



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **April 6, 2020**, at 6:30 PM, conducted using videoconference pursuant to Title 25, Section 307.1 of the Oklahoma Statutes, as amended by Senate Bill 661. There is no physical site or location for this meeting. Each member of Board of Education will be appearing for the meeting remotely by using videoconference.

With the exception of item A-1, the Board of Education reserves the right to take up any agenda item in any order regardless of how items are listed.

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District. Members of the public may access the meeting by videoconference at tulaschools.org

In accordance with Board Policy 1301, individuals may comment on business items or recommendations appearing under the Action or Information portions of a regular meeting agenda. Requests to comment must be made by submitting a completed form for each topic. Forms are available online on the Tulsa Public Schools website at tulaschools.org/about/board-of-education/requesttospeakonagendaitem. Requests will be accepted at any time up to the consideration of the Consent Agenda portion of the meeting, but it is recommended to submit the form by noon on the day of the meeting to ensure it is received. Statements are limited to five minutes each.

Persons desiring to address the Board concerning items not on the agenda must submit a written request form, available online on the Tulsa Public Schools website at tulsaschools.org/about/board-of-education/citizens-commentform, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each.

A. OPENING EXERCISES

- A.1. Call to order and confirm that a quorum of the Board is present.
- A.2. Flag salute
- A.3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.

B. MOTION TO VOTE AND ADOPT THE AGENDA

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

D. APPROVAL OF MINUTES

Approve the minutes of the March 23, 2020, regular meeting of the board.

E. CONSENT AGENDA - Motion and vote on recommendation.

F. ACTION AGENDA – Motion and vote on each recommendation.

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS

J. SUPERINTENDENTS REPORTS/PRESENTATIONS

K. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

L. ANNOUNCEMENTS

The next regularly scheduled videoconference Board meeting of the Board of Education will be held on Monday, April 20, 2020, 6:30 p.m.

O. MOTION AND VOTE TO ADJOURN

E. CONSENT AGENDA - Motion and vote on recommendations

Note: With the exception of encumbrances, student trips and routine staffing items, consent items appeared on the previous regular meeting's agenda as information agenda items unless otherwise indicated.

DEPUTY SUPERINTENDENT

E.1. RECOMMENDATION: Renew the lease agreement with Pearson NCS, Austin, Texas, for the rental of Thoreau Demonstration Academy, May 27, 2020, through July 31, 2020.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: This item presents no cost to the district. Pearson will pay \$15,525 plus utilities for the use of the building.

RATIONALE: Pearson grades the tests for the National Board of Professional Teaching Standards to determine National Board Certified Teachers status. The Thoreau facility has been used for this activity for the past 20 years.

TALENT MANAGEMENT

E.2. RECOMMENDATION: Renew the agreement with American Fidelity Assurance Company to maintain the District's Section 125 Flexible Benefit Plan.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: There is no cost to the District.

RATIONALE: The School District utilizes the Internal Revenue Service option of having medical insurance premiums deducted on a pre-income tax basis.

E.3. RECOMMENDATION: Pay eligible certified teachers and certified administrators that are retiring an incentive in exchange for early, written, and an irrevocable notice of their intent to retire according to the requirements set forth by the Oklahoma Teachers' Retirement System, effective no sooner than the last workday of the employee's 2019-2020 contract, and no later than July 1, 2020. Such notice will also constitute the employee's irrevocable resignation of employment with the district, effective on the last workday of the employee's 2019-2020 contract or June 30, 2020, whichever is earlier. A \$1,500 incentive will be paid to eligible employees who provide written notice to Tulsa Public Schools based on the guidance provided to eligible employees provided by the Talent Management department.

