

Minutes of the Regular Meeting of the
STATE BOARD OF CAREER AND TECHNOLOGY EDUCATION
HELD AT THE OLIVER HODGE EDUCATION BUILDING,
2500 NORTH LINCOLN BOULEVARD, OKLAHOMA CITY, OKLAHOMA

April 17, 2025

The State Board of Career and Technology Education began its regular meeting at 9:02 a.m. Thursday, April 17, 2025, at the Oliver Hodge Education Building, Room 1-20, Oklahoma City, OK, and the meeting was also streamed on YouTube. Notice was properly given, and the final agenda was posted at 4:13 p.m. on April 15, 2025, in accordance with 25 O.S. 2011, § 311(9).

Members of the State Board of Career and Technology Education present and all appeared in person:

- Mr. Brent Haken, state director, ex-officio nonvoting member
- Mr. Michael Brown, Lawton
- Mr. Peter Dillingham, Enid
- Mr. Randy Gilbert, Tecumseh, entered at 9:11 a.m.
- Ms. Shaelynn Haning, Tulsa
- Mr. Leonard McCullough, Tulsa
- Mr. Rob Seeman, Morris

Members of the State Board of Career and Technology Education who were absent:

- Mr. Ryan Walters, state superintendent of public instruction and chair of the board
- Mr. Zachary Archer, Hammon

Attendees from the Oklahoma Department of Career and Technology Education and other guests:
See Attachment A.

1.01 CALL TO ORDER, ROLL CALL AND DETERMINATION OF QUORUM

Mr. Brent Haken called the meeting to order at 9:02 a.m., and Ms. Ashley Rink called the roll and ascertained there was a quorum.

1.02 PLEDGE OF ALLEGIANCE, SALUTE TO THE OKLAHOMA STATE FLAG AND A MOMENT OF SILENCE

Led by Mr. Brent Haken.

1.03 OPENING COMMENTS

Mr. Brent Haken said, "Hello, the superintendent is not present today, so we'll skip that agenda item. If he shows up, we'll make sure to acknowledge him as well.

A few things I want to bring to your attention: Yesterday, I had a great time hanging out with Vic Woods, superintendent at Wes Watkins. We were at the lieutenant governor's turkey hunt — although, to be clear,

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

we weren't actually hunting yesterday morning; we were just eating breakfast and hanging out. So, not as cool as what Rob's been doing — hunting rattlesnakes!

We had a great event there. I've been spending a lot of time with Secretary Sanders, going through FTE counts and DOGE executive orders. We're working on those. If you ever have questions, reach out to me. Everything seems to be in order and is working out as the governor has requested. So far, no problems there."

1.04 DIRECTOR COMMENTS

Mr. Brent Haken said, "We've had a lot of events at the agency lately. I want to brag on Justin (Dr. Justin Lockwood) for a couple of things he's done. You should have a handout that Ashley (Ms. Ashley Rink) built with some slides — we're not going to spend a lot of time talking through each one, but they highlight some great things that have been happening in the agency since we began focusing on increased engagement.

"One of the highlights was a Skill Center tour with 12 of our staff. Justin organized a bus tour so they could visit some of the Skill Centers and see firsthand what actually happens in the field. That was fantastic. We're also starting some PLCs — Professional Learning Communities — and doing staff appreciation work.

"Another cool thing Justin set up is a rotating employee committee, changing every six months, that discusses ideas for improvements within the agency. You'll see that referenced in your handout — just to give you a sense of the positive changes happening. Staff have responded well and have jumped in to participate.

"We're also planning something new. This summer, we'll close the agency for one day and take the entire staff to attend a professional development day that's part of our Summit event. Everyone — from HR to finance to maintenance — will get to see what's happening across the system, hear a keynote speaker, and see systemwide awards. It's important that every team member feels like part of the family.

"Now, I'd like to introduce a special group. Even though we've got superintendents and other leadership in the room, we also have BISCIP with us. Whitney (Ms. Whitney Blaylock), if you'll stand — Whitney is leading the group today. Justin (Mr. Justin Siler) couldn't be with us because he's out sick. Whitney works at the agency as an RC. BISCIP is one of our development programs for individuals on the workforce and economic development side. She'll explain more and let the group introduce themselves."

