

**Monday, June 29, 2026  
Special Board Meeting**

**BOARD OF EDUCATION  
INDEPENDENT SCHOOL DISTRICT #1  
PRYOR, OKLAHOMA  
Board of Education Room  
Pryor Education Service Center , 405 SW 1st, Pryor, OK 74361  
12:00 PM**

**This is an open, public meeting held in accordance with Oklahoma's Open Meeting Law. The purpose of this meeting is to conduct the business of the district. As elected representatives of the voters and patrons of the district, members of the board of education will be making decisions concerning the operation of the district. The agenda for regular meetings includes an opportunity for the public to address the Board. Members of the public wishing to speak must sign in with the Minutes Clerk at least five (5) minutes prior to the convening of the meeting. Statements to the board by members of the public are limited to three (3) minutes. Collectively no more than fifteen (15) minutes will be allowed for comments on the same subject.**

1. Procedural Item
  - A. Call to Order
  - B. Pledge of Allegiance
2. Consent Agenda
  - A. Approval of School District Budget Adjustment for the 2025-2026 school year.
  - B. Encumbrance Reports and Other Expense Reports
  - C. Approval of sub accounts and purposes of sub accounts for 2026-2027 as presented.
  - D. Approval of designating John Potter as the Activity Funds Custodian.
  - E. Approval of continuing agreement with Omnia and National IPA for purchasing and procurement services for the 2026-2027 school year.
  - F. Approval of continued agreement with Action Group Services for the 2026-2027 school year.
  - G. Approval of agreement between the City of Pryor and Pryor School District on the use of the PCRC facility for the 2026-2027 school year.
  - H. Approval of renewal Membership with the Oklahoma State School Boards Association for 2026-2027 School Year.
  - I. Approval of TimeClock Plus renewal for the 2026-2027 school year.
  - J. Approval of Memorandum of Understanding between Pryor Public Schools and OSU, Registered Teaching Apprenticeship Pathway Program.
  - K. Approval of Memorandum of Understanding between Pryor Public Schools and OPSRC, Registered Teaching Apprenticeship Pathway Program.
  - L. Approval of the District's capacity to accept transfers beginning July 1, 2026.
  - M. Approval to declare items surplus as presented.
  - N. Approval of Consent Agenda Items A-M (These items may be approved by one Board motion, unless any Board member desires to have a separate vote on any of all of these items.)
3. Action Agenda
  - A. Motion, discussion and vote to convene in executive session for the purpose of discussing any resignations or retirements tendered. Hiring Classified Personnel on a temporary contract for the 2026-2027 school year, Hiring Certified Personnel on a temporary contract for the 2026-2027 school year, Hiring Adjunct Coaches on a temporary contract for the 2026-2027 school year, Discussing negotiations with the Pryor Association of Classroom Teachers, and Discussing the Superintendent's contract, pursuant to Okla. Stat. tit.25 § 307(1)(2).
  - B. Return to Open Session
  - C. Statement of executive session minutes (topics discussed and persons present)
  - D. Discussion then vote to approve or not approve any resignations or retirements tendered.
  - E. Discussion then vote to approve or not approve hiring the following Certified Personnel on a temporary contract for the 2026-2027 school year. All personnel will be hired by one vote unless any Board member desires to have a separate vote on any or all listed personnel.
  - F. Discussion then vote to approve or not approve hiring the following Classified personnel on a temporary contract for the 2026-2027 school year. All personnel will be hired by one vote unless any Board member desires to have a separate vote on any or all listed personnel.

- G. Discussion then vote to approve or not approve the hiring the following Personnel for 2026 Summer School Part-Time Positions as listed. All Personnel will be hired by one vote unless any Board member desires to have a separate vote on any or all listed personnel.
  - H. Discuss then vote to approve or not approve hiring the following Summer Worker 2026 Hires on a temporary contract. All Personnel will be hired by one vote unless any Board member desires to have a separate vote on any or all listed personnel.
  - I. Discussion the vote to approve or disapprove hiring the following adjunct coach on a temporary contract for the 2026-2027 school year.
  - J. Discussion then vote to approve or not approve extra duty, professional development stipends and salary adjustments as submitted for the 2025-2026 school year.
  - K. Discussion, then vote to approve or disapprove modifications to the Superintendent's contract.
  - L. Discussion then vote to approve or disapprove Change Order #2 in the amount of \$76,826.00 for the middle school addition and renovation project.
- 4. Superintendent's Report
    - A. Superintendent's Report
  - 5. Adjournment

Name of person posting this Notice:  
Lisa Muller, Superintendent

\_\_\_\_\_  
(Signature)

This Public Notice/Agenda was posted at the office of the Superintendent of Schools, 405 SW 1st Street, on \_\_\_\_\_  
at 11:30 A.M. by Lisa Muller, Superintendent of Schools.

**ENCUMBRANCE REGISTER  
GENERAL FUND 2025/2026**

<b>PO No.</b>	<b>PO Date</b>	<b>Vendor Name</b>	<b>PO Board Summary</b>	<b>Amount</b>
2601897	6/26/2026	Mayes County Education Coop	COOP FEES	\$50,000.00
2601894	6/17/2026	Oklahoma State University	REGISTRATION - STAFF AG PD	\$1,000.00
2601893	6/17/2026	Wal-Mart Stores	Television for Enrollment	\$160.00
2601892	6/11/2026	NFHS Network	ATHLETICS - GENERAL GIRLS - STAFF I	\$170.00
2601891	6/11/2026	Security BankCard Center, Inc.	ATHLETICS - MS CHEER	\$299.00
2601886	6/10/2026	Martin, Michael D.	PD - PER DIEM	\$0.00
2601888	6/11/2026	Career & Technology	STAFF REGISTRATION	\$100.00
2601889	6/11/2026	Security BankCard Center, Inc.	STAFF TRAVEL - HOTEL	\$525.00
2601885	6/10/2026	Amazon	SUPPLIES	\$178.00
2601887	6/10/2026	Curalinc	SERVICES	\$252.50
2601890	6/11/2026	Davis, Megan E	FUEL	\$90.00
2601883	6/8/2026	Amazon	IT SUPPLIES	\$1,077.26
2601882	6/4/2026	School Mate	PLANNERS	\$4,736.70
			<b>TOTAL:</b>	<b>\$58,588.46</b>
			<b>YEAR TO DATE TOTALS:</b>	<b>\$52,430,398.28</b>
			<b>*Blankets</b>	

**ENCUMBRANCE REGISTER  
COOP FUND 2025/2026**

PO No.	P.O. Date	Vendor Name	Description	Amount
<b>YEAR TO DATE TOTAL:</b>				<b>\$694,331.47</b>

**ENCUMBRANCE REGISTER  
BUILDING FUND 2025/2026**

<b>PO No.</b>	<b>P.O. Date</b>	<b>Vendor Name</b>	<b>Description</b>	<b>Amount</b>
2601896	6/13/2026	Tractor Supply	SUPPLIES	\$395.48
2601895	6/17/2026	Bravo Builders, LLC	ROOF SERVICES	\$1,150,000.00
2601884	6/9/2026	Terracon Consultants, Inc.	Maintenance Material	\$12,900.00
			<b>Total:</b>	<b>\$1,163,295.48</b>
			<b>Year to date total:</b>	<b>\$7,446,781.10</b>
			<b>Blankets*</b>	



## Purpose of Sub Accounts and Fundraising Approval Requests

Submitted at Special Board Meeting for Approval, Pryor Public Schools, June 29, 2026

