



**Harrah Board of Education Regular Meeting
Monday, April 13, 2026 6:00 PM
Administration Building, Conference Room
20665 Walker Steet
Harrah, Oklahoma 73045**

Agenda

1. Call to Order/Roll Call to Establish a Quorum
2. The Board Clerk will administer the Oath of Office to newly elected board member David Therio. He will serve a 5-year term.
3. Reorganization of the board of education.
4. Public Participation
5. Principal/Director Reports
6. **Consent Agenda**
 - A. Minutes of the March 9, 2026, Regular Board Meeting
 - B. General Fund #517 to #530, payroll #50294 to #50296, change orders and financial summary
 - C. Child Nutrition Fund #28 to #29, change orders, and financial summary
 - D. Bond Fund #1 and financial summary
 - E. Activity Fund Summary Report, Activity Requests and Transfer Requests
 - F. Treasurer's Report
 - G. Monthly Comparison Report
7. **Superintendent's Report/Announcements**
 - A. Announce Teachers of the Year, Volunteer of the Year, and Support Employees of the Year
 - B. One Time Purchases
 - C. Construction Updates
8. **Items to be Considered by the Board**
 - A. Discuss and take possible action on the 2026-2027 Teacher Empowerment Program Application.
 - B. Discuss and take possible action to contract with Allison Brown for federal claims and professional development services for the 2026-2027 school year.
 - C. Discuss and take possible action to contract with David Harp for treasurer services for the 2026-2027 school year.
 - D. Discuss and take possible action on the Harrah Middle School Advanced Classes Rubric.
 - E. Discuss and take possible action to contract with Gordon Cooper Technology Center Online Consortium for the 2026-2027 school year.
 - F. Discuss and take possible action on the agreement with the Oklahoma Department of Rehabilitation Services for the School to Work Program for the 2026-2027 school year.

- G. Discuss and take possible action to contract with PowerSchool for school messaging services for the 2026-2027 school year.
 - H. Discuss and take possible action to declare vehicles as surplus.
 - I. Vote to convene or not to convene into executive session pursuant to 25 O.S. Section 307 (B)(1) to discuss the employment of those employees listed on Exhibit A and B.
 - J. Acknowledge return to open session. Executive session compliance statement.
 - K. Discuss and take possible action to employ certified personnel on temporary contracts for the 2026-2027 school year as listed on Exhibit A.
 - L. Discuss and take possible action to employ substitutes for the 2025-2026 school year and to re-hire support personnel for the 2026-2027 school year as listed on Exhibit B.
- 9. New Business (Items not known at the time of Agenda preparation.)
 - 10. Announcements
 - 11. The Board will vote to adjourn.

Posted this 10th day of April, 2026, at 12:00 p.m., at the front entrance of the School Administration Building, 20665 Walker Street, Harrah, Oklahoma.

Leslie Hobaugh, Minutes Clerk

OATH OF OFFICE

STATE OF OKLAHOMA, OKLAHOMA COUNTY SS.

I, _____, hereby declare under oath that I will faithfully perform the duties of member of the Board of Education of Harrah Public School District No. 7, of Oklahoma County, Oklahoma to the best of my ability and that I will faithfully discharge all the duties pertaining to said office and obey the Constitution and Laws of the United States and Oklahoma.

Signature of newly-elected member

Subscribed and sworn to before me this _____ day of _____, 20____.

Commission Expires

Notary Public, Clerk or other officer authorized to administer oaths or affirmations

LOYALTY OATH

(To Be Filed With County Clerk)

I do solemnly swear or affirm that I will support the Constitution and the laws of the United States of America and the Constitution and the laws of the State of Oklahoma, and that I will faithfully discharge, according to the best of my ability, the duties of my office or employment during such time as I am _____.

Affiant

Subscribed and sworn to before me this _____ day of _____, 20____.

Commission Expires

Notary Public, Clerk or other officer authorized to administer oaths or affirmations

BOARD OF EDUCATION
HARRAH INDEPENDENT SCHOOL DISTRICT #7
OKLAHOMA COUNTY, OKLAHOMA

Date: April 3, 2026

I hereby request time to speak at the next regularly scheduled meeting of the Board of Education
on the 13 day of April, 2026.

Subject:

Harrah Track & Field Program Capital Improvement Budget Request

Note: Presentation will be made by the booster club board.

I am a resident of this school district.

Name: Amy Packard

Address: 20567 Frontier Ave

Harrah, OK 73045

Phone: 405-882-0324

NOTE: THIS FORM MUST BE COMPLETED AND RETURNED TO THE OFFICE OF THE BOARD OF EDUCATION CLERK AT LEAST SEVEN (7) DAYS PRIOR TO THE MEETING. DISCUSSION TIME WILL BE LIMITED TO FIVE (5) MINUTES.

(Adopted June 4, 1990)



RBE End-of-Year Activities



April

- March 31–April 3: NWEA Benchmarks; ELA & Math
- April 1: 4th Grade Academic Meet
- April 3: EOC STEM Field Trip
- April 7: Spring Pictures and Class Pictures
- April : AR Party: Movie in Harrah Auditorium
- April 17: Progress Reports
- April 13 – May 1: STATE TESTING
- April 23: SOM Assembly 9:00
- April 23: Honor Choir; OKC Festival of the Arts



May

- May 1: National School Principal Day!
- May 4–8: Teacher Appreciation Week!
- May 12: 4th Grade Field Trip to the Science Museum of Oklahoma
- May 13: 5th Grade Field Trip to the Zoo
- May 15: Super Kids Day
- May 20: Honor Roll Assembly
- 5th Grade Awards Ceremony 9:00
- 4th Grade Awards Ceremony 1:30
- May 20: 5th Grade Clap-Out; 9:50 (or immediately following 5th grade awards assembly)
- May 21: LAST DAY OF SCHOOL!!!!