Ms. Whitney Blaylock said, "This is the second BISCIP group. We take a personalized leadership approach, giving members the opportunity to explore their own leadership style and gain exposure to parts of the system they may aspire to work in. Participants are paired with mentors across the system and visit various locations, starting with the agency. We've also visited Autry Technology Center and Northeast Technology Center. Yesterday, we spent the day at the Capitol visiting legislators and learning about bills important to CareerTech. Today, they get to see this part of the system in action. We have seven of our 15-member group here today. Some had conflicts, but in total, we had representatives from 14 different tech centers. It's been a great class, and it's been fun to watch them grow and learn together."

Group introductions:

Peter Kelly, Central Technology Center; Jim Lawson, Pontotoc Technology Center; Erica Pereira, Meridian Technology Center; David Wheeler, Tulsa Technology Center; Nate Holman, Northeast

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

Technology Center; Lori Lyons, Metro Technology Centers; and Walter Miller, Francis Tuttle Technology Center.

Mr. Brent Haken said, “That kind of wraps up what I wanted to share. Hopefully, you’ve been receiving my updates — sorry the last one was a bit long, like the sport packet. But there’s a lot going on in the system right now. Spring is CTSO season — students are competing, and adults are right there alongside them. It’s incredible to watch students showcase the skills they’ve developed over the past year or two. We still have some conventions coming up. We just had FCCLA, and I almost forgot to mention: two Oklahoma members are in the top 15 finalists for National FCCLA Member of the Year — a big deal! We also had the collegiate DECA event. Cori (Ms. Cori Gray), go ahead and tell them about that.”

Ms. Cori Gray said, “Thank you. I attended the Collegiate DECA Conference. As you may recall, we launched our collegiate DECA chapter a few years ago. This year, we have not one, but two national officers from Oklahoma. We took a small group from High Plains Technology Center, Oklahoma Baptist University, and Oklahoma Christian University. Out of 20 students, six made it on stage, and we had a national first-place winner. We were competing with colleges across the country.”

Mr. Brent Haken said, “Pretty awesome! There’s a lot going on, and we’ll cover more during the meeting. Thanks to everyone for being here. And let’s please recognize Randy with a round of applause — great entrance timing! You haven’t missed any business yet.”

[Mr. Randy Gilbert entered the meeting at 9:11 a.m.]

1.05 CEREMONIAL OATHS OF OFFICE

A Ceremonial Oath of Office will be administered to Mr. Michael B. Brown, appointed to the State Board of Career and Technology Education for a six-year term beginning April 2, 2025, and ending April 1, 2031, representing the Fourth Congressional District - State Director of Career and Technology Education.

A Ceremonial Oath of Office will be administered to Mr. Leonard W. McCullough, acting on an interim basis, for an unexpired term ending April 1, 2027, replacing Edward E. Hilliary - State Director of Career and Technology Education.

1.04 MINUTES OF THE FEBRUARY 20, 2025, REGULAR MEETING

A vote was taken on the motion to approve the minutes of the February 20, 2025, regular meeting. The results were as follows:

Motioned by **Mr. Peter Dillingham**
Seconded by **Ms. Shaelynn Haning**

Mr. Seeman, yes
Mr. McCullough, yes
Ms. Haning, yes
Mr. Gilbert, yes
Mr. Dillingham, yes
Mr. Brown, yes

Motion carried. A copy of the minutes is on file at the Oklahoma Department of Career and Technology Education.

2. MANAGEMENT INFORMATION

2.01 Update and Possible Discussion on Emergency Rules – Ms. Gina Hubbard, Director of Statewide Outreach.

Ms. Gina Hubbard said, "Good morning, everyone. It's good to see you. It's great to have a full gallery over here. At our last meeting, you approved an emergency rule for our industry specialist certification, and I'm pleased to announce that on April 1st, the Governor signed that emergency rule. So, we are very excited that that is available now for our instructors who are already hired or will be hired out of industry to teach in our technology centers.

