



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **January 4, 2021**, at 6:30 PM, in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK.

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.

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. During the COVID-19 pandemic, we encourage the public to make their comments during the meeting via telephone. In-person comments are also authorized. Requests to comment must be made by submitting a completed form for each topic. If requesting to comment during the meeting via telephone, please fill out a form online on the Tulsa Public Schools website at <https://www.tulsaschools.org/about/board-of-education/requesttospeakonagendaitem>. If requesting to comment during the meeting in person, please request a form from the Board Clerk in the meeting room before the beginning of each meeting. Requests will be accepted at any time up to the consideration of the Consent Agenda portion of the meeting. 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 from the Clerk of the School Board, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each. If the request to comment is approved, the Clerk of the School Board should be told whether the comments will be made during the meeting via telephone (preferred) or in-person.

A. OPENING EXERCISES

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

B. MOTION TO VOTE AND ADOPT THE AGENDA

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

D. APPROVAL OF MINUTES

Approve minutes of the December 7, 2020, regular meeting of the board and the November 30, 2020, and December 14, 2020, special meetings 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

UPDATE AND DISCUSSION AMONG BOARD MEMBERS, SUPERINTENDENT, AND DISTRICT STAFF REGARDING COVID-19, to include data and its implications at the district, area, state, and national levels, as available; as well as other information relating to safety, operations and learning during the pandemic.

I. BOARD MEMBER REPORTS

J. CITIZENS COMMENTS

K. SUPERINTENDENTS REPORTS/PRESENTATIONS

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on

Monday, January 25, 2021 at 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 or enter into contracts, as applicable, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during the 2020-2021 school year. Agencies may service any school with written permission of the school principal.

Sassin & Associates, Inc.
The Tristesse Grief Center

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: These school-based services will include individual counseling, family counseling, referral services, classroom consultation, team intervention, and case management that supports academic goals by decreasing out of school suspensions, improving attendance, and increasing classroom academic learning time.

TEACHING AND LEARNING

E.2. RECOMMENDATION: Amend the contract with Achievement Network LTD. (ANet), item E.3 of the July 20, 2020 agenda, to reflect a contract amount not to exceed \$236,000.

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: Not to exceed \$236,000 (an increase of \$4,000)

FUND NAME/ACCOUNT: 11-0224-2573-503590-000-000000-000-05-041-0224;11-51XX-2573-503590-494-000000-000-05-XXX-51XX; 36-1169-1000-505300-100-000000-000-07-XXX

RATIONALE: This amendment is necessary due to a typographical error made in the ANet agenda item run for the 2020-2021 school year.

E.3. RECOMMENDATION: Amend an agreement with Cadence Learning to provide spring programming, including teacher training, instructional resources, enrichment programming, and model lessons to support the academic program of the Tulsa Virtual Academy.

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: Not to exceed \$160,000.

FUND NAME/ACCOUNT:

Bond Fund 37-1110-XXXX-506410-000-000000-000-06-XXX

REQUISITION/CONTRACT: 12105347

RATIONALE:

Virtual learning requires innovative approaches to sustain student engagement and accelerate student achievement. In response to the spring closing of schools, Cadence Learning (formerly the National Summer School Initiative) partnered with districts across the country to provide an innovative summer school program designed for the virtual environment. Following the success of the summer program, Cadence Learning has expanded their model of virtual learning support into the academic year, leveraging high-quality instructional materials, an embedded teacher support and development program, and a teacher teaming model. The extension of the current fall program will allow for a continuation of support to Tulsa Virtual Academy teachers and students in grades 3-5, providing core instructional programming for English language arts, mathematics, movement and enrichment (a mix of programming in the arts, humanities, and science). Tulsa Virtual Academy teachers will continue to receive training and weekly content team meetings where they will study select standards in ELA and math, analyze student work, engage in intellectual preparation for future lessons, analyze data, and otherwise work to advance teaching and learning. The partnership will allow 15 Tulsa teachers to contribute to a national effort to design and implement high-impact virtual learning environments.

The first semester of the program has provided strong instruction for our 892 Tulsa Virtual Academy students in grades 3-5. While Cadence secured philanthropic support for the fall semester, continued implementation of the program this year will require an investment for the curriculum resources and professional learning for the program for the remainder of the 2020-2021 school year.

Cadence Learning has sustained high satisfaction data from teachers, leaders and parents on the curriculum model and professional learning, as reported by Beth Schueler, University of Virginia and Martin West, Harvard University. We will continue to measure program effectiveness through surveys of staff and parent satisfaction, observations of classroom instruction, and surveys of teacher knowledge.

