



**Noble Board of Education
August Regular Meeting in the Board Room
Administration Building, 111 S. 4th Street, Noble, OK, 73068, [Address], [City], Oklahoma
[Zip]
Monday, August 14, 2023 at 5:30 PM**

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

- I. Preliminary Business**
 - I.A. Call to Order**
 - I.B. Establishment of a Quorum**
 - I.C. Pledge of Allegiance**
- II. Reports**
 - II.A. Class Size Limits**
 - II.B. Activity Fund Report**
 - II.C. District Financial Report**
 - II.D. Resignations/Retirements**
- III. Public Comment**
- IV. Consent Agenda**
 - IV.A. Minutes of Regular Board Meeting - June 26, 2023**
 - IV.B. Minutes of Special Board Meeting - July 18, 2023**
 - IV.C. Encumbrances and Change Orders**
 - IV.D. Payroll Encumbrances**
 - IV.E. Activity Fund Transfers**
 - IV.F. Alternative Education Plan for 2023-24**
 - IV.G. Gifted & Talented Local Advisory Committee, Professional Development Committee & Professional Development Plan for 2023-24**
 - IV.H. Residency Committees for 2023-24**
 - IV.I. School-Based Health Services Program with OSDE for 2023-24**
 - IV.J. Oklahoma Department of Career and Technology Education Contract for Secondary Career and Technology Education Programs(s) for school year 2023-24**
 - IV.K. Resolution to Transcript Math, Science, and Technology classes taught at Mid-America Technology Center for 2023-24**
- V. Action Topics**
 - V.A. Discussion and possible vote on Consent Agenda Items A-K as presented.**
 - V.B. Discussion and possible vote on Food Services Agreement with Noble Head Start for the 2023-24 school year as presented.**
- VI. Executive Session**
 - VI.A. Proposed executive session to discuss the following business pursuant to 25 O.S. Section 307 (B)(1), (B)(2), and (B)(7) of the Oklahoma Open Meeting Act:**
 - VI.A.1. Employments**

- VI.A.2. Medicare Extra Duty Staff Stipend
- VI.A.3. Certified Agreement for 2023-24
- VI.A.4. Support Agreement for 2023-24
- VI.A.5. Student Transfer Appeal A
- VI.B. Vote to convene in executive session
- VI.C. Acknowledgement of Board to return to open session
- VII. Action Topics
 - VII.A. Statement of executive session minutes
 - VII.B. Discussion and possible vote on employments for the 2023-24 school year as presented.
 - VII.C. Discussion and possible vote on a one-time stipend to be paid to Medicare Extra Duty Staff as presented.
 - VII.D. Discussion and possible vote on Certified Agreement for 2023-24 as presented.
 - VII.E. Discussion and possible vote on Support Agreement for 2023-24 as presented.
 - VII.F. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student A as presented.
- VIII. New Business
- IX. Superintendent's Reports
- X. Adjournment

Agenda posted August 9, 2024, by
5:30pm at <https://www.nobleps.com>
and at the entrance of the Administrative
Office, Noble Public Schools, located at
111 South 4th Street, Noble, OK, 73068.

Dorothy M. Terrill
Minutes Clerk

**NOBLE PUBLIC SCHOOLS CLASS LIMITS
SEMESTER 1 2023-2024**

Enrollment Summary as of 7/31/2023

Grade Level	# of Teachers	Max Capacity	Total Enrolled	# of Transfers	Transfers available
Pre-K	8	160	146	12	14
K	10	200	154	6	6
K-T1	2	32	32	3	1
1st	10	200	186	19	14
2nd	10	220	209	12	11
3rd	10	220	203	14	17
4th	10	220	236	13	-16
5th	9	207	202	9	5
6th	NA	220	211	12	9
7th	NA	220	234	7	-14
8th	NA	220	217	11	3
9th	NA	220	245	12	-25
10th	NA	220	253	20	-33
11th	NA	220	206	12	14
12th	NA	220	202	24	18
Total		2999	2936	186	24

Enrollment Summary as of 8/31/2023

Grade Level	# of Teachers	Max Capacity	Total Enrolled	# of Transfers	Transfers available
Pre-K	8	160			
K	10	200			
K-T1	2	32			
1st	10	200			
2nd	10	220			
3rd	10	220			
4th	10	220			
5th	9	207			
6th	NA	220			
7th	NA	220			
8th	NA	220			
9th	NA	220			
10th	NA	220			
11th	NA	220			
12th	NA	220			
Total		2999	0	0	0

Enrollment Summary as of 9/30/2023

Grade Level	# of Teachers	Max Capacity	Total Enrolled	# of Transfers	Transfers available
Pre-K	8	160			
K	10	200			
K-T1	2	32			
1st	10	200			
2nd	10	220			
3rd	10	220			
4th	10	220			
5th	9	207			
6th	NA	220			
7th	NA	220			
8th	NA	220			
9th	NA	220			
10th	NA	220			
11th	NA	220			
12th	NA	220			
Total		2999	0	0	0

Enrollment Summary as of 10/31/2023

Grade Level	# of Teachers	Max Capacity	Total Enrolled	# of Transfers	Transfers available
Pre-K	8	160			
K	10	200			
K-T1	2	32			
1st	10	200			
2nd	10	220			
3rd	10	220			
4th	10	220			
5th	9	207			
6th	NA	220			
7th	NA	220			
8th	NA	220			
9th	NA	220			
10th	NA	220			
11th	NA	220			
12th	NA	220			
Total		2999	0	0	0

Enrollment Summary as of 11/30/2023

Grade Level	# of Teachers	Max Capacity	Total Enrolled	# of Transfers	Transfers available
Pre-K	8	160			
K	10	200			
K-T1	2	32			
1st	10	200			
2nd	10	220			
3rd	10	220			
4th	10	220			
5th	9	207			
6th	NA	220			
7th	NA	220			
8th	NA	220			
9th	NA	220			
10th	NA	220			
11th	NA	220			
12th	NA	220			
Total		2999	0	0	0

Enrollment Summary as of 12/31/2023

Grade Level	# of Teachers	Max Capacity	Total Enrolled	# of Transfers	Transfers available
Pre-K	8	160			
K	10	200			
K-T1	2	32			
1st	10	200			
2nd	10	220			
3rd	10	220			
4th	10	220			
5th	9	207			
6th	NA	220			
7th	NA	220			
8th	NA	220			
9th	NA	220			
10th	NA	220			
11th	NA	220			
12th	NA	220			
Total		2999	0	0	0

(-) Enrollment Maxed
() Transfers Available

NOBLE PUBLIC SCHOOLS
 111 S. 4TH STREET
 NOBLE, OK 73068

FY-2024
 YTD Summary

Summary Of Accounts

August 11, 2023

For Bank Account: **This Report Is True And Correct**
 * * * * 426 **To The Best Of My Knowledge.**

Date: 8 / 11 / 2023 *Not Sewell*

Beginning: **659,556.64**
Receipts: **18,412.42**
Checks: **0.00**
Adjustments: **0.00**
Ending: **\$677,969.06**

Acct.	Name	Beg. Year	Receipts	Checks	Adjust.	Ending
0051	CENTRAL OFFICE	80332.43	150.46	0.00	434.00	80916.89
815	CENTRAL OFFICE ACTIVITY ACCT	21627.08	0.00	0.00	434.00	22061.08
816	ACTIVITY FUND INTEREST	13598.53	28.56	0.00	0.00	13627.09
817	NOBLE STUDENT ASSISTANCE	33346.30	121.90	0.00	0.00	33468.20
818	TECHNOLOGY ACTIVITY ACCOUNT	11760.52	0.00	0.00	0.00	11760.52
0105	KID ELEMENTARY	19352.78	0.00	0.00	-46.50	19306.28
801	KID-GENERAL SUPPLY	3668.03	0.00	0.00	-46.50	3621.53
802	KID-CLEARING ACCOUNT	0.00	0.00	0.00	0.00	0.00
803	KID-SHOUT WEEK	0.00	0.00	0.00	0.00	0.00
804	KID-KINDERGARTEN	603.47	0.00	0.00	0.00	603.47
805	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
806	KID-T-SHIRT ACCOUNT	1857.14	0.00	0.00	0.00	1857.14
807	KID-PICTURE ACCOUNT	4011.00	0.00	0.00	0.00	4011.00
808	KID-BOOK FAIR ACCOUNT	1366.11	0.00	0.00	0.00	1366.11
809	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
810	KID-FIELD TRIP ACCOUNT	1965.26	0.00	0.00	0.00	1965.26
811	KID YEARBOOK	625.86	0.00	0.00	0.00	625.86
812	KID-COUNSELOR	2101.62	0.00	0.00	0.00	2101.62
813	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
814	KID-PRE-K	2784.29	0.00	0.00	0.00	2784.29
819	KID-P.E.	370.00	0.00	0.00	0.00	370.00
0110	PIONEER ELEMENTARY	33888.12	0.00	0.00	-155.00	33733.12
830	PI-GENERAL SUPPLY	15493.96	0.00	0.00	-155.00	15338.96
831	PI-CLEARING ACCOUNT	0.00	0.00	0.00	0.00	0.00
832	PI-PIONEER SHOUT WEEK	0.00	0.00	0.00	0.00	0.00
833	PI-4TH GRADE	2697.27	0.00	0.00	0.00	2697.27
834	PI-5TH GRADE	3048.16	0.00	0.00	0.00	3048.16
835	PI-RUN CLUB	812.93	0.00	0.00	0.00	812.93
836	PI-MUSIC ACCOUNT	229.41	0.00	0.00	0.00	229.41
837	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
838	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
839	PI-SCI-PI	1623.84	0.00	0.00	0.00	1623.84
840	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
841	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
842	PI-LIBRARY	9982.55	0.00	0.00	0.00	9982.55

NOBLE PUBLIC SCHOOLS
 111 S. 4TH STREET
 NOBLE, OK 73068

FY-2024
 YTD Summary

Summary Of Accounts

August 11, 2023

Acct. Name	Beg.Year	Receipts	Checks	Adjust.	Ending
0115 HUBBARD ELEMENTARY	50385.70	0.00	0.00	0.00	50385.70
820 JKH-GENERAL SUPPLY	11926.04	0.00	0.00	0.00	11926.04
821 JKH-CLEARING ACCOUNT	0.00	0.00	0.00	0.00	0.00
822 JKH-T-SHIRT/SHOUT/FESTIVAL	8202.64	0.00	0.00	0.00	8202.64
823 JKH-LIBRARY ACCOUNT	9230.52	0.00	0.00	0.00	9230.52
824 JKH-2ND GRADE	849.16	0.00	0.00	0.00	849.16
825 JKH-3RD GRADE	1454.86	0.00	0.00	0.00	1454.86
826 JKH-ADOPT A CHILD	4952.71	0.00	0.00	0.00	4952.71
827 JKH-1ST GRADE	2188.98	0.00	0.00	0.00	2188.98
828 JKH-STEAM	5665.18	0.00	0.00	0.00	5665.18
829 JKH-PHYSICAL EDUCATION	5915.61	0.00	0.00	0.00	5915.61
0510 CURTIS INGE MIDDLE SCHOOL	74377.91	0.00	0.00	0.00	74377.91
845 MS-GENERAL SUPPLY	21461.88	0.00	0.00	0.00	21461.88
846 MS-CLEARING ACCOUNT	0.00	0.00	0.00	0.00	0.00
847 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
848 MS-LIBRARY ACCOUNT	236.82	0.00	0.00	0.00	236.82
849 MS-STUDENT COUNCIL	4377.18	0.00	0.00	0.00	4377.18
850 MS-HOME EC ACCOUNT	467.46	0.00	0.00	0.00	467.46
851 MS-ELA, LANGUAGES, WORLD CULTU	501.23	0.00	0.00	0.00	501.23
852 MS-ART ACCOUNT	6682.86	0.00	0.00	0.00	6682.86
853 MS-MATH ACCOUNT	2190.00	0.00	0.00	0.00	2190.00
854 MS-YEAR BOOK ACCOUNT	11152.67	0.00	0.00	0.00	11152.67
855 MS-TECH ED ACCOUNT	823.48	0.00	0.00	0.00	823.48
856 MS-VOCAL MUSIC	8636.78	0.00	0.00	0.00	8636.78
857 MS-HONOR SOCIETY	3313.84	0.00	0.00	0.00	3313.84
858 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
859 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
860 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
861 MS-READING	1158.85	0.00	0.00	0.00	1158.85
862 MS-COMPUTER SCIENCE	6491.78	0.00	0.00	0.00	6491.78
863 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
864 MS-SCIENCE DEPT.	3359.02	0.00	0.00	0.00	3359.02
865 MS-GIFTED AND TALENTED	45.29	0.00	0.00	0.00	45.29
866 MS-SHOUT WEEK	0.00	0.00	0.00	0.00	0.00
867 MS-AUTHOR LIFE BOOK CLUB	1132.01	0.00	0.00	0.00	1132.01
868 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
869 MS-POETRY ANIMAL CLUB	2346.76	0.00	0.00	0.00	2346.76
0705 HIGH SCHOOL	164986.30	4725.00	0.00	0.00	169711.30
901 HS-STUDENT GENERAL SUPPLIES	33118.56	0.00	0.00	0.00	33118.56
902 HS-CLEARING ACCOUNT	0.00	0.00	0.00	0.00	0.00

Acct.	Name	Beg.Year	Receipts	Checks	Adjust.	Ending
903	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
904	HS-E-SPORTS	25.83	0.00	0.00	0.00	25.83
905	HS-CHORUS	8362.49	0.00	0.00	0.00	8362.49
906	HS-BPA	1228.09	0.00	0.00	0.00	1228.09
907	HS-DECA	613.59	0.00	0.00	0.00	613.59
908	HS-ATAE	2656.02	0.00	0.00	0.00	2656.02
909	HS-FCCLA	457.09	0.00	0.00	0.00	457.09
910	HS-FFA	19246.75	3725.00	0.00	0.00	22971.75
911	HS-FCA	880.58	0.00	0.00	0.00	880.58
912	HS-CLASS OF 2023	3287.95	0.00	0.00	0.00	3287.95
913	HS-CLASS OF 2026	606.20	0.00	0.00	0.00	606.20
914	HS-TEACHER GENERAL SUPPLIES	134.73	0.00	0.00	0.00	134.73
915	HS-STEM INITIATIVE	10929.00	1000.00	0.00	0.00	11929.00
916	HS-FOREIGN LANGUAGE	564.89	0.00	0.00	0.00	564.89
917	HS-LIBRARY	39.91	0.00	0.00	0.00	39.91
918	HS-DAILY LIVING CENTER	463.60	0.00	0.00	0.00	463.60
919	HS-ART CLUB	787.63	0.00	0.00	0.00	787.63
920	HS-BAND	6519.21	0.00	0.00	0.00	6519.21
921	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
922	HS-BAND TOURING	1346.11	0.00	0.00	0.00	1346.11
923	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
924	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
925	HS-NATIONAL HONOR SOCIETY	576.12	0.00	0.00	0.00	576.12
926	HS-SCIENCE CLUB	1943.93	0.00	0.00	0.00	1943.93
927	HS-THESPIANS	5681.71	0.00	0.00	0.00	5681.71
928	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
929	HS-STUDENT COUNCIL	4070.73	0.00	0.00	0.00	4070.73
930	HS-YEARBOOK	5663.42	0.00	0.00	0.00	5663.42
931	HS-ART II	2287.93	0.00	0.00	0.00	2287.93
932	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
933	HS-PSAT/AP TEST	2248.13	0.00	0.00	0.00	2248.13
934	HS-DRIVER'S ED. CLEARING ACCT	5000.00	0.00	0.00	0.00	5000.00
935	HS-GERMAN CLUB	502.94	0.00	0.00	0.00	502.94
936	HS-CLASS OF 2025	788.14	0.00	0.00	0.00	788.14
937	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
938	HS-TEACHER APPRECIATION & PROM	4982.39	0.00	0.00	0.00	4982.39
939	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
940	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
941	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
942	HS-2016 SHOUT WEEK	0.00	0.00	0.00	0.00	0.00
943	HS-URSIDAE	126.99	0.00	0.00	0.00	126.99
944	HS-SCHOLARSHIP ACCOUNT	30495.78	0.00	0.00	0.00	30495.78

NOBLE PUBLIC SCHOOLS
 111 S. 4TH STREET
 NOBLE, OK 73068

FY-2024
 YTD Summary

Summary Of Accounts

August 11, 2023

Acct.	Name	Beg.Year	Receipts	Checks	Adjust.	Ending
945	HS - ART CLUB - COOK	480.18	0.00	0.00	0.00	480.18
946	HS-FOOD PANTRY	1480.40	0.00	0.00	0.00	1480.40
947	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
948	HS-PRISM	3.10	0.00	0.00	0.00	3.10
949	HS-WAT - WORK ADJ TRAINING	1153.34	0.00	0.00	0.00	1153.34
950	HS-CLASS OF 2024	5550.10	0.00	0.00	0.00	5550.10
951	HS-NOBLE ARCHERY	154.15	0.00	0.00	0.00	154.15
952	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
953	HS-SCIENCE 2	528.59	0.00	0.00	0.00	528.59
0706	ATHLETICS	236233.40	13536.96	0.00	-232.50	249537.86
870	ATHLETICS GENERAL SUPPLY	40787.56	504.00	0.00	-232.50	41059.06
871	HS GIRLS GOLF	1957.67	0.00	0.00	0.00	1957.67
872	BASEBALL	8481.32	0.00	0.00	0.00	8481.32
873	HS BOYS BASKETBALL	6694.11	0.00	0.00	0.00	6694.11
874	POWER LIFTERS/FOOTBALL	49129.22	0.00	0.00	0.00	49129.22
875	HS FASTPITCH	5204.57	0.00	0.00	0.00	5204.57
876	HS GIRLS BASKETBALL	24217.54	0.00	0.00	0.00	24217.54
877	CROSS COUNTRY	351.09	0.00	0.00	0.00	351.09
878	HS WRESTLING	8741.95	0.00	0.00	0.00	8741.95
879	GIRLS SOCCER	8870.82	0.00	0.00	0.00	8870.82
880	HS GIRLS TRACK	772.65	0.00	0.00	0.00	772.65
881	HS VOLLEYBALL	17322.36	645.00	0.00	0.00	17967.36
882	HS CHEERLEADERS	11122.31	547.00	0.00	0.00	11669.31
883	7TH/8TH CHEERLEADERS	2030.23	1873.00	0.00	0.00	3903.23
884	NOBLE BEAR DOWN CLUB	18778.91	6965.00	0.00	0.00	25743.91
885	HS GOLF	727.47	0.00	0.00	0.00	727.47
886	NOBLE ATHLETIC TRAINING	90.55	0.00	0.00	0.00	90.55
887	BULL PEN	8533.45	0.00	0.00	0.00	8533.45
888	SOFTBALL BOOSTER	2347.12	1064.96	0.00	0.00	3412.08
889	MS-SOCCER	2024.21	0.00	0.00	0.00	2024.21
890	MS GIRLS BASKETBALL	2477.71	0.00	0.00	0.00	2477.71
891	BOYS SOCCER	588.76	0.00	0.00	0.00	588.76
892	MS BOYS SOCCER	1576.56	0.00	0.00	0.00	1576.56
893	ATHLETIC SCHOLARSHIP FUND	119.24	0.00	0.00	0.00	119.24
894	OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
895	MS FOOTBALL	2132.21	0.00	0.00	0.00	2132.21
896	MS TRACK	1840.24	0.00	0.00	0.00	1840.24
897	MS VOLLEYBALL	5892.39	0.00	0.00	0.00	5892.39
898	MS BOYS BASKETBALL	68.92	0.00	0.00	0.00	68.92
899	HS POM SQUAD	3352.26	1938.00	0.00	0.00	5290.26

NOBLE PUBLIC SCHOOLS
111 S. 4TH STREET
NOBLE, OK 73068

FY-2024
YTD Summary

Summary Of Accounts

August 11, 2023

YTD TOTALS:	(7 Accounts)	659,556.64	18,412.42	0.00	0.00	677,969.06
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Beginning YTD Account Balance:	\$659,556.64
Bank Charges:	0.00
Interest:	0.00
NSF Adjustments:	0.00
Expense:	0.00
Revenue:	0.00
Total Adjustments:	\$0.00
Total Adjustments:	0.00
Add Voids:	0.00
Adjustment with Voids:	\$0.00
Receipts Issued:	18,412.42
Voided Receipts:	0.00
Total Receipts:	\$18,412.42
Checks Issued:	0.00
Voided Checks:	0.00
Total Checks:	\$0.00
Current Balance:	\$677,969.06
YTD Outstanding Checks:	0.00
Prior Year Outstanding Checks:	1,817.21

NOBLE PUBLIC SCHOOLS
SUMMARY OF FINANCIAL ACTIVITIES

07/31/2023

All Years Grouped By FUND	GENERAL FUND	BUILDING FUND	Bond Fund	SINKING FUNDTOTAL ALL FUNDS
CASH ON HAND:				
BEGINNING MONTHLY BALANCE	605,010.03	300,485.79	2,842,013.80	385,359.68 4,132,869.30
ADD: MONTHLY RECEIPTS	2,071,835.32	614,171.03	7,335.22	20,343.55 2,713,685.12
MATURING INVESTMENTS	13,336,920.50	1,337,515.59	2,952,336.12	385,000.00 18,011,772.21
TOTAL CASH:	16,013,765.85	2,252,172.41	5,801,685.14	790,703.23 24,858,326.63
LESS: CHECKS ISSUED	6,405,616.76	20,336.96	32,000.00	0.00 6,457,953.72
PURCHASE OF INVESTMENTS	6,086,920.50	672,515.59	2,867,336.12	385,000.00 10,011,772.21
INTEREST ON NON-PAYABLE	0.00	0.00	0.00	0.00 0.00
BOND INDEBTEDNESS	0.00	0.00	0.00	0.00 0.00
REPAY-MONEY MGMT.	0.00	0.00	0.00	0.00 0.00
MISCELLANEOUS	0.00	0.00	0.00	0.00 0.00
INTEREST ON BONDS	0.00	0.00	0.00	0.00 0.00
TRANSFERS	0.00	0.00	0.00	0.00 0.00
ADJUSTMENTS	-23,171.09	26,127.00	-7,549.31	-33,012.87 -37,606.27
ENDING MONTHLY BALANCE	3,498,057.50	1,585,446.86	2,894,799.71	372,690.36 8,350,994.43
INVESTMENTS:				
BEGINNING MONTHLY BALANCE	7,250,000.00	665,000.00	85,000.00	0.00 8,000,000.00
ADD: INVESTMENTS	6,086,920.50	672,515.59	2,867,336.12	385,000.00 10,011,772.21
TOTAL INVESTMENTS:	13,336,920.50	1,337,515.59	2,952,336.12	385,000.00 18,011,772.21
LESS: MATURING INVESTMENTS	13,336,920.50	1,337,515.59	2,952,336.12	385,000.00 18,011,772.21
ENDING MONTHLY BALANCE:	0.00	0.00	0.00	0.00 0.00
<hr/>				
TOTALS:				
END OF MONTH CASH BALANCE:	3,498,057.50	1,585,446.86	2,894,799.71	372,690.36 8,350,994.43
END OF MONTH INV. BALANCE:	0.00	0.00	0.00	0.00 0.00
TOTAL CASH:	3,498,057.50	1,585,446.86	2,894,799.71	372,690.36 8,350,994.43
ADD: OUTSTANDING CHECKS	1,905,534.20	1,500.45	32,000.00	0.00 1,939,034.65
TOTAL MONIES:	5,403,591.70	1,586,947.31	2,926,799.71	372,690.36 10,290,029.08



MINUTES June 26, 2023 Regular Meeting

The Board of Education of Independent School District No. 40 of the Cleveland County, State of Oklahoma, met in a Regular Meeting in the Board Room at the Noble Administration Building, 111 S. 4th St., Noble, Oklahoma, in said school district, June 26, 2023, at 5:30 PM.

Attendance taken at 5:30 PM.

Mrs. Wendy Barnes: Present
Mr. Randy Sheppard: Present
Mr. Leroy Lukinbill: Absent
Mr. Scott Milette: Present
Mr. James Reed: Absent

Also present were Superintendent Frank Solomon and Assistant Superintendent Dr. Jon Myers.