CRE Board Notes April 2026

- 4/3 - Hat Day
- 4/3 - RTI Meetings
- 4/13-4/24 - 3rd Grade State Testing
- 4/17 - 2nd Grade Field Trip
- 4/24 - Student of the Month Assembly

Middle School Principal notes 4/13/26

State testing starts Tuesday, 4/21

8th-grade science and writing

4/28-4/30 ELA

5/5-5/7 Math

5th grade tour and enrollment on 3/27 went well. Kids enjoyed seeing the building

Field Trips

6th - State Capital

7th - Renaissance Fair

8th - Oklahoma History Museum

4/13

Baseball vs Perkins


Slowpitch vs Little Axe

4/14

Baseball @ Perkins

Slowpitch @ Moore

4/16

Baseball  MS Basketball - NRC

Slowpitch @ Longfellow

Soccer @ Chickasha

HHS EVENTS/ACTIVITIES – 13 APR 26

General School News

- HPS Private Blood Drive 15 APR in HHS Library.
- State tests: Science 14 APR, History 15 APR.
- CPR training for HHS Seniors on 24 APR.
- Tornado Drill scheduled as an additional drill on 24 APR.
- NHS Induction in the Auditorium on 28 APR at 6pm.
- Baccalaureate in the Auditorium at 6pm on 03 MAY.

Athletics

Guy Worth



Harrah Board of Education Regular Meeting
Monday, March 9, 2026 6:00 PM
Administration Building, Conference Room
20665 Walker Steet
Harrah, Oklahoma 73045

1. Call to Order/Roll Call to Establish a Quorum

Attendance Taken at 6:00 PM.

Krista Harke: Present
Kevin McBrayer: Present
Chris Monden: Present
Seth Schoenecke: Present
Trey Swan: Present

Present: 5.

Others Present: Paul Blessington, Superintendent, and Leslie Hobaugh, Minutes Clerk

Visitors Present: David Hairell, Kevin Young, Shayne Turner, Mike McAfee, Shawna Keene, Keven Catton, Dale and Kathryn Dererling, David Therio, Megan and Jolie Marshall, and John Martin. Others may have been present but did not sign the register, or the signature was unreadable.

2. Principal/Director Reports

3. Consent Agenda

A motion was made to approve the consent agenda. This motion, made by Krista Harke and seconded by Kevin McBrayer, passed.

Krista Harke: Yea
Kevin McBrayer: Yea
Chris Monden: Yea
Seth Schoenecke: Yea
Trey Swan: Yea

Yea: 5, Nay: 0

3.A. Minutes of the February 3, 2026, Special Board Meeting and February 9, 2026, Regular Board Meeting

3.B. General Fund #488 to #516, payroll #50287 to #50293, change orders and financial summary

- 3.C. Child Nutrition #27, change order and financial summary
- 3.D. Activity Fund Summary Report, Activity Requests and Transfer Requests
- 3.E. Treasurer's Report
- 3.F. Monthly Comparison Report

4. Superintendent's Report/Announcements

4.A. Student Enrollment

The student enrollment for March 1, 2026, is 1,911 students. This is 142 fewer students than this time last year.

4.B. Construction Updates

Timberlake is still on schedule to complete the Clara Reynolds Elementary project in June. This week, they will complete the sidewalks and the high roof. Over Spring Break, they will complete the fire suppression installation, install lights, install carpet tiles in the corridor, demo acoustic ceilings, and install new ceiling tiles. Sheetrocking will begin soon, followed by taping, bedding, and painting.

Boldt reported on the progress at the high school. Temporary walls have been installed, and the bathroom demo has been completed. There is one entrance in the front of the building that is still accessible, and another entrance is located in the back, on the west side of the building.

Russell Babb Elementary demo has begun on the exterior and interior parts of the building.

Harrah Middle School logistics plan has been set. Work will begin Spring Break. There are proposed alternates for discussion on the agenda tonight.

4.C. 3 Year District Planning Committee

Mr. Blessington has appointed a committee of teachers to help come up with a 3-year plan for each site and for the district as a whole. There will be more information coming in the future.

5. Items to be Considered by the Board

5.A. Discuss and take possible action on alternates for the Harrah Middle School Project presented by Boldt Construction.

Alternate 1 - Decorative gypsum ceilings over admin desk and media circulation desk - \$4,427

Alternate 2 - Decorative light over media circulation desk - \$9,096

Alternate 3 - Exterior column masonry - \$27,197

Alternate 4 - Exterior storefront - \$19,974

Alternate 5 - Woodwork in media work room and science work room - Deduct \$15,580

Alternate 6 - Upgrade to epoxy resin countertops in lieu of PLAM in the science room.

The board discussed approving all of the Alternates, including Alternate 5, instead of deducting it.

The total of all six alternates equals \$83,017.

A motion was made to approve Alternates 1, 2, 3, 4 and 6 and to add Alternate 5 back into the project instead of deleting it. This motion, made by Kevin McBrayer and seconded by Krista Harke, passed.

Krista Harke: Yea

Kevin McBrayer: Yea

Chris Monden: Yea

Seth Schoenecke: Yea

Trey Swan: Yea

Yea: 5, Nay: 0

5.B. Discuss and take possible action to contract with OKTLE for evaluation services for the 2026-2027 school year.

This service is to evaluate our teachers.

A motion was made to approve the contract with OKTLE for evaluation services for the 2026-2027 school year. This motion, made by Krista Harke and seconded by Kevin McBrayer, passed.

Krista Harke: Yea

Kevin McBrayer: Yea

Chris Monden: Yea

Seth Schoenecke: Yea

Trey Swan: Yea

Yea: 5, Nay: 0

5.C. Discuss and take possible action to contract with Quality Choice Testing LLC for drug and alcohol testing for students and bus drivers for the 2026–2027 school year.

A motion was made to contract with Quality Choice Testing LLC for drug and alcohol testing for students and bus drivers for the 2026-2027 school year. This motion, made by Kevin McBrayer and seconded by Krista Harke, passed.

Krista Harke: Yea

Kevin McBrayer: Yea

Chris Monden: Yea

Seth Schoenecke: Yea

Trey Swan: Yea

Yea: 5, Nay: 0

5.D. Discuss and take possible action to approve the contract with S & B CPA's and Associates LLC to perform the 2025-2026 financial audit.

A motion was made to approve the contract with S & B CPA's and Associates LLC to perform the 2025-2026 financial audit. This motion, made by Krista Harke and seconded by Chris Monden, passed.