"This allows them a pathway to certification that does not require them to go back to school for a degree. Our Leadership and Professional Development Division has created a very robust and intentional professional development plan to ensure that they are successful in the classroom. We're very excited for this, and it will be available May 1 for our instructors to begin applying.

"The remainder of our rules are still in the legislative process. They will be batched and voted on by the Rules Committee, so we're just kind of in limbo until those are done.

"I will tell you that you will see this emergency rule come back to you in the fall, because we will be putting it through the permanent rule process, along with any other changes. So, we appreciate your support, we're very excited for this opportunity, and I'll take any questions if you have them."

Mr. Brent Haken said, "Thank you, Gina, for working on this. I know Sohail (Mr. Sohail Punjwani) had a lot of work in this as well. It's a lot of effort to make sure everyone is communicated with clearly and understands. It's a lot easier to get these rules denied than it is to get them passed, so thank you for your work."

3. MANAGEMENT ACTION ITEMS

3.01 Discussion and Possible Action on Full Postsecondary Accreditation for Northwest Technology Center School District No. 10 – Mr. Joey Vanek, Accreditation Manager and Mr. Daren Slater, Superintendent.

Mr. Joey Vanek said, "Good morning. I think I'm the reason your packets are so thick this morning. The good news is this will be the last one for the year, so that's good!

"Just like last time, the first part I'm going to read will apply to all of the technology centers you're reviewing today. After that, we'll go technology center by technology center with our findings and recommendations.

"The examiners evaluated all aspects of the technology centers' operations using the quality standards approved by this board and listed in the Accreditation Guidelines published by the Oklahoma Department of Career and Technology Education. These standards address: leadership and administration, instruction and training, support services, measurement and analysis, personnel, operations and system impact.

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

“The accreditation staff also conducted technical visits for financial aid, safety, and civil rights prior to the review to help staff prepare.

“Examiners began by reviewing the application submitted by the technology center. They also interviewed technology center administrators, certified and support staff, students, and stakeholders. The stakeholders included business and industry representatives, community leaders, partner school administrators, teachers, and parents of students attending the technology centers.

“Interviews were conducted virtually (in group settings) and individually on-site. Examiners also conducted observations across all program areas.

“If approved, the technology centers will have 90 days to submit an action plan addressing one opportunity for improvement per each of the six standards. Agency staff will monitor progress toward completion of these items and provide technical assistance as needed.

“On October 22–24, 2024, the Accreditation Division conducted a hybrid accreditation review at Northwest Technology Center in Alva, Oklahoma, including their Fairview campus.

The examiner team was comprised of 24 examiners and ODCTE staff, including 12 examiners from other technology centers.

During the review, examiners interviewed 27 stakeholders through various formats including individual and small group interviews.

Examiners found no areas of noncompliance. We recommend that the board grant full accreditation status to Northwest Technology Center. Mr. Slater, the superintendent, is here if he has anything to add, or if you have questions for him or me. Mr. Slater, go ahead and come forward if you’d like.”

Mr. Daren Slater said, “Director and board, I just want to say—the state department staff, I want to tell you how well they did and how much we appreciate them. Joey, Sandra, Jessica—had those folks on staff. We’re a district with 53 employees, so when you add 24, we basically took a new census that day! We appreciate all the work and effort that goes into what they do. Likewise, I’m very proud of our staff, because as you know, it is a process. So just thank you for what you guys do.”

Mr. Brent Haken said, “Just so board members know—when he says 24, that refers to the examiners that came to the site. So, it’s a pretty in-depth review. For those of you who haven’t been a part of one, are there any questions for Joey or the school, or any questions on the report you have in front of you?”

Mr. Randy Gilbert said, “This isn’t really a question, just a comment. I want to say how much we, in CareerTech, appreciate where you exceeded expectations in the area of business and education partnerships. That’s one of the real strengths of Oklahoma CareerTech—we have those partnerships and relationships. I’d like to commend you for that.”

