

Regular Meeting
Monday, January 12, 2026 8:00 AM Central

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

Attendance Taken at 8:01 AM.

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

1. Call to order and establish a quorum.
2. Flag salute and presentation of Students of the Month.
3. Administrative Reports:
 1. PreK-4 Principal Report
 2. 5-8 Principal Report
 3. 9-12 Principal Report
 4. Superintendent & Plant Report
4. Consent Agenda
 - a. Minutes of December 8, 2025 regular meeting
 - b. Treasurer's report
 - c. Approval of the monthly financial report of activity funds
 - d. General Fund FY26 PO # 425-436, closed items, and change orders
 - e. Building Fund FY26 PO # 57-61, closed items, and change orders
 - f. January payments as reviewed by the auditing committee
5. Discussion and possible action to approve changes to our Concurrent Enrollment Policy to meet State Requirements.
6. Discussion and possible action to approve Indian Policy and Procedure waivers from the Otoe Missouri Tribe, The Ponca Tribe, and the Tonkawa Tribe.
7. Discussion and possible action to approve Wee Care policy changes to adhere to DHS guidelines
8. Discussion and possible action to surplus agriculture education department equipment
9. Proposed executive session to discuss the employment and contract of Erron Kauk as Superintendent and Bowling Sponsor extra duty assignment. Title 25 OKLA. STAT. § 307(B) (1)
 - a. Vote to convene into executive session.
 - b. Acknowledge board's return to open session.
 - c. Executive session compliance announcement.
10. Discussion and possible action regarding the employment of Erron Kauk as Superintendent of Frontier Public Schools for the 2026-2027 school year, with the approval of the contract.
11. Discussion and possible action to approve William Hamand and Susan Hamand as Bowling Sponsors for 2025-26 school year
12. New Business
13. Vote to adjourn.

Regular Meeting
Monday, December 8, 2025 8:00 AM Central

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

Attendance Taken at 8:01 AM.

Cruz Conneywerdy: Present

Cheryl Lane: Present

Velda Rocha: Present

Gary Williams: Present

Dennis Wilson: Present

Member Velda Rocha arrived at 8:04 am

1. Call to order and establish a quorum.

2. Flag salute and presentation of Frontier's Students of the Month.

3. Administrative Reports:

1. PreK-4 Principal Report

2. 5-8 Principal Report

3. 9-12 Principal Report

4. Superintendent Report

5. Plant Report

4. Consent Agenda

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

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

Yea: 5, Nay: 0

a. Minutes of November 10, 2025 meeting

b. Treasurer's report

c. Approval of the monthly financial report of activity funds, including transfers

d. Revisions to Rules & regulations

e. General Fund FY26 PO # 400-424 , closed items, and change orders

GF PO - \$104,146.80; Closed items - \$4931.02; Change Orders - \$545.59

f. Building Fund FY26 PO #0, closed items, and change orders

BF POs- \$0.00; Closed Items - \$0.00; Change Orders - \$0.00

g. December Payments as reviewed by the auditing committee

GF - \$137,935.85; BF - \$29,302.15

5. Discussion and possible action to surplus unused equipment from white barn clean out. (List attached)

Items not finalized for surplus, no action was taken by the board of education.

6. Proposed executive session to discuss resignation and hiring part time student help per Title 25 OKLA. STAT. § 307(B) (1)

The board of education went into executive session at 9:09 am to discuss teacher resignation and hiring part time student help as per 25 O.S. Section 307(B)(1). Present in executive session were Cruz Conneywerdy, Cheryl Lane, Velda Rocha, Gary Williams, Dennis Wilson, and superintendent Erron Kauk. The board returned to open session at 9:44 am. No action was taken by the board of education.

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

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

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

Yea: 5, Nay: 0

b. Acknowledge board's return to open session.

c. Executive session compliance announcement.

7. Discussion and possible action to accept resignation from Elaine Vardeman.

Motion to accept resignation from Elaine Vardeman. This motion, made by Cheryl Lane and seconded by Dennis Wilson, Carried.

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

Yea: 5, Nay: 0

8. Discussion and possible action to hire Lincoln Ingmire as student help.

Motion to hire Lincoln Ingmire as student help. This motion, made by Cheryl Lane and seconded by Dennis Wilson, Carried.