Krista Harke: Yea

Kevin McBrayer: Yea

Chris Monden: Yea

Seth Schoenecke: Yea
Trey Swan: Yea
Yea: 5, Nay: 0

5.E. Discuss and take possible action on the April 1, 2026, transfer capacity report.
A motion was made to approve the April 1, 2026 transfer capacity report. This motion, made by Krista Harke and seconded by Kevin McBrayer, passed.

Krista Harke: Yea
Kevin McBrayer: Yea
Chris Monden: Yea
Seth Schoenecke: Yea
Trey Swan: Yea
Yea: 5, Nay: 0

5.F. Discuss and take possible action on revising Policy CFBB - Sanctioning of Parent Organizations and Booster Clubs and Policy CFBB-E - Application for Sanctioning.
The only change is the due date. It is now due by July 15th instead of June 15th.
A motion was made to approve revising Policy CFBB - Sanctioning of Parent Organizations and Booster Clubs and Policy CFBB-E - Application for Sanctioning. This motion, made by Krista Harke and seconded by Seth Schoenecke, passed.

Krista Harke: Yea
Kevin McBrayer: Yea
Chris Monden: Yea
Seth Schoenecke: Yea
Trey Swan: Yea
Yea: 5, Nay: 0

5.G. Vote to convene or not to convene into executive session pursuant to 25 O.S. Section 307 (B)(1) to discuss the employment of those employees listed on Exhibit A and B.
A motion was made not to enter into executive session. This motion, made by Kevin McBrayer and seconded by Krista Harke, passed.

Krista Harke: Yea
Kevin McBrayer: Yea
Chris Monden: Yea
Seth Schoenecke: Yea
Trey Swan: Yea
Yea: 5, Nay: 0

5.H. Acknowledge return to open session. Executive session compliance statement.

5.I. Discuss and take possible action to approve to re-hire certified staff for the 2026-2027 school year and to employ new personnel on temporary contracts for the 2026-2027 school year as listed on Exhibit A.

A motion was made to re-hire certified staff for the 2026-2027 school year and to employ new personnel on temporary contracts for the 2026-2027 school year as listed on Exhibit A. This motion, made by Kevin McBrayer and seconded by Krista Harke, passed.

Krista Harke: Yea

Kevin McBrayer: Yea

Chris Monden: Yea

Seth Schoenecke: Yea

Trey Swan: Yea

Yea: 5, Nay: 0

5.J. Discuss and take possible action to employ support personnel and substitutes for the 2025-2026 school year as listed on Exhibit B.

A motion was made to employ support personnel and substitutes for the 2025-2026 school year as listed on Exhibit B. This motion, made by Krista Harke and seconded by Kevin McBrayer, passed.

Krista Harke: Yea

Kevin McBrayer: Yea

Chris Monden: Yea

Seth Schoenecke: Yea

Trey Swan: Yea

Yea: 5, Nay: 0

6. New Business (Items not known at the time of Agenda preparation.)

7. Announcements

8. The Board will vote to adjourn.

The meeting adjourned at 7:40 p.m.

A motion was made to adjourn. This motion, made by Kevin McBrayer and seconded by Krista Harke, passed.

Krista Harke: Yea

Kevin McBrayer: Yea

Chris Monden: Yea

Seth Schoenecke: Yea

Trey Swan: Yea

Yea: 5, Nay: 0

Trey Swan, President

Kevin McBrayer, Vice-President

Krista Harke, Member

Seth Schoenecke, Clerk

Chris Monden, Assistant Clerk

Mr. Blessington, Superintendent

STATE OF OKLAHOMA, COUNTY OF OKLAHOMA,
I, the undersigned Minutes Clerk, of the Board of Education of Harrah Public Schools District I-7,
Oklahoma County, do hereby certify that prior to December 15 of the last calendar year the date, time and
place of this regular meeting was filed in the offices of the County Clerk of Oklahoma County.

I also certify that at least 24 hours prior to this meeting, excluding Saturdays, Sundays and Holidays,
notice of the date, time, place and agenda of this meeting was posted in prominent public view at the
location of this meeting.

Witness my hand and seal of this school district this 9th day of March 2026.

Harrah Public Schools

Leslie Hobaugh, Minutes Clerk



EXECUTIVE SESSION

March 9, 2026

Exhibit A & B

2025-2026 SCHOOL YEAR

RECOMMEND TO HIRE - SUPPORT

Name	Position	Site
WILLIAM BRADLEY THOMAS	BUS DRIVER	BUS BARN
JUDE STONE	PARA	HS
TONYA HICE	FIVE HOUR TO SIX HOUR BUS DRIVER	BUS BARN

2025-2026 SCHOOL YEAR

RECOMMENDATION TO HIRE - SUBSTITUTES

Name	Name
CAITLIN DENNIS	EVIANNA MITCHELL
DERRICK FRYAR	MARY COJA HINDMAN
TONY BLOCKER	CASSANDRA WALDRON
BREANNA THOMPSON	ASHLEY SWEETMAN
SAVANNAH LEMIEUX	

2025-2026 SCHOOL YEAR

RETIRE/RESIGNATIONS - CERTIFIED

Name	Position	Site
GUY WORTH	ATHLETIC DIRECTOR	HS
JENNIFER TAYLOR	CERTIFIED TEACHER	VSE
ELI REYNOLDS	TEACHER/COACH	HS

2026-2027 SCHOOL YEAR

RECOMENDATION - CERTIFIED RE-HIRE

High School	
Tabitha Baldwin	Ryan Bates
Brooke Bellows	Zane Berglan
Renee Blessington	Chris Blied
Brayden Carter	Jama Converse
Steve Cunningham	Kasey Dearman
Ashley Folds	Kayla Gabelmann
Chrissy Hanson	Justin Harkey
Cody Johnson	Danielle Kaskaske
Ketty Loudenslager	Matthew Melot
Carrie Milligan	Breannon Neary
Abber Parsons	Terry Patterson
Shelby Sherrill	Rose Shimanek
Sara Smothers	John Sook
Keri Swyden	Brianna Terrell (Roat)

