



**POSTED AGENDA
Special Meeting of
Independent School District No. 71
Kay County, Oklahoma
Ponca City Board Of Education
Board Room
Administration Center
613 East Grand Avenue
Ponca City, Oklahoma
Friday, September 26, 2025
12:00 PM**

1. **Call to Order**
 1. **Call meeting to order** *(President)*
 2. **Roll call** *(Minutes Clerk of the Board)*
2. **CONSENT AGENDA**

Motion required for the approval of the Consent Agenda as printed or as amended. Board members may, however, call for a separate vote on any or all items listed on the Consent Agenda.

 1. **Accept and approve Vanessa Ailey to serve as adjunct elementary education teacher for the 2025-2026 school year**
 2. **Accept and approve Kyle Albee to serve as an adjunct career tech business teacher during the 2025-2026 school year**
 3. **Accept and approve Devin Backhaus to serve as adjunct english teacher for the 2025-2026 school year**
 4. **Accept and approve Jackson Blue to serve as an adjunct biological sciences teacher during the 2025-2026 school year**
 5. **Accept and approve Weston Franklin to serve as adjunct physical education teacher during the 2025-2026 school year**
 6. **Accept and approve Mackenzie Hurd to serve as adjunct mid-level science teacher for the 2025-2026 school year**
 7. **Accept and approve Kumari Rapeti to serve as adjunct career tech business teacher for the 2025-2026 school year**
 8. **Accept and approve Alma Shelton to serve as adjunct elementary education teacher for the 2025-2026 school year**
 9. **Accept and approve Christina Slizewski to serve as adjunct intermediate math teacher for the 2025-2026 school year**
3. **Consideration and possible action on the presentation of the Superintendent's recommendation for the dismissal of Sara Cude from her employment; vote to schedule a meeting date, time, and place for a due process hearing; and to direct that a copy of the Superintendent's recommendation, along with a notice of due**

process rights, be mailed and/or hand-delivered to Sara Cude in accordance with law.

- 4. Consideration and possible action to accept or reject any resignations tendered since the posting of the agenda**
- 5. Motion and Vote to Convene in Executive Session for the Following Purposes: to Discuss the Possible Termination, Reassignment, Resignation, and Employment of Personnel on the Attached Detailed Personnel Report [Authority for Executive Session: 25 O.S. Section 307(B)(1)]**
- 6. Acknowledge return to open session**
- 7. Recital by board president that minutes of executive session were kept by the board minutes clerk and will remain confidential**
- 8. Consider and Take Action on Recommendations for Termination, Reassignment, Resignation, and Employment of Personnel per the Attached Detailed Report**
- 9. ADJOURNMENT**
***Motion required for adjournment**

The agenda was posted on the inside of the front east window of the Administration Building located at 613 E. Grand Avenue and on the district website located at www.peps.us on September 24, 2025, at 9:30 a.m. Notice of Special Meeting was provided to the Kay County Clerk on September 18, 2025, at 1:45 p.m.