I. Preliminary Business

I.A. Call to Order

I.B. Establishment of a Quorum

I.C. Pledge of Allegiance

II. Reports

II.A. Activity Fund Report

II.B. District Financial Report

II.C. Resignations/Retirements

III. Public Comment

Comments: None

IV. Public Record Documentation

V. Consent Agenda

V.A. Minutes of Regular Board Meeting – June 5, 2023

V.B. Encumbrances and Change Orders

V.C. Payroll Encumbrances

V.D. Activity Fund Transfers

V.E. 2023-24 Student Handbooks for Athletics, Noble High School, Curtis Inge Middle School, Pioneer Elementary, John K. Hubbard Elementary, and Katherine I. Daily Elementary

V.F. 2023-24 Miscellaneous Hourly Rates of Pay

V.G. 2023-24 Virgin Law Firm contract renewal

V.H. 2023-24 Oklahoma Copier Solutions lease agreement

V.I. 20 23-24 Athletic Training Services Agreement with Norman Regional Health System

V.J. 2023-24 Virtual Care Services Agreement by and between Public School District of Cleveland County Oklahoma, Noble Public Schools and Norman Regional Hospital Authority, an Oklahoma Public Trust

V.K. 2023-24 Campus Police Jurisdictional Agreement

V.L. 2023-24 Assemble Annual Renewal

V.M. 2023-24 OKC Community College HiSET High School Equivalency Test at Noble High School

V.N. School Site Statutory Waiver/Deregulation Application for 2023-24 Abbreviated School Day

V.O. School Site Statutory Waiver/Deregulation Application for 2023-24 Library Media Specialist

V.P. School Site Statutory Waiver/Deregulation Application for 2023-24 Non-Certified Library Media Specialist



MINUTES June 26, 2023 Regular Meeting

VI. Action Topics

VI.A. Discussion and possible vote on Consent Agenda Items A-P as presented.

Motion to approve Consent Agenda Items A-P (Minutes of June 5, 2023 Regular Board Meeting, Encumbrances and Change Orders as follows: GF/CN 23-24: #40001-40204 \$3,980,669.68 BF 23-24: #24000-24056 \$836,170.00 Bond 23-24: #36000-36001 \$37,500.00, Payroll Encumbrances, Activity Fund Transfers, 2023-24 Student handbooks for Noble High School, Curtis Inge Middle School, Pioneer Elementary, John K. Hubbard Elementary, and Katherine I. Daily Elementary, 2023-24 Miscellaneous Hourly Rates of Pay, 2023-24 Virgin Law Firm contract renewal, 2023-24 Oklahoma Copier Solutions lease agreement, 2023-24 Athletic Training Services Agreement with Norman Regional Health System, 2023-24 Virtual Care Services Agreement by and between Public School District of Cleveland County Oklahoma, Noble Public Schools, and Norman Regional Hospital Authority, an Oklahoma Public Trust, 2023-24 Campus Police Jurisdictional Agreement, 2023-24 Assemble Annual Renewal, 2023-24 OKC Community College HiSET High School Equivalency Test at Noble High School, School Site Statutory Waiver/Deregulation Application for 2023-24 Abbreviated School Day, School Site Statutory Waiver/Deregulation Application for 2023-24 Library Media Specialist, and School Site Statutory Waiver/Deregulation Application for 2023-24 Non-Certified Library Media Specialist) as presented passed with a motion made by Mr. Scott Milette and seconded by Mr. Randy Sheppard.

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

VI.B. Discussion and possible vote on Class Size Limits beginning August 1, 2023, as presented.

Motion to approve Class Size Limits beginning August 1, 2023, as presented passed with a motion made by Mr. Randy Sheppard and seconded by Mr. Scott Milette.

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

VI.C. Discussion and possible vote on 2023-24 Noble Public Schools' Authorizations with First State Bank of Noble as presented.

Motion to approve 2023-24 Noble Public Schools' Authorizations with First State Bank of Noble as presented passed with a motion made by Mr. Scott Milette and seconded by Mr. Randy Sheppard.

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



MINUTES June 26, 2023 Regular Meeting

VI.D. Discussion and possible vote on the 2023-24 Activity Fund Manual as presented.

Motion to approve 2023-24 Activity Fund Manual as presented passed with a motion made by Mr. Randy Sheppard and seconded by Mr. Scott Milette.

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

VII. Executive Session

VII.A. Proposed executive session to discuss the following business pursuant to 25 O.S. Section 307 (B)(1), (B)(2), and (B)(7) of the Oklahoma Open Meeting Act:

VII.A.1. Employments

VII.A.2. Certified Negotiations for 2023-24

VII.A.3. Support Negotiations for 2023-24

VII.A.4. District Employee Stipends

VII.A.5. Student Transfer Appeals A, B, C, D, E, and F

VII.B. Vote to convene in executive session

Motion to convene in executive session at 5:45pm passed with a motion made by Mr. Scott Milette and seconded by Mr. Randy Sheppard.

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

VII.C. Acknowledgement of Board to return to open session

Comments: Mrs. Wendy Barnes announced the Board's return to open session at 6:18pm.

VIII. Action Topics

VIII.A. Statement of executive session minutes

The Board of Education convened in executive session in the board room located at 111 South 4th Street, Noble, OK, 73068, at o'clock p.m., Thursday, June 26, 2023, to discuss employments, certified negotiations for 2023-24, support negotiations for 2023-24, district employee stipends, and student transfer appeals A, B, C, D, E, and F, as authorized by 25 O.S. Section 307 (B)(1), (B)(2), and (B)(7) of the Oklahoma Open Meeting Act. Board Members present were Wendy Barnes, Scott Milette, and Randy Sheppard, as well as Superintendent Frank Solomon and Assistant Superintendent Dr. Jon Myers. During the executive session the Board discussed these items and no other items. No action was taken. The Board returned to open session at 6:18 o'clock p.m., Monday, June 26, 2023.



MINUTES June 26, 2023 Regular Meeting

VIII.B. Discussion and possible vote on employments for the 2023-24 school year as presented.

Motion to approve Administration's recommendation of employments for the 2023-24 school year as presented passed with a motion made by Mr. Scott Milette and seconded by Mr. Randy Sheppard.

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

VIII.C. Discussion and possible vote on a one-time Hazardous Pay Stipend for all returning district employees for the FY24 school year in the amount of \$1,000.00, with the exception of the Superintendent. Stipend will be paid on Monday, August 7, 2023. Any employee that does not complete the FY24 school year will have the remaining stipend amount removed from their final paycheck. The amount deducted will be pro-rated based upon leave date.

Motion to approve a one-time Hazardous Pay Stipend for all returning district employees for the FY24 school year in the amount of \$1000.00, with the exception of the Superintendent. Stipend will be paid on Monday, August 7, 2023. Any employee that does not complete the FY24 school year will have the remaining stipend amount removed from their final paycheck. The amount deducted will be pro-rated based upon leave date passed with a motion made by Mr. Randy Sheppard and seconded by Mr. Scott Milette.

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

VIII.D. Discussion and possible vote on a one-time Hazardous Pay Stipend for all new district employees for the FY24 school year in the amount of \$500.00. Stipend will be paid on Monday, August 7, 2023. Any employee hired after August 7, 2023, will not be eligible for the stipend. Any employee that does not complete the FY24 school year will have the remaining stipend amount removed from their final paycheck. The amount deducted will be pro-rated based upon leave date.

Motion to approve a one-time Hazardous Pay Stipend for all new district employees for the FY24 school year in the amount of \$500.00. Stipend will be paid on Monday, August 7, 2023. Any employee hired after August 7, 2023, will not be eligible for the stipend. Any employee that does not complete the FY24 school year will have the remaining stipend amount removed from their final paycheck. The amount deducted will be pro-rated based upon leave date passed with a motion made by Mr. Scott Milette and seconded by Mr. Randy Sheppard.

Mrs. Wendy Barnes: Yes
Mr. Randy Sheppard: Yes



MINUTES June 26, 2023 Regular Meeting

Mr. Leroy Lukinbill: Absent
Mr. Scott Milette: Yes
Mr. James Reed: Absent
Yes: 3 No: 0, Absent: 2

VIII.E. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student A as presented.

Motion to accept the transfer request of Student A as presented passed with a motion made by Mr. Scott Milette and seconded by Mr. Randy Sheppard.

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

VIII.F. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student B as presented.

Motion to accept the transfer request of Student B as presented passed with a motion made by Mr. Randy Sheppard and seconded by Mr. Scott Milette.

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

VIII.G. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student C as presented.

Motion to accept the decision of Superintendent Frank Solomon to deny the transfer request for Student C as presented passed with a motion made by Mr. Scott Milette and seconded by Mr. Randy Sheppard.

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

VIII.H. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student D as presented.

Motion to accept the transfer request for Student D as presented passed with a motion made by Mr. Randy Sheppard and seconded by Mr. Scott Milette.

Mrs. Wendy Barnes: Yes
Mr. Randy Sheppard: Yes



MINUTES June 26, 2023 Regular Meeting

Mr. Leroy Lukinbill: Absent
Mr. Scott Milette: Yes
Mr. James Reed: Absent
Yes: 3 No: 0, Absent: 2

VIII.I. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student E as presented.

Motion to accept the transfer request for Student E as presented passed with a motion made by Mr. Randy Sheppard and seconded by Mr. Scott Milette.

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

VIII.J. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student F as presented.

Motion to accept the decision of Superintendent Frank Solomon to deny the transfer request for Student F as presented passed with a motion made by Mr. Randy Sheppard and seconded by Mr. Scott Milette.

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

IX. New Business

Comments: Superintendent Frank Solomon informed the Board of the resignation of Ann Robinett that arrived earlier in the day, so it was not on the posted list and asked they approve Purchase Order 40205 for student desks.

Motion to approve Purchase Order 40205 for student desks passed with a motion made by Mr. Scott Milette and seconded by Mr. Randy Sheppard.

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

X. Superintendent's Reports

Comments: Mr. Frank Solomon gave the Board a Summer School update and reminded the Board of the district closure from June 30, 2023, to July 9, 2023. He also informed them for the need of a special board meeting in July.

Dr. Jon Myers updated the Board on the Summer Feeding Program.



MINUTES June 26, 2023 Regular Meeting

XI. Adjournment

Motion to adjourn at 6:31 pm passed with a motion made by Mr. Randy Sheppard and seconded by Mr. Scott Milette.

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

PRESIDENT- Leroy Lukinbill

VICE-PRESIDENT-Wendy Barnes

CLERK-Scott Milette

DEPUTY CLERK-James Reed

MEMBER-Randy Sheppard

MINUTES CLERK- Dot Terrill



MINUTES July 18, 2023 Special Meeting

The Board of Education of Independent School District No. 40 of the Cleveland County, State of Oklahoma, met in a Special Meeting in the Board Room at the Noble Administration Building, 111 S. 4th St., Noble, Oklahoma, in said school district, Tuesday, July 18, 2023, 5:30 PM.

Attendance taken at 5:30PM.

Mrs. Wendy Barnes: Absent
Mr. Randy Sheppard: Present
Mr. Leroy Lukinbill: Present
Mr. Scott Milette: Present
Mr. James Reed: Present

Also present were Superintendent Frank Solomon and Assistant Superintendent Dr. Jon Myers.

I. Preliminary Business

I.A. Call to Order

I.B. Establishment of a Quorum

II. Reports

II.A. Resignations/Retirements

III. Action Topics

III.A. Discussion and possible vote on Encumbrances and Change Orders (GF/CN 22-23: #4088 \$198,000.00 23-24 #40205-40263 \$758,039.16 BF #24057-24061 \$40,359.00) as presented.

Motion to approve Encumbrances and Change Orders (GF/CN 22-23: #4088 \$198,000.00 23-24 #40205-40263 \$758,039.16 BF #24057-24061 \$40,359.00) as presented passed with a motion made by Mr. James Reed and seconded by Mr. Scott Milette.

Mrs. Wendy Barnes: Absent
Mr. Randy Sheppard: Yes
Mr. Leroy Lukinbill: Yes
Mr. Scott Milette: Yes
Mr. James Reed: Yes
Yes: 4 No: 0, Absent: 1

III.B. Discussion and Possible vote on 2023-2024 Payroll encumbrances as presented.

Motion to approve payroll encumbrances for 2023-2024 as presented passed with a motion made by Mr. Randy Sheppard and seconded by Mr. Scott Milette.

Mrs. Wendy Barnes: Absent
Mr. Randy Sheppard: Yes
Mr. Leroy Lukinbill: Yes
Mr. Scott Milette: Yes
Mr. James Reed: Yes
Yes: 4 No: 0, Absent: 1

III.C. Discussion and possible vote on employments for the 2023-24 school year as presented.

Motion to approve Administrations recommendation for employments for the 2023-24 school year as presented passed with a motion made by Mr. Scott Milette and seconded by Mr. James Reed.



MINUTES July 18, 2023 Special Meeting

Mrs. Wendy Barnes: Absent
Mr. Randy Sheppard Yes
Mr. Leroy Lukinbill: Yes
Mr. Scott Milette: Yes
Mr. James Reed: Yes
Yes: 4 No: 0, Absent: 1

III.D. Discussion and possible vote to approve using Building Capacity EDU for School Improvement Consultation and Professional Development as presented.

Motion to approve using Building Capacity EDU for School Improvement Consultation and Professional Development as presented passed with a motion made by Mr. James Reed and seconded by Mr. Randy Sheppard.

Mrs. Wendy Barnes: Absent
Mr. Randy Sheppard Yes
Mr. Leroy Lukinbill: Yes
Mr. Scott Milette: Yes
Mr. James Reed: Yes
Yes: 4 No: 0, Absent: 1

IV. Executive Session

President Leroy Lukinbill asked the Board if they saw a need to convene in executive session. They all agreed there was no need so no action was taken on Items IV through V.A.

V. Action Topics

V.B. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student A as presented.

Motion to accept the transfer request of Student A as presented passed with a motion made by Mr. James Reed and seconded by Mr. Scott Milette.

Mrs. Wendy Barnes: Absent
Mr. Randy Sheppard Yes
Mr. Leroy Lukinbill: Yes
Mr. Scott Milette: Yes
Mr. James Reed: Yes
Yes: 4 No: 0, Absent: 1

V.C. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student B as presented.

Motion to accept the transfer request of Student B as presented passed with a motion made by Mr. James Reed and seconded by Mr. Scott Milette.

Mrs. Wendy Barnes: Absent
Mr. Randy Sheppard Yes
Mr. Leroy Lukinbill: Yes
Mr. Scott Milette: Yes
Mr. James Reed: Yes



MINUTES July 18, 2023 Special Meeting

Yes: 4 No: 0, Absent: 1

V.D. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student C as presented.

Motion to accept the transfer request of Student C as presented passed with a motion made by Mr. James Reed and seconded by Mr. Scott Milette.

Mrs. Wendy Barnes: Absent

Mr. Randy Sheppard Yes

Mr. Leroy Lukinbill: Yes

Mr. Scott Milette: Yes

Mr. James Reed: Yes

Yes: 4 No: 0, Absent: 1

V.E. Discussion and possible vote to accept or overturn the decision of Superintendent Frank Solomon to deny the transfer request of Student D as presented.

Motion to accept the transfer request of Student D as presented passed with a motion made by Mr. James Reed and seconded by Mr. Scott Milette.

Mrs. Wendy Barnes: Absent

Mr. Randy Sheppard Yes

Mr. Leroy Lukinbill: Yes

Mr. Scott Milette: Yes

Mr. James Reed: Yes

Yes: 4 No: 0, Absent: 1

VI. Adjournment

Motion to adjourn a 5:52pm passed with a motion made by Mr. James Reed and seconded by Mr. Scott Milette.

PRESIDENT- Leroy Lukinbill

VICE-PRESIDENT - Wendy Barnes

CLERK - Scott Milette

DEPUTY CLERK - James Reed

MEMBER - Randy Sheppard

Deputy MINUTES CLERK – Jennifer Black



PO	Vendor Name	General Description	Amount	Date
24062	BETTER BARNS	HS - STORAGE CONTAINERS / AG & SHOP MATERIALS	13,750.00	07/26/2023
24063	HASKELL LEMON CONSTRUCTION CO.	DISTRICT - ASPHALT	2,500.00	07/31/2023
24064	JOHNSON'S AUTOMOTIVE	DISTRICT - MAINTENANCE VEHICLE REPAIR	5,000.00	07/31/2023
24065	CRESTLINE SERVICES	KID - NEW SIGN	10,000.00	07/31/2023
24066	CRESTLINE SERVICES	HUB - NEW SIGN	5,000.00	08/02/2023
24067	****SYNLOK TECHNOLOGIES, LLC	HS - TURF SWEEP / SOFTBALL, BASEBALL & FOOTBALL FIELDS	3,135.00	08/03/2023
24068	****MONOPRICE	IT - NETWORK CABLES	1,500.00	08/08/2023
24069	UNITED RENTALS (NORTH AMERICA), INC	DISTRICT - EQUIPMENT RENTALS	5,000.00	08/09/2023
24070	CORRECT CONNECTIONS, LLC	DISTRICT - PLUMBING SVCS - REPAIRS, PARTS & LABOR	20,000.00	08/11/2023
24071	OVERHEAD DOOR OF OKC	HS - OVERHEAD DOOR	5,000.00	08/11/2023
24072	MORENO DISPOSAL & DEMOLITION	HS - ROLL OFF DUMPSTER / SHOP & AG BLDG	1,000.00	08/11/2023
24073	DISMUKE COLLISION	DISTRICT - MAINTENANCE VEHICLE REPAIR	5,000.00	08/03/2023
(21) BUILDING FUND Current Encumbered:			76,885.00	



PO	Vendor Name	General Description	Amount	Date
24047	UNITED RENTALS (NORTH AMERICA), INC	DISTRICT - EQUIPMENT RENTAL	93.40	7/1/2023
24059	HARNESS ROOFING	DISTRICT - ROOFING REPAIRS	20,000.00	7/1/2023
24060	NOBLE FARM & BUILDING SUPPLY, LLC	DISTRICT - BUILDING MATERIALS	5,000.00	7/1/2023
(21) BUILDING FUND Total:			25,093.40	



PO	Vendor Name	General Description	Amount	Date
40264	OKACTE	HS - OKLAHOMA SUMMIT CONFERENCE REGISTRATION - AUG 1-2, 2023 / D OWEN	90.00	07/18/2023
40265	SWOPES, SUSAN	HS - PER DIEM - OKLAHOMA SUMMIT CONFERENCE	75.00	07/18/2023
40266	****FAIRFIELD INN & SUITES	HS - HOTEL ACCOMODATIONS & PKNG FEES - OKLAHOMA SUMMIT CONFERENCE AUG 1-2, 2023	209.84	07/18/2023
40267	****FAIRFIELD INN & SUITES	HS - HOTEL ACCOMODATIONS & PKNG FEES - OKLAHOMA SUMMIT CONFERENCE AUG 1-2, 2023	209.84	07/18/2023
40268	TRU TECHNOLOGIES	DISTRICT - NETWORK DROPS	3,000.00	07/18/2023
40269	HORIZON	HS - EDGENUITY LICENSE	12,240.00	07/18/2023
40270	****ZOOM	HS - ZOOM LICENSE	1,500.00	07/18/2023
40271	OSI ENVIROMENTAL, LLC	TRANS - WASTE DISPOSAL PICK UP SVCS	2,000.00	07/18/2023
40272	****AMAZON.COM	DISTRICT - PROF DEV BOOKS & MATERIALS (NEW TEACHERS)	341.89	07/19/2023
40274	ARVEST BANK	TRANS - MULTIPLE VENDORS - FUEL	5,000.00	07/19/2023
40275	GREEN ENERGY SOLUTIONS LLC	TRANS - CNG TRANSFER USAGE FEES	2,500.00	07/19/2023
40276	ARVEST BANK	CIMS - MULTIPLE VENDORS - GENERAL SUPPLIES	2,000.00	07/20/2023
40277	LAB RESOURCES, INC.	HS - TRUE-VIS PRINTER	19,995.00	07/20/2023
40278	LAB RESOURCES, INC.	HS - PRINTER SUPPLIES	12,000.00	07/20/2023
40279	ESPAK, INC.	HUB - MATH & ELA SOFTWARE	11,070.00	07/11/2023
40280	****HARBOR FREIGHT	TRANS - GENERAL SUPPLIES	150.00	07/24/2023
40281	****SAFELITE	TRANS - WINDOW REPLACEMENT	382.74	07/24/2023
40282	TEACHING SYSTEMS, INC.	HS - EPILOG FUSION MAKER LASER ENGRAVER & STANDARD ROTARY ATTACHMENT	16,090.00	07/24/2023
40283	TEACHING SYSTEMS, INC.	HS - EPILOG FUSION MAKER LASER ENGRAVER & STANDARD ROTARY ATTACHMENT	2,250.00	07/24/2023
40284	****AMAZON.COM	HUB - AMAZON - OFFICE / BACK TO SCHOOL / CLASSROOM SUPPLIES	759.38	07/26/2023
40285	HEARTLAND	CN - MOSAIC SOFTWARE SUPPORT & WARRANTY SUBSCRIPTION	5,500.00	07/26/2023
40286	NORMAN STAMP AND SEAL	CN - EMPLOYEE NAME BADGES	150.00	07/26/2023
40287	****SENORWOOLY.COM	HS - SENOR WOOLY ONLINE MEMBERSHIP	150.00	07/26/2023
40288	****AMAZON.COM	HS - OFFICE SUPPLIES	1,000.00	07/26/2023
40289	NOBLE HARDWARE	HS - GENERAL SUPPLIES	500.00	07/26/2023
40290	SOLID PROFESSOR	HS - SOLID PROFESSOR CURRICULUM RENEWEL	3,000.00	07/26/2023
40291	****TEACHERS DISCOVERY	HS - FLANGO ONLINE MEMBERSHIP	200.00	07/26/2023
40292	ICEV	HS - ICEV TEACHER / STUDENT RENEWALS	1,500.00	07/26/2023



PO	Vendor Name	General Description	Amount	Date
40293	HOOPER PRINTING	HS - LETTERHEAD	500.00	07/26/2023
40294	****HOBBY LOBBY	HS - ART SUPPLIES	1,500.00	07/26/2023
40295	****HAMPTON INN	HS - OK SUMMER SUMMIT - HOTEL ACCOMODATIONS - AUG 1-2, 2023	450.00	07/26/2023
40296	****AMAZON.COM	HS - CLASSROOM SUPPLIES	680.00	07/26/2023
40297	ARVEST BANK	HS - OK SUMMER SUMMIT - REGISTRATION & DUES	400.00	07/26/2023
40298	BLIND ALLEY	HS - BLIND REPLACEMENTS & REPAIRS	3,500.00	07/26/2023
40299	STARFALL EDUCATION	KID - STARFALL SUBSCRIPTION (1 YR)	355.00	07/26/2023
40300	EDMENTUM	KID - READING EGGS PROGRAM LICENSE (1 YR)	1,559.00	07/26/2023
40301	SUPER TEACHER WORKSHEETS	HUB - SUPER TEACHER WORKSHEETS SINGLE SITE LICENSE	375.00	07/26/2023
40302	****AMAZON.COM	KID - CLASSROOM SUPPLIES	1,000.00	07/26/2023
40303	****AMAZON.COM	PIO - TEACHER / CLASSROOM SUPPLIES	2,000.00	07/26/2023
40304	SCHOOL OUTFITTERS	HS - CLASSROOM WHITEBOARD	500.00	07/26/2023
40305	NORMAN STAMP AND SEAL	HS - NAME BADGES	1,000.00	07/26/2023
40306	****HUMAN KINETICS	HS - PE CIRRICULUM BOOKS	300.00	07/26/2023
40307	****MARDEL	HUB - MARDEL - FIRST GRADE MANIPULATIVES	300.00	07/26/2023
40308	SEESAW LEARNING, INC.	KID - SEESAW SITE LICENSE (1 YR)	2,500.00	07/26/2023
40309	SCHOOL SPECIALTY, LLC	KID - TRANSITION WORKBOOKS	500.00	07/26/2023
40310	TRU TECHNOLOGIES	HS - TECHNOLOGY EQUIPMENT	500.00	07/26/2023
40311	****AMAZON.COM	HS - CURTAINS & CURTAIN RODS	90.00	07/26/2023
40312	****AMAZON.COM	HS - GENERAL OFFICE SUPPLIES	500.00	07/26/2023
40313	LAB RESOURCES, INC.	HS - MEMBERSHIP RENEWAL	2,935.00	07/26/2023
40314	NORMAN STAMP AND SEAL	HUB - CLASSROOM NAME PLATES AND TEACHER OF THE YEAR NAME PLAQUE	150.00	07/26/2023
40315	****AMAZON.COM	PIO - GENERAL OFFICE SUPPLIES	300.00	07/31/2023
40316	****AMAZON.COM	PIO - CLASSROOM SUPPLIES	292.70	07/31/2023
40317	CURRICULUM ASSOCIATES, LLC	HUB - QUICK WORD EVERDAY WRITERS STUDENT BOOKS (2ND GR)	417.20	07/31/2023
40318	MENDOZA, GISELLE	CN - CAFE REFUND / ANNABELLA SIMICH	8.80	07/31/2023
40319	IDENTIMETRICS	CN - BIOMETRICS FOR CAFETERIA POS	1,200.00	07/31/2023
40320	BLICK ART MATERIALS	CIMS - ART SUPPLIES	139.87	07/31/2023
40321	ORIENTAL TRADING	HUB - 2ND GR COMMON CORE POCKET FOLDERS	299.80	07/31/2023
40322	BLICK ART MATERIALS	CIMS - ART SUPPLIES	728.57	07/31/2023