Derek Verner	Johnny Vick
Jennifer Webb	Phil Webb
Asher Williams	Kevin Young
<u>Middle School</u>	
Gayln Adams	Staci Adams
Emily Allred	Megan Bluhm
Kyler Brackett	Jane Cameron
Toyie Dix	Angela Dushack
Shelby Gibson	Skyler Harms
Connie Jewell	Annette Martin
Jason Miller	Andrew Pierce
Trent Platt	Tiffany Sellers
Karla Walker	Janet Wallace
<u>Russell Babb</u>	
Kim Anderson	Sidney Ashcraft
Donna Boyer	Valerie Campbell
Brenda Cannon	Allison Crowder
Pam Holland	Sharon Keil
Kenda Lacefield	Heather McCann
Shannon McCroskey	Jo Perdue
Sandra Pitson	Diana Platt
Taylor Platt	Johna Roberts
Lauren Sadberry	Christy Wamhoff
Terrie Williams	
<u>Clara Reynolds</u>	
Heather Caldwell	Tisha Drew
Kristen Fitzwater	Jenna Gaches
Maegan Heath	Christy Hoch
Izzy Inman	Carla Jorski
Vera Larsen	Jenny Little
Lisa Richter	Deborah Perkins
Leann Tucker	Brittney Snodgrass
Brandi Watkins	
<u>Virginia Smith</u>	
Kendra Brewer	Sheila Brown
Shelly Cantrell	Shay Cantrell
Dana Cunningham	Tara Daniels
Angela Freeman	Katy Hairell
Melissa Killgore	Tammy Manry

Sara McLaughlin	Kenda Park-Stillwell
Kim Patterson	Reechia Phillips
Melissa Saldana	Haley Shearer
Ashley Sherrill	Melissa Webster

2026-2027 SCHOOL YEAR

RECOMMENDATION TO HIRE - CERTIFIED

Name	Position	Site
TED DORRELL	TEACHER/FOOTBALL COACH	HS

LET'S GIVE A BIG SHOUT-OUT TO OUR WINNERS! 🎉🎉

TEACHERS OF THE YEAR:

VSE - DANA CUNNINGHAM

CR - TISHA DREW

RB - SHARON KEIL

MS - JASON MILLER

HS - JOHN SOOK

SUPPORT STAFF OF THE YEAR:

CLERICAL - PATTI LASTINGER, VSE

INSTRUCTIONAL - NORA SHIRES, VSE

OPERATIONS - JEFF SANDERS, HHS

TRANSPORTATION - DAVID DREW

CAFETERIA - CHRISTINA RISENHOOVER, VSE

VOLUNTEER OF THE YEAR - ARIEL SCHOENECKE

**Harrah Public Schools
Teacher Empowerment Program Application**

Teacher Empowerment Program Application Process:

- The application deadline for the program's inaugural year (2026-2027) will be Thursday, May 28, 2026. After the inaugural year, employees who are interested in participating in the program must apply by the annual deadline of the last Thursday of May. No late applications will be considered.
- For consideration into the program, completed applications and all supporting documentation must be delivered in person to the Administration Building before Thursday, May 28, at 4:00 PM.
- The scoring committee will review applications using the attached rubric. Please note that applying does not guarantee approval to participate in the program. The Empowerment Grant rules stipulate that only 10% of eligible certified staff can be accepted into the program.
- All applicants will be notified of their approval or denial by June 30.
- Grant recipients are only approved for one year. Continued yearly participation is not guaranteed. Teachers must apply and be selected annually to remain in the program. There is no limit to how many years a teacher can apply and be selected to the program.

Please refer to the Teacher Empowerment Program Policy (#) for the complete program requirements and conditions.

Name: _____ **Position:** _____ **Site:** _____

Teaching Certificate Type: Traditional Alternative **Employment Status:** Full-Time Part-Time

Empowerment Tier:

- Advanced Tier (Completed 5 total years; 5 consecutive at Harrah)
- Lead Tier (Completed 10 total years; 5 consecutive at Harrah)
- Master Tier (Completed 15 total years; 10 consecutive at Harrah)

Please attach the Following Documents with this completed form:

- Current teaching certificate.
- Printed years of experience from Single Sign On- Educator Credentialing System application
 - Once logged in- My Credentials- Service Record- Print Official Service Record
- Documentation showing Effective or higher on last OKTLE evaluation
- Documentation demonstrating an ability to enhance student growth and performance.
- Documentation demonstrating strong content knowledge.
- Documentation demonstrating an ability to take on leadership roles.
- Documentation demonstrating a commitment to growth and professional development.

I hereby agree to the terms and conditions detailed in the Teacher Empowerment Program Policy (#).

Employee's Signature: _____ Date: _____

Teacher Empowerment Program Rubric

Required Elements		
	Meets	Incomplete
Teaching Certificate Included a copy of the current certificate	Traditional Alternative	Candidates without a traditional or alternative teaching certificate are not eligible for the program.
Employment Status No documentation required	Active full-time certified teacher for the 2026-27 school year	Candidates who are not active full-time certified teachers are not eligible for the program.
Years of Experience Printed years of experience from Single Sign On- Educator Credentialing System application <i>Once logged in- My Credentials- Service Record- Print Official Service Record</i>	<u>Advanced Tier</u> (Completed 5 total years; 5 consecutive at Harrah) <u>Lead Tier</u> (Completed 10 total years; 5 consecutive at Harrah) <u>Master Tier</u> (Completed 15 total years; 10 consecutive at Harrah)	Candidates without at least 5 total years of experience and 5 consecutive years at Harrah are not eligible for the program.
OKTLE Evaluation: Provide documentation from OKTLE showing Effective or Higher on last evaluation	Effective or Higher on OKTLE	Candidates who do not have an Effective or Higher overall ranking on their most recent OKTLE are not eligible for the program.

