



**Noble Board of Education**  
**October Regular Meeting in the Board Room**  
**Administration Building, 111 S. 4th Street, Noble, OK, 73068, [Address], [City], Oklahoma**  
**[Zip]**  
**Monday, October 11, 2021 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. Student Transfer Requests**
  - II.B. Student Membership**
  - II.C. Activity Fund Report**
  - II.D. District Financial Report**
  - II.E. 2021-2022 Finance Manual**
  - II.F. Resignations/Retirements**
- III. Public Comment**
- IV. Consent Agenda**
  - IV.A. Minutes of Regular Board Meeting - September 13, 2021**
  - IV.B. Encumbrances and Change Orders**
  - IV.C. Payroll Encumbrances**
  - IV.D. Activity Fund Transfers and Amendments**
- V. Action Topics**
  - V.A. Discussion and possible vote on Consent Agenda Items A-D as presented.**
  - V.B. Discussion and possible vote on a resolution stating a Board of Education Primary Election shall be held on February 8, 2022, only if three or more candidates file for the Board of Education position scheduled to be on the ballot or for a Board of Education position appearing on the ballot as an unexpired term. A Board of Education General Election shall be held on April 5, 2022, under the following circumstances: if only two candidates file for a position scheduled to be on the ballot or for any position on the ballot for an unexpired term or if no candidate in the Board of Education Primary Election receives more than 50% of the votes cast. The polling places shall be open from 7:00 am to 7:00 pm.**
  - V.C. Discussion and possible vote on Board Meeting calendar dates for 2022 as presented.**
  - V.D. Discussion and possible vote on 2021-22 Certified Negotiated Agreement as presented.**

- V.E. Discussion and possible vote to adopt OSSBA policies DBH (Accommodations For Lactating Employees), EIEDF (Individual Career and Academic Plan), EJB (Suicide Awareness and Training) and FDAAA (Electronic Signatures) as presented.
- V.F. Discussion and possible vote on revisions to Noble Schools' Policies BDFD (Healthy and Fit School Advisory committee/Safe School Committee) and DOAC (Support Personnel Suspension, Demotion, Non-Renewal, or Termination) as presented.
- VI. Executive Session
  - VI.A. Proposed executive session to discuss the following business pursuant to 25 O.S. Section 307 (B)(1) of the Oklahoma Open Meeting Act:
    - VI.A.1. Employments
    - VI.A.2. Personnel
  - 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 2021-22 school year as presented.
- VIII. New Business
- IX. Superintendent's Reports
- X. Adjournment

Agenda posted June 10, 2022, by  
4:30pm at the entrance of the Administrative  
Office, Noble Public Schools, located at  
111 South 4th Street, Noble, OK, 73068.

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Dorothy M. Terrill  
Minutes Clerk

**Student Transfers**  
**July 1, 2021-YTD**  
**October 11, 2021**

**TOTAL + / - FOR NPS**

**91**

**Open Student Transfers**  
**2021-22**

**on July, 2021**

<b>Into District:</b>	<b>Student Name</b>	<b>Grade</b>	<b>Sending District</b>	<b>Entry Date</b>	<b>Agenda</b>
<b>113</b>	1	12	Norman	Current Student	
	1	12	OKC	8/11/2021	
	1	12	Norman	8/11/2021	
	1	12	Newalla	Current Student	
	1	12	Norman	Current Student	
	1	12	Norman	Current Student	
	1	11	Norman	Current Student	
	1	11	Norman	Current Student	
	1	11	Norman	Current Student	
	1	11	Norman	8/11/2021	
	1	11	Norman	Current Student	
	1	11	Norman	Current Student	
	1	10	Macomb	8/11/2021	
	1	10	Norman	Current Student	
	1	10	Norman	Current Student	
	1	10	OKC	Current Student	
	1	10	Norman	8/11/2021	
	1	10	Norman	Current Student	
	1	10	Norman	Current Student	
	1	10	Norman	8/11/2021	
	1	10	Norman	Current Student	
	1	10	Norman	Current Student	
	1	10	Norman	Current Student	
	1	10	Norman	Current Student	
	1	10	Norman	Current Student	



1	6	Norman	8/11/2021	
1	5	Norman	8/11/2021	
1	5	Binger	8/11/2021	
1	5	Norman	Current Student	
1	5	Norman	Current Student	
1	4	Macomb	8/11/2021	
1	4	Newcastle	8/11/2021	
1	4	Norman	Current Student	
1	4	Newcastle	8/11/2021	
1	4	Little Axe	8/11/2021	
1	4	Norman	8/11/2021	
1	4	Norman	Current Student	
1	3	Wanette	Current Student	
1	3	Norman	8/11/2021	
1	3	Wanette	8/11/2021	
1	3	Lexington	Current Student	
1	3	Norman	Current Student	
1	2	Norman	8/11/2021	
1	2	Lexington	Current Student	
1	2	Norman	8/11/2021	
1	2	Norman	8/11/2021	
1	2	Norman	Current Student	
1	2	Lexington	Current Student	
1	1	Norman	Current Student	
1	1	Norman	Current Student	
1	1	Norman	Current Student	
1	1	Norman	Current Student	
1	1	Wanette	8/11/2021	
1	1	Lexington	Current Student	
1	1	Binger	8/11/2021	
1	1	Lexington	Current Student	
1	1	Norman	Current Student	
1	K	Midwest City	8/11/2021	
1	K	Wanette	8/11/2021	

1	K	Norman	Current Student	
1	K	Lexington	Current Student	
1	K	Norman	Current Student	
1	K	Norman	8/11/2021	
1	K	Norman	8/11/2021	
1	K	Lexington	Current Student	
1	K	Wanette	8/11/2021	
1	K	Norman	8/11/2021	
1	K	Purcell	Current Student	
1	K	Norman	8/11/2021	
1	K	Norman	Current Student	
1	K	Norman	Current Student	
1	PK	Norman	8/11/2021	
1	PK	Norman	8/11/2021	
1	PK	Newcastle	8/11/2021	
1	PK	Blanchard	8/11/2021	
1	PK	Wanette	8/11/2021	
1	PK	Norman	8/11/2021	
1	PK	Norman	8/11/2021	
1	PK	Lexington	8/11/2021	
1	PK	Wanette	8/11/2021	
1	PK	Purcell	8/11/2021	

**Student Transfers  
2021-22**

**Out of District:  
22**

**Student Name      Grade      Receiving District      Application Date      Last year  
Attended Noble**

1	12	Moore	2/22/2021	2010
1	8	Lexington	5/10/2021	2018-2019
1	K	Lexington	4/29/2021	N/A

1	K	Moore	2/22/2019	N/A
1	3	Lexington	5/13/2021	N/A
1	11	Lexington	4/20/2021	N/A
1	10	Norman HS	4/27/2021	N/A
1	9	Norman HS	4/27/2021	N/A
1	12	Norman HS	4/27/2021	N/A
1	1	Norman/Adams	5/19/2021	N/A
1	11	Norman North	4/21/2021	2021-2022
1	PK	Norman/Lincoln	3/2/2021	N/A
1	K	Norman/Monroe	2/23/2021	N/A
1	3	Norman/Eisenhower	2/25/2021	N/A
1	1	Norman/Eisenhower	2/25/2021	N/A
1	2	Norman/Eisenhower	2/25/2021	N/A
1	7	Lexington	4/20/2021	N/A
1	1	Robin Hill	6/23/2021	N/A
1	5	Robin Hill	6/23/2021	N/A
1	PK	Little Axe	4/12/2021	N/A
1	PK	Little Axe	4/29/2021	N/A
1	K	Norman	7/15/2021	N/A



NOBLE PUBLIC SCHOOLS  
 111 SOUTH 4TH STREET  
 NOBLE, OK 73068

FY-2022  
 YTD Partial Summary

**Summary Of Accounts**

October 01, 2021

**For Bank Account:**  
 \* \* \* \* 426  
**This Report Is True And Correct  
 To The Best Of My Knowledge.**  
 Date: 10/1/2021 Dot Lemel

**Beginning balance: 621103.96**  
**Receipts: 243048.57**  
**Checks: 111042.87**  
**Adjustments: 1088.67**  
**Ending balance: \$754,198.33**

Acct. Name	Beg.Balance	Receipts	Checks	Adjust.	Ending
0051 CENTRAL OFFICE	68530.55	11769.54	1393.91	1556.25	80462.43
815 CENTRAL OFFICE ACTIVITY ACCT	957.08	6234.65	370.01	1211.25	8032.97
816 ACTIVITY FUND INTEREST	11861.11	124.51	0.00	45.00	12030.62
817 NOBLE STUDENT ASSISTANCE	55712.36	5410.38	1023.90	300.00	60398.84
0105 KID ELEMENTARY	23721.05	0.00	1880.17	-142.50	21698.38
801 KID-GENERAL SUPPLY	5689.81	0.00	810.01	-142.50	4737.30
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	1249.42	0.00	0.00	0.00	1249.42
805 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
806 KID- T-SHIRT ACCOUNT	2806.23	0.00	483.50	0.00	2322.73
807 KID-PICTURE ACCOUNT	1610.27	0.00	425.30	0.00	1184.97
808 KID-BOOK FAIR ACCOUNT	2930.26	0.00	125.86	0.00	2804.40
809 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
810 KID-FIELD TRIP ACCOUNT	1878.95	0.00	0.00	0.00	1878.95
811 KID YEARBOOK	625.86	0.00	0.00	0.00	625.86
812 KID-COUNSELOR	3726.47	0.00	35.50	0.00	3690.97
813 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
814 KID PRE-K	2833.78	0.00	0.00	0.00	2833.78
818 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
819 KID-P.E.	370.00	0.00	0.00	0.00	370.00
0110 PIONEER INTERMEDIATE	29090.17	3935.56	1312.38	-71.25	31642.10
830 PI-GENERAL SUPPLY	13919.45	3935.56	1312.38	-71.25	16471.38
831 PI-CLEARING ACCOUNT	0.00	0.00	0.00	0.00	0.00
832 PIONEER SHOUT WEEK	0.00	0.00	0.00	0.00	0.00
833 PI-4TH GRADE	2254.27	0.00	0.00	0.00	2254.27
834 PI-5TH GRADE	2511.02	0.00	0.00	0.00	2511.02
835 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
836 PI-MUSIC ACCOUNT	266.30	0.00	0.00	0.00	266.30
837 PI-P.E. ACCOUNT	548.87	0.00	0.00	0.00	548.87
838 PI-SPECIAL ED ACCOUNT	0.00	0.00	0.00	0.00	0.00
839 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
840 PI-COMPUTER ACCOUNT	66.91	0.00	0.00	0.00	66.91
841 PI-READING	71.56	0.00	0.00	0.00	71.56
842 PI-LIBRARY	9451.79	0.00	0.00	0.00	9451.79

Acct. Name	Beg. Balance	Receipts	Checks	Adjust.	Ending
0115 JKH ELEMENTARY	47686.87	8024.83	6788.65	-142.50	48780.55
820 JKH-GENERAL SUPPLY	17288.17	3800.83	5891.72	-142.50	15054.78
821 JKH-CLEARING ACCOUNT	0.00	0.00	0.00	0.00	0.00
822 JKH- T-SHIRT/SHOUT/FESTIVAL	6484.93	4224.00	258.72	0.00	10450.21
823 JKH-LIBRARY ACCOUNT	11795.35	0.00	0.00	0.00	11795.35
824 JKH-2ND GRADE	540.88	0.00	0.00	0.00	540.88
825 JKH-3RD GRADE	123.43	0.00	62.90	0.00	60.53
826 JKH-ADOPT A CHILD	3295.69	0.00	575.31	0.00	2720.38
827 JKH-1ST GRADE	1736.38	0.00	0.00	0.00	1736.38
828 JKH-MUSIC	22.93	0.00	0.00	0.00	22.93
829 JKH-PHYSICAL EDUCATION	6399.11	0.00	0.00	0.00	6399.11
0510 CURTIS INGE MIDDLE SCHOOL	54804.90	15178.45	9340.67	-285.00	60357.68
845 MS-GENERAL SUPPLY	16789.60	12633.69	9195.86	-285.00	19942.43
846 MS-CLEARING ACCOUNT	0.00	600.00	0.00	0.00	600.00
847 MS-ENGLISH (COLE)	0.00	0.00	0.00	0.00	0.00
848 MS-LIBRARY ACCOUNT	838.41	0.00	0.00	0.00	838.41
849 MS-STUDENT COUNCIL	5403.96	942.09	0.00	0.00	6346.05
850 MS-HOME EC ACCOUNT	605.65	480.00	0.00	0.00	1085.65
851 MS-LANGUAGE ARTS/WORLD LANG	501.23	0.00	0.00	0.00	501.23
852 MS-ART ACCOUNT	2261.40	211.26	144.81	0.00	2327.85
853 MS-MATH ACCOUNT	2413.77	0.00	0.00	0.00	2413.77
854 MS-YEAR BOOK ACCOUNT	7279.06	311.41	0.00	0.00	7590.47
855 MS-TECH ED ACCOUNT	1817.84	0.00	0.00	0.00	1817.84
856 MS-CHORUS ACCOUNT	7131.39	0.00	0.00	0.00	7131.39
857 MS-HONOR SOCIETY	1161.27	0.00	0.00	0.00	1161.27
858 ADOPT - A - CHILD	0.00	0.00	0.00	0.00	0.00
859 MS-READING (BOND)	0.00	0.00	0.00	0.00	0.00
860 MS-SOCIAL STUDIES	1482.77	0.00	0.00	0.00	1482.77
861 MS-READING (FIELDS)	1281.46	0.00	0.00	0.00	1281.46
862 COMPUTER SCIENCE	0.00	0.00	0.00	0.00	0.00
863 MS-FACULTY VENDING	64.67	0.00	0.00	0.00	64.67
864 MS-SCIENCE DEPT.	3426.20	0.00	0.00	0.00	3426.20
865 MS-GIFTED AND TALENTED	22.46	0.00	0.00	0.00	22.46
866 MS SHOUT WEEK	0.00	0.00	0.00	0.00	0.00
867 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
868 MS-READING (VANDEWEGE)	0.00	0.00	0.00	0.00	0.00
869 MS-POETRY ANIMAL CLUB	2323.76	0.00	0.00	0.00	2323.76
0705 HIGH SCHOOL	176783.47	68348.93	28094.22	1090.67	218128.85
901 HS-STUDENT GENERAL SUPPLIES	10638.04	4046.93	3893.21	-285.00	10506.76
902 HS-CLEARING ACCOUNT	0.00	190.00	0.00	0.00	190.00

Acct. Name	Beg.Balance	Receipts	Checks	Adjust.	Ending
903 OPEN ACCOUNT	0.00	50.00	0.00	-50.00	0.00
904 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
905 HS-CHORUS	1693.89	480.00	0.00	0.00	2173.89
906 HS-BPA	1368.09	0.00	0.00	0.00	1368.09
907 HS-DECA	1537.93	0.00	0.00	0.00	1537.93
908 HS-ATAE	2961.77	0.00	0.00	0.00	2961.77
909 HS-FCCLA	1254.12	890.00	166.44	-30.00	1947.68
910 HS-FFA	23284.38	24036.00	3812.10	-60.00	43448.28
911 HS-FCA	577.51	400.00	0.00	-60.00	917.51
912 CLASS OF 2023	540.00	0.00	0.00	0.00	540.00
913 CLASS OF 2022	1925.50	0.00	0.00	-60.00	1865.50
914 HS-TEACHER GENERAL SUPPLIES	134.73	0.00	0.00	0.00	134.73
915 STEM INITIATIVE	4743.07	696.00	379.82	159.88	5219.13
916 HS-FOREIGN LANGUAGE	564.89	0.00	0.00	0.00	564.89
917 HS-LIBRARY	160.00	0.00	0.00	0.00	160.00
918 HS-DAILY LIVING CENTER	1061.62	0.00	0.00	0.00	1061.62
919 HS-ART CLUB	263.80	1502.00	65.71	0.00	1700.09
920 HS-BAND	2456.85	24691.00	12537.83	525.79	15135.81
921 HS-BAND BOOSTERS	11865.17	0.00	4600.93	0.00	7264.24
922 HS-BAND TOURING	36948.99	890.00	1000.00	0.00	36838.99
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	1273.16	0.00	0.00	-60.00	1213.16
926 HS-SCIENCE CLUB	1405.96	0.00	0.00	0.00	1405.96
927 HS-THESPIANS	2726.88	169.00	0.00	0.00	2895.88
928 HS MUSICAL	0.00	0.00	0.00	0.00	0.00
929 HS-STUDENT COUNCIL	1875.47	2270.00	350.62	1140.00	4934.85
930 HS-YEARBOOK	6025.04	0.00	0.00	50.00	6075.04
931 HS-ART II	2162.89	620.00	0.00	0.00	2782.89
932 HS-BAND UNIFORMS	829.80	0.00	0.00	0.00	829.80
933 HS-PSAT/AP TEST	1546.13	0.00	0.00	0.00	1546.13
934 HS-DRIVER'S ED. CLEARING ACCT	1000.25	5250.00	0.00	0.00	6250.25
935 HS-GERMAN CLUB	651.96	275.00	0.00	15.00	941.96
936 CLASS OF 2021	2345.50	0.00	0.00	0.00	2345.50
937 HS-SPECIAL OLYMPICS UNIFIED	0.00	0.00	0.00	0.00	0.00
938 HS-TEACHER APPRECIATION & PROM	5287.85	0.00	0.00	0.00	5287.85
939 NOBLE SWAT	2064.15	0.00	0.00	0.00	2064.15
940 HS-ROBOTICS	1026.04	0.00	0.00	0.00	1026.04
941 HS-CREATIVE WRITING CLUB	0.00	0.00	0.00	0.00	0.00
942 2016 SHOUT WEEK	0.00	0.00	0.00	0.00	0.00
943 HS-URSIDAE	356.60	49.00	0.00	-60.00	345.60
944 HS-SCHOLARSHIP ACCOUNT	20495.78	1000.00	1000.00	0.00	20495.78

Acct. Name	Beg.Balance	Receipts	Checks	Adjust.	Ending
945 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
946 HS-FOOD PANTRY	1156.74	220.00	287.56	0.00	1089.18
947 OPEN ACCOUNT	0.00	0.00	0.00	0.00	0.00
948 PRISM	15.50	590.00	0.00	-75.00	530.50
949 WAT - WORK ADJUSTMENT TRAINING	1153.34	0.00	0.00	0.00	1153.34
950 CLASS OF 2020	16914.23	0.00	0.00	0.00	16914.23
951 NOBLE ARCHERY	445.15	34.00	0.00	-60.00	419.15
952 ETHICS & INTEGRITY	125.00	0.00	0.00	0.00	125.00
953 SCIENCE 2	1919.70	0.00	0.00	0.00	1919.70
0706 ATHLETICS	220486.95	135791.26	62232.87	-917.00	293128.34
870 ATHLETICS GENERAL SUPPLY	67777.17	51827.13	26540.67	-405.00	92658.63
871 HS GIRLS GOLF	101.05	0.00	0.00	0.00	101.05
872 BASEBALL	16113.95	0.00	0.00	-30.00	16083.95
873 HS BOYS BASKETBALL	7504.75	0.00	0.00	-30.00	7474.75
874 POWER LIFTERS/FOOTBALL	17048.83	24255.00	9876.06	-30.00	31397.77
875 HS FASTPITCH	5407.41	6597.00	794.89	-30.00	11179.52
876 HS GIRLS BASKETBALL	15566.80	180.00	2085.96	-30.00	13630.84
877 CROSS COUNTRY	543.02	65.00	180.00	-120.00	308.02
878 HS WRESTLING	11897.71	75.00	0.00	-60.00	11912.71
879 GIRLS SOCCER	1911.87	0.00	0.00	-30.00	1881.87
880 HS GIRLS TRACK	10.00	0.00	0.00	0.00	10.00
881 HS VOLLEYBALL	7523.62	6333.45	2595.63	-30.00	11231.44
882 HS CHEERLEADERS	4622.86	11356.00	8056.02	-112.00	7810.84
883 7TH/8TH CHEERLEADERS	2817.89	3720.00	1896.36	80.00	4721.53
884 NOBLE BEAR DOWN CLUB	20967.23	23555.43	5554.44	0.00	38968.22
885 HS GOLF	4499.40	0.00	0.00	-60.00	4439.40
886 NOBLE ATHLETIC TRAINING	172.23	0.00	0.00	0.00	172.23
887 BULL PEN	2182.21	0.00	0.00	0.00	2182.21
888 MS GOLF TEAM	0.00	0.00	0.00	0.00	0.00
889 MS-SOCCER	2024.21	0.00	0.00	0.00	2024.21
890 MS GIRLS BASKETBALL	4620.88	0.00	0.00	0.00	4620.88
891 BOYS SOCCER	1054.29	173.00	0.00	-30.00	1197.29
892 MS BOYS SOCCER	809.82	0.00	0.00	0.00	809.82
893 ATHLETIC SCHOLARSHIP FUND	0.56	0.00	0.00	0.00	0.56
894 MS BASEBALL	0.00	0.00	0.00	0.00	0.00
895 MS FOOTBALL	1321.05	800.00	0.00	0.00	2121.05
896 MS TRACK	1679.54	0.00	0.00	0.00	1679.54
897 MS VOLLEYBALL	6961.46	5694.25	2055.00	0.00	10600.71
898 MS BOYS BASKETBALL	842.72	0.00	0.00	0.00	842.72
899 HS POM SQUAD	14504.42	1160.00	2597.84	0.00	13066.58

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NOBLE PUBLIC SCHOOLS  
111 SOUTH 4TH STREET  
NOBLE, OK 73068

FY-2022  
YTD Partial Summary

**Summary Of Accounts**

October 01, 2021

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<b>TOTALS:</b>	621103.96	243048.57	111042.87	1088.67	\$754,198.33
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**NOBLE PUBLIC SCHOOLS**  
**SUMMARY OF FINANCIAL ACTIVITIES**

09/30/2021

All Years Grouped By FUND	GENERAL FUND	BUILDING FUND	Bond Fund	SINKING FUND	TOTAL ALL FUNDS
CASH ON HAND:					
BEGINNING MONTHLY BALANCE	271,931.21	228,583.57	226,140.71	107,062.06	833,717.55
ADD: MONTHLY RECEIPTS	0.00	0.00	0.00	0.00	0.00
MATURING INVESTMENTS	0.00	0.00	0.00	0.00	0.00
TOTAL CASH:	271,931.21	228,583.57	226,140.71	107,062.06	833,717.55
LESS: CHECKS ISSUED	0.00	0.00	0.00	0.00	0.00
PURCHASE OF INVESTMENTS	0.00	0.00	0.00	0.00	0.00
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	0.00	0.00	0.00	0.00	0.00
ENDING MONTHLY BALANCE	271,931.21	228,583.57	226,140.71	107,062.06	833,717.55
INVESTMENTS:					
BEGINNING MONTHLY BALANCE	2,100,000.00	500,000.00	0.00	0.00	2,600,000.00
ADD: INVESTMENTS	0.00	0.00	0.00	0.00	0.00
TOTAL INVESTMENTS:	2,100,000.00	500,000.00	0.00	0.00	2,600,000.00
LESS: MATURING INVESTMENTS	0.00	0.00	0.00	0.00	0.00
ENDING MONTHLY BALANCE:	2,100,000.00	500,000.00	0.00	0.00	2,600,000.00
-----					
TOTALS:					
END OF MONTH CASH BALANCE:	271,931.21	228,583.57	226,140.71	107,062.06	833,717.55
END OF MONTH INV. BALANCE:	2,100,000.00	500,000.00	0.00	0.00	2,600,000.00
TOTAL CASH:	2,371,931.21	728,583.57	226,140.71	107,062.06	3,433,717.55
ADD: OUTSTANDING CHECKS	680,944.51	836.56	0.00	0.00	681,781.07
TOTAL MONIES:	3,052,875.72	729,420.13	226,140.71	107,062.06	4,115,498.62

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**BUDGET**

**NOTES**

Noble Pub. Schools  
Cash Forward from  
2020-21 School Year

General Fund

**Revenue**

Cash Balance as of June 30, 2021  
Lapsed Appropriations from 2020/21 source code 6130  
E-stopped warrants from 2020/21 source code 6140  
Revenue (all sources)  
add'l estimated revenue  
Non-rev. receipts ( activity fund, adjusting & correcting entry)

\$3,185,957.25  
\$60.04  
\$2,187.21  
\$21,959,270.43  
\$0.00  
\$66,676.56

\$25,214,151.49

**Expenditures**

Warrants Issued & Reserves

Reserves  
\$16,523.34

Warrants  
23,135,594.52

\$23,152,117.86

Color Key  
actual revenue \$ actual expenditure \$

Cash Forward **\$2,062,033.63**

Noble Pub. Schools  
 Cash Forward from  
 2020-21 school year

Building Fund

**Revenue**

Cash Forward Balance as of June 30, 2021  
 Lapsed Appropriations from 2020-21  
 E-stopped warrants from 2020-21  
 Revenue (all sources)

\$922,808.90  
 \$0.00  
 \$0.00  
 \$479,344.42

\$1,402,153.32

**Expenditures**

Warrants Issued

Reserves

\$0.00

Accounts Payable

351,962.32

\$351,962.32

Total Cash Forward

\$1,050,191.00

Noble Schools  
Cash Forward History

<u>Year</u>	<u>Revenue</u>	<u>Cash Forward</u>	<u>Percentage</u>
1996-97	\$9,152,857.00	\$255,585.00	2.80%
1997-98	\$10,108,184.00	\$617,214.00	6.10%
1998-99	\$10,683,853.00	\$765,301.00	7.17%
1999-00	\$11,323,879.00	\$834,121.00	7.37%
2000-01	\$12,336,113.00	\$998,871.00	8.10%
2001-02	\$12,485,010.00	\$770,218.00	6.17%
2002-03	\$12,651,051.00	\$1,100,101.00	8.70%
2003-04	\$13,624,726.00	\$1,972,554.00	14.40%
2004-05	\$13,593,020.00	\$1,700,014.00	12.50%
2005-06	\$14,638,668.00	\$2,079,290.00	14.20%
2006-07	\$15,882,959.00	\$2,441,563.00	15.37%
2007-08	\$16,680,718.00	\$2,358,441.00	14.14%
2008-09	\$17,481,854.00	\$2,631,055.00	15.05%
2009-10	\$17,480,164.00	\$2,427,400.00	13.89%
2010-11	\$17,752,001.00	\$3,289,542.00	18.53%
2011-12	\$17,751,986.00	\$3,670,454.00	20.68%
2012-13	\$18,633,850.03	\$3,930,275.04	21.09%
2013-14	\$18,176,840.92	\$3,231,335.93	17.77%
2014-15	\$18,573,726.59	\$3,082,860.89	16.59%
2015-16	\$18,536,021.70	\$3,309,734.46	17.86%
2016-17	\$18,339,880.92	\$3,222,404.13	17.57%
2017-18	\$18,562,407.88	\$3,405,942.84	18.34%
2018-19	\$20,957,856.35	\$3,265,594.58	15.58%
2019-20	\$22,456,059.41	\$3,210,290.99	14.30%
2020-21	\$21,959,270.43	\$2,062,033.63	9.39%

2021 CLEVELAND COUNTY ASSESSED VALUATIONS

SCHOOL DISTRICT	GROSS REAL EST.	HOMESTEAD/DAV	NET REAL EST.	PERSONAL PROPERTY	PUBLIC SERVICE	NET TOTAL
JT 1 McLoud	16,613,845	1,324,572	15,289,273	368,951	1,222,522	16,880,746
2 Moore-OKC	1,156,653,429	54,515,549	1,102,137,880	112,584,785	30,130,603	1,244,853,268
16 Robin Hill	9,111,734	452,626	8,659,108	279,098	898,616	9,836,822
29 Norman (+TIF3 Base)	1,037,543,051	31,481,493	1,006,061,558	66,229,803	30,660,526	1,102,951,887
40 Noble	85,520,633	5,836,236	79,684,397	6,436,594	10,384,771	96,505,762
JT 52 Mid-Del	20,337,490	1,920,161	18,417,329	391,243	794,239	19,602,811
57 Lexington	22,170,082	1,976,302	20,193,780	1,871,191	3,394,009	25,458,980
JT 69 Mustang	6,502,371	272,461	6,229,910	50,730	158,652	6,439,292
70 Little Axe	29,071,665	2,946,769	26,124,896	1,717,127	3,343,467	31,185,490
<b>COUNTY TOTAL</b>	<b>2,383,524,300</b>	<b>100,726,169</b>	<b>2,282,798,131</b>	<b>189,929,522</b>	<b>80,987,405</b>	<b>2,553,715,058</b>
NORMAN TIF 3 Growth	3,899,376	320	3,899,056	517,913	0	4,416,969
<b>COUNTY TOTAL +TIF3 Growth</b>	<b>2,387,423,676</b>	<b>100,726,489</b>	<b>2,286,697,187</b>	<b>190,447,435</b>	<b>80,987,405</b>	<b>2,558,132,027</b>

TO THE COUNTY EXCISE BOARD, I DOUGLAS WARR, COUNTY ASSESSOR OF AND FOR CLEVELAND COUNTY, DO HEREBY CERTIFY THAT THE ASSESSED VALUATIONS OF CLEVELAND COUNTY FOR THE YEAR 2021 ARE TO THE BEST OF MY KNOWLEDGE TRUE, CORRECT AND COMPLETE.