RATIONALE: By providing differentiated incentives, employees will be encouraged to provide notification of their intent to leave the district due to retirement as early as possible, which will allow the district to initiate the hiring process earlier. These retirement incentives allow the district to recruit and ensure school-based certified positions are staffed before the start of the school year. Early hiring is a recognized best practice that helps districts secure the most qualified talent in competitive

markets. For purposes of this incentive, a certified administrator means a certified administrator employed on a certified administrator contract for 2019-2020, and a certified teacher means a certified employee, other than an administrator, who is employed on a certified employee contract (non-administrators) for 2019-2020. Disputes as to whether a teacher or administrator qualifies for an early retirement incentive payment shall be resolved by the chief talent officer, whose decision is final and non-appealable.

E.4. RECOMMENDATION: Approve routine staffing items.

RATIONALE: Routine personnel actions implement the various talent management plans and priorities authorized by the Board of Education. All salaries are listed at an effective annualized rate regardless of length of effective date of contract.

FINANCIAL SERVICES

E.5. RECOMMENDATION: Approve the March 19, 2020 - April 2, 2020, New Encumbrances and Encumbrance Changes Report.

RATIONALE: New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with Board Policy 5102, Financial Reports and Statements.

E.6. RECOMMENDATION:

Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2019-2020 fiscal year:

PTAs/PTOs/PTSAs:

Cooper Elementary Cowboys PTA
Mayo Demonstration School PTA
Mitchell Elementary Mustang PTA
Walt Whitman Elementary PTA

Booster Clubs:

Central High School Varsity Cheer & Boys Basketball
Edison Eagles Basketball Club

COST: This item presents no cost to the district.

RATIONALE: Sanctioned status provides organizations exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the district and are beneficial to students under the guidelines established in Board Policy 5707. These organizations submitted required information to support their applications.

F. ACTION AGENDA - Motion and vote on recommendations

TALENT MANAGEMENT

F.1. RECOMMENDATION: Amend Agenda item F. 2, approved by the Board of Education at its meeting March 23, 2020, by clarifying that the Board's approval of the

Services Agreement with National Benefit Services relating to the District's 403(b) Plan includes approval and adoption of the related "Adopting Resolution" and that an authorized representative of the District is directed to execute and deliver to the Administrator of the Plan one or more counterparts of the Plan Documents.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: This item presents no cost to the district.

RATIONALE: The prior agenda item did not include a specific reference to the Adoption Resolution and is necessary for the District's recordkeeping for IRS purposes. This amendment does not change any parameters or eligibility requirements of the Plan. It is procedural and administrative in nature.

OPERATIONS

F.2. RECOMMENDATION: To ratify entering into a Mutual Assistance Agreement (the "Agreement") between Tulsa Area Emergency Management Agency of Tulsa, Oklahoma and Tulsa Public Schools of Tulsa, Oklahoma. Whereas, 63 Oklahoma Statutes Section 683 et seq., the "Emergency Management Act of 2003", authorize this Agreement and each party in securing the benefits of mutual aid in the protection of life, public safety, and property from an emergency, major disaster, or other crisis.

COST: This items presents no cost to the district.

RATIONALE: The agreement will enable TPS and TAEMA to secure the benefits of mutual aid in the protection of life, public safety, and property from an emergency, major disaster, or other crisis. Currently there is a specific and urgent need for identifying vacant sites that could serve as locations for emergency operations under current pandemic. TPS would be eligible for usage reimbursement for the structures during the emergency.

G. INFORMATION AGENDA

FINANCIAL SERVICES

G.1. RECOMMENDATION: Approve the 2019-2020 Amended School Budget and Financing Plan prepared in accordance with Section 5-154 of the School District Budget Act. The amended budget presents to the Board the details of the estimated revenue and expenditures that total \$634,802,171 and \$611,192,808 respectively for all appropriated funds.

RATIONALE: The Board of Education approved the 2019-2020 Preliminary School Budget and Financing Plan on June 17, 2019, and filed the plan before the end of the fiscal year as required by law. The Amended School Budget and Financing Plan supersede the preliminary document and also comply with the appropriate law. The 2019-2020 Preliminary School Budget and Financing Plan presented to the Board of Education with details of the estimated revenue and expenditures totaled \$624,994,134 and \$607,638,721 respectively for all appropriated funds.