Required Documents			
	Superior	Excellent	Good
Student Growth and Performance- Submit growth data (Documentation examples: benchmark data, state assessment data, student products, classroom/student data, 1-3 years comparative data)	3 points	2 points	1 point
Content Knowledge- Submit a lesson plan (Documentation examples: lesson plan showing detailed preparation and intentional inclusion of OAS standards)	3 points	2 points	1 point
School and District Leadership- Provide a list of leadership (Documentation examples: school and district leadership committees, mentoring opportunities, pacing guide development, extracurricular beyond contract obligations, grade-level/department coordination)	3 points	2 points	1 point
Professional Development- Provide a list of professional development (Documentation examples: Any PD above mandated requirements, workshops/conferences from the past 1-3 years, personal learning, book studies)	3 points	2 points	1 point
Total Points: /12 possible points			
Bonus Points for Advanced Degree +1 Masters in Content Area or +2 Doctorate (Must include copy of transcript showing advanced degree)	+2 points	+1 point	No Bonus Points
Total Points Including Bonus: /12 possible points			
<i>If there is a tie in the final positions selected to meet the 10%, sick leave balances will be reviewed, and the applicant with the highest balance of sick leave will be accepted into the program.</i>			

Teacher Empowerment Program Policy

The Harrah Board of Education recognizes the tremendous effort excellent teachers put forth for their students, parents, and the community. The Board desires to allow teachers to further elevate their professional growth and pay without moving into an administrative role. Therefore, the Board has developed the Teacher Empowerment Program Policy. The program's primary goal is to foster more opportunities for teacher leadership in the district, focusing on collaboration, growth, and improving student outcomes.

Harrah Public Schools will utilize Oklahoma Teacher Empowerment Program funds to identify and designate up to 10% of its teachers as either Advanced, Lead, or Master teachers. The Teacher Empowerment Program budget for a fiscal year is dependent on the amount available in the Teacher Empowerment Revolving Fund. Additionally, the budget depends on the Oklahoma State Department of Education's approval of the district's application, which is annually submitted through the Grants Management System in the Single-Sign-On System. Because of the previously mentioned factors, the district's participation in the program is subject to change yearly.

Harrah Public Schools will utilize a rigorous application process to determine which teachers are designated and awarded Advanced, Lead, or Master teacher status for one fiscal year. Advanced teacher status will include 5 additional days for \$3,000. Lead teacher status will include 10 additional days for \$5,000. Master teacher status will include 15 additional days for \$10,000. All additional days will be dedicated to strengthening instructional leadership, increasing responsibilities, and leadership roles.

Once selected by the scoring committee, participation in the program is only guaranteed for one year. Teachers must apply and be selected yearly to be designated as advanced, lead, or master teachers. There is no limit to how many years a teacher can apply and be selected to participate in the program.

Grant payments will be issued upon completion of the 2026-27 school contract and after all required additional work hours have been completed. The final deadline to submit documentation for additional work hours is June 18, 2027.

This grant is a stipend and is not included in Teacher Retirement System calculations. Income taxes and employer payroll taxes will be withheld. This program is fully funded through legislative appropriations and is contingent upon available state funding.

The following are the program's eligibility requirements:

- Must be a certified teacher holding a traditional or alternative teaching certificate.
- Eligibility is limited to active, full-time, certified teachers.
- Must have a minimum of 5 total years of experience, having completed 5 consecutive years at Harrah. Program tiers are dependent upon experience.
- Must have an Effective or higher overall rating on the most recent Oklahoma Teacher and Leader Effectiveness (OKTLE) Evaluation.

- Must provide documentation demonstrating an ability to enhance student growth and performance. Examples: benchmark data, state assessment data, student products, classroom/student data, 1-3 years comparative data
- Must submit a detailed lesson plan that exemplifies strong content knowledge. Examples: lesson plan showing detailed preparation and intentional inclusion of OAS standards
- Must provide a list of school leadership experience. Examples: school and district leadership committees, mentoring opportunities, pacing guide development, extracurricular activities beyond contract obligations, grade-level/department coordination
- Must provide a list of completed professional development. Examples: any PD above mandated requirements, workshops/conferences from the past 1-3 years, personal learning, book studies

Expectations, Roles, and Responsibilities:

The following are the expectations, roles, and responsibilities of those selected to participate in the Empowerment Program:

Those achieving the Advanced Tier (32.5 hours/5 days):

- Will attend the equivalent of three days of professional development opportunities to include
 - out-of-district training (ex. online, OPSRC, SDE, College Board, etc.)
 - in-district training led by Lead and Master Empowerment Grant teachers
- Collaborate with Lead or Master Empowerment Grant teacher to lead one in-district training
- Will serve on two district and/or site committees with an instructional focus (ex. Professional Development, Curriculum, Student Success)
- NOTE: ALL ADDITIONAL TIME MUST BE BEYOND CONTRACT TIME.

Those achieving the Lead Tier (65 hours/10 days):

- Will attend the equivalent of four days of professional development opportunities to include
 - out-of-district training (ex. online, OPSRC, SDE, College Board, etc.)
 - in-district training led by Lead and Master Empowerment Grant teachers
- Will lead one in-district training- requires administrator approval
- Will serve on two district and/or site committees with instructional focus (ex. Professional Development, Curriculum, Student Success)
- Will plan and implement one parent family engagement event- requires administrator approval
- NOTE: ALL ADDITIONAL TIME MUST BE BEYOND CONTRACT TIME.

Those achieving the Master Tier (97.5/15 days):

- Will attend the equivalent of four days of professional development opportunities to include
 - out-of-district training (ex. online, OPSRC, SDE, College Board, etc.)
 - in-district training led by Lead and Master Empowerment Grant teachers
- Will lead two in-district trainings- requires administrator approval

- Will serve on two district and/or site committees with instructional focus (ex. Professional Development, Curriculum, Student Success)
- Will serve on the Teacher Mentor Committee, which will establish mentoring criteria and coordinate mentoring opportunities
- Will serve as a Mentor Teacher to a new hire, adjunct or emergency certified teacher meeting once a month for guidance, modeling, and feedback
- NOTE: ALL ADDITIONAL TIME MUST BE BEYOND CONTRACT TIME.