Mr. Daren Slater said, “Thank you. Our district is definitely a rural district—about 4,000 square miles, with a population in our major county, Woods County, of just 20,000 people. We’re blessed in Alva to have a career university, so partnerships in our district are highly critical to our success.”

Mr. Brent Haken said, “Thank you. Any questions or comments?”

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

Mr. Randy Gilbert moved to approve full postsecondary accreditation for Northwest Technology Center School District No. 10. **Mr. Peter Dillingham** seconded the motion. The motion had the following votes:

Mr. Brown, yes
Mr. Dillingham, yes
Mr. Gilbert, yes
Ms. Haning, yes
Mr. McCullough, yes
Mr. Seeman, yes

Motion carried. A copy of the accreditation report and minutes are on file at the Oklahoma Department of Career and Technology Education.

3.02 Discussion and Possible Action on Full Postsecondary Accreditation for Central Technology Center School District No. 3 – Mr. Joey Vaneck, Accreditation Manager, and Mr. Kent Burris, Superintendent.

Mr. Joey Vaneck said, "Central Technology Center in Drumright, Oklahoma, including the Sapulpa campus, underwent an accreditation review. The examiner team was comprised of 25 examiners and ODCTE staff, including 12 from other technology centers. During the review, examiners interviewed 34 stakeholders through various formats, including individual interviews and small group sessions. Examiners found no areas of non-compliance. We recommend the board grant full accreditation status to Central Technology Center. Mr. Burris is here as well, if he would like to add anything, or if you have questions for him."

Mr. Kent Burris said, "I just wanted to echo what Darren said about the state staff, especially Joey and Jessica and their team. It was truly a great experience. It's always a valuable opportunity to reflect on what we do, get a fresh perspective, and identify how we can improve every chance we get. I also want to recognize a couple of my staff who are here with me today: My assistant superintendent for business and industry services, Mr. (Mark) Cotner and my assistant superintendent for instruction, Mrs. LaDonna Gear. Both are responsible for all of the results you're seeing—their teams and their people are the ones who actually do the work. (I probably shouldn't say that too loudly—I'm not sure what my role is then!) Mrs. Gear, in particular, pulled together the accreditation documentation, and that is no small task. The time and effort she put in was tremendous, and I'm very grateful to her for that. That's really all I have. I appreciate the opportunity to visit with you all today. Thank you."

[Discussion was had among the board.]

Mr. Brent Haken said, "Since we're on the topic, and though it's not directly related to accreditation—you brought it up, so I'll go ahead and say: If you get the chance, please thank OERB. They were instrumental in making that Mike Rowe commercial happen. They're truly partnering with our technology centers to promote our system statewide. That kind of partnership with external entities is incredibly valuable. So thank you, Kent, for your work in making those connections happen."

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

Mr. Randy Gilbert moved to approve full postsecondary accreditation for Central Technology Center School District No. 3. **Ms. Haning** seconded the motion. The motion had the following votes:

Mr. Seeman, yes
Mr. McCullough, yes
Ms. Haning, yes
Mr. Gilbert, yes
Mr. Dillingham, yes
Mr. Brown, yes

Motion Carried. A copy of the accreditation report and minutes are on file at the Oklahoma Department of Career and Technology Education.

3.03 Discussion and Possible Action on Full Postsecondary Accreditation for Wes Watkins Technology Center School District No. 25 – Mr. Joey Vaneck, Accreditation Manager and Mr. Vic Woods, Superintendent.

Mr. Joey Vaneck said, “On November 5–7, 2024, the Accreditation Division conducted a hybrid accreditation review at West Watkins Technology Center in Wetumka, Oklahoma. The examiner team was comprised of 22 examiners and ODCTE staff, including 13 examiners from other technology centers. During the review, examiners interviewed 24 stakeholders through various formats, including individual interviews and small group settings. Examiners found no areas of noncompliance. We recommend the board grant full accreditation status to Wes Watkins Technology Center. Mr. Woods is here if you have any questions for him or if he would like to share anything.”