Dated this 26th Day of August, 2021

*Douglas Warr*  
DOUGLAS WARR, COUNTY ASSESSOR



2021 TECH CENTER ASSESSED VALUATIONS, CLEVELAND COUNTY

	SCHOOL DISTRICT	GROSS REAL EST.	HOMESTEAD EXEMP	NET REAL EST.	PERSONAL PROPERTY	PUBLIC SERVICE	NET TOTAL
MOORE-NORMAN							
TECH CTR #17	SDC2 Moore-OKC	1,156,653,429	54,515,549	1,102,137,880	112,584,785	30,130,603	1,244,853,268
	SD29 Norman/Newcastle	1,037,543,051	31,481,493	1,006,061,558	66,229,803	30,660,526	1,102,951,887
<b>TOTAL W/ TIF BASE</b>		<b>2,194,196,480</b>	<b>85,997,042</b>	<b>2,108,199,438</b>	<b>178,814,588</b>	<b>60,791,129</b>	<b>2,347,805,155</b>
NORMAN TIF 3 Growth	TIF3	3,899,376	320	3,899,056	517,913	0	4,416,969
<b>TOTAL+TIF 3 Growth</b>		<b>2,198,095,856</b>	<b>85,997,362</b>	<b>2,112,098,494</b>	<b>179,332,501</b>	<b>60,791,129</b>	<b>2,352,222,124</b>
MID-AMERICA							
TECH CTR #8	SD40 Noble	85,520,633	5,836,236	79,684,397	6,436,594	10,384,771	96,505,762
	SD57 Lexington	22,170,082	1,976,302	20,193,780	1,871,191	3,394,009	25,458,980
	70 Little Axe	29,071,665	2,946,769	26,124,896	1,717,127	3,343,467	31,185,490
<b>TOTAL</b>		<b>136,762,380</b>	<b>10,759,307</b>	<b>126,003,073</b>	<b>10,024,912</b>	<b>17,122,247</b>	<b>153,150,232</b>
CANADIAN VALLEY							
TECH CTR #6	JT 69 Mustang	6,502,371	272,461	6,229,910	50,730	158,652	6,439,292
<b>TOTAL</b>		<b>6,502,371</b>	<b>272,461</b>	<b>6,229,910</b>	<b>50,730</b>	<b>158,652</b>	<b>6,439,292</b>
GORDON COOPER							
TECH CTR #5	JT 1 McCloud	16,613,845	1,324,572	15,289,273	368,951	1,222,522	16,880,746
<b>TOTAL</b>		<b>16,613,845</b>	<b>1,324,572</b>	<b>15,289,273</b>	<b>368,951</b>	<b>1,222,522</b>	<b>16,880,746</b>
ROSE STATE COLLEGE							
AREA TECHNICAL #8	JT 52 Mid_Del	20,337,490	1,920,161	18,417,329	391,243	794,239	19,602,811
SCHOOL DISTRICT							
<b>TOTAL</b>		<b>20,337,490</b>	<b>1,920,161</b>	<b>18,417,329</b>	<b>391,243</b>	<b>794,239</b>	<b>19,602,811</b>
<b>TOTAL VAL</b>		<b>2,378,311,942</b>	<b>100,273,863</b>	<b>2,278,038,079</b>	<b>190,168,337</b>	<b>80,088,789</b>	<b>2,548,295,205</b>

2021 CITY ASSESSED VALUATION, CLEVELAND COUNTY

CITY/TOWN/DISTRICT	GROSS REAL EST.	REAL EST. EXEMPTIONS	NET REAL EST.	PERSONAL PROPERTY	PUBLIC SERVICE	NET TOTAL
LEXINGTON 57	6,710,597	492,720	6,217,877	601,528	150,034	6,969,439
MOORE 2	463,436,180	21,318,840	442,117,340	29,506,967	11,199,709	482,824,016
NOBLE 40	36,084,946	2,067,024	34,017,922	1,328,239	2,237,113	37,583,274
NORMAN JT 1	275,108	20,797	254,311	3,430	10,880	268,621
NORMAN 2	25,793,769	644,331	25,149,438	7,980,135	2,259,855	35,389,428
NORMAN 16	1,029,822	93,768	936,054	6,862	157,099	1,100,015
NORMAN 29 - NO TIF	990,146,857	29,558,334	960,588,523	62,327,507	29,040,612	1,051,956,642
NORMAN 29 TIF 3 BASE	13,149,201	51,524	13,097,677	1,760,315	0	14,857,992
NORMAN 40	6,361,911	458,168	5,903,743	126,912	1,024,557	7,055,212
NORMAN JT 52	185,306	5,000	180,306	0	15,561	195,867
NORMAN 70	1,519,408	102,387	1,417,021	55,146	629,195	2,101,362
<b>NORMAN TOTAL (WITH TIF BASE)</b>	<b>1,038,461,382</b>	<b>30,934,309</b>	<b>1,007,527,073</b>	<b>72,260,307</b>	<b>33,137,759</b>	<b>1,112,925,139</b>
NORMAN TIF 3 Growth	3,899,376	320	3,899,056	517,913	0	4,416,969
<b>NORMAN TOTAL +TIF 3 GROWTH</b>	<b>1,042,360,758</b>	<b>30,934,629</b>	<b>1,011,426,129</b>	<b>72,778,220</b>	<b>33,137,759</b>	<b>1,117,342,108</b>
OKLAHOMA CITY JT 1	8,221,707	774,384	7,447,323	196,020	1,161,477	8,804,820
OKLAHOMA CITY 2	607,424,077	28,712,498	578,711,579	70,497,593	14,987,002	664,196,174
OKLAHOMA CITY 16	337,783	24,346	313,437	10,417	466,327	790,181
OKLAHOMA CITY JT 52	9,807,425	1,064,755	8,742,670	98,730	758,976	9,600,376
OKLAHOMA CITY JT 69	4,967,771	187,318	4,780,453	33,138	80,926	4,894,517
OKLAHOMA 70	2,079,609	197,498	1,882,111	78,172	812,173	2,772,456
<b>OKLAHOMA CITY TOTAL</b>	<b>632,838,372</b>	<b>30,960,799</b>	<b>601,877,573</b>	<b>70,914,070</b>	<b>18,266,881</b>	<b>691,058,524</b>
NEWCASTLE 29	605,628	13,000	592,628	98	5,682	598,408

**Noble School District  
Comparison of Assessed Cleveland County Valuations**

<b>Fiscal Year</b>	<b>Net Assessed Valuation</b>	<b>Annual \$ amount</b>	<b>Change % amount</b>
1987	27,701,566.00		
1988	28,027,142.00	\$325,576.00	1.2%
1989	27,282,762.00	-\$744,380.00	-2.8%
1990	26,520,612.00	-\$237,850.00	-0.9%
1991	26,004,475.00	-\$516,137.00	-2.0%
1992	24,620,280.00	-\$1,384,195.00	-5.3%
1993	24,493,478.00	-\$126,802.00	-0.5%
1994	24,320,505.00	-\$172,973.00	-0.7%
1995	23,856,209.00	-\$464,296.00	-1.9%
1996	24,727,589.00	\$871,380.00	3.7%
1997	25,922,812.00	\$1,195,223.00	4.8%
1998	27,111,020.00	\$1,188,208.00	4.6%
1999	28,639,796.00	\$1,528,776.00	5.6%
2000	31,573,893.00	\$2,934,097.00	10.3%
2001	33,958,167.00	\$2,384,274.00	7.6%
2002	36,275,108.00	\$2,316,941.00	6.8%
2003	38,954,981.00	\$2,679,873.00	7.4%
2004	41,947,480.00	\$2,992,499.00	7.7%
2005	45,733,839.00	\$3,786,359.00	9.0%
2006	48,834,864.00	\$3,101,025.00	6.8%
2007	51,403,314.00	\$2,568,450.00	5.3%
2008	54,793,520.00	\$3,390,206.00	6.6%
2009	58,484,027.00	\$3,690,507.00	6.8%
2010	62,913,003.00	\$4,428,976.00	7.6%
2011	63,750,825.00	\$837,822.00	1.3%
2012	65,762,612.00	\$2,011,787.00	3.2%
2013	67,623,731.00	\$1,861,119.00	2.8%
2014	70,128,643.00	\$2,504,912.00	3.6%
2015	71,613,245.00	\$1,484,602.00	2.1%
2016	73,264,413.00	\$1,651,168.00	2.3%
2017	77,265,092.00	\$4,000,679.00	5.2%
2018	79,613,981.00	\$2,348,889.00	3.0%
2019	82,802,500.00	\$3,188,519.00	3.8%
2020	90,200,612.00	\$7,398,112.00	8.2%
2021	96,505,762.00	\$6,305,150.00	6.6%

**Average % Change**

<b>Total</b>	<b>10 Year</b>	<b>5 Year</b>
8.20%	4.08%	5.36%



# Noble Public Schools

## Budget

2021-2022

Noble Schools General Fund Expenditures 2022

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2021-2022
	Actual	Actual	Actual	Actual	Actual	Actual	Estimated
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
<b>Personnel</b>							
Teacher/ Administrative (110,115,130,170,1	\$9,121,998.22	\$9,012,955.59	\$10,510,700.83	\$11,367,977.92	\$11,212,804.17	\$793,497.50	\$12,246,212.00
Support (120,125,140,180,193)	\$2,476,095.13	\$2,538,979.20	\$2,923,460.13	\$3,084,226.31	\$3,003,242.82	\$323,359.41	\$3,133,598.00
Substitutes-Certified Teachers (131, 141)	\$95,287.69	\$98,909.88	\$95,569.56	\$55,410.00	\$39,527.75	\$1,330.00	\$65,000.00
Substitutes-Non Certified (142)	\$31,697.45	\$38,769.12	\$25,968.26	\$8,391.10	\$4,998.00	\$220.50	\$15,000.00
Sick Leave (114,124)	\$8,513.00	\$0.00	\$3,506.25	\$16,605.00	\$40,743.10	\$0.00	\$25,000.00
Hourly Certified (133)	\$80,627.84	\$65,609.13	\$56,378.75	\$59,500.48	\$11,896.00	\$3,845.00	\$25,000.00
Hourly Support (143)	\$42,727.93	\$40,117.23	\$59,456.51	\$66,188.05	\$31,438.24	\$3,560.25	\$52,000.00
Temporary Pay-Certified (139)	\$0.00	\$0.00	\$3,924.00	\$65,715.00	\$43,652.00	\$11,868.50	\$22,000.00
Temporary Pay-Support (149)	\$49,853.36	\$111,197.30	\$89,831.72	\$94,241.46	\$77,022.51	\$17,381.17	\$85,000.00
Bonus Non-Certified (181)	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00	\$73,185.95	\$79,793.68	\$79,793.68
<b>Subtotal</b>	\$11,907,800.62	\$11,907,537.45	\$13,769,796.01	\$14,818,255.32	\$14,538,510.54	\$1,234,856.01	\$15,748,603.68
<b>Fringe-Certified</b>							
Flex Benefit Allowance (213)	\$1,016,594.68	\$1,043,909.11	\$1,091,024.43	\$1,167,598.50	\$1,206,570.78	\$65,297.74	\$1,278,185.00
FICA/ Medicare (231)	\$684,532.70	\$671,085.44	\$783,255.85	\$850,407.98	\$833,632.78	\$59,994.21	\$925,331.00
Matching Retirement (252)	\$62,025.43	\$59,106.41	\$59,203.77	\$61,048.19	\$70,892.60	\$5,587.16	\$78,690.00
Employee Retirement Cont.(251, 253)	\$866,590.07	\$851,986.06	\$982,840.42	\$1,068,164.96	\$1,087,472.37	\$77,084.02	\$1,185,344.00
Workers Compensation (273)	\$285,000.00	\$153,530.00	\$64,000.00	\$79,134.40	\$66,777.00	\$0.00	\$68,780.00
Life Insurance-Certified (214,219)	\$7,871.19	\$8,022.96	\$10,288.44	\$8,638.20	\$7,665.24	\$437.85	\$8,600.00
<b>Subtotal</b>	\$2,922,614.07	\$2,787,639.98	\$2,990,612.91	\$3,234,992.23	\$3,273,010.77	\$208,400.98	\$3,544,930.00
<b>Fringe-Non Certified</b>							
Flex Benefit Allowance (223)	\$462,291.34	\$481,147.90	\$515,342.31	\$576,740.34	\$592,735.15	\$46,110.09	\$746,584.56
FICA/ Medicare (241)	\$198,252.15	\$204,693.40	\$234,957.32	\$245,299.02	\$238,977.16	\$31,643.49	\$265,264.00
Employee Retirement Contributions (261,26	\$150,987.81	\$155,004.05	\$175,349.92	\$190,492.05	\$180,389.08	\$32,976.22	\$196,624.00
Workers Compensation (283)	\$127,842.00	\$70,543.00	\$20,895.00	\$27,064.60	\$27,000.00	\$0.00	\$27,810.00
Life Insurance-Support (224, 229)	\$5,594.19	\$5,370.57	\$7,235.37	\$6,305.40	\$5,361.60	\$423.54	\$6,300.00
<b>Subtotal</b>	944,967.49	916,758.92	953,779.92	1,045,901.41	1,044,462.99	111,153.34	1,242,582.56
<b>Total Salary &amp; Fringe</b>	\$15,775,382.18	\$15,611,936.35	\$17,714,188.84	\$19,099,148.96	\$18,855,984.30	\$1,554,410.33	\$20,431,322.00
<b>Contractual Services</b>							
Official/Adm Services/ Election (310)	\$8,095.22	\$0.00	\$132.30	\$3,069.76	\$3,012.00	\$1,362.63	\$8,000.00
Professional Ed Services (320)	\$30,562.50	\$18,064.48	\$16,253.10	\$3,975.00	\$438.00	\$0.00	\$5,000.00
Accounting Services (331)	\$19,080.00	\$19,461.30	\$19,472.93	\$19,180.00	\$19,180.00	\$2,070.00	\$21,000.00
Medical Services (336)	\$57,759.75	\$58,028.25	\$54,205.25	\$94,290.45	\$68,597.50	\$1,085.00	\$75,000.00

Noble Schools General Fund Expenditures 2022

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2021-2022
	Actual	Actual	Actual	Actual	Actual	Actual	Estimated
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
Other Professional Services (337)	\$8,530.25	\$15,046.35	\$4,578.00	\$0.00	\$5,000.00	\$1,350.00	\$5,000.00
Technical Services (340)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Data Proc. Services (342)	\$27,834.07	\$24,863.84	\$36,923.93	\$2,898.80	\$24,531.22	\$23,402.04	\$30,000.00
Security Services (344)	\$1,872.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00
Tech Related Tech Services (346)	\$28,238.00	\$20,738.00	\$17,421.50	\$7,067.50	\$22,579.13	\$6,106.62	\$24,000.00
Contr. Services Drft/Rev (353)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Gen Counseling Services-Lawyer (354)	\$9,355.00	\$9,000.00	\$9,000.00	\$9,000.00	\$19,000.00	\$0.00	\$10,000.00
Due Process (355)	\$0.00	\$75.00	\$150.00	\$0.00	\$0.00	\$0.00	\$500.00
Legal Opinion/ Advice (358)	\$436.32	\$2,050.00	\$1,696.50	\$0.00	\$0.00	\$0.00	\$0.00
Prof Empl Training (359)	\$0.00	\$0.00	\$0.00	\$0.00	\$117.00	\$0.00	\$200.00
Prof Train/Develop. (360)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Subtotal</b>	<b>\$191,763.11</b>	<b>\$167,327.22</b>	<b>\$159,783.51</b>	<b>\$139,481.51</b>	<b>\$162,454.85</b>	<b>\$35,376.29</b>	<b>\$180,700.00</b>
<b>Property Services</b>							
Utility/ Water (410)	\$89,711.11	\$101,697.71	\$92,846.49	\$99,188.54	\$101,492.60	\$16,563.87	\$110,000.00
Cleaning (420)	\$2,614.00	\$2,584.00	\$4,131.85	\$3,540.00	\$97,126.93	\$132.00	\$5,500.00
Repairs and Maint. (430)	\$156,679.10	\$198,071.30	\$275,913.54	\$0.00	\$0.00	\$0.00	\$0.00
Non-Technology Services (431)	\$0.00	\$0.00	\$0.00	\$108.00	\$0.00	\$0.00	\$0.00
Phone Repair (432)	\$0.00	\$0.00	\$0.00	\$0.00	\$7,025.68	\$1,499.00	\$1,100.00
Cooling Services (433)	\$0.00	\$0.00	\$0.00	\$2,407.14	\$14,458.96	\$115,221.70	\$115,221.70
Electrical Services (434)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,640.00	\$10,000.00
Heating Services (435)	\$0.00	\$0.00	\$0.00	\$0.00	\$1,338.96	\$26,810.30	\$4,000.00
Office Machine Services (436)	\$0.00	\$0.00	\$0.00	\$21,000.00	\$21,000.00	\$0.00	\$24,000.00
Other Building Services (438)	\$0.00	\$0.00	\$0.00	\$25,799.30	\$145,381.13	\$180.00	\$30,000.00
Other Equipment & Veh Services (439)	\$0.00	\$0.00	\$0.00	\$100,763.48	\$64,554.69	\$23,276.22	\$30,000.00
Rental or Lease (440)	\$464.49	\$78,848.83	\$45,976.67	\$0.00	\$0.00	\$0.00	\$0.00
Other Rentals/ Lease SV (449)	\$0.00	\$0.00	\$0.00	\$32,602.18	\$30,000.00	\$30,000.00	\$30,000.00
Const. Service-Outside (450)	\$0.00	\$6,900.00	\$0.00	\$0.00	\$11,412.00	\$0.00	\$12,000.00
Other Construction Services (459)	\$0.00	\$0.00	\$0.00	\$0.00	\$63,250.00	\$0.00	\$65,000.00
Other purchases prop (490)	\$19,485.04	\$20,552.67	\$46,353.85	\$3,195.87	\$4,381.44	\$1,500.94	\$5,000.00
<b>Subtotal</b>	<b>\$268,953.74</b>	<b>\$408,654.51</b>	<b>\$465,222.40</b>	<b>\$288,604.51</b>	<b>\$561,422.39</b>	<b>\$220,824.03</b>	<b>\$441,821.70</b>
<b>Insurance</b>							
Unemployment (529)	\$4,323.25	\$521.87	\$0.00	\$15,086.46	\$25,986.59	\$529.88	\$30,000.00
Liability (522)	\$23,000.00	\$14,700.00	\$12,500.00	\$58,022.00	\$40,968.21	\$0.00	\$60,000.00
Property (523)	\$199,772.00	\$111,482.00	\$102,726.00	\$104,702.00	\$286,040.21	\$0.00	\$300,000.00
Surety Bonds and Insurance (525)	\$26,259.80	\$17,874.80	\$17,616.80	\$21,839.80	\$42,039.01	\$700.00	\$25,000.00
Student Transportation (524)	\$80,310.00	\$44,660.00	\$46,000.00	\$41,037.00	\$52,346.21	\$0.00	\$54,000.00

Noble Schools General Fund Expenditures 2022

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2021-2022
	Actual	Actual	Actual	Actual	Actual	Actual	Estimated
Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
<b>Communications</b>							
Postage Services and Telephone (530)	\$47,475.20	\$32,658.94	\$64,507.04	\$87,350.99	\$45,884.59	\$5,099.31	\$50,000.00
Advertising (540)	\$2,229.25	\$887.10	\$856.13	\$623.05	\$915.13	\$0.00	\$1,000.00
Printing and Binding (550)	\$0.00	\$0.00	\$0.00	\$1,399.15	\$444.00	\$0.00	\$1,000.00
Student Travel/ Lodging (515)	\$0.00	\$0.00	\$2,962.30	\$0.00	\$0.00	\$0.00	\$2,000.00
Std Trans/ Meals out of District (516)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Transporting other Students (513)	\$0.00	\$0.00	\$625.60	\$0.00	\$0.00	\$0.00	\$1,000.00
Staff Travel (580)	\$3,222.32	\$5,100.06	\$5,718.49	\$10,680.59	\$879.82	\$714.26	\$1,000.00
Other Purchases (599)	\$3,166.46	\$3,362.68	\$3,344.41	\$3,740.34	\$3,740.34	\$750.00	\$4,000.00
<b>Subtotal</b>	<b>389,758</b>	<b>\$231,247.45</b>	<b>\$256,856.77</b>	<b>\$344,481.38</b>	<b>\$499,244.11</b>	<b>\$7,793.45</b>	<b>\$529,000.00</b>
<b>Utilities</b>							
Gen Supplies (610)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Paper/Copy (611)	\$21,356.35	\$2,170.77	\$26,770.97	\$24,709.37	\$859.24	\$337.17	\$22,000.00
Auto/Bus Supplies (612)	\$31,188.19	\$20,517.37	\$18,618.13	\$10,167.92	\$13,491.65	\$787.58	\$15,000.00
Testing (614)	\$5,313.15	\$8,527.14	\$9,688.37	\$3,527.92	\$8,662.22	\$185.00	\$10,500.00
Films/Videos (615)	\$0.00	\$0.00	\$0.00	\$0.00	\$13,000.00	\$0.00	\$13,000.00
First Aid (616)	\$3,223.00	\$0.00	\$0.00	\$3,510.99	\$63,910.89	\$3,000.00	\$17,350.00
Paper/Products (Child Nutrition) (617)	\$34,405.35	\$43,001.73	\$44,960.24	\$52,025.74	\$41,404.98	\$4,361.01	\$45,000.00
Cleaning & Maint. Supplies/ Chem. (618)	\$43,010.59	\$22,681.42	\$5,630.82	\$20,052.06	\$3,748.76	\$50.00	\$10,000.00
Office Supplies (619)	\$96,082.78	\$104,933.49	\$198,170.07	\$216,065.15	\$123,482.32	\$19,132.61	\$51,732.00
Bt. Lig/ Petr. Gas (621)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Diesel (623)	\$79,126.54	\$109,549.04	\$112,726.85	\$61,741.17	\$51,443.97	\$6,829.89	\$61,000.00
Electricity (624)	\$278,277.72	\$271,843.67	\$267,931.43	\$309,003.49	\$288,258.24	\$72,715.40	\$310,000.00
Gasoline (625)	\$14,262.15	\$14,696.41	\$14,311.46	\$20,781.17	\$37,428.48	\$8,797.41	\$40,000.00
Natural Gas (627)	\$31,060.70	\$33,848.13	\$37,688.51	\$38,548.56	\$72,206.41	\$4,992.54	\$60,000.00
Food and Drink (630)	\$399,309.68	\$373,312.49	\$602,632.63	\$849,541.65	\$698,423.90	\$15,408.74	\$700,000.00
Books (641)	\$6,261.63	\$10,497.18	\$16,273.83	\$26,152.05	\$31,622.60	\$116.92	\$241,933.23
Periodicals (642)	\$239.00	\$34.08	\$0.00	\$0.00	\$329.80	\$0.00	\$0.00
St. Adoption Txtbooks (643)	\$99,228.31	\$177,912.01	\$19,629.32	\$8,573.15	\$127,658.25	\$0.00	\$0.00
Supply Textbook (644)	\$24,581.97	\$13,910.38	\$74,695.60	\$105,000.00	\$325.00	\$0.00	\$0.00
Workbooks (645)	\$0.00	\$0.00	\$4,333.53	\$0.00	\$0.00	\$0.00	\$0.00
Newspaper (647)	\$0.00	\$0.00	\$0.00	\$329.67	\$0.00	\$0.00	\$0.00
Magazines (648)	\$1,062.64	\$1,772.54	\$3,038.03	\$1,609.59	\$1,265.04	\$0.00	\$0.00
Appliances (651)	\$396.00	\$2,410.60	\$3,661.54	\$25,966.49	\$31,030.39	\$0.00	\$4,000.00
Technology-Related Equipment (653)	\$208,630.03	\$324,979.82	\$240,208.59	\$264,350.28	\$1,038,620.58	\$207,513.40	\$220,000.00
Furniture and Fixtures (654)	\$2,953.50	\$5,584.22	\$92,618.88	\$0.00	\$0.00	\$0.00	\$5,000.00
Instruments (655)	\$1,050.00	\$16,750.00	\$16,491.00	\$0.00	\$0.00	\$0.00	\$0.00

Noble Schools General Fund Expenditures 2022

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2021-2022
	Actual	Actual	Actual	Actual	Actual	Actual	Estimated
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
Machinery (656)	\$0.00	\$12,979.25	\$50,047.01	\$5,926.43	\$11,509.92	\$0.00	\$12,000.00
Uniforms (657)	\$0.00	\$4,950.00	\$1,654.45	\$67,775.51	\$61,344.80	\$0.00	\$62,000.00
Firearms and Ammunition (659)	\$0.00	\$0.00	\$0.00	\$1,818.64	\$0.00	\$0.00	\$0.00
Awards, Gifts, Décor. (682)	\$391.47	\$1,336.00	\$32.00	\$4,567.42	\$2,914.46	\$0.00	\$3,500.00
<b>Subtotal</b>	<b>\$1,381,410.75</b>	<b>\$1,578,197.74</b>	<b>\$1,861,813.26</b>	<b>\$2,121,744.42</b>	<b>\$2,722,941.90</b>	<b>\$344,227.67</b>	<b>\$1,904,015.23</b>
<b>Equipment</b>							
Land & Improvements (710)	\$0.00	\$1,653.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Appliances (731)	\$5,199.00	\$0.00	\$8,600.00	\$80,152.16	\$7,977.36	\$0.00	\$10,000.00
Tech Related Equip (733)	\$16,087.50	\$60,311.81	\$43,304.32	\$59,156.61	\$44,478.11	\$31,909.54	\$47,000.00
Furniture/Fixtures (734)	\$0.00	\$19,402.08	\$25,469.08	\$0.00	\$0.00	\$0.00	\$0.00
Instruments (735)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Machinery (736)	\$0.00	\$4,716.66	\$0.00	\$0.00	\$28,884.00	\$0.00	\$2,000.00
Uniforms (737)	\$0.00	\$7,779.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Security Equipment (739)	\$0.00	\$5,058.00	\$0.00	\$0.00	\$517.99	\$0.00	\$1,000.00
Vehicles (760)	\$129,801.00	\$243,289.00	\$398,489.99	\$242,925.00	\$130,296.40	\$0.00	\$100,000.00
<b>Subtotal</b>	<b>\$151,087.50</b>	<b>\$342,209.55</b>	<b>\$480,863.39</b>	<b>\$382,233.77</b>	<b>\$212,153.86</b>	<b>\$31,909.54</b>	<b>\$160,000.00</b>
<b>Miscellaneous</b>							
Dues and Fees (810)	\$63,058.42	\$16,509.89	\$15,783.30	\$9,043.65	\$14,345.65	\$5,755.50	\$15,000.00
Contngy-Budget Only (840)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Staff Reg. & Tuition (860)	\$10,160.39	\$17,226.78	\$27,999.95	\$23,173.26	\$27,163.80	\$2,885.00	\$25,263.80
County Assess-Reeval Fee (870)	\$23,289.84	\$21,925.74	\$24,498.88	\$26,964.34	\$33,549.51	\$0.00	\$36,000.00
Other Miscell. (890)	\$0.00	\$0.00	\$78.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Subtotal</b>	<b>\$96,508.65</b>	<b>\$55,662.41</b>	<b>\$68,360.13</b>	<b>\$59,181.25</b>	<b>\$75,058.96</b>	<b>\$8,640.50</b>	<b>\$76,263.80</b>
<b>Miscellaneous Reimbursements</b>							
Reimbursement (930)	\$1,328.13	\$240.00	\$182,850.00	\$175,161.37	\$23,863.27	\$91.50	\$0.00
Change/Cash (950)	\$625.00	\$625.00	\$625.00	\$625.00	\$625.00	\$340.00	\$625.00
Petty Cash (960)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Intra Fund Transfers (970)	\$0.00	\$0.00	\$0.00	\$0.00	\$21,845.88	\$0.00	\$0.00
<b>Subtotal</b>	<b>1,953</b>	<b>\$865.00</b>	<b>\$183,475.00</b>	<b>\$175,786.37</b>	<b>\$46,334.15</b>	<b>\$431.50</b>	<b>\$625.00</b>
<b>Total Supplies/Service/Fixed Charges</b>	<b>\$2,481,435.16</b>	<b>2,784,163.88</b>	<b>\$3,476,374.46</b>	<b>3,511,513.21</b>	<b>4,279,610.22</b>	<b>649,202.98</b>	<b>\$3,292,425.73</b>
<b>State/Federal Programs</b>							
Professional Development - 311	\$3,057.98	\$2,905.24	\$1,344.00	\$2,349.92	\$1,130.00	\$0.00	\$0.00
Suumer Salary & Teach. Supplement-411	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24,220.00
Program Assistance - 412	\$25,804.28	\$49,252.15	\$50,381.87	\$48,273.98	\$79,798.12	\$191.41	\$91,137.09
							91328.5

	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
	Actual	Expenditures	Actual	Expenditures	Actual	Expenditures	Actual	Expenditures	Actual	Expenditures	Actual	Estimated
Carl Perkins - 421	\$26,300.41	\$26,302.08	\$25,469.08	\$23,106.33	\$22,497.00	\$23,713.00	\$22,497.00	\$23,713.00	\$22,497.00	\$23,713.00	\$23,713.00	\$23,713.00
Title I - 511	\$52,406.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Title II - 541	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Reading Sufficiency-367	\$33,214.64	\$17,440.79	\$8,464.96	\$0.00	\$65,828.02	\$8,652.49	\$65,828.02	\$8,652.49	\$65,828.02	\$8,652.49	\$61,622.60	\$61,622.60
Ace Technology-361	\$11,335.00	\$6,298.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,000.00	\$12,000.00
CARES Grant 788	\$0.00	\$0.00	\$0.00	\$0.00	\$455,828.44	\$0.00	\$455,828.44	\$0.00	\$455,828.44	\$0.00	\$0.00	\$0.00
GEER Fund-438	\$0.00	\$0.00	\$0.00	\$0.00	\$299,116.30	\$0.00	\$299,116.30	\$0.00	\$299,116.30	\$0.00	\$0.00	\$0.00
ESSER II 793	\$0.00	\$0.00	\$0.00	\$0.00	\$799,882.84	\$335,584.34	\$799,882.84	\$335,584.34	\$799,882.84	\$335,584.34	\$1,159,967.00	\$1,159,967.00
ESSER III 795	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,824,886.18	\$3,824,886.18
<b>Subtotal</b>	159,975.59	78,459.47	\$77,194.95	73,730.23	103,425.12	191.41	103,425.12	191.41	103,425.12	191.41	\$5,099,703.27	\$5,099,703.27
<b>Site Budgets</b>												
KID	\$6,618.73	\$13,223.97	\$17,136.39	\$20,893.54	\$5,543.15	\$0.00	\$5,543.15	\$0.00	\$5,543.15	\$0.00	\$13,280.00	\$13,280.00
Hubbard	\$11,042.88	\$14,101.33	\$22,538.17	\$33,052.63	\$6,229.17	\$0.00	\$6,229.17	\$0.00	\$6,229.17	\$0.00	\$24,120.00	\$24,120.00
Pioneer	\$10,276.48	\$14,709.82	\$25,676.03	\$24,577.37	\$8,213.06	\$0.00	\$8,213.06	\$0.00	\$8,213.06	\$0.00	\$16,520.00	\$16,520.00
CIMS	\$13,839.40	\$22,057.55	\$27,171.19	\$31,822.55	\$22,658.47	\$0.00	\$22,658.47	\$0.00	\$22,658.47	\$0.00	\$32,220.00	\$32,220.00
High School	\$15,622.84	\$23,525.87	\$71,852.92	\$37,317.01	\$17,078.02	\$679.80	\$17,078.02	\$679.80	\$17,078.02	\$679.80	\$45,410.20	\$45,410.20
<b>Subtotal</b>	\$57,400.33	87,618.54	\$164,374.70	\$147,663.10	\$59,721.87	\$679.80	\$59,721.87	\$679.80	\$59,721.87	\$679.80	\$131,550.20	\$131,550.20
<b>Departmental Budget</b>												
Technology	\$42,356.40	\$79,106.56	\$77,122.77	\$65,354.58	\$58,755.29	\$36,625.88	\$58,755.29	\$36,625.88	\$58,755.29	\$36,625.88	\$97,020.00	\$97,020.00
Maintenance	\$224,000.00	\$511,652.90	\$539,664.58	\$482,483.24	\$670,743.62	\$101,060.20	\$670,743.62	\$101,060.20	\$670,743.62	\$101,060.20	\$650,000.00	\$650,000.00
Transportation	\$256,366.49	\$268,298.82	\$289,100.21	\$214,737.25	\$191,908.22	\$40,247.04	\$191,908.22	\$40,247.04	\$191,908.22	\$40,247.04	\$200,000.00	\$200,000.00
<b>Subtotal</b>	522,722.89	859,058.28	905,887.56	762,575.07	921,407.13	177,933.12	921,407.13	177,933.12	921,407.13	177,933.12	\$947,020.00	\$947,020.00
<b>TOTAL GENERAL FUND EXPENDITURES</b>	\$18,256,817.34	18,396,100.23	\$21,190,563.30	22,610,662.17	23,135,594.52	\$2,203,613.31	23,135,594.52	\$2,203,613.31	23,135,594.52	\$2,203,613.31	28,955,001.20	28,955,001.20
Revenue	\$30,834,741.21											
Expenditures	28,955,001.20											
<b>Estimated Carryover</b>	\$1,879,740.01											

Noble School Gene und Revenue 2022

Project Code	Source Code	2015-2016		2016-2017		2017-18		2018-19		2019-2020		2020-2021		2021-2022	
		Actual Revenue	Revenue	Actual Revenue	Revenue	Actual Revenue	Revenue	Actual Revenue	Revenue	Actual Revenue	Revenue	Actual Collected	Revenue	Actual Collected	Estimated Revenue
		<b>Local</b>													
		1100	Ad Valorem Tax Levy	\$2,430,085.00	\$2,497,444.33	\$2,333,254.06	\$2,410,020.00	\$2,847,372.32	\$3,019,502.76	\$0.00	\$3,182,952.00				
		1120	Prior Year Ad Valorem	\$112,978.00	\$128,284.97	\$411,232.75	\$442,294.24	\$100,022.53	\$112,565.73	\$40,107.95	\$110,000.00				
		1130	Revenue in lieu of taxes	\$0.00	\$113.02	\$53.90	\$64.55	\$53.90	\$53.90	\$0.00	\$0.00				
		1290	Other Tuition and Fees	\$1,095.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
		1300	Interest Earnings	\$2,183.00	\$2,566.71	\$2,675.54	\$3,008.03	\$3,061.59	\$2,175.40	\$556.10	\$2,000.00				
		1351	Protest Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
		1410	Rental of School Facilities	\$4,181.00	\$7,320.97	\$4,287.82	\$1,827.70	\$1,380.81	\$6,400.00	\$2,035.90	\$2,035.90				
		1440	Sales of Equipment/Matl.	\$2,729.00	\$2,218.00	\$76.45	\$3,774.00	\$4,500.00	\$13,544.40	\$0.00	\$0.00				
		1460	Commissions	\$28.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
		1510	Insurance Loss Recoveries	\$0.00	\$45,683.14	\$1,926.37	\$25,703.05	\$42,677.50	\$0.00	\$0.00	\$0.00				
		1530	Damage to school property	\$4,197.00	\$18,463.49	\$0.00	\$0.00	\$0.00	\$214.00	\$0.00	\$0.00				
		1550	Worker's Comp. Reimb.	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,438.50	\$0.00	\$0.00				
		1590	Misc. Reimbursements	\$7,817.00	\$50,399.04	\$32,012.34	\$20,424.52	\$9,965.66	\$44,742.18	\$10.00	\$10,000.00				
		1610	Contributions/Donations	\$0.00	\$2,750.00	\$13,355.09	\$19,698.00	\$189,429.67	\$80,000.00	\$0.00	\$0.00				
		1660	Mineral Royalties/Lease Rev	\$42.00	\$0.00	\$17.91	\$0.00	\$18.64	\$13.17	\$0.00	\$0.00				
		1690	Misc. Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
		1680	Refund Prior Year Expend	\$18,549.00	\$10,401.77	\$30,065.46	\$34,150.78	\$79,228.96	\$7,417.15	\$0.00	\$5,000.00				
		1691	Flex Benefit	\$0.00	\$0.00	\$2,172.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
	285	1710	Student Monies	\$187,976.00	\$179,241.99	\$181,888.88	\$181,944.48	\$151,775.11	\$5,651.72	-\$505.05	\$5,500.00				
	285	1720	Ala Carte	\$52,121.00	\$45,576.10	\$37,754.80	\$36,455.53	\$24,466.18	\$10,400.90	\$1,800.80	\$11,000.00				
	285	1730	Adult	\$12,087.00	\$9,813.35	\$10,473.81	\$10,342.47	\$10,142.84	\$29,138.48	\$1,534.10	\$9,500.00				
	285	1740	Adult Summer Feeding	\$0.00	\$836.59	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
	285	1791	Special Functions CN	\$0.00	\$8,061.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
	285	1792	Gifts & Donations	\$0.00	\$0.00	\$150.00	\$500.00	\$0.00	\$33,000.00	\$0.00	\$0.00				
	285	1793	Guest Lunches	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
	285	1794	Rebate	\$543.00	\$0.00	\$298.37	\$82.07	\$1,238.51	\$177.97	\$27.75	\$27.75				
	285	1795	Food Rebate	\$700.00	\$221.23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
			<b>Subtotal</b>	\$2,837,311.00	\$3,009,396.68	\$3,061,695.74	\$3,190,289.42	\$3,465,334.22	\$3,366,436.26	\$45,567.55	\$3,338,015.65				
			<b>County</b>												
		2100	County 4-mill	\$530,064.00	\$554,317.32	\$565,689.83	\$583,451.29	\$576,834.86	\$615,493.01	\$10,496.67	\$576,000.00				
		2200	County apportionment	\$131,562.00	\$122,592.10	\$119,479.17	\$107,079.24	\$123,520.68	\$190,238.53	\$37,394.82	\$171,214.67				
		2300	Resale of property fund	\$0.00	\$10,404.73	\$0.00	\$0.00	\$49,942.72	\$0.00	\$0.00	\$0.00				
			<b>Subtotal</b>	\$661,626.00	\$687,314.15	\$685,169.00	\$690,530.53	\$750,298.26	\$805,731.54	\$47,891.49	\$747,214.67				
			<b>State</b>												
		3110	Gross Production Tax	\$7,913.00	\$7,601.14	\$8,605.75	\$8,886.01	\$6,341.58	\$3,285.53	\$844.64	\$4,000.00				
		3120	Motor Vehicle Collections	\$1,105,539.00	\$1,040,405.45	\$1,061,461.62	\$1,074,887.37	\$1,040,462.25	\$1,097,094.26	\$235,047.87	\$1,010,000.00				
		3130	REA Cooperative Tax	\$298,750.00	\$298,179.46	\$313,486.38	\$331,623.72	\$333,018.54	\$350,769.16	\$54,718.88	\$315,692.10				