Application Process:

The following is the application process for participation in the program:

- The application deadline for the program's inaugural year (2026-2027) will be Thursday, May 28, 2026. After the inaugural year, employees who are interested in participating in the program must apply by the annual deadline of the last Thursday of May. No late applications will be considered.
- For consideration into the program, completed applications and all supporting documentation must be delivered in person to the Administration Building before Thursday, May 28 at 4:00 PM.
- The scoring committee will review applications using the attached rubric. Please note that applying does not guarantee approval to participate in the program. The Empowerment Grant rules stipulate that only 10% of eligible certified staff can be accepted into the program.
- All applicants will be notified of their approval or denial by June 30.
- Grant recipients are only approved for one year. Continued yearly participation is not guaranteed. Teachers must apply and be selected annually to remain in the program. There is no limit to how many years a teacher can apply and be selected to the program.
- The Empowerment Committee will review the application annually and make adjustments as needed before the next selection cycle.

Hours Documentation for Lead

65 hours/10 days

Due by June 18, 2027

Those achieving the Lead Tier (65 hours/10 days):

- Will attend the equivalent of four days of professional development opportunities to include
 - out-of-district training (ex. online, OPSRC, SDE, College Board, etc.)
 - in-district training led by Lead and Master Empowerment Grant teachers
- Will lead one in-district training- submitting presentation and sign in to building administrator
- Will serve on two district and/or site committees with instructional focus (ex. Professional Development, Curriculum, Student Success)
- Will plan and implement one parent family engagement event- requires administrator approval
- NOTE: ALL ADDITIONAL TIME MUST BE BEYOND CONTRACT TIME.

Lead Teacher Name:

Date	Times	Activity from Advanced List	Administrator Verification	Hours Completed
Total Hours Completed:				
(Must equal 65 hours for \$5,000 Stipend)				

Duplicate form as needed.

Hours Documentation for Master

97.5 hours/15 days

Due by June 18, 2027

Those achieving the Master Tier (97.5/15 days):

- Will attend the equivalent of four days of professional development opportunities to include
 - out-of-district training (ex. online, OPSRC, SDE, College Board, etc.)
 - in-district training led by Lead and Master Empowerment Grant teachers
- Will lead two in-district trainings- requires administrator approval
- Will serve on two district and/or site committees with instructional focus (ex. Professional Development, Curriculum, Student Success)
- Will serve on the Teacher Mentor Committee, which will establish mentoring criteria and coordinate mentoring opportunities
- Will serve as a Mentor Teacher to a new hire, adjunct or emergency certified teacher meeting once a month for guidance, modeling, and feedback
- NOTE: ALL ADDITIONAL TIME MUST BE BEYOND CONTRACT TIME.

Master Teacher Name:

Date	Times	Activity from Advanced List	Administrator Verification	Hours Completed
Total Hours Completed: (Must equal 97.5 hours for \$10,000 Stipend)				

Duplicate form as needed.

Advanced Class Rubric

Enrollment for Advanced Classes will be determined through the use of the rubric listed below. For each core class, the rubric will consist of a 1-4 point system in the areas of Attendance, NWEA Benchmark Scores, Class Assessment Grades, Participation/Work Habits, and Teacher Recommendations. To be placed in an Advanced Class, students' rubric score must be in the top 20 students for their grade.

Students enrolled in the advanced classes will take the following classes:

- 6th grade ELA students will take 7th grade ELA curriculum
- 6th grade Math students will take 7th grade Math curriculum
- 7th grade ELA students will take 8th grade ELA curriculum
- 7th grade Math students will take 8th grade Math curriculum (Pre-Algebra)
- 8th grade ELA students will take 9th grade ELA curriculum (for high school credit)
- 8th grade Math students will take Algebra 1 (for high school credit)

Rubric Scoring Percentages

ELA

Attendance 10%
NWEA Benchmark Scores 40%
Class Assessment Grade 20%
Participation/Work Habits 20%
Teacher Recommendation 10%

Math

Attendance 10%
NWEA Benchmark Scores 40%
Class Assessment Grade 20%
Participation/Work Habits 20%
Teacher Recommendation 10%

ELA Advanced Class Rubric

Criteria	4 - Advanced	3 - Proficient	2 - Developing	1 - Beginning
Attendance	0 - 5 non-school related absences	6 -10 non-school related absences	11- 15 non-school related absences	15+ non-school related absences
NWEA Reading	85 - 99%	70 - 84%	55 - 69%	Below 55 %
NWEA Language	85 - 99%	70 - 84%	55 - 69%	Below 55 %
Assessment Grades	90 -100	80 - 89	70 - 79	Below 69
Participation / Discussion	Leads discussions	Participates regularly	Occasional participation	Rarely participates
Work Habits / Independence	Highly independent; consistently meets deadlines	Usually responsible and prepared	Needs reminders to work or complete	Frequently incomplete work; avoids challenges
Teacher Recommendation	Strongly recommends advance placement	Recommends with minor reservations	Neutral/Unsure	Does not recommend

*A student's rubric score must be in the top 20 students of the grade level to be placed in the advanced class.

MATH Advanced Class Rubric

Criteria	4 - Advanced	3 - Proficient	2 - Developing	1 - Beginning
Attendance	0 - 5 non-school related absences	6 -10 non-school related absences	11- 15 non-school related absences	15+ non-school related absences
NWEA Math	85 - 99%	70 - 84%	55 - 69%	Below 55 %
Assessment Grades	90 -100	80 - 89	70 - 79	Below 69
Participation / Discussion	Leads discussions	Participates regularly	Occasional participation	Rarely participates
Work Habits / Independence	Highly independent; consistently meets deadlines	Usually responsible and prepared	Needs reminders to work or complete	Frequently incomplete work; avoids challenges
Teacher Recommendation	Strongly recommends advance placement	Recommends with minor reservations	Neutral/Unsure	Does not recommend

*A student's rubric score must be in the top 20 students of the grade level to be placed in the advanced class.