PONCA CITY SCHOOLS				
PERSONNEL REPORT				
September 26, 2025				
<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>	<u>PROJ. #</u>	<u>SALARY</u>
<u>EMPLOYMENTS</u>				
<u>CERTIFIED PERSONNEL</u>				
<u>SUPPORT PERSONNEL</u>				
Alfret, Grace	7 hr CNP @ PoHi	9/15/2025	CNP	Salary Schedule
Bagg, Lisa	Title 1 TA @ East	9/15/2025	000	Salary Schedule
Johnson, Ashley	Class size TA @ Liberty	9/17/2025	000	Salary Schedule
Joseph, Atijar	6 hr CNP @ PoHi	9/16/2025	CNP	Salary Schedule
<u>SEPARATIONS</u>				
<u>CERTIFIED PERSONNEL</u>				
Bosworth, David	Contract Sub	9/8/2025		
<u>SUPPORT PERSONNEL</u>				
Choate, Crystalyn	Secretary @ PoHi	9/30/2025		
Graham, Virginia	Custodian @ PoHi	9/18/2025		
Hayens, Theresa	SpEd Para @ Union	9/12/2025		
Hoggatt, Rhonda	Custodian @ Roosevelt	8/29/2025		
Layton, Scott	Bus Driver	9/15/2025		
McConnell, Jaylea	Site Secretary @ Woodlands	10/15/2025		
Rodriguez, Jessica	EL TA @ Lincoln	9/19/2025		
Ruiz Quinonez, Nicholas	Custodian (floater)	9/22/2025		
Spielbusch, Joseph	Custodian @ Robson	10/17/2025		
<u>CHANGE OF STATUS</u>				
<u>CERTIFIED PERSONNEL</u>				
Ailey, Vanessa	from Librarian to Special Circumstance Adjunct Teacher	2025-2026	000	Salary Schedule
Albee, Kyle	from BMITE to Special Circumstance Adjunct Teacher	2025-2026	000	Salary Schedule
Backhaus, Devin	from English to Special Circumstance Adjunct Teacher	2025-2026	000	Salary Schedule
Blue, Jackson	from Science to Special Circumstance Adjunct Teacher	2025-2026	000	Salary Schedule
Franklin, Weston	from PE to Special Circumstance Adjunct Teacher	2025-2026	000	Salary Schedule
Hurd, Mackenzie	from Science to Special Circumstance Adjunct Teacher	2025-2026	000	Salary Schedule
Rapeti, Kumari	from Career Tech to Special Circumstance Adjunct Teacher	2025-2026	000	Salary Schedule
Shelton, Alma	from Elementary to Special Circumstance Adjunct Teacher	2025-2026	000	Salary Schedule
Slizewski, Christina	from Math to Special Circumstance Adjunct Teacher	2025-2026	000	Salary Schedule
<u>SUPPORT PERSONNEL</u>				
Gottlob, Desiree	from Tier I para to Tier 2 Para @ Garfield	9/1/2025	028	Salary Schedule
Hernandez, Jo Ann	from Library Assistant @ LB to EL TA @ Lincoln	9/22/2025	000	Salary Schedule
McVay, Harvey	from 2.25 driver to 6.25 driver @ Transportation	9/22/2025	000	Salary Schedule

PONCA CITY SCHOOLS PERSONNEL REPORT				
September 26, 2025				
PAGE 2				
<u>NAME</u>	<u>ASSIGNMENT</u>	<u>DATE</u>	<u>PROJ. #</u>	<u>SALARY</u>
<u>EXTRA DUTY</u>				
<u>CERTIFIED PERSONNEL</u>				<u>NON-CONTRACT DUTY</u>
Albee, Kyle	Audio/Video Athletic Events	2025-2026	000	\$14.40 per hour
Biery, Amanda	Child Find Coordinator	fall semester	028	\$850
Campbell, Ashley	Saturday School	2025-2026	110	\$27.60/hr up to 50 hrs
Kiespert, Jera	UPCAST Stipend	2025-2026	000	\$1,000
Leshe, Braedon	7th grade assistant football coach	2025-2026	000	Salary Schedule
Shelton, Angela	UPCAST Stipend	2025-2026	000	\$1,000
Smith, Kendra	PreK District PLC Facilitators	2025-2026	000	\$1,200
<u>CERTIFIED PERSONNEL</u>				<u>CONTRACT DUTY</u>
<u>SUPPORT PERSONNEL</u>				<u>NON-CONTRACT DUTY</u>
Chavez, Kandy	EL Parent Meetings	2025-2026	042	Reg rate up to 15 hrs
Hernandez, Jo Ann	EL Parent Meetings	2025-2026	042	Reg rate up to 15 hrs
Hernandez, Julius	EL Parent Meetings	2025-2026	042	Reg rate up to 15 hrs
Jack, Barbara	EL Parent Meetings	2025-2026	042	Reg rate up to 15 hrs
Mead, Kim	Site secretary coverage	9/23-10/16	011	\$16/hr up to 160 hrs
Mendoza, Siomara	EL Parent Meetings	2025-2026	042	Reg rate up to 15 hrs
Ortiz, Betty	EL Parent Meetings	2025-2026	042	Reg rate up to 15 hrs
Scanlon, Amy	EL Parent Meetings	2025-2026	042	Reg rate up to 15 hrs
<u>SUPPORT PERSONNEL</u>				<u>CONTRACT DUTY</u>
<u>SUBSTITUTES</u>				
<u>ADDITIONS FOR THE 2024-2025 SCHOOL YEAR</u>				
(Teacher Substitute: \$80/day, Teacher Asst. Substitute: \$70/day)				
<u>Special Circumstance Adjunct Teacher Salary Schedule</u>				
*See Attachment A				
<u>Extra Compensation 2025-2026</u>				
*See Attachment B				