### \*AMENDMENT: 2025-2026 Fiscal Year

Purpose of Sub Account and Fundraising Approval Request:

PHS Tiger Express Basketball- Girls Basketball Camp- 5/28/2026- 5/29/2026

### 2026- 2027 Fiscal Year

#### **JEFFERSON Activity:**

Book Fairs (Spring/Fall/Virtual)

Dues/Fees

Refunds/Reimbursements

#### **JEFFERSON Annual/Yearbook:**

Annual/Yearbook sales

Donations

Dues/Fees

Refunds/Reimbursements

#### **JEFFERSON Tiger Choir:**

Dues/Fees

Donations

School Logo items

Refunds/Reimbursements

#### **JEFFERSON Courtesy:**

Beverage/Bottled Water sales

Donations

School Store

Dues/Fees

Refunds/Reimbursements

#### **JEFFERSON Library:**

Book Fairs (Spring/Fall/Virtual)

Donations

Dues/Fees

Refunds/Reimbursements

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **LINCOLN Activity:**

Jog-A-Thon  
Booktacular  
Book Fairs (Spring/Fall/Virtual)  
Donations  
Dues/Fees  
Refunds/Reimbursements  
Dinner Tickets  
Water Bottles  
T-Shirts & Logo sales  
Spring Fling  
Yearbook/Annual  
Read-A-Thon  
OKC Memorial Kids Marathon  
Nothing Bundt Cakes  
Restaurant Night-Venue/Cards  
Penny Wars

#### **LINCOLN Courtesy:**

Soda & Water Bottles (staff only)  
Pryor Tiger Spirit T-Shirts/Items  
Donations  
Refunds/Reimbursements

#### **LINCOLN Culture:**

Donations

#### **LINCOLN Library:**

Fall Scholastic Book Fair  
Spring Scholastic Book Fair  
Scholastic BOGO Book Fair  
Author Book sales/Speaker  
Donations  
Dues/Fees  
Refunds/Reimbursements  
Pencils/Pens/Eraser/Bookmarks

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### 2026- 2027 Fiscal Year

#### LINCOLN Olympics/Special Tigers:

Nothing Bundt Cakes (not consumed during school hours)

Program Donations

Donations

Dues/Fees

Refunds/Reimbursements

T-Shirts

Cornhole/Bocce Ball Tournament

Basketball Tournament

Month Calendar

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **ROOSEVELT Activity:**

Donations

Jog-A-Thon

Spring Literacy Night

Stencil's, pencils, erasers, pens

Art sales

Shirt sales

Yearbook/Annual sales

Carnival Concession

Chili's Give Back/Restaurant Nights/Cards

Refunds/Reimbursements

#### **ROOSEVELT Children's Choir:**

Donations

Dues/Fees CTSIS Membership

Refunds/Reimbursements

T-Shirt sales

#### **ROOSEVELT Library:**

Donations

Box Tops for Education

Book Fairs (Spring/Fall/Virtual)

Read-A-Thon

Author Visit/Book sales

Refunds/Reimbursements

#### **ROOSEVELT Robotics:**

Donations

Dues/Fees

Refunds/Reimbursements

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### 2026- 2027 Fiscal Year

#### **PMS Activity:**

Donations  
Pryor Tiger Branded Apparel  
Clothing Bin  
Dues/Fees  
Refunds/Reimb. (Love's Bottling Co, etc.)  
Rebates  
Vending Commission

#### **PMS Annual:**

Yearbook  
Ads (8<sup>th</sup> Grade and Business)  
Donations  
Dues/Fees  
Refunds/Reimbursements  
Photo Sales

#### **PMS Cheerleaders:**

PYC Cheer Clinic/Practices/Camps  
Concession sales  
Color My Bow/Donations  
Cheer-A-Thon/Donations  
Car Wash  
T-Shirt sales  
Spirit ribbon sale  
Donations  
Dues/Fees  
Refunds/Reimbursements  
10 Minute fundraiser (text fundraiser Raise 365)  
Calendar sales  
Spirit Table at Elementary Site & Games  
Beanies & Blankets  
Pickleball Tournament

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### 2026- 2027 Fiscal Year

#### **PMS Christmas Charity:**

Donations  
Dues/Fees

#### **PMS Choir:**

Donations  
Dues/Fees  
Boren Group LLC  
Zak's Cheese  
Signature Chocolates  
Tack Designs (shirt sales)  
Century Resources (meats, cheeses, candy, food items)  
Men's Night-Event: Entry/Admission (Recruitment/Tenor/Bass Concert)  
Smoke Haus Health Choice  
Refunds/Reimbursements

#### **PMS Courtesy:**

Donations  
Clothing Bin  
School Logo Items

#### **PMS FCCLA:**

Donations  
Dues/Fees  
Refunds/Reimbursements  
InstaRaise (catalog sales)  
Bundt Cakes

#### **PMS Industrial Arts:**

Pencils/Pens/Eraser sales  
Woodcraft sales  
Donations  
Interest  
Student Produced Projects  
Dues/Fees  
Refunds/Reimbursements

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### 2026- 2027 Fiscal Year

#### **PMS Leadership:**

Donation Campaign  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PMS Learner Lead Team:**

School Logo items  
Coin Drive  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PMS Library:**

Book Fairs (Spring, Fall, Virtual)  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PMS 8<sup>th</sup> Grade Travel:**

Donations  
Refunds/Reimbursements

#### **PMS TSA:**

Donations  
Dues/Fees  
Member dues/fees  
Program Produced Items (for resale)  
Game/Tournament Sponsorships  
Refunds/Reimbursements  
Gate Admissions  
Tournaments-Program/Sport

#### **PMS Washington DC:**

Donations  
Dues/Fees  
Refunds/Reimbursements

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **PHS Academic Excellence:**

Vending sales

Donations

Dues/Fees

Returns/Reimbursements

#### **PHS Academic Team:**

Donations

#### **PHS Alternative School:**

Donations

Dues/Fees

Refunds/Reimbursements

#### **PHS Annual/Yearbook:**

Annual/Yearbook sales

Donations

Dues/Fees

Returns/Reimbursements

#### **PHS Aviation & Aerospace Flying Tigers:**

Donations

Car Decals

Concession sales-Event: Drone competition

Dinner Ticket sales- Event: Spaghetti Dinner

Silent Auction

Calendar sales (online/monthly/fund a square)

Sponsorships

Soft drink & water sales (teacher/staff only)

School Store

T-Shirt Design Contest (vote with coins)

Concession Sales- Event: Airport Fly-in

Cleaning Burdick Center stadium after events

Due/Fees

Refunds/Reimbursements

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **PHS Band Activity:**

Member Dues  
Dues/Fees  
T-Shirt sales  
Money Dolly Donation Drive  
Cookie Dough sales  
Donations  
Charlie's Chicken coupon sales  
Calendar sales (online/monthly/fund a square)  
Car Wash  
Face painting/Sticker Tattoo Sales  
Refunds/Reimbursements

#### **PHS Band Trip:**

Money Dolly Donation Drive  
Frozen Cookie Dough sales  
Mattress sale  
Donations  
Dues/Fees  
Returns/Reimbursements

#### **PHS BPA:**

Student Produced Projects sales  
Donations  
Holiday/Celebration sales  
Dues/Fees (members)  
Custom gifts  
Third Party Donation Site  
Refunds/Reimbursements  
Coffee/Tea sales  
Popcorn sales (online)