PO	Vendor Name	General Description	Amount	Date
40323	BLICK ART MATERIALS	CIMS - ART SUPPLIES	323.12	07/31/2023
40324	BERCHER CERAMIC SUPPLIES, INC.	CIMS - ART SUPPLIES	300.00	07/31/2023
40325	ESGI, LLC	KID - ESGI LICENSE (1 YR)	3,510.00	07/31/2023
40326	OKLAHOMA DEPARTMENT OF CAREER AND TECHNOLOGY EDUCA	HS - NEW TEACHER ACADEMY REGISTRATION	200.00	07/31/2023
40327	ALBERRY, KIREN	HS - SUMMER BAND CAMP CLINICIAN	250.00	07/31/2023
40328	KALEB BAYS	HS - SUMMER BAND CAMP CLINICIAN	350.00	07/31/2023
40329	BESON, CAITLIN	HS - SUMMER BAND CAMP CLINICIAN	250.00	07/31/2023
40330	DEVON EBERLE	HS - SUMMER BAND CAMP CLINICIAN	300.00	07/31/2023
40331	PAEA FIFITA	HS - SUMMER BAND CAMP CLINICIAN	350.00	07/31/2023
40332	JOHNSON, MYKAELA	HS - SUMMER BAND CAMP CLINICIAN	250.00	07/31/2023
40333	LITTLETON, WESLEY	HS - SUMMER BAND CAMP CLINICIAN	250.00	07/31/2023
40334	PAVELSCHAK, DILLON	HS - SUMMER BAND CAMP CLINICIAN	250.00	07/31/2023
40335	THOMPSON, EMMA	HS - SUMMER BAND CAMP CLINICIAN	250.00	07/31/2023
40336	ARVEST BANK	CIMS - THE CAMPBELL HOTEL - HOTEL ACCOMODATIONS - FCCLA CONFERENCE - 07/31/23 - 08/02/23 / C MARSEE	318.00	07/31/2023
40337	****AMAZON.COM	HUB - CLASSROOM & OFFICE SUPPLIES	1,255.51	07/31/2023
40338	ARVEST BANK	CIMS - REGISTRATION & PKNG FEES - FCCLA CONFERENCE - 07/31/23 - 08/02/23 / C MARSEE	230.00	07/31/2023
40339	ARVEST BANK	CIMS - PER DIEM - FCCLA CONFERENCE - 07/31/23 - 08/02/23 / C MARSEE	72.00	07/31/2023
40340	STUDENT TRANSPORT	TRANS - DRIVER TRAINING PROGRAM	750.00	08/01/2023
40341	WESTCO LAMINATOR SERVICE	KID - LAMINATING FILM	669.00	08/01/2023
40342	MUSCO SPORTS LIGHTING,M LLC	HS - COLOR LIGHTING PACKAGE / HS STADIUM	12,500.00	08/01/2023
40343	SCHOOL SPECIALTY, LLC	KID - TRANSITION WORKBOOKS	425.00	07/26/2023
40344	ADPC	ADMIN - BUSINESS FORMS & PAY WARRANTS	1,000.00	08/02/2023
40345	****VISTAPRINT	IT - PRINTING SVCS	1,000.00	08/03/2023
40346	****HOME DEPOT	CIMS - REFRIGERATOR / FCCLA / C MARSEE	865.98	08/03/2023
40347	JONES, LINLEY	CN - CAFE REFUND / FORKOLBY JONES	20.85	08/03/2023
40348	****AMAZON.COM	HS - CABLE SPLITTER & ETHERNET PATCH CABLE	30.00	08/03/2023
40349	****HOME DEPOT	PIO - PLAYGROUND EQUIPMENT - MATERIALS FOR GAGA BALL PIT	800.00	08/03/2023



PO	Vendor Name	General Description	Amount	Date
40350	PERRY WEATHER	HS - WEATHER SOFTWARE	2,575.00	08/04/2023
40351	WINDY CHEVROLET	TRANS - BUS KEYS	2,000.00	08/04/2023
40352	IMAGE 360	ADMIN - RSO VEHICLE SIGNAGE	500.00	08/04/2023
40353	****AMAZON.COM	HS - PRINTER INK	1,020.00	08/04/2023
40354	****GRAY HOUSE PUBLISHING	HS - LIBRARY BOOKS	278.00	08/04/2023
40355	JUNIOR LIBRARY GUILD	HS - SUBSCRIPTION RENEWAL (BOOKS)	2,454.52	08/04/2023
40356	GRASSROOTS FEED SEED & FARM STORE	HS - LIVESTOCK FEED AND SUPPLIES	1,200.00	08/04/2023
40357	OUTBACK LABS	HS - LIVESTOCK SHOW SUPPLIES	5,000.00	08/04/2023
40358	OKLAHOMA FFA ASSOCIATION	HS - AFFILIATE MEMBERSHIP, COLT AND STATE REG, AND AET FEE PACKAGE	1,407.00	08/04/2023
40359	ICEV	HS - VO-AG TEACHER & STUDENT LICENSE RENEWAL	2,000.00	08/04/2023
40360	SOUTHWESTERN WELDING SUPPLY	HS - SHOP SUPPLIES & MATERIALS	1,500.00	08/04/2023
40361	ARVEST BANK	HS - KINKOS- CARBON COPY FORMS	150.00	08/04/2023
40362	OKLAHOMA DEPT OF LABOR	DISTRICT - HOT WATER HEATER INSPECTIONS - LICENSES / FEES	1,500.00	08/04/2023
40363	JULIA COATS	DISTRICT - CLASSROOM SUPPLIES - DEPT OF AGRICULTURE - BEEF GRANT (100% REIMBURSED)	25,000.00	08/04/2023
40364	CRIMSON ELECTRIC SERVICES	DISTRICT - ELECTRICAL SVCS., PARTS & LABOR	25,000.00	08/08/2023
40365	****DOLLAR TREE	CIMS - CLASSROOM SUPPLIES / NEW TEACHER	100.00	08/08/2023
40366	****DOLLAR TREE	CIMS - CLASSROOM SUPPLIES / NEW TEACHER	100.00	08/08/2023
40367	****DOLLAR TREE	CIMS - CLASSROOM SUPPLIES / NEW TEACHER	100.00	08/08/2023
40368	****DISPLAYS 2 GO	CIMS - GENERAL SUPPLIES	500.00	08/08/2023
40369	****DIFFERENT ROADS	CIMS - GENERAL SUPPLIES	500.00	08/08/2023
40370	****CALENDLY	IT - CALENDAR SCHEDULING AUTOMATION	100.00	08/08/2023
40371	JG CREATIVE	DISTRICT - DOOR SIGNS	1,000.00	08/08/2023
40372	MARSEE, CHRISTINA	CIMS - REIMB - OK SUMMIT CONF EXPENSES - 07/31-08/02, 2023 / MARSEE	150.00	08/09/2023
40373	****SENORWOOLY.COM	HS - SENOR WOOLY SUBSCRIPTION	150.00	08/09/2023
40374	SCHOOL SPECIALTY, LLC	KID - TRANSITION WORKBOOKS	40.00	08/09/2023
40375	ABS AUTOMATED BUILDING SYSTEMS, INC.	HS - EMS HVAC SYSTEM CONTROLS	5,000.00	08/10/2023
40376	STOBER, JAIMIE	CN - CAFE BALANCE / JOSHUA & NEVEA BYRD	84.50	08/10/2023
40377	****AMAZON.COM	DISTRICT - MAINTENANCE SUPPLIES	5,000.00	08/10/2023



PO	Vendor Name	General Description	Amount	Date
40378	AUSTIN BOWLES WELDING	DISTRICT - AWNINGS / STUDENT WEATHER PROTECTION	21,400.00	08/10/2023
40379	ARVEST BANK	CIMS - FCCLA FEES	150.00	08/10/2023
40380	****AMAZON.COM	HS - OFFICE CHAIR	100.00	08/10/2023
40381	****AMAZON.COM	HS - WHITEBOARDS	300.00	08/10/2023
40382	ARVEST BANK	CIMS - MULT. VENDORS - CLASSROOM SUPPLIES	2,000.00	08/10/2023
40383	****AMAZON.COM	CIMS - OFFICE, TEACHING & STUDENT SUPPLIES	3,000.00	08/10/2023
40384	AUSTIN BOWLES WELDING	DISTRICT - AWNINGS	16,000.00	08/10/2023
40385	B & H MECHANICAL HEATING & AIR CONDITIONING SVC.	HS - HVAC SYSTEM / NEW SOFTBALL - BASEBALL FACILITY	8,800.00	08/10/2023
40386	IMAGE 360	KID - NEW ENTRANCE SIGN	3,000.00	08/10/2023
40387	NOBLE TRUCK REPAIR & SALES	TRANS - REPAIRS, PARTS & LABOR	10,000.00	08/10/2023
40388	IMAGINE LEARNING	DISTRICT - DIGITAL LIBRARIES / NOBLE VIRTUAL LEARNING	1,700.00	08/10/2023

(11) GEN FUND-FOR OPERAT Current Encumbered:

306,473.11



PO	Vendor Name	General Description	Amount	Date
40014	ABSOLUTE DATA SHREDDING	DISTRICT - DATA SHREDDING SVCS.	-775.00	7/1/2023
40035	GLOBAL COMPLIANCE NETWORK, INC.	DISTRICT - PROFESSIONAL DEVELOPMENT TRAINING	-35.00	7/1/2023
40046	NORMAN TRANSCRIPT	DISTRICT - ADVERTISING / LEGAL NOTICES	58.30	7/1/2023
40064	SEESAW LEARNING, INC.	KID & HUB - REMEDIATION SOFTWARE LICENSES	-7,000.00	7/1/2023
40072	WAXIE SANITARY SUPPLY	DISTRICT - CLEANING SUPPLIES	-9,991.84	7/1/2023
40106	CPI	HS - NON-VIOLENT CRISIS INTERVENTION CERTIFICATION RENEWAL PROGRAM	-51.00	7/1/2023
40168	HEARTLAND	CN - SOFTWARE TECH & WARRANTY LICENSE	-4,000.00	7/1/2023
40179	WAL-MART	DISTRICT - MISCELLANEOUS SUPPLIES	-500.00	7/1/2023
40200	CITY OF NOBLE	ADMIN - USED POLICE VEHICLE	-21,000.00	7/1/2023
40227	WAL-MART	HUB - CLASSROOM SUPPLIES	5,000.00	7/1/2023
40232	DELL MARKETING L.P.	ADMIN - SERVER PARTS	281.64	7/1/2023
40234	OKACTE	HS - CONFERENCE REGISTRATION	90.00	7/1/2023
(11) GEN FUND-FOR OPERAT Total:			-37,922.90	



PO	Vendor Name	General Description	Amount	Date
70513	SMITH, TRAVIS	PAYROLL ENCUMBRANCE	538.25	07/17/2023
70514	JENNINGS, APRIL	PAYROLL ENCUMBRANCE	545.63	07/24/2023
70515	PETERSON, CECILIA	PAYROLL ENCUMBRANCE	582.53	07/24/2023
70516	ROWELL, JENNIE	PAYROLL ENCUMBRANCE	73.74	07/24/2023
70517	CLARK, DARYL	PAYROLL ENCUMBRANCE	80.25	07/24/2023
70518	WALKUP, DONNITA	PAYROLL ENCUMBRANCE	80.25	07/24/2023
70519	HOWE, CYNTHIA	PAYROLL ENCUMBRANCE	73.74	07/24/2023
70520	DENNY, DAVID	PAYROLL ENCUMBRANCE	164.51	07/24/2023
70521	DAVIS, MORRIS E	PAYROLL ENCUMBRANCE	319.83	07/24/2023
70522	LARA, JUAN	PAYROLL ENCUMBRANCE	108.51	07/24/2023
70523	DAVIS, AMBER	PAYROLL ENCUMBRANCE	538.25	07/25/2023
70524	COTTER, REBECCA	PAYROLL ENCUMBRANCE	538.25	07/25/2023
70525	EDMONSOND, MELISSA	PAYROLL ENCUMBRANCE	538.25	08/03/2023
70526	FUST, ALAINA	PAYROLL ENCUMBRANCE	538.25	08/01/2023
70527	PARMAN, BRITTANY	PAYROLL ENCUMBRANCE	538.25	08/01/2023
70528	VETSCH, CHAD	PAYROLL ENCUMBRANCE	538.25	08/01/2023
70531	CLARK, KAYLEE	PAYROLL ENCUMBRANCE	538.25	08/02/2023
70532	CLEMENT, ROGER D	PAYROLL ENCUMBRANCE	90,334.18	08/04/2023
70533	CLEMENT, ROGER D	PAYROLL ENCUMBRANCE	9,912.32	08/04/2023
70534	CLEMENT, ROGER D	PAYROLL ENCUMBRANCE	1,166.04	08/04/2023
70535	HUTCHERSON, TABITHA	PAYROLL ENCUMBRANCE	69,777.87	08/08/2023
70536	LOCKE, DEBRA	PAYROLL ENCUMBRANCE	538.25	08/07/2023
70537	IRICK, DIANA	PAYROLL ENCUMBRANCE	29.29	08/09/2023
70538	SWANN, TIMOTHY	PAYROLL ENCUMBRANCE	154.35	08/09/2023
70539	MILLER, PAULA	PAYROLL ENCUMBRANCE	624.83	08/09/2023
70540	TERRILL, DOROTHY	PAYROLL ENCUMBRANCE	322.95	08/09/2023
70541	SANDERS, CHERYL	PAYROLL ENCUMBRANCE	3,552.45	08/10/2023
70542	LEVERETT, COLLEEN	PAYROLL ENCUMBRANCE	3,134.80	08/10/2023
70543	SUMMARS, LISA	PAYROLL ENCUMBRANCE	3,552.45	08/10/2023
70544	DAVIS, CYNTHIA	PAYROLL ENCUMBRANCE	3,229.50	08/09/2023
70545	SHULTZ, WHITNEY	PAYROLL ENCUMBRANCE	249.97	08/09/2023
70546	MCMILLIAN, DENISE	PAYROLL ENCUMBRANCE	365.69	08/09/2023