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

Yea: 5, Nay: 0

9. New Business

No new business

10. Vote to adjourn.

Motion to adjourn at 9:45 am. This motion, made by Dennis Wilson and seconded by Cheryl Lane, Carried.

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

Yea: 5, Nay: 0

Frontier Wee Care Job Description

JOB TITLE: Director

RESPONSIBLE TO: Owner, Superintendent

QUALIFICATIONS:

Must be 25 years of age and meet the criteria established in the DHS Child Care Licensing Standards, S.T.A.R.S., and National Accreditation. Must demonstrate the following qualities: self-motivation, self-direction, must be able to make good judgments, be creative, tactful and assertive, reliable and dependable. Must demonstrate the ability to handle crises, especially where children are involved and be able to respond immediately to any emergency. Must show a sincere interest in working with children and be knowledgeable regarding children's development and growth. Demonstrate the understanding of how to keep children safe and healthy.

GENERAL RESPONSIBILITIES:

Supervise center programs and systems for staff, parents and students on an ongoing basis. Work to ensure quality developmentally appropriate childcare and make sure staff training programs are attended for up to date developmental information. Promote the Child Care Center and provide for retention of current customers while securing new customers. Understand and follow the philosophy and procedures of the Center.

PRINCIPLE DUTIES AND RESPONSIBILITIES:

1. Maintain a professional demeanor.
2. Handle all matters that relate to the administration of the childcare center and report to owner.
3. Maintain EBT and Federal Food Program Requirements.
4. Recruit, interview, hire, and train staff ensuring that staff understands job descriptions.
5. Hold regular staff meetings.
6. Evaluate staff performance.
7. Be familiar with laws, state childcare regulations, STARS program requirements, local

regulatory agencies, and accreditation requirements and standards and ensure compliance with all.

8. Keep records that pertain to the administration of the Center in accordance with applicable federal, state, and local laws.

9. Keep an up-to-date emergency call list of all staff.

10. Maintain staff training, first aid and CPR records.

11. Plan and implement procedures that lead to wholesome interpersonal relationships between staff members.

12. Distribute paychecks to staff members in a private and confidential manner.

13. Coordinate with appropriate State agency for child abuse and maltreatment.

14. Oversee, help plan, implement fieldtrips, and arrange for special guests and activities.

15. Manage equipment and supplies and order when needed.

16. Be available to parents/customers.

17. Familiarize the parents of newly enrolled children with the center's policies and procedures.

18. Welcome visitors to the center and arrange for the visit to be pleasant and worthwhile.

19. Act as a liaison with local school district, building good will and open lines of communication.

20. Attend and participate in professional conferences, workshops and other early childhood and child related events and meetings.

21. Approve with management all food and supply purchases

22. May take action, but must inform the owner when:

a. Attending meetings outside the center.

b. Problems in relation to parents, termination of care for a child, or evaluation of teachers.

c. Deviating from center

policies and procedures.

d. Designating families as "special cases". A special case family may be designated because extenuating circumstances indicate that tuition rates should be lowered either temporarily or permanently.

23. Responsible to obtain and maintain training hours needed for the STARS System and Director's Credential. **Must complete 30 hours of Professional Development hours per year.**

24. Responsible for distributing memos to the staff or verbally updating them on changes concerning the Center or their classroom, and making a dated record of information given to whom.

