

Newcastle Board of Education Regular Meeting
August 4, 2025 6:00 PM
Administrative Office Board Room
101 North Main
Newcastle, OK 73065

1. Flag Salute
2. Call to Order and Roll Call of Members
3. Discussion and possible action on the Consent Agenda:
 - A. Agenda of Regular Meeting of August 4, 2025
 - B. Minutes of Regular Meeting of July 22, 2025
4. Public Input
5. Discussion and possible action regarding the grading policy that will be an addendum to the student handbooks
6. Discussion and possible action regarding Financial Consent Agenda
 - A. Bond Fund 32 Encumbrances and Change Orders
 - B. Bond Fund 33 Encumbrances and Change Orders
 - C. Bond Fund 39 Encumbrances and Change Orders
 - D. Purpose of Activity Fund Accounts
7. New Business
8. Proposed executive session to discuss employment of personnel, retirements, resignations, terminations, hiring of employees, employment, rehiring and changes to employment contracts of current and prospective district employees as outlined on attached Schedule A, pursuant to 25 O.S. Section 307 (B)(1)

Proposed executive session to discuss negotiations concerning employees and representatives of employee groups, pursuant to 25 O.S. Section 307 (B)(2)
9. Vote to convene or not to convene in executive session
10. Return to Open Session
11. Discussion and possible action regarding employment of personnel, retirements, resignations, terminations, hiring of employees, employment, rehiring and changes to employment contracts of current and prospective district employees as outlined on attached Schedule A
12. Discussion and possible action regarding the adjunct for two of the THRIVE learning collaborative Teachers, through Newcastle High School: Bryan Kauk for Chemistry and Physics; and Laura Howell for Sociology, Psychology, Art History and Introduction to Art for the 2025-2026 school year.
13. Discussion and possible action regarding Newcastle Association of Classroom Teachers FY26 Negotiated Agreement
14. Discussion and possible action regarding Newcastle Association of Support Personell FY26 Negotiated Agreement
15. Adjournment

This agenda was posted at 4:00pm on the front door of the administration building on August 1, 2025, by Darla Allen

Newcastle Board of Education Regular Meeting
July 22, 2025 6:00 PM
Administrative Office Board Room
101 North Main
Newcastle, OK 73065

Attendance Taken at 6:00 PM. Ms. Valory Dalton: Present, Mr. Jeff Dingee: Absent, Ms. Tiffany Elczyn: Present, Mr. Jeremy Gilbertson: Present, Mr. Ron Lock: Present.

1. Flag Salute
2. Call to Order and Roll Call of Members
3. Outstanding Service or Achievement Awards - First National Bank

Dr. Walker presented Shannon Christian, Newcastle First National Bank and Trust, with the Community Partner Award in appreciation for all the things they do to assist the school.

4. Discussion and possible action on the Consent Agenda:

Motion to approve consent agenda items A-N passed with a motion by Mr. Jeremy Gilbertson and a second by Ms. Valory Dalton.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

- A. Agenda of Regular Meeting of July 22, 2025
- B. Minutes of Regular Meeting of June 24, 2025
- C. Amended Minutes of Regular Meeting of June 10, 2025
- D. Newcastle Public School 2025-2026 School Calendar to be 1086 hours instead of 181 days
- E. THRIVE Student Handbook
- F. FY26 NHS Student Handbook
- G. FY26 NMS Student Handbook
- H. FY26 NES Student Handbook
- I. FY26 NECC Student Handbook
- J. Newcastle Early Childhood Center Cardiac Arrest Emergency Action Plan
- K. Newcastle Elementary School Cardiac Arrest Emergency Action Plan
- L. Newcastle Middle School Cardiac Arrest Emergency Action Plan
- M. Newcastle High School Cardiac Arrest Emergency Action Plan
- N. Maintenance Surplus List

5. Public Input

Mr. Steve Freeman spoke on racism in the Newcastle School District.

6. Superintendent and Staff Updates:

- A. Dr. Cathy Walker, Superintendent, Bond Update

The bond construction is moving forward, but the parking lots will not be complete before school starts.

7. Discussion and possible action to participate in the Teacher Empowerment Program through the Oklahoma State Department of Education

Motion to participate in the Teacher Empowerment Program through the Oklahoma State Department of Education passed with a motion by Ms. Valory Dalton and a second by Mr. Jeremy Gilbertson.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

8. Discussion and possible action regarding school lunch prices and free lunches

Discussed school lunch prices and free lunches and no action taken.