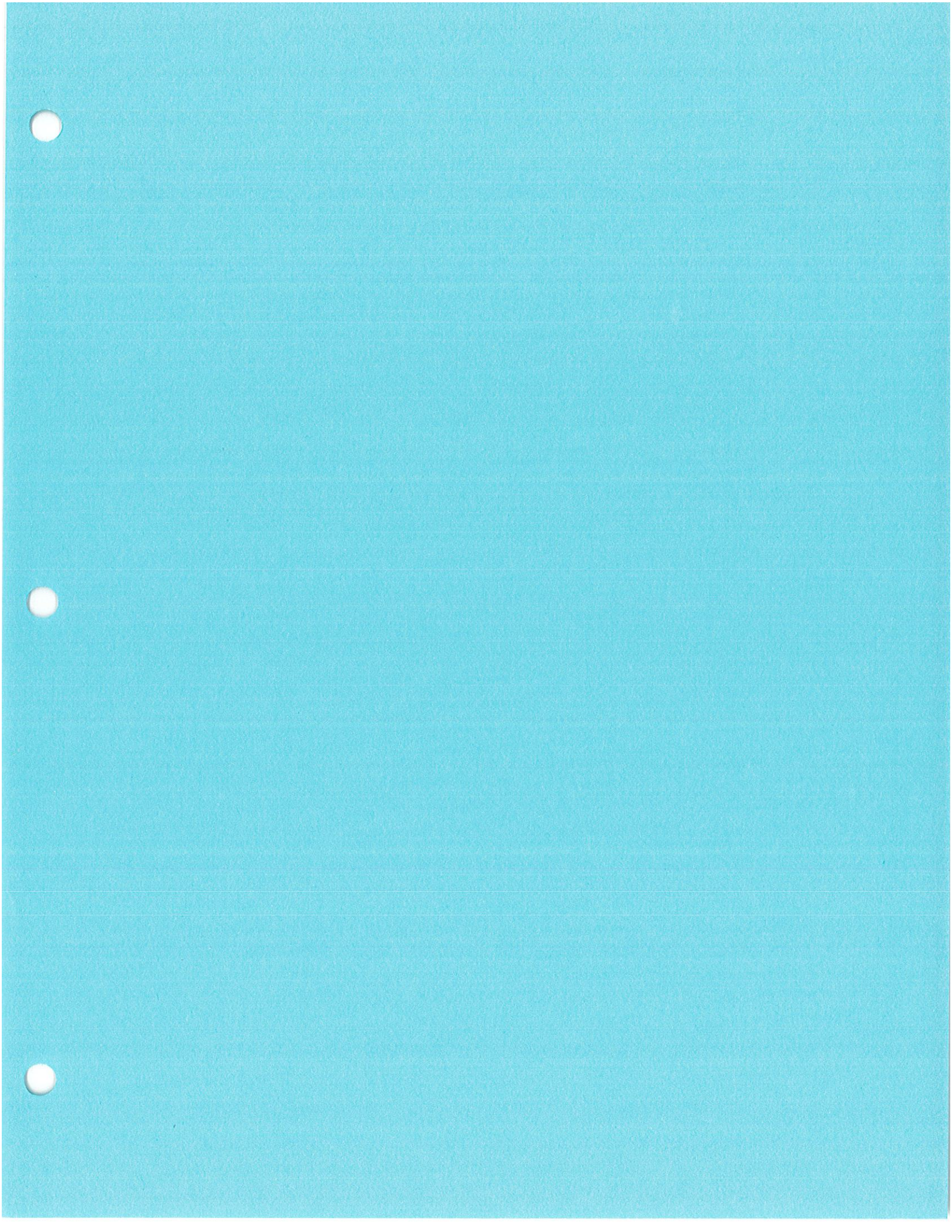
Noble School Gene und Revenue 2022

3140	State School Land Earnings	\$429,556.00	\$429,690.64	\$433,071.61	\$414,307.09	\$353,663.42	\$382,871.45	\$52,473.84	\$354,583.00
3150	Vehicle Tax Stamp	\$5,131.00	\$5,603.40	\$5,450.92	\$5,648.01	\$4,937.90	\$5,689.39	\$977.79	\$5,120.10
3210	State Aid Allocations	\$8,870,281.00	\$8,899,098.00	\$9,115,058.00	\$10,648,381.00	\$11,204,839.00	\$10,199,405.57	\$960,173.16	\$10,667,734.19
3230	Mentor Teacher Stipend	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3250	Flexible Benefit Allowance	\$1,549,839.00	\$1,656,679.20	\$1,713,254.98	\$1,826,664.18	\$1,960,176.84	\$2,027,638.18	\$182,229.31	\$2,024,770.08
338	3310 Alt. and At-Risk Education	\$48,020.00	\$39,799.00	\$41,908.35	\$39,757.93	\$43,468.42	\$39,516.72	\$0.00	\$39,516.72
311	3411 Professional Development	\$8,826.00	\$3,265.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
312	3412 National Certified Teacher	\$60,000.00	\$40,000.00	\$30,000.00	\$40,000.00	\$40,000.00	\$30,000.00	\$0.00	\$30,000.00
367	3415 Reading Sufficiency Act	\$31,517.00	\$21,666.00	\$29,945.89	\$28,528.50	\$44,668.62	\$56,968.50	\$0.00	\$56,968.50
333	3420 State Textbook	\$136,227.00	\$0.00	\$0.00	\$132,839.97	\$128,439.70	\$129,839.28	\$241,933.23	\$241,933.23
317	3440 Driver Education	\$3,630.00	\$7,937.50	\$5,720.00	\$6,455.00	\$7,967.50	\$4,455.00	\$0.00	\$4,000.00
	3470 Advanced Placement Incent	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
338	3570 OK Parents as Teachers	\$23,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	3620 State Land Reimbursement	\$92.00	\$89.79	\$98.97	\$109.61	\$105.59	\$103.75	\$0.00	\$0.00
337	3690 TSIEP Reimbursement	\$19,235.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	3690 State Arts Council	\$3,535.00	\$4,545.75	\$2,500.00	\$5,000.00	\$481.00	\$0.00	\$0.00	\$0.00
	3690 Clean Diesel Reimb. Grant	\$0.00	\$0.00	\$0.00	\$21,000.00	\$0.00	\$0.00	\$0.00	\$0.00
	3690 Misc. Sources State Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$42,500.00	\$0.00	\$0.00
361	3690 Ace Technology	\$11,393.00	\$6,244.51	\$0.00	\$14,014.67	\$6,874.29	\$6,973.20	\$0.00	\$12,000.00
362	3690 Ace Remediation	\$34,750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
386	3690 Robotics Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	3690 Reading Proficiency	\$100.00	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
385	3720 State Matching Lunches	\$10,365.00	\$11,007.36	\$9,928.77	\$9,198.61	\$10,279.18	\$10,451.52	\$0.00	\$0.00
411	3811 Comp HS Voc Salary Reimb	\$20,720.00	\$20,720.00	\$20,720.00	\$21,220.00	\$24,220.00	\$24,220.00	\$0.00	\$24,220.00
412	3812 Voc Prog Incentive Assist	\$57,094.00	\$56,806.00	\$51,440.00	\$51,440.00	\$70,050.00	\$67,108.50	\$0.00	\$67,108.50
469	3892 Lottery Reimbursement	\$0.00	\$0.00	\$0.00	\$14,879.31	\$14,723.10	\$0.00	\$0.00	\$0.00
	Subtotal	\$12,735,513.00	\$12,549,538.20	\$12,842,651.24	\$14,694,840.98	\$15,294,716.93	\$14,478,890.01	\$1,728,398.72	\$14,857,646.42
	<b>Federal</b>								
561	4140 Title VII-Indian Ed, Part A	\$93,447.00	\$68,117.09	\$61,948.40	\$60,603.62	\$76,482.50	\$60,703.71	\$0.00	\$75,324.00
799	4140 PY Indian Ed.		\$652.02	\$0.00	\$5,387.73	\$18,442.24	\$0.00	\$15,304.01	\$15,304.01
511	4210 Title I-Basic Program	\$611,001.00	\$601,205.58	\$574,098.81	\$520,851.29	\$560,894.59	\$445,707.16	\$0.00	\$600,566.04
	4210 School Support	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
799	4210 PTA, Improving Basic	\$124,533.00	\$6,983.38	\$0.00	\$6,017.41	\$84,199.16	\$0.00	\$132,710.42	\$132,710.32
541	4271 Title II-Part A Teacher quality	\$85,122.00	\$86,000.00	\$83,000.00	\$83,000.00	\$84,000.00	\$84,000.00	\$0.00	\$90,000.00
799	4271 Title II-Part A	\$9,353.00	\$2,549.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	4272 Title II-Part D	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
542	4273 Title II-Part B Math & Sci.	\$0.00	\$26,370.57	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
615	4310 Idea--B monitoring assistance	\$0.00	\$0.00	\$0.00	\$2,219.09	\$4,932.96	\$5,594.88	\$0.00	\$7,168.00
799	4310 Idea--B monitoring assistance	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,064.00	\$2,064.00
617	4310 IDEA-B Covid Assistance	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
799	4310 IDEA-B Covid Assistance	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
613	4310 IDEA-B SEA Discretionary		\$409.07	\$0.00	\$0.00	\$1,068.36	\$0.00	\$10,188.39	\$10,188.39
621	4310 Special Ed-Idea B Flow 621	\$534,994.00	\$534,508.98	\$543,482.56	\$473,382.34	\$547,613.59	\$446,621.28	\$0.00	\$673,000.00
799	4310 IDEA Pt B	\$105,447.00	\$1,918.87	\$0.00	\$3,874.29	\$64,328.69	\$0.00	\$113,768.42	\$113,768.42
641	4340 Preschool Ages 3-5 641	\$8,503.00	\$12,512.91	\$4,117.29	\$8,811.44	\$16,583.19	\$7,652.27	\$0.00	\$10,248.30

Noble School Gene und Revenue 2022

799	4340	PY Preschool	\$0.00	\$881.69	\$0.00	\$0.00	\$2,535.57	\$0.00	\$0.00	\$2,535.57	\$2,596.03	\$2,596.03
552	4441	Title IV-A	\$0.00	\$0.00	\$0.00	\$0.00	\$28,512.98	\$0.00	\$0.00	\$28,512.98	\$0.00	\$0.00
552	4442	Title IV LEAS Formula	\$0.00	\$0.00	\$18,079.73	\$0.00	\$0.00	\$36,678.31	\$0.00	\$36,678.31	\$38,200.00	\$38,200.00
799	4442	PY Title IV	\$0.00	\$0.00	\$0.00	\$0.00	\$3,013.29	\$0.00	\$0.00	\$3,013.29	\$5,546.60	\$5,546.60
456	4617	Rehabilitation Services	\$4,287.00	\$1,487.18	\$829.25	\$4,006.49	\$2,327.25	\$2,386.33	\$394,019.13	\$2,386.33	\$0.00	\$2,000.00
788	4689	Misc. Sources Federal Cares	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,412.59	\$105,000.00
799	4689	Misc. Sources Federal Cares	\$0.00	\$0.00	\$0.00	\$0.00	\$2,220.59	\$293,883.13	\$0.00	\$293,883.13	\$0.00	\$0.00
789	4689	Misc. Sources Federal GEER	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,116.87	\$6,116.87
799	4689	PY OTHER MISC SOURCES FED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,498,886.18
799	4689	ESSER II	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$525,329.15	\$525,329.15
799	4689	ESSER II	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,374,189.53	\$4,374,189.53
795	4689	ESSER III	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
763	4710	Nat'l School Lunch	\$585,233.00	\$568,570.26	\$570,193.02	\$558,982.85	\$500,553.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
764	4720	Breakfast Program	\$129,368.00	\$125,155.19	\$135,222.57	\$141,605.36	\$144,625.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
766	4740	Summer Feeding	\$9,161.00	\$0.00	\$0.00	\$4,231.83	\$119,992.81	\$1,053,402.17	\$183,781.77	\$1,053,402.17	\$1,050,000.00	\$1,050,000.00
767	4770	CNP Prof Stds Tech Assist.	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
769	4750	Dept. of Ed. Food Pgm.	\$0.00	\$0.00	\$0.00	\$439,370.79	\$634,898.26	\$465,717.50	\$0.00	\$465,717.50	\$0.00	\$465,000.00
791	4780	Farm Bill Equipment Grant	\$0.00	\$5,199.00	\$0.00	\$0.00	\$25,428.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
788	4815	CARES Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
799	4821	PY Carl Perkins	\$0.00	\$0.00	\$0.00	\$26,302.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
421	4821	Carl Perkins	\$1,013.00	\$51,111.00	\$0.00	\$25,469.08	\$23,106.33	\$19,998.00	\$2,499.00	\$2,499.00	\$26,000.00	\$26,000.00
		Subtotal	\$2,301,562.00	\$2,093,631.89	\$1,972,891.90	\$2,382,195.42	\$2,945,760.00	\$3,330,058.50	\$1,010,317.25	\$9,829,205.84	\$0.00	\$0.00
		<b>Non Revenue</b>										
285	5120	Start up change for CN	\$625.00	\$625.00	\$625.00	\$625.00	\$625.00	\$625.00	\$625.00	\$625.00	\$625.00	\$625.00
	5160	Activity Fund Reimburse	\$52,578.00	\$52,070.89	\$45,032.13	\$40,125.13	\$65,570.77	\$43,538.68	\$0.00	\$43,538.68	\$0.00	\$0.00
	5600	Adjusting Entry	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	5600	Correcting Entry	\$0.00	\$0.00	\$0.00	\$182,850.00	\$174,726.00	\$758.00	\$0.00	\$758.00	\$0.00	\$0.00
			\$53,203.00	\$52,695.89	\$45,657.13	\$223,600.13	\$240,921.77	\$44,921.68	\$0.00	\$44,921.68	\$625.00	\$625.00
		<b>Total Revenue</b>	\$18,589,215.00	\$18,392,576.81	\$18,608,065.01	\$21,181,456.48	\$22,697,031.18	\$22,026,037.99	\$2,832,175.01	\$28,772,707.58	\$0.00	\$0.00
	6110	Cash Balance Carryover	\$3,082,861.00	\$3,309,734.46	\$3,222,404.13	\$3,405,942.84	\$3,261,197.24	\$3,210,290.99	\$2,086,487.33	\$2,086,487.33	\$2,062,033.63	\$2,062,033.63
		CN Carry over										
	6140	E-Stop Warrants	\$767.00	\$25.40	\$740.55	\$540.99	\$5,089.63	\$2,216.17	\$0.00	\$2,216.17	\$0.00	\$0.00
	6130	Lapsed Approp.	\$27,796.00	\$4,258.23	\$813.53	\$2,470.65	\$5,313.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$3,111,424.00	\$3,314,018.09	\$3,223,958.21	\$3,408,954.48	\$3,271,600.62	\$3,212,507.16	\$2,089,334.76	\$2,089,334.76	\$2,062,033.63	\$2,062,033.63
		<b>Total Funds Available</b>	\$21,700,639.00	\$21,706,594.90	\$21,832,023.22	\$24,590,410.96	\$25,968,631.80	\$25,238,545.15	\$4,921,509.77	\$30,834,741.21	\$0.00	\$0.00

saved 9/7/2021 dt



Noble Schools Building and Expenditures 2022

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2021-2022
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Estimated
Appropriated Only	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Professional Services</b>									
Other Professional services (330)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Architectural Services (332)	0	0	\$79,837.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Engineering Services (334)	0	0	\$13,530.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>\$93,367.05</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Repairs and Maintenance</b>									
Cleaning Services (420)	0	0	\$1,810.00	\$3,512.50	\$4,509.18	\$4,212.28	\$33,170.10	\$5,716.76	\$25,000.00
Repairs & Maintenance (430))	127,193	124,939	\$294,922.12	\$225,655.33	\$395,407.19	\$0.00	\$0.00	\$0.00	\$0.00
Technology Services	0	0	\$0.00	\$0.00	\$0.00	\$596.00	\$0.00	\$0.00	\$0.00
Cooling Services (433)	0	0	\$0.00	\$0.00	\$0.00	\$34,344.93	\$40,820.41	\$0.00	\$45,000.00
Electrical Services (434)	0	0	\$0.00	\$0.00	\$0.00	\$16,449.65	\$19,265.50	\$5,775.00	\$25,000.00
Heating Services (435)	0	0	\$0.00	\$0.00	\$0.00	\$42,603.75	\$36,643.65	\$0.00	\$45,000.00
Plumbing Services (437)	0	0	\$0.00	\$0.00	\$0.00	\$14,820.44	\$21,100.46	\$275.00	\$25,000.00
Other Building Services (438)	0	0	\$0.00	\$0.00	\$0.00	\$338,270.77	\$79,642.01	\$100,443.79	\$165,000.00
Other Equip & Veh Svcs (439)	0	0	\$0.00	\$0.00	\$0.00	\$19,003.19	\$24,257.40	\$0.00	\$27,000.00
Equip & Vehicles Services (442)	0	0	\$0.00	\$0.00	\$0.00	\$738.27	\$1,386.08	\$750.00	\$1,000.00
Construction Services-OSD Contr. (450)	0	188,181	\$0.00	\$2,035.00	\$0.00	\$1,692.50	\$0.00	\$0.00	\$2,000.00
Other Purchases Prop. Svcs (490)	0	2,279	\$14,014.72	\$35,279.77	\$8,132.22	\$7,775.18	\$10,173.71	\$2,616.15	\$12,000.00
<b>Subtotal</b>	<b>127,193</b>	<b>315,399</b>	<b>\$310,746.84</b>	<b>\$266,482.60</b>	<b>\$408,048.59</b>	<b>\$480,506.96</b>	<b>\$266,459.32</b>	<b>\$115,576.70</b>	<b>\$372,000.00</b>
<b>Travel, Phone, Insurance</b>									
Communication Services (530)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Supplies, Utilities, Books</b>									
Auto and Bus Supplies (612)	0	1,817	\$4,538.03	\$1,152.88	\$3,170.76	\$2,818.93	\$3,387.82	\$220.00	\$4,000.00
Health, First Aid Supp (616)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$1,027.17	\$0.00	\$2,000.00
Cleaning Supplies/Chemicals (618)	245	36,319	\$58,395.75	\$66,508.36	\$77,795.10	\$69,900.25	\$61,172.94	\$3,629.05	\$72,000.00
Other Supplies/First Aid (619)	0	140	\$5,508.46	\$3,743.74	\$2,312.00	\$7,098.63	\$2,778.41	\$717.10	\$4,500.00
Appliances (651)	3,230	2,989	\$3,881.60	\$0.00	\$0.00	\$3,285.01	\$927.15	\$0.00	\$0.00
Technology Related (653)	4,858	3,332	\$14,999.60	\$24,091.56	\$20,361.95	\$1,146.41	\$3,881.15	\$0.00	\$4,000.00
Furniture & Fixtures (654)	23,013	33,917	\$1,743.10	\$5,112.00	\$683.96	\$0.00	\$0.00	\$0.00	\$0.00
Instruments (655)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Uniforms (657)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Machinery (656)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$683.36	\$0.00	\$0.00
Adaptive Supplies (658)	0	0	\$0.00	\$0.00	\$804.75	\$0.00	\$0.00	\$0.00	\$0.00
<b>Subtotal</b>	<b>31,347</b>	<b>78,512</b>	<b>\$89,066.54</b>	<b>\$100,608.54</b>	<b>\$105,128.52</b>	<b>\$87,249.20</b>	<b>\$73,858.00</b>	<b>\$4,566.15</b>	<b>\$86,500.00</b>

Noble Schools Building Fund Expenditures 2022

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2021-2022
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Estimated
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
<b>Equipment</b>									
Land & Improvements Seed (710)	0	0	\$1,284.00	\$0.00	\$8,375.00	\$3,953.75	\$0.00	\$0.00	\$4,500.00
Equip and Capitl Expenditures Greater \$5,000 (730)	0	0	\$0.00	\$0.00	\$8,322.20	\$0.00	\$0.00	\$0.00	\$0.00
Appliances/Equipment (731)	0	0	\$13,400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Tech Related Equipment (733)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Furniture/Fixtures (734)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Machinery (736)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other Equipment (739)	0	0	\$2,392.35	\$0.00	\$0.00	\$21,459.89	\$0.00	\$0.00	\$0.00
Vehicles (760)	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>\$17,076.35</b>	<b>\$0.00</b>	<b>\$16,697.20</b>	<b>\$51,113.64</b>	<b>\$8,395.00</b>	<b>\$0.00</b>	<b>\$12,000.00</b>
Dues and Fees (810)	0	0	\$0.00	\$0.00	\$1,500.00	\$3,000.00	\$3,250.00	\$1,500.00	\$3,250.00
<b>Technology Department</b>									
<b>TOTAL BUILDING FUND EXPENDITURES</b>	<b>26,699</b>	<b>393,912</b>	<b>\$510,256.78</b>	<b>\$6,976.56</b>	<b>\$21,872.15</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
	<b>158,540</b>			<b>\$367,091.14</b>	<b>\$531,374.31</b>	<b>\$621,869.80</b>	<b>\$351,962.32</b>	<b>\$121,642.85</b>	<b>\$478,250.00</b>
<b>Building Fund Revenue</b>	<b>1,525,271.00</b>								
<b>Building Fund Expenditures</b>	<b>\$478,250.00</b>								
<b>Estimated Carryover</b>	<b>\$1,047,021</b>								

Noble Schools Build. und Revenue 2022

	2015-2016	2016-2017	2017-18	2018-2019	2019-2020	2020-2021	2021-2022	2021-2022
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Estimated
	Revenue	Revenue	Revenue	Revenue	Revenue	Collected	Collected	Revenue
<b>Local</b>								
1100 Ad Valorem Tax Levy	\$347,058.22	\$356,678.26	\$333,229.06	\$344,192.52	\$406,655.55	\$430,989.94	\$0.00	\$454,580.00
1120 Ad Valorem Tax Levy-Prior Year	\$10,172.12	\$18,321.36	\$58,731.21	\$63,167.29	\$14,283.41	\$16,323.67	\$5,728.13	\$14,000.00
Revenue in lieu of taxes	\$0.00	\$16.14	\$7.70	\$7.70	\$7.70	\$7.70	\$0.00	\$0.00
1310 Interest Earnings	\$9,468.32	\$18,592.47	\$51,062.72	\$62,043.48	\$46,676.06	\$7,877.20	\$134.22	\$6,500.00
1410 Rental of School Facilities	\$0.00	\$3,650.00	\$11,310.00	\$14,190.00	\$6,680.00	\$0.00	\$0.00	\$0.00
1590 Misc. Reimbursement	\$0.00	\$304.00	\$0.00	\$7,611.00	\$0.00	\$73.34	\$57.07	\$0.00
1430 Sale of Building/Real Estate	\$0.00	\$0.00	\$143,637.50	\$0.00	\$480.20	\$0.00	\$0.00	\$0.00
1680 Refund	\$13,519.93	\$0.00	\$8,723.41	\$0.00	\$0.00	\$3,750.00	\$0.00	\$0.00
1440 Sales of Equipment/Matl.	\$0.00	\$0.00	\$14,207.00	\$3,012.40	\$0.00	\$974.60	\$0.00	\$0.00
1510 Insurance Loss Recoveries	\$0.00	\$0.00	\$0.00	\$20,016.74	\$0.00	\$19,347.97	\$0.00	\$0.00
1530 Damage to School Property	\$0.00	\$0.00	\$0.00	\$2,580.00	\$0.00	\$0.00	\$0.00	\$0.00
1610 Contributions & Donations	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Subtotal</b>	<b>\$380,218.59</b>	<b>\$397,562.23</b>	<b>\$620,908.60</b>	<b>\$517,321.13</b>	<b>\$474,782.92</b>	<b>\$479,344.42</b>	<b>\$5,919.42</b>	<b>\$475,080.00</b>
<b>Non Revenue</b>								
5600 Correcting Entry	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Revenue</b>	\$380,218.59	\$397,562.23	\$620,908.60	\$517,321.13	\$474,782.92	\$479,344.42	\$5,919.42	\$475,080.00
E-Stop warrants	\$0.00	\$150.00	\$125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Lapsed appr.	\$0.00	\$0.00	\$281.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cash Balance Carryover	\$847,209.46	\$818,045.34	\$705,218.83	\$959,443.25	\$945,390.07	\$798,303.19	\$922,808.90	\$1,050,191.00
			\$705,625.79	\$959,443.25	\$945,390.07	\$798,303.19	\$922,808.90	\$1,050,191.00
<b>Total Funds Available</b>	<b>\$1,227,428.05</b>	<b>\$1,215,607.57</b>	<b>\$1,326,534.39</b>	<b>\$1,476,764.38</b>	<b>\$1,420,172.99</b>	<b>\$1,277,647.61</b>	<b>\$928,728.32</b>	<b>\$1,525,271.00</b>
saved 9/7/2021 dt								

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## **Noble Public Schools**

**Site Based Budgets                      2021-2022**

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	<u><b>Total</b></u>
<b><u>Katherine I. Daily-105</u></b>	
ADM=332	
Office & Instructional Supplies \$30 per student	\$9,960
Library Media & Supplies \$10 per student	\$3,320
<b><u>John K. Hubbard-115</u></b>	
ADM=603	
Office & Instructional Supplies \$30 student	\$18,090
Library Media & Supplies \$10 per student	\$6,030
<b><u>Pioneer-110</u></b>	
ADM=413	
Office & Instructional Supplies \$30 per student	\$12,390
Library Media & Supplies \$10 per student	\$4,130
<b><u>Curtis Inge -510</u></b>	
ADM=716	
Office & Instructional Supplies \$35 per student	\$25,060
Library Media & Supplies \$10 per student	\$7,160
<b><u>Noble High-705</u></b>	
ADM=838	
Office & Instructional Supplies \$45 per student	\$37,710
Library Media & Supplies \$10 per student	\$8,380

All library budgets must be spent towards library expenditures.  
Sites must expend 75% of budgets by January 1<sup>st</sup>.

**Technology Budget  
2021-2022**

**Non-Discretionary (General Fund)** **\$68,000**

**Discretionary** **Total**

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**General Fund**

ADM=2,902 @ \$10 \$29,020

**Building Fund**

ADM=2,902 @ \$5 \$14,510

**NOBLE PUBLIC SCHOOLS  
FOR  
2021-2022**

**AUTHORIZATIONS  
LEASE PURCHASE AGREEMENTS  
SERVICE / MAINTENANCE  
AGREEMENTS  
MEMBERSHIPS  
AND  
OTHER FINANCIAL INFORMATION**



# Authorizations for 2021-2022

1. Authorize Superintendent to act as Board representative in signing 2021-2022 contracts for personnel.
2. Authorize Superintendent, Assistant Superintendent, Director of Federal Programs, and Director of Special Education to act as Board representatives in signing State & Federal Programs.
3. Authorize Superintendent and Treasurer to invest idle school funds and place accrued interest in the Building Fund for 2021-2022.
4. Authorization of Superintendent, Frank Solomon and Assistant Superintendent, Dr. Jon Myers to act on behalf of the Noble Board of Education in the Approval of Purchases, Encumbrance of Funds, Assignment of Purchase Orders up to \$15,000 for original purchases for school year 2021-2022.
5. Authorize Superintendent or Assistant Superintendent to approve Sick Leave sharing requests.
6. Authorization of the following individuals and their responsibilities for the 2021-2022 school year:

**Frank Solomon**

**Chief Financial Officer, Activity Fund Custodian, Lunch Fund Custodian, Bond Fund Custodian**

**Dr. Jon Myers**

**Assistant Chief Financial Officer, Activity Fund Custodian, Lunch Fund Custodian, Asbestos Management Director (AHERA), Bond Fund Custodian, District Safety and Professional Development Coordinator, D.H.S. Commodities Representative**

**Nathan Gray**

**Federal Programs, Equal Opportunity Compliance Coordinator, Workers Compensation Coordinator, Assistant Title IX Coordinator, Homeless Coordinator, Foster Care Coordinator, Americans With Disabilities Act Administrator, Title VII of the Civil Rights Act Administrator, Age Discrimination Administrator, Migrant Coordinator, Assistant Professional Development Coordinator, Neglect, Delinquent, At-Risk Coordinator**

**Cynthia Davis**

**Office of Civil Rights Compliance Coordinator, Title VI Indian Education Coordinator, Title II Americans with Disabilities Act**

**Tyler Solomon**

**Title IX Coordinator, District Director of Athletics & Activities**

**Stephen Barrett**

**Federal Programs**



# Authorizations for 2021-2022

**Dot Terrill**

**Treasurer, Lunch Fund Custodian, Minutes Clerk, Activity Fund Custodian**

**Jennifer Black**

**District Registrar, Student Accounting Coordinator, Activity Fund Custodian, Deputy Treasurer, Assistant Minutes Clerk**

**Vickie Harris**

**Encumbrance Clerk, Activity Fund Custodian, Lunch Fund Custodian**

**Kristina Root**

**Payroll Clerk, Activity Fund Custodian, Health Insurance Administrator, Assistant Minutes Clerk, Worker's Compensation Assistant**

**Angelia Martin**

**Assistant Payroll Clerk, Assistant Health Insurance Administrator, Worker's Compensation Assistant**



## ANNUAL CONTRACTS

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

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

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

### AUDIT SERVICES - KERRY JOHN PATTON, C.P.A.

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

FY 13	\$	10,350.00	FY 22	\$	10,550.00
FY 14	\$	10,550.00			
FY 15	\$	10,550.00			
FY 16	\$	10,550.00			
FY 17	\$	10,550.00			
FY 18	\$	10,550.00			
FY 19	\$	10,550.00			
FY 20	\$	10,550.00			
FY 21	\$	10,550.00			

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

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

FY 17	\$	24,600.00
FY 18	\$	24,600.00
FY 19	\$	24,600.00
FY 20	\$	28,200.00
FY 21	\$	25,000.00
FY 22	\$	30,000.00



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

Expected Delivery Date	Gross Bond Amount	Financial Advisory Fee	Costs of Issuance	Estimated Bond Counsel Fee	Estimated Attorney General Fee	Transportation Equipment	Net Bond Proceeds Dedicated to Lease-Revenue Bond Projects (Acquisition Pymt)
July 1, 2018	\$1,915,000.00	\$20,650.00	\$1,500.00	\$766.00	\$574.50	\$0.00	\$1,891,509.50
July 1, 2019	\$2,160,000.00	\$23,100.00	\$1,500.00	\$864.00	\$648.00	\$200,000.00	\$1,933,888.00
July 1, 2020	\$2,670,000.00	\$28,200.00	\$1,500.00	\$1,068.00	\$801.00	\$0.00	\$2,638,431.00
July 1, 2021	\$2,745,000.00	\$28,950.00	\$1,500.00	\$1,098.00	\$823.50	\$200,000.00	\$2,512,626.50
July 1, 2022	\$2,820,000.00	\$29,700.00	\$1,500.00	\$1,128.00	\$846.00	\$0.00	\$2,786,826.00
July 1, 2023	\$2,900,000.00	\$30,500.00	\$1,500.00	\$1,160.00	\$870.00	\$200,000.00	\$2,665,970.00
July 1, 2024	\$2,980,000.00	\$31,300.00	\$1,500.00	\$1,192.00	\$894.00	\$0.00	\$2,945,114.00
July 1, 2025	\$3,065,000.00	\$32,150.00	\$1,500.00	\$1,226.00	\$919.50	\$200,000.00	\$2,829,204.50
July 1, 2026	\$3,150,000.00	\$33,000.00	\$1,500.00	\$1,260.00	\$945.00	\$0.00	\$3,113,295.00
July 1, 2027	\$3,240,000.00	\$33,900.00	\$1,500.00	\$1,296.00	\$972.00	\$0.00	\$3,202,332.00
July 1, 2028	\$3,330,000.00	\$34,800.00	\$1,500.00	\$1,332.00	\$999.00	\$0.00	\$3,291,369.00
July 1, 2029	\$3,425,000.00	\$35,750.00	\$1,500.00	\$1,370.00	\$1,027.50	\$0.00	\$3,385,352.50
July 1, 2030	\$3,525,000.00	\$36,750.00	\$1,500.00	\$1,410.00	\$1,057.50	\$0.00	\$3,484,282.50
July 1, 2031	\$4,900,000.00	\$50,500.00	\$1,500.00	\$1,960.00	\$1,470.00	\$0.00	\$4,844,570.00
	\$42,825,000.00						\$41,524,772.50