PO	Vendor Name	General Description	Amount	Date
70547	COATS, CHERYL	PAYROLL ENCUMBRANCE	370.62	08/09/2023
70548	MCELHANEY, TAMRA	PAYROLL ENCUMBRANCE	410.30	08/09/2023
70549	BEAR, JOHNSON	PAYROLL ENCUMBRANCE	268.48	08/09/2023
70550	BLACK, JENNIFER	PAYROLL ENCUMBRANCE	130.81	08/09/2023
70551	WAGNER, DANIELLE	PAYROLL ENCUMBRANCE	111.15	08/09/2023
70552	JONES, JOSEPH	PAYROLL ENCUMBRANCE	719.20	08/09/2023
70553	EZELL, DEREK	PAYROLL ENCUMBRANCE	246.02	08/09/2023
70554	BLAKLEY, NICHOLAS	PAYROLL ENCUMBRANCE	126.92	08/09/2023
70555	SWEET, BROOKLYN	PAYROLL ENCUMBRANCE	645.90	08/09/2023
70556	FIPPS, KRIS	PAYROLL ENCUMBRANCE	132.34	08/09/2023
70557	HUTCHERSON, TABITHA	PAYROLL ENCUMBRANCE	484.42	08/10/2023
70558	CUNNINGHAM, KENDALL	PAYROLL ENCUMBRANCE	484.42	08/10/2023
70559	HARDING, EMILY	PAYROLL ENCUMBRANCE	484.42	08/10/2023
70560	TRAMMELL, KAREN	PAYROLL ENCUMBRANCE	189.59	08/09/2023
70561	RIGGLE JR, IVAN	PAYROLL ENCUMBRANCE	237.00	08/09/2023
70562	MCMILLIAN, RONALD	PAYROLL ENCUMBRANCE	308.25	08/09/2023
70563	VAN HORN, TIFFANY	PAYROLL ENCUMBRANCE	108.51	08/09/2023
70564	AUSTIN, KEVIN	PAYROLL ENCUMBRANCE	55,172.45	08/09/2023
70565	WARR, SANDY	PAYROLL ENCUMBRANCE	47,278.18	08/10/2023
70566	WARR, SANDY	PAYROLL ENCUMBRANCE	43,282.94	08/10/2023
70567	POWELL, MARY	PAYROLL ENCUMBRANCE	88,413.91	08/10/2023
70568	POWELL, MARY	PAYROLL ENCUMBRANCE	291.51	08/10/2023
70569	WILLIAMS, MICHELLE	PAYROLL ENCUMBRANCE	62,060.15	08/10/2023
70570	NASH, DENISE	PAYROLL ENCUMBRANCE	87,442.03	08/10/2023
70571	NASH, DENISE	PAYROLL ENCUMBRANCE	583.02	08/10/2023
70572	SWAROWSKY, DENISE	PAYROLL ENCUMBRANCE	65,204.37	08/10/2023
70573	HAWKINS, DIANE M	PAYROLL ENCUMBRANCE	87,538.87	08/10/2023
70574	MITCHELL, CHERYL L	PAYROLL ENCUMBRANCE	88,087.63	08/10/2023
70575	BARTON, LINDA S	PAYROLL ENCUMBRANCE	84,489.17	08/10/2023
70576	MARLEY, APRIL	PAYROLL ENCUMBRANCE	87,411.19	08/10/2023
70577	PRINCE, KATHY D	PAYROLL ENCUMBRANCE	100,881.92	08/10/2023
70578	DRESSLER, THERESA	PAYROLL ENCUMBRANCE	86,843.98	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70579	DRESSLER, THERESA	PAYROLL ENCUMBRANCE	699.72	08/10/2023
70580	FORD, CAROL D	PAYROLL ENCUMBRANCE	91,985.92	08/10/2023
70581	FORD, CAROL D	PAYROLL ENCUMBRANCE	699.72	08/10/2023
70582	GARLING, TANYA	PAYROLL ENCUMBRANCE	86,653.15	08/10/2023
70583	GARLING, TANYA	PAYROLL ENCUMBRANCE	816.46	08/10/2023
70584	CARSON, TERRIE	PAYROLL ENCUMBRANCE	98,699.09	08/10/2023
70585	ROBINSON, STACI	PAYROLL ENCUMBRANCE	84,611.10	08/10/2023
70586	WEBSTER, SHEA	PAYROLL ENCUMBRANCE	87,112.20	08/10/2023
70587	WELLS, CHAD	PAYROLL ENCUMBRANCE	83,491.18	08/10/2023
70588	HALEY, RENEE	PAYROLL ENCUMBRANCE	85,446.75	08/10/2023
70589	FIELDS, TWYLA D	PAYROLL ENCUMBRANCE	80,200.75	08/10/2023
70590	GRAYSON, JENNIFER	PAYROLL ENCUMBRANCE	79,903.63	08/10/2023
70591	JEFFERSON, KERRY	PAYROLL ENCUMBRANCE	81,574.63	08/10/2023
70592	STARR, MEGGAN S	PAYROLL ENCUMBRANCE	89,754.05	08/10/2023
70593	STARR, MEGGAN S	PAYROLL ENCUMBRANCE	699.72	08/10/2023
70594	WALTERS, CHRISTY	PAYROLL ENCUMBRANCE	80,033.95	08/10/2023
70595	WALTERS, CHRISTY	PAYROLL ENCUMBRANCE	583.02	08/10/2023
70596	WILLIAMS, ZACHERY	PAYROLL ENCUMBRANCE	82,139.86	08/10/2023
70597	CRAWFORD, SAMANTHA	PAYROLL ENCUMBRANCE	80,030.83	08/10/2023
70598	CRAWFORD, SAMANTHA	PAYROLL ENCUMBRANCE	1,283.02	08/10/2023
70599	SMITH, KENNY M	PAYROLL ENCUMBRANCE	79,570.60	08/10/2023
70600	HUDDLESTON, CASSIE	PAYROLL ENCUMBRANCE	71,498.83	08/10/2023
70601	AUGHTRY, JONNIE	PAYROLL ENCUMBRANCE	44,919.67	08/10/2023
70602	AUGHTRY, JONNIE	PAYROLL ENCUMBRANCE	46,380.73	08/10/2023
70603	GATES, JESSICA	PAYROLL ENCUMBRANCE	74,715.07	08/10/2023
70604	GATES, JESSICA	PAYROLL ENCUMBRANCE	583.02	08/10/2023
70605	ANGLIN, BRAD	PAYROLL ENCUMBRANCE	76,967.11	08/10/2023
70606	ANGLIN, BRAD	PAYROLL ENCUMBRANCE	4,081.90	08/10/2023
70607	CLARK, JOHN	PAYROLL ENCUMBRANCE	85,942.62	08/10/2023
70608	LEE, ALISHA D	PAYROLL ENCUMBRANCE	81,775.28	08/10/2023
70609	MUSGRAVE, DONI	PAYROLL ENCUMBRANCE	76,846.63	08/10/2023
70610	MUSGRAVE, DONI	PAYROLL ENCUMBRANCE	699.72	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70611	MYERS, AMANDA G	PAYROLL ENCUMBRANCE	94,333.74	08/10/2023
70612	SHORTES, TIMOTHY	PAYROLL ENCUMBRANCE	80,822.70	08/10/2023
70613	SHORTES, TIMOTHY	PAYROLL ENCUMBRANCE	699.72	08/10/2023
70614	SHORTES, TIMOTHY	PAYROLL ENCUMBRANCE	3,498.60	08/10/2023
70615	SHORTES, TIMOTHY	PAYROLL ENCUMBRANCE	2,915.34	08/10/2023
70616	SUMMARS, LISA	PAYROLL ENCUMBRANCE	98,761.79	08/10/2023
70617	TABOR, KIM	PAYROLL ENCUMBRANCE	80,134.27	08/10/2023
70618	TABOR, KIM	PAYROLL ENCUMBRANCE	4,664.64	08/10/2023
70619	BARNETT, KENDRA L	PAYROLL ENCUMBRANCE	91,401.41	08/10/2023
70620	BARNETT, KENDRA L	PAYROLL ENCUMBRANCE	1,749.34	08/10/2023
70621	BARNETT, KENDRA L	PAYROLL ENCUMBRANCE	583.02	08/10/2023
70622	MITCHELL, DANIEL	PAYROLL ENCUMBRANCE	43,265.25	08/10/2023
70623	RISSMANN, ROSE M	PAYROLL ENCUMBRANCE	84,995.11	08/10/2023
70624	RISSMANN, ROSE M	PAYROLL ENCUMBRANCE	291.51	08/10/2023
70625	ROMERO, KIMBERLY E	PAYROLL ENCUMBRANCE	78,276.91	08/10/2023
70626	WORD, MARCI	PAYROLL ENCUMBRANCE	85,998.13	08/10/2023
70627	ROLLINS, DEBORAH	PAYROLL ENCUMBRANCE	87,929.08	08/10/2023
70628	MAXWELL, ROBIN	PAYROLL ENCUMBRANCE	74,097.70	08/10/2023
70629	FARRIS, BROOK L	PAYROLL ENCUMBRANCE	85,213.99	08/10/2023
70630	FARRIS, BROOK L	PAYROLL ENCUMBRANCE	1,749.34	08/10/2023
70631	MARSEE, CHRISTINA	PAYROLL ENCUMBRANCE	68,233.72	08/10/2023
70632	MARSEE, CHRISTINA	PAYROLL ENCUMBRANCE	1,399.20	08/10/2023
70633	ONEAL, DAVID	PAYROLL ENCUMBRANCE	78,134.40	08/10/2023
70634	ONEAL, DAVID	PAYROLL ENCUMBRANCE	583.02	08/10/2023
70635	TURNER, SHEILA	PAYROLL ENCUMBRANCE	72,390.40	08/10/2023
70636	WARD, MICHAEL A	PAYROLL ENCUMBRANCE	77,886.67	08/10/2023
70637	DAVIDSON, KYLE	PAYROLL ENCUMBRANCE	74,513.98	08/10/2023
70638	DAVIDSON, KYLE	PAYROLL ENCUMBRANCE	5,713.98	08/10/2023
70639	DAVIDSON, KYLE	PAYROLL ENCUMBRANCE	1,166.04	08/10/2023
70640	HICKS, CAROL	PAYROLL ENCUMBRANCE	87,862.32	08/10/2023
70641	HICKS, CAROL	PAYROLL ENCUMBRANCE	291.51	08/10/2023
70642	VANDERBURG, LINDSEY	PAYROLL ENCUMBRANCE	74,899.38	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70643	VANDERBURG, LINDSEY	PAYROLL ENCUMBRANCE	14,751.75	08/10/2023
70644	HELTON, SUSAN R	PAYROLL ENCUMBRANCE	83,453.76	08/10/2023
70645	DOERNEMAN, GRETCHEN	PAYROLL ENCUMBRANCE	82,655.77	08/10/2023
70646	LOCKE, RACHAEL	PAYROLL ENCUMBRANCE	74,212.66	08/10/2023
70647	LOCKE, RACHAEL	PAYROLL ENCUMBRANCE	816.46	08/10/2023
70648	MORSTAD, DAVID	PAYROLL ENCUMBRANCE	74,169.48	08/10/2023
70649	SINGLETON, SARAH	PAYROLL ENCUMBRANCE	72,974.82	08/10/2023
70650	SLATE, JULIE	PAYROLL ENCUMBRANCE	72,754.75	08/10/2023
70651	SLATE, JULIE	PAYROLL ENCUMBRANCE	583.02	08/10/2023
70652	BEAR, DONNA	PAYROLL ENCUMBRANCE	80,970.78	08/10/2023
70653	BEAR, DONNA	PAYROLL ENCUMBRANCE	2,915.34	08/10/2023
70654	BEAR, DONNA	PAYROLL ENCUMBRANCE	4,431.48	08/10/2023
70655	AWTREY, PATRICIA	PAYROLL ENCUMBRANCE	71,537.47	08/10/2023
70656	BECKNEL, CODEE	PAYROLL ENCUMBRANCE	75,567.89	08/10/2023
70657	BECKNEL, CODEE	PAYROLL ENCUMBRANCE	2,565.72	08/10/2023
70658	HEIN, JAMES	PAYROLL ENCUMBRANCE	91,517.56	08/10/2023
70659	KEITH, CHRISTINE	PAYROLL ENCUMBRANCE	78,190.08	08/10/2023
70660	PETERMAN, TODD	PAYROLL ENCUMBRANCE	85,266.55	08/10/2023
70661	PETERMAN, TODD	PAYROLL ENCUMBRANCE	4,081.90	08/10/2023
70662	BYRD, KASSIE	PAYROLL ENCUMBRANCE	67,104.19	08/10/2023
70663	BYRD, KASSIE	PAYROLL ENCUMBRANCE	1,283.02	08/10/2023
70664	BYRD, KASSIE	PAYROLL ENCUMBRANCE	4,781.10	08/10/2023
70665	JOHNSON, SHERYL	PAYROLL ENCUMBRANCE	93,003.08	08/10/2023
70666	LEE, BROOKE	PAYROLL ENCUMBRANCE	67,120.03	08/10/2023
70667	LEE, BROOKE	PAYROLL ENCUMBRANCE	291.51	08/10/2023
70668	COLE, MARSHALL	PAYROLL ENCUMBRANCE	75,591.84	08/10/2023
70669	CRETSINGER, REBECCA	PAYROLL ENCUMBRANCE	70,255.90	08/10/2023
70670	CUNNINGHAM, SUSIE	PAYROLL ENCUMBRANCE	71,290.42	08/10/2023
70671	DAVIDSON, JORDAN L	PAYROLL ENCUMBRANCE	66,625.72	08/10/2023
70672	EPPS, CHELSEA	PAYROLL ENCUMBRANCE	70,241.18	08/10/2023
70673	EPPS, CHELSEA	PAYROLL ENCUMBRANCE	699.72	08/10/2023
70674	ROBERTSON, SAMMIE	PAYROLL ENCUMBRANCE	76,614.26	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70675	SCRUGGS, JENNIFER	PAYROLL ENCUMBRANCE	84,780.44	08/10/2023
70676	TURNER, LACEY	PAYROLL ENCUMBRANCE	78,525.60	08/10/2023
70677	TURNER, LACEY	PAYROLL ENCUMBRANCE	699.72	08/10/2023
70678	PROCTOR, ASHLEY	PAYROLL ENCUMBRANCE	86,261.38	08/10/2023
70679	SHELTON, SUZANNE M	PAYROLL ENCUMBRANCE	83,205.70	08/10/2023
70680	THOMPSON, MEGAN	PAYROLL ENCUMBRANCE	70,378.28	08/10/2023
70681	YOUNG, MELODY	PAYROLL ENCUMBRANCE	73,484.76	08/10/2023
70682	YOUNG, MELODY	PAYROLL ENCUMBRANCE	583.02	08/10/2023
70683	ROWDEN, DAVID W	PAYROLL ENCUMBRANCE	11,194.80	08/10/2023
70684	ROWDEN, DAVID W	PAYROLL ENCUMBRANCE	69,567.17	08/10/2023
70685	BASURTO, DIANA	PAYROLL ENCUMBRANCE	72,403.42	08/10/2023
70686	BATES, MILDRED	PAYROLL ENCUMBRANCE	87,084.31	08/10/2023
70687	CLEMENT, JENNIE M	PAYROLL ENCUMBRANCE	76,420.37	08/10/2023
70688	GILBERT, LEE	PAYROLL ENCUMBRANCE	88,602.55	08/10/2023
70689	GILBERT, LEE	PAYROLL ENCUMBRANCE	2,565.72	08/10/2023
70690	MORGAN, TONY	PAYROLL ENCUMBRANCE	91,427.81	08/10/2023
70691	MORGAN, TONY	PAYROLL ENCUMBRANCE	1,749.34	08/10/2023
70692	PHILLIPS, KAYLI	PAYROLL ENCUMBRANCE	66,526.84	08/10/2023
70693	BURNS, HOLLY	PAYROLL ENCUMBRANCE	76,322.62	08/10/2023
70694	KERSEY, KATHERINE	PAYROLL ENCUMBRANCE	64,183.38	08/10/2023
70695	KERSEY, KATHERINE	PAYROLL ENCUMBRANCE	583.02	08/10/2023
70696	NELSON, KELLY	PAYROLL ENCUMBRANCE	70,358.14	08/10/2023
70697	MORGAN, LORI	PAYROLL ENCUMBRANCE	59,720.20	08/10/2023
70698	MORGAN, LORI	PAYROLL ENCUMBRANCE	583.02	08/10/2023
70699	RADTKE, AMELIA	PAYROLL ENCUMBRANCE	81,661.99	08/10/2023
70700	SMITH, SKYLER	PAYROLL ENCUMBRANCE	74,281.32	08/10/2023
70701	SWOPES, SUSAN	PAYROLL ENCUMBRANCE	67,838.69	08/10/2023
70702	SWOPES, SUSAN	PAYROLL ENCUMBRANCE	2,565.72	08/10/2023
70703	TREAT, VERNON K	PAYROLL ENCUMBRANCE	66,307.72	08/10/2023
70704	TREAT, VERNON K	PAYROLL ENCUMBRANCE	7,579.98	08/10/2023
70705	WILSON, AMANDA	PAYROLL ENCUMBRANCE	84,664.08	08/10/2023
70706	BREWER, JULIE	PAYROLL ENCUMBRANCE	81,872.26	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70707	CLARK, CANDICE	PAYROLL ENCUMBRANCE	62,587.52	08/10/2023
70708	CLEVELAND, ERICA	PAYROLL ENCUMBRANCE	64,500.66	08/10/2023
70709	GUHDE, MARGARET	PAYROLL ENCUMBRANCE	62,672.79	08/10/2023
70710	FIFER, MADELINE	PAYROLL ENCUMBRANCE	83,497.74	08/10/2023
70711	GILLESPIE, HEATHER	PAYROLL ENCUMBRANCE	76,261.66	08/10/2023
70712	IRICK, DIANA	PAYROLL ENCUMBRANCE	80,230.75	08/10/2023
70713	IRICK, DIANA	PAYROLL ENCUMBRANCE	2,915.34	08/10/2023
70714	MCCURDY, ELIZABETH	PAYROLL ENCUMBRANCE	85,477.57	08/10/2023
70715	PAYNE, AMY	PAYROLL ENCUMBRANCE	65,833.56	08/10/2023
70716	PROUGH, SHELLY	PAYROLL ENCUMBRANCE	79,333.24	08/10/2023
70717	SASNETT, BRENDA	PAYROLL ENCUMBRANCE	86,641.63	08/10/2023
70718	WALBERGH, ELAYNE	PAYROLL ENCUMBRANCE	57,731.57	08/10/2023
70719	WILEY, JANELLE	PAYROLL ENCUMBRANCE	66,550.58	08/10/2023
70720	BROSELOW, CHRISTINE R	PAYROLL ENCUMBRANCE	65,792.99	08/10/2023
70721	BURNS, TIFFANI	PAYROLL ENCUMBRANCE	65,236.91	08/10/2023
70722	BURNS, TIFFANI	PAYROLL ENCUMBRANCE	3,032.04	08/10/2023
70723	COOK, KATINA	PAYROLL ENCUMBRANCE	78,142.51	08/10/2023
70724	DECKER, LECREATIA	PAYROLL ENCUMBRANCE	88,216.42	08/10/2023
70725	FANMAN, RISA	PAYROLL ENCUMBRANCE	64,868.87	08/10/2023
70726	FLEENER, ASHLYN	PAYROLL ENCUMBRANCE	64,809.90	08/10/2023
70727	KARDOKUS, BRIAN	PAYROLL ENCUMBRANCE	69,623.57	08/10/2023
70728	KARDOKUS, BRIAN	PAYROLL ENCUMBRANCE	4,081.90	08/10/2023
70729	PALMER, LELAND	PAYROLL ENCUMBRANCE	65,911.22	08/10/2023
70730	PALMER, LELAND	PAYROLL ENCUMBRANCE	2,915.34	08/10/2023
70731	SANDERS, CHERYL	PAYROLL ENCUMBRANCE	76,447.35	08/10/2023
70732	SHOCKLEY, AARON	PAYROLL ENCUMBRANCE	70,747.73	08/10/2023
70733	SHOCKLEY, AARON	PAYROLL ENCUMBRANCE	3,032.04	08/10/2023
70734	SHOCKLEY, AARON	PAYROLL ENCUMBRANCE	1,749.34	08/10/2023
70735	WILLIAMS, LINDA	PAYROLL ENCUMBRANCE	85,411.23	08/10/2023
70736	GRISSOM, KENSEY	PAYROLL ENCUMBRANCE	65,442.80	08/10/2023
70737	KILPATRICK, KEATON	PAYROLL ENCUMBRANCE	65,028.59	08/10/2023
70738	MUSSER, HOPE	PAYROLL ENCUMBRANCE	34,363.01	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70739	MUSSER, HOPE	PAYROLL ENCUMBRANCE	26,471.74	08/10/2023
70740	MUSSER, HOPE	PAYROLL ENCUMBRANCE	5,539.17	08/10/2023
70741	ARAGON, AMANDA	PAYROLL ENCUMBRANCE	76,218.77	08/10/2023
70742	ASBURY, TRISTIANNE	PAYROLL ENCUMBRANCE	75,663.84	08/10/2023
70743	ASBURY, TRISTIANNE	PAYROLL ENCUMBRANCE	13,993.92	08/10/2023
70744	COOMBS, KEITH	PAYROLL ENCUMBRANCE	34,172.49	08/10/2023
70745	COOMBS, KEITH	PAYROLL ENCUMBRANCE	33,243.33	08/10/2023
70746	COOMBS, KEITH	PAYROLL ENCUMBRANCE	1,749.51	08/10/2023
70747	COOMBS, KEITH	PAYROLL ENCUMBRANCE	6,414.09	08/10/2023
70748	DUNKELBERG, KEVAN	PAYROLL ENCUMBRANCE	65,151.32	08/10/2023
70749	DUNKELBERG, KEVAN	PAYROLL ENCUMBRANCE	1,749.34	08/10/2023
70750	HEATH, DEANNA	PAYROLL ENCUMBRANCE	71,765.62	08/10/2023
70751	HIATT, KERI	PAYROLL ENCUMBRANCE	77,913.55	08/10/2023
70752	HOYT, ANGELA	PAYROLL ENCUMBRANCE	87,001.41	08/10/2023
70753	HUGHES, ERIK	PAYROLL ENCUMBRANCE	74,256.10	08/10/2023
70754	HUGHES, ERIK	PAYROLL ENCUMBRANCE	13,410.94	08/10/2023
70755	JAMES, ANITRA	PAYROLL ENCUMBRANCE	80,738.83	08/10/2023
70756	KLEINE, SHARLENE	PAYROLL ENCUMBRANCE	83,316.70	08/10/2023
70757	KLEINE, SHARLENE	PAYROLL ENCUMBRANCE	699.72	08/10/2023
70758	MARLEY, KEMBERLY R	PAYROLL ENCUMBRANCE	71,441.92	08/10/2023
70759	MARSHALL, JESSICA	PAYROLL ENCUMBRANCE	78,972.49	08/10/2023
70760	OWENS, KARI	PAYROLL ENCUMBRANCE	70,032.46	08/10/2023
70761	RIDENOUR, HEATHER	PAYROLL ENCUMBRANCE	75,186.48	08/10/2023
70762	RONSPIEZ, JORDAN	PAYROLL ENCUMBRANCE	61,046.49	08/10/2023
70763	RONSPIEZ, JORDAN	PAYROLL ENCUMBRANCE	1,166.04	08/10/2023
70764	STEPHENS, MEGHANN	PAYROLL ENCUMBRANCE	68,353.63	08/10/2023
70765	TREXLER, SARAH	PAYROLL ENCUMBRANCE	70,379.02	08/10/2023
70766	WORLEY, GEORGE	PAYROLL ENCUMBRANCE	64,844.84	08/10/2023
70767	YOUNG, JACLYN	PAYROLL ENCUMBRANCE	69,493.73	08/10/2023
70768	MUDHAR, MALORIE	PAYROLL ENCUMBRANCE	31,000.31	08/10/2023
70769	MUDHAR, MALORIE	PAYROLL ENCUMBRANCE	36,271.23	08/10/2023
70770	LEVERETT, COLLEEN	PAYROLL ENCUMBRANCE	62,763.79	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70771	WRIGHT, VALERIE	PAYROLL ENCUMBRANCE	63,213.89	08/10/2023
70772	WRIGHT, JESSICA	PAYROLL ENCUMBRANCE	13,004.16	08/10/2023
70773	DRESSLER, DOMINEQUE	PAYROLL ENCUMBRANCE	72,141.97	08/10/2023
70774	GREEN, MELISSA	PAYROLL ENCUMBRANCE	64,527.76	08/10/2023
70775	HAND, TOMMY	PAYROLL ENCUMBRANCE	47,715.49	08/10/2023
70776	HAND, TOMMY	PAYROLL ENCUMBRANCE	19,322.79	08/10/2023
70777	HAND, TOMMY	PAYROLL ENCUMBRANCE	4,664.64	08/10/2023
70778	HARDING, EMILY	PAYROLL ENCUMBRANCE	73,237.73	08/10/2023
70779	HARKEY, DARISSA	PAYROLL ENCUMBRANCE	62,654.73	08/10/2023
70780	HARKEY, DARISSA	PAYROLL ENCUMBRANCE	1,749.34	08/10/2023
70781	HARVANEK, MORGAN	PAYROLL ENCUMBRANCE	60,643.62	08/10/2023
70782	HARVANEK, MORGAN	PAYROLL ENCUMBRANCE	1,399.20	08/10/2023
70783	HILL, ANGELA	PAYROLL ENCUMBRANCE	36,029.21	08/10/2023
70784	HILL, ANGELA	PAYROLL ENCUMBRANCE	28,368.85	08/10/2023
70785	JOHN, AMANDA	PAYROLL ENCUMBRANCE	13,131.60	08/10/2023
70786	PORTER, MARCY	PAYROLL ENCUMBRANCE	78,234.67	08/10/2023
70787	SHUTLER, LISA	PAYROLL ENCUMBRANCE	53,914.74	08/10/2023
70788	SHUTLER, LISA	PAYROLL ENCUMBRANCE	2,332.08	08/10/2023
70789	SPENCE, JENNY	PAYROLL ENCUMBRANCE	60,513.30	08/10/2023
70790	SWOPE, TONI	PAYROLL ENCUMBRANCE	89,663.03	08/10/2023
70791	SWOPE, TONI	PAYROLL ENCUMBRANCE	692.79	08/10/2023
70792	TURPIN, JESSE	PAYROLL ENCUMBRANCE	83,920.78	08/10/2023
70793	WILSON, MELISSA	PAYROLL ENCUMBRANCE	64,252.74	08/10/2023
70794	WILSON, JACK	PAYROLL ENCUMBRANCE	60,795.78	08/10/2023
70795	CUNNINGHAM, KENDALL	PAYROLL ENCUMBRANCE	80,659.01	08/10/2023
70796	LIGHTNER, MICHAEL	PAYROLL ENCUMBRANCE	59,933.70	08/10/2023
70797	LIGHTNER, MICHAEL	PAYROLL ENCUMBRANCE	12,827.64	08/10/2023
70798	ALLEN, KELLY	PAYROLL ENCUMBRANCE	82,146.35	08/10/2023
70799	AGUIAR, DAVIDA	PAYROLL ENCUMBRANCE	70,977.64	08/10/2023
70800	BICKNELL, ZACHERY	PAYROLL ENCUMBRANCE	54,789.24	08/10/2023
70801	BICKNELL, ZACHERY	PAYROLL ENCUMBRANCE	5,481.10	08/10/2023
70802	BLACK, ABIGAIL	PAYROLL ENCUMBRANCE	60,032.04	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70803	CARDENAS, LORENA	PAYROLL ENCUMBRANCE	70,417.66	08/10/2023
70804	DAVIS, DAKOTA	PAYROLL ENCUMBRANCE	61,385.85	08/10/2023
70805	DAVIS, ERIN	PAYROLL ENCUMBRANCE	72,588.01	08/10/2023
70806	FOSTER, LEE	PAYROLL ENCUMBRANCE	53,239.32	08/10/2023
70807	HUNTER, KAITLYN	PAYROLL ENCUMBRANCE	68,783.49	08/10/2023
70808	JONES, DUSTIN	PAYROLL ENCUMBRANCE	69,916.94	08/10/2023
70809	JONES, DUSTIN	PAYROLL ENCUMBRANCE	6,063.84	08/10/2023
70810	JONES, JORDAN	PAYROLL ENCUMBRANCE	69,541.30	08/10/2023
70811	KISINGER, SIERRA	PAYROLL ENCUMBRANCE	70,079.98	08/10/2023
70812	LINDELL, JON	PAYROLL ENCUMBRANCE	63,946.99	08/10/2023
70813	MARSH, EMILY	PAYROLL ENCUMBRANCE	31,000.16	08/10/2023
70815	MCTHOMPSON, MELINDA	PAYROLL ENCUMBRANCE	65,711.63	08/10/2023
70816	MERRELL, KYLAR	PAYROLL ENCUMBRANCE	62,200.13	08/10/2023
70817	MICHALETZ, JANE	PAYROLL ENCUMBRANCE	62,190.53	08/10/2023
70818	PHIPPS, JANET	PAYROLL ENCUMBRANCE	91,110.27	08/10/2023
70819	POTTS, MACY	PAYROLL ENCUMBRANCE	59,977.56	08/10/2023
70820	REBER, JACKIE	PAYROLL ENCUMBRANCE	74,909.70	08/10/2023
70821	REYNOLDS, REGINA	PAYROLL ENCUMBRANCE	63,887.03	08/10/2023
70823	SANCHEZ, CHRIS	PAYROLL ENCUMBRANCE	6,880.78	08/10/2023
70824	SMITH, TRAVIS	PAYROLL ENCUMBRANCE	61,387.77	08/10/2023
70825	SMITH, TRAVIS	PAYROLL ENCUMBRANCE	6,297.00	08/10/2023
70826	SMITH, SUSAN	PAYROLL ENCUMBRANCE	74,269.54	08/10/2023
70827	SWEET, BROOKLYN	PAYROLL ENCUMBRANCE	53,203.08	08/10/2023
70828	SWEET, BROOKLYN	PAYROLL ENCUMBRANCE	8,746.30	08/10/2023
70829	TALAFUSE, CLAUDIA	PAYROLL ENCUMBRANCE	63,773.03	08/10/2023
70830	THORNTON, MATTHEW	PAYROLL ENCUMBRANCE	80,293.87	08/10/2023
70831	THORNTON, MATTHEW	PAYROLL ENCUMBRANCE	2,332.08	08/10/2023
70832	THORNTON, MATTHEW	PAYROLL ENCUMBRANCE	8,163.00	08/10/2023
70833	WARD, MICHAEL S	PAYROLL ENCUMBRANCE	64,528.98	08/10/2023
70834	WARD, MICHAEL S	PAYROLL ENCUMBRANCE	2,915.34	08/10/2023
70835	WARD, MICHAEL S	PAYROLL ENCUMBRANCE	4,664.64	08/10/2023
70836	EVANS, JAMIE	PAYROLL ENCUMBRANCE	34,219.64	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70837	COLWELL, KATE	PAYROLL ENCUMBRANCE	79,652.41	08/10/2023
70838	SHIVERS, STORMIE	PAYROLL ENCUMBRANCE	59,963.88	08/10/2023
70839	ANDERSON, APRIL	PAYROLL ENCUMBRANCE	54,622.14	08/10/2023
70840	SWAROWSKY, DENISE	PAYROLL ENCUMBRANCE	11,146.15	08/10/2023
70841	WHITLOCK, KAYLA	PAYROLL ENCUMBRANCE	24,424.92	08/10/2023
70842	MARSH, EMILY	PAYROLL ENCUMBRANCE	30,637.61	08/10/2023
70843	ALVAREZ, CHERYL	PAYROLL ENCUMBRANCE	28,141.29	08/10/2023
70844	BEAR, JOHNSON	PAYROLL ENCUMBRANCE	17,182.08	08/10/2023
70845	BROWN, BRITTANY	PAYROLL ENCUMBRANCE	20,338.59	08/10/2023
70846	COATS, CHERYL	PAYROLL ENCUMBRANCE	32,701.30	08/10/2023
70847	DEETER, THERESA	PAYROLL ENCUMBRANCE	27,031.18	08/10/2023
70848	GLENN, DORRIE	PAYROLL ENCUMBRANCE	16,943.76	08/10/2023
70849	MADDEN, PAULANNE	PAYROLL ENCUMBRANCE	27,628.00	08/10/2023
70850	MATA, DEANA	PAYROLL ENCUMBRANCE	23,660.49	08/10/2023
70851	MCELHANEY, TAMRA	PAYROLL ENCUMBRANCE	31,828.72	08/10/2023
70853	MCMILLIAN, DENISE	PAYROLL ENCUMBRANCE	29,970.29	08/10/2023
70854	MEARS, REBECCA	PAYROLL ENCUMBRANCE	21,232.49	08/10/2023
70855	MOEN, MELISSA	PAYROLL ENCUMBRANCE	16,184.16	08/10/2023
70856	OFSTHUN, MICHELLE	PAYROLL ENCUMBRANCE	25,229.66	08/10/2023
70857	PEREZ, FELICIA	PAYROLL ENCUMBRANCE	20,550.76	08/10/2023
70858	PEREZ, HEATHER	PAYROLL ENCUMBRANCE	27,734.32	08/10/2023
70859	POWELL, TRACY J	PAYROLL ENCUMBRANCE	21,922.95	08/10/2023
70860	SANDNESS, MEGAN R	PAYROLL ENCUMBRANCE	17,946.72	08/10/2023
70861	SHULTZ, WHITNEY	PAYROLL ENCUMBRANCE	15,207.60	08/10/2023
70862	STATON, ASHLEY	PAYROLL ENCUMBRANCE	25,523.32	08/11/2023
70863	THORNHILL, CYNTHIA D	PAYROLL ENCUMBRANCE	16,653.12	08/10/2023
70864	WAGNER, DANIELLE	PAYROLL ENCUMBRANCE	22,405.92	08/10/2023
70865	YANDELL, GLENDA	PAYROLL ENCUMBRANCE	32,038.18	08/10/2023
70866	VETSCH, CHAD	PAYROLL ENCUMBRANCE	20,345.20	08/10/2023
70867	COTTER, REBECCA	PAYROLL ENCUMBRANCE	22,947.11	08/10/2023
70868	COWAN, MARIAN	PAYROLL ENCUMBRANCE	25,817.44	08/10/2023
70869	KIZZIA, DERRALD	PAYROLL ENCUMBRANCE	23,207.62	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70870	NANCE, PATRICK	PAYROLL ENCUMBRANCE	27,669.24	08/10/2023
70871	NANCE, CATHY	PAYROLL ENCUMBRANCE	23,896.52	08/10/2023
70872	SWANN, TIMOTHY	PAYROLL ENCUMBRANCE	28,052.52	08/10/2023
70873	WRIGHT, KRYSTAL	PAYROLL ENCUMBRANCE	28,396.66	08/10/2023
70874	ARMBRISTER, JACOB	PAYROLL ENCUMBRANCE	20,643.56	08/10/2023
70875	OLIPHANT, MELISSA	PAYROLL ENCUMBRANCE	25,244.83	08/10/2023
70876	TAYLOR, GINA	PAYROLL ENCUMBRANCE	22,808.62	08/10/2023
70877	ARMBRISTER, MAELEE	PAYROLL ENCUMBRANCE	23,634.68	08/10/2023
70878	DENNY, DAVID	PAYROLL ENCUMBRANCE	31,126.35	08/10/2023
70879	ROWELL, JENNIE	PAYROLL ENCUMBRANCE	21,204.02	08/10/2023
70880	BAXTER RAINS, CHARLOTTE	PAYROLL ENCUMBRANCE	25,134.76	08/10/2023
70881	CLARK, DARYL	PAYROLL ENCUMBRANCE	31,365.51	08/10/2023
70882	WALKUP, DONNITA	PAYROLL ENCUMBRANCE	34,353.78	08/10/2023
70883	HOLLAND, SUSAN	PAYROLL ENCUMBRANCE	24,620.59	08/10/2023
70884	HOWE, CYNTHIA	PAYROLL ENCUMBRANCE	26,142.51	08/10/2023
70885	SANCHEZ, RAFAEL	PAYROLL ENCUMBRANCE	25,688.63	08/10/2023
70886	LOCKE, DEBRA	PAYROLL ENCUMBRANCE	17,093.27	08/10/2023
70887	RIEBE, KRISTEN	PAYROLL ENCUMBRANCE	9,940.88	08/10/2023
70888	RIEBE, KRISTEN	PAYROLL ENCUMBRANCE	7,429.27	08/10/2023
70889	FUST, ALAINA	PAYROLL ENCUMBRANCE	28,397.82	08/10/2023
70890	FUST, ALAINA	PAYROLL ENCUMBRANCE	1,399.20	08/10/2023
70891	DAVIS, AMBER	PAYROLL ENCUMBRANCE	21,946.61	08/10/2023
70892	MARSEE, REILY	PAYROLL ENCUMBRANCE	21,997.25	08/10/2023
70893	PARMAN, BRITTANY	PAYROLL ENCUMBRANCE	4,046.11	08/10/2023
70894	HILLIARD, BRITTINI	PAYROLL ENCUMBRANCE	29,287.87	08/10/2023
70895	MONTGOMERY, HEATHER	PAYROLL ENCUMBRANCE	21,348.05	08/10/2023
70896	CLARK, SAMANTHA	PAYROLL ENCUMBRANCE	24,816.73	08/10/2023
70897	SHOBERT, HANNAH	PAYROLL ENCUMBRANCE	21,407.53	08/10/2023
70898	HICKMAN, AMBER	PAYROLL ENCUMBRANCE	26,655.17	08/10/2023
70899	HINES, NICOLE	PAYROLL ENCUMBRANCE	25,544.49	08/10/2023
70900	SEALEY, ROSA	PAYROLL ENCUMBRANCE	17,630.78	08/10/2023
70901	DEGRATE, JORDAN	PAYROLL ENCUMBRANCE	19,509.61	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70902	BRADEN, TAYLOR	PAYROLL ENCUMBRANCE	22,321.89	08/10/2023
70903	CARTER, TAMMY	PAYROLL ENCUMBRANCE	24,937.34	08/10/2023
70904	KINNAMON, SARAH	PAYROLL ENCUMBRANCE	26,952.98	08/10/2023
70905	SITES, ANDREW	PAYROLL ENCUMBRANCE	24,272.28	08/10/2023
70906	MCGREGOR, TIFFANY	PAYROLL ENCUMBRANCE	27,224.93	08/10/2023
70907	HAGEN, ANGELA	PAYROLL ENCUMBRANCE	27,671.84	08/10/2023
70908	THOMAS, SHELBY	PAYROLL ENCUMBRANCE	30,656.52	08/10/2023
70909	DAY, TAMARA	PAYROLL ENCUMBRANCE	22,299.09	08/10/2023
70910	REYNOLDS, CORLETTA	PAYROLL ENCUMBRANCE	23,295.26	08/10/2023
70911	MURPHY, SAVANAH	PAYROLL ENCUMBRANCE	28,345.34	08/10/2023
70912	FORD, CHANDA	PAYROLL ENCUMBRANCE	43,502.82	08/10/2023
70913	KNIGHT, TONIA	PAYROLL ENCUMBRANCE	24,158.97	08/10/2023
70914	WITTMAN, AMY	PAYROLL ENCUMBRANCE	23,034.84	08/10/2023
70915	CRESS, JESSICA	PAYROLL ENCUMBRANCE	28,584.15	08/10/2023
70916	WALLER, CARLY	PAYROLL ENCUMBRANCE	29,122.41	08/10/2023
70917	MAGUIRE, HEATHER	PAYROLL ENCUMBRANCE	28,550.78	08/10/2023
70918	MILLER, BRITTANI	PAYROLL ENCUMBRANCE	8,284.22	08/10/2023
70919	MILLER, BRITTANI	PAYROLL ENCUMBRANCE	17,987.52	08/10/2023
70920	SAMPLES, FELICIA	PAYROLL ENCUMBRANCE	27,243.16	08/10/2023
70921	TURNER, JENNIFER	PAYROLL ENCUMBRANCE	19,716.06	08/10/2023
70922	LANGFORD, KATIE	PAYROLL ENCUMBRANCE	29,295.45	08/10/2023
70923	MCDONALD, SHELBY	PAYROLL ENCUMBRANCE	20,902.50	08/10/2023
70924	DANIEL, JESSICA	PAYROLL ENCUMBRANCE	39,543.09	08/10/2023
70925	CLOWERS, THOMAS	PAYROLL ENCUMBRANCE	20,343.56	08/10/2023
70926	KIDD, DEBBIE	PAYROLL ENCUMBRANCE	24,520.37	08/10/2023
70927	BOWSHER, THRESA	PAYROLL ENCUMBRANCE	26,876.97	08/10/2023
70928	NEWCOMB, KATEY	PAYROLL ENCUMBRANCE	24,856.59	08/10/2023
70929	HAWKINS, CRYSTAL	PAYROLL ENCUMBRANCE	28,882.34	08/10/2023
70930	BOENSCH, CANDYCE	PAYROLL ENCUMBRANCE	28,698.48	08/10/2023
70931	HOUSTON, KATRINA	PAYROLL ENCUMBRANCE	26,216.55	08/10/2023
70932	COX, NIKKI	PAYROLL ENCUMBRANCE	26,169.86	08/10/2023
70933	FLORES, JENNIFER	PAYROLL ENCUMBRANCE	30,690.55	08/10/2023