TALENT MANAGEMENT

E.4. RECOMMENDATION: Approve position creation.

RATIONALE: Position to be effective after Board approval unless otherwise indicated. Funding for each new position will originate and be included in the applicable departmental budgets.

E.5. 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 as an effective annualized rate regardless of length of contract.

FINANCIAL SERVICES

E.6. RECOMMENDATION:

Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2020-2021 fiscal year:

PTAs/PTOs/PTSAs:

Academy Central PTA
Edison PTSA
MacArthur Elementary PTA
Memorial High School PTA
Owen Elementary PTA
Will Rogers Early College High & Jr High PTSA
Webster High School PTSA

Booster Clubs:

Edison Prep Bands Booster Organization
Edison String Boosters Inc
Edison Touchdown Club
Memorial Class of 2022 MHS Boosters Club
Memorial High School Softball Booster Club
Timberwolves (Thoreau) Parent-Teacher Booster Club

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.

E.7. RECOMMENDATION: Approve the December 4, 2020 – December 31, 2020, New Encumbrances and Encumbrance Changes Report. *

REQUISITION/CONTRACT: New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with Board Policy 5102, Financial Reports and Statements. *Note the report listed above is a link that will take you to the full encumbrance report.

BOND PROJECTS AND ENERGY MANAGEMENT

E.8. RECOMMENDATION: Amend item E.12 of the October 5, 2020, agenda, approving amendment 9D to Nabholz Construction Company, Inc., for interior renovations at Edison Preparatory High School, to reflect a total cost of \$4,818.

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: \$4,818

FUND NAME/ACCOUNT: Bond Fund, 38-1200-4720-504500-000-000000-061-12-537-RN038

REQUISITION/CONTRACT: 12105086

RATIONALE: This item was originally approved in the amount of \$59,918; however, the scope of work has recently changed reducing the total cost of the amendment to \$4,818. The Edison Preparatory High School interior renovations project is part of the 2015 bond issue.

E.9. RECOMMENDATION: Enter into a contract with Crystal Structures Glazing, the lowest responsible bidder, for translucent wall panels for the East Central High School Arena and auxiliary gym.

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: \$190,300 - The cost of the translucent panels was included in amendment 2A to Flintco Construction Company, presented as item E.5 of the November 2, 2020, agenda.

RATIONALE: This contract will be assigned to Flintco, LLC, the construction manager at risk on the project. The East Central High School feeder program is home to 295 student athletes. The East Central High School Arena will provide a world-class athletic facility for the 1900 students at East Central High and East Central Junior High schools. The state-of-the-art facility will also create additional opportunities for community engagement. This project is part of the 2015 bond issue.

E.10. RECOMMENDATION: Assign trade contracts for the construction of the East Central High School Arena and auxiliary gym to Flintco, LLC, 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: Individually awarded trades contracts will be encumbered as one contract to Flintco, LLC. The East Central High School feeder pattern is home to 295 student athletes. The East Central High School Arena will provide a world-class athletic facility for the 1900 students at East Central High and East Central Junior High schools. The state-of-the-art facility will also create additional opportunities for community engagement. This project is part of the 2015 bond issue.

F. ACTION AGENDA - Motion and vote on recommendations

BOND PROJECTS AND ENERGY MANAGEMENT

F.1. RECOMMENDATION: Approve a resolution fixing the amount of **Combined Purpose General Obligation Bonds, Series 2021A** to mature each year; fixing the time and place the bonds are to be sold; approving the preliminary official statement and authorizing distribution of same; authorizing the clerk to give notice of said sale as required by law; and approving other matters related to the issuance of the District's **Combined Purpose General Obligation Bonds, Series 2021A**.

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 sale of bonds approved as part of the 2015 voter referendum will allow the District to proceed with projects as outlined in the District's Bond Book. The resolution authorizes the issuance of **\$14,490,000 in building bonds (Proposition No. 1); \$500,000 in library improvement bonds (Proposition No. 2); \$520,000 in transportation equipment bonds (Proposition No. 3) and \$5,490,000 in classroom learning material bonds (Proposition No. 4)**. The 2021A Bonds in the aggregate amount of **\$21,000,000** will be sold on February 1, 2021, and approved/awarded at the Board's February 1, 2021, meeting, with proceeds made available to the District on or about March 23, 2021. Upon issuance of these bonds, there would be \$32,515,000 in bonds remaining to be sold from the 2015 authorization.