BOND PROJECTS AND ENERGY MANAGEMENT

- G.2.** RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders for the classroom addition at Owen Elementary School.

TRADE	VENDOR	AMOUNT
Building Demolition		
Flooring Abatement		
Door Assemblies		
Finish Flooring		
Gypsum Board Assemblies		
Painting		
Specialty Items		
Window Treatments		
Plumbing		
HVAC		
Electrical		
Low Voltage		
Total Trades		

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

RATIONALE: This project is currently in the bidding phase. The contractors' names and amounts will be presented on the consent agenda. The classroom addition at Owen Elementary School is part of the 2015 bond issue.

- G.3.** RECOMMENDATION: Assign the trade contracts for Owen Elementary School's classroom addition to Nabholz Construction Company, Incorporated, Tulsa, Oklahoma, the construction manager at risk on the project.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

RATIONALE: The individually awarded contracts will be encumbered as one to Nabholz Construction Company, Incorporated. The Owen Elementary School classroom addition is part of the 2015 bond issue.

- G.4.** RECOMMENDATION: Approve amendment #11A with Nabholz Construction Company, Incorporated, for the classroom addition at Owen Elementary School.

Trade Contracts	
Reimbursables	
Allowances	
General Conditions	
Management Fees	
Total GMP	

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: This project is currently in the bidding phase.

FUND NAME/ACCOUNT: Bond fund account code: 38-1210-4720-504500-000-000000-039-12-345-SA009 This project is contingent upon the successful sale and receipt of 2020B bond funds.

REQUISITION/CONTRACT: 42000165

RATIONALE: The Owen Elementary School classroom addition is part of the 2015 bond issue.

G.5. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for electrical improvements at Hale High School.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: This project is currently in the bidding phase.

FUND NAME/ACCOUNT: Bond Funds, applicable account

REQUISITION/CONTRACT: This project is currently in the bidding phase. The contractor's name and amount will be included on the consent agenda. The electrical upgrade at Hale High School is necessary to support the new elevator, which is part of the 2015 bond issue.

G.6. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the walk-in freezer at Patrick Henry Elementary School.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: This project is currently in the bidding phase.

FUND NAME/ACCOUNT: This project is currently in the bidding phase. The contractor's name will be included on the consent agenda. The cost for this contract was included in the original GMP approved for the Patrick Henry interior renovation project.

RATIONALE: The Patrick Henry Elementary School walk-in freezer is part of the 2015 bond issue.

G.7. RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders for the secure entry project at Council Oak Elementary School.

TRADE	VENDOR	AMOUNT
Building Demolition		
Door Assemblies		
Finish Flooring		
Gypsum Board Assemblies		
Painting		
Low Voltage		

Total Trades	
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FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

RATIONALE: This project is currently in the bidding phase. Contractor names and amounts will be included on the consent agenda. The secure entry project at Council Oak Elementary School is part of the 2015 bond issue.

G.8. RECOMMENDATION: Assign trade contracts for the secure entry project at Council Oak Elementary School to Trigon General Contractors and Construction Managers, Inc., Tulsa, Oklahoma, the construction manager at risk on the project.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

RATIONALE: The individually awarded trade contracts will be encumbered as one contract to Trigon General Contractors and Construction Managers, Inc. The secure entry project at Council Oak Elementary School is part of the 2015 bond issue.

G.9. RECOMMENDATION: Approve amendment #? with Trigon General Contractors and Construction Managers, Inc., for the secure entry project at Council Oak Elementary School.

Trade Contracts	
Reimbursables	
Allowances	
General Conditions	
Management Fees	
Total GMP	

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: This project is currently in the bidding phase.