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### 2026- 2027 Fiscal Year

#### **PHS Cheerleaders:**

PYC Cheer clinic/practices/camps  
Concession sales  
Color My Bow Donations  
Cheer-A-Thon Donations  
Car Wash  
T- Shirt sales  
Spirit Ribbon sales  
10 Minute fundraiser (text fundraiser Raise 365)  
Calendar  
Spirit Table at Elementary Site & Games  
Beanies & Blankets  
Pickleball Tournament  
Donations  
Dues & Fees  
Refunds/Reimbursements

#### **Chinese Club:**

Donations  
Apparel sales  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Choir:**

Donations  
Dues/Fees  
Boren Group, LLC  
Signature Chocolates  
Shirt sales  
Refunds/Reimbursements

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **PHS Comfort Closet:**

Donations

Dues/Fees

Returns/Reimbursements

#### **PHS Coop Secondary Class:**

Donations

Dues/Fees

Refunds/Reimbursements

#### **PHS Courtesy:**

Vending machine (staff only)

Donations

Dues/Fees

Refunds/Reimbursements

#### **PHS FCCLA- 1: (Rash)**

Donations

Frozen Cookie Dough sales

Insta Raise (catalog sales)

Water sales

Father-Daughter Dance

Dues/Fees

Refunds/Reimbursements

#### **PHS FCCLA-2 (Clark)**

Dues/Fees- Event

Meals To Go (staff and community)

Donations

Cooking classes

Dances

Inst Raise Fund Raising- Popcorn

Frozen Cookie Dough sales

Water sales

Refunds/Reimbursements

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **PHS FFA:**

Blue and Gold Meat sales  
T & D Meat sales  
Labor Auction  
Donations  
Dues/Fees  
Plant sales  
Shop Projects  
Refunds/Reimbursements

#### **PHS German Club:**

None

#### **PHS Hospitality:**

Donations- Individuals & Businesses  
Burdick Center Banners  
Hotel/Motel Tax  
Rebates (Play on Sports, Mascot Media, etc.)  
Royalties (Cotton Gallery, etc.)  
Refunds/Reimbursements  
Dues/Fees  
Football Scoreboard Ads & Banners  
Game & Tournament Sponsors  
Calendar w/Sponsors

#### **PHS Innovation Center:**

STEM Event: Concession  
STEM Project sales  
Donations  
STEM Event: Entry Fees  
Refunds/Reimbursements  
Snack sales (after school @ RSU Campus)  
Sponsorships

#### **PHS Leadership:**

Online Donation Campaign  
T-Shirt sales  
Donations- Businesses and Sponsorship  
Dues/Fees  
Refunds/Reimbursements

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### 2026- 2027 Fiscal Year

#### **PHS Library:**

Book Fairs (Spring/Fall/Virtual)  
Author Visits – Book sales  
Donations/  
Dues/Fees  
Refunds/Reimbursements

#### **PHS LifeSmarts:**

Donations  
Cookie Dough sales  
Golf Tournament  
Father-Daughter Dance  
Paint & Planting Event  
Refunds/Reimbursements

#### **PHS Math Club:**

Sonic Cards/Restaurant Night  
Donations  
Dues/Fees  
Refunds/Reimbursements  
Summer School  
Math Camp  
Tutoring Program  
Tiger Brand Apparel

#### **PHS Musical:**

Donations  
Dues/Fees  
Musical Ticket sales  
Ads for Program  
Ads for Shirts  
Musical Drawing items  
Shirt sales  
Dessert Auction  
Fundraiser Dinner  
Seat Reservations  
Silent Auction  
Refunds/reimbursements

#### **PHS National Honor Society:**

Pryor Tiger Branded Apparel  
Dues/Fees  
Donations  
Refunds/Reimbursements

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **PHS Poms:**

Whataburger Night  
Pom Mini Clinic  
Chili's Give Back/Restaurant Nights  
Golf Tournament  
Mums' sale  
Tiny Tiger Pom Clinic  
Signage/Advertisements  
Start-up Cash  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Student Council:**

T-Shirt/Apparel sales  
5K Color Themed Runs/Walks  
Coin Drives  
Bake sales/Pie Auction  
Holiday Grams  
Dues/Fees  
Donations  
Philanthropy Events (food drives/bake sales)  
Restaurant Nights  
Refunds/Reimbursements

#### **PHS Spanish Club:**

Mexican Tile Ornaments sales  
Valentine Flower Gram sales  
T-Shirt sales  
Face Painting  
Friendship Bracelets  
Candy Cane Grams  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Success Center:**

Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Testing:**

Donations  
Dues/Fees  
Refunds/Reimbursements

## Purpose of Sub Accounts and Fundraising Approval Requests

Submitted at Special Board Meeting for Approval, Pryor Public Schools, June 29, 2026

### 2026- 2027 Fiscal Year

#### **Athletics:**

Concessions  
Gate Fees & OSSAA Ticket sales  
Hall of Fame Banquet  
Camps, Clinics, Competitions  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Tiger Express- Baseball:**

Adopt-A-Tiger/Success fund  
Hit-A-Thon/Success Fund  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Tiger Express- Boys Basketball**

BSN (online store sales)  
Camps/Clinics/Competitions  
Shoot-A-Thon  
Tournaments- Program/Sport  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Tiger Express- Basketball- Girls**

Camp/Clinics/Competitions  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PHS/MS Tiger Express Boys Cross Country:**

5K Run  
Advertisement- Items/Event  
Apparel sales  
BSN (online store sales)  
Concession sales – Event:  
Donation Campaign  
Donations  
Tiger Dash Delivery Service  
Dues/Fees – Event:  
Refunds/Reimbursements

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **PHS Diamond Club-Booster Club:**

Diamond Dinner  
Advertising & Digital Advertising  
Diamond Club Membership  
Baseball Concessions  
Basketball Tournaments  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Tiger Express Golf:**

Donations  
Donation Letters  
Dues/Fees  
Refunds/Reimbursements

#### **PHS/MS Tiger Express Boys Soccer:**

Calendar sales (online monthly/fund a square)  
BSN (online store sales)  
Car Wash  
Pancake Feed  
Program Donations  
Restaurant Night – Venue  
Tournaments – Program/Sport  
Alumni Event Entry  
Money Dolly  
Dues/Fees  
Donations  
Refunds/Reimbursements

#### **PHS/MS Tiger Express Girls Soccer:**

Adopt-A-Tiger  
BSN (online store sales)  
Car Wash  
Pancake Feed  
Restaurant Night- Venue  
Program Donations  
Donations  
Tournaments – Program/Sport  
Alumni Event Entry  
Money Dolly  
Dues/Fees  
Refunds/Reimbursements

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **PHS/MS Tiger Express Girls Soccer:**

Adopt-A-Tiger  
BSN (online store sales)  
Car Wash  
Pancake Feed  
Restaurant Night- Venue  
Program Donations  
Donations  
Tournaments- Program/Sport  
Alumni Event Entry  
Money Dolly  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Tiger Express Softball:**

Meet the Tiger Night  
Tournaments (softball & golf)  
Signage for Scoreboard  
Shirt sales  
Donations (digital/online)  
Camps/Clinics/Competitions  
Dues/Fees  
Refunds/Reimbursement

#### **PHS Tiger Express Strength and Conditioning:**

BSN (online store sales)  
Donations  
Dues/Fees  
Refunds/Reimbursement

#### **PHS Tiger Express Swim:**

BSN (online store sales)  
Donations  
Dues/Fees  
Refunds/Reimbursements  
Lap-A-Thon