- F.2.** RECOMMENDATION: Approve an agreement for registrar and paying agent services with BOKF, NA for the District's **Combined Purpose General Obligation Bonds, Series 2021A**.

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: A registrar and paying agent is necessary to properly administrate the sale and receipt of bond funds. BOKF, NA has served as the district's Registrar and Paying Agent for all past bond programs, dating back to 1996, with excellent results. The total cost of the services for this bond sale over a five-year period is \$3,400. The cost during the first year is \$1,000, with years two through five costing \$600 each.

- F.3.** RECOMMENDATION: Approve an agreement with Hilborne & Weidman, P.C. to serve as Bond Counsel and Disclosure Counsel on the District's **Combined Purpose General Obligation Bonds, Series 2021A**.

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 District engages experts for these services in connection with bond issuing to ensure compliance with all rules and regulations governing the sale of bonds. The use of bond counsel is necessary to prepare the required documentation for a bond sale in a correct manner and provide a legal opinion to the purchaser of the bonds regarding the tax-exempt nature of the obligations. Due to recent SEC review and enforcement actions related to disclosure, the Bond Counsel role has been expanded to include Disclosure Counsel responsibilities. Under the referenced Bond Counsel and Disclosure Counsel Engagement, Bond Counsel fee would be \$13,000.00 and Disclosure Counsel fee would be \$8,000.00 for the 2021A Bonds for a total cost of \$21,000.00, payable from bond proceeds.

GENERAL COUNSEL

- F.4.** RECOMMENDATION: Enter into an agreement with Brent Hawkins Law Office, PLLC regarding certain H1-B visa petitions to be filed with the United States Citizenship and Immigration Services (USCIS) relating to four Spanish immersion staff at Eisenhower International School. This engagement will be at no cost to the district, as the legal services are being provided free of charge by the Law Office and the agency's application fees will be paid by the foundation supporting the 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.

RATIONALE: When the district is unable to find a US-based worker with the highly specialized knowledge necessary for a position, it may petition the USCIS for approval to temporarily employ foreign workers. By authorizing this application, the district will be able to pursue continued employment of certain elementary school teachers in the Spanish language immersion program at Eisenhower International School.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G.1.** RECOMMENDATION: Pay expenses associated with College Board for Advanced Placement (AP) examination fees at Booker T. Washington High School for exams administered during the 2020-2021 school year.
- 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: Not to exceed \$80,000 and will be paid out of Student Activity Fund Testing Account #529 at a cost of \$95 per exam.
- FUND NAME/ACCOUNT: Booker T. Washington's School Activity Fund #529
- RATIONALE: Students at Booker T. Washington High School experience quality learning in the classroom by participating in Advanced Placement courses and validating the experience by taking AP exams. Booker T. Washington High School has administered AP exams for the past 48 years. There will be approximately 1400 exams given, which are prepaid by students at a cost of \$95 per exam.

TEACHING AND LEARNING

- G.2.** RECOMMENDATION: Enter into an agreement with Toast INC. to provide equipment, and service for point-of-sale equipment, to Hale HS Culinary Program for Nathan Hale High School for a 24-month term.
- 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: Not to exceed \$2,500

FUND NAME/ACCOUNT: Lottery Grant, 11-4690-1000-506530-314-840000-000-05-715-4690

REQUISITION/CONTRACT: 12105170

RATIONALE: Point-of-Sale equipment is utilized in ninety percent of today's service business. The Hale High School students participating in the culinary program will offer students the opportunity to receive point-of-sale equipment career training and skill attainment. This purchase and service agreement is funded by a grant from the Oklahoma department of Career and Technical education.

- G.3.** RECOMMENDATION: Enter into a one-year master service agreement with Skillshare to provide professional development, classroom content, and continuous learning opportunities for teachers and students.

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: Not to exceed \$5,000

FUND NAME/ACCOUNT: Bond 3X-1111-2212-505300-000-000000-000-06-070

REQUISITION/CONTRACT: 12105708

RATIONALE:

Skillshare opens an entirely new cannon of engaging classes for both teachers and students to further their knowledge, experience, and learning in a multitude of areas that cover Creative, Business, Technology, and Lifestyle components. It is an engaging and inviting platform that provides rewarding interaction and access to a vast amount of learning opportunities for both teachers and students.