**Notes to Lease-Revenue Bonds**

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

INDEPENDENT SCHOOL DISTRICT NO. 4D  
CLEVELAND COUNTY, OKLAHOMA  
(Noble Board of Education)

Lease-Revenue Bonds (Payments Made to BancFirst)		
Payment Date	Lease Purchase Acquisition Payment from GO Bond Proceeds	Lease Rental Payments from General (preferred) or Building Fund
March 1, 2018		\$1,500.00
September 1, 2018	\$1,891,509.50	\$1,500.00
March 1, 2019		\$1,500.00
September 1, 2019	\$1,933,888.00	\$1,500.00
March 1, 2020		\$1,500.00
September 1, 2020	\$2,638,431.00	\$1,500.00
March 1, 2021		\$1,500.00
September 1, 2021	\$2,512,626.50	\$1,500.00
March 1, 2022		\$1,500.00
September 1, 2022	\$2,786,826.00	\$1,500.00
March 1, 2023		\$1,500.00
September 1, 2023	\$2,665,970.00	\$1,500.00
March 1, 2024		\$1,500.00
September 1, 2024	\$2,945,114.00	\$1,500.00
March 1, 2025		\$1,500.00
September 1, 2025	\$2,829,204.50	\$1,500.00
March 1, 2026		\$1,500.00
September 1, 2026	\$3,113,295.00	\$1,500.00
March 1, 2027		\$1,500.00
September 1, 2027	\$3,202,332.00	\$1,500.00
March 1, 2028		\$1,500.00
September 1, 2028	\$3,291,369.00	\$1,500.00
March 1, 2029		\$1,500.00
September 1, 2029	\$3,385,352.50	\$1,500.00
March 1, 2030		\$1,500.00
September 1, 2030	\$3,484,282.50	\$1,500.00
March 1, 2031		\$1,500.00
September 1, 2031	\$4,844,570.00	\$1,500.00
	\$41,524,772.50	\$42,000.00



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

<b>Issue Date</b>	<b>Payment Due Date</b>	<b>Principal Payment to UMB from Sinking Fund</b>	<b>Interest Payment to UMB from Sinking Fund</b>
July 1, 2014	January 1, 2018		\$2,887.50
	July 1, 2018	\$275,000.00	\$2,887.50
	January 1, 2019		\$1,512.50
	July 1, 2019	\$275,000.00	\$1,512.50
July 1, 2015	January 1, 2018		\$4,812.50
	July 1, 2018	\$175,000.00	\$4,812.50
	January 1, 2019		\$3,500.00
	July 1, 2019	\$175,000.00	\$3,500.00
	January 1, 2020		\$1,750.00
	July 1, 2020	\$175,000.00	\$1,750.00
July 1, 2016	July 1, 2018	\$1,100,000.00	\$27,500.00
July 1, 2016	July 1, 2018	\$460,000.00	\$46,250.00
	January 1, 2019		\$8,687.50
	July 1, 2019	\$460,000.00	\$8,687.50
	January 1, 2020		\$5,812.50
	July 1, 2020	\$460,000.00	\$5,812.50
	January 1, 2021		\$2,937.50
	July 1, 2021	\$470,000.00	\$2,937.50
June 1, 2017	June 1, 2018		\$22,837.50
	December 1, 2018		\$11,418.75
	June 1, 2019	\$1,575,000.00	\$11,418.75
July 1, 2018	July 1, 2020	\$1,915,000.00	\$134,050.00 (5)
July 1, 2019	July 1, 2021	\$2,160,000.00	\$151,200.00 (5)
July 1, 2020	July 1, 2022	\$2,670,000.00	\$186,900.00 (5)
July 1, 2021	July 1, 2023	\$2,745,000.00	\$192,150.00 (5)
July 1, 2022	July 1, 2024	\$2,820,000.00	\$197,400.00 (5)
July 1, 2023	July 1, 2025	\$2,900,000.00	\$203,000.00 (5)
July 1, 2024	July 1, 2026	\$2,980,000.00	\$208,600.00 (5)
July 1, 2025	July 1, 2027	\$3,065,000.00	\$214,550.00 (5)
July 1, 2026	July 1, 2028	\$3,150,000.00	\$220,500.00 (5)
July 1, 2027	July 1, 2029	\$3,240,000.00	\$226,600.00 (5)
July 1, 2028	July 1, 2030	\$3,330,000.00	\$233,100.00 (5)
July 1, 2029	July 1, 2031	\$3,425,000.00	\$239,750.00 (5)
July 1, 2030	July 1, 2032	\$3,525,000.00	\$246,750.00 (5)
July 1, 2031	July 1, 2033	\$2,450,000.00	\$490,000.00 (5)
	January 1, 2034		\$61,250.00 (5)
	July 1, 2034	\$2,450,000.00	\$61,250.00 (5)

**Notes to General Obligation Bonds**

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



**CAFETERIA PLAN PRE-TAX & AFTER-TAX DEDUCTIONS**

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

Pre-tax:

- 1 American Fidelity
  - Accident
  - Cancer
  - Critical Illness
  - FSA
  - HSA
- 2 EGID- State Health Insurance
- 3 Teachers Retirement of Oklahoma

After-tax:

- 1 American Fidelity
  - Cancer
  - Disability
  - Life
- 2 APOE
- 3 Legal Shield
- 4 Noble Child Nutrition
- 5 NPS Foundation for Academic Excellence
- 6 OEA
- 7 OEA Credit Union

**NON CAFETERIA AFTER-TAX PAYROLL DEDUCTIONS**

- 1 OEA Credit Union
- 2 Legal Shield

**COUNSELING SERVICES**

Keely Humphries- Contracted for Alternative Education

FY 14	\$50.00 per hour
FY 15	\$ 50.00
FY 16	\$ 50.00
FY 17	\$ 50.00
FY 18	\$ 50.00
FY 19	\$ 50.00
FY 20	\$ 50.00
FY 21	\$ 50.00
FY 22	NA



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

The Steve Owens Agency services our account.

FY 13	\$ 127,806.00	Oklahoma Schools Risk Management Trust
FY 14	\$ 144,937.00	Oklahoma Schools Risk Management Trust
FY 15	\$ 139,823.00	Oklahoma Schools Risk Management Trust
FY 16	\$ 153,985.00	Oklahoma Schools Risk Management Trust
FY 16	\$ 4,377.00	Cyber Insurance
FY 17	\$ 159,921.00	Cyber Insurance Included
FY 18	\$ 166,931.00	Cyber Insurance Included
FY 19	\$ 182,850.00	Oklahoma Schools Risk Management Trust/Cyber Insurance
FY 20	\$ 174,726.00	Oklahoma Schools Risk Management Trust/Cyber Insurance
FY 21	\$ 186,202.00	Oklahoma Schools Risk Management Trust/Cyber Insurance
FY 22	\$ 340,749.00	Oklahoma Schools Insurance Group

**LEGAL SERVICES**

Services provided by The Virgin Law Firm, Blake Virgin, Attorney at Law.

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

**NATURAL GAS CONSOLIDATION CONTRACT**

This contract is with Constellation Enterprises for the purchase of natural gas beginning FY22. Constellation Enterprises volume purchases gas at low spot market prices and resales it at an agreed upon discount rate to Noble Schools.

FY 20	\$ 18,971.14	FY 22	\$ 30,000.00
FY 21	\$ 16,000.00		

**NURSING SERVICES**

Loving Care In-Home Health Services

FY 13	\$ 25.00	per hour for LPN	FY 13	\$ 30.00	per hour for RN
FY 14	\$ 25.00		FY 14	\$ 30.00	
FY 15	\$ 25.00		FY 15	\$ 30.00	
FY 16	\$ 25.00		FY 16	\$ 30.00	
FY 17	\$ 25.00		FY 17	\$ 30.00	



Personal Nursing Care

FY 18	\$	7,840.00	FY 21	N/A
FY 19	\$	12,600.00	FY 22	N/A
FY 20	\$	8,000.00		

**PHYSICAL THERAPY & OCCUPATIONAL SERVICES (PT/OT)**

OT- Kim Blanton

FY 13	\$	60.00	per hour
FY 14	\$	60.00	
FY 15	\$	65.00	
FY 16	\$	65.00	
FY 17	\$	65.00	
FY 18	\$	65.00	
FY 19	\$	65.00	
FY 20	\$	70.00	
FY 21	\$	70.00	
FY 22	\$	70.00	

PT- JD McCarty

FY 17	\$	11,000.00
FY 18	\$	11,000.00
FY19	\$	8,000.00
FY 20	\$	8,000.00
FY 21	\$	8,000.00
FY 22	\$	5,000.00

**OKLAHOMA DEPARTMENT OF REHABILITATION SERVICES**

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

**SPEECH PATHOLOGY SERVICES**

ST- Jeannine Lynn

FY 13	\$	60.00	per hour
FY 14	\$	60.00	
FY 15	\$	60.00	
FY 16	\$	60.00	
FY 17	\$	60.00	
FY 18	\$	60.00	
FY 19	No Contracted Therapist		
FY 20	No Contracted Therapist		
Virtual - JD MCCarty			
FY 21	\$	60.00	
FY 22	\$	60.00	

**VISUAL IMPAIRMENT SERVICES**

Nikkie Keck

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

**HEARING IMPAIRED SERVICES**

Shannon Johnson

FY 17	\$	50.00	per hour	FY 20	\$	50.00
FY 18	\$	50.00		FY 21	\$	50.00
FY 19	\$	50.00		FY 22	\$	50.00



**WORKER'S COMPENSATION INSURANCE- COMP RISK**

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

**OSAG**

FY 13	\$ 264,651.00	FY 22	\$ 93,777.00
FY 14	\$ 270,724.00		
FY 15	\$ 282,375.00		
FY 16	\$ 282,545.00		
FY 17	\$ 214,420.00		
FY 18	\$ 198,422.00		
FY 19	\$ 224,073.00		
FY 20	\$ 84,895.00		
FY 21	\$ 100,000.00		

**LEASE PURCHASE & MAINTENANCE AGREEMENTS**

**COPY EQUIPMENT**

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

Lease Purchase		Maintenance	
FY 13	\$ 59,160.00	FY 13	\$ 21,000.00
FY 14	\$ 59,160.00	FY 14	\$ 21,900.00
FY 15	\$ 59,160.00	FY 15	\$ 21,900.00
FY 16	\$ 59,160.00	FY 16	\$ 21,900.00
FY 17	\$ 0.00	FY 17	\$ 21,900.00
FY 18	\$ 30,000.00	FY 18	\$ 21,000.00
FY 19	\$ 30,000.00	FY 19	\$ 21,000.00
FY 20	\$ 30,000.00	FY 20	\$ 21,000.00
FY 21	\$ 30,000.00	FY 21	\$ 21,000.00
FY 22	\$ 30,000.00	FY 22	\$ 21,000.00

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

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



**SOFTWARE SERVICE AGREEMENTS**

**CHILD NUTRITION**

NutriKids

FY 13	\$	3,400.00
FY 14	\$	4,270.00
FY 15	\$	4,359.00
FY 16	\$	4,025.00
FY 17	\$	2,477.00
FY 18	\$	2,540.25
FY 19	\$	2,606.50
FY 20	\$	2,750.00
FY 21	\$	2,717.50
FY 22	N/A	

**MOSAIC**

FY 22	\$	6,675.00
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**COMPUTER NETWORK**

Deep Freeze

FY 13	\$	1,950.00
FY 14	\$	1,950.00
FY 15	\$	3,730.00
FY 16	\$	5,100.00
FY 17-18	\$	5,150.00
FY 19	\$	5,150.00
FY 20	\$	1,837.50
FY 21	N/A	
FY 22	N/A	

Lightspeed

FY 13	\$	10,000.00
FY 14	\$	7,000.00 Added mobile device
FY 15	\$	3,349.00 Added web filter

Securly

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

**MUZNI SIF**

FY 20	\$	3,150.00
FY 21	\$	3,150.00
FY 22	N/A	

**HOONUIT**

FY 22	\$	3,318.12
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**FINANCIAL ACCOUNTING**

ADPC

FY 13	\$	7,680.00
FY 14	\$	8,100.00
FY 15	\$	8,100.00
FY 16	\$	8,220.00
FY 17	\$	8,220.00
FY 18	\$	8,280.00
FY 19	\$	8,280.00
FY 20	\$	8,280.00
FY 21	\$	8,280.00
FY 22	\$	8,280.00

Cisco

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

School Messenger

FY 14	\$	2,900.00
FY 15	\$	2,900.00
FY 16	\$	2,900.00
FY 17	\$	2,900.00
FY 18	\$	2,937.00
FY 19	\$	3,525.00
FY 20	\$	3,701.25
FY 21	N/A	
FY 22	N/A	



NETCHEMIA (sold to People Admin)

FY 13	\$	6,900.00
FY 14	\$	6,900.00
FY 15	\$	6,388.00
FY 16	\$	6,900.00

TLE

FY 20	\$	5,097.37
FY 21	\$	6,161.75
FY 22	\$	6,469.84

People Admin

FY 17	\$	2,765.70
FY 18	\$	4,891.39
FY 19	\$	5,282.70

**CURRICULUM / INSTRUCTION**

Accelerated Reader (Renaissance)

FY 13	\$	4,819.00
FY 14	\$	6,214.00
FY 15	\$	5,236.00
FY 16	\$	5,148.00
FY 17	\$	5,148.00
FY 18	\$	13,004.00
FY 19	\$	6,560.00

Study Island

FY 13	\$	3,242.00
FY 14	\$	4,127.00
FY 15	\$	3,850.00
FY 16	\$	7,126.56
FY 17	\$	3,705.00
FY 18	\$	4,825.17
FY 19	\$	10,329.00

(StarMath, StarMath Early Literacy, & StarReading)

FY 20	\$	18,858.50
FY 21	\$	17,000.00
FY 22		N/A

Total Recall

FY 13	\$	4,223.00
FY 14	\$	4,223.00
FY 15	\$	4,223.00
FY 16	\$	2,990.00
FY 17	\$	2,691.00
FY 18	\$	2,691.00
FY 19	\$	2,691.00
FY 20	\$	2,691.00
FY 21	\$	2,691.00
FY 22	\$	2,691.00

**LIBRARY ACCOUNTING**

Follett

FY 14	\$	3,481.00
FY 15	\$	3,481.00
FY 16	\$	3,481.25
FY 17	\$	3,481.25
FY 18	\$	3,618.75
FY 19	\$	3,705.40
FY 20	\$	3,794.60
FY 21	\$	3,794.60
FY 22	\$	3,855.85



**STUDENT ACCOUNTING**

PowerSchool	
FY 13	\$ 14,090.00
FY 14	\$ 15,590.00
FY 15	\$ 15,590.00
FY 16	\$ 16,317.75
FY 17	\$ 14,254.10
FY 18	\$ 14,321.80
FY 19	\$ 14,747.00
FY 20	\$ 15,200.96
FY 21	\$ 15,796.52
FY 22	\$ 16,590.60

PowerSchool's ZIS (Kimono)

FY 15	\$ 725.00
FY 16	\$ 725.00
FY 17	\$ 725.00
FY 18	\$ 2,552.40
FY 19	\$ 2,552.40
FY 20	\$ 3,204.68
FY 21	\$ 6,161.75
FY 22	\$ 3,204.68

**MEMBERSHIPS, ASSOCIATION, COMMISSION, & ORGANIZATION MEMBERSHIPS**

OSSBA- Oklahoma State School Boards Association

FY 13	\$ 3,225.00	FY 22	\$ 3,600.00
FY 14	\$ 3,600.00		
FY 15	\$ 3,600.00		
FY 16	\$ 3,725.00		
FY 17	\$ 3,725.00		
FY 18	\$ 3,225.00		
FY 19	\$ 3,225.00		
FY 20	\$ 3,225.00		
FY 21	\$ 3,600.00		

OASBO- Oklahoma Association of School Business Leaders

FY 13	\$ 150.00	FY 22	\$ 1,125.00
FY 14	\$ 825.00		
FY 15	\$ 825.00		
FY 16	\$ 825.00		
FY 17	\$ 825.00		
FY 18	\$ 1,500.00		
FY 19	\$ 1,500.00		
FY 20	\$ 1,125.00		
FY 21	\$ 1,125.00		



**(MEMBERSHIPS, ASSOCIATION, COMMISSION, & ORGANIZATION MEMBERSHIPS CONTINUED)**

OTA- Oklahoma Technology Association

FY 13	\$	300.00	FY 22	NA
FY 14	\$	300.00		
FY 15	\$	300.00		
FY 16	\$	300.00		
FY 17	\$	300.00		
FY 18	\$	300.00		
FY 19	\$	300.00		
FY 20		N/A		
FY 21		N/A		

USSA- United Suburban School Association

FY 13	\$	1,100.00	FY 22	0
FY 14	\$	1,100.00		
FY 15	\$	1,100.00		
FY 16	\$	1,100.00		
FY 17	\$	1,100.00		
FY 18	\$	1,100.00		
FY 19	\$	1,100.00		
FY 20		0		
FY 21		0		

**OTHER INFORMATION**

**SURETY BONDS- OLD REPUBLIC SURETY COMPANY**

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



District Treasurer

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

Blanket Bond

FY 13	\$	258.00	\$50,000 Bond
FY 14	\$	258.00	\$50,000 Bond
FY 15	\$	258.00	\$50,000 Bond
FY 16	\$	258.00	\$50,000 Bond
FY 17	\$	258.00	\$50,000 Bond
FY 18	\$	258.00	\$50,000 Bond
FY 19	\$	258.00	\$50,000 Bond
FY 20	\$	258.00	\$50,000 Bond
FY 21	\$	258.00	\$50,000 Bond
FY 22	\$	258.00	\$50,000 Bond

**DISTRICT DEPOSITORY- FIRST STATE BANK**

**DISTRICT ARCHITECT- TAP ARCHITECTURE**



**ACTIVITY  
FUND**

**CHART OF  
ACCOUNTS**

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**For Bank Account:**  
 \* \* \* \* 426

**Total accounts:**  
 7

**Total subaccounts:**  
 150

Account	Sub	Name	Name
<b>0051</b>		CENTRAL OFFICE	
	<b>815</b>		CENTRAL OFFICE ACTIVITY ACCT
	<b>816</b>		ACTIVITY FUND INTEREST
	<b>817</b>		NOBLE STUDENT ASSISTANCE
<b>0105</b>		KID ELEMENTARY	
	<b>801</b>		KID-GENERAL SUPPLY
	<b>802</b>		KID-CLEARING ACCOUNT
	<b>803</b>		KID-SHOUT WEEK
	<b>804</b>		KID-KINDERGARTEN
	<b>805</b>		OPEN ACCOUNT
	<b>806</b>		KID- T-SHIRT ACCOUNT
	<b>807</b>		KID-PICTURE ACCOUNT
	<b>808</b>		KID-BOOK FAIR ACCOUNT
	<b>809</b>		OPEN ACCOUNT
	<b>810</b>		KID-FIELD TRIP ACCOUNT
	<b>811</b>		KID YEARBOOK
	<b>812</b>		KID-COUNSELOR
	<b>813</b>		OPEN ACCOUNT
	<b>814</b>		KID PRE-K
	<b>818</b>		OPEN ACCOUNT
	<b>819</b>		KID-P.E.
<b>0110</b>		PIONEER INTERMEDIATE	
	<b>830</b>		PI-GENERAL SUPPLY
	<b>831</b>		PI-CLEARING ACCOUNT
	<b>832</b>		PIONEER SHOUT WEEK
	<b>833</b>		PI-4TH GRADE
	<b>834</b>		PI-5TH GRADE
	<b>835</b>		OPEN ACCOUNT
	<b>836</b>		PI-MUSIC ACCOUNT
	<b>837</b>		PI-P.E. ACCOUNT
	<b>838</b>		PI-SPECIAL ED ACCOUNT
	<b>839</b>		OPEN ACCOUNT
	<b>840</b>		PI-COMPUTER ACCOUNT
	<b>841</b>		PI-READING
	<b>842</b>		PI-LIBRARY
<b>0115</b>		JKH ELEMENTARY	
	<b>820</b>		JKH-GENERAL SUPPLY

Account	Sub	Name	Name
	<b>821</b>		JKH-CLEARING ACCOUNT
	<b>822</b>		JKH- T-SHIRT/SHOUT/FESTIVAL
	<b>823</b>		JKH-LIBRARY ACCOUNT
	<b>824</b>		JKH-2ND GRADE
	<b>825</b>		JKH-3RD GRADE
	<b>826</b>		JKH-ADOPT A CHILD
	<b>827</b>		JKH-1ST GRADE
	<b>828</b>		JKH-MUSIC
	<b>829</b>		JKH-PHYSICAL EDUCATION
<b>0510</b>		<b>CURTIS INGE MIDDLE SCHOOL</b>	
	<b>845</b>		MS-GENERAL SUPPLY
	<b>846</b>		MS-CLEARING ACCOUNT
	<b>847</b>		MS-ENGLISH (COLE)
	<b>848</b>		MS-LIBRARY ACCOUNT
	<b>849</b>		MS-STUDENT COUNCIL
	<b>850</b>		MS-HOME EC ACCOUNT
	<b>851</b>		MS-LANGUAGE ARTS/WORLD LANG
	<b>852</b>		MS-ART ACCOUNT
	<b>853</b>		MS-MATH ACCOUNT
	<b>854</b>		MS-YEAR BOOK ACCOUNT
	<b>855</b>		MS-TECH ED ACCOUNT
	<b>856</b>		MS-CHORUS ACCOUNT
	<b>857</b>		MS-HONOR SOCIETY
	<b>858</b>		ADOPT - A - CHILD
	<b>859</b>		MS-READING (BOND)
	<b>860</b>		MS-SOCIAL STUDIES
	<b>861</b>		MS-READING (FIELDS)
	<b>862</b>		COMPUTER SCIENCE
	<b>863</b>		MS-FACULTY VENDING
	<b>864</b>		MS-SCIENCE DEPT.
	<b>865</b>		MS-GIFTED AND TALENTED
	<b>866</b>		MS SHOUT WEEK
	<b>867</b>		OPEN ACCOUNT
	<b>868</b>		MS-READING (VANDEWEGE)
	<b>869</b>		MS-POETRY ANIMAL CLUB
<b>0705</b>		<b>HIGH SCHOOL</b>	
	<b>901</b>		HS-STUDENT GENERAL SUPPLIES
	<b>902</b>		HS-CLEARING ACCOUNT
	<b>903</b>		OPEN ACCOUNT
	<b>904</b>		OPEN ACCOUNT

Account	Sub	Name	Name
	<b>905</b>		HS-CHORUS
	<b>906</b>		HS-BPA
	<b>907</b>		HS-DECA
	<b>908</b>		HS-ATAE
	<b>909</b>		HS-FCCLA
	<b>910</b>		HS-FFA
	<b>911</b>		HS-FCA
	<b>912</b>		CLASS OF 2023
	<b>913</b>		CLASS OF 2022
	<b>914</b>		HS-TEACHER GENERAL SUPPLIES
	<b>915</b>		STEM INITIATIVE
	<b>916</b>		HS-FOREIGN LANGUAGE
	<b>917</b>		HS-LIBRARY
	<b>918</b>		HS-DAILY LIVING CENTER
	<b>919</b>		HS-ART CLUB
	<b>920</b>		HS-BAND
	<b>921</b>		HS-BAND BOOSTERS
	<b>922</b>		HS-BAND TOURING
	<b>923</b>		OPEN ACCOUNT
	<b>924</b>		OPEN ACCOUNT
	<b>925</b>		HS-NATIONAL HONOR SOCIETY
	<b>926</b>		HS-SCIENCE CLUB
	<b>927</b>		HS-THESPIANS
	<b>928</b>		HS MUSICAL
	<b>929</b>		HS-STUDENT COUNCIL
	<b>930</b>		HS-YEARBOOK
	<b>931</b>		HS-ART II
	<b>932</b>		HS-BAND UNIFORMS
	<b>933</b>		HS-PSAT/AP TEST
	<b>934</b>		HS-DRIVER'S ED. CLEARING ACCT
	<b>935</b>		HS-GERMAN CLUB
	<b>936</b>		CLASS OF 2021
	<b>937</b>		HS-SPECIAL OLYMPICS UNIFIED
	<b>938</b>		HS-TEACHER APPRECIATION & PROM
	<b>939</b>		NOBLE SWAT
	<b>940</b>		HS-ROBOTICS
	<b>941</b>		HS-CREATIVE WRITING CLUB
	<b>942</b>		2016 SHOUT WEEK
	<b>943</b>		HS-URSIDAE
	<b>944</b>		HS-SCHOLARSHIP ACCOUNT
	<b>945</b>		OPEN ACCOUNT
	<b>946</b>		HS-FOOD PANTRY

Account	Sub	Name	Name
	<b>947</b>		OPEN ACCOUNT
	<b>948</b>		PRISM
	<b>949</b>		WAT - WORK ADJUSTMENT TRAINING
	<b>950</b>		CLASS OF 2020
	<b>951</b>		NOBLE ARCHERY
	<b>952</b>		ETHICS & INTEGRITY
	<b>953</b>		SCIENCE 2
<b>0706</b>		<b>ATHLETICS</b>	
	<b>870</b>		ATHLETICS GENERAL SUPPLY
	<b>871</b>		HS GIRLS GOLF
	<b>872</b>		BASEBALL
	<b>873</b>		HS BOYS BASKETBALL
	<b>874</b>		POWER LIFTERS/FOOTBALL
	<b>875</b>		HS FASTPITCH
	<b>876</b>		HS GIRLS BASKETBALL
	<b>877</b>		CROSS COUNTRY
	<b>878</b>		HS WRESTLING
	<b>879</b>		GIRLS SOCCER
	<b>880</b>		HS GIRLS TRACK
	<b>881</b>		HS VOLLEYBALL
	<b>882</b>		HS CHEERLEADERS
	<b>883</b>		7TH/8TH CHEERLEADERS
	<b>884</b>		NOBLE BEAR DOWN CLUB
	<b>885</b>		HS GOLF
	<b>886</b>		NOBLE ATHLETIC TRAINING
	<b>887</b>		BULL PEN
	<b>888</b>		MS GOLF TEAM
	<b>889</b>		MS-SOCCER
	<b>890</b>		MS GIRLS BASKETBALL
	<b>891</b>		BOYS SOCCER
	<b>892</b>		MS BOYS SOCCER
	<b>893</b>		ATHLETIC SCHOLARSHIP FUND
	<b>894</b>		MS BASEBALL
	<b>895</b>		MS FOOTBALL
	<b>896</b>		MS TRACK
	<b>897</b>		MS VOLLEYBALL
	<b>898</b>		MS BOYS BASKETBALL
	<b>899</b>		HS POM SQUAD

**SALARY**

**SCHEDULES**



EXTRA  
DUTY  
PAY

**EXTRA DUTY SALARY SCHEDULE  
2021-22**

**Athletics**

Athletic extra duty compensation will be determined by the superintendent from a pool of money with a maximum of \$250,000.

**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

**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

**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



# SUPPORT

**SUPPORT SALARY SCHEDULE 2021-22**

**Maintenance**

STEP	CLASS 1	CLASS II	CLASS III	CLASS IV
0	15.50	13.90	12.90	11.00
1	15.70	14.10	13.10	11.20
2	15.90	14.30	13.30	11.40
3	16.10	14.50	13.50	11.60
4	16.30	14.70	13.70	11.80
5	16.50	14.90	13.90	12.00
6	16.70	15.10	14.10	12.20
7	16.90	15.30	14.30	12.40
8	17.10	15.50	14.50	12.60
9	17.30	15.70	14.70	12.80
10	17.50	15.90	14.90	13.00
11	17.70	16.10	15.10	13.20
12	17.90	16.30	15.30	13.40
13	18.10	16.50	15.50	13.60
14	18.30	16.70	15.70	13.80
15	18.50	16.90	15.90	14.00
16	18.70	17.10	16.10	14.20
17	18.90	17.30	16.30	14.40
18	19.10	17.50	16.50	14.60
19	19.30	17.70	16.70	14.80
20	19.50	17.90	16.90	15.00
21	19.70	18.10	17.10	15.20
22	19.90	18.30	17.30	15.40
23	20.10	18.50	17.50	15.60
24	20.30	18.70	17.70	15.80
25	20.50	18.90	17.90	16.00
26	20.70	19.10	18.10	16.20

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

**SUPPORT SALARY SCHEDULE 2021-22**

**Assistants**

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

TIER II Special Education Teaching Assistants with Para Certification

TIER I Teacher Assistants with Para / or have an associate's degree

**SUPPORT SALARY SCHEDULE 2021-22**

**Custodians**

STEP	CLASS I	CLASS II	
0	11.80	11.00	
1	12.00	11.20	
2	12.20	11.40	
3	12.40	11.60	
4	12.60	11.80	
5	12.80	12.00	
6	13.00	12.20	
7	13.20	12.40	
8	13.40	12.60	
9	13.60	12.80	
10	13.80	13.00	
11	14.00	13.20	
12	14.20	13.40	
13	14.40	13.60	
14	14.60	13.80	
15	14.80	14.00	
16	15.00	14.20	
17	15.20	14.40	
18	15.40	14.60	
19	15.60	14.80	
20	15.80	15.00	
21	16.00	15.20	
22	16.20	15.40	
23	16.40	15.60	
24	16.60	15.80	
25	16.80	16.00	
26	17.00	16.20	
			Night shift differential \$.40/hr
Class I	Lead Custodian		
Class II	Custodian		

**SUPPORT SALARY SCHEDULE 2021-22**

**Cafe**

STEP	CLASS I	CLASS II	CLASS III
0	11.60	11.00	10.40
1	11.80	11.20	10.60
2	12.00	11.40	10.80
3	12.20	11.60	11.00
4	12.40	11.80	11.20
5	12.60	12.00	11.40
6	12.80	12.20	11.60
7	13.00	12.40	11.80
8	13.20	12.60	12.00
9	13.40	12.80	12.20
10	13.60	13.00	12.40
11	13.80	13.20	12.60
12	14.00	13.40	12.80
13	14.20	13.60	13.00
14	14.40	13.80	13.20
15	14.60	14.00	13.40
16	14.80	14.20	13.60
17	15.00	14.40	13.80
18	15.20	14.60	14.00
19	15.40	14.80	14.20
20	15.60	15.00	14.40
21	15.80	15.20	14.60
22	16.00	15.40	14.80
23	16.20	15.60	15.00
24	16.40	15.80	15.20
25	16.60	16.00	15.40
26	16.80	16.20	15.60

Class I      Site Manager

Class II     Cook

Class III    Helper

**SUPPORT SALARY SCHEDULE 2021-22**

**Transportation**

STEP	CLASS I	CLASS II	CLASS III
0	15.50	13.50	11.00
1	15.70	13.70	11.20
2	15.90	13.90	11.40
3	16.10	14.10	11.60
4	16.30	14.30	11.80
5	16.50	14.50	12.00
6	16.70	14.70	12.20
7	16.90	14.90	12.40
8	17.10	15.10	12.60
9	17.30	15.30	12.80
10	17.50	15.50	13.00
11	17.70	15.70	13.20
12	17.90	15.90	13.40
13	18.10	16.10	13.60
14	18.30	16.30	13.80
15	18.50	16.50	14.00
16	18.70	16.70	14.20
17	18.90	16.90	14.40
18	19.10	17.10	14.60
19	19.30	17.30	14.80
20	19.50	17.50	15.00
21	19.70	17.70	15.20
22	19.90	17.90	15.40
23	20.10	18.10	15.60
24	20.30	18.30	15.80
25	20.50	18.50	16.00
26	20.70	18.70	16.20