PO	Vendor Name	General Description	Amount	Date
70934	FORBES COLLINS, DARLA	PAYROLL ENCUMBRANCE	28,210.10	08/10/2023
70935	WILLIAMS, ALINA	PAYROLL ENCUMBRANCE	31,720.94	08/10/2023
70936	KEELING, BRAUNITA S	PAYROLL ENCUMBRANCE	32,066.79	08/10/2023
70937	CLINE, VIVIAN	PAYROLL ENCUMBRANCE	32,800.61	08/10/2023
70938	ROBINSON, PATRICIA L	PAYROLL ENCUMBRANCE	29,348.52	08/10/2023
70939	COOMBS, MELISSA	PAYROLL ENCUMBRANCE	27,190.40	08/10/2023
70940	COOMBS, MELISSA	PAYROLL ENCUMBRANCE	1,749.34	08/10/2023
70941	JONES, KIMBERLY	PAYROLL ENCUMBRANCE	33,256.32	08/10/2023
70942	FERGUSON, SHERRY L	PAYROLL ENCUMBRANCE	31,652.21	08/10/2023
70943	TURNER, JERRI	PAYROLL ENCUMBRANCE	29,411.91	08/10/2023
70944	CONLEY, GEORGE F	PAYROLL ENCUMBRANCE	35,595.67	08/10/2023
70945	SMITH, JANNA S	PAYROLL ENCUMBRANCE	33,828.97	08/10/2023
70946	WOMACK, BEVERLY	PAYROLL ENCUMBRANCE	25,330.77	08/10/2023
70947	WARD, VICKI L	PAYROLL ENCUMBRANCE	21,719.69	08/10/2023
70948	WARD, VICKI L	PAYROLL ENCUMBRANCE	13,962.06	08/10/2023
70949	CLARK, KAYLEE	PAYROLL ENCUMBRANCE	23,169.60	08/10/2023
70950	MASSEY, STEPHEN	PAYROLL ENCUMBRANCE	60,131.40	08/11/2023
70951	CLOWERS, THOMAS	PAYROLL ENCUMBRANCE	538.25	08/11/2023
70952	LARA, JUAN	PAYROLL ENCUMBRANCE	538.25	08/11/2023
70953	HILLIARD, BRITTINI	PAYROLL ENCUMBRANCE	538.25	08/11/2023
70954	EDMONSOND, MELISSA	PAYROLL ENCUMBRANCE	23,149.06	08/11/2023
70955	LARA, JUAN	PAYROLL ENCUMBRANCE	37,642.68	08/11/2023

(11) GEN FUND-FOR OPERAT Current Encumbered: 17,479,949.86

NOBLE PUBLIC SCHOOLS
111 S. 4TH STREET
NOBLE, OK 73068

FY-2024
7/1/2023 to 7/31/2023

Transfer Register

August 11, 2023

For Bank Account:
* * * * 426

Total register: \$434.00

Number	Issued	Source / Destination	Description/Remarks	Amount	Amount
01430	08/09/2023	0105-801	ACTIVITY FUND TRANSFER	-46.50	
		0051-815	Purchase of 3 receipt books. /dt		46.50
01431	08/09/2023	0110-830	ACTIVITY FUND TRANSFER	-155.00	
		0051-815	Purchase of 10 receipt books. /dt		155.00
01432	08/09/2023	0706-870	ACTIVITY FUND TRANSFER	-232.50	
		0051-815	Purchase of 15 receipt books. /dt		232.50
Number Of Transfers					03

**Oklahoma State Department of Education
Districtwide Alternative Education Implementation Plan Report
2023-2024**

14 I040 NOBLE

Superintendent's Name Frank Solomon
Superintendent's Email Address fsolomon@nobleps.com
Superintendent's Phone (405) 872-3452

Do you participate in an Alternative Education Cooperative or Interlocal Cooperative for Alternative Education? No

Is your district the Local Education Agency (LEA) for the Alternative Education Program? No

LEA of Alternative Education Cooperative or Interlocal Cooperative

Allocation Amount 48842.62

COOPERATIVE INFORMATION

If you participate in an Alternative Education Cooperative, your member districts will be listed below:

County	District	District Name	Allocation
14	I040	NOBLE	48842.62
			<u>#Error</u>

LEA PROGRAM INFORMATION

1. Program Name Noble High School Alternative Ed
2. Physical Address (Not a PO Box) 4601 E. Etowah
 Noble, OK 73068
3. Director/Lead Teacher Name Joe Rohr
4. Contact Title Assistant Principal
5. Contact Telephone 4058723441
6. Contact Fax 4052393764

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7. Mailing Address (Street)	4601 East Etowah Road	
8. Mailing Address (City)	Noble	
9. Mailing Address (Zip)	73068	
10. Contact Email	jrohr@nobleps.com	
11. Length of Program		
Program runs 4 hours 12 minutes 5 days a week		<input type="checkbox"/>
756 hours in your school calendar		<input type="checkbox"/>
Deregulation turned into Accreditation office date of submission		<input checked="" type="checkbox"/>
12. Days Operating	M-TH	
13. Time Program Begins	04:15 PM	
14. Time Program Ends	08:45 PM	
15. Grade Levels Served		
Grade 7	<input type="checkbox"/>	Grade 8 <input type="checkbox"/>
Grade 9	<input checked="" type="checkbox"/>	Grade 10 <input checked="" type="checkbox"/>
Grade 11	<input checked="" type="checkbox"/>	Grade 12 <input checked="" type="checkbox"/>
16. How many students are being served each day?	18	
16 A. If serving less than 10 students and not cooping have you completed a Statutory Waiver/Deregulation Application for Alternative Education? (Due Oct 1)	No	
17. Of the above number, how many students attend a Career Technology Center?	6	
18. How many Alternative Education students take classes at the traditional school in addition to their classes in the Alternative Education Academy Program?	1	
19. How many Alternative Education students are concurrently enrolled in college or university courses?	0	

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TEACHER INFORMATION

20. Teacher Name	Katina Cook
21. Email Address	kcook@noblps.com
22. Years of experience	19
23. Degree Held	BS
24. Number of hours per week served in the Alternative Education Academy Program.	2
25. Indicate the salary and benefits on the designated step within the District's Salary Schedule including the five percent (5%) increment. (Only for the time actually served in the Alternative Education Academy Program)	0
26. Has a criminal record search been conducted on this teacher?	Yes
27. Teacher Certification Number	216698
28. Has a 'Teaching Out of Certification Exemption' form been filed with the Alternative Education office for this teacher (if applicable)? Due by Oct 2	No

20. Teacher Name	Joe Rohr
21. Email Address	jrohr@nobleps.com
22. Years of experience	16
23. Degree Held	M.Ed
24. Number of hours per week served in the Alternative Education Academy Program.	12
25. Indicate the salary and benefits on the designated step within the District's Salary Schedule including the five percent (5%) increment. (Only for the time actually served in the Alternative Education Academy Program)	0
26. Has a criminal record search been conducted on this teacher?	Yes
27. Teacher Certification Number	231312
28. Has a 'Teaching Out of Certification Exemption' form been filed with the Alternative Education office for this teacher (if applicable)? Due by Oct 2	No

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20. Teacher Name	Kristal Standridge
21. Email Address	kstandridge@nobleps.com
22. Years of experience	16
23. Degree Held	M.Ed
24. Number of hours per week served in the Alternative Education Academy Program.	2
25. Indicate the salary and benefits on the designated step within the District's Salary Schedule including the five percent (5%) increment. (Only for the time actually served in the Alternative Education Academy Program)	0
26. Has a criminal record search been conducted on this teacher?	Yes
27. Teacher Certification Number	300280
28. Has a 'Teaching Out of Certification Exemption' form been filed with the Alternative Education office for this teacher (if applicable)? Due by Oct 2	No

20. Teacher Name	Daniel Mitchell
21. Email Address	dmitchell@nobleps.com
22. Years of experience	Retired
23. Degree Held	BS
24. Number of hours per week served in the Alternative Education Academy Program.	18
25. Indicate the salary and benefits on the designated step within the District's Salary Schedule including the five percent (5%) increment. (Only for the time actually served in the Alternative Education Academy Program)	35445
26. Has a criminal record search been conducted on this teacher?	Yes
27. Teacher Certification Number	135241
28. Has a 'Teaching Out of Certification Exemption' form been filed with the Alternative Education office for this teacher (if applicable)? Due by Oct 2	No

20. Teacher Name	Jordan Jones
-------------------------	--------------

**Oklahoma State Department of Education
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21. Email Address	jjones@nobleps.com
22. Years of experience	6
23. Degree Held	BS
24. Number of hours per week served in the Alternative Education Academy Program.	2
25. Indicate the salary and benefits on the designated step within the District's Salary Schedule including the five percent (5%) increment. (Only for the time actually served in the Alternative Education Academy Program)	0
26. Has a criminal record search been conducted on this teacher?	Yes
27. Teacher Certification Number	427603
28. Has a 'Teaching Out of Certification Exemption' form been filed with the Alternative Education office for this teacher (if applicable)? Due by Oct 2	No

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ADMINISTRATOR/COUNSELOR INFORMATION

Counselor Type

29. Administrator or Counselor Name	Joe Rohr
30. Email address	jrohr@nobleps.com
31. Documented duties performed in the Alternative Education Program	Attendance, curriculum delivery and instruction, discipline, transcribing grades
32. Number of hours per week served in the Alternative Education Program.	14
33. Is this counselor a certified school guidance counselor?	--
34. Salary and benefits	5850
35. In what capacity does this individual serve?	Administrator

29. Administrator or Counselor Name	Kim Paul
30. Email address	kword@nobleps.com
31. Documented duties performed in the Alternative Education Program	Academic counselor, ICAP,
32. Number of hours per week served in the Alternative Education Program.	6
33. Is this counselor a certified school guidance counselor?	--
34. Salary and benefits	5850
35. In what capacity does this individual serve?	Counselor

**Oklahoma State Department of Education
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COLLABORATIVE AGENCY INFORMATION

36. Agency Name Armstrong Bank
37. Contact Name K. Harris
38. Phone 4058720505
39. Email Address
40. Services Provided PFL

41. When are the services provided? Throughout the year, financial planning,

36. Agency Name Randy Kersey
37. Contact Name Randy Kersey
38. Phone
39. Email Address Randykersey@aol.com
40. Services Provided Retired financial planner, job coaching, job placement assistance, post secondary opportunities
41. When are the services provided? 1 x weekly, 1-2 hours

36. Agency Name April Anderson
37. Contact Name April Anderson
38. Phone 4058723441
39. Email Address aanderson@nobleps.com
40. Services Provided SEL Counseling, post secondary opportunity job coach
41. When are the services provided? 1 x weekly

42. Check all that apply to the district's intake and screening process.

Approved intake form
At Risk Indicator
Parent/guardian present
Teacher from the traditional school
Administrator from the traditional school

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- Administrator from the alternative program (when applicable)
- Individualized Education Plan (IEP) Change of Placement
- Counselor present
- Cumulative folder
- Student present
- Student transcript
- Written graduation plan for each student
- Official referral

43. How often are students allowed to enroll in the Alternative Education Program? Check all that apply.

- Daily
- Once each week
- Monthly only
- Quarterly only
- Semester only
- Other interval. Please describe:

44. Do you ensure that no indication will appear on the Alternative Education student's transcript that will eliminate the opportunity for high school credit to be accepted at institutions of higher education, career technology centers, and/or the United States Military?

- Yes

45. List courses that are offered to students in the traditional school that are not available to the students in the Alternative Education Program.

Band, Drama, Robotics

46. Check all instructional strategies and activities that apply to your program. (Documented evidence required)

- Lesson plans from teacher(s) at the traditional school
- Hands on art instruction
- Cooperative learning
- Distance learning. Please list the distance learning provider used in your Alternative Education Academy program. Edgenuity
- Computer software. Please list computer software programs used in your Alternative Education Academy program. Edgenuity
- Teacher-developed curriculum and learning activities
- Service-learning
- Packaged curricula

**Oklahoma State Department of Education
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Self-paced	[]
Project-based learning	[]
Tutoring	[]
Individualized instruction	[X]
Life skills instruction for all students	[X]

47. How many hours per week is counseling provided exclusively to Alternative Education students? (Documented evidence required)

1-3

48. Check the days counseling is provided exclusively to Alternative Education students.

Monday	[]
Tuesday	[X]
Wednesday	[]
Thursday	[X]
Friday	[]

49. Who provides counseling services?

NHS Counselors April Andreson

50. Indicate the provider's credentials. (Counselor must be certified by SDE or a mental health provider with appropriate licensure.)

LPC04819

51. Check all types of counseling strategies used in the Alternative Education Program. (Documented evidence required)

Individual	[X]
Family	[X]
Academic	[X]
Conflict resolution	[X]
Group	[]
Teen parenting	[]
Career	[X]
Drug/alcohol/substance abuse	[]

52. Which disciplines of art are taught to Alternative Education students? (Documented evidence required)

Vocal music	[]
Instrumental music	[]
Integrated approach (hands-on)	[X]

**Oklahoma State Department of Education
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Performing arts (dance, drama, etc.) []

Visual art (drawing, oil, photography, etc.) [X]

53. Do students receive credit for the arts?

Yes [X]

54. The district will support the Alternative Education personnel's attendance at professional development workshops, regional meetings, and seminars provided by the State Department of Education. (Documented evidence required)

Yes [X]

55. Students in the Alternative Education Program, who otherwise meet all participation requirements, are allowed to participate in vocational programs and extracurricular activities, including but not limited to athletics, band, and clubs.

Yes [X]

56. How many Alternative Education senior students participated in the regular commencement exercises last school year?

1-10

57. How many Alternative Education students were reported on your district's annual Student Dropout Report for the 2021-2022 school year?

2

58. Will the Alternative Education Program be operational and ready to serve students on the 1st of September?

Yes [X]

59. Are materials and equipment purchased with revenue received for the Alternative Education Program made available exclusively to the Alternative Education students during the hours that the Alternative Education Program is operating?

Yes [X]

60. Is the Alternative Education Program site readily ADA Compliant?

Yes [X]

No []

61. Does the Alternative Education Program regularly provide transportation to students or transportation accessible if needed?

Yes [X]

No []

62. Does the Alternative Education Program offer food service to students?

Yes [X]

No []

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63. I understand in order to receive funding the evidence criteria review must be completed and students must be coded correctly in your district's student information system.

Yes

No

Noble Public Schools Gifted & Talented Local Advisory Committee 2023-2024

Jon Myers – Administrator & District Coordinator

Terrie Carson – KID/HUB/PIO GT Enrichment

Kendra Barnett – CIMS GT Coordinator

Lacey Turner – NHS Coordinator

Sarah Kinnamon – Parent

Tim Shortes – Parent

Heather Perez – Parent

Heather Stejskal – Parent



Noble Professional Development Committee 2023-2024

KID – Shelly Prough (2023-2024)

HUB – Valerie Wright (2023-2024)

PIO – Madeline Fifer (2022-2023)

MS – Amy Payne (2022-2023) & Kendra Barnett (2022-2023)

HS – Kevan Dunkelberg (2023-2024) & Toni Swope (2023-2024)

ADM – Jon Myers

Parent – Heather Maguire (mag2020@hotmail.com)

Counselor – Deanna Wyche

**At the end of the 2015-2016 school year, the PDC will align with the NACT Negotiated Contracts and move to a 3-year committee member rotation.

The NPS PDC is also in contact when needed with the following Colleges and Universities:

OU – via Nathan Gray, Jon Myers

ECU – via Jon Myers

ORU – via Jon Myers

Noble Public Schools



Professional Development Plan

**Annual Update
2023-2024**

Date Approved by NPS Board of Education

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“Teachers and students go hand in hand as learners – or they don’t go at all.”
Roland S. Barth – author of *Improving Schools from Within*

The Need for Professional Development Noble Public Schools

Noble Public Schools (NPS) will support professional development opportunities at the district, building, and individual level to ensure that there is a continued focus on student achievement, organizational effectiveness, and compliance with state and federal regulations. The need for professional growth, whether at the district, site, or personal level, must become a staple if school improvement is at the forefront of the school district's goals. Professional development ideas may be generated by assessing Oklahoma State Department of Education and Organizations, the Standards for Professional Learning, teacher surveys, staff development evaluations, district plans and policies, and state/federal regulations.