9. Discussion and possible action on the Policy Consent Agenda

Motion to approve the Policy Consent Agenda items A and B passed with a motion by Mr. Ron Lock and a second by Ms. Valory Dalton.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

A. EB - Calendar Policy

B. EMDB - Flag Policy

10. Discussion and possible action on the Contract Consent Agenda

Motion to approve the Contract Consent Agenda items A through H passed with a motion by Mr. Jeremy Gilbertson and a second by Mr. Ron Lock.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

A. FY26 City of Newcastle Interlocal

B. FY26 City of Newcastle School Resource Officer Mutual Cooperation Agreement

C. FY26 Sports Medicine and Athletic Training Services Subscription Agreement with Norman Regional Hospital Authority

D. FY26 T-Mobile for Education

E. FY26 THRIVE Learning Collaborative Agreement

F. FY26 Visual Senses for Vision Therapy Services for District - Nikki Keck

G. State of Oklahoma Department of Rehabilitation Services Transition, School-to-Work (SWS) Contract

H. State of Oklahoma Department of Rehabilitation Services Transition Work Adjustment Training (WAT) Contract

11. Discussion and possible action regarding Financial Consent Agenda

Motion to approve the Financial Consent Agenda items A-M passed with a motion by Mr. Jeremy Gilbertson and a second by Ms. Valory Dalton.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

- A. FY25 General Fund 11 Encumbrances and Change Orders
- B. FY25 Building Fund 21 Encumbrances and Change Orders
- C. FY25 Bond Fund 39 Encumbrances and Change Orders
- D. FY26 General Fund 11 Encumbrances and Change Orders
- E. FY26 Building Fund 21 Encumbrances and Change Orders
- F. FY26 Bond Fund 39 Encumbrances and Change Orders
- G. Monthly payroll and extra duty disbursement
- H. Purpose of Activity Fund Accounts
- I. Revenue Analysis-General Fund
- J. Revenue Expenditure Summary-Athletic
- K. Revenue-Expenditure Summary-Non Athletic
- L. Treasurer's Report

M. Transfer of Activity Fund Account #921/105-ES Beautification to be closed and funds in the amount of \$4,524.22 to be transferred to #939/105 ES Principal Activity Fund Account

12. New Business

No new business

13. Proposed executive session to discuss employment of personnel, retirements, resignations, terminations, hiring of employees, employment, rehiring and changes to employment contracts of current and prospective district employees and volunteers as outlined on attached Schedule A, and Superintendent's Evaluation pursuant to 25 O.S. Section 307 (B)(1)

Proposed executive session to discuss student transfer appeal matters involving specific students whereby disclosure of any additional information would violate FERPA. 25 O.S. § 307(B)(7)

14. Vote to convene or not to convene in executive session

Motion to convene in Executive Session at 7:53 PM passed with a motion by Ms. Valory Dalton and a second by Mr. Ron Lock.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

15. Return to Open Session

Returned to Open Session at 9:39 PM. Dr. Walker, Ron Lock, Valory Dalton, Jeremy Gilbertson and Tiffany Elczyn were in Executive Session with Adam Hull joining at 7:56 PM and leaving at 8:16 PM. No votes were taken.

16. Discussion and possible action regarding employment of personnel, retirements, resignations, terminations, hiring of employees, employment, rehiring and changes to employment contracts of current and prospective district employees and volunteers as outlined on attached Schedule A

Motion to approve Schedule A as attached passed with a motion by Mr. Jeremy Gilbertson and a second by Ms. Valory Dalton.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

17. Discussion and possible action regarding the **adjunct** of DeAnna Pitman, Newcastle High School Teacher, for FY26 for 6-12 ELA to teach 9th grade. She is currently certified in 6-8 ELA.

Motion to adjunct DeAnna Pitman, Newcastle High School Teacher for FY26 for 6-12 ELA to teach 9th grade. passed with a motion by Ms. Valory Dalton and a second by Mr. Ron Lock.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

18. Discussion and possible action regarding Transfer Appeal #1

Motion to deny the transfer appeal #1 passed with a motion by Mr. Jeremy Gilbertson and a second by Ms. Valory Dalton.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

19. Discussion and possible action regarding Transfer Appeal #2

Motion to deny the transfer appeal #2 passed with a motion by Mr. Jeremy Gilbertson and a second by Mr. Ron Lock.