**2025-2026 PONCA CITY PUBLIC SCHOOLS
 SPECIAL CIRCUMSTANCES ADJUNCT - BACHELORS**

(A)	(B)	(C)	(D)	(E)	(F)	(G)
<u>STEP</u>	<u>BASE SALARY</u>	<u>DISTRICT PAID RETIREMENT</u>	<u>TOTAL COMPENSATION</u>	<u>TRS CREDIT</u>	<u>FBA BENEFIT PER MONTH</u>	<u>STATE MINIMUM</u>
0	40,662.24	3,000.46	43,662.70	60.15	707.00	39,601.00
1	41,614.56	3,028.88	44,643.44	103.41	707.00	40,035.00
2	42,134.43	3,025.77	45,160.20	145.65	707.00	40,469.00
3	42,655.23	3,022.47	45,677.70	188.15	707.00	40,904.00
4	43,175.10	3,016.42	46,191.52	233.33	707.00	41,338.00
5	44,707.06	3,086.30	47,793.36	278.76	707.00	42,810.00
6	45,230.65	3,079.21	48,309.86	325.26	707.00	43,273.00
7	45,755.17	3,071.13	48,826.30	372.82	707.00	43,737.00
8	46,278.76	3,061.92	49,340.68	421.44	707.00	44,200.00
9	46,802.35	3,051.65	49,854.00	471.12	707.00	44,663.00
10	48,426.38	3,123.14	51,549.52	521.87	707.00	46,684.00
11	48,954.62	3,111.10	52,065.72	573.67	707.00	47,177.00
12	49,482.86	3,097.99	52,580.85	626.54	707.00	47,670.00
13	50,010.17	3,083.74	53,093.91	680.48	707.00	48,162.00
14	50,538.41	3,068.51	53,606.92	735.47	707.00	48,655.00
15	52,084.32	3,128.80	55,213.12	791.53	707.00	50,167.00
16	52,612.56	3,111.44	55,724.00	848.65	707.00	50,660.00
17	53,140.80	3,093.02	56,233.82	906.83	707.00	51,153.00
18	53,669.04	3,073.54	56,742.58	966.07	707.00	51,646.00
19	54,197.28	3,053.00	57,250.28	1,026.38	707.00	52,139.00
20	54,744.12	3,032.79	57,776.91	1,087.75	707.00	52,652.00
21	55,272.36	3,010.12	58,282.48	1,150.18	707.00	53,145.00
22	55,801.53	2,986.45	58,787.98	1,213.68	707.00	53,639.00
23	56,329.77	2,961.66	59,291.43	1,278.23	707.00	54,132.00
24	56,858.01	2,935.80	59,793.81	1,343.85	707.00	54,625.00
25	58,252.08	2,974.05	61,226.13	1,410.53	707.00	56,049.00
26	58,717.08	3,009.05	61,726.13	1,410.53	707.00	56,542.00
27	59,182.08	3,044.05	62,226.13	1,410.53	707.00	57,035.00
28	59,647.08	3,079.05	62,726.13	1,410.53	707.00	57,528.00
29	60,112.08	3,114.05	63,226.13	1,410.53	707.00	58,021.00
30	60,577.08	3,149.05	63,726.13	1,410.53	707.00	58,514.00
31	61,042.08	3,184.05	64,226.13	1,410.53	707.00	59,001.00
32	61,507.08	3,219.05	64,726.13	1,410.53	707.00	59,494.00
33	61,972.08	3,254.05	65,226.13	1,410.53	707.00	59,987.00
34	62,437.08	3,289.05	65,726.13	1,410.53	707.00	60,480.00
35	62,902.08	3,324.05	66,226.13	1,410.53	707.00	60,973.00
36	63,367.08	3,359.05	66,726.13	1,410.53	707.00	
37	63,832.08	3,394.05	67,226.13	1,410.53	707.00	
38	64,297.08	3,429.05	67,726.13	1,410.53	707.00	
39	64,762.08	3,464.05	68,226.13	1,410.53	707.00	
40	65,227.08	3,499.05	68,726.13	1,410.53	707.00	
41	65,692.08	3,534.05	69,226.13	1,410.53	707.00	
42	66,157.08	3,569.05	69,726.13	1,410.53	707.00	
43	66,622.08	3,604.05	70,226.13	1,410.53	707.00	
44	67,087.08	3,639.05	70,726.13	1,410.53	707.00	