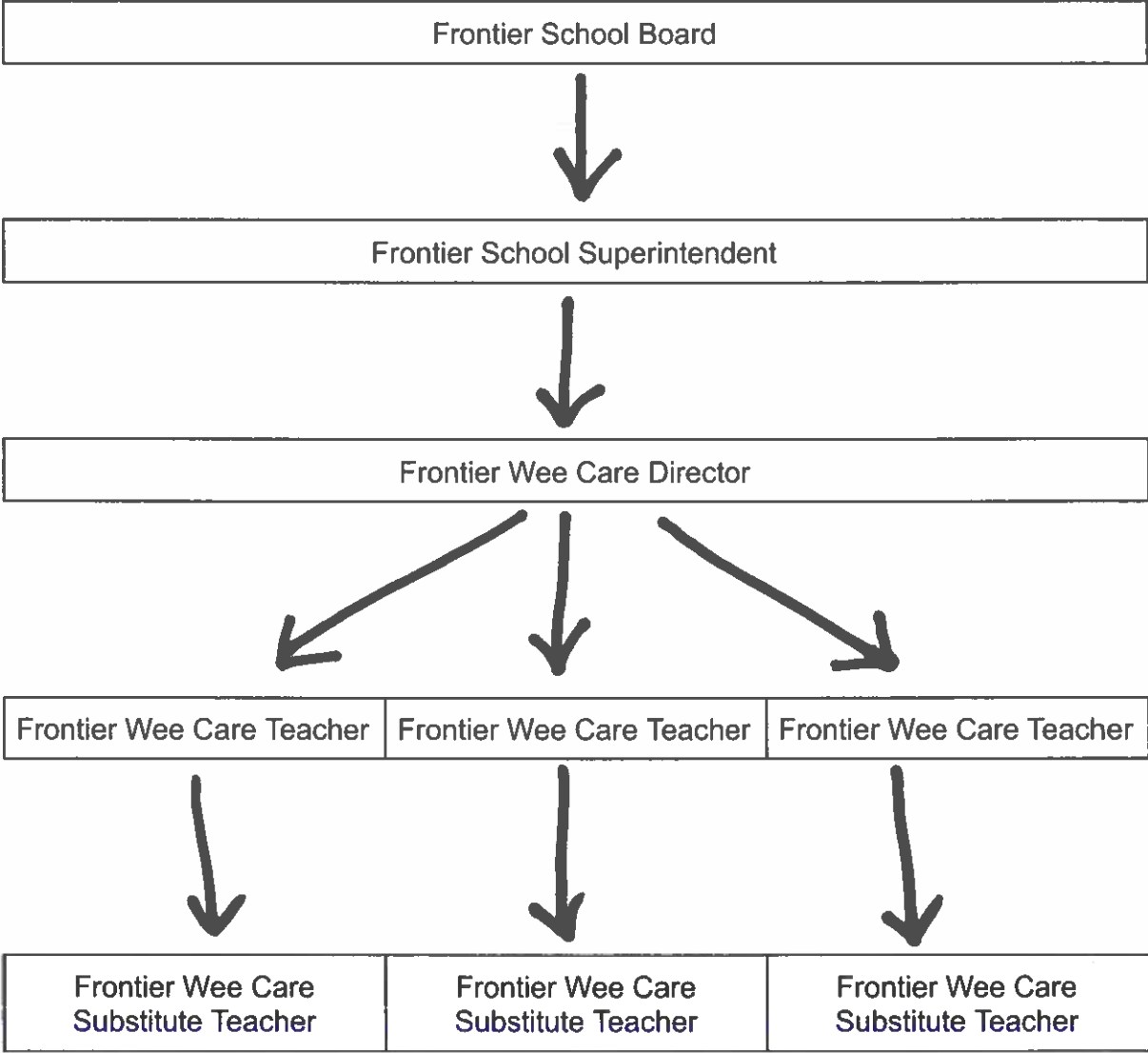
25. Actively participates in all program areas.