Mr. Jeff Dingee: Absent, Mr. Ron Lock: Yea, Ms. Valory Dalton: Yea, Mr. Jeremy Gilbertson: Yea, Ms. Tiffany Elczyn: Yea
Yea: 4, Nay: 0, Absent: 1

20. Adjournment

Meeting adjourned at 9:42 by Tiffany Elczyn

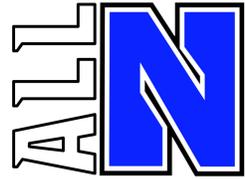
President

Vice President

Clerk

Deputy Clerk

Member



Newcastle Public Schools Grading Policy (Grades 4–12)

Helping Every Student Learn, Grow, and Succeed, One Step at a Time

Philosophy

The most key portions of this policy and suggested practices are that the grade reflects knowledge and mastery, even if it is eventual mastery. In the end, the grade should represent what a student knows, not how responsible or compliant they are. At Newcastle Public Schools, we believe grades should reflect what students know, not how fast they get it or how perfectly they perform the first time. Learning is a process, and it looks different for every student.

This policy is grounded in the work of educator Rick Wormeli, who reminds us that fairness in grading means giving students time, support, and multiple chances to succeed.

We are committed to building a grading system that encourages persistence, supports mastery, and gives families a clear and consistent picture of progress.

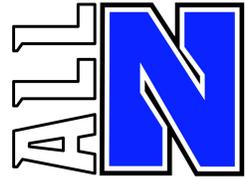
Key Components of the Grading Policy

1. Redos and Reassessments

- Students are allowed to redo any major assignment, quiz, or test for full credit through the eighth week of the quarter.
- Teachers will communicate clearly when redos are not available—for example, repeated missing work without effort or intentional misuse of the policy.
- School sites will determine parameters for expectations students should meet in order to redo an assignment.

2. 50% Minimum Grade (The Grading Floor)

- The lowest score recorded for any assignment will be 50%, when a viable attempt has been made.
- This does not mean the work is optional; students are still expected to complete all assignments.



- The purpose is to prevent one low or missing grade from having an outsized impact that discourages students from trying again.
-

3. Balanced Grading Categories

To give students a fair chance to show their learning in different ways, **no single category** (such as tests or homework) may count for **more than 40%** of the overall grade.

Each department will meet at the beginning of the year to set consistent **category weights** and **expectations** across all courses.

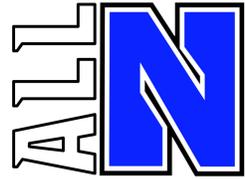
Summative is defined as:

Summative refers to student assessment that occurs at the **end of a learning period**. The primary purpose is to determine what a student has learned over the entirety of a unit. It should connect to **benchmarks, state standards**, and should “**sum up**” a student’s knowledge of content that has been covered.

Examples include (but are not limited to):

- Projects
- Tests/Final exams
- Mid-term exams
- Portfolios
- Research papers
- Presentations

Quizzes can also be summative in certain circumstances—particularly when the assessment covers a **larger portion of content** that will also be connected to an eventual exam. *For example:* A teacher might cover multiple chapters in a unit, give quizzes at the end of each



chapter, and then give an exam that connects them all. In this case, the quizzes would be considered summative.

Formative is defined as:

Formative refers to student learning that is **ongoing**. This occurs regularly and provides a **snapshot** of how learning is progressing in order to drive instruction.

Formative assessments should:

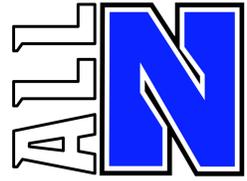
- Be low-stakes in nature
- Given and returned with timely, meaningful feedback
- Focus on **process and progress**

In this sense, a quiz used to guide instruction and provide feedback for improvement would be **formative**. It is designed to highlight where the student needs support and where instruction may need to shift. These assessments are typically **brief in nature**.

Example Breakdown:

- **Tests/Projects (Summative):** 30–40%
 - **Quizzes (Can be Summative or Formative):** 20–30%
 - **Homework/Practice Work (Formative):** 20–30%
 - **Other (Formative):** 10–20%
-

This balance ensures that **grades represent a complete picture** of what students have learned—not just how they perform on one type of task.



4. Consistent and Transparent Grade Reporting

- Teachers will enter at least two grades per week into the gradebook to help students and families monitor progress regularly.
-

Encumbrance Register

Options: Year: 2025-2026, Date Range: 7/1/2025 - 7/31/2025, PO Range: 1 - 999, Fund(s): 2022 DISTRICT BOND FUND 32

