negotiator.

B. At the first meeting, the Board and the Association may mutually agree to engage in collaborative bargaining. If both parties agree to engage in collaborative bargaining, guidelines for collaborative bargaining shall be collaboratively developed. In addition, both parties will present the list of items they desire to negotiate. If either party does not agree to engage in collaborative bargaining, then both will prepare written proposals to be presented at the next bargaining meeting.

C. Dates and times of subsequent meetings will be mutually agreed upon. A maximum time limit of three (3) hours will be set for each meeting unless both parties mutually agree to an extension.

D. Negotiations meetings shall be closed to all except Board and Association negotiations team members and parties mutually agreed to by both teams. No recording or transcription shall be made unless mutually agreed upon by each negotiations team.

E. Items to be negotiated will not be discussed in open Board meeting until signed tentative agreement has been reached.

F. An item may be disposed of by one of the following methods:

1. agreement on the item
2. agreement to withdraw the item
3. declaration of impasse

G. Tentative agreements reached as a result of such negotiations shall be reduced to writing by the Board to be presented within five (5) calendar days for initialing by

each chief negotiator and for ratification by the Association. The Association shall have no more than fifteen (15) calendar days from the date the tentative agreements are initialed in which to file a written declaration of their ratification or lack thereof to the Board through the Superintendent. Absence of a written reply within this allotted time shall constitute ratification by the Association. Following such ratification, the agreements shall be presented to the Board for ratification. If ratification of the agreement is within a week of the regularly scheduled Board meeting, the Board may call a special meeting for the purpose of considering the ratification of the agreement by the Board. In no event shall ratification be later than the second regularly scheduled Board meeting following ratification by the Bargaining Unit. Failure to act upon the agreements within this allotted time shall constitute ratification by the Board. No other negotiations shall take place until a formal request is made the following year in accordance with the provisions of this contract, except as otherwise provided for in Sections 1.04 and 1.05 of this agreement or the Board and the Association mutually agree to engage in collective bargaining.

H. In the event that either the Board or the Association fails to ratify the tentative agreement reached by the negotitions teams, the teams shall meet within seven (7) calendar days to resume a good-faith effort to resolve the remaining differences. Items may be disposed of by either agreement on the item or declaration of impasse on the unresolved items. In the event that either the Board or the Association fails to ratify a second tentative agreement reached by the negotiations team, all negotiations for that school year shall cease.

I. If negotiations are not successfully concluded by the first day of school, impasse shall exist. At any earlier time, either party may declare impasse. Upon reaching of impasse, the items causing the impasse shall be referred to a three-member fact finding committee. The Board and the Association shall follow the procedures for resolving impasse as set forth in 0klahoma Statute §70-509.7.

J. All hearings by the fact-finding committee shall be conducted in closed session and no press releases shall be made by either party or the fact-finding committee concerning the progress of the hearings.

K. The costs for the services of the fact-finding committee, including per diem expenses, if any, and factual and necessary travel expenses shall be shared in the following manner: The Board shall assume the expenses of the representative selected by the Board, the Association shall assume the expenses of the representative selected by the Association, and the expenses of the third member shall be shared equally by the Board and the Association.

2.03 Press Releases

Joint press releases will be the exclusive device for public information dissemination by the parties. All releases will be composed and approved by the chief negotiators. Such

releases shall be made only with the signed approval of both chief negotiators. The term "press release" shall mean material given in advance to the newspaper, television, or radio for publication or broadcast at a later date.

2.04 No Strike Clause

The procedure provided for herein for resolving impasse shall be the exclusive recourse of the Association. It shall be illegal for the organization to strike or threaten to strike as a means of resolving differences with the Board. Any member of the Bargaining Unit engaging in a strike shall be denied the full amount of his/her wages during the period of such violation. If the Association or its members engage in a strike, then the organization shall cease to be recognized as representative of the unit and the school district shall be relieved of the duty to negotiate with the Association or its representatives. (§70-509.8)

2.05 Time Limits

Time limits set forth herein may be extended by mutual agreement of the parties. (§70-509.7)

III. NON-DISCRIMINATION CLAUSE

3.01 Member Protection

No member of the Bargaining Unit shall be discriminated against by the Board, by any administrative officer of the district, or by any employee organization, its officers, or any member thereof because of his/her exercise or non-exercise of rights under this contract. It shall be prohibited for an employee organization, employee or employer to impede, restrain or coerce an employer or employees in the exercise of their rights. (§70-509.9)

3.02 Civil Protection

There shall be no discrimination against any Member of the Bargaining Unit covered by this contract in a manner which would violate any applicable laws on the basis of race, color, creed, national origin, age, gender, or marital status in the evaluation, employment, transfer, or promotion of personnel.

IV. DEFINITIONS

4.01 The following definitions apply throughout this document:

A. Administrator:
A duly certified person who devotes a majority of time to serve as a superintendent, principal, director, assistant principal, or in any other administrative or supervisory capacity in the Ponca City Public Schools.

B. Career Teacher:

As defined by State Statute §70-6-101.3 and board policy.
https://www.oscn.net/applications/oscn/DeliverDocument.asp?CiteID=89914

C. Probationary Teacher:
As defined by State Statute §70-6-101.3 and board policy.

https://www.oscn.net/applications/oscn/DeliverDocument.asp?CiteID=89914

D. Inductee:
An Inductee, or Entry-year teacher, is a teacher new to the profession or new to the position (e.g. teacher to counselor).

E. Teacher:
A duly certified or licensed person who is employed to serve as a classroom teacher, counselor, librarian, or school nurse or in any instructional capacity by the Ponca City Public Schools.

F. Superintendent:
The executive officer of the Board and the administrative head of the school system.

G. School/Site:
Any work location at which employees perform their job functions.

H. Working Day:
A contract day exclusive of a professional day.

V. WORKING CONDITIONS/EMPLOYMENT PROVISIONS

5.01 Work Year/Work Day

A. The work year shall consist of not more than one hundred eighty-five (185) days, including instructional days, professional days, pre-school days, and work days. New teachers work up to an additional three (3) days for mandatory new teacher orientation. New teachers will be paid a stipend of $250.00 per day, to be paid on the first day of school upon completion of the days (up to 3) of new teacher orientation. The instructional day is a day devoted to instruction, preparation, parent-teacher conferences, and/or in-service activities. If the Board should desire a calendar longer than one hundred eighty-five (185) days, negotiations will resume at that point on that issue only.

B. The teacher instructional day for the Member of the Bargaining Unit shall consist of not more than seven (7) hours, twenty (20) minutes, exclusive of a thirty (30) minute duty-free lunch. Within this seven (7) hour, twenty (20) minute teacher workday, Members of the Bargaining Unit will have a minimum of ten (10) minutes preparation time before student contact begins and after student contact ends, unless a rotating duty is assigned. Other contract days shall consist of not more than six

(6) hours, exclusive of a lunch break. Professional Development day and Work Day hours are from 8:00-3:00 with a 1-hour lunch. Extracurricular practices should not be held until after the Professional Development day is over. Practices should not interfere with the Professional Development day.

Should the Administration decide that blocks of time past the contract day are necessary to accommodate Parent-Teacher conferences, then compensatory time will be granted in a manner that allows for an extended weekend within the week of the final additional time.

C. Members of the Bargaining Unit will attend scheduled in-service activities and meetings on professional, pre-school, and work days. Teachers may be required to attend either before or after the work day, functions related to the activities of school including, but not limited to, IEP meetings, family involvement events, and graduation. Members of the Bargaining Unit will be expected to attend regularly scheduled faculty meetings and specially called faculty meetings which may not extend more than one hour beyond the regular contract day. Teachers who cannot attend specially called meetings shall make arrangements with the appropriate administrator. If leave other than school business is utilized on a professional development day, the principal will assign a make-up activity for the teacher to complete.

D. For the purpose of compensation only, per diem will be calculated on the basis of the instructional, professional, pre-school, and work days in the current work year.

E. The Senior High teaching day will consist of no more than seven (7) consecutive periods, to include six (6) classes and one (1) planning period. The Board reserves the right to change the number of periods in the school day as long as it is consistent with state law. In such case, the Board and the Association will renegotiate this item.

F. Members of the Bargaining Unit will complete an 18-hour strand of approved professional development. Up to an additional fifteen (15) hours of professional development will be compensated at $30.00 per hour (pending federal funding). Professional development stipend for hours taken after the last day of school will be awarded only to returning employees of the district.

5.02 Planning Time

A. Teachers will be provided planning time for individual planning and/or preparation and consultation during the instructional day.

B. Each elementary teacher, excluding counselors and librarians, shall be provided a minimum of two hundred (200) minutes of scheduled planning time each week within the student instructional day.

C. In the event those staff members who provide planning times are absent, the elementary teacher's planning time provided by that staff member will be made up within a five-day period of time. In the event the planning time is not made up, the teacher will receive fifteen dollars ($15.00) for each planning period missed provided the missed planning period(s) reduced the actual planning time in that week below 200 minutes.

D. Middle school teachers, excluding counselors and librarians, will be provided a minimum of two hundred (200) minutes of scheduled planning time each week within the student instructional day.

E. Senior High School teachers, excluding counselors and librarians, will be provided a minimum of one planning period each day within the seven (7) period day.