Mr. Vic Woods said, “I’ll just echo what the others said. We really appreciate you all and the team that came out. We’re actually a staff of 40 when fully staffed, so having a team of 22 examiners was more than half again the size of our regular team! That said, the process was smooth—you almost wouldn’t know they were there. We continued school operations, and everything went very well. We partner with Central Tech, OSUIT and the Small Business Development Center that operates out of Durant. So we’ve developed strong partnerships. We cover 48 square miles, with a population of only about 21,000. We do our best to make the most of our resources and serve our community well. We’re also one of the smallest technology centers in Oklahoma and the most heavily state-funded. So we sincerely appreciate the support we receive from the state—it’s critical for us to continue our work. Thank you again.”

Mr. Brent Haken said, “Thank you, Vic. Great job. Any comments or questions for the superintendent or for Joey regarding the postsecondary accreditation presented today?”

Mr. Randy Gilbert said, “It’s very impressive that the technology center districts continue to build such strong public-private partnerships. That’s critical for all tech centers, but especially in areas like Wes Watkins, where that kind of engagement is vital. You’re doing a great job, and we appreciate your reach in that area. We drive through there often, and we can really see the impact you’re having. Thank you again.”

Mr. Brent Haken said, “Any other comments or questions? If not, we would entertain a motion.”

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

Mr. Peter Dillingham moved to approve full postsecondary accreditation for Wes Watkins Technology Center School District No. 25. **Mr. Michael Brown** seconded the motion. The motion had the following votes:

Mr. Brown, yes
Mr. Dillingham, yes
Mr. Gilbert, yes
Ms. Haning, yes
Mr. McCullough, yes
Mr. Seeman, yes

Motion carried. A copy of the minutes is on file at the Oklahoma Department of Career and Technology Education.

3.04 Discussion and Possible Action on Full Postsecondary Accreditation for Indian Capital Technology Center School District No. 4 – Mr. Joey Vaneck, Accreditation Manager and Mr. Tony Pivec, Superintendent.

Mr. Joey Vaneck said, “On November 19–21, 2024, the Accreditation Division conducted a hybrid accreditation review at Indian Capital Technology Center in Muskogee, Oklahoma, including the Sallisaw, Stilwell, Eufaula, and Tahlequah campuses. The examiner team was comprised of 33 examiners and ODC*TE staff, including 19 examiners from other technology centers. During the review, examiners interviewed 25 stakeholders through various formats, including individual interviews and small group settings. Examiners identified one area of noncompliance with ODC*TE administrative rules. The technology center has submitted a corrective action plan, which has already been implemented and is sufficient to remedy the issue. Examiners found no other areas requiring corrective action. We recommend the board grant full accreditation status to Indian Capital Technology Center. Mr. Pivec is also here if you have questions for him or for me. Tony, you can speak from there or come up—your choice.”

Mr. Tony Pivec said, “First, I want to thank the director and his staff. Regarding the non-compliance issue—it was related to two snow days where we used virtual instruction. We didn’t notify the agency in time. Also, during that time, one of our financial aid staff members was battling cancer, and another had a daughter who passed away from cancer. So, we had a communication breakdown—we were two days out of compliance, and we agree with that. But it’s already fixed. Not a major issue. Thank you.”

Mr. Brent Haken said, “Board members, do you have any questions or comments for the superintendent or for Joey regarding the postsecondary accreditation for Indian Capital? I just want to point something out myself: Indian Capital is doing a really great job. You may remember approving a new campus shortly after I came on board. They’re now our fastest-growing service area and currently the school with the lowest cost per program. That says a lot—they’re doing some things very well over there.”

Mr. Randy Gilbert said, “We also really appreciate your business and education partnerships. You’re in a great area of Oklahoma—you kind of reach over into the neighboring state, which adds unique opportunities. Those partnerships are critical to the success of Oklahoma CareerTech, so thank you for maintaining and growing those relationships.”

Mr. Tony Pivec said, “We serve six counties, so yes—there are some unique challenges. But we really appreciate the acknowledgement. As others have said, if any of you would like to visit any of our

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

campuses, especially the new one we're proud of, we'd love to host you. We've added nine new programs this year, and we're adding four more next year."