TALENT MANAGEMENT

- G.4.** RECOMMENDATION: Pay eligible retiring certified teachers and certified administrators an incentive in exchange for early, written, and 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 2020-2021 contract, and no later than July 1, 2021. Such notice must be submitted in writing or electronically via a form to be prepared by Talent Management, which will describe the details of the incentive program and the criteria to receive the incentive. Such notice will constitute the employee's irrevocable resignation of employment with the district, effective on the last workday of the employee's 2020-2021 contract or June 30, 2021, whichever is earlier. A \$3,000.00 incentive will be paid to eligible employees who submit the form no later than the close of business on February 05, 2021. The chief equity and talent officer may extend this date for 2020-2021, if deemed necessary.

RATIONALE: The incentive will encourage eligible employees 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 recruiting process earlier and ensure school-based certified positions are staffed prior to 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, certified administrator means a

school-based certified administrator employed on certified administrator contract for 2020-2021, and certified teacher means a school-based certified employee, other than an administrator, who is employed on a certified employee contract (non-administrators) for 2020-2021, and whose compensation is based on the teacher pay scale. Questions as to whether a teacher or administrator qualifies for an early retirement incentive payment shall be resolved by the chief equity and talent officer, whose decision is final and nonappealable.

FINANCIAL SERVICES

G.5. RECOMMENDATION: Renew the agreement with Gilcrease Museum for use of its facilities to maintain and care for art owned by Tulsa Public Schools.

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: Tulsa Public Schools has partnered with the Gilcrease Museum for safeguarding one Hopi pot and nine paintings from several artists, including a Birger Sandzen and a Walter Ufer, which are district owned. The Gilcrease Museum has the appropriate facilities, equipment, and team to properly safeguard and maintain these works of art. This agreement carries no fees because, in exchange for safe keeping, the Gilcrease Museum may, at its discretion, showcase and exhibit the artwork.

OPERATIONS

G.6. RECOMMENDATION: Approve the State of Oklahoma Electrical Affidavit to waive the bond and insurance requirements for an electrical contractor. This affidavit is needed to allow a district maintenance employee to obtain a contractor license.

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 document will allow district maintenance employees an opportunity to obtain a contractors license to supervise the repair, replacement and renovation of electrical systems and service to district buildings. This will also allow for the district to continue with the apprenticeship program to teach highly qualified staff to respond to the critical needs of the schools. Tulsa Public Schools' electrical apprentices are required to have their apprentice overseen by an electrical contractor. This affidavit is in accordance with 59 O.S § 1681, the Electrical License Act and Electrical Industry Regulation 158:40-5-5 (f), this affidavit is intended to forego the requirement of maintaining a \$5,000 Surety Bond and a \$50,000 liability Certificate of Insurance to obtain an Active Electrical Contractor's License.

SUPPORTING INFORMATION

INFORMATION ITEM E-4

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Senior Manager of Communications-ESC / Communications and Public Relations</p> <p><i>Annual Budget Impact:</i> \$ 63,000 min. – \$ 78,700 max.</p> <p><i>Funding Source:</i> xx-xxxx-xxxx-xxxxxx- xxx-xxxxxx-xxx-xx-xxx</p>	<p>BG-9 12 Months</p>	<p>Working in partnership with the Director of Communications, provide day-to-day management and strategic oversight of district-level parent communications and engagement, media relations, and social media for Tulsa Public Schools. The senior manager of communications will ensure that the district strengthens two-way parent communication, keeps parents and families informed and engaged, and supports school teams with consistent parent messaging and materials. This role will serve as the district’s primary contact for media inquiries and requests. The successful candidate will develop and execute an effective social media strategy that highlights the district’s strategic priorities, core values and beliefs, and drives the narrative of Tulsa Public Schools as a destination for excellence to teach, learn, and work. This role will also be responsible for supervising, coaching, and developing two direct reports.</p>