**2025-2026 PONCA CITY PUBLIC SCHOOLS
 SPECIAL CIRCUMSTANCES ADJUNCT - MASTERS**

(A)	(B)	(C)	(D)	(E)	(F)	(G)
<u>STEP</u>	<u>BASE SALARY</u>	<u>DISTRICT PAID RETIREMENT</u>	<u>TOTAL COPENSATION</u>	<u>TRS CREDIT</u>	<u>FBA BENEFIT PER MONTH</u>	<u>STATE MINIMUM</u>
0	43,163.94	3,188.76	46,352.70	60.15	707.00	40,991.00
1	44,116.26	3,217.18	47,333.44	103.41	707.00	41,425.00
2	44,636.13	3,214.07	47,850.20	145.65	707.00	41,859.00
3	45,156.93	3,210.77	48,367.70	188.15	707.00	42,294.00
4	45,676.80	3,204.72	48,881.52	233.33	707.00	42,728.00
5	47,208.76	3,274.60	50,483.36	278.76	707.00	44,200.00
6	47,732.35	3,267.51	50,999.86	325.26	707.00	44,663.00
7	48,256.87	3,259.43	51,516.30	372.82	707.00	45,127.00
8	48,780.46	3,250.22	52,030.68	421.44	707.00	45,590.00
9	49,304.98	3,240.02	52,545.00	471.12	707.00	46,054.00
10	50,992.25	3,316.27	54,308.52	521.87	707.00	48,568.00
11	51,520.49	3,304.23	54,824.72	573.67	707.00	49,061.00
12	52,048.73	3,291.12	55,339.85	626.54	707.00	49,554.00
13	52,576.97	3,276.94	55,853.91	680.48	707.00	50,047.00
14	53,104.28	3,261.64	56,365.92	735.47	707.00	50,539.00
15	54,651.12	3,322.01	57,973.13	791.53	707.00	52,052.00
16	55,179.36	3,304.65	58,484.01	848.65	707.00	52,545.00
17	55,707.60	3,286.23	58,993.83	906.83	707.00	53,038.00
18	56,235.84	3,266.75	59,502.59	966.07	707.00	53,531.00
19	56,764.08	3,246.20	60,010.28	1,026.38	707.00	54,024.00
20	57,311.85	3,226.06	60,537.91	1,087.75	707.00	54,538.00
21	57,840.09	3,203.39	61,043.48	1,150.18	707.00	55,031.00
22	58,368.33	3,179.65	61,547.98	1,213.68	707.00	55,524.00
23	58,897.50	3,154.93	62,052.43	1,278.23	707.00	56,018.00
24	59,425.74	3,129.07	62,554.81	1,343.85	707.00	56,511.00
25	60,853.29	3,169.84	64,023.13	1,410.53	707.00	57,971.00
26	61,318.29	3,204.84	64,523.13	1,410.53	707.00	58,464.00
27	61,783.29	3,239.84	65,023.13	1,410.53	707.00	58,957.00
28	62,248.29	3,274.84	65,523.13	1,410.53	707.00	59,450.00
29	62,713.29	3,309.84	66,023.13	1,410.53	707.00	59,943.00
30	63,178.29	3,344.84	66,523.13	1,410.53	707.00	60,463.00
31	63,643.29	3,379.84	67,023.13	1,410.53	707.00	60,923.00
32	64,108.29	3,414.84	67,523.13	1,410.53	707.00	61,416.00
33	64,573.29	3,449.84	68,023.13	1,410.53	707.00	61,909.00
34	65,038.29	3,484.84	68,523.13	1,410.53	707.00	62,402.00
35	65,503.29	3,519.84	69,023.13	1,410.53	707.00	62,895.00
36	65,968.29	3,554.84	69,523.13	1,410.53	707.00	
37	66,433.29	3,589.84	70,023.13	1,410.53	707.00	
38	66,898.29	3,624.84	70,523.13	1,410.53	707.00	
39	67,363.29	3,659.84	71,023.13	1,410.53	707.00	
40	67,828.29	3,694.84	71,523.13	1,410.53	707.00	
41	68,293.29	3,729.84	72,023.13	1,410.53	707.00	
42	68,758.29	3,764.84	72,523.13	1,410.53	707.00	
43	69,223.29	3,799.84	73,023.13	1,410.53	707.00	
44	69,688.29	3,834.84	73,523.13	1,410.53	707.00	