F. Teachers requested to substitute for absent teachers during their regularly scheduled planning period will be paid at the rate of twenty-five dollars ($25.00) per class period, provided the teacher has substituted a minimum of thirty (30) minutes.

G. Teachers requested to combine classes due to the lack of substitute teachers will be paid at the rate of twenty-five dollars ($25.00) per class period.

H. Payment will be at the close of the school year. This will be an administratively directed procedure.

5.03 Duty-Free Lunch Period

Each Member of the Bargaining Unit will have a duty-free lunch period of not less than thirty (30) consecutive minutes per day. If conditions do not allow this duty-free lunch, the building principal will then contract with an employee to assist with the lunch duty. If extra personnel is needed and no employee agrees to assist with the lunch duty, then the building principal, Building Level Team, and all certified staff will work to arrive at a mutually accommodating lunch schedule.

5.04 Posting of Vacancies

All instructional, supervisory, administrative and extracurricular vacancies within the district shall be posted on the district web-site within two (2) days after the vacancy has been determined to exist and, if possible, within a minimum of two (2) days before interviewing begins and the position is filled. Throughout the school year, instructional, supervisory, administrative, and athletic extracurricular vacancies shall be posted on the district web-site. After July 1, the length of posting of vacancies shall be one (1) day before the position may be filled.

5.05 Personnel Vacancies and Transfers

A. Assignment/Voluntary Transfer

Members of the Bargaining Unit shall be placed in positions for which they are certified as determined by law and/or the State Department of Education of Oklahoma. Assignment of personnel within the building shall be the responsibility of the building principal. Assignments of personnel to another building shall be the responsibility of the superintendent.

If a teacher desires a change in assignment within his/her building, he/she shall present in writing his/her needs to the building principal.

A teacher who desires transfer to another building may make application as an internal candidate for posted positions at any time in accordance with the provision of the posting.

B. Involuntary Transfer

1. If an involuntary transfer is deemed by the superintendent to be essential to the best interests of the children, the superintendent or his/her designee shall hold a conference with the affected teacher to acquaint the teacher with the needs of the district.

2. All other involuntary transfers, when deemed necessary, shall be based on certification requirements needed in the system. The superintendent will make a selection that is least disruptive to the district with consideration to seniority and experience in the related position.

3. When an involuntary transfer is to be made, the superintendent or his/her designee shall hold a conference with the teacher to be affected. The conference shall be held as soon as possible after the need is recognized and at least four (4) weeks prior to final placement, if possible. The teacher shall be notified by the superintendent in writing as to the nature and cause of such reassignment within five (5) days of the conference. During the first three (3) weeks of each semester, transfers may be made as justified by enrollment with less than four (4) weeks notification.

5.06 Reduction in Force

A. Definition

The term "seniority," as used in this contract, shall include a combination of longevity with the district and total years teaching experience. Teachers will be credited with one (1) year of seniority for each year of continuous, full-time contractual employment, commencing with the first year of the current continuous employment. Seniority will not be broken nor shall it continue to accrue when a teacher is on authorized leave or on layoff or when the break in service is fewer than 13 months. Teachers will be credited with one (1) year of seniority for every three (3) years of out-of-district teaching experience and/or in-district experience prior to the current continuous employment.

B. Procedure

With the Board resides the authority and the responsibility to reduce the number of teachers in the school district and to make the decision when such measures are necessary. Should an occasion arise, when in the best interest of the school district the Board decides a reduction in force is necessary, the bargaining unit will be notified, and the following procedures will be followed per state statute 70 O.S. 6-101.31: In determining which teacher(s) will be dismissed or non-reemployed when one or more of the number of identical positions is eliminated, the following criteria, in this order, shall govern (70 O.S. 6-101-31):

1. The school district will dismiss or non-reemploy the teacher(s) who has the lowest composite rating under the school district's Teacher and Leader Effectiveness Evaluation System (TLE) in the position being eliminated. Ratings will be calculated by averaging the past three (3) years' ratings (or fewer if 3 years are not available) and will be measured to the nearest hundredth of a decimal point.

2. In the event of identical TLE Composite ratings the following criteria, in this order, shall govern:

    a. Licensed teachers shall be released first, before probationary or career teachers who are certified and highly qualified to hold positions currently held by licensed teachers.

    b. Probationary teachers shall be released before career teachers who are certified and highly qualified to hold positions currently held by probationary teachers.

3. Selection of probationary teachers for release shall be based on the following criteria:

    a. Years of teaching service in the area of certification in the position open
    b. Total number of years of teaching experience
    c. Years of service in the district

4. If normal attrition and the release of licensed and probationary teachers does not sufficiently reduce the certified staff, the following items shall be considered in the reduction process in the order they are listed:

    a. Teachers with the least amount of seniority in the district will be released first.
    b. Teachers with the least amount of service in the current assignment will be released next.
    c. Teachers with the least amount of approved academic and professional training will be released next.

C. Release of Teachers Due to Reduction in Force

If a teacher whose position has been eliminated as a result of a reduction in force declines or refuses the offer of a position for which he/she is certified and highly qualified, he/she shall be released.

D. Reemployment

1. Until September 1 of the next succeeding school year after the effective date of termination, the Board shall offer to a teacher who has been released due to a reduction in force all positions that become available for which he/she is certified and highly qualified. If several former teachers are certified and highly qualified for a position, the position shall be offered first to the former career teacher who had the most seniority when laid off. The second criterion for recall will be years of teaching service in the area of certification in the position open. Any teacher who desires to be considered for recall to a teaching position shall notify the Executive Director of Human Resources in writing of this desire and shall also be responsible for keeping the Executive Director of Human Resources advised of a current mailing address, telephone number, and change in job status. Any such offer of recall shall be made by certified mail, return receipt requested, and the teacher shall be notified that he/she must submit a written acceptance or non-acceptance of the position within ten (10) calendar days. If a teacher who is subject to recall declines a position, that teacher's name will be removed from the recall list.

2. A teacher who is recalled shall have restored all benefits accrued on the effective date of the termination, and for payroll purposes shall be placed on the salary schedule at the step reflecting the recalled teacher's teaching experience and college degree.

3. A teacher who is released as a result of a reduction in force shall remain on the recall list until September 1 of the next succeeding school year following the effective date of the reduction in force unless the teacher waives recall in writing, resigns, or fails to accept recall on a position that he/she is certified to teach, or accepts another contract in a different school district.

5.07 Supplemental Assignment

A. Definition

The term supplemental assignment shall refer to assigned or accepted services under a supplemental contract as set forth in Appendix D. In the event new positions are created, such positions shall be added to the Supplemental Salary Schedule and shall be subject to bargaining as set forth in this agreement.

B. Supplemental Contracts

A teacher who performs a supplemental assignment in the school district will receive a supplemental contract. Supplemental assignments and supplemental contracts will be issued under the requirements and provisions of Oklahoma Statutes.

C. Conferences Concerning Supplemental Contracts

If a supplemental contract will not be offered to a Member of the Bargaining Unit who heretofore held such a contract, the person who is directly responsible for supervising such Member in the discharge of his/her duties in the supplemental contract shall schedule and hold a conference with the Member for the purpose of informing him/her that supplemental contract will not be offered.

5.08 Protection Against Student Violence

In recognition of the need to provide a safe and supportive learning environment for all staff and students, the District acknowledges that incidents of student violence against staff members will not be tolerated.

Definition of Violence

Violence is defined as any physical act or behavior that causes harm, threatens harm, or creates a fear of harm to a staff member. Determining whether an incident constitutes violence shall not rest with any one individual. Instead, a review panel consisting of the Behavior Interventionist or designee, the Principal, and the Site Counselor will collaboratively assess the incident, considering the context, severity, and impact on the affected staff member. The panel will make its determination in accordance with district policy, as well as applicable state and federal laws. Future placement and service options will be assessed to ensure the student's continued access to appropriate and legally compliant educational services.

Staff Rights and Legal Protections

Every staff member has the legal right to a safe working environment. In the event of a violent act committed by a student, the affected staff member retains the right to pursue legal action, including pressing charges, in accordance with applicable state and local laws. The District will fully support any staff member who chooses to exercise this right by providing necessary documentation and cooperating with law enforcement throughout the investigative process.

The District will take all necessary steps to ensure that incidents of violence are addressed promptly and appropriately. Employees who are threatened with bodily harm or assaulted shall participate in a debriefing with school administration within two school days of the incident. They shall also be notified if and when the individual responsible for the assault is scheduled to return to the building. Whether an offense is considered a violent offense, requiring an affected teacher's approval as a condition of return to a particular classroom, shall be based on applicable provisions of the Oklahoma school law regarding student suspension and applicable Oklahoma criminal law distinguishing between violent and nonviolent offenses.

VI. LEAVE PROVISIONS

6.01 Leave for Illness

A. Definition

Certified employees of the Ponca City Board of Education may be absent from their duties due to personal accidental injury, illness, or childbirth or adoption or for accidental injury or illness in the immediate family without the loss of salary. The immediate family for the purposes of sick leave shall include spouse, son, step-son, daughter, step-daughter, mother, step-mother, father, step-father, or persons living in the same household as a member of the family.

B. Provisions

On the first day of the contract year, each certified employee shall be credited with ten (10) days sick leave.

Unused sick leave shall be cumulative up to a total of one hundred eighty (180) days. Teachers with accumulated one hundred eighty (180) days prior to the commencement of the school year earn an additional ten (10) days when the new school year begins, but unused sick leave in excess of one hundred eighty (180) days is transferred to their retirement bank.