Class I            Transportation Mechanic

Class II           Transportation Drivers

Class III          Transportation Monitors

TRANSPORTATION TRIPS

13.5

**SUPPORT SALARY SCHEDULE 2020-21**

**Clerical**

STEP	CLASS I	CLASS II
0	12.1	11.3
1	12.3	11.5
2	12.5	11.7
3	12.7	11.9
4	12.9	12.1
5	13.1	12.3
6	13.3	12.5
7	13.5	12.7
8	13.7	12.9
9	13.9	13.1
10	14.1	13.3
11	14.3	13.5
12	14.5	13.7
13	14.7	13.9
14	14.9	14.1
15	15.1	14.3
16	15.3	14.5
17	15.5	14.7
18	15.7	14.9
19	15.9	15.1
20	16.1	15.3
21	16.3	15.5
22	16.5	15.7
23	16.7	15.9
24	16.9	16.1
25	17.1	16.3
26	17.3	16.5

Class I

Financial Secretary / Attendance Secretary

Class II

Office Secretary

**SUPPORT SALARY SCHEDULE 2021-22**

**Technician**

STEP	CLASS I	CLASS II
0	13.90	11.20
1	14.10	11.40
2	14.30	11.60
3	14.50	11.80
4	14.70	12.00
5	14.90	12.20
6	15.10	12.40
7	15.30	12.60
8	15.50	12.80
9	15.70	13.00
10	15.90	13.20
11	16.10	13.40
12	16.30	13.60
13	16.50	13.80
14	16.70	14.00
15	16.90	14.20
16	17.10	14.40
17	17.30	14.60
18	17.50	14.80
19	17.70	15.00
20	17.90	15.20
21	18.10	15.40
22	18.30	15.60
23	18.50	15.80
24	18.70	16.00
25	18.90	16.20
26	19.10	16.40

Class I                      Technology Associate

Class II                     Technology Helper

School Nurse  
(LPN)

STEP	CLASS I
0	20.00
1	20.20
2	20.40
3	20.60
4	20.80
5	21.00
6	21.20
7	21.40
8	21.60
9	21.80
10	22.00
11	22.20
12	22.40
13	22.60
14	22.80
15	23.00
16	23.20
17	23.40
18	23.60
19	23.80
20	24.00
21	24.20
22	24.40
23	24.60
24	24.80
25	30.00

Class I LPN  
Certified RN



**CERTIFIED**

**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.

**Certified Teacher Salary Schedule 2019-2020**

YEARS	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +45	Doctorate
0	41,000	42,500	44,190	45,690	47,190	48,690	50,380
1	41,559	43,059	44,749	46,249	47,749	49,249	50,939
2	42,118	43,618	45,308	46,808	48,308	49,808	51,498
3	42,678	44,178	45,868	47,368	48,868	50,368	52,058
4	43,237	44,737	46,427	47,927	49,427	50,927	52,617
5	43,796	45,296	46,986	48,486	49,986	51,486	53,176
6	44,309	45,809	47,499	48,999	50,499	51,999	53,689
7	44,872	46,372	48,062	49,562	51,062	52,562	54,253
8	45,436	46,936	48,626	50,126	51,626	53,126	54,816
9	45,999	47,499	49,189	50,689	52,189	53,689	55,379
10	46,562	48,062	49,753	51,253	52,753	54,253	55,943
11	47,733	49,233	50,992	52,492	53,992	55,492	57,319
12	48,301	49,801	51,560	53,060	54,560	56,060	57,887
13	48,869	50,369	52,128	53,628	55,128	56,628	58,455
14	49,436	50,936	52,696	54,196	55,696	57,196	59,023
15	50,004	51,504	53,263	54,763	56,263	57,763	59,590
16	51,091	52,591	54,351	55,851	57,351	58,851	60,679
17	51,659	53,159	54,919	56,419	57,919	59,419	61,247
18	52,227	53,727	55,487	56,987	58,487	59,987	61,815
19	52,795	54,295	56,055	57,555	59,055	60,555	62,383
20	53,363	54,863	56,623	58,123	59,623	61,123	62,951
21	54,451	55,951	57,712	59,212	60,712	62,212	64,041
22	55,019	56,519	58,280	59,780	61,280	62,780	64,609
23	55,588	57,088	58,848	60,348	61,848	63,348	65,177
24	56,156	57,656	59,417	60,917	62,417	63,917	65,746
25	56,724	58,224	59,985	61,485	62,985	64,485	66,314
26	58,723	60,223	62,020	63,520	65,020	66,520	68,394
27	59,291	60,791	62,588	64,088	65,588	67,088	68,962
28	59,859	61,359	63,156	64,656	66,156	67,656	69,530

REPLACEMENT

SCHEDULES



# BUS REPLACEMENT SCHEDULE

Current Status:

18 Route Buses

11 Activity Buses

12 Back-Up Buses

6 Out of Service Buses

# Bus Replacement Schedule

Veh. #	Year	Make	Engine	VIN#	FY21	FY22	FY23	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34
*693	2000	INT BB	INT/444E	1HVBBABM9YH287693		X	X											
643	2012	BB	CMS/6.7L	1BAKGCPCF283643				XX										
A*476	2013	BB	CMS/6.7L	1BAKGCPI1DF291476					XX									
A370	2013	BB	CMS/6.7L	1BAKBCPH9DF291370				X							X			
980	2018	BB	CMS/6.7L	1BAKFCSH9JF340980								X					X	
13	2019	BB	CMS/6.7L	1BAKGC6H6KF347013								X					X	
14	2019	BB	CMS/6.7L	1BAKGC6H8KF347014								X					X	
*578	2011	INT BB	CMS/6.7L	1BAKGCPC4BF279578			X			X								
*579	2011	INT BB	CMS/6.7L	1BAKGCPC6BF279579			X			X								
*580	2011	INT BB	CMS/6.7L	1BAKGCPC2BF279580			X			X								
*581	2011	INT BB	CMS/6.7L	1BAKGCPC4BF279581			X			X								
*379	2010	FR TH	CMS/6.7L	4UZABRDU5ACAR2379			X											
**603	2010	INT BB	INT/6.4LV8	4DRBUSKP78B166603	X				X									
*604	2010	INT BB	INT/6.4LV8	4DRBUSKP9AB166604			X											
**605	2010	INT BB	INT/6.4LV8	4DRBUSKP0AB166605	X				X									
*607	2010	INT BB	INT/6.4LV8	4DRBUSKP4AB166607			X			X								
**796	2009	INT BB	CMS/6.7L	1BAKGCPC6BF256796	X													
**371	2008	INT BB	CAT/IC7	1BAKGCCKA38F248371	X		X											
*287	2001	INT I/C	INT/444E	1HVBRABP92B920287			X											
A045	1997	CHEVY	350V8	1GBHG31R9V1091045			X											
*105	2002	INT I/C	INT/444E	1HVBRABP32B945105			X											
A594	1997	CHEVY	350V8	1GBHG31R9V1091594			X											
599	2017	BB BB	CMS/6.7L	1BAKGCPCF325599							X							
*658	2012	BB BB	CMS/6.7 L	1BAKGCPC2CF283658			X				X							
A*087	2012	BB BB	CMS/6.7 L	1BAKCCPHCF289087			X				X							
400	2018	BB BB	CMS/6.7 L	1BAKGCPI8JF337400								X		X				
401	2018	BB BB	CMS/6.7 L	1BAKGCPCXJF337401								X		X				
A*291	2015	BB BB	CMS/6.7 L	1BAKGCPI7FF306291					X					X				
290	2015	BB BB	CMS/6.7 L	1BAKGCPI5FF306290										X				
601	2019	CHEVY/BI3	GM6.0L	1GB3G5BG5K1185601								X		X				
*289	2002	INT/HHE	INT/444E	1HUBRABP22B920289									X					
A558	2018	BB BB	CMS/6.7 L	1BAKGC6H5KF356558								X						
A478	2013	BB BB	CMS/6.7 L	1BAKGCPI5OF291478			X											
Veh. #	Year	Make	Engine	VIN#	FY21	FY22	FY23	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34





# EQUIPMENT REPLACEMENT SCHEDULE

## District Requirement:

- 1 Backhoe/Loader
- 2 Stock Trailers
- 4 Utility Tractors
- 2 Riding Mowers
- 6 Zero Turning Radius Mowers
- 2 4wd lawn tractor
- 2 Front End Loaders

# Equipment Replacement Schedule

Equipment	Year	VIN#	Proj. Life	FY 15	FY 16	FY 17	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28
Band Trailer	2008	6017	12 years							X							
Dump Trailer		DMA1472bssk-SW031342401															
Lamar 1700 lb Trailer	2014	5RVUT162XEM017739	15 years							X							X
Interstate Trailer	2011	4RASC2022BC031060	15 years							X					X		
AG Stock Trailer	2010	4SAES182285051814	14 years											X			
Holt Trailer Tilt	2005	5 x 10	15 years							X							
Lift Trailer	2007	5 x 12	20 years														X
Lawn Trailer	2007	6 x 20	20 years														X
Car Hauler Trailer	1999	6 x 18	20 years								X						
WW Stock Trailer	2000	11WHSR622YW256193	20 years							X							
Bad Boy Mower		BRG133YA0719003															
Cub Cadet	2012	LTX1042	R. as N.								X						
Cub Cadet Zero Turn		1L058H30060															
Cub Cadet Zero Turn		1G169HG0025															
Husqvarn Mower		042919A005804															
Hustler Mower	2011	11062658	12 years									X					
Jacobson Reel Mower		67818 2444								X							
Scag Mower	2015	K0302716	12 years														X
Steiner Lawn Tractor	2008	FNC0109	12 years							X							
Steiner Lawn Tractor	2014	75-72010-0227	12 years												X		
Steiner Lawn Tractor	2006	T4468	12 years														
Steiner Lawn Tractor	2003	K3783	12 years														
Wright Z Turn	2006	25KWE	12 years											X			
Bob Cat		94254300644															X
Kubota Tractor	2011	56382	20 years														
John Deere Tractor	2004	LV4610P365286	20 years													X	
Tractor/loader/backhoe	1976	8967049	R. as N.											X			
Front Loader	2011	A7138	20 years							XX							
Case Skid Loader		UAF0134775															
Crown Forklift		9A205339															
Genie Lift		452-21-1013															
*Red Ford Tractor	1954	4024C	R. as N.														X
*800 Series Ford Tractor	1958	312480	Out of Service														
<b>NOTES:</b>																	
<b>R. as N. = Replace as needed</b>																	
<b>Maintenance Recommendation</b>																	



# VEHICLE REPLACEMENT SCHEDULE

## District Requirement:

- 1 Security Vehicle
- 1 Utility Truck
- 1 Vo. Ag. Truck
- 1 Four Door Sedan
- 6 Suburbans
- 5 Maintenance Pick-Ups

Vehicle Replacement Schedule

Vehicle	Year	VIN#	Proj. Life	FY 20	FY 21	FY 22	FY 23	FY 24	FY 25	FY 26	FY 27	FY 28	FY 29	FY 30	FY 31	FY 32	FY 33
Chev. Suburban	2018	1GNCKEC5JR359573	10 years								X	X					
Chev. Suburban	2018	1GNCKEC7JR359557	10 years								X	X					
Ford	2014	1FT7W2BT9EEB36668	5 years					X									
Chev. Suburban	2013	1GNSC5E06DR104006	10 years					X									
Chev. Suburban	2013	1GNSC5E01DR105273	10 years					X									
Chev. Impala	2008	2G1WB58K289207085	9 years			X		X									
GMC P/U	2008	1GCHK23688F213800	15 years					X									
GMC P/U	2006	1GTHC23U86F109039	17 years			X		X									
Chev. Suburban	2004	1GNEC16T14J301128	10 years			X		X									
Chev. Suburban	2004	1GNEC16T84J298938	10 years			X		X									
Chev. P/U	2002	1GTHC23U22F179498	15 years			X		X									
Ford F150 P/U	1998	1FTDX176XWKA07094	13 years			X		X									
Chev. P/U	1996	1GCGC33R3TF018740	23 years			X		X									
Isuzu Truck	1994	JALB4B1K9R7011705	R. as N.			X		X									
Chev. Malibu	2019	1G1ZB5STOKF150768	15 years								X	X					
Mitsubishi Fuso T	2019	HUZBYG115KGGK1620	15 years								X	X					
Dodge Durango	2019	1C4RDJFJG2KC701517	15 years								X	X					
GMC P/U	1999	1GTEC19TH4XZ527738				X		X									
Nissan Versa	2015	3N1CN7AP5FL914245								X							
Toyota Corolla	2012	2T1B04EE7CC795440								X							
Ford F350 P/U	2021	1FT7W2BN5MED52422	15 years								X						
GMC Sierra	2013	3GTP2TE74DG372121	10 years														X
GMC NC1	2007	3GTEC13J47G537483	7 years														X
<b>NOTES:</b>																	
R. as N. =Replace as Needed																	
Mechanic's recommendation																	



# TECHNOLOGY REPLACEMENT SCHEDULE

2022

Noble Schools  
Technology Inventory



Published on:  
September 13, 2021

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*Device age based from order date to 9/1/21*

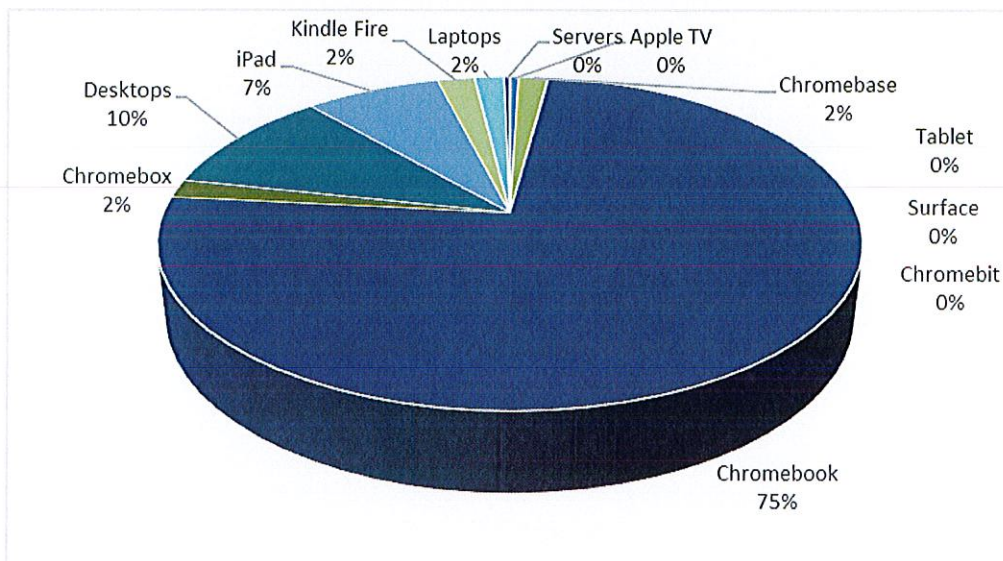
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### Device Total

Primary Use: All

Devices: All

Age	Apple TV	Chromebase	Chromebit	Chromebook	Chromebox	Desktops	iPad	Kindle Fire	Laptops	Servers	Surface	Tablet	Grand Total
0-1				1434		129	32		7	5			1607
1-2				2106		3	15		5				2129
2-3		25	3	482		85			10		1		606
3-4		33		301	111	301	51		6	1			804
4-5		25	1	259	1	70			3	1			360
5-6				75		6	28	8	1	1			119
6-7		16		34	2	16	21	39	32	4	1		165
7-8		3		58	1	24	91		7			1	185
8-9	28			111		33	249	86	35	8			550
<b>Total</b>	<b>28</b>	<b>102</b>	<b>4</b>	<b>4860</b>	<b>115</b>	<b>667</b>	<b>487</b>	<b>133</b>	<b>106</b>	<b>20</b>	<b>2</b>	<b>1</b>	<b>6525</b>



2021 Computer Inventory

*Devices by Use*

Age	Administration	Board Members	Server	Storage	Student Assigned	Student Classroom	Student Lab/Lib	Surplus-Trash	Teacher	(blank)	Storage	Grand Total
0-1	111	7	5		1416		44		24			1607
1-2	3				2054	29	16		15	12		2129
2-3	41		3	1	435	15	59		44	7	1	606
3-4	43		1	33	259	13	274		173	4	4	804
4-5	39		1	6	197	10	84		20	3		360
5-6	6	10	1		9	5	87		1			119
6-7	11		7	4	6	43	79		13	2		165
7-8	3			1		94	86		1			185
8-9	28		8	5	30	87	278	2	112			550
<b>Total</b>	<b>285</b>	<b>17</b>	<b>26</b>	<b>50</b>	<b>4406</b>	<b>296</b>	<b>1007</b>	<b>2</b>	<b>403</b>	<b>28</b>	<b>5</b>	<b>6525</b>

*Devices by Location*

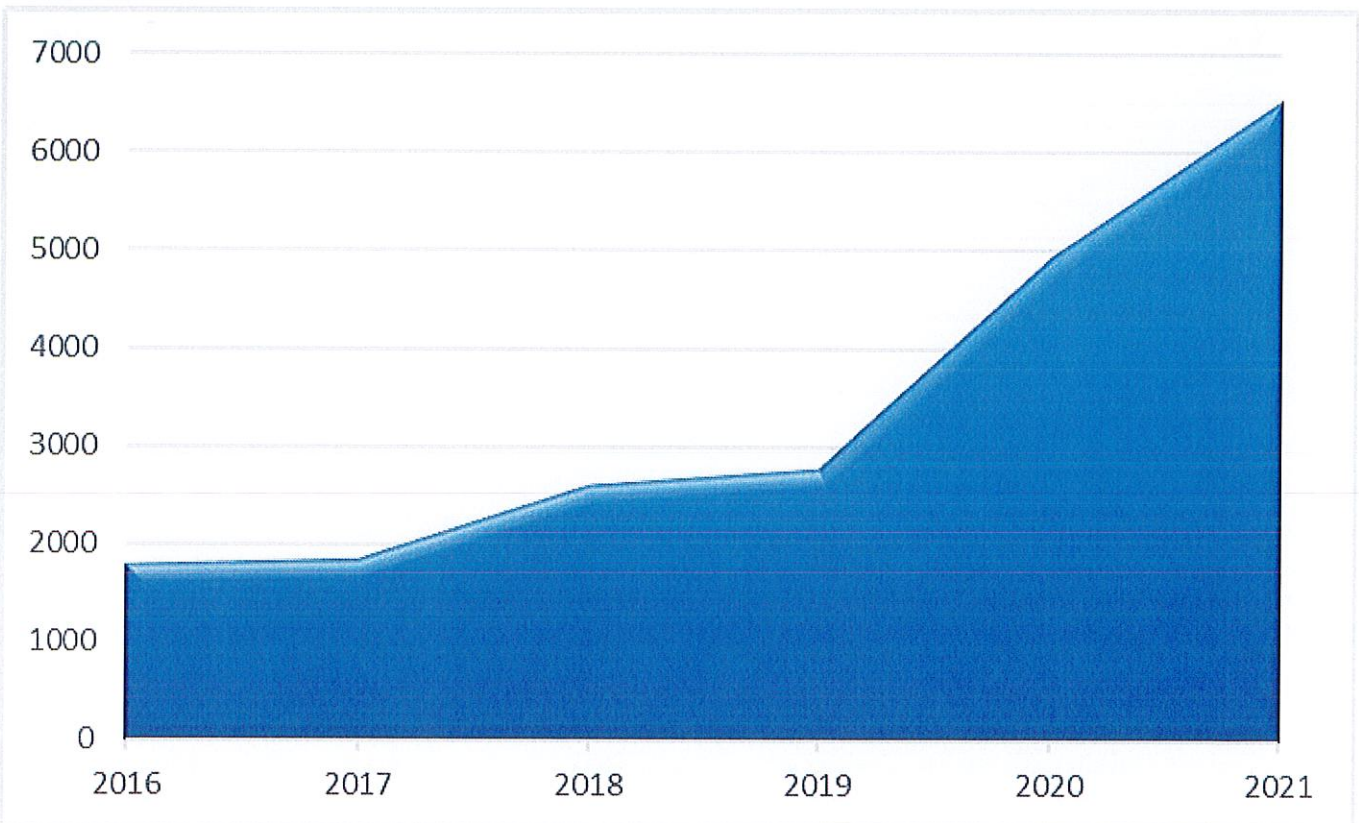
Age	CO	High School	Hubbard Elementary	Inge Middle School	KID Elementary	Pioneer Intermediate	The Den	(blank)	Grand Total
0-1	407	334	13	820	4	29			1607
1-2	7	454	620	249	348	441		10	2129
2-3	26	298	27	212	24	18	1		606
3-4	65	237	89	264	71	78			804
4-5	45	176	55	58	17	9			360
5-6	38	42	14	9	12	4			119
6-7	26	77	27	20	7	8			165
7-8	14	69	81	2	10	9			185
8-9	103	107	134	128	22	56			550
<b>Total</b>	<b>731</b>	<b>1794</b>	<b>1060</b>	<b>1762</b>	<b>515</b>	<b>652</b>	<b>1</b>	<b>10</b>	<b>6525</b>

## Devices Total by Years

Primary Use: All

Devices: All

Device	2016	2017	2018	2019	2020	2021
Student Enrollment	2880	2865	2752	2785		2982
Apple TV	25	25	27	28	28	28
Chromebase			48	74	103	102
Chromebit				3	4	4
Chromebook	148	331	829	1210	3392	4860
Chromebox			108	112	115	115
Desktops	884	761	751	637	593	667
iMAC	1	1	1	1	1	0
iPad	330	337	416	440	440	487
Kindle Fire	102	110	133	133	133	133
Laptops	278	252	269	102	98	106
Servers	19	23	21	24	21	20
Surface	1	1	2	2	2	2
Tablet	2	2	2	2	2	1
<b>Total</b>	<b>1790</b>	<b>1844</b>	<b>2608</b>	<b>2768</b>	<b>4931</b>	<b>6525</b>



Year	Desktops	Laptops	Chromebase	Chromebook	Chromebox	Chromebit	iPad	Apple TV	Kindle Fire	Tablet	Surface	IMAC	Servers	UPS	Total
2016	884	278		148			330	25	102	2	1	1	19	1	1790
2017	761	252		331			337	25	110	2	1	1	23	1	1844
2018	751	269	48	829	108		416	27	133	2	2	1	21	1	2608
2019	638	102	74	1209	112	3	440	28	133	2	2		24		2768
2020	593	98	103	3392	115	4	440	28	133	2	2	1	21		4931
2021	667	106	102	4860	115	4	487	28	133	1	2	0	20		6525

Year	Administration	Teacher	Student Lab/Lib	Student Classroom	Student Assigned	Board Members	Not Yet Specified	Server	Storage	Total
2017	157	253	1004	396		10		24		1844
2018	162	419	1516	475		10		26		2608
2019	178	372	1623	311		10	147	28	85	2768
2020	170	377	1305	340	2635	10	10	27	53	4931
2021	285	403	1007	296	4406	26	21	26	55	6525

### Student to Device Ratio

Total number of devices for student use is 2982 students to 5,709 devices or 1 student to 1.914 devices. With 4,406 devices being assigned to a student.

	2016	2017	2018	2019	2020	2021
Total Student Devices	1468	1400	1991	1934	4280	5709
Enrollment	2880	2865	2752	2785	2795	2982
Ratio	1 to .51	1 to .49	1 to .72	1 to .69	1 to 1.53	1 to 1.914

### Technology Staff to Device Ratio

With the addition of 1,607 device in the last year it puts our technology staff to device ratio at 1 tech to 1,233 devices.

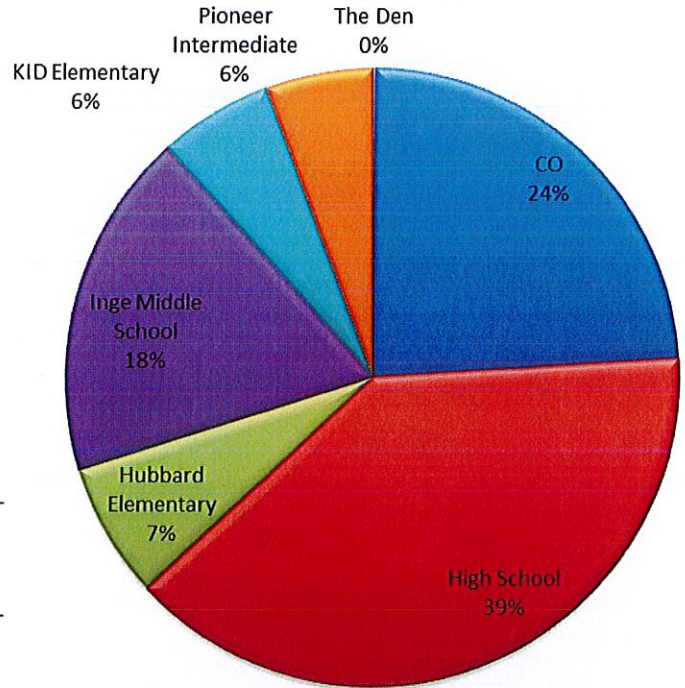
	2017	2018	2019	2020	2021
Total Devices	1844	2608	2768	4931	6525
It Staff	4	4	3	4	4
Device to Staff	461	652	923	1,233	1,631

### Desktops / Laptops / Surface Pro

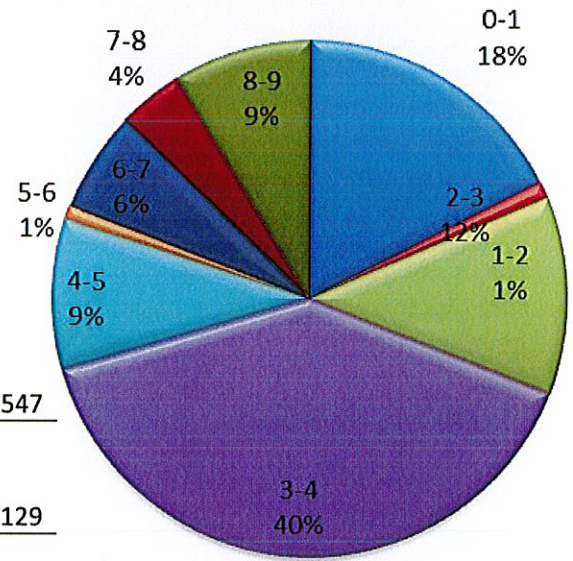
Primary Use: All

Devices: Desktops / Laptops / Surface Pro

Age	CO	High School	Hubbard Elementary	Inge Middle School	KID Elementary	Pioneer Intermediate	The Den	Grand Total
0-1	87	39		10				136
1-2	3	4		1				8
2-3	25	27	10	12	19	2	1	96
3-4	26	117	28	87	17	32		307
4-5	17	24	10	8	7	7		73
5-6		7						7
6-7	18	14	2	10	2	3		49
7-8	2	28	1	1				32
8-9	8	43	4	12	1			68
<b>Total</b>	<b>186</b>	<b>303</b>	<b>55</b>	<b>141</b>	<b>46</b>	<b>44</b>	<b>1</b>	<b>776</b>



Age	Administration	Server	Storage	Student Assigned	Student Classroom	Student Lab/Lib	Surplus-Trash	Teacher	(blank)	Storage	Grand Total
0-1	90					44		2			136
1-2	1					3		4			8
2-3	37	3	1	1	2	6		44	1	1	96
3-4	38		4			86		171	4	4	307
4-5	34		6		1	10		20	2		73
5-6	5					2					7
6-7	9	3	4		25			6	2		49
7-8	2		1		12	17					32
8-9	3		5		16	37	2	5			68
<b>Total</b>	<b>219</b>	<b>6</b>	<b>21</b>	<b>1</b>	<b>56</b>	<b>205</b>	<b>2</b>	<b>252</b>	<b>9</b>	<b>5</b>	<b>776</b>



## Chrome Devices

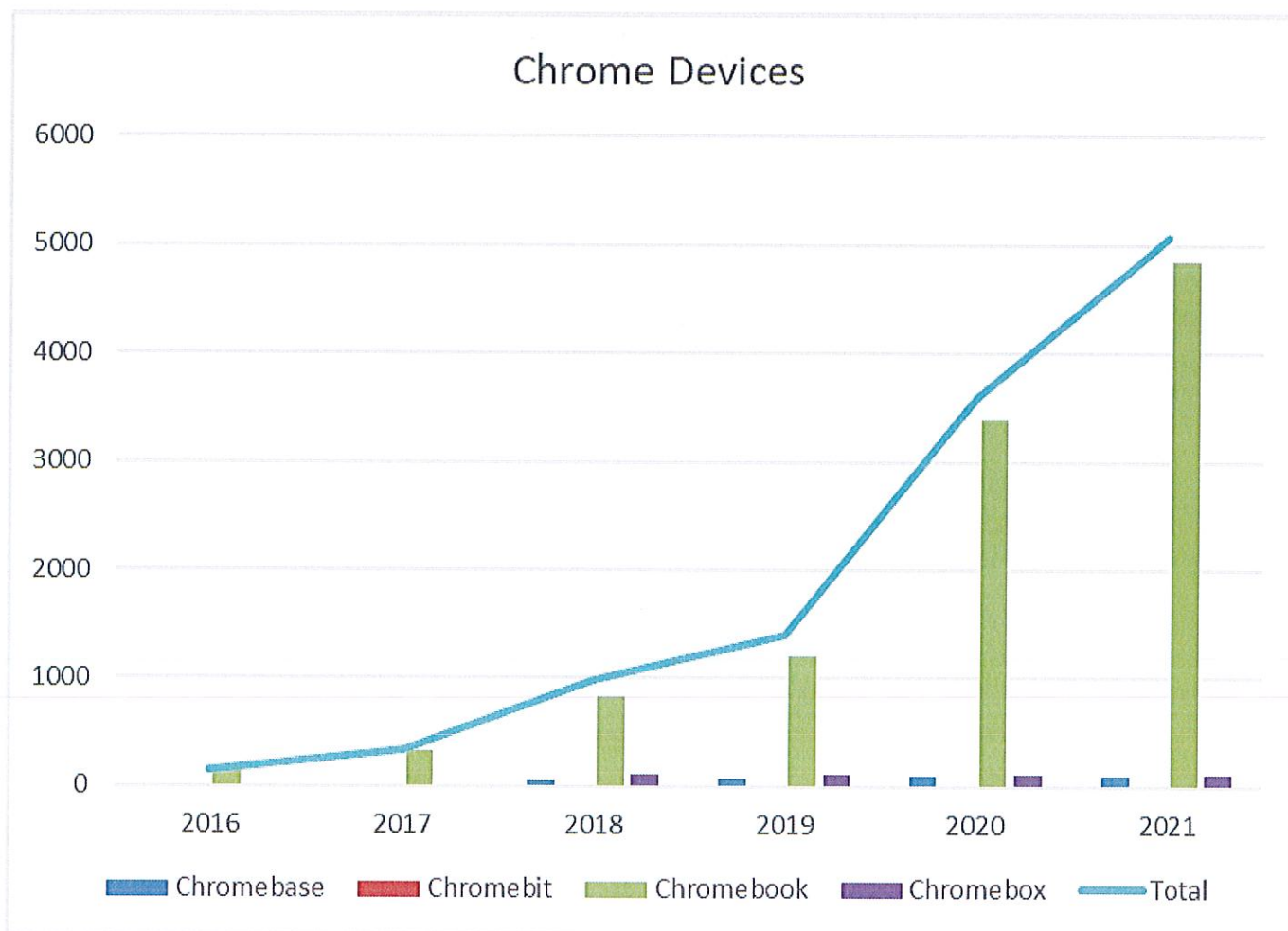
Primary Use: All

Devices: Chromebook, ChromeBase, ChromeBit, ChromeBox

Now Chromebooks make up 75% of our total inventory and are the primary devices used by students. We currently have 2,782 touch Chromebook that are assigned to students grades Pre-k to 9<sup>th</sup>. 10 – 12<sup>th</sup> grades are assigned non-touch Chromebooks. The max recommended age of a Chromebook is 5 years.