FUND NAME/ACCOUNT: Bond fund account code: 37-1200-4720-504500-000-000000-029-12-265-SE015

REQUISITION/CONTRACT: 42000190

RATIONALE: The secure entry project at Council Oak Elementary School is part of the 2015 bond issue.

G.10. RECOMMENDATION: Approve the purchase of sound systems from AMI, Inc., Tulsa, Oklahoma, to replace non-functioning systems at various sites throughout the district.

COST: \$141,021.44

FUND NAME/ACCOUNT: Bond Fund

Carver Middle 37-1135-4720-504500-000-000000-058-12- \$17,277.50

McLain Auditorium	515-AM017 37-1135-4720-504500-000-000000-064-12-720-AM016	\$40,325.46
McLain Stadium	37-1135-4720-504500-000-000000-064-12-720-AM018	\$25,847.68
Patrick Henry Elem.	37-1135-4720-504500-000-000000-041-12-205-AM019	\$12,597.86
Salk Elem.	37-1135-4720-504500-000-000000-046-12-402-AM021	\$12,597.86
Thoreau Dem. Acad.	37-1135-4720-504500-000-000000-046-12-402-AM020	\$32,375.08

RATIONALE: Replacement of sound systems at various sites throughout the district is part of the 2015 bond issue.

SUPPORTING INFORMATION**CONSENT ITEM E-4****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Asad, Aaliyah	3/23/20	\$13.49	Autism Paraprofessional	IS-10
Stockenberger, Rachael	3/23/20	\$13.08	Teacher Assistant	IS-6

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Austin, Anthony	1/01/20	\$81,156.00	JROTC Instructor	JROTC Instructor	NS
Balsiger, Samuel	2/03/20	\$41,000.00	Apprentice	Teacher	M-0
Barrack, Gregory	1/01/20	\$82,884.00	JROTC Instructor	JROTC Instructor	NS
Benzel, Lawrence	1/01/20	\$115,788.00	JROTC Instructor	JROTC Instructor	NS
Broccard, Nicole	2/13/20	\$40,000.00	Apprentice	Teacher	B-0
Carnes, Adam	2/04/20	\$41,000.00	Apprentice	Teacher	M-0
Carson, Kimmie	1/24/20	\$12.26	MD Paraprofessional	Paraprofessional	IS-6
Chang, Annie	8/15/19	\$54,930.00	Teacher	Teacher	M30-19
Cotton, Beverly	2/01/20	\$40,000.000	Apprentice	Teacher	B-0
Delvaux, Tristan	3/16/20	\$17.06	Principal Secretary	Treasury Bookkeeper	CA-15

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Finnegan, Sally	2/03/20	\$40,000.00	Apprentice	Teacher	B-0
Foster, Randi	7/01/20	\$15.99	Accounting Technician	Operation Clerk – Accounting	CA-11
Gordiner, Kyle	1/01/20	\$82,380.00	JROTC Instructor	JROTC Instructor	NS
Gregg, Terry	1/01/20	\$81,216.00	JROTC Instructor	JROTC Instructor	NS
Guthrie, Phyllis	1/01/20	\$85,980.00	JROTC Instructor	JROTC Instructor	NS
Hill, Carmen	1/01/20	\$69,720.00	JROTC Instructor	JROTC Instructor	NS
Johnson, Ebony	5/15/20	\$127,197.00	Executive Director-Student and Family Support Services	Interim Chief Learning Officer	XG-5
Johnson, Eric	1/01/20	\$73,512.00	JROTC Instructor	JROTC Instructor	NS
Kamm, Robert	1/01/20	\$91,968.00	JROTC Instructor	JROTC Instructor	NS
Maguffee, Michael	1/01/20	\$107,352.00	JROTC Instructor	JROTC Instructor	NS
Maxwell, Coekie	2/01/20	\$40,410.00	Apprentice	Teacher	B-1
Meffert, Margaret	1/24/20	\$12.26	Paraprofessional	MD Paraprofessional	IS-10
Ping, Daryl	1/01/20	\$77,016.00	JROTC Instructor	JROTC Instructor	NS
Powell, Kenneth	1/01/20	\$106,320.00	JROTC Instructor	JROTC Instructor	NS
Prescott, Michael	1/01/20	\$88,980.00	JROTC Instructor	JROTC Instructor	NS
Price, Brian	2/03/20	\$40,820.00	Apprentice	Teacher	B-2
Read, Jessica	2/03/20	\$40,000.00	Apprentice	Teacher	B-0
Saied, Alexandra	3/02/20	\$42,745.00	Teacher	Teacher	M-4
Scott, Sharon	1/01/20	\$56,892.00	JROTC Instructor	JROTC Instructor	NS
Sellers, Darwin	1/01/20	\$84,612.00	JROTC Instructor	JROTC Instructor	NS
Shipps, Raymond	1/01/20	\$85,596.00	JROTC Instructor	JROTC Instructor	NS