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
32	1	07/29/2025	52031	Nemo Cockrell	Pom floor in cheer building	39,678.20
					Pom floor in cheer building 32-011-2620-438-000-0000-000-705 07/29/2025	39,678.20
32	2	07/29/2025	8267	COMFORTWORKS, INC.	ECC WSHP Service & Repair	2,000.00
					Service & repair for water source heat pump units at ECC 32-010-2620-437-000-0000-000-110 07/29/2025	2,000.00
32	3	07/29/2025	52036	Nabholz Construction Corp	Alternate 2A Parking lot lights at gym	53,360.00
					Alternate 2A Parking lot lights at gym 32-011-2620-450-000-0000-000-705 07/29/2025	53,360.00
32	4	07/29/2025	52036	Nabholz Construction Corp	Added flooring areas A&D	157,806.00
					Added flooring areas A&D 32-011-2620-450-000-0000-000-705 07/29/2025	157,806.00
32	5	07/29/2025	52036	Nabholz Construction Corp	Alternate 2 Parking lot lights	71,830.00
					Alternate 2 Parking lot lights 32-011-2620-450-000-0000-000-705 07/29/2025	71,830.00
32	6	07/29/2025	461	Johnstone Supply	Sidewall Registers For High School East	2,363.98
					(38) 20X6 2-Way sidewall registers for HS East Classroom renovation project 32-010-2620-618-000-0000-000-705 07/29/2025	2,363.98

Non-Payroll Total:	\$327,038.18
Payroll Total:	\$0.00
Balance Forward:	\$0.00
Report Total:	\$327,038.18

Encumbrance Register

Options: Year: 2025-2026, Date Range: 7/1/2025 - 7/31/2025, PO Range: 1 - 999, Fund(s): 2022 TRANSPORTATION BOND FUND 33

Fund	PO No	Date	Vendor No	Vendor	Description	Amount	
33	1	07/29/2025	51562	Midwest Bus Sales Inc	2026 Saf-T Liner, 2024 Minotour, 2025 Saf-T Liner	379,795.00	
				2026 Saf-T Liner (71 passenger) Quote #3970232024 Minotour (14 passenger) Quote #4011452025 Saf-T Liner (47 passenger) Quote #397266	33-000-2720-762-000-0000-000-050 33-000-2720-762-239-0000-000-050	07/29/2025 07/29/2025	244,520.00 135,275.00

Non-Payroll Total:	\$379,795.00
Payroll Total:	\$0.00
Balance Forward:	\$0.00
Report Total:	\$379,795.00

Encumbrance Register

Options: Year: 2025-2026, Date Range: 7/1/2025 - 7/31/2025, PO Range: 12 - 999, Fund(s): Technology Bond Fund 39

Fund	PO No	Date	Vendor No	Vendor	Description	Amount	
39	12	07/29/2025	8704	CLASSLINK, INC.	Classlink (Includes Analytics)	11,320.68	
				Classlink - Rostering, Analytics, Launchpad	39-000-2230-653-000-0000-000-050	07/29/2025	11,320.68
39	13	07/29/2025	51653	Sigma Technology Fund LLC	ERATE Consulting	10,000.00	
				ERATE Consulting	39-000-2340-337-000-0000-000-050	07/29/2025	10,000.00
39	14	07/29/2025	717	ImageNet Consulting LLC	Copier Service/Maintenance	24,000.00	
				Copier service/maintenance (copy/print job charges)	39-000-2230-611-000-0000-000-050	07/29/2025	24,000.00
39	15	07/29/2025	51979	Canon Financial Services, Inc.	Copier Lease	35,000.00	
				Copier lease	39-000-2230-611-000-0000-000-050	07/29/2025	35,000.00
39	16	07/29/2025	2766	CDW LLC	Adobe Creative Cloud	2,500.00	
				Adobe Creative Cloud100 licenses	39-000-2230-653-000-0000-000-705	07/29/2025	2,500.00
39	17	07/29/2025	5746	SHI	Microsoft 365 Licensing	15,000.00	
				Microsoft 365 Licensing	39-000-2230-653-000-0000-000-050	07/29/2025	15,000.00
39	18	07/29/2025	5746	SHI	Sophos - Antivirus	7,623.40	
				Sophos Antivirus	39-000-2230-653-000-0000-000-050	07/29/2025	7,623.40
39	19	07/29/2025	1899	FSS Software Topco LP	Follett Destiny Library Manager	6,216.60	
				Follett Destiny Library Manager	39-000-2220-653-000-0000-000-105	07/29/2025	1,554.15
					39-000-2220-653-000-0000-000-110	07/29/2025	1,554.15
					39-000-2220-653-000-0000-000-505	07/29/2025	1,554.15
					39-000-2220-653-000-0000-000-705	07/29/2025	1,554.15
39	20	07/29/2025	51891	Noregon Systems LLC	Fault Guidance and TaaS	3,599.00	
				Transportation Fault Guidance and TaaS software license	39-000-2740-653-000-0000-000-050	07/29/2025	3,599.00
39	21	07/29/2025	50933	ESGI LLC	Early Childhood Progress Monitoring	7,489.00	
				ESGI Early Childhood Progress Monitoring	39-000-1000-653-100-1050-000-110	07/29/2025	7,489.00
39	22	07/29/2025	8301	FRONTLINE TECHNOLOGIES GROUP LLC	Absence and Substitute Management	7,124.40	
				Absence and Substitute Management	39-000-2230-653-000-0000-000-050	07/29/2025	7,124.40
39	23	07/29/2025	8301	FRONTLINE TECHNOLOGIES GROUP LLC	Proactive Recruiting	2,195.92	
				Proactive Recruiting	39-000-2230-653-000-0000-000-050	07/29/2025	2,195.92
39	24	07/29/2025	8301	FRONTLINE TECHNOLOGIES GROUP LLC	Time and Attendance	7,500.00	
				Time and Attendance	39-000-2230-653-000-0000-000-050	07/29/2025	7,500.00
39	25	07/29/2025	51276	QuaverEd	ES Music Curriculum	1,200.00	
				ES Music Curriculum	39-000-1000-653-100-0000-000-105	07/29/2025	1,200.00
39	26	07/29/2025	51734	The Public Finance Law Group PLLC	GO Combined Purpose Bond Legal Fees	5,000.00	
				GO Combined Purpose Bond Legal Fees	39-000-2317-310-000-0000-000-050	07/29/2025	5,000.00
39	27	07/29/2025	51734	The Public Finance Law Group PLLC	GO Bldg Bond Legal Fees	2,500.00	
				GO Building Bond Legal Fees	39-000-2317-310-000-0000-000-050	07/29/2025	2,500.00
39	28	07/29/2025	9179	BOK Financial Securities, Inc.	Bond Management Fee for GO Combined Purpose Bond	25,260.00	
				Bond Management Fee for GO Combined Purpose Bond	39-000-2314-310-000-0000-000-050	07/29/2025	25,260.00