For certified employees, the right to sick leave shall vest on the first day of the contract year. If a certified employee's effective date of employment is not at the beginning of the school year, he/she shall be eligible immediately for sick leave in an amount equal to one day for each month to be worked between the effective date of employment and the beginning of the next school year.

C. Excess Sick Leave

If, after exhausting, all sick leave, a teacher is absent from his/ her duties, the teacher shall receive for a period of twenty (20) days his/her full contract salary less current substitute rate per day.

D. Sick Leave Bank

Certified employees may participate in the Sick Leave Bank on a voluntary basis. Sick Leave Bank may be utilized by an employee who is pregnant or recovering from childbirth or who is suffering from or has a relative or household member suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition. An employee may utilize the Sick Leave Bank only under the following conditions: (1) the employee has exhausted, or will exhaust, all sick leave as a result of the condition (including 20 days cost of sub), (2) the condition has caused, or is likely to cause, the employee to take leave without pay or to terminate employment, and (3) the condition is serious, extreme, or life-threatening.

The Board of Education shall require the employee to submit, prior to approval or disapproval, a medical certificate from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition. "Severe" or "extraordinary" means serious, extreme or life-

threatening, including temporary disability resulting from pregnancy, miscarriage, childbirth, and recovery therefrom.

"Relative of the employee" means a spouse, son, daughter, step-child, mother, father, step-parent, grandparent or grandchild. "Household members" means those persons who reside in the same home, who have reciprocal duties to and do provide financial support for one another.

Provisions for participation include the following:

1. Each employee will be assessed one day of his sick leave upon his initial enrollment in the Sick Leave Bank. Assessment of one day per year of a member's sick leave will be continued until the bank is built up to a minimum of six hundred (600) days. No more days will be added except from new enrollees until the bank is depleted to below six hundred (600). When the Sick Leave Bank total falls below a minimum six hundred (600) days, each active member will be assessed one day each. This assessment will be made at the time of enrollment as a Sick Leave Bank member, that being the first official school day.

2. Additions will be made to the bank at the beginning of each school year according to the limitations stated in Item 1.

3. A person withdrawing from membership in the Sick Leave Bank will not be able to withdraw the contributed days and will lose their Sick Leave Bank balance.

4. Only those employees participating in the Sick Leave Bank will be eligible to withdraw days, and then only after their accumulated sick leave and excess sick leave are used.

5. A maximum of sixty (60) days each contract year can be drawn from the Sick Leave Bank by an employee who is ill or injured. For "relative of the employee," the employee may utilize no more than ten (10) days each contract year from the Sick Leave Bank.

6. The days available in the Sick Leave Bank to any individual employee will be ten (10) days on the first day of the contract year he/she elects to participate and will increase ten (10) days each year reaching a maximum of sixty (60) days the sixth year of participation.

7. Persons withdrawing sick leave days from the Sick Leave Bank will not have to replace these days except as a regular contributing member to the bank.

8. Utilization of accumulated sick leave, excess sick leave, and Sick Leave

Bank shall not exceed a combined total of 185 days.

9. After exhausting all Sick Leave Bank days, to remain a member of the Sick Leave Bank, an employee will need to donate one day of sick leave to remain in the Sick Leave Bank.

10. Persons who have chosen to not participate in the Sick Leave Bank and wish to join, must join prior to August 1 of the school year in which they desire to become a member.

E. Reimbursement for Unused Sick Leave

Certified employees who have accumulated a maximum of one hundred eighty (180) days of sick leave will be eligible for a buy-back of up to a maximum of ten (10) days at the end of the fiscal year. Each unused day of sick leave between the accumulation of one hundred eighty (180) days and one hundred ninety (190) days will receive thirty dollars ($30.00) per day for each of these unused sick leave days.

This buy-back provision will in no way alter the sick leave pay for retiring employees.

F. Sick Leave Pay for Retiring Employees

The Ponca City Board of Education will pay a certified retiring employee retiring through the Oklahoma Teacher Retirement System, who has completed fifteen (15) years or more in the Ponca City School System, twenty dollars ($20.00) for each unused sick leave day up to a maximum of one hundred eighty (180) days.

G. Transfer of Cumulative Sick Leave

Certified employees may transfer a maximum of sixty (60) days cumulative sick leave from another Oklahoma public school district. The school Board of the sending district shall certify the exact number of days eligible for transfer.

6.02 Bereavement Leave

Teachers will be granted up to five (5) days of bereavement leave without loss of pay for a death in the immediate family, to be used within 30 days of death. Request forms can be found and downloaded from the Human Resources Department webpage.

Bereavement leave shall be granted for each occurrence. For the purpose of bereavement leave, the immediate family shall include spouse, son, daughter, son-in-law, daughter-in-law, mother, father, step-mother, step-father, mother-in-law, father-in-law, grandparent, grandchild, brother, sister, brother-in-law, sister-in-law, aunt, uncle, niece, or nephew.

Bereavement leave taken for the death of a spouse, child, or pregnancy loss (including stillbirth or miscarriage) will be up to fifteen (15) days without loss of pay. In the case of a stillbirth or miscarriage, a doctor's note is required. Bereavement leave following a miscarriage shall be in addition to and not in place of sick leave due to miscarriage and

recovery therefrom.

After bereavement leave has been exhausted, a certified employee who is absent because of a death in the immediate family shall receive his/her full contract salary less the amount of cost of a substitute for a period up to twenty (20) working days.

6.03 Emergency Leave

Up to three (3) days of emergency leave will be granted without loss of pay for unforeseen and uncontrollable circumstances which would reasonably keep a teacher from performing his/her duties.

Emergency Leave shall be limited to:

1. Household Emergencies
2. Court appearances in which the employee is required to testify that are not of a personal nature.
3. College or university matters that cannot be scheduled outside of school hours.
4. Other items submitted and approved by the Designee of the Board of Education.

After emergency leave has been exhausted, a certified employee who is absent because of unforeseen and uncontrollable circumstances shall receive his or her full contract salary less the amount of the cost of a substitute.

Emergency leave will be entered in Absence Management as Personal Business by the employee. Once the Emergency Leave Form is submitted and approved, the leave will be changed from Personal Business to Emergency Leave. All Emergency Leave is subject to approval by the Designee of the Board of Education.

6.04 Personal Business Leave

Three days of personal business leave will be granted upon the request by a teacher and approved by site administrator. The request MUST be made three (3) days in advance, except in an emergency situation. Non-emergency personal business requested for any Friday, must be approved in advance by the superintendent or his designee. Members of the Bargaining Unit on Step 0 – Step 25 may utilize the first and third personal business day taken at no loss of pay. The second personal business day taken shall be docked at eighty dollars ($80.00). Members of the Bargaining Unit who are above Step 25 on the salary schedule will receive three (3) personal business days at no loss of pay. If these three (3) days are not used during the current school year, at the end of the fiscal year, Members above Step 25 will be paid eighty dollars ($80.00) for each day not used.

Except in cases of unusual or extraordinary circumstances, personal business leave shall not be taken the first five (5) days or the last five (5) days that school is in session, the day

immediately preceding or following a holiday or vacation period, or days when semester examinations are scheduled. Personal business leave meeting these conditions must be approved in advance by the superintendent or her designee.

Personal business leave days are cumulative. There is no maximum cumulation**.** The teacher may use no more than ten (10) consecutive days and no more than fifteen (15) days per year on personal business leave.

Members of the Bargaining Unit that use accrued personal business will be docked pay $80.00 per day.

A certified retiring employee retiring through the Oklahoma Teachers Retirement System, who has completed fifteen (15) years or more in the Ponca City School System, has the option to:

A. Convert unused personal business days to unused sick leave days for the purpose of retirement;
B. Cash in personal business days for $40.00 per day; or
C. Any combination of either option.

6.05 Automatic Leave of Absence

After exhausting all sick leave, excess sick leave, and Sick Leave Bank, personnel will automatically be placed on leave of absence without pay. When an employee is placed on an automatic leave of absence, a statement from a doctor indicating that the employee is unable to work must be furnished for the leave to remain in effect. An employee returning from an automatic leave of absence must present a doctor's statement indicating that he/she is able to return to work without restrictions.

While an employee is on leave of absence without pay, benefits or experience will not accrue, but the employee will not lose prior experience or benefits and will be eligible to participate in professional associations. Although the leave of absence will not be considered as a break in employment, salary increments based on additional experience will not be granted for the period of the leave of absence except when the teacher has completed at least one-half year of service before being placed on automatic leave of absence.

Automatic leave of absence shall not exceed one contract year. Exceptions may be allowed for individual cases when a request is submitted to the designee of the Board and approved by the Board.

6.06 Maternity Leave

A. Employees must have worked for at least one full year and 1,250 hours for Ponca City Public Schools in the preceding twelve months.
B. Employees are eligible for up to six (6) weeks of paid maternity leave at the birth

of their child.

C. The six (6) weeks begin immediately at the birth of the child.

D. The PCPS employee is responsible for providing lesson plans for each week that they are gone.

E. Employees can use their accrued sick days for additional leave after the six (6) weeks are used.

F. If, after exhausting all sick leave, a teacher is absent for his/her duties, the employee shall receive for a period of twenty (20) days his/her full contract salary less the current substitute rate per day.