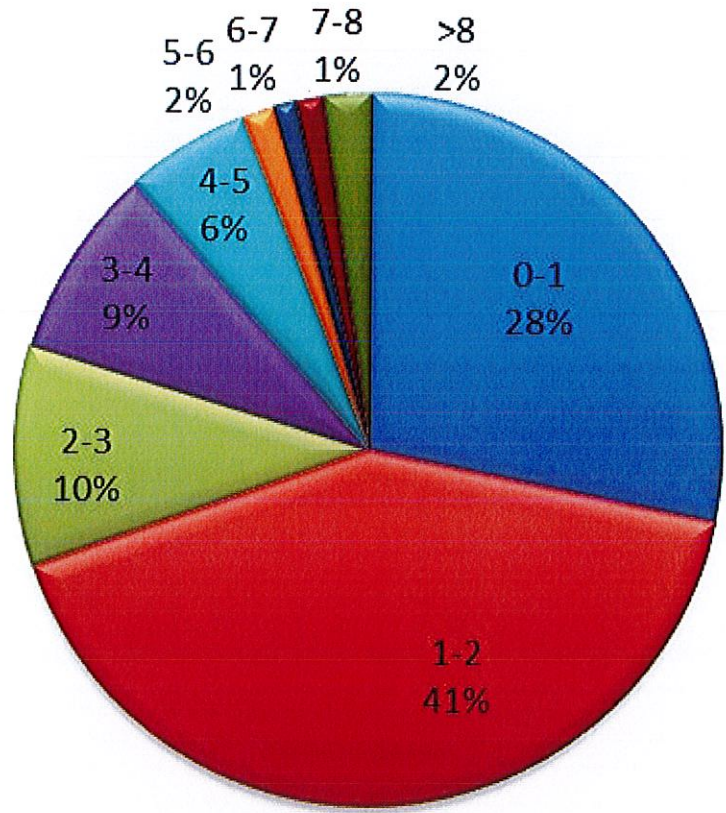
Device	2016	2017	2018	2019	2020	2021
Chromebase			48	74	103	102
Chromebit				3	4	4
Chromebook	148	331	829	1210	3392	4860
Chromebox			108	112	115	115
Total	148	331	985	1399	3614	5081

Touch Chromebooks	
11 X360 G1	24
11 X360 G2	1263
11 X360 G3	495
11 G8	1000
<b>Total</b>	<b>2782</b>



Chrome Devices by Device Type

Age	Chromebase	Chromebit	Chromebook	Chromebox	Grand Total
0-1			1,434		1,434
1-2			2,106		2,106
2-3	25	3	482		510
3-4	33		301	111	445
4-5	25	1	259	1	286
5-6			75		75
6-7	16		34	2	52
7-8	3		58	1	62
8-9			111		111
<b>Total</b>	<b>102</b>	<b>4</b>	<b>4,860</b>	<b>115</b>	<b>5,081</b>



Chrome Devices by Use

Age	Administration	Storage	Student Assigned	Student Classroom	Student Lab/Lib	Teacher	(blank)	Grand Total
0-1			1416			18		1434
1-2			2054	17	13	10	12	2106
2-3	4		434	13	53		6	510
3-4	3	29	259	13	140	1		445
4-5	5		197	9	74		1	286
5-6			9	3	62	1		75
6-7	1		6	4	40	1		52
7-8				4	58			62
8-9			30		80	1		111
<b>Total</b>	<b>13</b>	<b>29</b>	<b>4405</b>	<b>63</b>	<b>520</b>	<b>32</b>	<b>19</b>	<b>5081</b>

Chrome Devices by Location

Age	CO	High School	Hubbard Elementary	Inge Middle School	KID Elementary	Pioneer Intermediate	(blank)	Grand Total
0-1	308	272	12	809	4	29		1434
1-2	2	450	620	235	348	441	10	2106
2-3	1	271	17	200	5	16		510
3-4	37	119	61	176	6	46		445
4-5	27	152	45	50	10	2		286
5-6	27	33	4	1	7	3		75
6-7	3	24	15	4	1	5		52
7-8	12	41				9		62
8-9	75	6	3	25	1	1		111
<b>Total</b>	<b>492</b>	<b>1368</b>	<b>777</b>	<b>1500</b>	<b>382</b>	<b>552</b>	<b>10</b>	<b>5081</b>

**Negotiated Contract**

*Between the*

**Noble Board of Education**

*and the*

**Noble Association of  
Classroom Teachers**

**2021-2022**

*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**

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. The initial meeting shall be held on or before April 1, unless postponed by mutual agreement of the respective spokespersons. 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 counterproposals on which tentative agreement has been reached and proposals and/or counterproposals 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. Time lines 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**

Upon declaration of impasse, the items causing the impasse shall be submitted to impasse resolution procedures as provided in 70 O.S., 1992, Section 509.7.

## **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**

The following committees will be required to rotate members every three years: Professional Development, Health and Wellness/Safe School- and Curriculum.

**Article II-7**  
**CONFERENCE DAYS**

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.

**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 1<sup>st</sup>, 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.

**Article II-14**

**DUTY-FREE PLANNING TIME**

A teacher's instructional workday shall consist of eight (8) hours including lunch and 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.

**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 15<sup>th</sup>, 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 Board will cause to be posted a notice of vacancies in current positions or new positions that are to be filled by certified/licensed personnel, including vacancies in all extra duty positions listed in the appendix of this contract (Article VI-3). Said notice will be posted on the Central Office bulletin board and at each site at the time the vacancy occurs. A copy of vacancies posted shall be emailed to the district at the time it is posted. During the time from April 10 to ten (10) days prior to the reporting date for teachers, this notice shall be posted for a minimum of five (5) working days before the vacancy is filled. From ten (10) days prior to the reporting date for teachers until the completion of the fifth day of classes, the vacancies may be filled without delay. For the remainder of the school year, this notice shall be posted on the Central Office bulletin board and at each site for a minimum of three (3) working days before the position is filled.

Teachers currently employed by Noble Public Schools who desire to be considered for vacancies that occur during the summer months when school is not in session may so state 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 licensed or probationary teacher, the licensed or probationary teacher will be terminated.

If a career teacher holding a position being eliminated is certified to teach in a position held by another career teacher, the following criteria will be used, in order, to determine who will fill the position.

- 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. 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, the 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 licensed teacher holding a position being eliminated is licensed to teach in a position held by another licensed teacher, the criteria listed above (1. a-d) 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 or abuse of a school employee shall be reported by the employee to the building principal. The employee may also report the incident to the police without fear of repercussion.
- E. Employees must report on the job inquiry within 24 (twenty four) hours to be covered under the school's workmen's compensation injury policy.

#### **Article II-26**

##### **SALARY DEDUCTIONS AND INFORMATION**

All teachers shall complete and sign a payroll deduction form at the beginning of each school year. A copy of said form will be given to the teacher at the time it is presented to the payroll clerk. If any payroll adjustment is to be made after the authorization form has been submitted, the affected teacher(s) will be notified prior to the time the adjustment is made. Since United 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 certified mail with return receipt requested.

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 eight (8) hours in length. 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.

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

Teachers' work year in Noble Public Schools will be nine (9) Professional Development days, two (2) work days, and a minimum of 1,050 instructional hours, inclusive of two (2) Conference Days. A minimum of three (3) hours will be allocated to teachers to work in their rooms on each of the two work days.

**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 licensed/certified personnel who substitute for others at the request of the principal during their planning time will be compensated \$10.00 per class period. When a substitute teacher cannot be obtained and other teachers are assigned additional students during their regular teaching time, said teachers shall be compensated a prorated portion of the additional class assigned to the teacher, which shall not be less than \$2.50 per period.

All assignments of licensed/certified personnel to substitute during their planning time or to take on larger than their normal class load during their regular teaching 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 Superintendent'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. Official transcripts 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. 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:

1. If the teacher uses 120 (one hundred and twenty) days of accumulated sick leave to count toward retirement, the number of accumulated sick leave days above 120 (one hundred and twenty) days during employment with Noble Public Schools will be paid at \$30.00 per day.

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 for unforeseen circumstances which reasonably keep a teacher from performing his/her duties. 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**

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 180-day basis.

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 Sick Leave Committee 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.

\*NOTE: Teachers who are contracted for 220 work days will be entitled to eleven (11) sick leave days, and teachers who are contracted for 240 work days will be entitled to twelve (12) sick leave days.

#### **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.

## **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.

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 \_\_\_\_\_

Principal \_\_\_\_\_

Recommendation:

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.

**Certified Teacher Salary Schedule 2019-2020**

YEARS	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +45	Doctorate
0	41,000	42,500	44,190	45,690	47,190	48,690	50,380
1	41,559	43,059	44,749	46,249	47,749	49,249	50,939
2	42,118	43,618	45,308	46,808	48,308	49,808	51,498
3	42,678	44,178	45,868	47,368	48,868	50,368	52,058
4	43,237	44,737	46,427	47,927	49,427	50,927	52,617
5	43,796	45,296	46,986	48,486	49,986	51,486	53,176
6	44,309	45,809	47,499	48,999	50,499	51,999	53,689
7	44,872	46,372	48,062	49,562	51,062	52,562	54,253
8	45,436	46,936	48,626	50,126	51,626	53,126	54,816
9	45,999	47,499	49,189	50,689	52,189	53,689	55,379
10	46,562	48,062	49,753	51,253	52,753	54,253	55,943
11	47,733	49,233	50,992	52,492	53,992	55,492	57,319
12	48,301	49,801	51,560	53,060	54,560	56,060	57,887
13	48,869	50,369	52,128	53,628	55,128	56,628	58,455
14	49,436	50,936	52,696	54,196	55,696	57,196	59,023
15	50,004	51,504	53,263	54,763	56,263	57,763	59,590
16	51,091	52,591	54,351	55,851	57,351	58,851	60,679
17	51,659	53,159	54,919	56,419	57,919	59,419	61,247
18	52,227	53,727	55,487	56,987	58,487	59,987	61,815
19	52,795	54,295	56,055	57,555	59,055	60,555	62,383
20	53,363	54,863	56,623	58,123	59,623	61,123	62,951
21	54,451	55,951	57,712	59,212	60,712	62,212	64,041
22	55,019	56,519	58,280	59,780	61,280	62,780	64,609
23	55,588	57,088	58,848	60,348	61,848	63,348	65,177
24	56,156	57,656	59,417	60,917	62,417	63,917	65,746
25	56,724	58,224	59,985	61,485	62,985	64,485	66,314
26	58,723	60,223	62,020	63,520	65,020	66,520	68,394
27	59,291	60,791	62,588	64,088	65,588	67,088	68,962
28	59,859	61,359	63,156	64,656	66,156	67,656	69,530

**EXTRA DUTY SALARY SCHEDULE  
2021-22**

**Athletics**

Athletic extra duty compensation will be determined by the superintendent from a pool of money with a maximum of \$250,000.

**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

**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

**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

## **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

\_\_\_\_\_  
Clerk, Noble Board of Education

\_\_\_\_\_  
Chief Spokesperson    Date

\_\_\_\_\_  
Chief Spokesperson

# NEGOTIATED AGREEMENT

Between the

NOBLE BOARD OF  
EDUCATION

And

NOBLE SUPPORT PERSONNEL  
ASSOCIATION

FOR 2021-2022

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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, 2021 until a successor agreement is negotiated by the parties. All provisions dealing with compensation, benefits and leave shall be retroactive to July 1<sup>st</sup> 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 position(s) at least thirty (30) calendar days prior to the effective date of such reduction in force.
  2. The Board will determine which position(s) will be subject to reduction in force according to department (i.e. clerical, transportation, technology, custodian, cafeteria, assistant, and maintenance). The appropriate administrator/department head shall then identify the specific 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 as 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. 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 in 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

- 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. Upon completion of the family or medical leave, the employee will be entitled to return to his/her previous position of employment or a like position if the previous position is not available.

#### ARTICLE XVII: 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  
Thanksgiving (2 days)  
New Year's Day (2 days)  
Memorial Day

Labor Day  
Christmas (3 days)  
Spring Break (2 days)

#### ARTICLE XVIII: 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 XIX: 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 XX: 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 XXI: LEAVE DAY DEFINED

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

#### ARTICLE XXII: 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 XXIII: 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.

3. 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

1. 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.
2. 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.
3. 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.
4. 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 XXIV: 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 XXV: 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 XXVI: 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 XXVII: 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 XXVIII: 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 XXIX: 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 XXX: 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 XXXI: 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 XXXII: 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 XXXIII: 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 XXXIV: COMPENSATION

- A. Pay Date
  - 1. Support employees will receive their paychecks twice a month on the 15<sup>th</sup> 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.

- D. Custodians who are contracted to work an evening shift (until at least 9:00 pm) with Noble Public Schools will be compensated an additional twenty cents (.20) per contracted hour as shift differential pay.
- E. 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.
- F. 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.
- G. If the negotiated contract for the ensuing year has not been ratified prior to the beginning of the support employee contract year, said employee will 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.
- H. Non-certified coaches that have been approved by the board shall be entitled to the salary that is applicable to the certified position.
- I. There will be a minimum of two hours pay on all transportation trips.

#### ARTICLE XL: 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 2021-22**

**Maintenance**

STEP	CLASS 1	CLASS II	CLASS III	CLASS IV
0	15.50	13.90	12.90	11.00
1	15.70	14.10	13.10	11.20
2	15.90	14.30	13.30	11.40
3	16.10	14.50	13.50	11.60
4	16.30	14.70	13.70	11.80
5	16.50	14.90	13.90	12.00
6	16.70	15.10	14.10	12.20
7	16.90	15.30	14.30	12.40
8	17.10	15.50	14.50	12.60
9	17.30	15.70	14.70	12.80
10	17.50	15.90	14.90	13.00
11	17.70	16.10	15.10	13.20
12	17.90	16.30	15.30	13.40
13	18.10	16.50	15.50	13.60
14	18.30	16.70	15.70	13.80
15	18.50	16.90	15.90	14.00
16	18.70	17.10	16.10	14.20
17	18.90	17.30	16.30	14.40
18	19.10	17.50	16.50	14.60
19	19.30	17.70	16.70	14.80
20	19.50	17.90	16.90	15.00
21	19.70	18.10	17.10	15.20
22	19.90	18.30	17.30	15.40
23	20.10	18.50	17.50	15.60
24	20.30	18.70	17.70	15.80
25	20.50	18.90	17.90	16.00
26	20.70	19.10	18.10	16.20

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

**SUPPORT SALARY SCHEDULE 2021-22**  
**Assistants**

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

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

**SUPPORT SALARY SCHEDULE 2021-22**

**Custodians**

STEP	CLASS I	CLASS II	
0	11.80	11.00	
1	12.00	11.20	
2	12.20	11.40	
3	12.40	11.60	
4	12.60	11.80	
5	12.80	12.00	
6	13.00	12.20	
7	13.20	12.40	
8	13.40	12.60	
9	13.60	12.80	
10	13.80	13.00	
11	14.00	13.20	
12	14.20	13.40	
13	14.40	13.60	
14	14.60	13.80	
15	14.80	14.00	
16	15.00	14.20	
17	15.20	14.40	
18	15.40	14.60	
19	15.60	14.80	
20	15.80	15.00	
21	16.00	15.20	
22	16.20	15.40	
23	16.40	15.60	
24	16.60	15.80	
25	16.80	16.00	
26	17.00	16.20	
			Night shift differential \$.40/hr
Class I	Lead Custodian		
Class II	Custodian		

**SUPPORT SALARY SCHEDULE 2021-22**

**Cafe**

STEP	CLASS I	CLASS II	CLASS III
0	11.60	11.00	10.40
1	11.80	11.20	10.60
2	12.00	11.40	10.80
3	12.20	11.60	11.00
4	12.40	11.80	11.20
5	12.60	12.00	11.40
6	12.80	12.20	11.60
7	13.00	12.40	11.80
8	13.20	12.60	12.00
9	13.40	12.80	12.20
10	13.60	13.00	12.40
11	13.80	13.20	12.60
12	14.00	13.40	12.80
13	14.20	13.60	13.00
14	14.40	13.80	13.20
15	14.60	14.00	13.40
16	14.80	14.20	13.60
17	15.00	14.40	13.80
18	15.20	14.60	14.00
19	15.40	14.80	14.20
20	15.60	15.00	14.40
21	15.80	15.20	14.60
22	16.00	15.40	14.80
23	16.20	15.60	15.00
24	16.40	15.80	15.20
25	16.60	16.00	15.40
26	16.80	16.20	15.60

Class I Site Manager

Class II Cook

Class III Helper

**SUPPORT SALARY SCHEDULE 2021-22**

**Transportation**

STEP	CLASS I	CLASS II	CLASS III
0	15.50	13.50	11.00
1	15.70	13.70	11.20
2	15.90	13.90	11.40
3	16.10	14.10	11.60
4	16.30	14.30	11.80
5	16.50	14.50	12.00
6	16.70	14.70	12.20
7	16.90	14.90	12.40
8	17.10	15.10	12.60
9	17.30	15.30	12.80
10	17.50	15.50	13.00
11	17.70	15.70	13.20
12	17.90	15.90	13.40
13	18.10	16.10	13.60
14	18.30	16.30	13.80
15	18.50	16.50	14.00
16	18.70	16.70	14.20
17	18.90	16.90	14.40
18	19.10	17.10	14.60
19	19.30	17.30	14.80
20	19.50	17.50	15.00
21	19.70	17.70	15.20
22	19.90	17.90	15.40
23	20.10	18.10	15.60
24	20.30	18.30	15.80
25	20.50	18.50	16.00
26	20.70	18.70	16.20

Class I            Transportation Mechanic

Class II           Transportation Drivers

Class III          Transportation Monitors

TRANSPORTATION TRIPS

13.5

**SUPPORT SALARY SCHEDULE 2020-21**

**Clerical**

STEP	CLASS I	CLASS II
0	12.1	11.3
1	12.3	11.5
2	12.5	11.7
3	12.7	11.9
4	12.9	12.1
5	13.1	12.3
6	13.3	12.5
7	13.5	12.7
8	13.7	12.9
9	13.9	13.1
10	14.1	13.3
11	14.3	13.5
12	14.5	13.7
13	14.7	13.9
14	14.9	14.1
15	15.1	14.3
16	15.3	14.5
17	15.5	14.7
18	15.7	14.9
19	15.9	15.1
20	16.1	15.3
21	16.3	15.5
22	16.5	15.7
23	16.7	15.9
24	16.9	16.1
25	17.1	16.3
26	17.3	16.5

Class I                      Financial Secretary / Attendance Secretary  
Class II                      Office Secretary

**SUPPORT SALARY SCHEDULE 2021-22**

**Technician**

STEP	CLASS I	CLASS II
0	13.90	11.20
1	14.10	11.40
2	14.30	11.60
3	14.50	11.80
4	14.70	12.00
5	14.90	12.20
6	15.10	12.40
7	15.30	12.60
8	15.50	12.80
9	15.70	13.00
10	15.90	13.20
11	16.10	13.40
12	16.30	13.60
13	16.50	13.80
14	16.70	14.00
15	16.90	14.20
16	17.10	14.40
17	17.30	14.60
18	17.50	14.80
19	17.70	15.00
20	17.90	15.20
21	18.10	15.40
22	18.30	15.60
23	18.50	15.80
24	18.70	16.00
25	18.90	16.20
26	19.10	16.40

Class I                      Technology Associate

Class II                     Technology Helper

School Nurse  
(LPN)

STEP	CLASS I
0	20.00
1	20.20
2	20.40
3	20.60
4	20.80
5	21.00
6	21.20
7	21.40
8	21.60
9	21.80
10	22.00
11	22.20
12	22.40
13	22.60
14	22.80
15	23.00
16	23.20
17	23.40
18	23.60
19	23.80
20	24.00
21	24.20
22	24.40
23	24.60
24	24.80
25	30.00

Class I LPN  
Certified RN

Certified	Retired/Resignation	Site	Position	Term Date
Terri Lindell	Resignation	CIMS	RN	9/30/2021
Support		Site	Position	Term Date
Suzanna Short	Resignation	CIMS	Custodian	9/15/2021
Marty Wilson	Resignation	Trans	Bus Driver	9/28/2021
Extra Duty Assignment		Site	Position	Term Date



## **MINUTES September 13, 2021 Regular Meeting**

**The Board of Education of Independent School District No. 40 of the Cleveland County, State of Oklahoma, met in a Regular Meeting at the Noble Administration Building, 111 S. 4<sup>th</sup> St., Noble, Oklahoma, in said school district, Monday, September 13, 2021, at 5:30 PM.**

### **Attendance taken at 5:30 PM.**

Mrs. Wendy Barnes: Present  
Mr. Rodney Barrett: 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**

#### **I.C. Pledge of Allegiance**

### **II. Reports**

#### **II.A. Student Membership**

#### **II.B. Activity Fund Report**

#### **II.C. District Financial Report**

#### **II.D. Resignations/Retirements**

### **III. Public Comments**

Comments: The board listened to public comments after completing agenda Item VIII.B.

### **IV. Public Record Documentation**

#### **IV.A. School Board Member Training Hours**

### **V. Consent Agenda**

#### **V.A. Minutes of Regular Board Meeting - August 9, 2021**

#### **V.B. Encumbrances and Change Orders**

#### **V.C. Payroll Encumbrances**

#### **V.D. Activity Fund Transfers & Amendments**

#### **V.E. Alternative Education Plan for 2021-22**

### **VI. Action Topics**

#### **VI.A. Discussion and possible vote on Consent Agenda Items A-E as presented.**

Motion to approve Consent Agenda Items A-E (Minutes of August 9, 2021, Regular Board Meeting, Encumbrances and Change Orders as follows: GF/CN 21-22: #2263-2371 \$295,126.24 BF 21-22: #22078-22090 \$59,825.00, Payroll Encumbrances, Activity Fund Transfers & Amendments, and Alternative Education Plan for 2021-22) as presented passed with a motion made by Mr. Scott Milette and seconded by Mrs. Wendy Barnes.

Mrs. Wendy Barnes: Yes  
Mr. Rodney Barrett: Yes



## MINUTES September 13, 2021 Regular Meeting

Mr. Leroy Lukinbill: Yes  
Mr. Scott Milette: Yes  
Mr. James Reed: Yes  
Yes: 5 No: 0, Absent: 0

### **VI.B. Discussion and possible vote on 2021-22 Estimate of Needs as submitted by Kerry John Patten, C.P.A. as presented.**

Motion to approve 2021-22 Estimate of Needs as submitted by Kerry John Patten, C.P.A. as presented passed with a motion made by Mr. Leroy Lukinbill and seconded by Mr. James Reed.

Mrs. Wendy Barnes: Yes  
Mr. Rodney Barrett: Yes  
Mr. Leroy Lukinbill: Yes  
Mr. Scott Milette: Yes  
Mr. James Reed: Yes  
Yes: 5 No: 0, Absent: 0

### **VI.C. Discussion and possible vote for Noble Public Schools to request approval from the Oklahoma State Department of Education to use the ACT (a nationally recognized high school academic assessment) as the College and Career Readiness Assessment for Noble High School 11th graders for the 2021-2022 Spring Testing in place of the statewide academic assessment (SAT) as presented.**

Motion to approve Noble Public Schools to request approval from the Oklahoma State Department of Education to use the ACT (a nationally recognized high school academic assessment) as the College and Career Readiness Assessment for Noble High School 11th graders for the 2021-2022 Spring Testing in place of the statewide academic assessment (SAT) as presented passed with a motion made by Mr. James Reed and seconded by Mrs. Wendy Barnes.

Mrs. Wendy Barnes: Yes  
Mr. Rodney Barrett: Yes  
Mr. Leroy Lukinbill: Yes  
Mr. Scott Milette: Yes  
Mr. James Reed: Yes  
Yes: 5 No: 0, Absent: 0

### **VI.D. Discussion and possible vote on Resolution to Transcript Math, Science, and Technology classes taught at Mid-America Technology Center for 2021-22 as presented.**

Motion to approve a Resolution to Transcript Math, Science, and Technology classes taught at Mid-America Technology Center for 2021-22 as presented. passed with a motion made by Mr. Scott Milette and seconded by Mr. James Reed.

Mrs. Wendy Barnes: Yes  
Mr. Rodney Barrett: Yes  
Mr. Leroy Lukinbill: Yes  
Mr. Scott Milette: Yes  
Mr. James Reed: Yes  
Yes: 5 No: 0, Absent: 0

### **VI.E. Discussion and possible vote authorizing Superintendent Frank Solomon to revise the district calendar, school policies regarding emergency preparedness, online instruction or other means of**



## **MINUTES September 13, 2021 Regular Meeting**

**academic instruction, child nutrition and support personnel services, due to the possible adjustment of any and all Noble Public Schools during the 2021-2022 school year due to the COVID-19 (also known as Coronavirus).**

Motion to authorize Superintendent Frank Solomon to revise the district calendar, school policies regarding emergency preparedness, online instruction or other means of academic instruction, child nutrition and support personnel services, due to the possible adjustment of any and all Noble Public Schools during the 2021-2022 school year due to the COVID-19 (also known as Coronavirus) passed with a motion made by Mrs. Wendy Barnes and seconded by Mr. Scott Milette.

Mrs. Wendy Barnes: Yes  
Mr. Rodney Barrett: Yes  
Mr. Leroy Lukinbill: Yes  
Mr. Scott Milette: Yes  
Mr. James Reed: Yes  
Yes: 5 No: 0, Absent: 0

### **VII. Executive Session**

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

**VII.A.1. Employments**

**VII.B. Vote to convene in executive session**

Motion to convene in executive session at 5:49pm passed with a motion made by Mr. James Reed and seconded by Mr. Leroy Lukinbill.

Mrs. Wendy Barnes: Yes  
Mr. Rodney Barrett: Yes  
Mr. Leroy Lukinbill: Yes  
Mr. Scott Milette: Yes  
Mr. James Reed: Yes  
Yes: 5 No: 0, Absent: 0

**VII.C. Acknowledgment of Board to return to open session**

Comments: Mr. Rodney Barrett announced the Board's return to open session at 6:08pm.

### **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 5:49 o'clock p.m., Monday, September 13, 2021, to discuss employments as authorized by 25 O.S. Section 307 (B)(1) of the Oklahoma Open Meeting Act. Board Members present were Rodney Barrett, Leroy Lukinbill, Wendy Barnes, and Scott Milette, and James Reed, as well as Superintendent Frank Solomon and Assistant Superintendent Dr. Jon Myers. During the executive session the Board discussed this item and no other items. No action was taken. The Board returned to open session at 6:04 o'clock p.m., Monday, September 13, 2021.

**VIII.B. Discussion and possible vote on employments for the 2021-22 school year as presented.**

Motion to approve Administration's recommendation for employments for the 2021-22 school year as presented passed with a motion made by Mr. James Reed and seconded by Mr. Leroy Lukinbill.



## MINUTES September 13, 2021 Regular Meeting

Mrs. Wendy Barnes: Yes  
Mr. Rodney Barrett: Yes  
Mr. Leroy Lukinbill: Yes  
Mr. Scott Milette: Yes  
Mr. James Reed: Yes  
Yes: 5 No: 0, Absent: 0

Comments: The Assemble Meeting program did not open the electronic voting option for the Board regarding Item VIII.B., however, they all stated their votes aloud. The following people completed Request to be Heard cards and addressed Item VI.E: Charles Braden, Patrick Riggio, Sean Braden, and Randall Christian.

### IX. New Business

Comments: None

### X. Superintendent's Reports

Comments: Dr. Jon Myers informed the Board a state testing calendar had been emailed to the teachers. Mr. Solomon informed the Board that the school year had begun with as much regularity as possible and reminded them the next meeting was October 11, 2021.

### XI. Adjournment

Motion to adjourn at 6:18 pm passed with a motion made by Mrs. Wendy Barnes and seconded by Mr. Scott Milette.

Mrs. Wendy Barnes: Yes  
Mr. Rodney Barrett: Yes  
Mr. Leroy Lukinbill: Yes  
Mr. Scott Milette: Yes  
Mr. James Reed: Yes  
Yes: 5 No: 0, Absent: 0

Comments: The Assemble Meeting program did not open the electronic voting option for the Board regarding Item XI, however, they all stated their votes aloud.

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PRESIDENT- Rodney Barrett

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VICE-PRESIDENT-Leroy Lukinbill

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CLERK-Wendy Barnes

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DEPUTY CLERK-Scott Milette

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MEMBER-James Reed

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MINUTES CLERK- Dot Terrill

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**NOBLE PUBLIC SCHOOL**  
**From PO: 22091 to PO: 22096****Encumbrance For Board Approval**  
**BUILDING FUND**

PO #	Vendor Name	General Description	Amount	Date
22091	SELF SIGNS	HS - SIGN INSTALLATION	2,000.00	09/01/2021
22092	AMAZON CAPITAL SERVICES, INC	DISTRICT - SUPPLIES, PARTS, MISC. HARDWARE	1,000.00	09/23/2021
22093	GRISSOM LANDSCAPE NURSERY, LLC	DISTRICT - LANDSCAPING SVCS, SOD & TREES	5,000.00	09/23/2021
22094	MCGOVERN SPRINKLERS	DISTRICT - SPRINKLER REPAIRS, PARTS & LABOR	1,517.64	10/01/2021
22095	TERRY'S MARKET	MAINT - FUEL	500.00	10/04/2021
22096	****MESSICKS	DISTRICT - PARTS & SUPPLIES	117.59	10/04/2021
		<b>Current Encumbered</b>	<b>10,135.23</b>	

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**NOBLE PUBLIC SCHOOL****Encumbrance For Board Approval  
CHANGE ORDER REPORT  
BUILDING FUND****From: 06 Sep 2021 to: 06 Oct 2021**

PO #	Vendor Name	General Description	Amount	Date
22060	AMAZON CAPITAL SERVICES, INC	DISTRICT - PARKING SIGNS & STENCILS	-200.84	07/20/2021
22067	MADAKAI TREE SERVICE	KID - NEW FENCE INSTALLATION	1,000.00	07/29/2021
22082	NEVCO SPORTS, LLC	HS - SCOREBOARD EQUIPMENT	18.53	08/23/2021
22086	WRIGHT TRACTORS, LLC	DISTRICT - LAWNMOWER PARTS & SUPPLIES	1,000.00	09/02/2021
22087	WINSUPPLY OF OKLAHOMA CITY	DISTRICT - PLUMBING SUPPLIES	2,000.00	07/27/2021
<b>BUILDING FUND TOTAL:</b>			<b>3,817.69</b>	
<b>REPORT TOTAL:</b>			<b>3,817.69</b>	

**NOBLE PUBLIC SCHOOL**  
**From PO: 2372 to PO: 2447**

**Encumbrance For Board Approval**  
**GEN FUND-FOR OPERAT**

PO #	Vendor Name	General Description	Amount	Date
2372	PEARSON CLINICAL ASSESSMENT	KID - TESTING MATERIALS	215.71	09/13/2021
2374	****RAZOR SPARROW LLC	CIMS - REMEDIATION SOFTWARE	1,494.00	09/13/2021
2375	STARFALL EDUCATION	KID - KINDERGARTEN WRITTING JOURNALS	227.48	09/13/2021
2376	AMAZON CAPITAL SERVICES, INC	KID - TECHNOLOGY SUPPLIES	20.00	09/13/2021
2377	AMAZON CAPITAL SERVICES, INC	HS - OFFICE SUPPLIES	1,049.42	09/14/2021
2378	S/P2	CIMS - CONSTRUCTION SAFETY COURSE	299.00	09/14/2021
2379	KELLOGG & SOVEREIGN CONSULTING, LLC	DISTRICT - ECF CONSULTING	14,744.70	08/19/2021
2380	KISS INSTITUTE FOR PRACTICAL ROBOTICS	CIMS - BOTBALL REGISTRATION	500.00	08/13/2021
2381	****NATIONAL SEATING & MOBILITY, INC.	CIMS - ADAPTIVE EQUIPMENT	75.20	09/16/2021
2382	COASTAL BUSINESS SUPPLIES	HS - PRINTER	3,398.00	09/16/2021
2383	HOBBY LOBBY STORES, INC.	HS - ART SUPPLIES	500.00	09/16/2021
2384	WAL-MART COMMUNITY BRC	HS - ART SUPPLIES	550.00	09/16/2021
2385	AMAZON CAPITAL SERVICES, INC	HS - CLASSROOM SUPPLIES	1,080.00	09/16/2021
2386	KISS INSTITUTE FOR PRACTICAL ROBOTICS	HS - CLASSROOM SUPPLIES	4,536.00	09/16/2021
2387	AMAZON CAPITAL SERVICES, INC	HS - CLASSROOM SUPPLIES	2,000.00	09/16/2021
2388	CHERYL HILLIS	HS - CLASSROOM SUPPLIES	500.00	09/16/2021
2389	MATTOCKS PRINTING	HS - RECEIPT BOOKS	1,500.00	09/16/2021
2390	KISS INSTITUTE FOR PRACTICAL ROBOTICS	HS - BOTBALL EQUIPMENT	800.00	09/16/2021
2391	VEX ROBOTICS	HS - VEX V5 COMPETITION SUPER KIT	1,649.00	09/16/2021
2392	AMAZON CAPITAL SERVICES, INC	HS - STORAGE RACKS	1,049.42	09/16/2021
2393	JUNIOR LIBRARY GUILD	HS - BOOKS	1,616.00	09/16/2021
2394	ADOBE SYSTEMS INC.	HS - CREATIVE CLOUD LICENSES	2,460.00	09/20/2021
2395	SUPER TEACHER WORKSHEETS	HUB - SUPER TEACHER WORKSHEETS SITE LICENSE RENEWAL	350.00	09/20/2021
2396	THOMPSON DIESEL	TRANS - PARTS & SUPPLIES	3,000.00	09/20/2021
2397	AMAZON CAPITAL SERVICES, INC	HS - TECHNOLOGY SUPPLIES	1,962.93	09/21/2021
2398	SAM'S CLUB DIRECT	HS - CLASSROOM SUPPLIES	300.00	09/21/2021
2399	HOBBY LOBBY STORES, INC.	HS - CLASSROOM SUPPLIES	200.00	09/21/2021