#### **PHS Tiger Express Tennis:**

Donations  
Dues/Fees  
Refunds/Reimbursements  
Serve-A-Thon

## Purpose of Sub Accounts and Fundraising Approval Requests

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### 2026- 2027 Fiscal Year

#### **PHS/MS Tiger Express Boys Track:**

5K Run  
Donations  
Run-A-Thon  
BSN (online store sales)  
Advertisement Items-Event  
Dues/Fees- Event  
Concession sales- Event  
Refunds/Reimbursements

#### **PHS/MS Tiger Express Girls Track & Cross Country:**

Concession sales- Event: Track Meets/Cross Country Meets  
BSN (online store sales)  
Calendar sales (online/monthly/fund a square)  
Donation Campaign  
Donations  
Dues/Fees- Event  
Refunds/Reimbursements  
Signage

#### **PHS Tiger Express Volleyball:**

BSN (online store sales, apparel)  
Calendar sales (online/monthly/fund a square)  
Camps/Clinics/Competitions  
Car Wash  
Donations  
Dues/Fees  
Refunds/Reimbursements

#### **PHS Tiger Express Wrestling:**

Donations  
Dues/Fees- Event  
Program Donations  
Tournaments- Program/Sport  
Sponsorships  
Surplus item sales  
Camps/Clinics/Competitions  
Refunds/Reimbursements

Purpose of Sub Accounts and Fundraising Approval Requests

Submitted at Special Board Meeting for Approval, Pryor Public Schools, June 29, 2026

2026-2027 Fiscal Year

**Miscellaneous: Child Nutrition Clearing Account**

Vending sales

Donations

Dues/Fees

Refunds/Reimbursements

Miscellaneous Child Nutrition Donations

Donations

Refunds/Reimbursements

**Miscellaneous: Interest**

Interest (paid monthly from RCB Bank)

**Miscellaneous: Maintenance Dept.**

Donations

Dues/Fees

Refunds/Reimbursement

Snack sales/Vending

**Miscellaneous: PAEF Grants:**

Grants

**Miscellaneous: Student Travel:**

Donations

Dues/Fees

Refunds/Reimbursements

**Miscellaneous: Tiger Price Afterschool Program**

Donations

Refunds/Reimbursements

**Miscellaneous: Damages to School Property- Technology- 988**

Technology Insurance

Dues/Fees

Refunds/Reimbursements

**Miscellaneous: Card Processing Fees- 998**

Convenience fees paid by credit card patrons

**Miscellaneous: Damages to School Property- 999**

School Property Liability Insurance

Fees

Refunds/Reimbursements

**-FUNDRAISERS-**  
**For School Board Approval**  
**2026 -2027**

5K Run	Donation Campaign
Adult/Student Activity Passes	Dues/Fees
Adopt-A-Tiger	Event Admission
Advertisement	Egg My Yard
Alumni Event Entry	Elementary Dance
Appreciation Days	Event Admission
Art Sales	Event Concession
Author Visit - Book Sales	Event Entry Fee
Bake Sale	Face Painting
Beverage / Bottled Water Sales	Family Fun Night w/Concessions & Dinners
Baked Items to go	Fan Cloth Sales
Banquet Ticket Sales	Fan Pledge
Blue & Gold Meat sales	Father-Daughter Elementary Dance
Book Fairs (Spring/Fall/Virtual)	Firework sales
Booktacular	Flower/Plant sales
Box Tops for Education	Game/Tournament Sponsorships
Boone Catalog Online orders (tumblers, jerky, etc.)	Game Concession
Boren Group, LLC (food items from brochure)	Garage Sale
BSN (online store sales)	Gate Admissions
Calendar Sales (online/monthly/fund a square)	Grants
Camps/Clinics/Competitions (support of the program's school activity fund)	Hit-A-Thon
Carnival Concession	Holiday Grams
Car Decals	Holiday/Celebration Sales
Car Wash	Hotel/Motel Taxes
Century Resources (brochure/online sales)	InstaRaise Catalog Sales
Character Contest	Jewelry sales
Cheer-A-Thon	Jog-A-Thon
Chili's Give Back	Kiss the Pig
Chinese New Year Celebration art/fortunes sales	Labor Auction
Christmas Extravaganza/Novelty Pryor Spirit/Wrapping	Lathe Product sales
Clothing Bin	Laundry detergent
Coin Drive	Literacy Night Product Sales
Color Run	Mark Me Laser (custom order tumblers)
Concession sales	Mattress sale
Cooking classes	Meals To Go
Cornhole Tournament	Meet the Teacher Night Product Sales
Custom gifts	Member Dues/Fees
Credit Card Payments/Convenience Fees by Patrons/Food Service Payments	Metalcraft sales
Dessert Auction	Mexican Tile Ornaments
Club Membership	Money Dolly
Dinner Tickets Sales	Monogrammed coffee mug sales
Donations	Mr./Miss PHS
	Flower and Plant Sales
	OKC Memorial Kids Marathon

**-FUNDRAISERS-**  
**2026 -2027**

<b>Pancake Feed</b>	<b>Team Camp</b>
<b>Parents Night Out</b>	<b>Third-Party Donation Site</b>
<b>Pencils/Pens/Eraser sales</b>	<b>Ticket Sales</b>
<b>PHS TSA Custom 3D-Printed gifts</b> (constructed from 3D filament already in stock as donated)	<b>Tiger Dash Delivery Service</b>
<b>Pie sales</b>	<b>Tournament Admission</b>
<b>Program Donations</b>	<b>Tournament Concession</b>
<b>Program Produced Items</b>	<b>Tournament Entry Fee</b>
<b>Pryor Tiger Branded Apparel</b>	<b>Valentine Flower Gram sales</b>
<b>Read-A-Thon</b>	<b>Vending Sales</b>
<b>Reading for Education (RFE) magazine sales</b>	<b>Video Ad sales</b>
<b>Rebates</b>	<b>Wear Your Hat</b>
<b>Refunds</b> (Love's Bottling Company, etc.)	<b>Woodcraft sales</b>
<b>Reimbursements from OSSAA</b> (play-off monies)	<b>Yard Signs and Decorations</b>
<b>Reimbursements from various agencies</b> (Ex. The Okla. Dept. of Aerospace and Aeronautics)	<b>Yearbook</b>
<b>Reimbursements</b>	<b>Youth Camp</b>
<b>Restaurant Discount Cards / Coupon Books</b>	<b>Zak's Cheese sales</b>
<b>Restaurant Night</b>	
<b>Run-A-Thon</b>	
<b>Salina Speedway snack sales</b>	
<b>Santa Letters</b>	
<b>School Logo items</b>	
<b>School Store</b>	
<b>Serve-A-Thon</b>	
<b>Shoot-A-Thon</b> (Archery, Basketball)	
<b>Silent Auction</b>	
<b>Skate Night</b>	
<b>Snack Sales</b>	
<b>Soft drinks &amp; water sales</b> (teachers/staff only)	
<b>Softball Banquet &amp; Ticket sales</b>	
<b>Spirit Sales</b> (bows, posters, ribbons, sashes, stickers, tattoos)	
<b>Spirit Sprinkled</b>	
<b>Sponsorships</b>	
<b>Spring Literacy Night Item Sales</b>	
<b>STEM Event</b> (OAC Stem Day)	
<b>STEM Event Concession</b>	
<b>STEM Projects sales</b>	
<b>Student Activity Passes</b>	
<b>Student Produced Project Sales</b>	
<b>Student/Staff games or tournament</b> (dodgeball, basketball, volleyball, etc.)	
<b>Surplus item sales</b> (Board approved)	
<b>T &amp; D Meat sales</b>	
<b>Talent Show</b>	
<b>Teacher/Student Academic Team Tournament</b>	