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Stockfleth, Regina	3/09/20	\$16.83	Lead Bus Driver	Bus Driver	MT-7
Thomas, Camille	2/07/20	\$40,000.00	Apprentice	Dean	B-0
Tilley, David	1/01/20	\$79,860.00	JROTC Instructor	JROTC Instructor	NS
Williams, Adrienne	1/06/20	\$42,250.00	Librarian	Librarian	M-3

SEPARATIONS

Name	Effective Date	Position
Ahrend, Lois	5/26/20	Teacher
Anderson, Rebecca	8/19/19	Teacher Assistant
Anderson, Susan	5/26/20	Teacher
Arriaga-Ortiz, Karla	2/20/20	School Clerk
Bowler, Dollie	5/26/20	Teacher
Bunnell, Ginger	6/30/20	Principal
Carter, Donna	6/17/20	Assistant Principal
Chadler-Smith, Tiffany	1/10/20	Teacher
Copher, Carly	3/14/20	Cafeteria Manager
Fisher, Susan	5/26/20	Teacher
Foxx, Kerry	5/26/20	Teacher
Fritz, Marsha	5/26/20	Teacher
Griese, Tyler	3/24/20	Carpentry Craftsperson
Hacker, Clayton	2/11/20	Preventive Maintenance Apprentice
Housel, Ashton	5/26/20	Teacher
Leach, Lawana	5/26/20	Teacher
Leland, Rachel	3/12/20	Autism Paraprofessional
Long, Claren	3/12/20	1:1 Paraprofessional
Maguffee, Michael	6/30/20	JROTC Instructor
Martin, Elizabeth	6/30/20	Principal
Merrill, Amy	3/02/20	Teacher
Moment, Mikaleah	2/19/20	Bus Assistant
Petem Tiron	3/23/20	Bus Driver Trainee
Ralston, Kathy	3/18/20	Cafeteria Assistant
Ross, Brian	6/01/20	Warehouse Specialist III
Schlipf, Susan	5/26/20	Librarian
Schweikhard, Leonidus	5/26/20	Teacher
Sturdivan, Deborah	1/02/20	Treasury Technician
Turner, Cheryl	5/26/20	Teacher
Waters, Teresa	5/26/20	Teacher
Wiedel, Chelsie	11/21/19	Teacher Assistant
Williams, Jasmine	6/01/20	Teacher

SUBSTITUTE AND TEMPORARY ELECTIONS

SUBSTITUTE CAFETERIA ASSISTANT

Aguilar, Lizeht

TUTOR

McGrew, Barbara

Willey, Henrietta

SUBSTITUTES

Ray, Cynthia	Murphy, Verna
Holden, Mary	Sanchez, Katherine
Jones-Ballard, Tangie	King, Rebecca
Fowler, Mahogany	Delso, Cynthia
Sitzman, Danielle	Noah, Pamela

Interim Indian Education Manager

White, Jackie

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Teacher and Learning – 11-0000-2212-501110-000-000000-109-06-060

Pay Ebony Johnson, executive director, a stipend of \$1,484 per month as interim Chief Learning Officer, May 15, 2020 to June 30, 2020.