**NOBLE PUBLIC SCHOOL**  
**From PO: 2372 to PO: 2447**

**Encumbrance For Board Approval**  
**GEN FUND-FOR OPERAT**

PO #	Vendor Name	General Description	Amount	Date
2400	LAB RESOURCES, INC.	DISTRICT - COVID SIGNAGE	1,682.00	09/13/2021
2402	ALLIED BOOKS	HS - BOTANY BOOKS	169.50	09/16/2021
2403	THE MASTER TEACHER	ADMIN - CUSTOM PLAQUE	250.00	09/07/2021
2404	RUSH TRUCK CENTER	TRANS - REPAIRS, PARTS & LABOR	5,000.00	09/21/2021
2405	BERNINA OF OKLAHOMA CITY SOUTH	HS - SEWING MACHINE MAINTENANCE	600.00	09/22/2021
2406	QUILL CORPORATION	HS - CLASSROOM SUPPLIES	200.00	09/22/2021
2407	RIVERSIDE INSIGHTS	ADMIN - EXAMINER ONLINE LICENSES	125.10	09/22/2021
2408	HIGH PLAINS JOURNAL	HS - SUBSCRIPTION - HIGH PLAINS JOURNAL	114.00	09/23/2021
2409	AMAZON CAPITAL SERVICES, INC	HS - MEDICAL SUPPLIES	40.00	09/23/2021
2410	A.P.O.E.	ADMIN - FINANCE WORKSHOP REGISTRATION	120.00	09/22/2021
2411	OKLAHOMA COPIER SOLUTIONS, LLC	HS - COPIER	1,800.00	09/23/2021
2412	WORD, KIMBERLY	HS - INSURANCE REFUND	643.94	09/23/2021
2413	GRASSROOTS FEED SEED & FARM STORE	HS - LIVESTOCK FEED AND SUPPLIES	1,000.00	09/28/2021
2414	CEV	HS - ONLINE CURRICULUM STUDENT LICENCES (EBOOKS)	1,500.00	09/28/2021
2415	AMAZON CAPITAL SERVICES, INC	HS - YOGA MATS	679.20	09/28/2021
2416	AMAZON CAPITAL SERVICES, INC	HS - VIDEO EQUIPMENT	73.61	09/28/2021
2417	AMAZON CAPITAL SERVICES, INC	ADMIN - DOCUMENT SCANNERS	319.98	10/01/2021
2418	****WESTERN PSYCHOLOGICAL SERVICES	DISTRICT - TESTING MATERIALS	451.00	10/01/2021
2419	PEARSON CLINICAL ASSESSMENT	DISTRICT - TESTING MATERIALS	1,472.69	10/01/2021
2420	RIVERSIDE INSIGHTS	DISTRICT - TESTING MATERIALS	3,815.66	10/01/2021
2421	OATECA	DISTRICT - TESTING MATERIALS	19,950.00	10/01/2021
2422	ROSS TRANSPORTATION, INC.	DISTRICT - SPECIAL ED BUS	71,346.00	10/01/2021
2423	LENHART, DUANE	HS - PER DIEM (6 DAYS)	216.00	10/01/2021
2424	****DAYTIMER	ADMIN - OFFICE SUPPLIES	112.00	10/01/2021
2425	PERFORMANCE AUTO WASH, LLC	TRANS - BUS WASH TOKENS	200.00	10/01/2021

**NOBLE PUBLIC SCHOOL**  
**From PO: 2372 to PO: 2447**

**Encumbrance For Board Approval**  
**GEN FUND-FOR OPERAT**

PO #	Vendor Name	General Description	Amount	Date
2426	WAL-MART COMMUNITY BRC	TRANS - OFFICE & MISC SUPPLIES	250.00	10/01/2021
2427	AMAZON CAPITAL SERVICES, INC	TRANS - OFFICE & MISC SUPPLIES	500.00	10/01/2021
2428	IXL LEARNING	DISTRICT - REMEDIATION SOFTWARE	6,379.00	10/01/2021
2429	E3 GORDON STOWE	DISTRICT - AUDIOMETER	2,366.00	10/01/2021
2430	TRU TECHNOLOGIES	DISTRICT - DOOR SOFTWARE UPGRADE	65,000.00	10/01/2021
2431	AMAZON CAPITAL SERVICES, INC	HS - CAMERA EQUIPMENT	130.33	10/04/2021
2432	AMAZON CAPITAL SERVICES, INC	HS - ZOOLOGY BOOK	24.99	10/04/2021
2433	****PERFORMANCE AUDIO	HS - YAMAHA TF-RACK DIGITAL MIXING CONSOLE	2,000.00	10/04/2021
2434	TITAN AVL	HS - SOUND SYSTEM PARTS & LABOR	5,000.00	10/04/2021
2435	COLBURN, JAMES	CN - REFUND OF CAFE BALANCE	78.15	10/04/2021
2436	OJABA - OKLAHOMA JUNIOR ACADEMIC BOWL ASSOC.	CIMS - ACADEMIC BOWL MATERIALS	36.00	10/05/2021
2437	AMAZON CAPITAL SERVICES, INC	DISTRICT - CHROMEBOOK CHARGERS	1,227.20	10/05/2021
2438	KUDER, INC	CIMS & HS - CLEVER INTEGRATION (1YR)	300.00	10/05/2021
2439	SIDELINE POWER	HS - COACH COMM WIRELESS HEADSETS, BELTPACK, CHARGERS	4,300.00	10/05/2021
2440	SUPER C MART	DISTRICT - CLEANING & MISC SUPPLIES	150.00	10/05/2021
2441	PHILLIPS 66 / WEX BANK	DISTRICT - FUEL CHARGES	300.00	10/05/2021
2442	NORMAN TRANSCRIPT	DISTRICT - LEGAL NOTICE - BOARD SEAT #2	50.00	10/05/2021
2443	PEARSON CLINICAL ASSESSMENT	ADMIN - TESTING MATERIALS	267.97	07/27/2021
2444	BETHANY PUBLIC SCHOOLS	PIO - SPEECH / LANGUAGE PATHOLOGY CONFERENCE	65.00	07/27/2021
2445	OKLAHOMA AUTISM CENTER/OU CHILD STUDY CENTER	DISTRICT - REGISTRATION	1,000.00	07/27/2021
2446	NATIONAL ASSOC.OF SCHOOL PSYCHOLOGISTS	ADMIN - REGISTRATION - ONLINE WORKSHOPS	418.00	07/27/2021
2447	OKLAHOMA AUTISM CENTER/OU CHILD STUDY CENTER	DISTRICT - 2022 OKLAHOMA AUTISM CENTER'S ASSESSMENT TEAM TRAINING	500.00	07/27/2021
<b>Current Encumbered</b>			<b>248,300.18</b>	

**NOBLE PUBLIC SCHOOL****Encumbrance For Board Approval  
CHANGE ORDER REPORT  
GEN FUND-FOR OPERAT**

From: 06 Sep 2021 to: 06 Oct 2021

PO #	Vendor Name	General Description	Amount	Date
2022	OKLAHOMA ASBO	DISTRICT - MEMBERSHIP DUES (1 YR)	-300.00	07/01/2021
2035	SUPER C MART	DISTRICT - CLEANING & MISCELLANEOUS SUPPLIES	-21.03	07/01/2021
2057	CHICKASAW PERSONAL COMMUNICATIONS	TRANS - COMMUNICATION SVCS / RADIOS	73.80	07/01/2021
2084	RUSH TRUCK CENTER	TRANS - REPAIRS, PARTS & LABOR	152.91	07/01/2021
2138	UNIVERSITY OF OKLAHOMA	DISTRICT - MAP	-50.00	07/01/2021
2156	AMAZON CAPITAL SERVICES, INC	DISTRICT - PROF. DEV. BOOKS	7.98	07/12/2021
2159	KAPLAN EARLY LEARNING COMPANY	KID - CLASSROOM SUPPLIES	-193.34	07/13/2021
2162	AMAZON CAPITAL SERVICES, INC	PIO - TV MOUNTS & CABLES	-6.10	07/13/2021
2173	****MICROSOFT STORE	DISTRICT - LAPTOPS	0.02	07/15/2021
2200	NEWEGG BUSINESS, INC.	HS - VIRTUAL COMPUTER LAB	13.38	07/20/2021
2201	B & H PHOTO VIDEO	HS - TECHNOLOGY EQUIPMENT	807.40	07/20/2021
2203	ESGI, LLC	KID - SITE LICENSE	-166.00	07/22/2021
2204	TRU TECHNOLOGIES	DISTRICT - SECURITY EQUIPMENT - CAMERAS, LICENSES & TRAINING	3,916.75	07/22/2021
2210	ALPHA PLUS SYSTEMS, INC.	KID - MATH 1 SUCCESS W/ OAS	-432.00	07/22/2021
2230	VASS, KENNETH P	TRANS - CDL REIMBURSEMENT	-15.59	07/27/2021
2238	****WAL MART.COM	HS - CLASSROOM SUPPLIES	-47.82	08/02/2021
2244	STARFALL EDUCATION	KID - WRITING JOURNALS	-186.12	08/02/2021
2252	AMAZON CAPITAL SERVICES, INC	DISTRICT - COPY PAPER	-3,760.00	08/04/2021
2255	AMAZON CAPITAL SERVICES, INC	CN - HAND TRUCK WHEELS	-13.01	08/05/2021
2267	PAEA FIFITA	HS- BAND CAMP CLINICIAN	250.00	08/10/2021
2270	THE LIBRARY STORE	HS - LIBRARY SUPPLIES	-6.64	08/12/2021
2274	PEARSON CLINICAL ASSESSMENT	CIMS - TESTING MATERIALS	3.15	08/12/2021
2275	AMAZON CAPITAL SERVICES, INC	KID - TWO-WAY RADIOS	-17.43	08/12/2021
2286	TEACHERS PAY TEACHERS	HS - ONLINE TEXTBOOKS	-3,058.31	08/17/2021
2287	B & H PHOTO VIDEO	HS - VIDEO EQUIPMENT	-3,000.00	08/18/2021
2288	PRO-ED, INC.	PIO - TESTING MATERIALS	-83.70	08/18/2021
2294	BACH CO.	HS - CALCULATORS - REMEDIATION	-128.00	08/19/2021
2299	SCHNEBERGER, DONNA	HS - LIBRARY SUPPLIES	-30.46	08/23/2021

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**NOBLE PUBLIC SCHOOL****Encumbrance For Board Approval  
CHANGE ORDER REPORT  
GEN FUND-FOR OPERAT****From: 06 Sep 2021 to: 06 Oct 2021**

PO #	Vendor Name	General Description	Amount	Date
2302	PEARSON CLINICAL ASSESSMENT	PIO - TESTING MATERIALS	126.40	08/23/2021
2310	AED SUPERSTORE	DISTRICT - AED BATTERIES	139.30	08/25/2021
2316	****MICROSOFT STORE	CIMS - E-SPORTS CLASSROOM SUPPLIES	-47.54	08/25/2021
2332	****ABEBOOKS.COM	HUB - TEXTBOOKS - WONDERS	53.48	08/30/2021
2335	OSRHE - OKLAHOMA STATE REGENTS FOR HIGHER EDUCATIO	DISTRICT - VIRTUAL READING CONFERENCE	-280.00	08/30/2021
2346	****ZOOM	HS - ZOOM ACCOUNTS / REMEDATION	-0.60	07/27/2021
2348	WESTCO LAMINATOR SERVICE	KID - LAMINATOR FILM	-191.00	09/02/2021
2350	INCLUSIVE TLC	KID - EYE GAZE EDUC / IRISBOND	2,294.00	07/22/2021
	<b>GEN FUND-FOR OPERAT TOTAL:</b>		<b>-4,196.12</b>	
	<b>REPORT TOTAL:</b>		<b>-4,196.12</b>	

**NOBLE PUBLIC SCHOOL**  
**From PO: 71027 to PO: 99999**

**Encumbrance For Board Approval**  
**GEN FUND-FOR OPERAT**

PO #	Vendor Name	General Description	Amount	Date
71027	ROBINSON, PATRICIA L	PAYROLL ENCUMBRANCE	268.55	09/10/2021
71028	SASNETT, BRENDA	PAYROLL ENCUMBRANCE	268.55	09/10/2021
71029	THOMPSON, MEGAN	PAYROLL ENCUMBRANCE	585.79	09/10/2021
71030	WARCUP, TYLER	PAYROLL ENCUMBRANCE	585.79	09/13/2021
71031	PAGE, BROOKE	PAYROLL ENCUMBRANCE	1,614.73	09/13/2021
71032	CRAWFORD, SAMANTHA	PAYROLL ENCUMBRANCE	665.30	09/15/2021
71033	FORD, TAMARA	PAYROLL ENCUMBRANCE	19,659.80	09/21/2021
71034	MCGOVAN, SIERRA	PAYROLL ENCUMBRANCE	16,160.76	09/21/2021
71035	GEORGE, GREG	PAYROLL ENCUMBRANCE	29.29	09/22/2021
71036	BARR, JULIE	PAYROLL ENCUMBRANCE	32.30	09/22/2021
71037	FORBES COLLINS, DARLA	PAYROLL ENCUMBRANCE	64.59	09/22/2021
71038	HUMFLEET, GLENDA	PAYROLL ENCUMBRANCE	86.91	09/22/2021
71039	JORDAN, CHARLOTTE	PAYROLL ENCUMBRANCE	64.59	09/22/2021
71040	WALTERS, ASHLEY	PAYROLL ENCUMBRANCE	322.95	09/22/2021
71041	HANSON, FLORENCE	PAYROLL ENCUMBRANCE	191.62	09/22/2021
71042	THORNHILL, CYNTHIA D	PAYROLL ENCUMBRANCE	151.14	09/22/2021
71043	THORNHILL, CYNTHIA D	PAYROLL ENCUMBRANCE	116.27	09/22/2021
71044	REYNOLDS, CORLETTA	PAYROLL ENCUMBRANCE	226.07	09/23/2021
71045	DANIEL, JESSICA	PAYROLL ENCUMBRANCE	32,199.85	10/05/2021
71046	ANDERSON, APRIL	PAYROLL ENCUMBRANCE	30,999.90	10/05/2021
		<b>Current Encumbered</b>	<b>104,294.75</b>	

## AMENDMENT BUDGET FOR ACTIVITY SUBACCOUNT

School Name Noble High School Site Number 705

Account Name and Number 920 BAND

Assigned Project Reporting \_\_\_\_\_

For the period of SEPT. 1, 2021 through June 30, 2022

I. Beginning Cash Balance _____	\$0.00
II. Approved budgeted receipts: _____	\$0.00
III. Proposed amended receipts: _____	

<u>OU HOME GAME FUNDRAISER</u>	\$2,000.00
_____	
_____	
_____	
_____	
_____	
_____	
_____	
_____	
_____	

TOTAL RECEIPTS \$2,000.00

IV. Approved budgeted expenditure: \$0.00

V. Proposed amended expenditures: \_\_\_\_\_

working information

booths

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

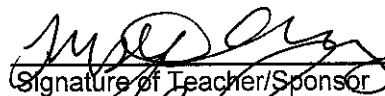
\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

TOTAL EXPENSES \$0.00

V. Ending Cash Balance \$2,000.00

	TEACHER
Signature of Teacher/Sponsor	Position

\_\_\_\_\_  
Signature of Principal/School Activity Custodian

*Handwritten signature and date*  
10/4/21

**For Bank Account:**  
 \* \* \* \* 426

**Total register: \$860.00**

Number	Issued	Source / Destination	Description/Remarks	Amount	Amount
01250	09/20/2021	0706-881	ACTIVITY FUND TRANSFER	-30.00	
		0705-929	VOLLEYBALL HOCO CANDIDATE		30.00
01251	09/21/2021	0706-878	ACTIVITY FUND TRANSFER	-60.00	
		0705-929	WRESTLING HOCO CANDIDATE X2		60.00
01252	09/21/2021	0706-885	ACTIVITY FUND TRANSFER	-60.00	
		0705-929	GOLF HOCO CANDIDATE X2		60.00
01253	09/21/2021	0705-948	ACTIVITY FUND TRANSFER	-30.00	
		0705-929	PRISM HOMECOMING CANDIDATE FEE		30.00
01254	09/21/2021	0705-935	ACTIVITY FUND TRANSFER	-30.00	
		0705-929	GERMAN CLUB HOMECOMING CANDIDATE		30.00
01255	09/21/2021	0705-951	ACTIVITY FUND TRANSFER	-60.00	
		0705-929	ARCHERY HOMECOMING CANDIDATE FEES		60.00
01256	09/21/2021	0705-920	ACTIVITY FUND TRANSFER	-60.00	
		0705-929	HOMECOMING CANIDATE FEES		60.00
01257	09/21/2021	0705-913	ACTIVITY FUND TRANSFER	-60.00	
		0705-929	CLASS OF 2022 HOMECOMING CANDIDATE		60.00
01258	09/22/2021	0705-909	ACTIVITY FUND TRANSFER	-30.00	
		0705-929	FCCLA HOMECOMING CANDIDATE FEES		30.00
01259	09/22/2021	0706-876	ACTIVITY FUND TRANSFER	-30.00	
		0705-929	GIRLS BBALL HOCO CANDIDATE		30.00
01260	09/22/2021	0706-877	ACTIVITY FUND TRANSFER	-120.00	
		0705-929	XC / TRACK HOCO CANDIDATES X4		120.00
01261	09/22/2021	0706-873	ACTIVITY FUND TRANSFER	-30.00	
		0705-929	BASKETBALL HOCO CANDIDATE		30.00
01262	09/22/2021	0705-903	ACTIVITY FUND TRANSFER	-50.00	
		0705-930	WRONG ACCOUNT /dt		50.00
01263	09/30/2021	0706-879	ACTIVITY FUND TRANSFER	-30.00	
		0705-929	HOCO CANDIDATE G SOCCER		30.00
01264	09/30/2021	0706-891	ACTIVITY FUND TRANSFER	-30.00	
		0705-929	HOCO CANDIDATE B SOCCER		30.00
01265	09/30/2021	0705-911	ACTIVITY FUND TRANSFER	-60.00	
		0705-929	HOMCOMING CANIDATE FEES- FCA		60.00

NOBLE PUBLIC SCHOOLS  
111 SOUTH 4TH STREET  
NOBLE, OK 73068

FY-2022  
00001250 to 00001267

**Transfer Register**

October 05, 2021

**For Bank Account:**  
\* \* \* \* 426

<b>Number</b>	<b>Issued</b>	<b>Source</b>	<b>Destination</b>	<b>Description/Remarks</b>	<b>Amount</b>
01266	10/04/2021	0705-905		ACTIVITY FUND TRANSFER	-60.00
			0705-929	HOMECOMING CANIDATE FEES- CHOIR	60.00
01267	10/04/2021	0705-907		ACTIVITY FUND TRANSFER	-30.00
			0705-929	HOMECOMING CANIDATE FEES- DECA	30.00
<b>Number Of Transfers</b>					<b>18</b>

# ANNUAL BOARD OF EDUCATION ELECTION RESOLUTION

(To be utilized if mill levies were made permanent in previous election)

TO: Cleveland County Election Board  
FROM: The Noble School District, Independent School  
District No. 40 of Cleveland County, Oklahoma

The Board of Education of the Noble School District has approved the following resolution calling for an election to be submitted to the voters of the district.

## Date of the Election:

A Board of Education Primary Election shall be held on February 8, 2022, only if three or more candidates file for the Board of Education position scheduled to be on the ballot or for a Board of Education position appearing on the ballot as an unexpired term. A Board of Education General Election shall be held on April 5, 2022, under the following circumstances: if only two candidates file for a position scheduled to be on the ballot or for a position on the ballot for an unexpired term or if no candidate in the Board of Education Primary Election receives more than 50% of the votes cast. The polling places shall be open from 7:00 a.m. to 7:00 p.m.

## Board Member Position On Ballot:

The voters shall elect a board member for board position No. 2, which has a 5-year term of office.

## Qualifications of Candidates for Office:

To be eligible to be a candidate for member of the board of education of a school district, a person must have resided in the district for at least six months preceding the first day of the filing period, and have been a registered voter registered with the county election board at an address located within the geographical boundaries of the district for six months preceding the first day of the filing period. In school districts that have been divided into election districts, a candidate must have resided in the district for six months preceding the first day of the filing period and have been a registered voter registered within the county election board at an address located within the geographical boundaries of the election district for six months preceding the first day of the filing period.

No person shall be eligible to be a candidate for or elected to be a member of the board of education of a school district unless the person has been awarded a high school diploma or certificate of high school equivalency.

A person who has been convicted of a misdemeanor involving embezzlement or a felony under the laws of this state or of the United States or who has entered a plea of guilty or nolo contendere to such misdemeanor involving embezzlement or felony or who has been

convicted of a crime in another state which would have been a misdemeanor involving embezzlement or a felony under the laws of this state or has entered a plea of guilty or nolo contendere to such crime shall not be eligible to be a candidate for or be elected to any school board office for a period of fifteen years following completion of his sentence or during the pendency of an appeal of such conviction or plea.

No person shall be eligible to be a candidate for or serve on a board of education if he or she is currently employed by the school district governed by the board of education or is related within the second degree by affinity or consanguinity to any other member of the board of education or to any employee of the school district. The following are relatives within the second degree: A candidate's spouse, child, parent, grandchild, grandparent, brother, sister, spouse's child, spouse's grandchild, spouse's brother, spouse's sister, spouse's grandparent, grandchild's spouse, parent's spouse, and child's spouse. The prohibitions in this paragraph shall not apply if the board member candidate is related within the second degree of affinity or consanguinity to an individual employed as a substitute teacher by the school district or as a temporary substitute support employee if the school district has an Average Daily Membership of less than five thousand (5,000).

Candidates must affirm that upon being elected as a new member of the Board of Education, within fifteen (15) months of election, they will complete at least twelve (12) hours of instruction on education issues, including school finance, Oklahoma education laws, and ethics, duties and responsibilities of district board of education members. Three (3) of these twelve (12) credits must be earned as follows: one (1) credit in ethics, one (1) credit in open meeting act and open records act, and one (1) credit in school finance. Incumbents must affirm that they will complete six (6) hours of instruction within fifteen (15) months of election emphasizing changes in school law. Three (3) of these six (6) credits must be earned as follows: one (1) credit in ethics, one (1) credit in open meeting act and open records act, and one (1) credit in school finance.

Voters Eligible to Vote:

To be eligible to vote, a voter must be registered with the county election board at an address within the geographical boundaries of the district.

Ballot Titles:

The ballot to be submitted to the voter's shall call for the voters to:

1. Select one candidate for Noble School Board Position No. 2:

Approved by the Noble Board of Education this 11th day of October, 2021.

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President of the Board of Education

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Clerk of the Board of Education

**NOTICE  
SCHEDULE OF REGULAR BOARD MEETINGS  
CALENDAR YEAR OF 2022**

**DATE:** October 11, 2021  
**SCHOOL DISTRICT:** Noble Public Schools  
**LOCATION:** 111 S. 4<sup>th</sup> Street, Noble, OK, 73068  
Board Room, Administration Building  
**TELEPHONE:** 405-872-3452

Monday	January 10, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	February 14, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	March 7, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	April 11, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	May 9, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	June 13, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Thursday	June 30, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	August 8, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	September 12, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	October 10, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	November 14, 2022	5:30pm	111 S. 4 <sup>th</sup> Street
Monday	December 12, 2022	5:30pm	111 S. 4 <sup>th</sup> Street

**NAME OF PERSON REPORTING DATES:** Frank Solomon

**TITLE:** Superintendent, Noble Public Schools

**SIGNATURE:**  \_\_\_\_\_

**Approved by Noble Board of Education:** October 11, 2021

# Negotiated Contract

*Between the*

# Noble Board of Education

*and the*

# Noble Association of Classroom Teachers

**2021-2022**

*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**

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. The initial meeting shall be held on or before April 1, unless postponed by mutual agreement of the respective spokespersons. 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 counterproposals on which tentative agreement has been reached and proposals and/or counterproposals 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. Time lines 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**

Upon declaration of impasse, the items causing the impasse shall be submitted to impasse resolution procedures as provided in 70 O.S., 1992, Section 509.7.

### **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**

The following committees will be required to rotate members every three years: Professional Development, Health and Wellness/Safe School- and Curriculum.

**Article II-7  
CONFERENCE DAYS**

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.

**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 1<sup>st</sup>, 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 they volunteer or are asked to give up this benefit they will be compensated with a free lunch.

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

A teacher's instructional workday shall consist of eight (8) hours including lunch and 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 3<sup>rd</sup> 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 15<sup>th</sup>, 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 Board will cause to be posted a notice of vacancies in current positions or new positions that are to be filled by certified/licensed personnel, including vacancies in all extra duty positions listed in the appendix of

this contract (Article VI-3). Said notice will be posted on the Central Office bulletin board and at each site at the time the vacancy occurs. A copy of vacancies posted shall be emailed to the district at the time it is posted. During the time from April 10 to ten (10) days prior to the reporting date for teachers, this notice shall be posted for a minimum of five (5) working days before the vacancy is filled. From ten (10) days prior to the reporting date for teachers until the completion of the fifth day of classes, the vacancies may be filled without delay. For the remainder of the school year, this notice shall be posted on the Central Office bulletin board and at each site for a minimum of three (3) working days before the position is filled. Teachers currently employed by Noble Public Schools who desire to be considered for vacancies that occur during the summer months when school is not in session may so state 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 licensed or probationary teacher, the licensed or probationary teacher will be terminated.

If a career teacher holding a position being eliminated is certified to teach in a position held by another career teacher, the following criteria will be used, in order, to determine who will fill the position.

    - 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. 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, the 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 licensed teacher holding a position being eliminated is licensed to teach in a position held by another licensed teacher, the criteria listed above (1. a-d) 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 or abuse of a school employee shall be reported by the employee to the building principal. The employee may also report the incident to the police without fear of repercussion.
- E. Employees must report on the job inquiry within 24 (twenty-four) hours to be covered under the school's workmen's compensation injury policy.

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

All teachers shall complete and sign a payroll deduction form at the beginning of each school year. A copy of said form will be given to the teacher at the time it is presented to the payroll clerk. If any payroll adjustment is to be made after the authorization form has been submitted, the affected teacher(s) will be notified prior to the time the adjustment is made. Since United 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 certified mail with return receipt requested.

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 eight (8) hours in length. 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 teacher at each site.

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

Teachers' work year in Noble Public Schools will be nine (9) Professional Development days, two (2) work days, and a minimum of 1,050 instructional hours, inclusive of two (2) Conference Days. A minimum of three (3) hours will be allocated to teachers to work in their rooms on each of the two work days.

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

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

**Article II-32  
SUPERINTENDENT'S Advisory Committee**

The establishment of a Superintendent's Advisory Committee will be created to ensure a positive working relationship with Noble Administration and to create a path of communication from administration to teachers and teachers to administration. This 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.

**III. COMPENSATION  
Article III-1  
COMPENSATION FOR SUBSTITUTING**

All licensed/certified personnel who substitute for others at the request of the principal during their planning time will be compensated \$10.00 per class period. When a substitute teacher cannot be obtained and other teachers are assigned additional students during their regular teaching time, said teachers shall be compensated a prorated portion of the additional class assigned to the teacher, which shall not be less than \$2.50 per period.

All assignments of licensed/certified personnel to substitute during their planning time or to take on larger than their normal class load during their regular teaching 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 Superintendent'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. Official transcripts 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. 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:

1. If the teacher uses 120 (one hundred and twenty) days of accumulated sick leave to count toward retirement, the number of accumulated sick leave days above 120 (one hundred and twenty) days during employment with Noble Public Schools will be paid at \$30.00 per day.

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 for unforeseen circumstances which reasonably keep a teacher from performing his/her duties. 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 1/2) hours or less will be considered a half day. Above 3 1/2 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**

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 180-day basis.

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 Sick Leave Committee 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 to the Noble Public Schools in accordance with state law and the policies and procedures adopted by the State Board of Education.

\*NOTE: Teachers who are contracted for 220 work days will be entitled to eleven (11) sick leave days, and teachers who are contracted for 240 work days will be entitled to twelve (12) sick leave days.

#### **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.

## **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.

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 \_\_\_\_\_

Principal \_\_\_\_\_

Recommendation:

Resolved?      Yes      No

Initials \_\_\_\_\_  
Principal /      Teacher(s)

-----

Step II

Date \_\_\_\_\_

Superintendent \_\_\_\_\_

Recommendation:

Resolved?      Yes      No

Initials \_\_\_\_\_  
Superintendent /      Teacher(s)

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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.

Certified Teacher Salary Schedule 2019-2020

YEARS	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +45	Doctorate
0	41,000	42,500	44,190	45,690	47,190	48,690	50,380
1	41,559	43,059	44,749	46,249	47,749	49,249	50,939
2	42,118	43,618	45,308	46,808	48,308	49,808	51,498
3	42,678	44,178	45,868	47,368	48,868	50,368	52,058
4	43,237	44,737	46,427	47,927	49,427	50,927	52,617
5	43,796	45,296	46,986	48,486	49,986	51,486	53,176
6	44,309	45,809	47,499	48,999	50,499	51,999	53,689
7	44,872	46,372	48,062	49,562	51,062	52,562	54,253
8	45,436	46,936	48,626	50,126	51,626	53,126	54,816
9	45,999	47,499	49,189	50,689	52,189	53,689	55,379
10	46,562	48,062	49,753	51,253	52,753	54,253	55,943
11	47,733	49,233	50,992	52,492	53,992	55,492	57,319
12	48,301	49,801	51,560	53,060	54,560	56,060	57,887
13	48,869	50,369	52,128	53,628	55,128	56,628	58,455
14	49,436	50,936	52,696	54,196	55,696	57,196	59,023
15	50,004	51,504	53,263	54,763	56,263	57,763	59,590
16	51,091	52,591	54,351	55,851	57,351	58,851	60,679
17	51,659	53,159	54,919	56,419	57,919	59,419	61,247
18	52,227	53,727	55,487	56,987	58,487	59,987	61,815
19	52,795	54,295	56,055	57,555	59,055	60,555	62,383
20	53,363	54,863	56,623	58,123	59,623	61,123	62,951
21	54,451	55,951	57,712	59,212	60,712	62,212	64,041
22	55,019	56,519	58,280	59,780	61,280	62,780	64,609
23	55,588	57,088	58,848	60,348	61,848	63,348	65,177
24	56,156	57,656	59,417	60,917	62,417	63,917	65,746
25	56,724	58,224	59,985	61,485	62,985	64,485	66,314
26	58,723	60,223	62,020	63,520	65,020	66,520	68,394

050-0500

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
	Salary						
	(Minus Teacher Retirement)	Teacher Paid Retirement	Teacher Retirement Credit	Total Salary	Cash In Lieu of FBA	FBA for Major Medical	District Paid Life Ins.
STEP					OR		
					FBA Monthly Options		
0	38,130.00	2,809.85	60.15	41,000.00	69.71	615.90	43.20
1	38,649.87	2,805.72	103.41	41,559.00	69.71	615.90	43.20
2	39,169.74	2,802.61	145.65	42,118.00	69.71	615.90	43.20
3	39,690.54	2,799.31	188.15	42,678.00	69.71	615.90	43.20
4	40,210.41	2,793.26	233.33	43,237.00	69.71	615.90	43.20
5	40,730.28	2,786.96	278.76	43,796.00	69.71	615.90	43.20
6	41,207.37	2,776.37	325.26	44,309.00	69.71	615.90	43.20
7	41,730.96	2,768.22	372.82	44,872.00	69.71	615.90	43.20
8	42,255.48	2,759.08	421.44	45,436.00	69.71	615.90	43.20
9	42,779.07	2,748.81	471.12	45,999.00	69.71	615.90	43.20
10	43,302.66	2,737.47	521.87	46,562.00	69.71	615.90	43.20
11	44,391.69	2,767.64	573.67	47,733.00	69.71	615.90	43.20
12	44,919.93	2,754.53	626.54	48,301.00	69.71	615.90	43.20
13	45,448.17	2,740.35	680.48	48,869.00	69.71	615.90	43.20
14	45,975.48	2,725.05	735.47	49,436.00	69.71	615.90	43.20
15	46,503.72	2,708.75	791.53	50,004.00	69.71	615.90	43.20
16	47,514.63	2,727.72	848.65	51,091.00	69.71	615.90	43.20
17	48,042.87	2,709.30	906.83	51,659.00	69.71	615.90	43.20
18	48,571.11	2,689.82	966.07	52,227.00	69.71	615.90	43.20
19	49,099.35	2,669.27	1,026.38	52,795.00	69.71	615.90	43.20
20	49,534.59	2,640.66	1,087.75	53,263.00	69.71	615.90	43.20
21	50,639.43	2,661.39	1,150.18	54,451.00	69.71	615.90	43.20
22	51,167.67	2,637.65	1,213.68	55,019.00	69.71	615.90	43.20
23	51,696.84	2,612.93	1,278.23	55,588.00	69.71	615.90	43.20
24	52,225.08	2,587.07	1,343.85	56,156.00	69.71	615.90	43.20
25	52,753.32	2,560.15	1,410.53	56,724.00	69.71	615.90	43.20
26	54,612.39	2,700.08	1,410.53	58,723.00	69.71	615.90	43.20
27	55,142.49	2,739.98	1,410.53	59,293.00	69.71	615.90	43.20
28	55,672.59	2,779.88	1,410.53	59,863.00	69.71	615.90	43.20

(A) Step - Salary placement level.

(B) Salary (Minus Teacher Retirement) - Amount equals TOTAL SALARY (Col. E) minus TEACHER PAID RETIREMENT (Col. C) & TEACHER RETIREMENT CREDIT (Col. D).

(C) Teacher Paid Retirement - Teachers statutory retirement obligation of 7% of their TOTAL SALARY (Col. E). The teachers' 7% obligation is reduced by the TEACHER RETIREMENT CREDIT (Col. D).