# Staffing Agreement

The parties herein described as Drake Nelson, LLC, an Oklahoma Limited Liability Company, doing business as Action Group Staffing, with its principal office located at 300 W. Shawnee Suite C, Muskogee, OK 74401 (hereinafter referred to as "Action Group") and INDEPENDENT SCHOOL DISTRICT NO. 1 OF MAYES COUNTY, OKLAHOMA, commonly known as the Pryor Public Schools with its principal office located at 405 W 1<sup>st</sup> St Pryor, OK 74361 (hereinafter referred to as "CLIENT"). The parties together do hereby agree to the terms and conditions as set forth herein this Staffing Agreement (the "Agreement"). The effective date of this Agreement shall be July 1, 2026 through June 30, 2027. Upon approval of the CLIENT's board of education, this Agreement may be annually renewed for the CLIENT's next fiscal year (July 1 to June 30) or such shorter time as may be agreed upon by the parties. This Agreement can be terminated by either party upon thirty (30) days written notice to the other party, except that, if CLIENT fails to make any payments as required by the Agreement, Action Group may terminate the agreement upon three business days written notice to CLIENT.

**1. Action Group's Duties and Responsibilities.** Action Group hereby agrees to:

- a. Recruit, screen, interview, and assign its employees ("Assigned Employees") to perform the type of work described in Exhibit A-1 and shall be under CLIENT's supervision at the locations specified in Exhibit A-1;
- b. Pay Assigned Employees wages and provide them with the benefits that Action Group offers to such Assigned Employees;
- c. Pay, withhold, and transmit all payroll taxes; provide unemployment insurance and workers' compensation insurance and benefits; and handle unemployment and workers' compensation claims involving Assigned Employees;
- d. Require Assigned Employees to sign agreements acknowledging that they are not entitled to holidays, vacations, disability benefits, insurance, pensions, or retirement plans, or any other benefits offered or provided by CLIENT to its employees;
- e. Require Assigned Employees to comply with all CLIENT policies, regulations, and rules;
- f. Immediately honor and abide by CLIENT's decision regarding the termination of work of an Assigned Employee at any of CLIENT's premises; and
- g. Perform the following background checks before placement: fingerprint screening through the OSBI, plus an online sex offender registry lookup, and an online state lookup via ODCR and OSCN.

**2. CLIENT'S Duties and Responsibilities.** Client agrees to:

- g. Supervise Assigned Employees performing its work;
- h. Not permit Assigned Employees to operate any vehicle or mobile equipment;
- i. Not entrust Assigned Employee with unattended premises, cash, checks, keys, credit cards, merchandise, confidential or trade secret information, negotiable instruments, or other valuables without Action Group's express prior written approval or as strictly required by the job description approved by CLIENT as attached in Exhibit A-1;
- j. Provide Assigned Employees with a safe work site and provide appropriate information, training, and safety equipment with respect to any hazardous substances or conditions to which an Assigned Employee may be exposed at the work site;
- k. Not change Assigned Employees' job duties and/or job description without first notifying Action Group and receiving its express prior written approval;
- l. Exclude Assigned Employees from CLIENT'S employee benefit related plans, policies, and practices;
- m. Not discuss or negotiate with an Assigned Employee compensation or benefits related to Assigned Employees;
- n. Provide that information necessary for Action Group to record the injuries and illnesses of Assigned Employees on Action Group's OSHA 300 Log; and
- o. Include Assigned Employees in safety trainings.

**3. Payment Terms and Fees - Permanent Placements.** Action Group Staffing will, at CLIENT's request, assist with permanent placement recruitments for higher levels of personnel at a placement fee of 20% - 10% due after first 45 days, and the remaining 10% due after 90 days.

**4. Payment Terms, Bill Rates, and Fees.**

- a. The bill rate charged to CLIENT by Action Group is an all-inclusive fee that includes all costs incidental to an Assigned Employee's employment by Action Group, including but not limited to all state and federal taxes, workers compensation insurance and benefits, unemployment, background checks, felony and sex offender affidavits, random drug screens, and post-accident drug testing.
- b. CLIENT will pay Action Group for staffing services at those rates set forth in Exhibit A-1.
- c. Action Group will invoice CLIENT for services provided under this Agreement on a weekly basis. Payment is due Net 45. Invoices will be supported by the pertinent time sheets or other agreed upon system by the parties for documenting hours worked by Assigned Employees.

d. CLIENT agrees to pay interest—at the rate of 1.5 % per month (18% APR), on any invoices that are unpaid after 45 days from the date of receipt, calculated from the date of receipt.

e. In the event there are increased costs associated with an Assigned Employee's employment by Action Group that arise as a result of a requirement of state or federal law imposed on Action Group while this Agreement is in effect, Action Group will timely notify CLIENT in writing of the additional costs at least ten (10) business days in advance to any invoicing of the additional costs. CLIENT will be responsible for such increased costs during the term of this Agreement unless CLIENT exercises its right to terminate this Agreement.

f. CLIENT's signature on an Assigned Employee's timesheet or other written agreed method of approval for the hours worked submitted for Assigned Employees certifies that the documented hours are correct and authorizes Action Group to bill CLIENT for those hours. If a portion of any invoice is disputed, CLIENT agrees to pay the undisputed portion.

g. CLIENT agrees to provide Assigned Employee's time sheets to the Action Group at its principal office by 10am each Monday while CLIENT's administrative offices are open.

h. In order for CLIENT to be obligated to pay Action Group for an Assigned Employee's overtime, the hours of overtime to be worked by an Assigned Employee must be authorized in advance and in writing by CLIENT. CLIENT will not be charged more than the minimum federal or state law authorized overtime hourly rate.

**5. Outside Employment of Assigned Employee.** If CLIENT uses the services of any Assigned Employee as its direct employee, independent contractor, or through any person or firm other than Action Group during or within 90 days after any initial assignment to CLIENT, CLIENT must notify Action Group and (a) continue the Assigned Employee's assignment from Action Group for the next 90 consecutive work days; or (b) pay Action Group a fee in the amount set forth on the attached buy out fees schedule on Exhibit A-1.

**6. Nonsolicitation.** CLIENT agrees not to solicit Action Group's permanent employees (i.e., not Assigned Employees) for its own benefit, and Action Group agrees not to solicit CLIENT's employees for its own benefit.

**7. Confidential Information.** In the course of an Assigned Employees work at CLIENT, an Assigned Employee and Action Group as employer, agree to abide by all confidentiality requirements imposed on CLIENT by state and federal law. Additionally, during the course of this Agreement the parties may receive information that is deemed proprietary to or confidential to the other party, affiliated companies, and clients. To the extent allowed or required by law, the parties agree (a) to hold such information in strict confidence, (b) not to disclose such information to third parties, and (c) to use such information solely for the purpose of performing under this Agreement.

**8. Duty of Cooperation.** The parties agree to cooperate fully and to provide assistance to the other party in the investigation and resolution of any complaints, claims,

actions, or proceedings that may be brought by or that may involve Assigned Employees.

**9. Indemnity.** Each party shall be responsible for its own liability arising from the acts or omissions of its employees occurring in the course of performing this Agreement. Neither party agrees to assume any liability of the other, or to defend, indemnify, or hold harmless the other party arising from a claim of a third party to this Agreement. All rights to indemnify and contribution between the parties to this Agreement shall be as provided by the law of the State of Oklahoma.