Encumbrance Register

Options: Year: 2025-2026, Date Range: 7/1/2025 - 7/31/2025, PO Range: 12 - 999, Fund(s): Technology Bond Fund 39

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
39	29	07/29/2025	9179	BOK Financial Securities, Inc.	Bond Management Fee for GO Bldg Bond	12,260.00
				Bond Management Fee for the General Obligation Building bond	39-000-2314-310-000-0000-000-050 07/29/2025	12,260.00
39	30	07/29/2025	717	ImageNet Consulting LLC	PaperCut License	2,486.63
				Papercut licensing	39-000-2230-653-000-0000-000-050 07/29/2025	2,486.63
39	31	07/29/2025	8305	GNXCOR, INC.	Maintenance Ticketing System	2,039.76
				Maintenance Ticketing System	39-000-2230-653-000-0000-000-050 07/29/2025	2,039.76
39	32	07/31/2025	51811	SylogistEd Inc	Business Office Software	20,960.78
				Business Office Software	39-000-2511-653-000-0000-000-050 07/31/2025	20,960.78
39	33	07/31/2025	5169	OKLAHOMA ATTORNEY GENERAL	Bond Transcript Examination Fees	2,111.50
				Bond Transcript Examination Fees for General Obligation Combined Purpose Bonds, Series 2025	39-000-2317-310-000-0000-000-050 07/31/2025	1,552.00
				Bond Transcript Examination Fees for General Obligation Building Bonds, Federally Taxable Series 2025	39-000-2317-310-000-0000-000-050 07/31/2025	559.50
39	34	07/31/2025	9180	IPREO LLC	Offical Bond Statement Printing	750.00
				Official Bond Statement Printing	39-000-4620-550-000-0000-000-050 07/31/2025	750.00
Non-Payroll Total:						\$214,137.67
Payroll Total:						\$0.00
Balance Forward:						\$0.00
Report Total:						\$214,137.67



NEWCASTLE PUBLIC SCHOOLS

Purpose of Activity Fund Account

Original
 Amended

Account Name: ES - Teacher Fundraiser Account #: 923 Site #: 105

Scheduled Fundraising Events:

<i>Description</i>	<i>Month Planned</i>
_____	_____
_____	_____
_____	_____

General Revenue: (Indicate Amended Items with an "**")

Donations are automatically approved. List other methods of generating revenue:

Merchandise/Apparel Sales School Spirit Sales Snack Cart Student Store/Catalog Sales Denim Days School Store <u>Board Approved Fundraisers</u>
--

Expenditures: (How the revenue will be spent) (Indicate Amended items with a "**")

Technology, Background checks, Reimbursements, Class/Office Supplies and Project Materials, Furniture, Playground Equipment, Professional Development & Travel Accommodations, Staff Food & Beverage & Gratuities, Staff Shirts, STRUT Week Donations, Staff Incentives/appreciation/awards/rewards/morale boosters