G. Additional days may be permitted if the employee was an active participant with the sick bank. Provisions for the sick bank are in the Negotiated Agreement Section 6.01 Leave for Illness, Item D Sick Leave Bank.

6.07 Paternity Leave

A. A leave of absence without pay shall be granted for up to one year for the purpose of paternity. It may be renewable annually upon approval of the Board. The application for such leave shall be given to the superintendent no later than sixty (60) calendar days prior to the effective date of such leave and shall include a statement of the exact date on which the teacher wishes to terminate her/his teaching.

B. A teacher on leave under the above conditions wishing to return to duty shall file a written request with the superintendent prior to April 10 of the year she/he plans to return. The Board shall not be required to return the teacher to employment except at the beginning of the following school year.

C. If a teacher does not comply with the above conditions, the right to such a leave and/or right to return may be denied by the Board.

D. A teacher on paternity leave may continue the employee health insurance plan by paying the monthly premium for the duration of leave, subject to approval of the health insurance program underwriter.

6.08 Family and Medical Leave

The provisions set for the Family and Medical Leave Act Policy shall apply to all eligible employees. However, in any case where a category of leave covered in the negotiated contract or contained in board policy exceeds the provisions for length of leave in the FMLA Policy, the two leave provisions shall run concurrently until the FMLA leave provision expires, and at that point, leave as otherwise provided for in contract and in policy

shall continue until exhausted under the provisions of the previously mentioned documents.

6.09 Sabbatical Leave

A. Sabbatical leave will be for the purpose of continuing education, or for other personal reasons requiring absence from education duties.

B. The sabbatical leave shall be for no more than one year. The certified personnel making the sabbatical leave request must have career status.

C. Granting of the request shall be contingent upon finding a qualified replacement, willing to accept a temporary contract.

D. Application is to be approved by the Board of Education and the Superintendent of Schools.

E. While the teacher is on sabbatical leave without pay, he/she shall be entitled to maintain membership and participate in professional associations, and to retain all other benefits related to employment or experience, except that such benefits or experience shall not accrue.

F. The teacher on sabbatical leave will forfeit no cumulative leave days or days currently deposited in the sick leave bank.

G. Written notice to return to employment in the district shall be on file with the Clerk of the Board by March 1, of the sabbatical leave year.

6.10 National Board Certification Leave

Two (2) days of school business will be granted to teachers working toward National Board Certification. Must be approved prior to absence.

6.11 Attendance Incentive

For exemplary attendance, teachers will be awarded additional accumulated sick leave as follows:

Four (4) days for zero (0) absences;
Three (3) days for up to, and including, one (1) day absence.

All absences, except for jury duty and school business, shall be counted towards the incentives. Attendance incentives will be calculated in June. The attendance incentives will be pro-rated for part-time and/or less than full year employment in proportion to their employment status based on full-time equivalency.

6.12 Occasional Leave

Occasional leave may be taken up to one (1) hour upon approval of the building principal. The teacher taking the leave will be responsible for arranging coverage of classes and informing the building principal. No substitute will be provided or paid by the district for the teacher using leave. No entry is required in the automated absence reporting system. Absences exceeding one (1) hour must be entered into the automated absence reporting system as the appropriate leave type. The building principal will determine the parameters of occasional leave. Any disputes will be turned over to the Executive Director of Human Resources.

VII. TEACHER EVALUATION

7.01 Philosophy

The Ponca City Public Schools Teacher Evaluation Program is based on the improvement of instruction through focusing on factors which have demonstrated effectiveness in increasing student achievement, fostering a positive student self-image, and building student enthusiasm for the learning process. It is designed to increase the faculty member's effectiveness, give a clearer definition of the teacher's job, and lead to self-improvement. Evaluation should be a continuous, constructive, and cooperative experience between the teacher and evaluator, be made a matter of record, and provide information for both teachers and administrators. The Ponca City Public Schools shall make every reasonable effort to give all necessary support and assistance to teachers with respect to maintenance of an appropriate learning environment in the classroom.

7.02 Orientation

Within six (6) weeks after the beginning of each school year, the building principal shall acquaint each teacher under his/her supervision with the evaluation procedures and instruments and advise each as to the designated administrator who will evaluate his/her performance. All new teachers to the district will be acquainted with the evaluation instrument. In the case of a change of evaluation instrument, no evaluation shall take place until all teachers have gone through orientation and are acquainted with the new instrument. A new teacher or a teacher reassigned after the beginning of the school year shall be notified by the appropriate principal of the evaluation procedures in effect. Such notification shall be within six (6) weeks of the first day in the new assignment.

7.03 Appraisal Process

Appraisal is a cooperative process wherein the individual appraised and the evaluator feel a joint responsibility to focus on instructional improvement and to work together to achieve professional growth. The process is based on the assumption that the need for professional growth extends to all teachers regardless of their experience or current level of competence. A need for professional growth does not necessarily imply incompetence.

7.04 Observations and Purpose

Observations may be planned or "drop-in." The supervisor will use the Marzano Focused Framework Protocol, through iObservation, to apply data points for the analysis of the teaching. The Marzano Framework allows the supervisor to analyze the lesson and formulate objectives for the conferences. A copy of the evaluation record, with data points applied, will be emailed to the teacher within two working days following the observation. The email will be sent to the teacher through iObservation. The teacher will be required to acknowledge the email to indicate receipt, and the acknowledgement will serve as an electronic signature. A record of observation will be maintained in iObservation.

All observations shall be conducted openly with the full knowledge of the teacher and for the purpose of promoting professional growth.

During the course of the school year, at least one (1) observation conducted by the supervising principal must be a minimum of twenty (20) consecutive minutes in duration.

7.05 Conferences

A. Conferences
Conferences will be held by the supervisor in working with the teacher. A conference must be preceded by a minimum of thirty (30) minutes of observation. Observations and conferences will provide information to be used in the final evaluation.

B. Conferences for Probationary Teachers
Probationary teachers will have at least one conference prior to November 15, at least one additional conference prior to February 10, and at least one additional conference prior to May 1.

C. Conferences for Career Teachers
Career teachers will have a minimum of two conferences prior to May 1 each year.

D. Additional observations and conferences may be held at the request of the teacher.

7.06 Remediation

A. When the supervisor believes a teacher's deficiencies may lead to a recommendation for dismissal or non-reemployment, a detailed written Plan of Improvement to assist the teacher in eliminating difficulties related to the Performance Guidelines will be developed. Prior to finalization of the Plan of Improvement, the teacher will have an opportunity to provide input. The areas of unsatisfactory performance shall be identified in writing, and the administrator will make a reasonable effort to assist the teacher to correct whatever appears to be the causes for the potential dismissal or non-reemployment. A signed copy of the Plan of Improvement will be retained by both the teacher and the evaluator.

B. A reasonable time for improvement, not to exceed two (2) months, shall be

established in accordance with the nature and gravity of the teacher's performance or conduct. When the stated time has expired, the teacher will receive a written assessment of the progress on the Plan of Improvement. The written assessment shall indicate one of the following: (1) plan has been successfully completed, (2) plan will be extended, or (3) new plan will be written. If the teacher does not correct the cause for potential dismissal or non-reemployment within a reasonable length of time, the administrator shall indicate the recommendation on the Evaluation Record. Copies of the Plan of Improvement shall be attached to the Evaluation Record.

7.07 Evaluation Record and Copy

A. The building principal or assistant principal shall observe and evaluate each teacher formally through iObservation. The criteria for evaluating professional performance are divided into four categories: classroom strategies and behaviors; planning and preparing; reflections on teaching; and collegiality and professionalism. Data points shall be applied to elements observed.

B. Observation will be reflective of observable performance, not isolated incidents or events.

C. The final evaluation will be completed after a minimum of two (2) conferences for career teachers and a minimum of three (3) conferences for probationary teachers. All final evaluations must be completed by May 1 of each year.

D. The teacher shall be provided a copy of the final evaluation, signed by both supervisor and teacher. The teacher signature does not necessarily indicate agreement with the evaluation but rather awareness of the content and receipt thereof.

7.08 Response

If the teacher feels his/her final evaluation is incomplete, inaccurate, or unjust, he/she may put his objections in writing if done within two (2) weeks and have them attached to the final evaluation to be placed in his/her personnel file. The file copy of such objections shall be signed by both parties to indicate awareness of the content.

7.09 Recommendation for Renewal

The final evaluation indicates the evaluator's recommendation for continued employment, admonishments that could lead to non-reemployment, or recommendation for non-reemployment.

VIII. INDIVIDUAL RIGHTS

8.01 Exclusion of Exempted Employees

Nothing in this contract is intended to grant any rights under the Teacher Due Process Act of 1990 to any teachers who are exempted from the provisions thereof. (§70-6-101.23)

8.02 Personnel File

A. Personnel File Review

1. A personnel file will be accurately maintained in the Central Administrative Office for each teacher.

2. Each teacher shall have the right during regular school district office hours to review the contents of his/her personnel file, except references provided to the district on a confidential basis. A representative of the Association, at the teacher's request, may accompany the teacher in this review.

3. The Board or its administrative representative, including building principals, shall not establish any separate personnel file which is not available for the teacher's inspection. Material not maintained or referenced in the central office personnel file shall not provide the basis for discipline against a teacher.