Oklahoma State Department of Education

- <http://www.ok.gov/sde/>

Oklahoma Association for Supervision and Curriculum Development

- <http://www.oascd.org/>

Noble Public Schools Professional Development

- <http://www.nobleps.com>

The Standards for Professional Learning – These seven standards were developed by Learning Forward: The Professional Learning Association (formerly known as the National Staff Development Council) to outline the characteristics of professional learning.

- **Learning Communities:**
 - Professional learning that increases educator effectiveness and results for all students occurs within learning communities committed to continuous improvement, collective responsibility, and goal alignment.
- **Leadership:**
 - Professional learning that increases educator effectiveness and results for all students requires skillful leaders who develop capacity, advocate, and create support systems for professional learning.
- **Resources:**
 - Professional learning that increases educator effectiveness and results for all students requires prioritizing, monitoring, and coordinating resources for educator learning.
- **Data:**
 - Professional learning that increases educator effectiveness and results for all students uses a variety of sources and types of

student, educator, and system data to plan, assess, and evaluate professional learning.

- **Learning Designs:**
 - Professional learning that increases educator effectiveness and results for all students integrates theories, research, and models of human learning to achieve its intended outcomes.

- **Implementation:**
 - Professional learning that increases educator effectiveness and results for all students applies research on change and sustains support for implementation of professional learning for long-term change.

- **Outcomes:**
 - Professional learning that increases educator effectiveness and results for all students aligns its outcomes with educator performance and student curriculum standards.

Learning Forward: The Professional Learning Association (2015)

- <http://learningforward.org/>

It is the goal of the Noble Public Schools to develop a Professional Development Plan and Guide that will strive to benefit all members within the district to assist NPS to “ensure all learners reach their highest potential.” The NPS Professional Development Plan will state the district’s staff development competencies and professional development guidelines that will help in achieving this goal. **These competencies and guidelines will be guided by proven standards, district input (which may include the Comprehensive Local Education Plan, Site Level Plans, District Title I Plan, surveys), and local, state, and federal regulations.**

NPS Professional Development Plan

I. Professional Development Competencies for 2023-2024

Certified/licensed personnel shall:

- A. Continue to focus on improving the instruction of all curriculum areas, Goals for the core curriculum areas are as follows:
 1. Increasing the academic performance data scores for the district and each school site.
 2. Closing the achievement gaps among student subgroups.
 3. Increasing student achievement as demonstrated on state-mandated tests and the ACT.
 4. Increasing high school graduation rates;
 5. Decreasing college remediation rates (State Guideline).
- B. Continue to focus on the horizontal and vertical alignment of the Oklahoma Academic Standards.
- C. Continue to focus on understanding social changes outside the school that affect student and teacher performance.
- D. Continue to focus on effective classroom management, student discipline strategies, and bullying prevention (**State Guideline**).
- E. Continue to understand how to teach children with special physical and/or emotional needs.
- F. Continue to acquire knowledge in health-related issues such as AIDS, Bloodborne Pathogens, Hazardous Communications, Drug and Alcohol Awareness, CPR, and 1st Aid (**State Guideline**).
- G. Continue to function effectively with all students in a multicultural society and appreciate the diversity that each student brings to the classroom (**State Guideline**).
- H. Continue to develop programs to promote the participation of parents in the education of their children (**State Guideline**).
- I. Continue to develop an understanding of the needs of children and their varied learning styles.
- J. Continue to develop the skills needed to teach children with academically exceptional abilities.
- K. Continue to develop skills in using and implementing advanced technology within the classroom.
- L. Continue to develop and participate in programs that focus on improving school climate.
- M. Continue to allow for effective collaboration in regard to curriculum alignment, benchmark assessments, student data, district goals, best-proven practices, etc.
- N. Continue to be aware of state and federal laws and how they affect the learning environment, such as FERPA, Workplace Safety, Digital Teaching/Learning, Mental Health Needs of Students, etc. (**State Guideline**).

- O. Continue teacher training on recognition and reporting of child abuse and neglect, as well as child sex abuse (**State Guideline**).
- P. Continue to train all resident teachers of students in early childhood through Grade Three in the awareness of the characteristics of autistic children, resources available, and an introduction to positive behavior support to challenging behavior (**State Guideline**).
- Q. Continue teacher training on dyslexia awareness (**State Guideline**).
- R. Train on Evidence-based Suicide Awareness and Prevention (**State Guideline**)

II. Noble Professional Development Committee (PDC)

- A. The NPS Professional Development Committee will include classroom teachers, administrators, at least one school counselor, and parents/guardians of children in the school district and shall consult with a higher education faculty. A majority of the members of the professional development committee shall be composed of classroom teachers. The teacher members shall be selected by a designated administrator of the school district from a list of names submitted by the teachers in the district. The members selected shall be subject to the approval of a majority vote of the teachers in the district. The local professional development committee shall be headed by a chairperson to be elected by the full committee. The chairperson and co-chairperson will be chosen at the end of each school term to begin serving the following school year. The chairperson should be a professional development member with one year of experience on the committee. Members of the PDC will be elected to serve for a 3-year term. A term is from July 1 of the current year to June 30 of the following year.
- B. The NPS Professional Development Committee shall include:
 - 1. 1 administrator to be appointed by the superintendent and approved by the board
 - 2. 1 teacher from each elementary school site within the district
 - 3. 2 teachers from each secondary school site within the district
 - 4. 1 school counselor
 - 5. And at least 1 parent to be selected by administrators and the PDC and approved by the board.

III. Professional Development Funds

- A. The PDC may provide funds, if available, upon requests for additional workshops as solicited to meet individual building or program needs as they arise.
- B. The PDC may provide funds, if available, for and encourage participation in individual workshops that support professional

- growth. If registration is paid for by the PDC, participants may be asked to present workshop material to the district for staff development and provide feedback on the workshop attended.
- C. The PDC may provide funds, if available, to send district employees to receive "Train the Trainers" In-Services. Registrants will be expected to provide training to NPS teachers upon completion of this type of in-service.
 - D. Payment may be made to NPS certified personnel who wish to present a professional development program to compensate for the extra time and preparation involved. The PDC provides funds for workshop preparation and/or presentation in the amount of \$50.00 per workshop hour, per presenter, as funds are available.
 - E. The PDC provides funds for registration fees for certified personnel in the amount of \$250.00 per person (or more based on cost of workshop) per school year, as funds are available for workshops. Knowing that professional development workshops and services have been increasing prices, as well as knowing that certain trainings are needed for certain teachers and/or school sites, additional money may be considered. The funding, if available, for the CPR training of support staff (1 per site per year) to comply with state regulations will be allowed. Proof of attendance is required for all workshops upon completion.
 - F. The PDC will consider providing funds within the professional development budget to target additional training and workshops for teachers and administrators in areas in which district students scored below the state average. These funds will be in addition to the allotted money stated in III-E and must have PDC and site administration approval.
 - G. Professional Development funds are not available to pay dues to any organization on the behalf of individuals.
 - H. PDC may request funds, if available, to be used to pay for substitutes when release time is granted for teachers to attend curriculum workshops.
 - I. Requesting funds for workshop registrations through the PDC can be done by Purchase Orders and Reimbursement Forms.
 - 1. Purchase Orders – Purchase orders may be filled out and approved for any amount prior to registering for any workshop. All POs must have building principal approval before coming to the PDC for funding. After the PO is approved, if the registrant does not attend the workshop, he/she is responsible for the cancellation fee if applicable. Funds provided by the PDC are for early or normal registration amounts only. The PDC may consider late registration fees if applicable. Any registration that costs over \$75.00 must be pre-approved by the PDC through a purchase order. It is

important not to sign "for payment" on any invoices that arrive prior to the workshop date.

2. Reimbursement Forms – The PDC highly requests certified personnel use purchase orders. However, reimbursement forms may need to be utilized at certain times and the expense preapproved by the PDC or Executive Director of Instruction. Reimbursement forms not preapproved may be approved at the discretion of the PDC. Reimbursement forms must be accompanied by proof of payment (processed checks or receipts).
 3. Whether a purchase order or reimbursement form, the person requesting funds must provide to the PDC the following information:
 - a. Name of workshop
 - b. Location of workshop
 - c. Date of workshop
 - d. Amount of registration
 - e. Number of people attending
 4. It is important to note, that the PDC will only meet periodically. If needing to submit a PO, POs may be approved by the District Administrator and/or the site administrator, as long as the request complies with III-E. If needed, the PDC Chairperson and a second PDC member may be notified for approval.
- J. During times of educational budget downfalls, the PDC may allocate state and district funds to each school site. This allocation will be based on a percentage of certified staff within the school site and guidelines III A-I will fall in accordance within this allocation. The PDC will continue to try and maintain a minimal budget to assist with district and/or additional site professional development activities.

IV. Professional Development Days and Points

- A. Professional Development Days are the same length as other contracted teaching days. All certified employees are required to attend in-service activities or take the appropriate leave.
- B. Professional development points, when appropriate, will be based on the state and/or board regulations and shall not be given for routine job-related assignments.
- C. Strong emphasis is placed on in-service programs at the district and building level; however, the importance of individual and district wide programs are recognized. The following is a list of approved alternate activities in which the faculty may participate to meet the district's professional development competencies.
- D. List of Approved Alternate Activities for Obtaining Professional Development Points:

1. Attendance of workshops, seminars, in-service days, etc. in relation to education or subject area.
 - a. 1 hour = 1 professional development point
2. College course work in regards to education.
 - a. 1 semester hour = 15 points
3. Receipt of "Certificate of Completion" for National Board Certification
 - a. Portfolio = 45 points
4. Observation of programs related to the educational setting. This may include visits to other schools and or school districts. A Certificate of Attendance must be signed by the person observed and the building principal.
 - a. 1 hour = 1 point
5. Publication of Professional Articles in a Professional Journal or other recognized educational publication. A copy of the actual publication must be submitted to the PDC.
 - a. Points to be deemed by the PDC
6. Supervised planning, benchmark assessment development or curriculum writing of a new educational program to be used in the schools.
 - a. 1 hour = 1 point (max 5 points per year)
7. The PDC may authorize staff development points for an individual's reading of articles and viewing or listening to video or audio tapes on topics required by state and federal agencies.
8. The PDC recognizes that there are many activities that may be classified as professional development. The PDC welcomes individuals to submit outlines and descriptions of those activities to the committee, which will be evaluated on an individual basis.

V. Professional Development Point Requirement for NPS

- A. All certified and licensed personnel in the Noble Public Schools should earn at least 15 points per year and must earn 75 points within a five-year period. It is recommended that at least 1/3 of these points must be related to the academic teaching assignment and/or classroom instructional strategies.
- B. Professional development point requirements for certified employees that work less than 120 days, will obtain at least 2 points per year.
- C. In the event a teacher's year of service, within the 5-year cycle, is interrupted by two or more years, that teacher can choose whether to continue the 5-year cycle or begin a new 5-year cycle.

- D. The PDC calendar year is from July 1 through June 30. All points must be submitted to the PDC within the same calendar year of completion of the staff development.
- E. Summer workshops and/or courses will be applied toward the next professional development year.
- F. The Noble School District shall maintain in the professional development file of each staff member a record of participation in the staff development program. It is the responsibility of the certified staff member to upload professional development forms in Frontline. May 1st of each year, the superintendent, or designee will verify each certified staff member current point tally and each certified staff member will be informed in writing of their professional development point total.
- G. The superintendent and/or designee, as well as the site administrator will work with each certified staff member in assisting them in meeting the five-year 75-point requirement as stated in the Noble Public School Board Policy (DMB).

VI. Evaluation of Professional Development

- A. The workshop evaluation procedure for NPS is as follows:
 - 1. Participants may be asked to complete an evaluation form at the end of certain locally sponsored staff development in-service activities. The evaluations need to be turned in to the PDC representative for your building.
 - 2. The evaluations will be formally reviewed by the PDC.
 - 3. The PDC will continue to monitor professional development activities.
 - 4. Each Certified PDC representative may conduct surveys and discussions to determine ways to improve the Professional Development Program.
- B. The PDC may write a formal evaluation of the year’s Professional Development Program in the spring to determine how well the identified needs and competencies were met.

VII. Professional Development Budget for 2023-2024

Professional Development Revenue Appropriation	TBA
Professional Development Revenue Funds Carry-Over	\$0.00
Total	TBA

The NPS Professional Development Plan is respectfully submitted by the 2023-2024 Professional Development Committee.

- Valerie Wright – Hubbard ES
- Madeline Fifer – Pioneer ES
- Shelly Prough – KID ES
- Cheryl Mitchell – CIMS
- Denise Swarowsky – CIMS
- Kevan Dunkelberg – NHS
- Toni Swope – NHS
- Heather Maguire – Parent
- Deanna Wyche - Counselor
- Dr. Jon Myers – Asst. Supt.

NOBLE PUBLIC SCHOOLS PROFESSIONAL DEVELOPMENT PROGRAM

.....

Certificate of Attendance

.....



This certificate acknowledges that _____
Name of Participant

successfully completed _____
Name of Workshop/Activity

on _____ and has been awarded _____
Date # of Points

professional development points.

Presenter/School Official

**Noble Public Schools
2023-2024
Residency Committees**

KID

- Abigail Black
 - Katherine Kersey – Mentor
 - Janice Busick – Principal
 - Jon Myers – District Administration

- Gina Reynolds
 - Brenda Sasnett – Mentor
 - Janice Busick – Principal
 - Jon Myers – District Administration

HUB

- Macy Potts – 3rd Grade
 - Kem Marley – Mentor
 - Julie Curry – Principal
 - Jon Myers – District Administration

- Stormie Shivers – 3rd Grade
 - Marci Word – Mentor
 - Julie Curry – Principal
 - Jon Myers – District Administration

PIO

- Steven Massey – 4th Grade
 - Kim Romero – Mentor
 - Mike Barefoot – Principal
 - Jon Myers – District Administration

- Lee Foster – 4th Grade
 - Diane Hawkins – Mentor
 - Mike Barefoot – Principal
 - Jon Myers – District Administration

CIMS

- Zachery Bicknell – MS Science
 - Sharlene Klein – Mentor
 - Ray Crawley – Assistant Principal
 - Jon Myers – District Administration

- Scott Lindell – MS Social Studies
 - Kassie Byrd – Mentor
 - Joey Slate –Principal
 - Jon Myers – District Administration

- Claudia Talafuse – MS Electives
 - Diana Irick – Mentor
 - Katelynn Walker – Assistant Principal
 - Jon Myers – District Administration

- Chris Sanchez – MS Social Studies
 - Brad Anglin – Mentor
 - Joey Slate – Principal
 - Jon Myers – District Administration

NHS

- Brooklyn Sweet – Broadcast Journalism
 - Susan Swopes – Mentor
 - Kristal Standridge – Principal
 - Jon Myers – District Administration

- Michael Lightner – Physical Education
 - Keith Coombs – Mentor
 - Jeff Allen – Assistant Principal
 - Jon Myers – District Administration

**OKLAHOMA DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION
CONTRACT FOR SECONDARY CAREER AND TECHNOLOGY EDUCATION PROGRAM(S) FOR SCHOOL YEAR 2023-2024**

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

It is also understood and agreed that necessary records shall be kept, and all reports required by the State Board shall be submitted to the appropriate area of ODCTE by the established due date. The Salary and Teaching Schedule, **due by September 30, 2023** is one of these reports and is considered a part of this contract in addition to CESI Enrollment and Follow-Up reports. Those programs delinquent in submitting accurate reports are subject to having reimbursement withheld or withdrawn by ODCTE.

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

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

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

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

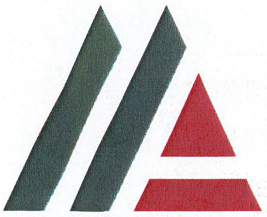
Furthermore, the aforementioned school district certifies that all such program(s) listed in this contract are open with respect to equal access to males and females and that disabled students who, under the direction of a planning committee apply for admission, are provided Career and Technology Education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

This contract, once signed and completed, should be returned to emilia.contardi@careertech.ok.gov **no later than September 30, 2023**.

Approved:

<hr/>	
President, Board of Education	Date
<hr/>	
Superintendent of Schools	Date
<hr/>	
Noble School System	
Brent Haken, State Director	District Name (please print)
Date	

By submitting this document, it is understood and agreed that signatures are digitally signed by individuals listed and validation is available within the CTIMS system. The signing person is a trusted signer and the content has not been changed or tampered with since it was digitally signed.



**Resolution to Transcript
Math, Science and Technology Classes
Taught at Mid-America Technology Center**

Noble Public Schools and Mid-America Technology Center enters into an agreement, pursuant to rules set forth by the Legislature and the State Department of Education, which relates to high school graduation requirements. Under these rules, mathematics and science courses may be taught at the Technology Center, by a certified instructor, and count toward the math and science competencies required for high school graduation. The attached list contains the Academic and Technology classes available at Mid-America Technology Center approved by the Noble Board of Education.

Passed at a regular Board Meeting on Aug. 14, 2023.

Signed: Board President _____

Superintendent [Signature]

Academic Classes

- Algebra II
- Algebra III
- Anatomy
- Physiology
- AP Calculus AB & BC
- Biology II
- Digital Electronics (Math Credit)
- Engineering Design & Development
- Fundamentals of Technology
- Geometry
- Introduction to Engineering Design (Computer Education Credit)
- Physics
- Principles of Engineering (Computer Education Credit)
- Trigonometry
- Trig/Pre-Calculus

Primary Career Majors

- Automotive Service Technician
- Broadband Technician
- Building and Property Maintenance
- Business Office Assistant
- CADD
- CareerTech Explorer
- CNC Machinist
- Combination Collision Repair Technician
- Combination Welder/NCCER Level 2 Plus
- Cosmetologist
- Criminal Justice Officer
- Cyber Security
- Emergency Medical Technician
- Equine Production
- Graphic Design
- Health Careers Explorer
- Horticulture Technician
- Industrial Robotics & Automation
- Medical Office Assistant
- Medium-Heavy Diesel Service Technician
- Multimedia Specialist
- Plumbing Assistant
- Pre-Engineering (Introduction to Engineering Design, Principles of Engineering)
- Pre-Nursing
- Residential Carpentry
- Residential/Commercial Electricians Assistant
- Residential HVAC Technician
- Therapeutic Health Services
- Veterinary Assistant

AGREEMENT TO FURNISH FOOD SERVICE

INSTRUCTIONS: This agreement should be used when contracting for food service between SFAs or outside entities that are not food service management companies (FSMCs).

The Crossroads Noble HS/BHS (Recipient) and the Noble Public Schools (Preparer) enter into this agreement to prepare meals.

The site preparing the meals agrees to:

- Furnish meals as ordered during the period of 8-16-23 (Beginning Date) to 5-21-24 (Ending Date). Meals shall be prepared/served 45 day(s) a week. ** Based on school calendar*
- Provide meals that meet or exceed United States Department of Agriculture (USDA) requirements as set forth in program regulations.
- Prepare meals in accordance with Oklahoma State Department of Health guidelines.
- Provide the following meals to the receiving site.

<input checked="" type="checkbox"/> Breakfast	<u>7:45</u> a.m. <i>pick-up</i>
<input checked="" type="checkbox"/> Lunch	<u>10:45</u> a.m./p.m. <i>delivered</i>
<input type="checkbox"/> Snack	_____ a.m./p.m.
- Furnish meals in the following manner:

<input type="checkbox"/> Meals will be served at receiving site.
<input checked="" type="checkbox"/> Meals will be available for pick up. <i>- Breakfast</i>
<input checked="" type="checkbox"/> Meals will be delivered to the receiving site. <i>- Lunch</i>
<input type="checkbox"/> Food will be portioned in bulk containers.
<input type="checkbox"/> Site preparing the food will provide portioning utensils.
<input type="checkbox"/> Site preparing the food will not provide portioning utensils.
<input type="checkbox"/> Food will be portioned in individual serving containers.
- Provide a food production record (Contract Meal Service Delivery Receipt) for the Recipient that documents each meal service, including the following information: complete menu and food items, quantities delivered, number of meals ordered/delivered, crediting information (Child Nutrition [CN] label and/or product formulation statement and/or recipe information, when applicable), and a signature indicating delivery of meals. The Preparer will also retain a copy of these food production records and make additional supporting documents available upon request (copy of CN label and/or product formulation statement or recipe information, when applicable). *The Preparer is obligated to relay daily the correct portion size required for each bulk item (if applicable) along with the quantity of each bulk item that is delivered to the Recipient.*
- Provide meals to the receiving site based on the number of meals ordered, with adjustments made as needed.
- Do not claim reimbursement for all or part of the meals provided to the receiving site under any other program administered by the SDE.
- Charge/invoice the receiving site, itemizing the number of child/adult meals provided and the total amount owed for each month that meals are provided.

The site receiving the meals agrees to (Recipient):

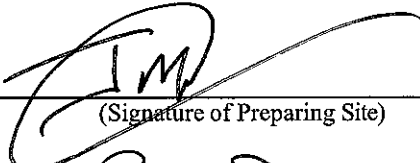
1. Inform the preparing site of the number of meals needed by the receiving site for each meal service. The preparation site will be notified of any adjustments in meals ordered within the predetermined time frame of 10:00 am.
2. Notify the preparing site of any children who may require special dietary considerations to fulfill their nutritional needs.
3. Pick up or accept meals for each meal service prepared within contractual requirements for the receiving site.
4. Serve meals to children/adults in accordance with Oklahoma State Department of Health guidelines.
5. **Reimburse the preparing site for meals at the following rates:**

- \$ 2.28 For each child's breakfast
- \$ 4.70 For each child's lunch
- \$ _____ For each child's snacks
- \$ _____ For each adult's breakfast
- \$ _____ For each adult's lunch
- \$ _____ For each adult's snacks

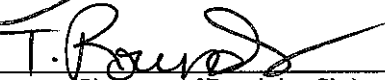
For SFAs ONLY: Meal prices must be, at a MINIMUM:

6. Lunch charge equals free reimbursement rate for lunch plus additional incentive payment plus the value of USDA Foods. See Schedule B in CARS system.
7. Breakfast charge equals free reimbursement rate for regular breakfast.
8. Snack charge equals free reimbursement rate for snack.

I agree with all provisions of this contract.



(Signature of Preparing Site)



(Signature of Receiving Site)

7-27-23

(Date)

7-27-23

(Date)

Attachments: Meal Pattern Requirements

2023-24 New Hire Board Meeting Report
August

Position	Employee Name/# of Positions	Site	Position	Start Date
Support	1	Hub	Titile I Para	8/15/2023
Support	1	Pio	Custodian	8/15/2023
Support	1	NHS	Library Aid	8/15/2023
Support	1	CIMS	Custodian	8/15/2023
Support	1	Hub	PE Assistant	8/15/2023

District Medicare Reimbursements for FY '23

1. 07/06/2022= 3,850.32
2. 11/02/2022= 16,688.67
3. 11/30/2022= 15,142.93
4. 12/28/2022 = 12,231.59
5. 02/01/2023= 6,959.67
6. 03/08/2023= 16,654.44
7. 04/15/2023= 9,966.28
8. 05/03/2023= 11,929.83
9. 06/07/2023= 13, 845.84
10. 07/13/2023= 7201.62
11. Total = \$103,734.19

Of this amount:

\$10,035.00 is paid to PCG for Ed Plan

Cheryl Sanders	\$3300	Full Year	SLP
Collen Leverett	\$2500	Full Year	SLPA
Lisa Summars	\$3300	Full Year	SLP
Cynthia Davis	\$3000	Full Year	SLP
Dot Terrill	\$300	Full Year	Data Entry

\$12,900.00 paid in Extra Duty staff stipends

Asad
7/17/23

Negotiated Contract

Between the

Noble Board of Education

and the

Noble Association of Classroom Teachers

2023-2024

Building Better Education Together

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

Foreword

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

I. GENERAL CONTRACT PROVISIONS

Article I-1

PROCEDURAL AGREEMENT FOR NEGOTIATIONS

A. Recognition

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

B. Scope of Bargaining

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

C. Bargaining Teams

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

D. Initiating and Concluding Bargaining

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

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

E. Bargaining Procedure

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

F. Tentative Agreements

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

G. Impasse Resolution

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

H. Savings Clause

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

Article I-2 PREPARATION OF NEGOTIATED AGREEMENT

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

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

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

II. CONDITIONS OF EMPLOYMENT

Article II-1

ACCESS TO BUILDINGS AND CLASSROOMS

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

Article II-2 BUDGETS

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

Article II-3

CERTIFICATE OF HEALTH

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

Article II-4

CLASSROOM ASSIGNMENTS

After the principal has designated an area for a grade level or department, seniority within that grade level or department will be considered in making specific room assignments. Other considerations shall include special equipment related to the subject and special needs of students and/or teachers.