East Central Oklahoma On-Line Consortium
2026-2027 Cooperative Agreement

This agreement is entered into as of July 1, 2026 between
Gordon Cooper Technology Center 63-V005 (the “Administrator”) and:

Allen Public Schools District 62-I001	McLoud Public Schools District 63-I001
Asher Public Schools District 63-I112	New Lima Public Schools 67-I006
Bethel Public Schools District 63-I003	North Rock Creek Public Schools District 63-I010
Bowlegs Public Schools District 67-I003	Paden Public Schools District 54-I014
Butner Public Schools 67-I015	Paoli Public Schools 25-I005
Byng Public Schools District 62-I016	Sasakwa Public Schools District 67-I010
Chandler Public Schools 41-I001	Seminole Public Schools District 67-I001
Dale Public Schools District 63-I002	Shawnee Public Schools District 63-I093
Earlsboro Public Schools District 63-I005	Stratford Public Schools District 25-I002
ElmoreCity-Pernell Public Schools District 25-I072	Strother Public School District 67-I014
Harrah Public Schools District 55-I007	Tecumseh Public Schools District 63-I092
Lexington Public Schools District 14-I057	The Academy of Seminole
Little Axe Public Schools District 14-I070	Varnum Public Schools District 67-I007
Macomb Public Schools District 63-I004	Wanette Public Schools District 63-I115
Maud Public Schools District 63-I117	

RECITALS:

A. The Cooperative Districts have determined that it is in their mutual interest to jointly pursue on-line coursework. The objective is to provide students in the cooperative districts coursework available through an on-line curriculum provider and associated support services.

B. The Cooperative Districts have selected Gordon Cooper Technology Center to act as the Fiscal Administrator (“Administrator”) and keep the accounting records of the joint program.

C. The Cooperative Districts have determined that the Administrator should obtain and enter into agreements for coursework available through an on-line curriculum provider and associated support services as necessary to further their joint undertaking. The associated costs shall be allocated among the Cooperative Districts as indicated in “Exhibit A” of this agreement.

In consideration of the mutual covenants contained herein, and intending to be legally bound, the Cooperative Districts agree as follows:

Cooperative Agreement. The Cooperative Districts are school districts with the authority under Okla. Stat. Title 70, § 5-117(C), to enter into cooperative agreements. The Cooperative Districts wish to enter into this Agreement to allocate the costs of an on-line curriculum provider and the associated support services, to include but not limited to, hiring an On-Line Consortium Coordinator for the benefit of the cooperative districts

and students in the cooperative districts. The Cooperative Districts have agreed to share the cost of the services in the manner set forth in "Exhibit A" of this agreement.

1. **Term.** The Term of this Agreement will begin on the date it is fully executed by all parties and will terminate on June 30, 2027. The Agreement may be renewed by agreement of the parties for successive one year terms beginning on July 1 and ending on June 30 of each year (each a "Renewal Year").

2. **Duties of Administrator.** The Cooperative Members hereby designate and appoint Gordon Cooper Technology Center to serve as the administrative entity responsible for administering the parties' joint on-line coursework program (the "Administrator"). The Administrator will contract with vendors, individuals, or others as needed for services relating to the on-line coursework plan (the "Contract"). The total amount of the fees and related expenses to be paid by participating Cooperative Members for FY 2027 shall be \$650 per seat (unless a site license is chosen "Exhibit B"). The number of seats that each Cooperative Member is responsible for shall correspond to the chart on "Exhibit A". The Administrator shall promptly submit an invoice to each Cooperative District for that District's share of necessary fees and costs on or before September 30, 2027. All sums due from the Cooperative Districts under the terms of this Agreement shall be paid to the Administrator who shall deposit the funds into a separate account established for such purpose. Upon receipt of all remittances, the Administrator shall pay the associated fees for services rendered by vendors, individuals or others with whom an agreement is entered. The Administrator is also authorized by this Agreement to arrange for related services connected with the preparation and administration of this contract to include, but not be limited to, legal fees and costs. Additional expenses incurred by the Administrator related to this Agreement shall be charged to participating districts on a pro rata basis in the same manner as the services procured pursuant to this contract. The Administrator shall not incur any indebtedness for or on behalf of the Cooperative Districts other than the obligation to pay the fees and costs described in this Agreement.

Duties of Cooperative Districts. The Cooperative Districts shall be responsible for any support to students required by the OSDE Accreditation process. Said support shall include but is not limited to: providing appropriate "teacher of record" for each course offered, providing proper monitoring of on-line student progress, provide students with periodic access to on-line coursework, provide single "point of contact" for administrative aspect of the on-line coursework, participate in required training for necessary Cooperative District staff member(s), and insure that proper documents are completed and returned to appropriate Administrator provide services that exceed those provided through this cooperative agreement such as but not limited to on-line coursework and a state approved teacher of record the cost of such service will be negotiated directly with **Edgenuity** by the respective cooperative and payable by the cooperative district directly to the approved on-line vendor:

Edgenuity 8860 E. Chaparral Road Suite 100, Scottsdale AZ, 85250 thru Horizon.

3. **Board of Directors.** The Cooperative Districts, for purposes of this agreement, will utilize a Board of Directors made up of one (1) representative from each participating district. The role of the Board of Directors will be to meet at least once annually to discuss and make recommendations regarding the activities associated with services provided through this agreement.

4. **Financial Arrangements.** The Cooperative Districts agree to allocate the fees and associated expenses, as described in this Agreement, among themselves based upon the amounts associated with each district's FY2026 Final ADM as indicated on Exhibit "A" and or FY2026 Final ADM, as attached hereto and incorporated herein. Exhibit A shall be amended for each Renewal Term to account for changes in the number of districts, the ADM changes of said Cooperative Districts, changes in services provided, and any other pricing changes necessary.

5. **Compliance with Laws.** Each Cooperative District represents and warrants to the others that this Agreement has been duly authorized by its Board of Education, and constitutes a valid and binding agreement enforceable in accordance with its terms.

6. **Amendment.** This Agreement represents the entire understanding of the parties with respect to the terms and conditions contained herein and may be modified only by mutual agreement of the parties.

7. **Counterparts.** This Agreement may be executed in multiple counterparts, each of which will be deemed an original and all of which, together, shall constitute the Agreement.