Mr. Brent Haken said, "As a former K-12 superintendent myself, I want to say that Tony does an incredible job of getting facilities built efficiently and effectively. If you're ever in the area, check it out—it's a little different from what we typically see, but it's really impressive. Any other questions or comments? If not, I would entertain a motion."

Mr. Randy Gilbert moved to approve full postsecondary accreditation for Indian Capitol Technology Center School District No. 4. **Ms. Shaelynn Haning** seconded the motion. The motion had the following votes:

Mr. Secman, yes
Mr. McCullough, yes
Ms. Haning, yes
Mr. Gilbert, yes
Mr. Dillingham, yes
Mr. Brown, yes

Motion Carried. A copy of the accreditation report and minutes are on file at the Oklahoma Department of Career and Technology Education.

3.05 Discussion and Possible Action on Full Postsecondary Accreditation for Tri County Technology Center School District No. 1 – Mr. Joey Vanek, Accreditation Manager and Ms. Tammie Strobel, Superintendent.

Mr. Joey Vanek said, "On December 10-12, 2024, the Accreditation Division conducted a hybrid accreditation review at Tri County Technology Center in Bartlesville, Oklahoma, including their Pawhuska and Nowata sites. The examiner team was comprised of 22 examiners and ODCTE staff, including 10 examiners from other technology centers. During the review, examiners interviewed 13 stakeholders through various formats, including individual settings and small group discussions. Examiners identified one area of non-compliance with the requirements of ODCTE administrative rules. The technology center has submitted and implemented a corrective action plan, which is sufficient to remedy the issue. No other areas requiring corrective action were found. We recommend the board grant full accreditation status to Tri County Technology Center. Dr. Strobel is here if you have any questions or if she has anything she'd like to add."

Dr. Tammie Strobel said, "Thank you. I'll follow Mr. Burrus's lead and join the podium. And thank you for saving us for last—if you noticed on the agenda, we are Tri County Tech, District Number One. We were the first technology center in the state of Oklahoma. I tell people we were born in 1967. I can't confirm it, but I believe there were others in line at the time, and we just happened to have our paperwork ready first! We definitely hang our hat on being District #1. I want to echo what others have said—thank you to the board for your service, for making the drive, for your time and dedication, and thank you to Director Haken. But truly, the heavy lifting is done by the state staff. The work they do and the support they provide helps us improve every day."

"The accreditation process isn't just a once-every-five-years visit—it's ongoing. Just this morning, Gina mentioned she had received an email from one of our staff members about a question and was already

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

responding. That level of communication and support happens all the time. I consider the ODCTE staff friends. They help us grow, and it's an honor to serve in this system. I've done so for 38 years—which feels like a very big number! As for the corrective action, we needed to add 15 minutes to our school day. The way we had been calculating minutes didn't align with the ODCTE framework. That correction has now been made. Do you have any questions for me? Would you like me to talk about our business and industry partnerships? I didn't want to be left out!"

Mr. Randy Gilbert said, "No pressure—being Technology Center District #1! But yes, you absolutely lead by example, especially when it comes to exceeding expectations in business partnerships. That's a huge part of what makes Oklahoma CareerTech special. Each technology center has a unique area of expertise that fits its location. What works in one part of the state may not work elsewhere. For example, what's done in eastern Oklahoma may not fit what works in Alva—and that's a strength of the system. That's why your business partnerships are so important. Thank you for cultivating those relationships."

Dr. Tammie Strobel said, "Thank you. It's a tremendous honor to do this work. I believe we bring hope to the communities we serve. And it's through those business partnerships that we find the opportunities to bridge students into the workforce. That's where hope lives—through opportunity. And on that note, I want to mention one of our unique partnerships with the University of Oklahoma. You often hear about silos in education, and we try to break those down. We partner with OU for a dental hygiene program, which is not very common at the tech center level. It's a heavy lift—not easy—and while OU gets a lot of the visibility, my team does a tremendous amount of work to make it happen. That's one example of how every tech center uses its strengths to give back to the state. Director Haken, we just expanded the physical footprint of that dental hygiene program to serve more students—these are high-wage, high-skill, high-demand careers. Every year, we like to look at our average wage data—a little friendly competition internally. It usually comes down to our dental hygienists or our welders with the highest average salaries. It's a great number to watch."