**10. Miscellaneous.**

a. The confidentiality provisions contained herein shall remain in effect and shall survive the termination or nonrenewal of this Agreement.

b. No provision of this Agreement may be amended or waived unless mutually agreed to in writing by the parties.

c. If one or more provisions or terms of this instrument are ruled unenforceable, the remainder of the provisions shall continue in full force and effect.

d. This Agreement and the exhibits attached to it contain the entire understanding between the parties. All prior negotiations between the parties hereto concerning the subject matter of this Agreement are merged in this Agreement.

e. The provisions of this Agreement will inure to the benefit of and be binding on the parties and their respective representatives, successors, and assigns.

f. The failure of a party to enforce the provisions of this Agreement will not be a waiver of any provision or the right of such party thereafter to enforce each and every provision of this Agreement.

g. Neither party may transfer or assign this Agreement without the other party's written consent.

h. Any notice or other communication will be deemed to be properly given only when sent via the United States Postal Service or a nationally recognized courier, addressed as shown on the first page of this Agreement.

i. Neither party will be responsible for failure or delay in performance of this Agreement if the failure or delay is due to labor disputes, strikes, fire, riot, war, terrorism, acts of God, or any other causes beyond the control of the nonperforming party.

j. This Agreement has been made and executed in Mayes County, Oklahoma, and shall be interpreted, construed and enforced in accordance with the laws of the State of Oklahoma and before the courts of the State of Oklahoma.

k. This instrument may not be modified except by an agreement in writing mutually signed by Employee and by an authorized representative of CLEINT after proper board approval and which specifically refers to this instrument.

**Authorized representatives of the parties have executed this Agreement below to express the parties' agreement to its terms as set forth in this Agreement.**

**Drake Nelson, LLC d/b/a  
Action Consulting Group**

**Independent School District No. 1 of  
Mayes County, Oklahoma**

\_\_\_\_\_  
Shane Nelson, President

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

## Exhibit A-1 - Rate Schedule

### Job Title & Description / Shift / Location / Hourly Bill Rates / Buy Out

**Job descriptions:** Classroom support, Clerical roles, Cafeteria, and Maintenance

**Shift:** To be provided by CLIENT.

**Minimum Hours Per Day:** Action Group will bill CLIENT a minimum of four (4) hours if CLIENT limits an Assigned Employee's workday to fewer than four (4) hours. Not applicable if Assigned Employee is dismissed by CLIENT.

**Locations:** Pryor Public Schools, Pryor, OK

**Payment Terms, Bill Rates, and Fees:** Per Agreement

**Permanent Placement Fee:** Per Agreement

#### **Hourly pay rates/Bill rates:**

<u>Classroom Support</u>	1.42 Mark Up	<u>Pay Rate</u> \$10.00 \$11.00	<u>Bill Rates</u> \$14.20 \$15.62
<u>Clerical</u>	1.39 Mark Up	<u>Pay Rate</u> \$10.00 \$11.00	<u>Bill Rate</u> \$13.90 \$15.29
<u>Cafeteria</u>	1.42 Mark Up	<u>Pay Rate</u> \$10.00 \$11.00	<u>Bill Rate</u> \$14.20 \$15.62
<u>Maintenance:</u>	1.44 Mark up	<u>Pay Rate</u> \$11.00 \$12.00	<u>Bill Rate</u> \$15.84 \$17.28

#### **Early Buy out rates:**

If you would like to take a temporary employee on permanently before the 520 hour trial period is up, the prices are as followed

0 - 112 hours: 12% of the annual salary

113-240: 10% of the annual salary

241-360: 8% of the annual salary

361-480: 6% of the annual salary

481-520: 4% of the annual salary



# Pryor Public Schools After School Program Contract 2026-27

The **Pryor Public School After School Program** has the approval to utilize the PCRC facility and/or our instructors. The program will hold swimming classes on Monday, Tuesday, and Thursday from 4pm until 5:30pm at PCRC during the months of Nov., Dec., Jan., Feb., March and April for a total of approximately 66 visits. In addition, PCRC will partner with Pryor Schools on the Maintain Don't Gain holiday challenge. All Pryor faculty will have the opportunity to participate in this challenge. Participants will receive two InBody scans (accompanied with a detailed explanation of said scan by a PCRC employee) and will receive a t-shirt for fulfilling the challenge requirements. Cost per student is \$2.00.

**Pryor Special Tiger Sharks Swim Team** will be utilizing the PCRC pool from September to May. The team plans to practice every Tuesday from 4-5pm. The head coach is responsible for having adequate coaches/volunteers at each practice to ensure a safe and productive environment. PCRC is also offering the swim team the option to schedule a second weekly practice if the coach deems it necessary.

This memorandum of agreement shall be effective from 8-13-26 to 6-30-27.

\_\_\_\_\_  
Pryor Creek Recreation Center Director Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Pryor Public School Representative Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Zac Doyle, Mayor

\_\_\_\_\_  
Date

Attest: \_\_\_\_\_  
Hannah Morris, City Clerk

\_\_\_\_\_  
Date



# Pryor Public Schools Swim Team Contract - 2026-27

The **Pryor Public Schools Swim Team** has the approval to utilize the PCRC Pool for the school year 2026-27. The daily schedule will be as follows: August 17<sup>th</sup> – September 30<sup>th</sup>, Monday - Thursday 2:30-3:30pm, Friday 1:30 – 2:30pm; October 1<sup>st</sup> – February 19<sup>th</sup>, M-Th 2:30 – 4:30pm, Friday 1:30 – 3:30pm. Offseason – 2:30 – 3:30pm. Days and times may be adjusted with PCRC approval.

**Rental Fee: \$1500**

This memorandum of agreement shall be effective from 8-13-26 to 6-30-27.

\_\_\_\_\_  
Pryor Creek Recreation Center Director Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Pryor Public School Representative Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Zac Doyle, Mayor

\_\_\_\_\_  
Date

Attest: \_\_\_\_\_

Hannah Morris

\_\_\_\_\_  
Date



**TIMECLOCK PLUS,  
LLC  
1 TIMECLOCK DRIVE  
SAN ANGELO, TX 76904**

**QUOTE # : Q060940**

**CONTRACT START DATE : 07/07/2026**

**CLIENT INFORMATION**

Shipping Method:

Purchased for: Pryor Public Schools  
Bill To: Pryor Public Schools

Contract Contact Name: Steve Ledbetter

Billing Address: 405 Southwest 1st Street  
Pryor, Oklahoma 74361  
United States

Contract Contact Email: ledbetters@pryorschools.org

Billing Contact Name: Steve Ledbetter

Billing Contact Email: ledbetters@pryorschools.org

Billing Contact Phone: (918) 825-3999

**BILLING TERMS**

INITIAL TERM	RENEWAL TERM	PAYMENT TERM	PAYMENT METHOD
12 MONTHS	12 MONTHS	NET 30	CHECK

ITEM DESCRIPTION	PRICE PER UNIT	QUANTITY	CHARGE TYPE	ORDER TOTAL
TIMECLOCK PLUS PROFESSIONAL ANNUAL CLOCKABLE EMPLOYEE LICENSE	\$35.61	391	RECURRING	\$13,923.51
HARDWARE SUPPORT & MAINTENANCE	\$6,082.85	1	RECURRING	\$6,082.85

SUBTOTAL	<b>\$20,006.36</b>
TAXES	<b>\$0.00</b>
GRAND TOTAL	<b>\$20,006.36</b>
CURRENCY	USD

QUOTE EXPIRATION DATE : 06/30/2026

SPECIAL TERMS: ANNUAL RENEWAL // UP TO 391 USER LICENSES + HARDWARE SUPPORT & MAINTENANCE (HSM) // 3% UPLIFT  
2026- 2027: ENTERPRISE LICENSE ANNUAL PLAN: \$35.61 PER LICENSE PER YEAR + HARDWARE SUPPORT & MAINTENANCE: \$6,082.85 PER YEAR

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## SERVICE TERMS & CONDITIONS

TimeClock Plus, LLC ("TCP"), a Delaware limited liability company, will provide Client and its authorized Employees and Users access to the Services during the Initial Service Term in accordance with the complete terms and conditions (collectively the "Licensing Agreement") found at: <https://www.tcpsoftware.com/legal>

TCP reserves the right to modify the Licensing Agreement at TCP's sole discretion provided that changes shall not materially decrease the Services features and functionalities that Client has subscribed to during the then-current term. Should TCP make any modifications to the Licensing Agreement, TCP will post the amended terms on the applicable URL link and will update the "Last Updated Date" within such documents to notify Client of said changes.