B. Personnel File Contents

1. Each teacher's personnel file shall contain only the following:
   a. teaching certificates,
   b. college placement material, including official transcripts,
   c. record of staff development points,
   d. copies of annual contracts,
   e. records relative to compensation,
   f. copy of Annual Leave Report,
   g. Evaluation Records and Conference Records, written pursuant to Article VII, Teacher Evaluation,
   h. copies of official personnel action,
   i. letters of commendation, and
   j. other materials considered pertinent by the superintendent.

2. Material that may adversely affect a teacher's employment status may not be placed in a teacher's personnel file until the teacher has had the opportunity to read the material and to sign and date the actual copy to be filed. Material resulting from a complaint must be signed by the complainant before it is placed in the teacher's file. The teacher shall receive a copy of said material, at no cost to the teacher, at the time of filing. The teacher shall have the right, within ten (10) working days, to affix a written response to said material.

3. Any material may be removed from the file and returned to the teacher by

mutual consent of the superintendent and teacher, unless otherwise prohibited by law.

C. Personnel File Reproduction

The teacher shall have the right to reproduce any of the contents of his/her file if it does not violate a federal or state law.

8.03 Conference and Notification

When an official investigation is initiated because of a student or parent complaint alleging an action which is in violation of Board policy or State Law, the teacher will be notified in a reasonable time frame.

During any administrator-teacher conference, especially those that may lead to a written disciplinary action or dismissal of the teacher or pertain to Negotiated Agreement concerns, the conference may be interrupted or postponed at the request of the teacher so that he/she may have representation present when the conference is continued.

A 24-hour advance written or electronic notice of the right to representation will be provided to certified employees when a meeting is scheduled for the purposes of presenting a Plan of Improvement, Admonishment or other personnel file record.

8.04 Grievance Procedure

A. Purpose

The primary purpose of this procedure is to secure, at the lowest possible level, equitable solutions to a claim of the grievant.

B. Definitions

1. A "grievance" shall be defined as a claim by a grievant that a disagreement exists involving interpretation or application of the terms of this contract, Board policy, or Board practice.

2. The term "grievant" shall refer to the person or group making the claim
.

3. The term "day" shall mean working days, except when an occurrence or omission giving rise to a grievance is discovered or a grievance is submitted less than twenty (20) days before the close of school or during the summer. When the discovery of the cause for grievance or the submittal of a grievance occurs within the last twenty (20) days before the close of school or during the summer, the term day shall mean calendar day, exclusive of weekends and holidays.

C. Association Rights

1. The Association may continue any grievance filed and later dropped by a teacher or group of teachers, provided that the grievance involves the application or interpretation of this contract.

2. If a grievance affects a group of teachers or the Association, the Association may initiate and submit a grievance. Class grievances involving more than one administrator or an administrator above the building level may be filed by the Association at Step 2.

D. Individual Rights

1. Written documents, communications, or records dealing with the grievance shall be filed separately from the personnel file of the grievant and shall be kept confidential.

2. The grievant shall be afforded the right to representation of the grievant's choice at any conference or hearing relating to the grievance.

3. The grievant shall have the right to forward the grievance to the Clerk of the Board on his/her own behalf at Step 4 if the Association does not forward the grievance.

E. Procedure

1. If any of the time limits outlined herein are not met by the grievant, the grievance shall lapse.

2. If any of the time limits outlined herein are not met by the affected administrator, the grievant may proceed to the next step.

3. The Board, the administration, and the Association will cooperate in the investigation of any grievance and will share the information as is requested for the processing of a grievance.

4. Steps shall be followed in sequence, subject to being discontinued by the grievant at any point in this procedure:

STEP ONE:

Within twenty (20) days after the discovery of the occurrence or the act of omission giving rise to the grievance, the teacher shall (a) promptly notify the immediately involved administrator of the alleged violation, stating that a grievance may exist; (b) discuss the alleged grievance with the administrator; and (c) attempt to resolve the issue. Any written record of a complaint shall be destroyed if

the grievance does not go beyond Step One.

If the grievance is not resolved through discussion, the grievant shall present the grievance in writing to the Superintendent within five (5) days after initial discussion.

STEP TWO:

The Superintendent shall meet with the parties concerned and reply to the grievant in writing within ten (10) days of receipt of the grievance, giving disposition of the grievance.

STEP THREE:

If the grievant is not satisfied with the disposition of the grievance at Step Two, the grievant shall forward the grievance in writing to the Association Member Rights Committee within five (5) days of receipt of the Superintendent's reply. The Member Rights Committee shall reply to the grievant in writing within ten (10) days of receipt of the grievance.

STEP FOUR:

The Association and/or grievant shall forward the grievance in writing to the Clerk of the Board within five (5) days of receiving the Member Rights Committee's reply to the grievant. The Clerk shall inform the grievant of the hearing date. Said hearing shall take place at the next regularly scheduled Board meeting or at a special meeting called within fifteen (15) days after receipt of the request. The parties of interest shall have the right to include in the hearing such witnesses or counselors as they deem necessary to develop facts pertinent to the grievance. Said hearing will be held in open meeting.

STEP FIVE:

The Superintendent shall, within five (5) days after the conclusion of the hearing, report the Board's decision to the grievant and the Association President in writing.

5. Grievance forms are attached hereto as Appendix B.

8.05 Student Teachers

All student teachers shall be assigned to the sites only by the Executive Director of Human Resources. The building principal will be responsible for placement of the student teachers within his/her building. Student teachers shall be assigned to a teacher only with the teacher's consent. Supervising teachers shall be notified at least four (4) weeks prior to the arrival of the student teacher.

8.06 Tuition Fee Waivers

A tuition fee waiver shall be defined as a tuition free credit granted by a higher education institution to a teacher as compensation or appreciation for assisting with the student teaching program. When the tuition fee waiver forms are received from the institution of higher education by the school district, the Executive Director of Human Resources shall forward the fee waiver form to the respective supervising teacher. He/she may utilize the tuition fee waiver or make it available to another member of the certified teaching staff.

8.07 Standards of Conduct and Performance

The standards established by the State Board of Education pursuant to Oklahoma Statutes §70-6-101.21 shall be the Standards of Conduct and Performance for Teachers of the Ponca City Public Schools until such time as new standards are negotiated between the Board and Association. The Standards of Performance and Conduct for Teachers promulgated by the State Board of Education are attached hereto in Appendix A.

8.08 Payday Schedules

Members of the Bargaining Unit will be paid according to a specific schedule determined annually and posted at each site. The schedule will list the payroll delivery dates for the school year. Payroll delivery dates will be the last day of the month. If the last of the month falls on a weekend, the payroll delivery date will be the preceding working day. Extra Duty pay will be paid on the fifteenth of the month. When school is not in session, working day shall be defined as the calendar day preceding the weekend. When a teacher is separated from employment before the end of a contractual period, terminal pay will be prorated on a per diem basis, and the teacher will receive the terminal pay on the next payroll delivery date.

8.09 Payroll Deductions

Each teacher may, upon written authorization, initiate the following payroll deductions:

a. board-approved insurance programs,
b. Oklahoma Educators Credit Union,
c. PCACT/OEA/NEA dues,
d. OK-PAC/NEA-PAC dues,
e. annuities, and
f. other items as approved by Board policy.

Teachers wishing to make changes may do so by giving written notice to the payroll clerk by the fifteenth (15th) of the month prior to the next payroll date. Teachers may terminate a payroll deduction by giving written notice to the payroll clerk by the fifteenth (15th) of the month prior to the next payroll date; teachers who terminate a deduction will not be allowed to renew the deduction for that year.

The district shall make disbursements to the above-mentioned agencies within ten (10) working days after deduction has been made.

Payroll deduction options placed in the district's 125 Plan shall only be changed in accordance with the regulations of the Plan.

IX. ASSOCIATION RIGHTS

9.01 Released Time

Should a conference or the investigation and processing of a grievance require a teacher or Association representative be released from his regular assignment, he/she shall be released without loss of pay. However, no member of the Association may miss more than a total of seven (7) hours to represent Members of the Bargaining Unit.

9.02 Use of Building/Mail Boxes

The Association will be permitted to use school facilities for Association meetings and/or business upon arrangement with appropriate administrator. Association meetings may be called before the start of the instructional day or following the end of the instructional day.

The Association shall have the right to place notices, circulars, and other Association material in the mail boxes of all Members of the Bargaining Unit. However, in case a large quantity of Association material is to be delivered through the district's inter-district mail/delivery service from school site to school site, arrangements must be made through the Executive Director of Finance.

9.03 Availability of Information

The Board Clerk shall make available to the Association two (2) electronic copies of the official agenda and addenda for each meeting of the Board before the Board meeting. Any addenda to the formal agenda will be available at the Board meeting.

The President of the Association will advise the superintendent no later than July 1 of any fiscal year what two members will be receiving the electronic copy of the agenda. An email with a link to the Agenda with Commentary will be sent to all members of the Bargaining Unit before the board meeting.

9.04 Distribution of Contract

The cost of printing this contract shall be the responsibility of the Board. The Board shall be responsible for typing, preparing the contract for printing, and posting a copy on the school district web site. The contract will be printed in sufficient quantity to provide a copy for each building administrator, a copy for each site to be placed in the teacher’s lounge, and up to fifty (50) additional copies for the Association upon request. Within thirty (30) days from the date of ratification, the Association shall provide the Board a list

of additional copies that have been requested by their membership. A copy shall be posted on the school district web site within thirty (30) days from the date of ratification.