Article II-5

CLASS SIZE AND DISTRIBUTION

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

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

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

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

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

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

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

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

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

Article II-6

COMMITTEE ROTATION & SUPERINTENDENT'S ADVISORY COMMITTEE

A. Committees are encouraged to rotate membership at least every three years.

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

Article II-7 CONFERENCE DAYS

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

Article II-8 GRADE INPUT

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

**Article II-9
NOTIFICATION OF FAILING STUDENTS**

Teachers will be required to notify parents each week when their student is failing. Contact can be made by telephone, mail, or e-mail. A record of the contact and method will be kept and turned in to the site administrator as needed.

**Article II-10
CONFERENCES – UNSCHEDULED PARENT / TEACHER**

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

**Article II-11
CONTRACTED SPONSORSHIPS**

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

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

Article II-12 DISCIPLINE POLICY

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

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

Noble Public Schools shall provide a duty-free lunch period of thirty (30) consecutive minutes for all full-time licensed/certified personnel. If certified employees are asked by their administrator to give up their duty-free lunch, and they accept, they will be compensated with a paid lunch.

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

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

**Article II-16
EVALUATION PROCEDURE**

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

Teacher Evaluation Policy Regulations – Section A

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

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

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

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

If the career teacher does not correct the poor performance or conduct cited in the admonishment within the time specified, the administrator shall make a recommendation to the superintendent for the dismissal or non-reemployment of the teacher. A probationary teacher will receive a plan of improvement if inadequate teaching performance exists. Data shall be collected by the evaluator on an ongoing basis in compliance with the system of evaluation selected by the board of education. The data shall be maintained in an evaluation file for the teacher.

Timeline for TLE

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

TLE REMINDERS

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

Article II-17 MENTOR TEACHERS

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

Article II-18 MULTIPLE TEACHING SITE ASSIGNMENTS

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

Article II-19 PAY DAY

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

Article II-20 PERSONNEL FILE

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

The personnel file shall contain the following items:

- A. Current evaluation reports and responses
- B. Current contracts
- C. Current official transcripts

- D. Current teaching certificates and/or license
- E. Annual summary of staff development points
- F. Annual summary of leave accumulation
- G. Application for employment (if available)

The personnel file may also contain:

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

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

Article II-21 POSTING OF VACANCIES

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

Article II-22 REDUCTION IN FORCE

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

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

- e. Hours above degrees held.
2. If a probationary teacher holding a position being eliminated is certified to teach in a position occupied by a licensed teacher will be terminated. If a probationary teacher holding a position being eliminated is certified to teach in a position held by another probationary teacher, the criteria listed above (1. a-d) will be used to determine who will fill the position.
 3. If a **temporary contracted** teacher holding a position being eliminated is **certified** to teach in a position held by another **temporary contracted teacher**, the criteria listed above (1a-e) will be used to determine who will fill the position.

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

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

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

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

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

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

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

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

Article II-23

REMOVAL OF STUDENTS

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

Article II-24

RIGHTS – ASSOCIATION

- A. The NACT shall be allowed to use school facilities and equipment in accordance with applicable Board policy governing the non-school use of school facilities as they apply to all

- community groups.
- B. The NACT shall be allowed to use teachers' mailboxes for communication.
- C. The NACT shall be allowed to post and maintain a bulletin board in each school building. The NACT President shall be provided with a copy of agendas and unofficial minutes of previous meetings when such materials are sent to the members of the Board.

**Article II-25
RIGHTS – TEACHER**

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

**Article II-26
SALARY DEDUCTIONS AND INFORMATION**

- A. All certified employees shall complete and sign a payroll deduction form when hired or when any new deduction is requested. If any payroll adjustment is to be made after the authorization form has been submitted, the affected teacher will be notified prior to the adjustment being made.
- B. If Teaching Profession dues deduction information is not available at the time the payroll deduction form is signed, this information will not appear on the deduction form, but the deduction will be made on the basis of the authorization form(s) and/or list provided by NACT.

**Article II-27
SUBSTITUTES**

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

**Article II-28
TEACHER REASSIGNMENT**

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

**Article II-29
TEACHERS’ DUTY DAY DEFINED**

Teachers’ duty day in Noble Public Schools will be seven and seventy-five hundredths (7.75). The site administrator will have discretion for the allocation and/or use of this time, with teacher input. Each school site will have the option to set arrival and departure times for teachers. Teachers will not be required to take part in extracurricular activities beyond regular teaching hours without compensation. This does not include meetings called by the administration.

B. Professional Development: Days deemed :professional development” days should consist of six (6) hours maximum. This is in relation to the students’ 6-hour day.

C. Virtual Day Definition: A day in which brick and mortar students are learning remotely. Learning takes place online or at a distant location rather than a physical brick and mortar classroom. This does not apply to students who are enrolled as virtual students.

D. Supervisory Duty – Definitions, expectations, requirements of specific duties (before school, after school, lunch duty, etc.) should be clearly stated and provided to each teach at each site.

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

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

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

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

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

III. COMPENSATION

Article III-1

COMPENSATION FOR SUBSTITUTING

All certified personnel who substitute for others at the request of the principal during their planning time will be compensated **\$12.00** per class period. All assignments of certified personnel to substitute during their planning time shall be voluntary, except in emergency situations. Request for payment must be made on the proper form and submitted within three working days to the **Principal's** Office.

Article III-2

PROFESSIONAL COMPENSATION

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

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

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

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

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

IV. LEAVE PROVISIONS

Article IV-1 ASSOCIATION LEAVE

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

Article IV-2 BEREAVEMENT LEAVE

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

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

Article IV-3

RETIREMENT INCENTIVE BONUS

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

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

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

Article IV-4 EMERGENCY LEAVE

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

A. Emergencies involving personal or family property that require immediate attention.

B. Other reasons are subject to administrative approval. Emergency leave may be approved for less than a full day.

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

For the purposes of emergency leave, the "immediate family" is defined as "spouse, children, parents or step-parents, grandparents, sister, or brother of the teacher or the teacher's spouse or any

other relative who lives with and is the responsibility of the teacher.”

Article IV-5 LEAVE DAY DEFINED

Sick leave may only be taken in increments of one-half (1/2) day and full day. If the teacher is able to arrange their schedule so as not to require a substitute, one-quarter (1/4) day may be used. One-fourth (1/4) day is limited to one class period or one hour or less, depending on whether it is at a secondary or elementary site. Three and one-half (3 and ½) hours or less will be considered a half day. Above 3½ hours will be a full day. Site administrators will have the option to allow teachers to exchange planning periods to cover brief periods of absence.

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

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

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

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

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

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

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

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

- A. Family and Medical Leave – The Board agrees to abide by the terms of the Family and Medical Leave Act of 1993. The Board reserves unto itself all rights, powers, and elections accruing to it under the act.
- B. Personal Illness – Request for leaves of absence for personal illness, requests to return from such leaves, or request to extend such leaves must be accompanied by a physician’s statement. Teachers on leave of absence for personal illness will not be permitted to do substitute teaching.
- C. Caring for Sick or Incapacitated Member of Immediate Family – Requests for leaves of absence to care for a sick or incapacitated member of immediate family must be accompanied by a physician’s statement.
- D. Military Service – Requests for leaves of absence for military service must be accompanied by

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

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

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

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

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

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

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

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

Article IV-7 LEGAL LEAVE

Administration should be notified within three (3) school days of teachers receiving a subpoena or jury summons. Certified personnel employed by the Noble School District shall be granted leave for jury duty or for service as a witness subpoenaed in a criminal, civil, or juvenile proceeding and shall pay the teacher during such service the full contract salary. (Note: Pay received for serving as a juror or witness will be paid to the District, or an equal amount will be deducted from the teacher’s salary.) Personal legal leave matters requires the use of a personal day.

**Article IV-8
PERSONAL BUSINESS LEAVE**

The Noble School District provides for each licensed/certified teacher three (3) days for personal business leave, upon request of the teacher, without loss of salary. Individuals utilizing this leave must give formal written request to the building administrator at least 24 hours prior to commencement of leave. The Building Principal will respond in a timely fashion, and personal leave will be granted unless extenuating circumstances exist.

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

Article IV-9 PROFESSIONAL LEAVE

Each licensed/certified teacher shall be granted one (1) day professional leave per school year to attend professional meetings and/or workshops without loss of salary. Unused professional leave may accumulate to a maximum of three days. Individuals utilizing this leave must make a formal written request to the principal's office stating the purpose of the meeting/workshop at least two (2) days prior to commencement of the leave. Professional leave will be granted if it is directly related to the teacher's current teaching or extra-duty assignment.

A teacher may request additional professional leave paid by the district. This additional leave may be taken upon approval of the administration after review of supporting documentation.

**Article IV-10
SICK AND/OR DISABILITY LEAVE**

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

SUMMARY-

Step 1. District employees exhaust all accumulated leave.

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

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

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

If an employee is believed to have taken unfair advantage of sick leave benefits, their case will be taken before the Central Office Administration to determine if action should be taken. The

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

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

Article IV-11 SICK LEAVE SHARING PLAN

- A. When a certified employee has exhausted his/her sick leave in accordance with district policy including statutory twenty (20) days at replacement rate reduction pay, that employee may apply for one up to thirty (30) days of donated sick leave. The application form for Donation of Sick Leave must be filled out, signed and turned in to Central Office within ten (10) days of the time that the employee is requesting the donated leave. The application must include medical information from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition. The forms required will be posted on the school website. The maximum amount of donated sick leave days an individual may receive during a school calendar year is 30 days.
- B. The Noble Public Schools Board of Education or their designee will approve all request for Shared Sick Leave.
- C. The board or their designee will approve or deny all requests within (10) days of receipt of the request. All requests for donated leave will remain confidential.
- D. Upon approval, an email will be sent to all employees. Donations will be accepted on a first-come, first- served basis until the number of requested days is reached. The employee is not able to make a profit from his/her illness by receiving additional compensation while using donated sick leave.
- E. A district employee may donate Sick Leave to another district employee when the receiving employee has exhausted or will exhaust all accumulated Sick Leave, including the statutory twenty (20) days Sick Leave provision, due to pregnancy or recovery from childbirth, or any injury, illness, impairment, physical condition, or mental condition which is of a severe or extraordinary nature involving the employee, a relative of the employee or a household member, and the condition has caused or is likely to cause the employee to go on leave without pay or terminate employment. District employee may donate up to five (5) days of their sick leave as long as their donation will not reduce their sick leave balance to less than thirty (30) days remaining,

As used in this section:

1. "Relative of the employee" means a spouse, child, stepchild, grandchild, grandparent, step-parent, or parent of the employee.
- 1.1 "Household members" means those persons who reside in the same home who have reciprocal duties to and do provide financial support for one another. This term shall include foster children and legal wards even if they do not live in the household. The

term does not include persons sharing the same general house when the living style is primarily that of dormitory or commune.

1.2 “Severe” or “extraordinary” means serious, extreme, or life threatening; and

1.3 “District employee” means a teacher or any full-time employee of the school district.

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

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

ARTICLE IV-12 UNPAID LEAVE

Unpaid leave will be charged in the pay period the absence occurred unless the situation has been approved in advance by central office administration. Unpaid leave will be charged at the daily rate of pay which is total salary divided by the number of contract days. Refer to current OTRS Permanent Rules for teachers’ retirement impacts.

Article IV-13 MATERNITY LEAVE

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

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

Note: Article IV-13 will be updated and modified as further information becomes available.

Article IV-14 LEAVE EXCHANGE

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

v. GRIEVANCE PROCEDURE

Article V

GRIEVANCE PROCEDURE

Definitions

- A.** A “grievant” shall mean a teacher or group of teachers or their Association representative filing a grievance.
- B.** A “grievance” shall mean a claim by a grievant that a dispute or disagreement of any kind involving interpretation or application of the terms of this contract agreement, or of an existing Board rule, policy or practice, or that an employee has been treated inequitably, or that there exists a condition which jeopardizes employee health or safety.
- C.** A “party in interest” is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
- D.** “Days” shall mean teacher employment days, except as otherwise indicated. If the stipulated time limits are not met by the Board, the grievant shall have the right to appeal the grievance to the next level of the procedure. If the grievant fails to meet time limits, his grievance is dropped.

Individual Rights

- A.** Nothing contained herein shall be construed as limiting the right of any teacher having a complaint to discuss the matter via administrative channels and to have the problem adjusted without the intervention of the Association, (as long as such disposition is not inconsistent with the terms of this Agreement.)
- B.** A grievant may be represented at all stages of the grievance procedure by himself, or at his option, by an Association representative selected by the Association. At least one Association representative shall be present for any meetings, hearings, appeals, or other proceedings relating to a grievance which has been formally presented. If, in the judgment of the Association, a grievance affects a group of teachers or the Association, the Association may initiate and submit such grievance in writing to the Superintendent directly, and the processing of such grievance shall be commenced at Step II. The Association may process a class grievance through all levels of the procedure, even though there is no individual aggrieved person who wishes to do so. In matters dealing with alleged violations of Association rights, the grievance shall be initiated at Step II.
- C.** Any grievance shall be submitted not later than fifteen (15) school days after the grievant knew or should have known of the incident or happening.

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

- A. Step I** – The employee or the Association may present the grievance in writing to the employee’s supervisor who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The supervisor must provide the aggrieved teacher and the Association with a written answer on the grievance within two (2) days after the meeting.
- B. Step II** – If the grievant is not satisfied with the disposition of his/her grievance at Step I, or if no decision has been rendered within seven (7) school days after the presentation of the grievance, the grievant may appeal to the superintendent. Such appeal must be filed with the superintendent within seven (7) days after completion of Step I, using the form in appendix VI. The superintendent shall arrange for a hearing with the grievant and/or the Association, to take place within ten (10) days of his receipt of the appeal. The parties in interest shall have the right

to include in the representation such witnesses and counselors as they deem necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing the superintendent will have four (4) days to provide his/her written decision, together with the reasons for the decision, to the grievant and/or the Association.

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

No Reprisals

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

Cooperation of Board and Administration

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

Release Time

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

Grievance Forms

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

vi. APPENDICES
Article VI-1
GRIEVANCE REPORT FORM

Date _____

Teacher(s) or Organization _____ / Signature _____

School _____

Principal or Supervisor _____

Nature of Grievance: (be specific)

Step I Date _____

School _____

Recommendation:

Principal _____

Resolved? Yes No

Initials _____
Principal/ Teacher(s)

Step II Date _____

Superintendent _____

Recommendation:

Resolved? Yes No

Initials _____
Superintendent/ Teacher(s)

Step III Date _____

Board Rep. _____

Recommendation:

Resolved? Yes No

**Article VI-3
SALARY SCHEDULE**

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

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

**Article VI-4
TEACHER RETIREMENT**

Noble Public School Teacher Retirement Scale for the 2023 – 2024 school year is the following. The district agrees to pay the entire 7% from the State Senate Bill 1119 which is \$3,000 to \$6,000 and the remaining monies would go toward your base pay depending on years experience.

NPS Salary Schedule

2023-24 Total Compensation with District Paid TRS from State Senate Bill 1119

Steps	Bachelors	+15	Masters	+15	+30	+45	Doctorate
0	\$44,820.00	\$46,350.00	\$48,073.80	\$49,603.80	\$51,133.80	\$52,663.80	\$ 54,387.60
1	\$45,400.00	\$46,930.00	\$48,653.80	\$50,183.80	\$51,713.80	\$53,243.80	\$ 54,967.60
2	\$45,970.00	\$47,500.00	\$49,223.80	\$50,753.80	\$52,283.80	\$53,813.80	\$ 55,537.60
3	\$46,540.00	\$48,070.00	\$49,793.80	\$51,323.80	\$52,853.80	\$54,383.80	\$ 56,107.60
4	\$47,110.00	\$48,640.00	\$50,363.80	\$51,893.80	\$53,423.80	\$54,953.80	\$ 56,677.60
5	\$48,680.00	\$50,210.00	\$51,933.80	\$53,463.80	\$54,993.80	\$56,523.80	\$ 58,247.60
6	\$49,200.00	\$50,730.00	\$52,453.80	\$53,983.80	\$55,513.80	\$57,043.80	\$ 58,767.60
7	\$49,770.00	\$51,300.00	\$53,023.80	\$54,553.80	\$56,083.80	\$57,613.80	\$ 59,338.62
8	\$50,350.00	\$51,880.00	\$53,603.80	\$55,133.80	\$56,663.80	\$58,193.80	\$ 59,917.60
9	\$50,920.00	\$52,450.00	\$54,173.80	\$55,703.80	\$57,233.80	\$58,763.80	\$ 60,487.60
10	\$52,940.00	\$54,470.00	\$56,194.82	\$57,724.82	\$59,254.82	\$60,784.82	\$ 62,508.62
11	\$53,690.00	\$55,220.00	\$57,014.18	\$58,544.18	\$60,074.18	\$61,604.18	\$ 63,467.72
12	\$54,270.00	\$55,800.00	\$57,594.18	\$59,124.18	\$60,654.18	\$62,184.18	\$ 64,047.72
13	\$54,850.00	\$56,380.00	\$58,174.18	\$59,704.18	\$61,234.18	\$62,764.18	\$ 64,627.72
14	\$55,430.00	\$56,960.00	\$58,755.20	\$60,285.20	\$61,815.20	\$63,345.20	\$ 65,208.74
15	\$57,010.00	\$58,540.00	\$60,334.18	\$61,864.18	\$63,394.18	\$64,924.18	\$ 66,787.72
16	\$58,120.00	\$59,650.00	\$61,445.20	\$62,975.20	\$64,505.20	\$66,035.20	\$ 67,899.76
17	\$58,700.00	\$60,230.00	\$62,025.20	\$63,555.20	\$65,085.20	\$66,615.20	\$ 68,479.76
18	\$59,280.00	\$60,810.00	\$62,605.20	\$64,135.20	\$65,665.20	\$67,195.20	\$ 69,059.76
19	\$59,860.00	\$61,390.00	\$63,185.20	\$64,715.20	\$66,245.20	\$67,775.20	\$ 69,639.76
20	\$60,440.00	\$61,970.00	\$63,765.20	\$65,295.20	\$66,825.20	\$68,355.20	\$ 70,219.76
21	\$61,550.00	\$63,080.00	\$64,876.22	\$66,406.22	\$67,936.22	\$69,466.22	\$ 71,331.80
22	\$62,120.00	\$63,650.00	\$65,446.22	\$66,976.22	\$68,506.22	\$70,036.22	\$ 71,901.80
23	\$62,700.00	\$64,230.00	\$66,025.20	\$67,555.20	\$69,085.20	\$70,615.20	\$ 72,480.78
24	\$63,280.00	\$64,810.00	\$66,606.22	\$68,136.22	\$69,666.22	\$71,196.22	\$ 73,061.80
25	\$64,710.00	\$66,240.00	\$68,036.22	\$69,566.22	\$71,096.22	\$72,626.22	\$ 74,491.80
26	\$65,900.00	\$67,430.00	\$69,262.94	\$70,792.94	\$72,322.94	\$73,852.94	\$ 75,764.42
27	\$66,480.00	\$68,010.00	\$69,842.94	\$71,372.94	\$72,902.94	\$74,432.94	\$ 76,344.42
28	\$67,060.00	\$68,590.00	\$70,422.94	\$71,952.94	\$73,482.94	\$75,012.94	\$ 76,924.42
29	\$67,640.00	\$69,170.00	\$71,002.94	\$72,532.94	\$74,062.94	\$75,592.94	\$ 77,504.42
30	\$68,240.00	\$69,748.58	\$71,581.52	\$73,111.52	\$74,641.52	\$76,171.52	\$ 78,083.00
31	\$68,840.00	\$70,348.00	\$72,181.00	\$73,711.00	\$75,241.52	\$76,771.52	\$ 78,683.00
32	\$69,440.00	\$70,948.00	\$72,781.00	\$74,311.00	\$75,841.52	\$77,371.52	\$ 79,283.00

-Noble District Paid Retirement—7% of base salary

-Cash in Lieu of Flexible Benefit Allowance - Teachers **not** enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance in the amount of \$69.71 per month.

-Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of **\$640.28 per month**. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as taxable compensation.

-District Paid Life Ins. - District pays **\$61.20 per year or \$2.55** per paycheck for life insurance.

EXTRA DUTY SALARY SCHEDULE 2023-2024

Athletics

Athletic extra duty compensation will be determined by the superintendent from a pool of money with a maximum of **\$275,000**.

NOBLE HIGH SCHOOL

Head Band Director	\$4,000-\$ 8,000
Assistant Band Director	\$2,000-\$ 4,000
Vocal Music	\$1,000-\$ 5,000
Yearbook	\$1,500-\$ 3,000
Newspaper	\$ 500-\$ 1,000
Speech and Drama	\$1,000-\$ 3,000
Student Council	\$2,000-\$ 5,000
Honor Society	\$ 500-\$ 1,000
Senior Class (2)	\$ 500-\$ 1,000
Junior Class (2)	\$ 1,500-\$ 3,000
GT	\$ 500-\$ 1,000
Department Heads	\$ 500-\$ 800
Education Technology Coordinator	\$ 1,000-\$ 2,000
Robotics	\$ 500-\$ 1,000
Color Guard	\$500-\$1,000

CURTIS INGE MIDDLE SCHOOL

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

PIONEER INTERMEDIATE

Vocal	\$ 500-\$ 1,000
Grade Level Chairs	\$ 500-\$ 1,000
Education Technology Coordinator	\$1,000-\$ 2,000

JK HUBBARD

Vocal	\$ 500-\$ 1,000
Grade Level Chairs	\$ 500-\$ 1,000
Education Technology Coordinator	\$1,000-\$ 2,000

KID

Vocal	\$ 500-\$ 1,000
Grade Level Chairs	\$ 500-\$ 1,000
Education Technology Coordinator	\$1,000-\$ 2,000

DISTRICT WIDE

Assistant Transportation Director	\$2,500-\$ 5,000
District Web Site Master	\$1,000-\$ 3,000
Indian Education Coordinator	\$1,000-\$ 2,000
Multi Media Coordinator	\$1,000-\$ 2,000
Special Olympics Coordinator	\$ 500-\$ 1,000
Administrative Intern	\$1,000-\$ 3,000
Power School Coordinator	\$5,000-\$10,000
Athletic Coordinator (per season)	\$4,000-\$ 8,000
FASST Coordinator	\$1,250-\$ 2,500
Mentor Teacher	\$ 500-\$ 1,000

Medicaid Billing

Based on Billing

Archery

**Hourly Review- Scale
24/25**

Stipend Structure for Virtual Academy Teachers

Students/Course Yearly Stipend

1-2 \$300

3-5 \$500

6-8 \$1,000

9-11 \$1,500

12-14 \$2,000

15-17 \$2,500

18+ \$3,000

I. DURATION

Article VII-1 DURATION

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

President, Noble Board of Education Date

President, Noble Association of Classroom Teachers Date

Clerk, Noble Board of Education Date

Chief Spokesperson Date

Chief Spokesperson Date

NEGOTIATED AGREEMENT

Between the

NOBLE BOARD OF
EDUCATION

And

NOBLE SUPPORT PERSONNEL
ASSOCIATION

FOR 2023-24

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ARTICLE I: DURATION OF AGREEMENT

This agreement is entered into between the Noble Board of Education, hereinafter referred to as the "Board", and the Noble Support Personnel Association, hereinafter referred to as the "Association" and shall become effective at the time of ratification by both parties. This agreement supersedes all previously ratified agreements between the Board and the Association. This agreement shall be in effect from July 1, 2023 until a successor agreement is negotiated by the parties. All provisions dealing with compensation, benefits and leave shall be retroactive to July 1st of each new year.