Mr. Brent Haken said, "Any other questions or comments for Dr. Strobel or Joey regarding Tri County's postsecondary accreditation? If not, we would entertain a motion."

Mr. Randy Gilbert moved to approve full postsecondary accreditation for Tri County Technology Center School District No. 1. **Ms. Shaelynn Haning** seconded the motion. The motion had the following votes:

Mr. Brown, yes
Mr. Dillingham, yes
Mr. Gilbert, yes
Ms. Haning, yes
Mr. McCullough, yes
Mr. Seeman, yes

Motion carried. A copy of the minutes is on file at the Oklahoma Department of Career and Technology Education.

3.06 Discussion and Possible Action on the State Director's Current Pay Band – Mr. Sohail Punjwani, Assistant Attorney General.

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

Mr. Punjwani said, “Good morning. In February 2025, you approved paperwork to request an increase in the pay band for the executive director of CareerTech. Just to clarify, *pay bands* refer to the approved salary range—they’re not the actual salary itself. The previous pay band for this position was \$189,367. After reviewing our submission, the Office of Management and Enterprise Services (OMES) increased the pay band to \$216,197. Then, due to a statewide adjustment that occurred after we missed a board meeting, there was a subsequent increase applied across the board, which further raised the maximum for the executive director of CareerTech to \$233,493.

“Before you discuss whether to ask OMES for another increase or stay where we are, I want to point out a few things:

1. In your packets, you’ll find comparative data:
 - One section includes superintendent salaries.
 - The other includes executive director pay across various Oklahoma state agencies.
2. OMES currently has 17 different pay bands for executive directors, based on factors like agency size. However, they are likely to consolidate these into five broader pay bands in the near future.

That consolidation could result in an automatic increase to the CareerTech executive director’s pay band. And keep in mind—pay bands can go up, but they don’t go down. So waiting may work in our favor.

“Because of that, I recommend the board wait to see what OMES does with the new pay band structure in the coming months. At that time, you can reassess whether to request another increase. If we were to ask for more right now, I’d need to take Director Haken with me to OMES, where he would likely need to explain his responsibilities and answer some questions. Since a review by OMES is likely coming soon anyway, this may not be necessary at the moment. To be clear, no vote is required unless the board wants to take action and formally request OMES to increase the pay band again.”

Mr. Brent Haken said, “Just to clarify for the board: Sohail, you’re not asking us to discuss or decide on actual pay today, just whether we want to request a higher pay band from OMES—correct?”

Mr. Punjwani said, “Yes, that’s right. The actual salary is not being discussed today. This is only about whether to request a higher pay band than the current \$233,493. We already received the increase we asked for in February, and the second increase was a statewide adjustment—probably a cost-of-living or other across-the-board increase that affected multiple agencies. That’s all reflected in your board packets and past board minutes. It’s also worth noting that retroactive pay adjustments can be discussed later, but that’s a separate item not tied to this agenda.”

Mr. Brent Haken said, “So again, if you’re satisfied with the current status, no vote is needed. If no one makes a motion or raises further discussion, we’ll consider the matter closed for now. Thank you for all your work on this.”

No action was taken. A copy of the accreditation report and minutes are on file at the Oklahoma Department of Career and Technology Education.

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

3.07 Proposed Executive Session for the Performance and Compensation of the State Director – Mr. Brent Haken, State Director of Career and Technology Education (Authority: 25 O.S. 2021, § 307 (B)(1)).

- a. **Vote to Convene in Executive Session pursuant to 25 O.S. 2021, § 307 (B)(1) to discuss the Performance and Compensation of the State Director – Mr. Brent Haken, State Director of Career and Technology Education.**
- b. **Discuss the Performance and Compensation of Mr. Brent Haken, State Director of Career and Technology Education.**
- c. **Vote to Acknowledge Return to Open Session.**
- d. **Discussion and Possible Action on the Performance and Compensation of the State Director – Mr. Brent Haken, State Director of Career and Technology Education.**

a. Vote to Convene in Executive Session.