Indian Education – 11-5610-2330-501110-429-000000-110-05-604-5610

Pay Jackie White, interim, Indian education manager, from April 13, 2020 to July 26, 2020 to provide oversight, guidance, and regulatory support for the Indian education program in alignment with district work and guidance. Not to exceed \$37,500 plus any applicable benefits.

Council Oak – 11-0000-1000-501700-100-105000-210-07-265

Pay Julie Treat, certified teacher, to be the Literacy Team Coordinator at Council Oak Elementary during the 2019-2020 school year.

Council Oak – 11-0000-1000-501700-100-105000-210-07-265

Pay Rachel Scroggs, certified teacher, to be the Image Documenter at Council Oak Elementary during the 2019-2020 school year.

Council Oak – 11-0000-2410-501800-000-000000-609-07-265

Pay Kristin Miller, support staff, to be a Volunteer Coordinator at Council Oak Elementary during the 2019-2020 school year.

RSA Remediation - 11-3670-1000-501700-427-113000-441-05-XXX-3670

Pay certified teachers, to be named, \$30/hr (total not to exceed \$31,000 plus benefits) in June 2020 to provide summer instruction to students not reading on grade level in grade 3 or below.

RSA Remediation - 11-3670-1000-501700-427-113000-441-05-XXX-3670

Pay certified teachers, to be named, \$30/hr (total not to exceed \$48,000 plus benefits) in July 2020 to provide summer instruction to students not reading on grade level in grade 3 or below.

RSA Remediation - 11-3670-1000-501800-427-113000-415-05-xxx-3670

Pay teacher assistants, to be named, \$15/hr (total not to exceed \$13,000 plus benefits) in June 2020 to work with certified teachers and provide remediation to students not reading on grade level in grade 3 or below.

RSA SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Remediation - 11-3670-1000-501800-427-113000-415-05-xxx-3670

Pay teacher assistants, to be named, \$15/hr (total not to exceed \$20,000 plus benefits) in July 2020 to work with certified teachers and provide remediation to students not reading on grade level in grade 3 or below.

RSA Remediation Professional Development - 11-3670-2213-501700-427-113000-210-05-XXX-3670

Pay certified teachers, to be named, \$21/hr (total not to exceed \$5,000 plus benefits) in June 2020 to attend training pertaining to the summer instruction to students not reading on grade level in grade 3 or below.

RSA Remediation Professional Development - 11-3670-2213-501700-427-113000-210-05-XXX-3670

Pay certified teachers, to be named, \$21/hr (total not to exceed \$2,000 plus benefits) in July 2020 to attend training pertaining to the summer instruction to students not reading on grade level in grade 3 or below.

ESC Internships - 11-0104-2573-501700-000-000000-303-04-041

Pay certified staff, to be named, @ \$14/hr. (total not to exceed \$10,000) for June 2020 work performed as interns for several ESC departments.

ESC Internships - 11-0104-2573-501700-000-000000-303-04-041

Pay certified staff, to be named, @ \$14/hr. (total not to exceed \$4,000) for July 2020 work performed as interns for several ESC departments.

Summer Academy School Administrators - 11-0104-2410-501700-000-000000-112-07-XXX

Pay 10 certified administrators, to be named, @ \$2,500 (total not to exceed \$25,000 plus benefits) in June 2020 to serve as principals at the participating Summer Academy schools.

Summer Academy School Administrators - 11-0104-2410-501700-000-000000-112-07-XXX

Pay 10 certified administrators, to be named, @ \$2,500 (total not to exceed \$25,000 plus benefits) in July 2020 to serve as principals at the participating Summer Academy schools.