ARTICLE II: SAVINGS CLAUSE

Should any part of this agreement be declared invalid by statute or court of competent jurisdiction, said part shall automatically be deleted from the agreement to the extent that it violates the law. The remaining provisions shall remain in full force and effect for the duration of the agreement, if not affected by the deleted part. Upon request of the Association or the Board after such finding of invalidation, the parties will meet within thirty (30) days solely for the purpose of negotiating replacement language for the provisions affected.

ARTICLE III: PRINTING AND DISTRIBUTION OF AGREEMENT

Upon ratification and signing of this agreement, the Board shall cause sufficient copies to be printed to provide for the needs of the Association and the Board. The association will pay for the number of copies needed for members of the bargaining unit and any additional copies desired. The Board will pay for copies needed for its membership and any other copies desired. The board shall provide a copy of this agreement to all support employee supervisors.

ARTICLE IV: ASSOCIATION RIGHTS

- A. The NSPA shall be allowed to use school facilities and equipment in accordance with applicable Board policy governing the non-school use of school facilities as they apply to all community groups.
- B. The NSPA shall be allowed to use support personnel mailboxes for communication purposes.
- C. The NSPA will be allowed to post and maintain a bulletin board in each work site location.

- D. NSPA will have access to Board meeting agendas and unofficial minutes of previous Board meetings at the time such materials are provided to the Board with the exception of confidential items and new personnel information.
- E. The NSPA shall be granted a pool of four (4) days association leave per year to be used by members designated by the Association President for the purpose of attending OEA delegate assembly and or lobbying activities. Such leave requests must be approved by the superintendent, and must be made at least twenty-four (24) hours before the leave is to take place. NSPA will pay for the substitutes. Up to four additional days of Association Leave may be granted to the Association upon request and approval from the Superintendent.

ARTICLE V: EMPLOYEE RIGHTS

- A. The Noble Board of Education and the Noble Support Personnel Association hereby agree that professional relations in the district will be conducted in a manner that recognizes the worth and dignity of the individual. The Board and the Association further agree to comply with state and federal laws dealing with non-discrimination, confidentiality and privacy rights of the individual, equal employment opportunity, and those laws dealing with the operation of the school district.
- B. The Board and the Association agree to strive to develop a climate at each school site that will produce optimum performance, morale, and safety.
- C. If, during a conference between an administrator or department head and a support employee, either party considers that it would be in that party's best interests to have another individual present, that party may adjourn the conference and it shall be rescheduled when both parties and selected other individual(s) may be present.
- D. There shall be one (1) official personnel file for each classified employee. Said personnel file shall be housed in the central administration offices. Principals and/or supervisors may keep a working file in his/her office, however only information in the official file may be used in personnel action. An employee must be provided an opportunity to review and sign and document before it becomes a part of the employee's official personnel file. The employee's signature on the document indicates that the employee has read the document and does not necessarily indicate agreement with the statements contained therein. The employee has the right to submit a written response to such document and to have it attached to the file copy of the document.
- E. The Noble Board of Education has adopted the following procedure for the suspension, demotion, or termination of support personnel in accordance with Title 70 of Oklahoma Statutes, Sections 6-101.40 through 6-101.47.

For the purpose of this policy, "support employee" means a full-time employee as determined by the standard period of labor which is customarily understood to constitute full-time employment for the type of services performed by the employee who is employed a minimum of one thousand thirty-two (1032) hours per year and who provides those services which are not performed by certified teachers,

principals, superintendents or administrators and which are necessary for the efficient and satisfactory functioning of a school district.

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

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

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

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

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

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

1. Leaving workstation without authorization prior to lunch periods or end of workday.
2. Excessive unexcused absenteeism.
3. Chronic absenteeism for any reason.
4. Excessive tardiness.
5. Persistently wasting time or distracting others during working hours.

6. Leaving work area during working hours without proper notification and permission.
7. Falsification of personnel or other records (personal or another employee's records).
8. Possession of weapons on the premises at any time.
9. Removing district property, records, or confidential information from premises without proper authority.
10. Willful abuse, misuse, defacing, or destruction of district property, including tools, equipment, or other property of other employees.
11. Theft or misappropriation of property of employees, students, or of this district.
12. Sabotage.
13. Refusal to follow instructions of supervisor.
14. Refusal or failure to do work assignment.
15. Unauthorized operation of vehicles, machines, tools, or equipment.
16. Threatening, intimidating, coercing, or interfering with employees, supervisors, or students at any time.
17. The making or publishing of false, vicious, or malicious statements concerning any employee, supervisor, students, or the district.
18. Creating or contributing to unsanitary conditions.
19. Practical jokes injurious to employees or district property.
20. Possession, consumption, or reporting to work under the influence of alcohol, non-prescribed drugs, or controlled substances.
21. Creating disturbances on the premises at any time.
22. Disregard of known safety rules or common safety practices.
23. Unsafe operation of motor driven vehicles.
24. Operating machines or equipment without safety devices provided.
25. Participating in or witnessing gambling, lottery, or any other game of chance on district property.
26. Unauthorized distribution of literature, written, or printed matter of any description on district property.
27. Posting or removing notices, signs, or writing in any form on bulletin boards of district property at any time without specific authority of the administration.
28. Poor workmanship.
29. Immoral conduct or indecency including abusive and/or foul language.
30. Making or receiving personal telephone calls or texting, posting to Facebook, or use of other social media during working hours-
31. Walking off the job.
32. Continued poor or negative attitude while on the job, including poor relationship with other staff or students.
33. Smoking in unauthorized area or at unauthorized time.
34. Failure to dress appropriately for work assignment.
35. Refusal of job transfer within the district when transfer does not result in demotion.
36. Abuse of rest periods or meal period policies.

37. Inappropriate and/or unauthorized use of the school district's computer network or Internet connections.
38. Insubordination of any kind.
39. Racial discrimination, including racial slurs or other demeaning remarks concerning another person's race, ancestry, or country of origin and directed toward another employee, a student or a visitor.
40. Violation of any district rule or policy.
41. Violation of any administrative rule or order.
42. If it is in the best interest of the school district, any support person may be suspended, demoted, or terminated.

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

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

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

ARTICLE VI: REDUCTION OF FORCE

- A. In the event the Board determines the necessity of reducing the support staff work force, due to lack of work or lack of funds, the Board shall proceed in the following manner:
 1. Prior to board action regarding a reduction in the support staff work force, the Board will provide notification to the Association. After such Board action, the appropriate administrator/department head shall provide notification by certified mail to the least senior employee in the designated positions(s) at least thirty (30) calendar days prior to the effective date of such reduction in force.
 2. The Board will determine which position(s) will be subject to reduction in force according to department (i.e. clerical, transportation, technology, custodian, cafeteria, assistant, and maintenance). The appropriate administrator/department head shall then identify the specific the specific positions(s) to be eliminated.
 3. The number of people affected by reduction in force will be kept to a minimum by not employing replacements, insofar as practical, for employees who resign, retire or otherwise vacate support positions.
 4. Reduction in force will begin by first dismissing any temporary, seasonal or similar part-time employees within the affected department or departments. For this article part-time will be defined at less than 6 hours per day.
 5. Seniority shall be defined as an employee's length of uninterrupted service to the district within the employee's current department. If two or more employees subject to layoff within a job classification have equal seniority, the Board shall determine the order of layoffs according to such criteria as performance history and additional training and experience. An employee whose position is eliminated through reduction in force may take the position of a less senioremployee in a lesser job classification within the same department. Under no circumstances may an employee take the position of an employee in a higher job classification. For example, an individual whose position in class III is eliminated

may not take the place of a less senior employee in class II but could take the place of less senior employee in class IV.

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

ARTICLE VII: JOB DESCRIPTIONS

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

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

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

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

ARTICLE VIII: POSTING OF VACANCIES

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

ARTICLE IX: TRANSFER AND ASSIGNMENT

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

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

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

ARTICLE X: EVALUATION

- A. All support personnel under contract with Noble Public Schools will be evaluated in writing, a minimum of one time annually, and a copy shall be distributed to the support employee prior to May 1.
- B. Each evaluation will be followed by an evaluation conference between the evaluator and the support employee evaluated. At this conference, the support employee and the evaluator shall discuss the evaluation and, if necessary, the evaluator will make suggestions as to how the employee may improve his/her performance.
- C. At the evaluation conference, the support employee shall sign this written evaluation report to acknowledge that he/she has read the report. A copy of the evaluation report will be given to the employee and another copy will be forwarded to the superintendent of schools.
- D. Within two (2) weeks after the evaluation conference, the employee may respond to the evaluation report in writing and this response shall become a part of the record.

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

ARTICLE XI: SICK LEAVE

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

for support employees to continue to participate in these programs by paying their own premiums and dues. When a support employee returns to work from leave of absence due to personal illness or injury, or illness or injury in his/her immediate family, he/she will be restored to his/her position or a position of like status. However, support employees on unpaid leave of absence are subject to reduction in force the same as an employee currently working.

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

ARTICLE XII: EMERGENCY LEAVE

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

ARTICLE XIII: PERSONAL LEAVE

- A. Support employees who are contracted to work at least four hours per day for at least (9) months per year will be provided three (3) days at their daily number of hours of personal business leave, each year
- B. The number of hours taken, as a personal business leave day shall not exceed the number of hours regularly worked each day by the support employee.

- C. Any support person who works less than a full semester shall not be eligible for personal business leave.
- D. Personal business leave may be used upon approval of the department head/administrator, must be requested in writing at least twenty-four (24) hours prior to the leave, and may not be taken immediately preceding or following a holiday, vacation or school break except when unforeseen circumstances occur. If the department head/administrator concurs that such circumstances exist, approval may be granted with less than twenty-four hours notice.
- E. Unused personal leave days shall convert to sick leave at the end of the fiscal year.

ARTICLE XIV: LEGAL LEAVE

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

ARTICLE XV: BEREAVEMENT LEAVE

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

ARTICLE XVI: MATERNITY/PATERNITY LEAVE

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

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

ARTICLE XVII: UNPAID LEAVE

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

ARTICLE XVIII: HOLIDAYS

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

Independence Day	Labor Day
Thanksgiving (2 days)	Christmas (3 days)
New Year's Day (2 days)	Spring Break (2 days)
Memorial Day	

ARTICLE XIX: VACATION

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

ARTICLE XX: PROFESSIONAL LEAVE

- A. Support personnel may be granted professional leave to attend conferences; meetings and workshops designed to improve job performance of said personnel. The requesting employee's department supervisor shall attach a written recommendation concerning the request to the employee's request for professional leave and forward it to the superintendent. Professional leave will be granted upon approval of the superintendent.
- B. Support personnel on approved professional leave shall not suffer any loss of salary or benefits.
- C. When support employees are requested by the administration to attend professional meetings, they shall be considered to have been on temporary reassignment rather than professional leave.
- D. Support employees using professional leave to attend conferences, meetings and workshops shall be reimbursed for prior approved expenses.

- E. Support employees who are required by the district to attend workshops during the summer outside their normal contract year will be compensated at their contracted rate of pay for such attendance, if said workshop is required for the support employee to remain qualified for the position he/she currently holds.

ARTICLE XXI: RETIREMENT INCENTIVE BONUS

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

1. The number of unused accumulated sick leave days during employment with Noble Public Schools x \$20.00 if the employee is not a part of Oklahoma Teacher Retirement.

Or

2. If the employee uses 120 days of accumulated sick leave to count toward Oklahoma Teachers Retirement, the number of accumulated sick leave days during employment with Noble Public Schools, will be paid as follows:
Sick Days #1-25 days above 120 will be paid at \$30
Sick Days #26-50 days above 120 will be paid at \$40
Sick Days #51+ days above 120 will be paid at \$50

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

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

ARTICLE XXII: LEAVE DAY DEFINED

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

ARTICLE XXIII: EMPLOYMENT NOTIFICATION

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

ARTICLE XXIV: GRIEVANCE PROCEDURES

A. Definitions

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

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

B. Informal Resolution

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

C. Formal Resolution

1. Step I:

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

2. Step II:

- a. If the grievant is not satisfied with the decision in Step I, the grievant may submit a written appeal of the decision to the superintendent within five (5) days after receipt of the Step I decision. A copy of the original grievance and a copy of the immediate supervisor's response shall be submitted with the appeal.
- b. The superintendent, or designee, shall schedule and hold a hearing within five (5) days after receipt of the written appeal. The superintendent, or designee, shall serve as the hearing officer. Those present at the hearing shall be the hearing officer, the grievant; the grievant's immediate supervisor and representatives and/or witnesses for the parties to the grievance.
- c. Within five (5) days after the day on which the Step II hearing was held, the hearing officer shall provide the officer's written decision with reasons therefore to the grievant, the grievant's immediate supervisor and Association

3. Step III:

- a. If the grievant is not satisfied with the decision in Step II, the grievant may submit a written appeal of the decision to the Board within five (5) days after

receipt of the Step II decision. A copy of the original grievance and copies of the Step I and Step II decisions shall be submitted with the appeal.

- b. The Board shall set a hearing on the appeal for the Board's next regularly scheduled meeting or may schedule a special meeting within ten (10) days after receipt of the written appeal. The Board and/or the grievant may request that the hearing be held in executive session. Those present at the hearing shall be the board members, the grievant, the superintendent, and/or designee, the grievant's immediate supervisor and representative and/or witnesses for the parties to the grievance.
- c. At the conclusion of the hearing, the board will render its decision by vote of the members present. Within five (5) days after the hearing, the Board shall provide a written decision, with reasons therefore to the grievant, the superintendent and/or Step II designee, the grievant's immediate supervisor and the association

D. Other Provisions

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

ARTICLE XXV: PAYROLL DEDUCTIONS

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

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

ARTICLE XXVI: ACCIDENT INSURANCE

The Noble School agrees to abide by Oklahoma Statutes, Section 689 "Workers' Compensation Insurance" by purchasing workers' compensation insurance to cover support employees employed by Noble Public Schools. All accidents must be reported within 48 hours, even if the employee does not believe medical attention will be required. Communication needs to be reported in person or via telephone. If unsuccessful, employee must notify administrator or supervisor via email with central office administration copied on the email.

ARTICLE XXVII: WORK TIME RECORDS

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

ARTICLE XXVIII: PHYSICAL FOR EMPLOYEES

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

ARTICLE XXIX: SAFE WORKING CONDITIONS

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

ARTICLE XXX: INDIVIDUAL CONTRACT

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

Noble Public Schools
Addendum to support employee's employment contract

Employee's Name _____

Term of Contract _____

Assigned Position _____

Date of Original Employment in this Position _____

Years of Experience in this Position _____

Hourly Rate of Pay _____

Amount of District Paid Benefits _____

Number of Hours Per Work Day Under This Contract _____

Number of Days Per Year Under This Contract _____

ARTICLE XXXI: BAD WEATHER DAYS

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

ARTICLE XXXII: STAFF DEVELOPMENT DAYS

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

ARTICLE XXXIII: TRANSFER OF SUPPORT PERSONNELS' CHILDREN

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

ARTICLE XXXIV: DONATION OF SICK LEAVE

- A. When an employee has exhausted his/her sick leave in accordance with district policy, that employee may apply for up to thirty (30) days of donated sick leave. The application form for donation of sick leave should be filled out, signed, and turned in to Central Office within ten (10) days of the time that the employee is requesting the donated leave. The application must include medical information from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition. The forms required will be posted on the school website. The maximum amount of donated sick leave days an individual may receive during a school calendar year is 30 days.
- B. The Noble Public School Board of Education or their designee will approve all requests for Shared Sick Leave.
- C. The board or their designee will approve or deny all requests within ten (10) days of receipt of the request. All requests for donated leave will remain confidential.

- D. Upon approval, an e-mail will be sent to all employees. Donations will be accepted on a first-come, first-served basis until the number of requested days is reached. The employee is not able to make a profit from his/her illness by receiving additional compensation while using donated sick leave.
- E. A district employee may donate sick leave to another district employee when the receiving employee has exhausted or will exhaust all accumulated sick leave, due to pregnancy or recovery from childbirth, or any injury, illness, impairment, physical condition, or mental condition which is of a severe or extraordinary nature involving the employee, a relative of the employee or a household member, and the condition has caused or is likely to cause the employee to go on leave without pay or terminate employment. District employees may donate up to five (5) days of their sick leave as long as their donation will not reduce their sick leave balance to less than thirty (30) days remaining.
- F. As used in this section:
1. "Relative of the employee" means a spouse, child, step-child, grandchild, grandparent, step-parent, or parent of the employee.
 2. "Household members" means those persons who reside in the same home who have reciprocal duties to and do provide financial support for one another. This term shall include foster children and legal wards even if they do not live in the household. The term does not include persons sharing the same general house when the living style is primarily that of dormitory or commune.
 3. "Severe" or "extraordinary" means serious, extreme or life threatening, including temporary disability resulting from pregnancy, miscarriage, childbirth and recovery therefrom.
 4. "District employee" means a teacher or any full-time employee of the school district.
- G. Any shared sick leave not used by the recipient during each occurrence shall be returned to the donors. The shared sick leave remaining will be divided among the donors on a prorated basis and returned at its original value and reinstated to the annual leave balance of each donor.
- H. All donated sick leave must be given voluntarily. No employee shall be coerced, threatened, intimidated, or financially induced into donating sick leave for the purposes of the leave sharing program.

ARTICLE XXXV: DRIVER PLACEMENT

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

ARTICLE XXXVI: COMPENSATION

A. Pay Date

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

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

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

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

A. Overtime

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

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

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

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

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

D. Non-certified coaches that have been approved by the board shall be entitled to the salary that is applicable to the certified position.

E. There will be a minimum of two hours pay on all transportation trips.

F. Noble Public Schools will pay the 7% of the employees' portion of TRS.

ARTICLE XXXVII: DURATION OF NEED EMPLOYEES

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

SUPPORT SALARY SCHEDULE 2022-23
Maintenance

STEP	CLASS 1	CLASS II	CLASS III	CLASS IV
0	15.70	14.10	13.10	11.20
1	15.90	14.30	13.30	11.40
2	16.10	14.50	13.50	11.60
3	16.30	14.70	13.70	11.80
4	16.50	14.90	13.90	12.00
5	16.70	15.10	14.10	12.20
6	16.90	15.30	14.30	12.40
7	17.10	15.50	14.50	12.60
8	17.30	15.70	14.70	12.80
9	17.50	15.90	14.90	13.00
10	17.70	16.10	15.10	13.20
11	17.90	16.30	15.30	13.40
12	18.10	16.50	15.50	13.60
13	18.30	16.70	15.70	13.80
14	18.50	16.90	15.90	14.00
15	18.70	17.10	16.10	14.20
16	18.90	17.30	16.30	14.40
17	19.10	17.50	16.50	14.60
18	19.30	17.70	16.70	14.80
19	19.50	17.90	16.90	15.00
20	19.70	18.10	17.10	15.20
21	19.90	18.30	17.30	15.40
22	20.10	18.50	17.50	15.60
23	20.30	18.70	17.70	15.80
24	20.50	18.90	17.90	16.00
25	20.70	19.10	18.10	16.20
26	20.90	19.30	18.30	16.40
27	21.10	19.50	18.50	16.60
28	21.30	19.70	18.70	16.80
29	21.50	19.90	18.90	17.00
30	21.70	20.10	19.10	17.20

Class I Mechanic
Class II Skilled Maintenance
Class III General Maintenance
Class IV Grounds Worker

SUPPORT SALARY SCHEDULE 2022-23
Assistants

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

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

SUPPORT SALARY SCHEDULE 2022-23
Custodians

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

Night shift differential \$.40/hr

Class I Lead Custodian
Class II Custodian

SUPPORT SALARY SCHEDULE 2022-23

Café

STEP	CLASS I	CLASS II	CLASS III
0	11.80	11.20	10.60
1	12.00	11.40	10.80
2	12.20	11.60	11.00
3	12.40	11.80	11.20
4	12.60	12.00	11.40
5	12.80	12.20	11.60
6	13.00	12.40	11.80
7	13.20	12.60	12.00
8	13.40	12.80	12.20
9	13.60	13.00	12.40
10	13.80	13.20	12.60
11	14.00	13.40	12.80
12	14.20	13.60	13.00
13	14.40	13.80	13.20
14	14.60	14.00	13.40
15	14.80	14.20	13.60
16	15.00	14.40	13.80
17	15.20	14.60	14.00
18	15.40	14.80	14.20
19	15.60	15.00	14.40
20	15.80	15.20	14.60
21	16.00	15.40	14.80
22	16.20	15.60	15.00
23	16.40	15.80	15.20
24	16.60	16.00	15.40
25	16.80	16.20	15.60
26	17.00	16.40	15.80
27	17.20	16.60	16.00
28	17.40	16.80	16.20
29	17.60	17.00	16.40
30	17.80	17.20	16.60

Class I Site Manager

Class II Cook

Class III Helper

SUPPORT SALARY SCHEDULE 2023-24

Transportation

STEP	CLASS I	CLASS II	CLASS III
0	15.70	13.70	11.20
1	15.90	13.90	11.40
2	16.10	14.10	11.60
3	16.30	14.30	11.80
4	16.50	14.50	12.00
5	16.70	14.70	12.20
6	16.90	14.90	12.40
7	17.10	15.10	12.60
8	17.30	15.30	12.80
9	17.50	15.50	13.00
10	17.70	15.70	13.20
11	17.90	15.90	13.40
12	18.10	16.10	13.60
13	18.30	16.30	13.80
14	18.50	16.50	14.00
15	18.70	16.70	14.20
16	18.90	16.90	14.40
17	19.10	17.10	14.60
18	19.30	17.30	14.80
19	19.50	17.50	15.00
20	19.70	17.70	15.20
21	19.90	17.90	15.40
22	20.10	18.10	15.60
23	20.30	18.30	15.80
24	20.50	18.50	16.00
25	20.70	18.70	16.20
26	20.90	18.90	16.40
27	21.10	19.10	16.60
28	21.30	19.30	16.80
29	21.50	19.50	17.00
30	21.70	19.70	17.20

Class I Transportation Mechanic
Class II Transportation Drivers
Class III Transportation Monitors

TRANSPORTATION TRIPS Paid at regular hourly rate

SUPPORT SALARY SCHEDULE 2022-23
Clerical

STEP	CLASS I	CLASS II
0	12.3	11.5
1	12.5	11.7
2	12.7	11.9
3	12.9	12.1
4	13.1	12.3
5	13.3	12.5
6	13.5	12.7
7	13.7	12.9
8	13.9	13.1
9	14.1	13.3
10	14.3	13.5
11	14.5	13.7
12	14.7	13.9
13	14.9	14.1
14	15.1	14.3
15	15.3	14.5
16	15.5	14.7
17	15.7	14.9
18	15.9	15.1
19	16.1	15.3
20	16.3	15.5
21	16.5	15.7
22	16.7	15.9
23	16.9	16.1
24	17.1	16.3
25	17.3	16.5
26	17.5	16.7
27	17.7	16.9
28	17.9	17.1

Class I Financial Secretary / Attendance Secretary
Class II Office Secretary

Noble Support Salary Schedule Nurse

STEP	LPN CLASS I	RMA CLASS II
0	\$20.20	\$17.20
1	\$20.40	\$17.40
2	\$20.60	\$17.60
3	\$20.80	\$17.80
4	\$21.00	\$18.00
5	\$21.20	\$18.20
6	\$21.40	\$18.40
7	\$21.60	\$18.60
8	\$21.80	\$18.80
9	\$22.00	\$19.00
10	\$22.20	\$19.20
11	\$22.40	\$19.40
12	\$22.60	\$19.60
13	\$22.80	\$19.80
14	\$23.00	\$20.00
15	\$23.20	\$20.20
16	\$23.40	\$20.40
17	\$23.60	\$20.60
18	\$23.80	\$20.80
19	\$24.00	\$21.00
20	\$24.20	\$21.20
21	\$24.40	\$21.40
22	\$24.60	\$21.60
23	\$24.80	\$21.80
24	\$25.00	\$22.00
25	\$25.20	\$22.20
26	\$25.40	\$22.40
27	\$25.60	\$22.60
28	\$25.80	\$22.80
29	\$26.00	\$22.80
30	\$26.20	\$22.80

Class I LPN
Class II RMA
CertifiedRN