**2025-2026 PONCA CITY PUBLIC SCHOOLS
 DOCTORATE**

(A)	(B)	(C)	(D)	(E)	(F)	(G)
<u>STEP</u>	<u>BASE SALARY</u>	<u>DISTRICT PAID RETIREMENT</u>	<u>TOTAL COPENSATION</u>	<u>TRS CREDIT</u>	<u>FBA BENEFIT PER MONTH</u>	<u>STATE MINIMUM</u>
0	45,665.64	3,377.06	49,042.70	60.15	707.00	42,381.00
1	46,617.96	3,405.48	50,023.44	103.41	707.00	42,815.00
2	47,137.83	3,402.37	50,540.20	145.65	707.00	43,249.00
3	47,658.63	3,399.07	51,057.70	188.15	707.00	43,684.00
4	48,178.50	3,393.02	51,571.52	233.33	707.00	44,118.00
5	49,710.46	3,462.90	53,173.36	278.76	707.00	45,590.00
6	50,234.98	3,455.88	53,690.86	325.26	707.00	46,054.00
7	50,788.57	3,449.98	54,238.55	372.82	707.00	46,517.00
8	51,282.16	3,438.52	54,720.68	421.44	707.00	46,980.00
9	51,806.68	3,428.32	55,235.00	471.12	707.00	47,444.00
10	53,621.36	3,514.16	57,135.52	521.87	707.00	50,945.00
11	54,149.60	3,502.12	57,651.72	573.67	707.00	51,438.00
12	54,677.84	3,489.01	58,166.85	626.54	707.00	51,931.00
13	55,206.08	3,474.83	58,680.91	680.48	707.00	52,424.00
14	55,733.39	3,459.53	59,192.92	735.47	707.00	52,916.00
15	57,281.16	3,519.97	60,801.13	791.53	707.00	54,430.00
16	57,809.40	3,502.61	61,312.01	848.65	707.00	54,923.00
17	58,337.64	3,484.19	61,821.83	906.83	707.00	55,416.00
18	58,865.88	3,464.71	62,330.59	966.07	707.00	55,909.00
19	59,394.12	3,444.16	62,838.28	1,026.38	707.00	56,402.00
20	59,942.82	3,424.09	63,366.91	1,087.75	707.00	56,917.00
21	60,471.06	3,401.42	63,872.48	1,150.18	707.00	57,410.00
22	60,999.30	3,377.68	64,376.98	1,213.68	707.00	57,903.00
23	61,528.47	3,352.96	64,881.43	1,278.23	707.00	58,397.00
24	62,056.71	3,327.10	65,383.81	1,343.85	707.00	58,890.00
25	63,526.11	3,371.02	66,897.13	1,410.53	707.00	60,395.00
26	63,991.11	3,406.02	67,397.13	1,410.53	707.00	60,888.00
27	64,456.11	3,441.02	67,897.13	1,410.53	707.00	61,381.00
28	64,921.11	3,476.02	68,397.13	1,410.53	707.00	61,874.00
29	65,386.11	3,511.02	68,897.13	1,410.53	707.00	62,367.00
30	65,851.11	3,546.02	69,397.13	1,410.53	707.00	62,887.00
31	66,316.11	3,581.02	69,897.13	1,410.53	707.00	63,347.00
32	66,781.11	3,616.02	70,397.13	1,410.53	707.00	63,840.00
33	67,246.11	3,651.02	70,897.13	1,410.53	707.00	64,333.00
34	67,711.11	3,686.02	71,397.13	1,410.53	707.00	64,826.00
35	68,176.11	3,721.02	71,897.13	1,410.53	707.00	65,319.00
36	68,641.11	3,756.02	72,397.13	1,410.53	707.00	
37	69,106.11	3,791.02	72,897.13	1,410.53	707.00	
38	69,571.11	3,826.02	73,397.13	1,410.53	707.00	
39	70,036.11	3,861.02	73,897.13	1,410.53	707.00	
40	70,501.11	3,896.02	74,397.13	1,410.53	707.00	
41	70,966.11	3,931.02	74,897.13	1,410.53	707.00	
42	71,431.11	3,966.02	75,397.13	1,410.53	707.00	
43	71,896.11	4,001.02	75,897.13	1,410.53	707.00	
44	72,361.11	4,036.02	76,397.13	1,410.53	707.00	