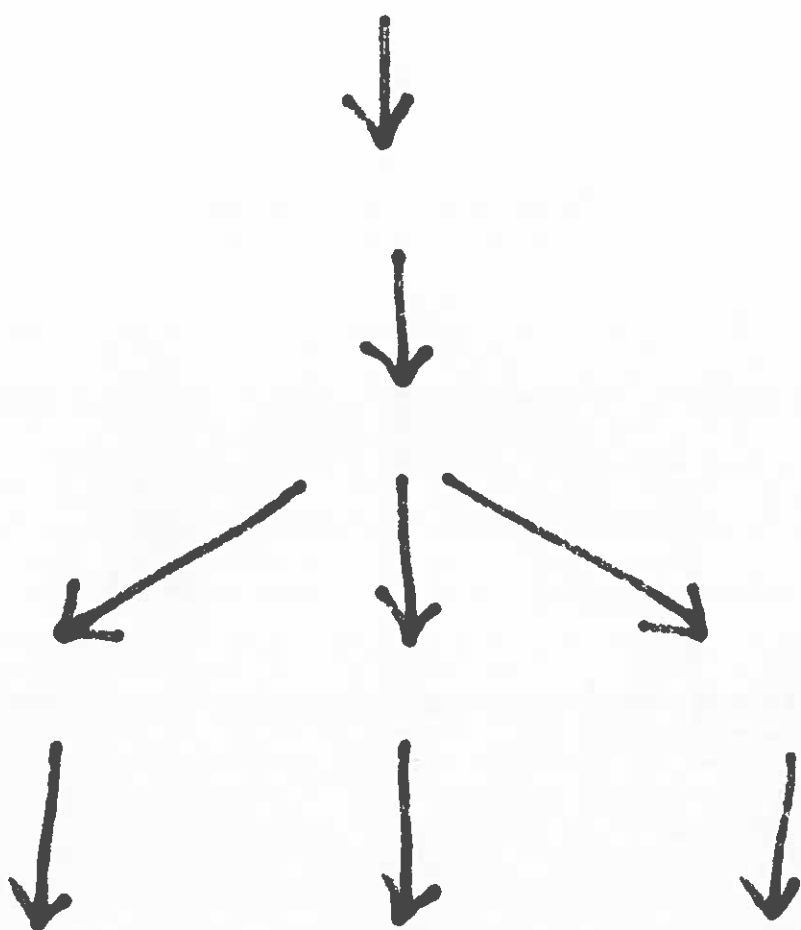
Continuity of Care Policy to be added to Frontier Wee Care Staff handbook.

Continuity of Care

Frontier Wee Care ensures children 3 years of age and younger are placed with consistent teaching personnel for at least 1 year, promoting stronger personnel and child relationships. We will strive to make sure this happens, although staffing can change at any moment.

Frontier Wee Care Organization Chart







Kelli Beguin <kelli.beguin@frontierok.com>

Fwd: surplus equipment

1 message

Mindy Linn <mindy.linn@frontierok.com>

Mon, Dec 8, 2025 at 12:30 PM

To: Erron Kauk <erron.kauk@frontierok.com>, Kelli Beguin <kelli.beguin@frontierok.com>

Surplus request from Mr. Hamand.

Mindy Linn

Treasurer

Purchasing Agent

Activity Fund Custodian

Frontier Public School

580-723-4223 x112

----- Forwarded message -----

From: **William Hamand** <william.hamand@frontierok.com>

Date: Mon, Dec 8, 2025 at 10:45 AM

Subject: surplus equipment

To: Mindy Linn <mindy.linn@frontierok.com>

I would like to ask for the surplus of the following equipment belonging to the agriculture education department.

Apple desktop computer serial # C02V10VVH7JY

Apple desktop computer serial # gatewayC02V10VPH7JY

Apple desktop computer serial # W8905CYP0TF

Gateway Keyboard Serial # 05D14904715D

HP Printer Serial # CNFB218281

Magnovox DVD Player Serial # U21993999

Portable cattle scales serial # 871109 Model # 305 3000

Thanks,

William Hamand

Frontier Superintendent Contract



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

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

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

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

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

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

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

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

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

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

OSSBA Superintendent Contract

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

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

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

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

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

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

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

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

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

Salary. Superintendent shall be paid as follows:

Year 1 of 2 year contract: 2026-2027 - (\$127,500), year 2: 2027-2028 - (\$130,000), for the performance of the first year of this contract commencing on July 1st, 2026, and ending on June 30th, 2028. Superintendent will be evaluated at least annually by the District. Any adjustments to the listed salary shall be filed with the State Department of Education as an addendum to this contract. The method of payment hereunder shall be the same as is utilized by the District for the compensation of its 12-month employees

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

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

Life Insurance

Disability Insurance

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

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

- Mileage Reimbursement

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

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

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

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

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

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

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

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

Jurisdiction and Severability.

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

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

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

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


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

Frontier Public Schools,

Independent School District No 52-1004




President - Board of Education



Superintendent

ATTEST:



Board Clerk