9.05 Availability of Board Policies

A link to current Board policies may be found on the homepage of the district website.

9.06 Association Leave

A pool of fifteen (15) days shall be provided to the Association for the purpose of Association related professional meetings. No more than five (5) days shall be used from this pool on a given day except for Delegate Assembly. No individual Member shall use more than three (3) days from the pool during the school year, except for the Association president. Written request for use of Association leave shall be made to the superintendent or his/her designee not less than forty-eight (48) hours in advance of the anticipated leave.

9.07 Calendar Committee

The Association President and six other Members of the Bargaining Unit will be asked to serve on the Calendar Committee. Members will include a member from each: Ponca City High School, East, West, elementary, elementary special and PreK.

9.08 Professional Development Committee

The Ponca City Professional Development committee shall be appointed by the Ponca City Board of Education. The Professional Development Committee for the Ponca City Public Schools shall include classroom teachers, administrators, and parents of the school district. A majority of the staff development committee shall be composed of classroom teachers by at least one more than half of the committee. The teacher members will be selected by a designated administrator from a list created by teacher self-nominations and names submitted by the Ponca City Association of Classroom Teachers. Each building or school site shall have at least one representative. The final slate of new committee members shall be approved by teacher vote. The term of appointment for each committee member shall be three years, unless otherwise noted. No committee member shall serve more than two consecutive terms. Vacancies shall be filled by appointment of the Board of Education. The committee will elect its own chairperson and its own secretary annually.

X. COMPENSATION

10.01 Incentive Pay

In the event a petition signed by twenty percent (20%) of the classroom teachers employed in the district requesting incentive pay is submitted to the Board or in the event the Board desires to implement an incentive pay plan, the Board will notify the Association in writing and return to bargaining to negotiate the incentive pay plan. (§70-5-141.2)

10.02 Fringe Benefits

A. The Board in partnership with the Oklahoma State Department of Education shall pay one hundred percent (100%) of the contribution of each Member of the Bargaining Unit to the Oklahoma Teachers' Retirement System.

B. Certified personnel who choose to take the actual health coverage shall receive a flexible benefit allowance of 100% the OSEEGIB Health Choice High plan to be paid in full until June 30, 2027. Certified personnel who choose not to take the health insurance available by OSEEGIB will receive a flex cash benefit of $836.52, which will not, and does not, increase.

10.03 Compensation

A. The base salary of all persons covered by this contract is set forth in Appendix D, which is attached hereto and made a part hereof.

1. Upon ratification, all Members of the Bargaining Unit shall be placed on the salary schedule for which they are qualified for the current contract year based on their years of experience.

   Newly employed members of the Bargaining Unit shall be placed on the salary schedule commensurate with their actual teaching experience and degree held. Experience may be in public school, private school, higher education institutes, both public and private, or a combination thereof. In calculating actual teaching experience, a maximum of five (5) years for military service shall be used to determine appropriate placement on the Negotiated Base Salary Schedule. No employee will be placed on a salary lane for which they do not have a valid degree.

2. Degree Preparation Stipend: Teachers accepted into a Master's Degree program and pursuing a Master's Degree in education or related fields will be paid a one-time stipend of $1,500 upon completion of 16 credit hours in their graduate program while employed by the Ponca City Public Schools. The stipend will be awarded only to returning employees of the district.

   Teachers accepted into a Doctorate Degree program and pursuing a Doctorate Degree in education or related fields will be paid a one-time stipend of $2,000 upon completion of 20 hours in their graduate program while employed by the Ponca City Public Schools. The stipend will be awarded only to returning employees of the district.

3. Members of the Bargaining Unit shall advance on the salary schedule in accordance with advanced college credits and degrees earned. All such credits and degrees must be earned from accredited institutions and must be

in a field of study which either enhances the teacher's current area of certification, prepares the teacher for a new area of certification or endorsement, or is designed to improve the teacher's general teaching skills.

4. Members of the Bargaining Unit who earn 20 hours past the Master's Degree in education while employed by the Ponca City Public Schools shall be paid $500 above the appropriate step on the Masters Salary Schedule.

B. A Member of the Bargaining Unit who accepts a supplemental assignment shall be compensated. Compensation for all supplemental assignments shall be paid as set forth in the schedule of Extra Duty Compensation in Appendix D, attached hereto and made a part hereof.

C. Members of the Bargaining Unit who are authorized by the administration and approved by the Board to work a period of days before and/or after the official school calendar year shall be remunerated at the rate of the individual Member's per diem.

D. Members of the Bargaining Unit who are off-step on the Bachelor's, Master's or Doctorate Schedules in 2025-2026 will be paid a $500.00 stipend for 2026-2027.

APPENDIX A

Standards of Performance and Conduct for Teachers

Professional Services Division
(70 O.S. Supp. 1990 § 6-101.21 and 101.22)

Teachers are charged with the education of the youth of this State. In order to perform effectively, teachers must demonstrate a belief in the worth and dignity of each human being, recognizing the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles.

In recognition of the magnitude of the responsibility inherent in the teaching process and by virtue of the desire of the respect and confidence of their colleagues, students, parents, and the community, teachers are to be guided in their conduct by their commitment to their students and their profession.

PRINCIPLE I
COMMITMENT TO THE STUDENTS

Oklahoma Administrative Code (OAC) 210:20-29-3 – Effective June 25, 1993

The teacher must strive to help each student realize his or her potential as a worthy and effective member of society. The teacher must work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the teacher:

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning,
2. Shall not unreasonably deny the student access to varying points of view,
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress,
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety,
5. Shall not intentionally expose the student to embarrassment or disparagement,
6. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social, or cultural background, or sexual orientation, unfairly
    - Exclude any student from participation in any program;
    - Deny benefits to any students; or
    - Grant any advantage to any student.

This includes antisemitism, which is a certain perception of Jews, which may be expressed as hatred towards Jews.

7. Shall not use professional relationships with students for private advantage,
8. Shall not disclose information about students obtained in the course of professional service, unless disclosure serves a compelling professional purpose and is permitted by law or is required by law.

PRINCIPLE II
COMMITMENT TO THE PROFESSION

Oklahoma Administrative Code (OAC) 210:20-29-4 – Effective June 25, 1993

The teaching profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In order to assure that the quality of the services of the teaching profession meets the expectations of the State and its citizens, the teacher shall exert every effort to raise professional standards, fulfill professional responsibilities with honor and integrity, promote a climate that encourages the exercise of professional judgment, achieve conditions which attract persons worthy of the trust to careers in education, and assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the profession, the educator:

1. Shall not, in an application for a professional position, deliberately make a false statement or fail to disclose a material fact related to competency and qualifications;
2. Shall not misrepresent his/her professional qualifications;
3. Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute;
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position;
5. Shall not assist an unqualified person in the unauthorized practice of the profession;
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law;
7. Shall not knowingly make false or malicious statements about a colleague; and
8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions.

PRINCIPLE III

Oklahoma Administrative Code (OAC) 210:20-29-5 – [Amended] February 2024

A career teacher may be dismissed or not reemployed for:

1. Willful neglect of duty;
2. Repeated negligence in performance of duty;
3. Mental or physical abuse to a child;
4. Incompetency;
5. Instructional ineffectiveness;
6. Unsatisfactory teaching performance; or
7. Any reason involving moral turpitude; or
8. Abandonment of contract.

Subject to the provisions of the Teacher Due Process Act, a probationary teacher may be dismissed or not reemployed for cause.

A teacher shall be dismissed or not reemployed unless a presidential or gubernatorial pardon has been issued, if during the term of employment, the teacher is convicted in any state or federal court, or any sex offense subject to the Oklahoma Sex Offenders Registration Act or any other state or federal sex offender registration provisions.

A teacher may be dismissed, refused employment, or not reemployed after a finding that such person has engaged in acts that could form the basis of criminal charges sufficient to result in the denial or revocation of a certificate for a reason set forth in subparagraph a of paragraph 6 of 70 O.S. § 3-104.

A teacher may be dismissed, refused employment, or not reemployed after a finding that such person has, either in the presence of a minor or in a manner available to a minor online, engaged in sexual acts, acts that appeal to the prurient interest in sex as found by the average person applying contemporary community standards, or acts that excessively promote sexuality in light of the educational value of the material and in light of the youngest age of any student with access to said material.

SELF-APPRAISAL

1. Identify what you think has contributed to your effectiveness as an educator (e. g., course work, private study, travel, work on school committees, in-service training, etc.)