Ms. Shaelynn Haning moved to convene into an executive session at 9:51 a.m., inviting Ms. Ashley Rink and Mr. Sohail Ponjwani to join the board. **Mr. Michael Brown** seconded the motion. The motion had the following votes:

Mr. Brown, yes
Mr. Dillingham, yes
Mr. Gilbert, yes
Ms. Haning, yes
Mr. McCullough, yes
Mr. Seeman, yes

Motion Carried. A copy of the minutes is on file at the Oklahoma Department of Career and Technology Education.

c. Vote to Acknowledge Return to Open Session

Mr. Michael Brown moved to return to open session at 10:37 a.m. **Mr. Peter Dillingham** seconded the motion. The motion had the following votes:

Mr. Seeman, yes
Mr. McCullough, yes
Ms. Haning, yes
Mr. Gilbert, yes
Mr. Dillingham, yes
Mr. Brown, yes

Motion Carried. A copy of the minutes is on file at the Oklahoma Department of Career and Technology Education.

d. Discussion and Possible Action on the Performance and Compensation of the State Director – Mr. Brent Haken, State Director of Career and Technology Education.

Ms. Shaelynn Haning made a motion stating, “We are very pleased with Director Haken’s performance as the state director of CareerTech. He has successfully promoted the strength of education and business

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

partners and has elevated brand awareness across the country. We are very pleased with Director Haken's performance in setting a national standard for excellence. We will look forward to revisiting his performance review for the remainder of the calendar year of 2025 in January 2026. In light of this, I make the motion that Brent Haken, the state director of CareerTech, have his annual salary increased from 189.37 to 215, retroactively effective April 1, and instruct CareerTech human resources to implement this change as soon as possible."

Mr. Michael Brown seconded the motion. The motion had the following votes:

Mr. Brown, yes
Mr. Dillingham, yes
Mr. Gilbert, yes
Ms. Haning, yes
Mr. McCullough, yes
Mr. Seeman, yes

Motion carried. A copy of the minutes is on file at the Oklahoma Department of Career and Technology Education.

Ms. Shaelynn Haning made a motion stating, "I move that council conduct additional research into bonus plans for state directors, and if such plans are allowed, collaborate with Director Haken to create a bonus plan for the state director position at CareerTech that this board can adopt at a subsequent meeting this year and implement starting in January 2026."

Mr. Michael Brown seconded the motion. The motion had the following votes:

Mr. Brown, yes
Mr. Dillingham, yes
Mr. Gilbert, yes
Ms. Haning, yes
Mr. McCullough, yes
Mr. Seeman, yes

Motion carried. A copy of the minutes is on file at the Oklahoma Department of Career and Technology Education.

3 NEW BUSINESS

There was no new business.

4 ADJOURNMENT

A vote was taken to adjourn the meeting at 10:41 a.m.

Motion by **Mr. Peter Dillingham**; seconded by **Ms. Shaelynn Haning**. The motion carried with the following votes:

Minutes of the Meeting of the State Board of
Career and Technology Education
April 17, 2025

Mr. Seeman, yes
Mr. McCullough, yes
Ms. Haning, yes
Mr. Gilbert, yes
Mr. Dillingham, yes
Mr. Brown, yes


Motion carried. A copy of the minutes is on file at the Oklahoma Department of Career and Technology Education.

There being no further business, the meeting was adjourned at 10:41 a.m.

The next regular meeting of the State Board of Career and Technology Education will be held Thursday, May 15, 2025, at 9:00 a.m. The meeting will be held at the Oliver Hodge Building, 2500 North Lincoln Boulevard, Room 1-20, Oklahoma City, Oklahoma.



Ashley Rink, Executive Assistant
to the CareerTech State Director and
Secretary of the CareerTech Board



Ryan Walters, Chair of the Board or
Brent Haken, State Director,
Ex-Officio Nonvoting Member