Ashley Riley _____

Sponsor Name

Ashley Riley
Sponsor Signature

06/10/2025 _____

Date Submitted

Shasta Smith
Activity Fund Custodian Signature

2025-2026 _____

School Year

D. Ashley Wanka
Chief Financial Officer Signature

Supervisor Signature if Applicable
(Principal or Athletic Director)

Date Approved by Board of Education



NEWCASTLE PUBLIC SCHOOLS

Purpose of Activity Fund Account

Original
 Amended

Account Name: SPEL Activity Fund Account #: 950 Site #: _____

Scheduled Fundraising Events:

Description	Month Planned
<u>Bistro Coffee Cart</u> ↳ coffee, cookies, baked goods beverages	<u>All year - transition Program</u>
<u>Apparel, spirit wear, flowers</u>	_____

General Revenue: (Indicate Amended Items with an "**")

Donations are automatically approved. List other methods of generating revenue:

Board Approved Fundraisers

Expenditures: (How the revenue will be spent) (Indicate Amended items with a "**")

Purchase grocery and home living items for MS & HS life skills / transition programs

Kiley Rios
Sponsor Name

[Signature]
Sponsor Signature

Supervisor Signature if Applicable
(Principal or Athletic Director)

7-27-25 25/26
Date Submitted School Year

[Signature]
Activity Fund Custodian Signature

[Signature]
Chief Financial Officer Signature

Date Approved by Board of Education



NEWCASTLE PUBLIC SCHOOLS

Purpose of Activity Fund Account

Original
 Amended

Account Name: Special Olympics Account #: 925 Site #: _____

Scheduled Fundraising Events:

Description	Month Planned
<u>Polar Plunge</u>	<u>Jan. / Feb.</u>
<u>Spruit wear</u>	<u>Sept / Apr.</u>
<u>Concessions</u>	<u>Feb / Mar. (cornhole) turn.</u>

General Revenue: (Indicate Amended Items with an "**")

Donations are automatically approved. List other methods of generating revenue:

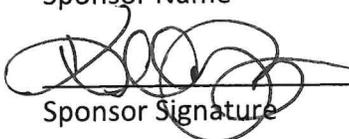
Unified Club annual allotment
from Special Olympics Oklahoma
Board approved Fundraisers

Expenditures: (How the revenue will be spent) (Indicate Amended items with a "**")

Team apparel / uniforms
Equipment
Meals
Misc. supplies for meetings & travel

Kiley Rios
Sponsor Name

7-27-25 SY 25/26
Date Submitted School Year


Sponsor Signature


Activity Fund Custodian Signature

Supervisor Signature if Applicable
(Principal or Athletic Director)


Chief Financial Officer Signature

Date Approved by Board of Education



EMPLOYMENT SCHEDULE "A"

August 4th, 2025

EMPLOYMENT				
Last Name	First Name	New / Replacement	Site / Assignment	Effective
		REPLACEMENT	MS/TEACHER	8/1/2025
		REPLACEMENT	ECC/TEACHER	8/1/2025
		REPLACEMENT	ES/TEACHER	8/1/2025
		NEW	PSYCHOLOGIST	8/1/2025
		REPLACEMENT	MS/TEACHER	8/1/2025
		REPLACEMENT	ECC/TEACHER ASSISTANT	8/1/2025
HOURLY / LAY COACH				
Last Name	First Name	Assignment	Site	Effective
		BUS MONITOR	DISTRICT	8/1/2025
		BUS MONITOR	DISTRICT	8/1/2025
		BUS MONITOR	DISTRICT	8/1/2025
		OFFICE ASSISTANT	ADMIN	8/4/2025
REASSIGNMENTS				
Last Name	First Name	Prior Assignment	New Assignment	Effective
ENGELKING	TYLER	TEACHER ENGLISH	TEACHER JAG	8/1/2025
FISHER	JOSEPH	CUSTODIAN	PARA PROFESSIONAL	8/1/2025
HESKEW	JOSH	TEACHER BIOLOGY	TEACHER SENIOR CAPSTONE	8/1/2025
MAINUS	JINNY	RACER KID ZONE	TEACHER ASSISTANT	8/1/2025
MCMURTRAY	VICKY	TRANSPORTATION SECRETARY	BUS DRIVER	8/1/2025
MEGET	ASHLY	TEACHER KINDERGARDEN	TEACHER STEM	8/1/2025
RODRIGUEZ**	JULIE	TEACHER ASSISTANT	TEACHER	8/1/2025
WALKER	TONYA	TEACHER 2ND	TEACHER ES/MS	8/1/2025
WARD	ROBERT	TEACHER/MS	TEACHER THRIVE	8/1/2025
RESIGNATIONS				
Last Name	First Name	Assignment	Site	Effective
FILER	ASHLEY	TEACHER / COACH	MS	5/22/2025
KING	KIMBERLY	ED INTERPRETER	HS	5/22/2025
PARKER	LYNDON	SPED TEACHER	ECC	5/22/2025
ROBERTSON	RYAN	TEACHER MATH	MS	5/22/2025
RESCINDED EMPLOYMENT / TERMINATIONS				
Last Name	First Name	Assignment	Site	Effective