2025-2026 End of Year ADM_____

Tier (from Exhibit A)_____

Dated this_____ **day of** _____, _____

By:_____

President, Board of Education

Of:_____ **District**

Exhibit A

FY2026 East Central Oklahoma On-Line Consortium

Cooperative Agreement

Financial Participation Amount by FY2026 Final District ADM

Cost for per seat licenses:

Tier I Schools

5 seats x \$650 per seat = \$3,250.00 - FY2025 Final ADM between 0 – 300 ADM

Tier II Schools

10 seats x \$650 per seat = \$6,500.00 - FY2025 Final ADM between 301 – 700 ADM

Tier III Schools

15 seats x \$650 per seat = \$9,750.00 - FY2025 Final ADM between 701 – 1400 ADM

Tier IV Schools

20 seats x \$650 per seat = \$13,000.00 – FY2025 Final ADM 1401 and larger ADM or Technology Center District

Tier V Schools

30 seats x \$650 per seat = \$19,500.00 – FY2025 ADM 2,001-3,000 ADM

Tier VI Schools

50 seats x \$650 per seat = \$32,500.00 – FY2025 ADM 3,001 and larger ADM

***Any schools added to the FY2027 contract shall be required to pay a “buy-in” fee equal to their tiered rate for their district ADM (see Exhibit A) . This “buy-in” fee will be good as long as the district continues as a “Cooperative District.” Any district that stops their affiliation with the on-line consortium but decides to rejoin the on-line consortium shall be required to pay the “buy-in” fee to rejoin the consortium.**

April 8th, 2026

Surplus List

1) Bus 24 Chevy Bluebird 2003 Model (8-2002-M.F. Date) VIN # 1GBL7T1C52J515306
Current Mileage 163,042.5. Body M114041. Engine Serial# CKM55516, model 3126.
Transmission is Allison 2000 series. Starts will not drive.

2) Bus 25 Chevy Bluebird 2003 Model (8-2002 - M.F. Date) VIN # 1GBL7T1C92J515261
Current Mileage 127,534.0. Body M114041. Engine Serial# CKM55451, model 3126.
Transmission is Allison 2000 series. Starts will not drive.

3) Van 1 2005 E-150 Ford- mileage unknown, odom. cluster is inop, can not be obtained,
will not start. VIN# 1FMRE11W45HA87472

Brandy Evans
Transportation Department



EXECUTIVE SESSION

APRIL 13, 2026

Exhibit A

2026-2027 SCHOOL YEAR RECOMEND TO TRANSFER - CERTIFIED

Name	Position	Site
DEREK VERNER	TEACHER TO ATHLETIC DIRECTOR	HS TO DIST

2026-2027 SCHOOL YEAR RECOMEND TO HIRE - CERTIFIED - TEMP CONTRACT

Name	Position	Site
	MATH/BOYS' BB COACH	HS
	TEACHER/COACH	HS



EXECUTIVE SESSION

APRIL 13, 2026

Exhibit B

2025-2026 SCHOOL YEAR

RECOMEND TO HIRE - SUBSTITUTES

Name

Name

LINDA BROYLES	JENNIFER MURRAY
AUSTIN NEASBITT	TRICIA FORSYTH
ALIYAH DAVIS	RICHARD HALBROOKS
MERIBETH TRAMEL	STEPHANY AVILA
RALEY FLETCHER	

2026-2027 SCHOOL YEAR

RECOMEND - SUPPORT RE-HIRE

Central Office	
David Drew - Maintenance	Leslie Hobaugh - Encumb Clerk/Minutes Clerk
Angela Hodge - Payroll	Brandy Evans - Transportation Director
Matt Shimanek - Head of Maintenance	Brian Jones - IT
Phillip Hogue - Custodian	
Virginia Smith	
Lastinger, Pattie - Secretary	Easter, Aymee - SS
Warren, Cindy - Pre-K Aide	Main, Jessica - SS
Shires, Nora - Title I Asst	Malone, Jessica - Indian Ed
Tseng-Hacker, Mandy - SS	Krumme, Jasmine - PreK Aide
Adames, Raeanne - Pre-K Aide	Lindsey, Andrea - SS
Johns, Maeci - SS	Trosclair, Cindy - Prek Aide
Parsons, Kammi - Head Housekeeper	Ballard, Jennifer - Housekeeper
Taylor, Vicky - Housekeeper	
Clara Reynolds	
Moore, Jessica - Secretary	Coker, Megan - Title I Aide
Bullard, Jennifer - SS	Zarasvand, Pam - SS
McBroom, Chelsi - SS	Simpson, Casey - Head Custodian
Craig, Donna - Indian Ed	Simpson, Joe - Housekeeper
Beams, Barbara - Housekeeper	
Russell Babb	
Richmond, Jillian - Secretary	Deden, Sharon - SS
Foutch, Jennifer - Computer Lab	Cotter, Regina - SS
Vela, Amanda - Indian Ed	Upfold, Amy - Head Housekeeper

Trosclair, Robert - Housekeeper	Sweetman, Darcia - Housekeeper
Middle School	
Blankenship, Jamie - Media Aide	Cantrell, Kim - Secretary
Johnson, Jarvis - Custodian	Harris, Tasha - SS
Jones, Lisa - ISR	Wilson, Aimee - Housekeeper
Martin, Patti - SS	Parker, Amanda - Evening Housekeeper
Taylor, Rebecca - PT Evening Housekeeper	Walker, Maverick - SS
McComb, Zane - SS	
High School	
Bell, Larinda - Secretary	Bell, Glenn - ISR
Drew, Nancy - Library/Secretary	Aguilar, Lacy- Distance Learning
Musgrove, Marty - Housekeeper	Walker, Teresa - SS
Jordan, Free - Secretary	Turner, Shayne - SS
Porter, Andrea - Secretary	Perry, Tonya - SS
Winstead, Darrell - Custodian	DeWitt, Suzanne - Housekeeper
Mumford, Janet - Housekeeper	Sanders, Jeff - Custodian
Stone, Jude - SS	
Transportation - Drivers and Monitors	
Drew, David	Wing, Amanda
Evans, Brandy	Leabo, Robert
Shimanek, Matt	Hess, Lee Ann - M
Hogue, Phillip	Trosclair, Connie - M
Tanner, Barbara	Walker, Teresa
Poston, Lacey	Myers, Debbie
Johns, Maeci - M	Sanders, Jeff
Hice, Tonya	Jones, Lisa
White, Carrie - M	Harris, Tasha
Evans, Sabrina - M	Cotter, Regina
Worth, Guy	Thomas, William Bradley
Turner, Shayne	
Cateteria	
Rayla Beal - CR	Karen Eastep - MS
Mary Seals - RB	