(D) Teacher Retirement Credit - These numbers equal the amount paid by the state to Teachers' Retirement on behalf of the teacher. This is state-paid retirement.

(E) Total Salary - Total of Columns B + C + D. The Total Salary divided by 24 equals teacher's gross salary before reduced by retirement, deductions and taxes.

(F) 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.

(G) 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 \$615.90 per month through December 31, 2021. 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.

(H) District Paid Life Ins. - District pays \$43.20 per year or \$1.90 per paycheck for life insurance. Retirement is paid on this amount by the employee.

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(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
	Salary						
	(Minus Teacher Retirement)	Teacher Paid Retirement	Teacher Retirement Credit	Total Salary	Cash In Lieu of FBA	FBA for Major Medical	District Paid Life Ins.
STEP					OR		
	FBA Monthly Options						
0	39,525.00	2,914.85	60.15	42,500.00	69.71	615.90	43.20
1	40,044.87	2,910.72	103.41	43,059.00	69.71	615.90	43.20
2	40,564.74	2,907.61	145.65	43,618.00	69.71	615.90	43.20
3	41,085.54	2,904.31	188.15	44,178.00	69.71	615.90	43.20
4	41,605.41	2,898.26	233.33	44,737.00	69.71	615.90	43.20
5	42,125.28	2,891.96	278.76	45,296.00	69.71	615.90	43.20
6	42,602.37	2,881.37	325.26	45,809.00	69.71	615.90	43.20
7	43,126.89	2,873.29	372.82	46,373.00	69.71	615.90	43.20
8	43,650.48	2,864.08	421.44	46,936.00	69.71	615.90	43.20
9	44,174.07	2,853.81	471.12	47,499.00	69.71	615.90	43.20
10	44,697.66	2,842.47	521.87	48,062.00	69.71	615.90	43.20
11	45,786.69	2,872.64	573.67	49,233.00	69.71	615.90	43.20
12	46,314.93	2,859.53	626.54	49,801.00	69.71	615.90	43.20
13	46,843.17	2,845.35	680.48	50,369.00	69.71	615.90	43.20
14	47,370.48	2,830.05	735.47	50,936.00	69.71	615.90	43.20
15	47,898.72	2,813.75	791.53	51,504.00	69.71	615.90	43.20
16	48,909.63	2,832.72	848.65	52,591.00	69.71	615.90	43.20
17	49,437.87	2,814.30	906.83	53,159.00	69.71	615.90	43.20
18	49,966.11	2,794.82	966.07	53,727.00	69.71	615.90	43.20
19	50,494.35	2,774.27	1,026.38	54,295.00	69.71	615.90	43.20
20	51,022.59	2,752.66	1,087.75	54,863.00	69.71	615.90	43.20
21	52,034.43	2,766.39	1,150.18	55,951.00	69.71	615.90	43.20
22	51,167.67	2,637.65	1,213.68	55,019.00	69.71	615.90	43.20
23	51,696.84	2,612.93	1,278.23	55,588.00	69.71	615.90	43.20
24	53,620.08	2,692.07	1,343.85	57,656.00	69.71	615.90	43.20
25	54,148.32	2,665.15	1,410.53	58,224.00	69.71	615.90	43.20
26	56,007.39	2,805.08	1,410.53	60,223.00	69.71	615.90	43.20
27	56,537.49	2,844.98	1,410.53	60,793.00	69.71	615.90	43.20
28	57,067.59	2,884.88	1,410.53	61,363.00	69.71	615.90	43.20

(A) Step - Salary placement level.

(B) Salary (Minus Teacher Retirement) - Amount equals TOTAL SALARY (Col. E) minus TEACHER PAID RETIREMENT (Col. C) & TEACHER RETIREMENT CREDIT (Col. D).

(C) Teacher Paid Retirement - Teachers statutory retirement obligation of 7% of their TOTAL SALARY (Col. E). The teachers' 7% obligation is reduced by the TEACHER RETIREMENT CREDIT (Col. D).

(D) Teacher Retirement Credit - These numbers equal the amount paid by the state to Teachers' Retirement on behalf of the teacher. This is state-paid retirement.

(E) Total Salary - Total of Columns B + C + D. The Total Salary divided by 24 equals teacher's gross salary before reduced by retirement, deductions and taxes.

(F) 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.

(G) 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 \$615.90 per month through December 31, 2021. 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.

(H) District Paid Life Ins. - District pays \$43.20 per year or \$1.90 per paycheck for life insurance. Retirement is paid on this amount by the employee.

# M a s t e r s e r v i c e

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		
Total	Salary (Minus Teacher Retirement)	Teacher Paid Retirement	Teacher Retirement Credit	Total Salary	Cash In Lieu of FBA OR	FBA for Major Medical	District Paid Life Ins.		
STEP	Salary	Retirement)	Retirement	Credit	Salary	FBA	OR	Medical	Life Ins.
						FBA Monthly Options			
0	44,190.00	41,096.70	3,033.15	60.15	44,190.00	69.71		615.90	43.20
1	44,749.00	41,616.57	3,029.02	103.41	44,749.00	69.71		615.90	43.20
2	45,308.00	42,136.44	3,025.91	145.65	45,308.00	69.71		615.90	43.20
3	45,868.00	42,657.24	3,022.61	188.15	45,868.00	69.71		615.90	43.20
4	46,427.00	43,177.11	3,016.56	233.33	46,427.00	69.71		615.90	43.20
5	46,986.00	43,696.98	3,010.26	278.76	46,986.00	69.71		615.90	43.20
6	47,499.00	44,174.07	2,999.67	325.26	47,499.00	69.71		615.90	43.20
7	48,062.00	44,697.66	2,991.52	372.82	48,062.00	69.71		615.90	43.20
8	48,626.00	45,222.18	2,982.38	421.44	48,626.00	69.71		615.90	43.20
9	49,189.00	45,745.77	2,972.11	471.12	49,189.00	69.71		615.90	43.20
10	49,753.00	46,270.29	2,960.84	521.87	49,753.00	69.71		615.90	43.20
11	50,992.00	47,422.56	2,995.77	573.67	50,992.00	69.71		615.90	43.20
12	51,560.00	47,950.80	2,982.66	626.54	51,560.00	69.71		615.90	43.20
13	52,128.00	48,479.04	2,968.48	680.48	52,128.00	69.71		615.90	43.20
14	52,696.00	49,007.28	2,953.25	735.47	52,696.00	69.71		615.90	43.20
15	53,263.00	49,534.59	2,936.88	791.53	53,263.00	69.71		615.90	43.20
16	54,351.00	50,546.43	2,955.92	848.65	54,351.00	69.71		615.90	43.20
17	54,919.00	51,074.67	2,937.50	906.83	54,919.00	69.71		615.90	43.20
18	55,487.00	51,602.91	2,918.02	966.07	55,487.00	69.71		615.90	43.20
19	56,055.00	52,131.15	2,897.47	1,026.38	56,055.00	69.71		615.90	43.20
20	56,623.00	52,659.39	2,875.86	1,087.75	56,623.00	69.71		615.90	43.20
21	57,712.00	53,672.16	2,889.66	1,150.18	57,712.00	69.71		615.90	43.20
22	58,280.00	54,200.40	2,865.92	1,213.68	58,280.00	69.71		615.90	43.20
23	58,848.00	54,728.64	2,841.13	1,278.23	58,848.00	69.71		615.90	43.20
24	59,417.00	55,257.81	2,815.34	1,343.85	59,417.00	69.71		615.90	43.20
25	59,985.00	55,786.05	2,788.42	1,410.53	59,985.00	69.71		615.90	43.20
26	62,020.00	57,678.60	2,930.87	1,410.53	62,020.00	69.71		615.90	43.20
27	62,590.00	58,208.70	2,970.77	1,410.53	62,590.00	69.71		615.90	43.20
28	63,160.00	58,738.80	3,010.67	1,410.53	63,160.00	69.71		615.90	43.20

(A) Step - Salary placement level.

(B) Salary (Minus Teacher Retirement) - Amount equals TOTAL SALARY (Col. E) minus TEACHER PAID RETIREMENT (Col. C) & TEACHER RETIREMENT CREDIT (Col. D).

(C) Teacher Paid Retirement - Teachers statutory retirement obligation of 7% of their TOTAL SALARY (Col. E). The teachers' 7% obligation is reduced by the TEACHER RETIREMENT CREDIT (Col. D).

(D) Teacher Retirement Credit - These numbers equal the amount paid by the state to Teachers' Retirement on behalf of the teacher. This is state-paid retirement.

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(F) 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.

(G) 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 \$615.90 per month through December 31, 2021. 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.

(H) District Paid Life Ins. - District pays \$43.20 per year or \$1.90 per paycheck for life insurance. Retirement is paid on this amount by the employee.

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
	Salary (Minus Teacher Retirement)	Teacher Paid Retirement	Teacher Retirement Credit	Total Salary	Cash In Lieu of FBA	FBA for Major Medical	District Paid Life Ins.
STEP					OR	FBA Monthly Options	
0	42,491.70	3,138.15	60.15	45,690.00	69.71	615.90	43.20
1	43,011.57	3,134.02	103.41	46,249.00	69.71	615.90	43.20
2	43,531.44	3,130.91	145.65	46,808.00	69.71	615.90	43.20
3	44,052.24	3,127.61	188.15	47,368.00	69.71	615.90	43.20
4	44,572.11	3,121.56	233.33	47,927.00	69.71	615.90	43.20
5	45,091.98	3,115.26	278.76	48,486.00	69.71	615.90	43.20
6	45,569.07	3,104.67	325.26	48,999.00	69.71	615.90	43.20
7	46,092.66	3,096.52	372.82	49,562.00	69.71	615.90	43.20
8	46,617.18	3,087.38	421.44	50,126.00	69.71	615.90	43.20
9	47,140.77	3,077.11	471.12	50,689.00	69.71	615.90	43.20
10	47,665.29	3,065.84	521.87	51,253.00	69.71	615.90	43.20
11	48,817.56	3,100.77	573.67	52,492.00	69.71	615.90	43.20
12	49,345.80	3,087.66	626.54	53,060.00	69.71	615.90	43.20
13	49,874.04	3,073.48	680.48	53,628.00	69.71	615.90	43.20
14	50,402.28	3,058.25	735.47	54,196.00	69.71	615.90	43.20
15	50,929.59	3,041.88	791.53	54,763.00	69.71	615.90	43.20
16	51,941.43	3,060.92	848.65	55,851.00	69.71	615.90	43.20
17	52,469.67	3,042.50	906.83	56,419.00	69.71	615.90	43.20
18	52,997.91	3,023.02	966.07	56,987.00	69.71	615.90	43.20
19	53,526.15	3,002.47	1,026.38	57,555.00	69.71	615.90	43.20
20	54,054.39	2,980.86	1,087.75	58,123.00	69.71	615.90	43.20
21	55,068.09	2,994.73	1,150.18	59,213.00	69.71	615.90	43.20
22	55,595.40	2,970.92	1,213.68	59,780.00	69.71	615.90	43.20
23	56,123.64	2,946.13	1,278.23	60,348.00	69.71	615.90	43.20
24	56,652.81	2,920.34	1,343.85	60,917.00	69.71	615.90	43.20
25	57,181.05	2,893.42	1,410.53	61,485.00	69.71	615.90	43.20
26	59,073.60	3,035.87	1,410.53	63,520.00	69.71	615.90	43.20
27	59,603.70	3,075.77	1,410.53	64,090.00	69.71	615.90	43.20
28	60,133.80	3,115.67	1,410.53	64,660.00	69.71	615.90	43.20

- (A) Step - Salary placement level.
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- (H) District Paid Life Ins. - District pays \$43.20 per year or \$1.90 per paycheck for life insurance. Retirement is paid on this amount by the employee.

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(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
	Salary (Minus Teacher Retirement)	Teacher Paid Retirement	Teacher Retirement Credit	Total Salary	Cash In Lieu of FBA OR	FBA for Major Medical	District Paid Life Ins.
STEP					FBA Monthly Options		
0	43,886.70	3,243.15	60.15	47,190.00	69.71	615.90	43.20
1	44,406.57	3,239.02	103.41	47,749.00	69.71	615.90	43.20
2	44,926.44	3,235.91	145.65	48,308.00	69.71	615.90	43.20
3	45,447.24	3,232.61	188.15	48,868.00	69.71	615.90	43.20
4	45,967.11	3,226.56	233.33	49,427.00	69.71	615.90	43.20
5	46,486.98	3,220.26	278.76	49,986.00	69.71	615.90	43.20
6	46,964.07	3,209.67	325.26	50,499.00	69.71	615.90	43.20
7	47,487.66	3,201.52	372.82	51,062.00	69.71	615.90	43.20
8	48,012.18	3,192.38	421.44	51,626.00	69.71	615.90	43.20
9	48,535.77	3,182.11	471.12	52,189.00	69.71	615.90	43.20
10	49,060.29	3,170.84	521.87	52,753.00	69.71	615.90	43.20
11	50,212.56	3,205.77	573.67	53,992.00	69.71	615.90	43.20
12	50,740.80	3,192.66	626.54	54,560.00	69.71	615.90	43.20
13	51,269.04	3,178.48	680.48	55,128.00	69.71	615.90	43.20
14	51,797.28	3,163.25	735.47	55,696.00	69.71	615.90	43.20
15	52,324.59	3,146.88	791.53	56,263.00	69.71	615.90	43.20
16	53,336.43	3,165.92	848.65	57,351.00	69.71	615.90	43.20
17	53,864.67	3,147.50	906.83	57,919.00	69.71	615.90	43.20
18	54,392.91	3,128.02	966.07	58,487.00	69.71	615.90	43.20
19	54,921.15	3,107.47	1,026.38	59,055.00	69.71	615.90	43.20
20	55,449.39	3,085.86	1,087.75	59,623.00	69.71	615.90	43.20
21	56,462.16	3,099.66	1,150.18	60,712.00	69.71	615.90	43.20
22	56,990.40	3,075.92	1,213.68	61,280.00	69.71	615.90	43.20
23	57,518.64	3,051.13	1,278.23	61,848.00	69.71	615.90	43.20
24	58,047.81	3,025.34	1,343.85	62,417.00	69.71	615.90	43.20
25	58,576.05	2,998.42	1,410.53	62,985.00	69.71	615.90	43.20
26	60,468.60	3,140.87	1,410.53	65,020.00	69.71	615.90	43.20
27	60,998.70	3,180.77	1,410.53	65,590.00	69.71	615.90	43.20
28	61,528.80	3,220.67	1,410.53	66,160.00	69.71	615.90	43.20

(A) Step - Salary placement level.

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(H) District Paid Life Ins. - District pays \$43.20 per year or \$1.90 per paycheck for life insurance. Retirement is paid on this amount by the employee.

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(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
	Salary(Minus Teacher Retirement)	Teacher Paid Retirement	Teacher Retirement Credit	Total Salary	Cash In Lieu of FBA	OR FBA Monthly Options Medical	District Paid Life Ins.
0	45,281.70	3,348.15	60.15	48,690.00	69.71	615.90	43.20
1	45,801.57	3,344.02	103.41	49,249.00	69.71	615.90	43.20
2	46,321.44	3,340.91	145.65	49,808.00	69.71	615.90	43.20
3	46,842.24	3,337.61	188.15	50,368.00	69.71	615.90	43.20
4	47,362.11	3,331.56	233.33	50,927.00	69.71	615.90	43.20
5	47,881.98	3,325.26	278.76	51,486.00	69.71	615.90	43.20
6	48,359.07	3,314.67	325.26	51,999.00	69.71	615.90	43.20
7	48,882.66	3,306.52	372.82	52,562.00	69.71	615.90	43.20
8	49,407.18	3,297.38	421.44	53,126.00	69.71	615.90	43.20
9	49,930.77	3,287.11	471.12	53,689.00	69.71	615.90	43.20
10	50,455.29	3,275.84	521.87	54,253.00	69.71	615.90	43.20
11	51,607.56	3,310.77	573.67	55,492.00	69.71	615.90	43.20
12	52,135.80	3,297.66	626.54	56,060.00	69.71	615.90	43.20
13	52,664.04	3,283.48	680.48	56,628.00	69.71	615.90	43.20
14	53,192.28	3,268.25	735.47	57,196.00	69.71	615.90	43.20
15	53,719.59	3,251.88	791.53	57,763.00	69.71	615.90	43.20
16	54,731.43	3,270.92	848.65	58,851.00	69.71	615.90	43.20
17	55,259.67	3,252.50	906.83	59,419.00	69.71	615.90	43.20
18	55,787.91	3,233.02	966.07	59,987.00	69.71	615.90	43.20
19	56,316.15	3,212.47	1,026.38	60,555.00	69.71	615.90	43.20
20	56,844.39	3,190.86	1,087.75	61,123.00	69.71	615.90	43.20
21	57,857.16	3,204.66	1,150.18	62,212.00	69.71	615.90	43.20
22	58,385.40	3,180.92	1,213.68	62,780.00	69.71	615.90	43.20
23	58,913.64	3,156.13	1,278.23	63,348.00	69.71	615.90	43.20
24	59,442.81	3,130.34	1,343.85	63,917.00	69.71	615.90	43.20
25	59,971.05	3,103.42	1,410.53	64,485.00	69.71	615.90	43.20
26	61,863.60	3,245.87	1,410.53	66,520.00	69.71	615.90	43.20
27	62,393.70	3,285.77	1,410.53	67,090.00	69.71	615.90	43.20
28	62,923.80	3,325.67	1,410.53	67,660.00	69.71	615.90	43.20

(A) Step - Salary placement level.

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(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
	Salary (Minus Teacher Retirement)	Teacher Paid Retirement	Teacher Retirement Credit	Total Salary	Cash In Lieu of FBA OR	FBA for Major Medical	District Paid Life Ins.
STEP					FBA Monthly Options		
0	46,853.40	3,466.45	60.15	50,380.00	69.71	615.90	43.20
1	47,373.27	3,462.32	103.41	50,939.00	69.71	615.90	43.20
2	47,893.14	3,459.21	145.65	51,498.00	69.71	615.90	43.20
3	48,413.94	3,455.91	188.15	52,058.00	69.71	615.90	43.20
4	48,933.81	3,449.86	233.33	52,617.00	69.71	615.90	43.20
5	49,453.68	3,443.56	278.76	53,176.00	69.71	615.90	43.20
6	49,930.77	3,432.97	325.26	53,689.00	69.71	615.90	43.20
7	50,455.29	3,424.89	372.82	54,253.00	69.71	615.90	43.20
8	50,978.88	3,415.68	421.44	54,816.00	69.71	615.90	43.20
9	51,502.47	3,405.41	471.12	55,379.00	69.71	615.90	43.20
10	52,026.99	3,394.14	521.87	55,943.00	69.71	615.90	43.20
11	53,306.67	3,438.66	573.67	57,319.00	69.71	615.90	43.20
12	53,834.91	3,425.55	626.54	57,887.00	69.71	615.90	43.20
13	54,363.15	3,411.37	680.48	58,455.00	69.71	615.90	43.20
14	54,891.39	3,396.14	735.47	59,023.00	69.71	615.90	43.20
15	55,418.70	3,379.77	791.53	59,590.00	69.71	615.90	43.20
16	56,431.47	3,398.88	848.65	60,679.00	69.71	615.90	43.20
17	56,959.71	3,380.46	906.83	61,247.00	69.71	615.90	43.20
18	57,487.95	3,360.98	966.07	61,815.00	69.71	615.90	43.20
19	58,016.19	3,340.43	1,026.38	62,383.00	69.71	615.90	43.20
20	58,544.43	3,318.82	1,087.75	62,951.00	69.71	615.90	43.20
21	59,558.13	3,332.69	1,150.18	64,041.00	69.71	615.90	43.20
22	60,086.37	3,308.95	1,213.68	64,609.00	69.71	615.90	43.20
23	60,614.61	3,284.16	1,278.23	65,177.00	69.71	615.90	43.20
24	61,143.78	3,258.37	1,343.85	65,746.00	69.71	615.90	43.20
25	61,672.02	3,231.45	1,410.53	66,314.00	69.71	615.90	43.20
26	63,606.42	3,377.05	1,410.53	68,394.00	69.71	615.90	43.20
27	64,136.52	3,416.95	1,410.53	68,964.00	69.71	615.90	43.20
28	64,666.62	3,456.85	1,410.53	69,534.00	69.71	615.90	43.20

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**EXTRA DUTY SALARY SCHEDULE  
2019-2020**

**Athletics**

Athletic extra duty compensation will be determined by the superintendent from a pool of money with a maximum of \$250,000.

**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

**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

**PIONEER INTERMEDIATE**

Vocal	\$ 500-\$ 1,000
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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

**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.

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**President, Noble Board of Education  
Classroom Teachers**

**Date**

**President, Noble Association of**

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**Clerk, Noble Board of Education**

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**Chief Spokesperson**

**Date**

**Chief Spokesperson**

**ACCOMODATIONS FOR LACTATING EMPLOYEES**

The school district shall provide an appropriate private, secure and sanitary room, other than a restroom, for an employee to express breast milk or breastfeed her child. School administrators shall make available a clean, accessible room with a lock or privacy sign.

The district shall provide lactating employees a reasonable amount of break time to express milk. The employee shall, to the extent possible, take breaks to express milk concurrently with the break times that are otherwise provided to the employee.

Employees must inform the building principal of the need to express breast milk and work collaboratively to develop a plan to accommodate the needs of the employee while ensuring that the employee's students are appropriately supervised.

**LEGAL REFERENCE: 70 O.S. § 5-149.3.**

**INDIVIDUAL CAREER AND ACADEMIC PLAN**

An "Individual Career and Academic Plan (ICAP)" means an individualized plan that is used to help establish personalized academic and career goals, explore postsecondary career opportunities, including, but not limited to, military careers, apprenticeship programs, career and technology programs leading to certification or licensure, educational opportunities, align coursework and curriculum, apply to postsecondary institutions, secure financial aid and ultimately enter the workforce. The plan shall be developed by the student and the student's parent or legal guardian, in collaboration with their school counselors, school administrators, teachers and other school personnel.

The district shall provide ICAP information to all students in grades nine through twelve. District employees, as designated by the superintendent, shall work with students and their parent or legal guardian in creating an ICAP that will meet the interests and needs of the student as determined by the student and their parent or legal guardian.

Beginning with students entering the ninth grade in the 2019-2020 school year, each student shall be required to complete the process of an ICAP in order to graduate from the school district with a standard diploma. Each year thereafter, students shall annually update their ICAP. The ICAP shall include, but not be limited to:

- a. career- and college-interest surveys,
- b. written postsecondary and workforce goals and information of progress toward these goals,
- c. intentional sequence of courses that reflect progress toward the postsecondary goal,
- d. the student's academic progress, including courses taken, assessment scores, any remediation or credit recovery and any Advanced Placement, International Baccalaureate, concurrent or dual enrollment credits earned and/or career certificate(s), certification(s), or endorsements, and
- e. experience in-service learning and/or work environment activities.

ICAPs for students with disabilities, as defined in the Individuals with Disabilities Education Act (IDEA), P.L. No. 105-17, shall consider and work in cooperation with the student's individualized education program (IEP) or Section 504 Plan as defined by the Rehabilitation Act of 1973, P.L. No. 93-112.

**Legal Reference: 70 O.S. § 1210.508-4**

## **SUICIDE AWARENESS AND TRAINING**

The Noble Board of Education recognizes that self-destructive behavior and suicide occurs among children and adolescents in our country. Students identified as self-destructive are in need of appropriate help as quickly as possible. The primary obligations of school personnel working with a depressed or suicidal student are support, calling the 911 emergency telephone number, law enforcement, the Department of Human Services, parental contact, and referral. Notification must be made immediately upon determining that a risk of harm exists. To that end, student confidentiality may be waived in life-threatening situations.

The district shall provide district-wide training to all staff on a biennial basis addressing suicide awareness and prevention. The training provided shall utilize curriculum provided by the Department of Mental Health and Substance Abuse Services. The course outline for the curriculum shall be made available to the public online through the school district's website. Beginning with the 2021-2022 school year, the district shall:

1. Provide a suicide preventing training program which includes as a core element evidence-based approaches;
2. Provide the curriculum made available by the Department of Mental Health and Substance Abuse Services; or
3. Provide a suicide prevention training program that is selected by the school district from a list maintained by the Department of Mental Health and Substance Abuse Services to school district staff that addresses suicide awareness and prevention. The training may be combined with any other training program provided by the school district addressing bullying prevention.

With the intent of contributing to the prevention of suicide among students where possible, the board directs that an adolescent suicide awareness program be initiated, including:

1. In-service education--to increase the awareness of all building staff about the seriousness of the problem and possible suicide "warning signs",
2. Establishment of referral/response procedures in each school--to facilitate assisting students identified as possibly suicidal,
3. Infusion into the curriculum of appropriate understandings and information--to help students deal appropriately with feelings, to recognize possible suicide "warning signs" in themselves and others, and to increase awareness of alternatives and resources available for assistance,
4. Parental awareness--to increase understandings of parents about the problem and the resources available, and
5. Procedures in each school for dealing appropriately with tragedies--to ease the impact on students, staff, and community in the event of a student suicide.

District personnel cannot be expected to treat the suicidal adolescent. Rather, they need to recognize that they are in a position to aid in the identification of young people who may be prone to suicide, and to intervene in order to link these young people and their families to treatment programs in the community. In addition, school personnel need to be prepared to relate to suicidal young people following a suicide attempt, and to deal with the intense emotions/reactions of the school community following an actual suicide.

## ELECTRONIC SIGNATURES

The Board recognizes the effective and efficient use of electronic communications to conduct business. Under certain conditions, electronic signatures satisfy the requirements of a written signature when transacting business. Although all electronic signatures are represented digitally, they can take many forms and can be created using many different types of technology. The authenticity and reliability of electronic signatures relating to transactions are dependent on the accompanying processes, supplemental records and the overall context in which records are created, transferred, signed, and stored.

### Definitions

**Attribution** - an electronic signature is attributable to a person if it was the act of the person. The act of the person may be shown in any manner, including a showing of the efficacy of any security procedure applied to determine the person to which the electronic signature was attributable.

**Electronic Signature** - an electronic sound, symbol, or process attached to or logically associated with a record and executed or adopted by a person with the intent to sign the record.

**Electronic Record** - any record created, generated, sent, communicated, received or stored by electronic means.

An electronic signature may be used if the law requires a signature unless there is a specific law, regulation, or order that requires records to be signed in nonelectronic form. The issuance and/or acceptance of an electronic signature by the District shall be permitted in accordance with the provisions of this policy and all applicable state and federal laws. Such electronic signature shall have the full force and effect of the manual signature only if the electronic signature satisfies all of the following requirements:

1. The electronic signature identifies the individual signing the document by his/her name and title;
2. The identity of the individual signing with an electronic signature is capable of being validated through the use of an audit trail;
3. The electronic signature and the document to which it is affixed cannot be altered once the electronic signature has been affixed; and
4. The electronic signature conforms to all other provisions of this policy.

### Acceptance, Use and Issuance of Electronic Records and Signatures

The District may utilize electronic recordkeeping systems that can receive, store, and reproduce electronic records and signatures relating to transactions in their original form. Such system shall include security procedures whereby the District can:

1. Verify the attribution of a signature to a specific individual;
2. Detect changes or errors in the information contained in a record submitted electronically;
3. Protect and prevent access, alteration, manipulation or use by an unauthorized person; and
4. Provide for nonreproduction through strong and substantial evidence that will make it difficult for the signer to claim that the electronic representation is not valid.

**ELECTRONIC SIGNATURES CON'T**

The District shall ensure that all electronic signatures are capable of being accurately reproduced for later reference and retained until such time as all legally mandated retention requirements are satisfied.

The District may elect to receive and accept as original, electronic records and signatures so long as the communication, on this face, appears to be authentic, and conforms to all other provisions of this policy.

The District will retain in its records this policy and all statements of exclusive use, until such time as all legally mandated retention requirements are satisfied.

The District will not accept electronic signatures on student records including, but not limited to, absence excuses from parents/guardians, educational trip requests, and certain documents related to the Individuals with Disabilities Education Act.

## **SUPPORT PERSONNEL SUSPENSION, DEMOTION, NONRENEWAL, OR TERMINATION**

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

For the purpose of this policy, "support employee" means a full-time employee as determined by the standard period of labor which is customarily understood to constitute full-time employment for the type of services performed by the employee who is employed a minimum of one hundred seventy-two days (172) 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. Those support employees who work less than one hundred seventy-two days (172) are not entitled to due process and shall be employed on an at-will basis.

No support employee who has been employed in the school district for more than one year may be suspended, discharged, or nonrenewed 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 nonrenewed.

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.

**SUPPORT PERSONNEL, SUSPENSION, DEMOTION, NONRENEWAL OR TERMINATION (Cont.)**

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, abusing 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 employee's or district property.
20. Possession, consumption, or reporting to work under the influence of alcohol, nonprescribed 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.

**SUPPORT PERSONNEL, SUSPENSION, DEMOTION, NONRENEWAL OR TERMINATION (Cont.)**

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. **Failure or inability to perform the essential functions or duties of the assigned position.**
43. 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.

**REFERENCE: 70 O.S. §6-101.40, et seq.**

***THIS POLICY REQUIRED BY LAW.***

## HEALTHY AND FIT SCHOOL ADVISORY COMMITTEE/SAFE SCHOOL COMMITTEE

In accordance with state law, the Noble Board of Education has established that each school site shall select a single committee to perform the functions of both the Healthy and Fit School Advisory Committee and the Safe School Committee. The committee will be composed of at least seven members. The committee will include an equal number of teachers, parents of the children affected, and students. In addition, the committee shall include a school official who participates in the investigation of reports of harassment, intimidation, bullying, and threatening behavior and may also include administrators, health care professionals, and business community representatives. The committee will be selected not later than October 1 of each school year.

The committee shall be involved in the monitoring, implementation, and evaluation of 70 O.S. § 5-147 which limits access to foods of minimal nutritional value.

The committee will study and make recommendations to the school principal regarding:

1. Health Issues
  - A. ~~Health education~~ Implementation of the Health Education Act located at 70 O.S. § 11-103.12, 11-103.13, and 11-103.14.
  - B. Physical education and physical activity
  - C. Nutrition and health services
2. Safety Issues
  - A. Unsafe conditions, possible strategies for students to avoid harm at school, student victimization, crime prevention, school violence, and other issues that prohibit the maintenance of a safe school;
  - B. Student harassment, intimidation, and bullying at school;
  - C. Professional development needs of faculty and staff to implement methods to decrease student harassment, intimidation, and bullying; and
  - D. Methods to encourage the involvement of the community and students, the development of individual relationships between students and school staff, and use of problem-solving teams and resources that include counselors and other behavior health and suicide prevention resources within or outside the school system.
  - E. Policies and regulations to be revised in light of the Department of Homeland Security's threat assessment guidelines.

The committee shall meet (~~annually~~) (~~as needed~~) (~~each semester~~) (~~by a specified date~~). **annually or more as needed.**

Responsibilities of the committee include, but are not limited to, the following:

1. Study unsafe conditions in the schools, student victimization, school violence, and other issues concerning school safety.

**HEALTHY AND FIT SCHOOL ADVISORY COMMITTEE/SAFE SCHOOL COMMITTEE (Cont.)**

2. Make recommendations to the principal regarding health issues and services, possible strategies for students to avoid harm at school, crime prevention, professional development needs of the faculty and staff concerning school safety and student health, and methods to encourage the involvement of the community members and students
3. Review traditional and accepted harassment, intimidation, and bullying prevention programs utilized by other states, state agencies, or school districts. The State Department of Education will provide a list of research-based programs appropriate for the prevention of harassment, intimidation, and bullying of students at school. If the district implements a commercial bullying prevention program, it shall use a program listed by the State Department of Education.
4. Review the district's current safety policies and regulations and make recommendations to the administration regarding any changes needed related to the Department of Homeland Security's threat assessment level and required or proposed actions.
5. ~~(Optional language) Study and make recommendations to the school district board of education regarding the development of a rape or sexual assault response program that may be implemented at the school site.~~

The principal shall give consideration to recommendations of the committee.

**REFERENCE:** 70 O.S. § 24-100.5  
70 O.S. § 24-100a  
70 O.S. § 24-100b

**NOTE 1:** District boards of education should establish the appropriate reporting procedures following the presentation of recommendations to the principal or other school administrator. These procedures may include preparation of a report to be presented to the board of education.

2021-22 New Hire Board Meeting Report  
October

<b>Position Type</b>	<b># of positions</b>	<b>Site</b>	<b>Position</b>	<b>Start Date</b>
Support	1	PIO	LPN	10/12/2021
Support	1	HS	Tutor	10/12/2021
Support	1	CIMS	LPN	10/12/2021
Support	1	HS	Spec. Ed TA	10/12/2021
Support	1	HS	Ath. Custodian	10/12/2021
Support	1	CIMS	Custodian	10/12/2021
Support	1	Hub	Spec. Ed TA	10/12/2021
Support	1	CIMS	Cheer Asst. Coach	9/27/2021
Support	Erik Hughes	CIMS	Baseball Coach	10/12/2021
Certified	1	Virtual	hourly counselor	10/12/2021
Support	Brad Anglin	HS	Assistant Baseball Coach	10/12/2021