2. What do you consider to be your greatest strengths?

3. Identify the areas in which you would like to demonstrate professional growth during the next year.

APPENDIX B

PONCA CITY PUBLIC SCHOOLS
Grievance Form

AGGRIEVED: SUBMITTAL DATE:
STEP:

BELIEVED VIOLATION:

DATE CAUSE OF GRIEVANCE OCCURRED:

ASSOCIATION GRIEVING ON BEHALF OF:

SCHOOL: IMMEDIATE ADMINISTRATOR:

STATEMENT OF GRIEVANCE:

RELIEF SOUGHT:

_____

Signature of Grievant Date

Distribution: Superintendent
Immediate Administrator
Grievant
Association President

PONCA CITY PUBLIC SCHOOLS
Reply to Grievant

AGGRIEVED: DATE:
STEP:

DATE RECEIVED BY ADMINISTRATOR:

DISPOSITION OF GRIEVANCE:

_____

Signature of Administrator Date

Distribution: Superintendent
Affected Administrator
Grievant
Association President

APPENDIX C

Senior High School Head Coaching

Sport	Stipend
Athletic Training	$6,200
Baseball	$7,000
Basketball	$10,000
Cross Country (combined b/g)	$5,700
Football	$12,000
Golf	$3,600
Soccer	$5,000
Softball	$7,000
Strength and Conditioning	$6,200 for 1 coach or $3,100 for 2 coaches
Swimming (combined b/g)	$6,800
Tennis	$4,250
Track	$4,000
Volleyball	$4,800
Wrestling	$10,000

Assistant Athletic Director	$6,000

Senior High School Assistant Coaching

Sport	Stipend
Associate Head Coach or Coordinator	$2,500
Baseball	$3,000
Basketball	$3,800
Cross Country	$1,800
Football	$4,500
Golf	$1,800
Soccer	$2,500
Softball	$3,000
Swimming	$2,200
Tennis	$2,000
Track	$2,000
Volleyball	$2,000
Wrestling	$3,800

9th Grade Head Coaching

Sport	Stipend
9th Basketball	$3,600
9th Football	$3,600
9th Volleyball	$2,400

9th Grade Assistant Coaching

Sport	Stipend
9th Football	$2,500

Middle School Head Coaching

Sport	Stipend
Baseball	$2,500
Basketball	$3,000

Cross Country	$2,400
7th AND 8th Football	$6,000
7th OR 8th Football	$3,000
Golf	$2,000
Softball	$2,500
Tennis	$2,000
Track	$2,400
Volleyball	$2,400
Wrestling	$3,500

Middle School Assistant Coaching

Sport	Stipend
Baseball	$1,800
Basketball	$2,000
Cross Country	$1,800
Football	$2,000
Golf	$1,800
Softball	$1,800
Tennis	$1,800
Track	$1,800
Volleyball	$1,500
Wrestling	$2,000

Bus Driver Stipend	$250
Three Sport Stipend	$1,000

Coordination

Assignment	Stipend
ATLAS Teacher	$5,000
Art, Music, & PE Coordinator	$600
Department Chair	$250 + $130 per teacher in the department
District Instrumental Music	$6,500
SLPA Supervision	$1,000
STEP Teacher	$5,000
Technology Coach	$500 per site

Activities

Activity	Stipend
Band- Senior Band Director	$9,500
Band- Assistant Band Director	$5,500
Cheerleading- Senior High	$5,500
Cheerleading- Assistant Senior High	$3,200
Cheerleading- 9th grade	$3,200
Cheerleading- 8th grade	$3,200
Drill Team	$5,500
Drill Team Assistant	$3,200
E-Sports	$2,500
E-Sports Assistant Coach	$1,000
Flag Corps	$2,500

Hope Squad	$500 for PoHi, $200 for East, and $350 West
Orchestra- Senior High Director	$9,500
Orchestra- Assistant Director	$5,000
Robotics	$2,400
Special Olympics Head Coach	$1,000
Unified Champion Advisor	$250
Vocal Music- Senior High Director	$6,000
Vocal Music- Assistant Director	$3,100

Senior High Site Responsibilities

Activity	Stipend
Advanced Placement Coordinator	$750
Advanced Placement Teacher (excludes coordinator)	$600
After Prom Coordinator	$1,000
English Virtual Content Teacher	$1,500 per semester
Prom Coordinator	$1,000
Gifted Coordinator	$1,800
Great Escape Coordinator	$1,000
Master Scheduler	$1,200
Mock Trial	$1,200
National Honor Society	$1,200
Panic	$900
State Student Council Coordinator	$3,000
Student Council- Lead	$3,000
Student Council- Assistant	$900
Theater	$3,600
Yearbook	$3,000

Elementary Extra Duty Responsibilities

Activity	Compensation
Per Site	$2,500

Middle School Extra Duty Responsibilities

Activity	Compensation
Per Site	$4,500

Grandfathered: Staff making in excess of the stipend listed will be grandfathered in at their 2021-2022 rate. No stipend will be at a lesser rate than they currently are making.

Longevity: Staff in extra duty positions will be paid an additional percentage of stipend per activity:

2% 5-9 years
4% 10-14 years
6% 15-20 years
8% 20+ years

Longevity stipends are paid for:

- Extra duty service only in our district

- Longevity in each individual sport or area

Clarification Language:

- If there is a break in service, previous experience in Ponca City will count.
- Longevity will not be added to the "Three Sport Stipend" of $1,000.

District Shuttle Bus Supervisors: $1,400 for only required sites

Special Services: Child Find Coordinator- $1,700

Recruitment Stipend: Upon approval of Board of Education, any stipend up to $6,000 may be given as a one-time stipend as a recruitment incentive and will not be given to the same individual in subsequent years.

APPENDIX D

2026-2027 PONCA CITY PUBLIC SCHOOLS
BACHELORS

(A)	(B)	(C)	(D)	(E)	(F)	(G)
STEP	BASE SALARY	DISTRICT PAID RETIREMENT	TOTAL COMPENSATION	TRS CREDIT	FBA BENEFIT PER MONTH	STATE MINIMUM
0	42,662.24	3,150.99	45,813.23	60.15	707.00	41,601.00
1	43,614.56	3,179.41	46,793.97	103.41	707.00	42,035.00
2	44,134.43	3,176.30	47,310.73	145.65	707.00	42,469.00
3	44,655.23	3,173.00	47,828.23	188.15	707.00	42,904.00
4	45,175.10	3,166.95	48,342.05	233.33	707.00	43,338.00
5	46,707.06	3,236.83	49,943.89	278.76	707.00	44,810.00
6	47,230.65	3,229.74	50,460.39	325.26	707.00	45,273.00
7	47,755.17	3,221.66	50,976.83	372.82	707.00	45,737.00
8	48,278.76	3,212.45	51,491.21	421.44	707.00	46,200.00
9	48,802.35	3,202.18	52,004.53	471.12	707.00	46,663.00
10	50,426.38	3,273.67	53,700.05	521.87	707.00	48,684.00
11	50,954.62	3,261.63	54,216.25	573.67	707.00	49,177.00
12	51,482.86	3,248.52	54,731.38	626.54	707.00	49,670.00
13	52,010.17	3,234.27	55,244.44	680.48	707.00	50,162.00
14	52,538.41	3,219.04	55,757.45	735.47	707.00	50,655.00
15	54,084.32	3,279.34	57,363.66	791.53	707.00	52,167.00
16	54,612.56	3,261.98	57,874.54	848.65	707.00	52,660.00
17	55,140.80	3,243.56	58,384.36	906.83	707.00	53,153.00
18	55,669.04	3,224.08	58,893.12	966.07	707.00	53,646.00
19	56,197.28	3,203.53	59,400.81	1,026.38	707.00	54,139.00
20	56,744.12	3,183.32	59,927.44	1,087.75	707.00	54,652.00
21	57,272.36	3,160.65	60,433.01	1,150.18	707.00	55,145.00
22	57,801.53	3,136.98	60,938.51	1,213.68	707.00	55,639.00
23	58,329.77	3,112.19	61,441.96	1,278.23	707.00	56,132.00
24	58,858.01	3,086.33	61,944.34	1,343.85	707.00	56,625.00
25	60,252.08	3,124.58	63,376.66	1,410.53	707.00	58,049.00
26	60,717.08	3,159.58	63,876.66	1,410.53	707.00	58,542.00
27	61,182.08	3,194.58	64,376.66	1,410.53	707.00	59,035.00
28	61,647.08	3,229.58	64,876.66	1,410.53	707.00	59,528.00
29	62,112.08	3,264.58	65,376.66	1,410.53	707.00	60,021.00
30	62,577.08	3,299.58	65,876.66	1,410.53	707.00	60,541.00
31	63,042.08	3,334.58	66,376.66	1,410.53	707.00	61,001.00
32	63,507.08	3,369.58	66,876.66	1,410.53	707.00	61,494.00
33	63,972.08	3,404.58	67,376.66	1,410.53	707.00	61,987.00
34	64,437.08	3,439.58	67,876.66	1,410.53	707.00	62,480.00
35	64,902.08	3,474.58	68,376.66	1,410.53	707.00	62,973.00
36	65,367.08	3,509.58	68,876.66	1,410.53	707.00	
37	65,832.08	3,544.58	69,376.66	1,410.53	707.00	
38	66,297.08	3,579.58	69,876.66	1,410.53	707.00	
39	66,762.08	3,614.58	70,376.66	1,410.53	707.00	
40	67,227.08	3,649.59	70,876.67	1,410.53	707.00	
41	67,692.08	3,684.59	71,376.67	1,410.53	707.00	
42	68,157.08	3,719.59	71,876.67	1,410.53	707.00	
43	68,622.08	3,754.59	72,376.67	1,410.53	707.00	
44	69,087.08	3,789.59	72,876.67	1,410.53	707.00	
45	69,552.08	3,824.59	73,376.67	1,410.53	707.00	
46	70,017.08	3,859.59	73,876.67	1,410.53	707.00	