2025-2026 PONCA CITY PUBLIC SCHOOLS

- (A) Step: Salary Placement Level
- (B) Base Salary: Ponca City Negotiated Base Salary - based on number of years of experience
- (C) Total Retirement: [Total Compensation (Column D) + TRS Credit (Column E)] * 7% = Total Retirement
District Paid Retirement: Total Retirement - TRS Credit (Column E).
- (D) Total Compensation: Total of columns (B) and (C)
- (E) TRS Credit: Statutory amount paid by the State to OTRS for certified staff based on # years experience.
District pays as additional compensation to certified staff; however, this is not included in Total Compensation
- (F) Flexible Insurance Benefit Allowance: This amount may increase in January 2026. Employees who choose not to take the insurance option will receive a flex cash benefit of \$69.71 per month, which will not, and does not, increase. This benefit is in accordance with State law.
- (G) 2025-2026 State Minimum Teacher Salary Schedule

Special Education Teachers receive 15% of their base salary.

FY2025 - 2026
Extra Compensation

NAME	Up to the Following amounts Extra Compensation
Adam Learning	915
Jennifer Dye	880
Teri Vogeles	880
Larin Davis	880
Erika Johnson	880
Ryan Dooley	880
Joe Turner	880
Amy Swartz	507
Sean Tagliatela	584
Clark Crawford	584
Kaitlyn Presnall	584
Kimberley Stafford	584
Dylan Jackson	584
Karla Streeter	584
Ryan Shelton	584
Mark Kimbrell	584
Stacey Sattre	584
Kevin LaRue	584
Valerie Huffer	584
Laura Glowacki	569
Jody Fincher	569
Elizabeth Hargraves	569
Shelly Sullivan	529
Jera Kiespert	569
Ann Neilson	569
Kara Anderson	569
Christy Reams	569
Barbara Cusick	880
	\$18,518.00