Harding Charter Preparatory School District

Special Session of Governance Board

Published on August 20, 2026 at 10:17 AM CDT

Date and Time

Wednesday August 26, 2026 at 6:00 PM CDT

Location

Harding Charter Preparatory High School
Media Center
1301 NE 101st Street
Oklahoma City, OK 73131

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**6:00 PM**
	A. Call the Meeting to Order			
	B. Record Attendance			1 m
II.	**Action Items**			**6:01 PM**
	A. Discussion and action on updating the HCP Compensation Schedule and authorize administration to make the necessary retroactive	Vote	Steven Stefanick	10 m

		Purpose	Presenter	Time
	payroll and employee contract adjustments for 2026-2027.			

III. New Business

IV. Closing Items

		Purpose	Presenter	Time
A.	Adjourn Meeting	Vote		

Coversheet

Discussion and action on updating the HCP Compensation Schedule and authorize administration to make the necessary retroactive payroll and employee contract adjustments for 2026-2027.

Section: II. Action Items
Item: A. Discussion and action on updating the HCP Compensation Schedule and authorize administration to make the necessary retroactive payroll and employee contract adjustments for 2026-2027.
Purpose: Vote
Submitted by: Steven Stefanick
Related Material: HCPSD_Compensation_Schedule Revision.xlsx

BACKGROUND:

In June 2026, the HCP Governance Board approved a **7% increase to the HCP Compensation Schedule** as part of the District's transition from the District paying the employee's 7% Oklahoma Teachers' Retirement System (TRS) contribution to employees paying their own 7% TRS contribution.

The intent of this change was for employees to remain financially whole through the transition by incorporating the previous District-paid TRS contribution into employee salaries.

Following implementation and review of employee payroll, administration identified that the 7% increase did not fully account for the financial impact of the transition. Specifically, the calculation did not account for the applicable **Teacher Retirement Credit or the additional payroll taxes associated with the increased salary amount**.

To accomplish the original intent of the compensation change, the increase should have been approximately **8.12% rather than 7% (7.54% for TRS and an additional 7.65% for FICA on the additional 7.54%).**

As a result of the original calculation, employees unintentionally experienced a reduction in net compensation following implementation of the new compensation schedule.

Proposed Correction:
Administration has adjusted the HCP Compensation Schedule to correct the calculation and better reflect the original intent of the Board-approved compensation restructuring.

Upon Governance Board approval, administration will:

- Implement the corrected HCP Compensation Schedule;
- Adjust affected employee salaries and contracts to reflect the corrected compensation amounts; and
- **Retroactively correct payroll for all affected employees** to account for the difference resulting from the original calculation.

Financial Impact:
The correction to the HCP Compensation Schedule is expected to have an approximately **$89,000 financial impact for the 2026–2027 fiscal year**. This additional personnel expense will be incorporated into and monitored within the District's 2026–2027 budget.

RECOMMENDATION:

Administration recommends that the Governance Board approve the revised HCP Compensation Schedule as presented and authorize administration to make the necessary retroactive payroll and employee contract adjustments.

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. Adobe Reader:

HCPSD_Compensation_Schedule Revision.xlsx