Summer Academy School Administrator Interns - 11-0104-2410-501700-000-000000-112-07-XXX

Pay 4 principal interns, to be named, @ \$1,250 (total not to exceed \$5,000 plus benefits) in June 2020 to assist with administration of the Summer Academy schools.

Summer Academy School Administrator Interns - 11-0104-2410-501700-000-000000-112-07-XXX

Pay 4 principal interns, to be named, @ \$1,250 (total not to exceed \$5,000 plus benefits) in July 2020 to assist with administration of the Summer Academy schools.

Summer Academy School Clerks/Health Assistants - 11-0104-2410-501800-000-000000-601-07-XXX

Pay support staff, to be named, @ \$15/hr (total not to exceed \$12,000 plus benefits) in June 2020 to serve as clerks and health assistants at the participating Summer Academy schools.

Summer Academy School Clerks/Health Assistants - 11-0104-2410-501800-000-000000-601-07-XXX

Pay support staff, to be named, @ 15 (total not to exceed \$18,000 plus benefits) in July 2020 to serve as clerks and health assistants at the participating Summer Academy schools.

RSA SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Summer Academy Out of School Time Clerks/Health Assistants - 11-0273-2213-501800-XXX-XXXXXX-XXX-05-XXX-0273

Pay support staff, to be named, @ \$15/hr (total not to exceed \$6,000 plus benefits) in June 2020 to serve as clerks and health assistants at the participating Summer Academy schools.

Summer Academy Out of School Time Clerks/Health Assistants - 11-0273-2213-501800-XXX-XXXXXX-XXX-05-XXX-0273

Pay support staff, to be named, @\$15/hr (total not to exceed \$5,000 plus benefits) in July 2020 to serve as clerks and health assistants at the participating Summer Academy schools.

Summer Academy Out of School Time Instructors - 11-0273-1000-501390-XXX-XXXXXX-415-05-XXX-0273

Pay teachers, to be named, @ \$30/hr (total not to exceed \$35,000 plus benefits) in June 2020 to serve as instructors for out of school time enrichment programs at the participating Summer Academy schools.

Summer Academy Out of School Time Instructors - 11-0273-1000-501390-XXX-XXXXXX-415-05-XXX-0273

Pay teachers, to be named, @\$30/hr (total not to exceed \$60,000 plus benefits) in July 2020 to serve as instructors for out of school time enrichment programs at the participating Summer Academy schools.

Summer Academy Out of School Time Support - 11-0273-2213-501800-XXX-XXXXXX-XXX-05-XXX-0273

Pay support staff, to be named, @ \$15/hr (total not to exceed \$30,000 plus benefits) in June 2020 to serve as support for instructors of out of school time enrichment programs at the participating Summer Academy sites.

Summer Academy Out of School Time Support - 11-0273-2213-501800-XXX-XXXXXX-XXX-05-XXX-0273

Pay support staff, to be named, @\$15/hr (total not to exceed \$38,000 plus benefits) in July 2020 to serve as support for instructors of out of school time enrichment programs at the participating Summer Academy sites.

Summer Academy Out of School Time Program Coordinators - 11-0273-2573-501390-XXX-XXXXXX-415-05-XXX-0273

Pay staff, to be named, @ \$30/hr (total not to exceed \$3,000 plus benefits) in June 2020 to serve as program coordinators at the participating Summer Academy schools.

Summer Academy Out of School Program Coordinators - 11-0273-2573-501390-XXX-XXXXXX-415-05-XXX-0273

Pay support staff, to be named, @\$30/hr (total not to exceed \$4,000 plus benefits) in July 2020 to serve as program coordinators at the participating Summer Academy schools.

Summer Academy Out of School Time Program Coordinators Training - 11-0273-2573-501700-XXX-XXXXXX-XXX-05-XXX-0273

Pay staff, to be named, @ \$21/hr (total not to exceed \$2,000 plus benefits) in June 2020 to serve as the program coordinator at the participating Summer Academy schools.