This Order Form is entered into as of the Contract Start Date contained herein (the "Effective Date") by and between TimeClock Plus, LLC and the entity named in the Bill To section herein (the "Client"), and is subject to the Licensing Agreement. In the event of any conflict between the Order Form and the Terms and Conditions (as applicable), the terms of the Order Form shall control.

Client shall pay all fees or charges in accordance with those outlined on the Order Form. Except for cases of TCP breach, all fees are committed and non-cancelable during the term of the agreement.

The individuals executing this Agreement on behalf of each Party represent and warrant to the other Party that they are fully authorized and legally capable of executing this Agreement on behalf of such Party and that such execution is binding upon such Party.

Accepted by:

Client

TimeClock Plus, LLC

By: \_\_\_\_\_ By: \_\_\_\_\_

Name: \_\_\_\_\_ Name: \_\_\_\_\_

Title: \_\_\_\_\_ Title: \_\_\_\_\_

# LEA/OSU/OPSRC Registered Teaching Apprenticeship Pathway

## Partnership Agreement

### Purpose of the Partnership

This Agreement establishes a Registered Teaching Apprentice Pathway (“RTAP”) teacher preparation partnership agreement by and among \_\_\_\_\_, hereafter referred to as the **Local Education Agency (“LEA”)**; **Oklahoma State University**, hereafter referred to as the **Educator Preparation Provider (“EPP”)**; and the **Oklahoma Public School Resource Center**, hereafter referred to as the **Sponsor**.

The **RTAP initiative** aims to provide a structured pathway for aspiring educators, referred to as **Apprentice Teachers (ATs)**.

### The Registered Teacher Apprentice Pathway

This pathway is open to individuals who aspire to become licensed teachers. To participate, candidates must:

- Be admitted to the EPP and be in pursuit of an education degree leading to teacher licensure.
- Secure an **apprentice position** with the LEA.

Upon successful completion, candidates will earn a **bachelor’s degree** and become eligible for recommendation for **teacher licensure**; however, such recommendation shall be contingent upon the candidate’s satisfactory completion of all teacher certification requirements as established by the State of Oklahoma prior to the EPP’s recommendation for licensure.

### Terms and Conditions

#### Apprentice Teacher (AT) Eligibility

To qualify to be an Apprentice Teacher, candidates must:



- Be enrolled or actively seeking admission to the **EPP** and its **Teacher Education Program**.
- Be recommended for the program by the **LEA**.
- Complete all necessary forms and requirements established by the **apprenticeship Sponsor and the Department of Labor (DOL)** within designated deadlines.

Since ATs are **LEA employees**, their background checks will be conducted and maintained by the **LEA**, and the **EPP** will accept the LEA's background clearance.

## Apprentice Teacher Roles & Responsibilities

- ATs will work full-time in schools as **teacher assistants, paraprofessionals, substitutes, tutors, or other support staff roles, including but not limited to instructional aides, extracurricular duties attendants, cafeteria and office staff personnel** agreed upon by the RTAP partnership.
- Each AT will be paired with a **trained and supported school-based mentor** provided by the LEA.
- ATs will complete coursework through the **EPP**, with courses offered in online or hybrid format and scheduled to accommodate the AT school-based work schedules.
- ATs are considered **at-will employees** of the LEA.

## LEA Responsibilities

The **LEA** will:

- **Recruit and recommend** high-quality candidates who aspire to become licensed educators.
- **Sign and submit all required forms and paperwork as required by the apprenticeship sponsor and DOL guidelines.**



- **Provide appropriate school placements** where ATs spend time in an instructional setting and rotate through their endorsement area, elementary education Grades 1-8.
- **Designate a point of contact** to provide support for mentors and communicate with the **EPP** as needed.
- **Retain responsibility** for K-12 instruction and ensure adequate supervision for students and faculty.
- **Support accreditation efforts** by providing necessary data and allowing accreditation team visits.
- **ATs will be paid** based on their employment role within **LEA**.
- If an AT is **removed from EPP's program** due to violations of professional competencies, ethics, or performance expectations, their **LEA employment may also be terminated or reassigned** at the LEA's discretion.
- **Assign a trained and compensated mentor** to support each AT. The mentor will:
  - Verify that the AT is demonstrating the required **the Apprenticeship Competencies, as listed in the EPP course materials and as provided to LEAs, ATs, and mentors upon Agreement approval.**
  - Conduct a minimum of two **formal observations per semester** and provide actionable feedback, which will be shared with the **EPP**.
  - Meet with the AT **weekly**, either individually or in cohorts, to provide support, guidance, and problem-solving assistance.
  - Maintain ongoing communication with the **EPP** regarding **AT progress, coursework, and licensure requirements.**
  - Attend a **minimum of two meetings per semester** with the **EPP** to discuss AT progress and coordinate support.



## Program Matriculation & Licensure Decisions

- **Apprenticeship competencies** will be tracked by the AT, the Mentor, and the EPP **to evaluate progress and determine licensure eligibility.**
- As employees of the **LEA**, ATs must follow **LEA employment policies**. As enrolled students, ATs must also adhere to the policies of the EPP.
- If an AT is removed from LEA employment or fails to maintain good standing as an EPP student, either party may **remove the AT from the RTAP pathway with notice to the other parties.**

## Joint Responsibilities (LEA & EPP)

- **Collaborate** to promote the progress of ATs in meeting the Apprenticeship Competencies as established and listed in the EPP courses.
- **Maintain open communication** regarding AT progress and mentorship.
- **Ensure program quality** by evaluating outcomes at designated mid-term (7-8 weeks) and final evaluation (14-15 weeks) dates.
- Review this Agreement **annually** to ensure alignment with the goals of both **LEA** and the **EPP**.
- **Co-select** placement sites and mentor teachers for ATs, ensuring mentor selection aligns with **existing partnership agreements**.
- Ensure that **placement meets the AT requirements** outlined in this Agreement.
- Align placements with the **AT's content area and licensure pathway**.
- **Coordinate or modify work schedules** so that ATs can complete required **coursework at EPP**.

## EPP Responsibilities

- **Provide and monitor AT coursework** and provide evaluations.
- **Share performance data** with LEA mentors and administrators.



- **Ensure all ATs meet program expectations** before recommending them for licensure.
- By **state law**, the **EPP** holds the final authority in **recommending candidates for licensure** following consultation with **LEA** stakeholders.

## Data Sharing

To evaluate and improve this program, **LEA** and the **EPP** agree to share **relevant data** to support recruitment, selection, and degree completion of high-quality teacher candidates.