THRIVE OSDE ADJUNCT TEACHERS 2025-2026

Teacher	Certifications	Type of Employee	Reason for Adjunct	Board Approved
DeAnna Pitman		Full-time Contract	Mrs. Pitman holds a bachelor's degree and although she is certified in Middle Level English, we would like adjunct her to teach English I as well	7/22/25
Bryan Kauk	General Science Physical Science MS Science Biology Phys Ed/Health/Safety 7-8 Math MS Math Intermediate Math	Full-Time Contract	Mr. Kauk holds a bachelor's degree and although he is certified in various science and math areas, we would like to adjunct him to teach Chemistry and Physics as well.	
Laura Howell	Elementary Education	Adjunct/Stipend Teacher (Not employed at a current District)	Mrs. Howell holds a bachelor's degree in education and although she is certified in Elementary Ed and will be teaching 6th grade math, we would like adjunct her to teach HS Sociology, Psychology, Art History and Introduction to Art as well	

7-30-25
Dr. Cathy Wells

7-30-25
D. Williams

**Administrative Negotiated Items
2025**

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Article 11: Voluntary Transfer/Reassignment

B. The superintendent **or designee** shall acknowledge receipt of all requests for transfer or reassignment.

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Article 10: Posting of Vacant Positions

C. 2. Final determination will be made by the building principal. ~~with input from the committee~~

Article 11: Voluntary Transfer/Reassignment

C. 3. ~~Grade level teachers and/or subject matter teachers will be a part of the~~
interview committee when possible along with the building principal.
~~second round of interviews, along with the building principal. A panel will~~
be formed for interviews to include a faculty member if the subject
matter teacher is not available.

Pg 8:

Article 13: Notification of Assignment for Next School Year

A. ~~Each teacher shall be notified, in writing, of his/her teaching assignment for the following school year by the end of the current school year. This notification is strictly advisory (not contractual) and is subject to change. Each teacher shall have a specific assignment for each hour of the regular school day.~~

B.been approved or **their teaching assignment has been changed by the Administration.**

C. Notification of ~~employment~~ **non-employment** shall be sent **by the end of April.** ~~to each teacher immediately following the board meeting in which teachers are rehired.~~

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Article 15: Leave of Absence

E. A teacher returning from a leave of absence shall be assigned **to a position in the district that the teacher is certified to teach.** ~~to the same position which the teacher held before commencing leave, unless a voluntary or involuntary transfer or reassignment of the teacher on leave of absence has occurred which affects such position.~~ Pg. 18-19

Article 36: Teacher's Work Year

B: Any teacher required to attend professional development outside of the teacher's work year shall be compensated at the rate of ~~\$60.00~~ **\$100.00** per a full day (6 hours) and ~~\$40.00~~ **\$50.00** per half day (3 hours)

C. The district will pay teachers \$120.00, plus their teacher retirement, for the six hours of classroom set up. Dates for this work time will be set by the superintendent and announced at the end of the previous school year. Teachers must sign in at the front office documenting the date and time they worked in their rooms.

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Article 39: Length Of School Day and Teacher Duty Day Defined

B: Virtual Day Defined: A day in which brick and mortar students are learning remotely. Learning takes place online or at a distant location rather than a brick-and-mortar classroom. This does not apply to students enrolled as virtual students. Virtual days include office hours, preparing lessons and **on-line** instruction, and helping students. **Teachers will be expected to provide virtual instruction to their students according to each site's procedures. Meetings that are held within the scope of a regular contract may be held on this day. This is a work day for teachers.**

C. Faculty Meeting: Teachers are expected to be punctual and attend faculty meetings, except in the event of extenuating circumstances. Meetings shall be held for a maximum of ninety (90) minutes per calendar month, not to exceed 60 minutes in a week. Additionally, teachers shall be expected to attend 3 evening events per year. Examples of such events may include parent nights, enrollment nights, school dances etc. Parent conferences are not calculated in this number as they are contract days.