2026-2027 PONCA CITY PUBLIC SCHOOLS

MASTERS

(A)	(B)	(C)	(D)	(E)	(F)	(G)
STEP	BASE SALARY	DISTRICT PAID RETIREMENT	TOTAL COPENSATION	TRS CREDIT	FBA BENEFIT PER MONTH	STATE MINIMUM
0	45,163.94	3,339.29	48,503.23	60.15	707.00	42,991.00
1	46,116.26	3,367.71	49,483.97	103.41	707.00	43,425.00
2	46,636.13	3,364.60	50,000.73	145.65	707.00	43,859.00
3	47,156.93	3,361.30	50,518.23	188.15	707.00	44,294.00
4	47,676.80	3,355.26	51,032.06	233.33	707.00	44,728.00
5	49,208.76	3,425.13	52,633.89	278.76	707.00	46,200.00
6	49,732.35	3,418.04	53,150.39	325.26	707.00	46,663.00
7	50,256.87	3,409.96	53,666.83	372.82	707.00	47,127.00
8	50,780.46	3,400.75	54,181.21	421.44	707.00	47,590.00
9	51,304.98	3,390.55	54,695.53	471.12	707.00	48,054.00
10	52,992.25	3,466.80	56,459.05	521.87	707.00	50,568.00
11	53,520.49	3,454.76	56,975.25	573.67	707.00	51,061.00
12	54,048.73	3,441.65	57,490.38	626.54	707.00	51,554.00
13	54,576.97	3,427.47	58,004.44	680.48	707.00	52,047.00
14	55,104.28	3,412.17	58,516.45	735.47	707.00	52,539.00
15	56,651.12	3,472.54	60,123.66	791.53	707.00	54,052.00
16	57,179.36	3,455.18	60,634.54	848.65	707.00	54,545.00
17	57,707.60	3,436.76	61,144.36	906.83	707.00	55,038.00
18	58,235.84	3,417.28	61,653.12	966.07	707.00	55,531.00
19	58,764.08	3,396.73	62,160.81	1,026.38	707.00	56,024.00
20	59,311.85	3,376.59	62,688.44	1,087.75	707.00	56,538.00
21	59,840.09	3,353.92	63,194.01	1,150.18	707.00	57,031.00
22	60,368.33	3,330.18	63,698.51	1,213.68	707.00	57,524.00
23	60,897.50	3,305.46	64,202.96	1,278.23	707.00	58,018.00
24	61,425.74	3,279.60	64,705.34	1,343.85	707.00	58,511.00
25	62,853.29	3,320.37	66,173.66	1,410.53	707.00	59,971.00
26	63,318.29	3,355.37	66,673.66	1,410.53	707.00	60,464.00
27	63,783.29	3,390.37	67,173.66	1,410.53	707.00	60,957.00
28	64,248.29	3,425.37	67,673.66	1,410.53	707.00	61,450.00
29	64,713.29	3,460.37	68,173.66	1,410.53	707.00	61,943.00
30	65,178.29	3,495.37	68,673.66	1,410.53	707.00	62,463.00
31	65,643.29	3,530.37	69,173.66	1,410.53	707.00	62,923.00
32	66,108.29	3,565.37	69,673.66	1,410.53	707.00	63,416.00
33	66,573.29	3,600.37	70,173.66	1,410.53	707.00	63,909.00
34	67,038.29	3,635.38	70,673.67	1,410.53	707.00	64,402.00
35	67,503.29	3,670.38	71,173.67	1,410.53	707.00	64,895.00
36	67,968.29	3,705.38	71,673.67	1,410.53	707.00	
37	68,433.29	3,740.38	72,173.67	1,410.53	707.00	
38	68,898.29	3,775.38	72,673.67	1,410.53	707.00	
39	69,363.29	3,810.38	73,173.67	1,410.53	707.00	
40	69,828.29	3,845.38	73,673.67	1,410.53	707.00	
41	70,293.29	3,880.38	74,173.67	1,410.53	707.00	
42	70,758.29	3,915.38	74,673.67	1,410.53	707.00	
43	71,223.29	3,950.38	75,173.67	1,410.53	707.00	
44	71,688.29	3,985.38	75,673.67	1,410.53	707.00	
45	72,153.29	4,020.38	76,173.67	1,410.53	707.00	
46	72,618.29	4,055.38	76,673.67	1,410.53	707.00	

2026-2027 PONCA CITY PUBLIC SCHOOLS
DOCTORATE

(A)	(B)	(C)	(D)	(E)	(F)	(G)
STEP	BASE SALARY	DISTRICT PAID RETIREMENT	TOTAL COPENSATION	TRS CREDIT	FBA BENEFIT PER MONTH	STATE MINIMUM
0	47,665.64	3,527.60	51,193.24	60.15	707.00	44,381.00
1	48,617.96	3,556.02	52,173.98	103.41	707.00	44,815.00
2	49,137.83	3,552.91	52,690.74	145.65	707.00	45,249.00
3	49,658.63	3,549.61	53,208.24	188.15	707.00	45,684.00
4	50,178.50	3,543.56	53,722.06	233.33	707.00	46,118.00
5	51,710.46	3,613.43	55,323.89	278.76	707.00	47,590.00
6	52,234.98	3,606.41	55,841.39	325.26	707.00	48,054.00
7	52,788.57	3,600.52	56,389.09	372.82	707.00	48,517.00
8	53,282.16	3,589.05	56,871.21	421.44	707.00	48,980.00
9	53,806.68	3,578.85	57,385.53	471.12	707.00	49,444.00
10	55,621.36	3,664.69	59,286.05	521.87	707.00	52,945.00
11	56,149.60	3,652.65	59,802.25	573.67	707.00	53,438.00
12	56,677.84	3,639.54	60,317.38	626.54	707.00	53,931.00
13	57,206.08	3,625.36	60,831.44	680.48	707.00	54,424.00
14	57,733.39	3,610.06	61,343.45	735.47	707.00	54,916.00
15	59,281.16	3,670.50	62,951.66	791.53	707.00	56,430.00
16	59,809.40	3,653.14	63,462.54	848.65	707.00	56,923.00
17	60,337.64	3,634.72	63,972.36	906.83	707.00	57,416.00
18	60,865.88	3,615.24	64,481.12	966.07	707.00	57,909.00
19	61,394.12	3,594.69	64,988.81	1,026.38	707.00	58,402.00
20	61,942.82	3,574.62	65,517.44	1,087.75	707.00	58,917.00
21	62,471.06	3,551.95	66,023.01	1,150.18	707.00	59,410.00
22	62,999.30	3,528.21	66,527.51	1,213.68	707.00	59,903.00
23	63,528.47	3,503.49	67,031.96	1,278.23	707.00	60,397.00
24	64,056.71	3,477.63	67,534.34	1,343.85	707.00	60,890.00
25	65,526.11	3,521.55	69,047.66	1,410.53	707.00	62,395.00
26	65,991.11	3,556.55	69,547.66	1,410.53	707.00	62,888.00
27	66,456.11	3,591.55	70,047.66	1,410.53	707.00	63,381.00
28	66,921.11	3,626.56	70,547.67	1,410.53	707.00	63,874.00
29	67,386.11	3,661.56	71,047.67	1,410.53	707.00	64,367.00
30	67,851.11	3,696.56	71,547.67	1,410.53	707.00	64,887.00
31	68,316.11	3,731.56	72,047.67	1,410.53	707.00	65,347.00
32	68,781.11	3,766.56	72,547.67	1,410.53	707.00	65,840.00
33	69,246.11	3,801.56	73,047.67	1,410.53	707.00	66,333.00
34	69,711.11	3,836.56	73,547.67	1,410.53	707.00	66,826.00
35	70,176.11	3,871.56	74,047.67	1,410.53	707.00	67,319.00
36	70,641.11	3,906.56	74,547.67	1,410.53	707.00	
37	71,106.11	3,941.56	75,047.67	1,410.53	707.00	
38	71,571.11	3,976.56	75,547.67	1,410.53	707.00	
39	72,036.11	4,011.56	76,047.67	1,410.53	707.00	
40	72,501.11	4,046.56	76,547.67	1,410.53	707.00	
41	72,966.11	4,081.56	77,047.67	1,410.53	707.00	
42	73,431.11	4,116.56	77,547.67	1,410.53	707.00	
43	73,896.11	4,151.56	78,047.67	1,410.53	707.00	
44	74,361.11	4,186.56	78,547.67	1,410.53	707.00	
45	74,826.11	4,221.56	79,047.67	1,410.53	707.00	
46	75,291.11	4,256.56	79,547.67	1,410.53	707.00	

2026-2027 PONCA CITY PUBLIC SCHOOLS

(A) Step: Salary Placement Level

(B) Base Salary: Ponca City Negotiated Base Salary - based on number of years of experience

(C) Total Retirement: [Total Compensation (Column D) + TRS Credit (Column E)] * 7% = Total Retirement
District Paid Retirement: Total Retirement - TRS Credit (Column E).

(D) Total Compensation: Total of columns (B) and (C)

(E) TRS Credit: Statutory amount paid by the State to OTRS for certified staff based on # years experience.
District pays as additional compensation to certified staff; however, this is not included in Total Compensation.

(F) Flexible Insurance Benefit Allowance: This amount may increase in January 2027. Employees who choose not to take the insurance option will receive a flex cash benefit of $69.71 per month, which will not, and does not, increase. This benefit is in accordance with State law.

(G) 2026-2027 State Minimum Teacher Salary Schedule

Special Education Teachers receive an additional 15% of their base salary.