**LEA, the EPP, and Sponsor** will provide each other with **data, as further described below**, related to:

- Teacher candidates, educators, and school leaders.
- Student academic performance and educator effectiveness.
- Workforce needs and educator vacancy trends.
- Program completion and licensure recommendation.

## Confidentiality & FERPA Compliance

All parties will:

- Only share data to the extent permitted by **FERPA** and **state law**.
- Maintain **strict confidentiality** of shared data in compliance with **FERPA** and **state law**.
- Ensure data is stored in **secure systems** with **restricted access**.
- Use **secure transmission methods** for exchanging information.
- Destroy any data **once it is no longer needed** for program evaluation and improvement.



OFFICE OF  
EDUCATOR SUPPORT



IN WITNESS WHEREOF, the Parties have executed this Agreement to be effective as of the date of last signature, below.

Agreed to and accepted:

**Oklahoma State University:**

Dr. Stephen Clarke, Dean of the College of Education and Human Sciences

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Agreed to and accepted:

**Oklahoma Public School Resource Center:**

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Agreed to and accepted:

\_\_\_\_\_ :

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature



# OPSRC

Oklahoma Public School Resource Center

[opsrc.net](http://opsrc.net)

## Registered Apprentice Program

### Overview

*What?*

Registered Apprenticeship Programs (RAPs) for teachers provide a structured, research-based pathway to teacher certification while addressing recruitment and retention challenges. These programs allow teacher candidates to continue working in their current position while completing their degree and gaining hands-on classroom experience under the guidance of an experienced mentor. RAPs are customizable to local needs, support the educator pipeline, and are built on the proven residency model, which enhances teacher effectiveness and student outcomes.

#### Registered Apprenticeship Programs (RAPs) are:

*Why?*

- An investment in a current/trained employee.
- Effective teacher retention and recruitment strategy.
- Customizable to local school district needs.
- Built on the research proven residency model.
- A route to increase a pool of qualified candidates.
- A research proven strategy to grow the local workforce.

#### RAPs for teachers allow Apprentices to:

*How?*

- Earn while they learn and contribute to positive student outcomes.
- Apply what they learn in college degree courses directly to real-world teaching, under the guidance of an experienced mentor as they move towards certification.

#### Teacher Candidates as Apprentices:



- Earn a bachelor's degree, graduating from a participating university.
- Prepare for all Initial teacher certification requirements.
- Allow school districts to "Grow Your Own" certified staff from the community.



For more information contact Dr. Becky Slothower at [becky.slothower@opsrc.net](mailto:becky.slothower@opsrc.net) or scan the QR Code and submit your information.



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# Appendix D

## EMPLOYER ACCEPTANCE AGREEMENT

ADOPTED BY

**OKLAHOMA PUBLIC SCHOOL RESOURCE CENTER/ PRYOR PUBLIC  
SCHOOLS**

DEVELOPED IN COOPERATION WITH THE

U. S. DEPARTMENT OF LABOR

OFFICE OF APPRENTICESHIP

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## Appendix D

### EMPLOYER ACCEPTANCE AGREEMENT

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by the Oklahoma Public School Resource Center (OPSRC) and agree(s) to carry out the intent and purpose of said Standards for Teacher and accompanying Appendices and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. The undersigned employer further agrees to allow the OPSRC to access the employer's records to confirm compliance with the terms of the Apprenticeship Standards and requirements of 29 CFR Part 29, subpart A, and Part 30. **Pryor Public Schools** have been furnished a copy of the Standards and have read and understood them, and request certification to train apprentices under the provisions of these Standards. On-the-job, the apprentice is hereby assured qualified training personnel and adequate supervision during the apprenticeship. The training should follow the approved Work Process Schedule and Related Instruction Outline including the rotation of tasks. The employer further agrees to follow the selection procedures per the approved Standards consistent with the requirements set forth in 29 CFR § 30.10(b). This employer acceptance agreement will remain in effect until canceled voluntarily or revoked by the Sponsor, Employer, or the Registration Agency.

(Print Name of Employer Representative)

[Click or tap here to enter text.](#)  
(Print Name of Sponsor Representative)

**Signed:** \_\_\_\_\_  
(On Behalf of Employer)

**Signed:** \_\_\_\_\_  
(On Behalf of Sponsor)

**Date:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Employer Title: \_\_\_\_\_

Name of Company: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Fax: \_\_\_\_\_ Email: \_\_\_\_\_

NAICS Code (Optional): [Click or tap here to enter text.](#)

Employer Identification Number (Optional): [Click or tap here to enter text.](#)

cc: Registration Agency

## **SPECIAL BOARD MEETING 06/29/2026**

### **25/26 SALARY ADJUSTMENTS/ADDITIONS, P.D. STIPENDS**

Stipend – Girls Summer Basketball Camp (reimbursed from Activity Fund)

Tobey Nightingale - \$717.59

Megan Davis - \$398.27

Kylie Looney - \$319.32

Brett Morgan - \$319.32

Stipend – Pryor Youth Football Camp (reimbursed from Activity Fund)

Kenny Davis - \$3,441.75

Taylor Poe - \$930.20

Nate Ratcliff - \$930.20

Clayton Saiz - \$930.20

Mikkel Stump - \$1,023.22

Ben Ward - \$1,023.22

Jeff Williams - \$1,023.22

Stipend – Elite QB Camp (reimbursed from Activity Fund)

Nate Ratcliff - \$825.21

Stipend – Pryor Youth Basketball Camp (reimbursed from Activity Fund)

Tony Roach - \$1,092.00

Logan Gragg - \$1,092.00

Nate Ratcliff - \$400.00

Stipend – Summer Baseball (reimbursed by Diamond Club)

Steve Barth - \$500.00

Casey Brown - \$500.00

Mikkel Stump - \$500.00

Kyle Head - \$500.00

Ricky Ward - \$500.00

Ben Ward - \$500.00

Martin, Lori – P.D. Stipend – Building Thinking Classrooms - \$250.00

McAnally, Kim – Stipend – Extra IEP paperwork - \$700.00

Wolfe, Lesa – P.D. Stipend – LETRS Training - \$2,600.00 (\$600.00 to be reimbursed by SDE)

Responsive Classroom Training P.D. Stipend - \$300.00

Barth, Taylor	Gragg, Lexi
Bowen, Brylee	Hastings, Patty
Corbin, Tia	Holliday, Jenny
Cross, Kimi	McCollough, Emily
Crouch, Brinlea	Mobley, Jessica
Dean, Kristi	Northcutt, Lori
Donnelly, Chasidy	Osburn, Julie
Dougherty, Melissa	Roach, Hope
Drumm, Alyson	Roberson, Whitney
Eyberg, Carrie	Smoke, Evelyn
Freeman, Jenny	Vanderford, Nicole
Gomez, Amanda	Weston, Aimee
Goodson, Mary	Wolfe, Lesa

SIOP Workshop PD Stipends (pd out of Indian Education Funds)

Ballard, Tiffany – presenter - \$5,000.00  
Thomas, Mariah – facilitator - \$1,500.00  
Smith, Jamie – facilitator - \$1,500.00

\$285.00 - two day participants

Donnelly, Chasidy  
Patton, Rachel  
Antoine, Robyn  
Drumm, Alyson  
Ramsey, Kylie  
Jones, Morgan  
Wolf, Lesa  
Rash, Sharon  
Ensz, Jury  
Corbin, Tia  
Crouch, Brinlea

\$142.50 – one day participant

Allen, Patti