All faculty meetings shall be scheduled by the building administrator and shared with the faculty no later than the first day of school. If a meeting needs to be rescheduled, the faculty will be notified of the rescheduled date and time.

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Article 40: Assignment of Duties

~~C: If a teacher believes that an inequity in duty assignments exists, the teacher may contact a member of the committee to request the committee to change the duty assignments if it determines that an inequitable situation does, in fact, exist.~~

~~D. Any other duties deemed necessary by the Administration shall be assigned by the principal on a temporary basis until the committee can provide input.~~

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Article 42: Duty-Free Lunch

E: Each teacher shall be provided thirty (30) consecutive minutes for duty-free lunch, ~~as arranged, by the committee defined in Article 40.~~

Pg. 23

Article 53: Sick Leave

A: A teacher may be absent from his/her duties due to personal accidental injury, illness or pregnancy, adoption, or accidental injury or illness in the immediate family without the loss of salary, and the right to such leave shall vest at the beginning of each school year. The teacher will receive ~~72.5~~ 70.8 hours of sick leave each school year. (10 days)

J. Full-time employees of the district who have been employed by the district for at least one year and a half and have worked at least 1,250 hours during the preceding 12-month period shall be entitled to six (6) weeks of paid maternity leave following the birth of the employee's child. The six (6) weeks of paid maternity leave shall be used immediately following the birth of the employee's child. The six (6) weeks of maternity leave shall be in addition to and not in place of sick leave due to pregnancy pursuant to 70 O.S § 6-104.

A district employee taking maternity leave pursuant to the new law shall not be deprived of any compensation or other benefits to which the employee is otherwise entitled. Provided maternity leave must be used prior to any shared sick leave available under the district's program. Additionally, the employee may use an additional six (6) consecutive weeks of accumulated sick leave to extend their maternity leave to twelve (12) weeks in accordance with FMLA guidelines.

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Article 59: Emergency Leave

This policy provides twenty-four **hours** (3.31) days) a year of noncumulative emergency leave not chargeable to sick leave. Emergency leave is granted, with full pay, for unforeseen circumstances which would reasonably keep a teacher from performing his/her duties. The term "emergency" shall apply to leave within the following categories:

1. Funerals.
2. Mandatory court appearance under service of process.
3. Accidents, deaths, disaster in the immediate family involving personal property that requires immediate attention.

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Article 72: Staff Development Committee

~~C. Initially, the first person elected to the committee from each site will serve a one-year term. The second person elected to the committee will serve a two-year term. After the initial year, all terms will be two-year terms.~~

~~D. At the end of each term the committee member may run for re-election.~~

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Article 72:

~~C. Initially, the first person elected to the committee from each site will serve a one-year term. The second person elected to the committee will serve a two-year term. After the initial year, all terms will be two years.~~

~~D. At the end of each term the committee member may run for re-election.~~

E. The superintendent will assign one building principal to the Professional Development Committee ~~on a one-year rotation basis.~~

Pg. 37-38

Article 75: Individualized Education Program

A: When certified personnel are required to attend an IEP meeting, the special education teacher/director shall send any teachers asked to attend the IEP meeting a **calendar invite**. ~~letter of notification in writing (A minimum of 8 hours prior to the meeting).~~

B. ~~Every attempt shall be made to have all IEPs reviews completed by May 1.~~

Stipends

Teachers who have worked a full year and are returning to Newcastle Public Schools will receive an \$800.00 stipend.

Teachers who are new to the district or worked less than a full year last year will receive a \$300.00 stipend.

Support Negotiations 2025

5.08 Full-time employees of the district who have been employed by the district for at least one year and a half and have worked at least 1,250 hours during the preceding 12-month period shall be entitled to six (6) weeks of paid maternity leave following the birth of the employee's child. The six (6) weeks of paid maternity leave shall be used immediately following the birth of the employee's child. The six (6) weeks of maternity leave shall be in addition to and not in place of sick leave due to pregnancy pursuant to 70 O.S § 6-104. A district employee taking maternity leave pursuant to the new law shall not be deprived of any compensation or other benefits to which the employee is otherwise entitled. Provided maternity leave must be used prior to any shared sick leave available under the district's program. **Additionally, the employee may use an additional six (6) consecutive weeks of accumulated sick leave to extend their maternity leave to twelve (12) weeks in accordance with FMLA guidelines.**

Stipends:

Any support employee who has worked a full year and is returning to Newcastle Public Schools will receive an \$800.00 stipend.

Any support employee who is new to the district or worked less than a full year last year will receive a \$300.00 stipend.

Erin Lei 7-31-25

Dr. Ashley Walker 7-31-25