RSA SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Summer Academy Security - 11-3621-2660-501210-426-000000-959-049-3621

Pay security staff, to be named, @ their regular hourly rate of pay (total not to exceed \$5,000 plus benefits) in June 2020 to provide security at the participating Summer Academy schools.

Summer Academy Security - 11-3621-2660-501210-426-000000-959-049-3621

Pay security staff, to be named, @ their regular hourly rate of pay (total not to exceed \$10,000 plus benefits) in July 2020 to provide security at the participating Summer Academy schools.

Graduation boot camp and early summer school - 11-3621-1000-501700-426-400000-415-05-xxx-3621

Pay certified teachers, to be named, \$30/hr. (total not to exceed \$20,000 plus benefits) in June 2020 to provide remediation to students in early summer school or senior boot camp.

Graduation Summer Institute (Edgenuity) - 11-3621-2213-501700-426-000000-XXX-05-XXX-3621

Pay teachers, to be named, \$21/hr. (total not to exceed \$2,000 plus benefits) in May and June 2020 to attend training pertaining to Edgenuity boot camp and early summer school.

Summer Academy Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$30 per hour (total not to exceed \$100,000 plus benefits) in June 2020 to serve as classroom teachers to provide direct instruction to one classroom at the participating Summer Academy schools.

Summer Academy Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$30 per hour (total not to exceed \$62,000 plus benefits) in July 2020 to serve as classroom teachers to provide direct instruction to one classroom at the participating Summer Academy schools.

Summer Academy Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified counselors, to be named, @their hourly rate of pay (total not to exceed \$25,000 plus benefits) in June 2020 to serve as school counselors at summer academy sites.

Summer Academy Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified counselors, to be named, @their hourly rate of pay (total not to exceed \$40,000 plus benefits) in July 2020 to serve as school counselors at summer academy sites.

Summer Academy Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$26 per hour (total not to exceed \$190,000 plus benefits) in June 2020 to serve as faculty advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating Summer Academy schools.

Summer Academy Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$26 per hour (total not to exceed \$300,000 plus benefits,) in July 2020 to serve as Faculty Advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating Summer Academy schools.

Summer Academy Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$30 per hour (total not to exceed \$20,000 plus benefits) in June 2020 to serve as summer school teachers and classroom coaches who will be responsible for instruction, coaching, and mentoring of one classroom at the participating Summer Academy schools.

RSA SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Summer Academy Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$30 per hour (total not to exceed \$25,000 plus benefits) in July 2020 to serve as summer school teachers and classroom coaches who will be responsible for instruction, coaching, and mentoring of one classroom at the participating Summer Academy schools.

Summer Academy Title II - 11-5410-2213-501700-000-000000-210-05-044-5410

Pay certified teachers and counselors, to be named, @ \$21 per hour (total not to exceed \$62,000 plus benefits) in June 2020 to attend professional development training regarding differentiated instruction and effective coaching and instructional practices.

Summer Academy Title II - 11-5410-2213-501700-000-000000-210-05-044-5410

Pay certified teachers and counselors, to be named, @ \$21 per hour (total not to exceed \$20,000 plus benefits) in July 2020 to attend professional development training regarding differentiated instruction and effective coaching and instructional practices.

Summer Academy Title II - 11-5410-2573-501700-000-000000-105-05-044-5410

Pay assistant principals and principal interns, to be named, @ at their current hourly rate of pay (total not to exceed \$2,000 plus benefits) in June 2020 to attend professional development training outside of their contract hours/days regarding differentiated instruction and effective coaching and instructional practices.

Frost – 22-0000-3120-501210-700-000000-953-03-687

Pay Tammy Pierce, assistant cafeteria manager, an hourly stipend of \$1.80 per hour worked for managerial responsibilities March 1, 2020 to May 30, 2020.