SUPPORTING INFORMATION**CONSENT ITEM E-5****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Boatright, Braden	1/04/21	\$40,000.00	Teacher	B-0
Buxton, Terry	1/04/21	\$46,640.00	Teacher	M60-8
Edwards, Emily	11/30/20	\$13.49	MD Paraprofessional	IS-10
Grammer, Amber	12/01/20	\$11.21	Teacher Assistant	IS-6
Hill, Andrea	11/30/20	\$10.26	Health Assistant	CA-4
Julie Lacy	12/17/20	\$9.82	Teacher Assistant	IS-3
Linares, Fatima	11/30/20	\$45,000.00	Immigrant Student Specialist	BG-5
Martinez, Maria	12/08/20	\$10.42	Evening Custodian	MT-3
Morales, Alice	12/03/20	\$10.42	Evening Custodian	MT-3
Okonkwo, Alvin	11/04/20	\$55,000.00	Learning Director	EG-4
Peterson, Zebulon	12/07/20	\$30,000.00	Apprentice	NS
Robertson, Kelsie	12/16/20	\$10.31	School Clerk	CA-3
Reynolds, Amber	12/03/20	\$44,140.00	Teacher	B-8
Segovia, Salvador	12/10/20	\$11.21	Teacher Assistant	IS-6
Shoals, Evelyn	1/04/21	\$14.47	ID Paraprofessional	IS-10
Thomas, Gregory	12/01/20	\$11.67	Unassigned Custodian	MT-3
Williams, Kevin	12/08/20	\$30,000.00	Apprentice	NS

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Aguayo, Andrea	8/20/20	\$40,820.00	Teacher – Edison	Teacher – Edison	B-2
Alexandrov, Nicholas	9/17/20	\$44,834.00	Apprentice	Teacher	D-3
Bibens, Robert	10/01/20	\$42,250.00	Apprentice	Teacher	M-3
Borens, Timothy	8/19/19	\$11.47	Bus Assistant	Bus Assistant	MT-A
Brown, Brittany	1/05/21	\$18.83	Administrative Assistant	Budget Analyst	CA-17
Brown, Carolyn	8/20/20	\$41,000.00	Apprentice	Teacher	M-0
Dixon, John	10/08/20	\$41,000.00	Apprentice	Teacher	M-0
Eaves, Nicholas	11/02/20	\$40,000.00	Apprentice	Teacher	B-0
Holloman, Daniel	10/12/20	\$41,000.00	Apprentice	Teacher	M-0
Jarvis, Christion	10/01/20	\$35,000.00	Apprentice	Half Time Teacher Half Time Apprentice	NS
Lesley, Sharalyn	12/02/20	\$13.49	Paraprofessional	Paraprofessional, Parent Involvement Facilitator	IS-3
Lilburn, Michael	9/01/20	\$40,000.00	Apprentice	Teacher	B-0
Macy, Julie	8/20/20	\$48,575.00	Teacher	Teacher	M30-12
Markham, Demario	12/07/20	\$12.36	Bus Driver Trainee	Bus Driver	MT-7
Martin, Cindy	12/18/20	\$13.08	Apprentice	Teacher Assistant	IS-6
McKnight, Jaron	10/12/20	\$40,410.00	Apprentice	Teacher	B-1

SEPARATIONS

Name	Effective Date	Position
Ash, Emily	12/18/20	Teacher
Aycock, Christy	1/22/21	Teacher
Bauchmoyer, Daniel	12/10/20	Child Nutrition Coordinator
Becerra, Laura	11/20/20	Head Custodian
Brunoldi, Terri	1/04/20	Teacher
Bushman, Ashley	11/02/20	Cook II
Butts, Kimberly	12/04/20	School Clerk
Carson, Kimmie	6/30/20	Paraprofessional
Clements, Morgan	12/18/20	Teacher
Colmenares, Adagreisy	11/30/20	Paraprofessional
Devers, Christina	12/18/20	Paraprofessional
Finik, Carolyn	12/18/20	Nurse
Holden, David	11/13/20	Counselor
Johnson, Edwin	12/07/20	Paraprofessional
Landis, Mariah	12/18/20	Teacher Assistant
Lee, Barbara	11/13/20	Evening Custodian
Long, Mykale	12/10/20	Before and After Care Assistant
Martinez Reyes, Jesus	11/23/20	Grounds Journeyperson
Maturino, Rafael	12/18/20	Teacher
Miles, Dasha	12/18/20	Parent Involvement Facilitator
Murphy, Alicia	9/04/20	Paraprofessional
Perez, Nohemi	12/17/20	DHI Paraprofessional
Reese, Tom	11/13/20	IT Analyst
Ruiz, Reyna	11/13/20	Custodian
Scott, Helen	12/16/20	Paraprofessional
Sellers, Dalesha	12/14/20	Teacher Assistant
Spencer, Lorenzo	12/02/20	Bus Driver
Steininger, Cynthia	12/31/20	Teacher
Stewart, Debra	1/05/21	Bus Driver
Vidales, Diana	12/04/20	Para Teacher
Young, Marcus	12/02/20	Bus Driver

SUBSTITUTE AND TEMPORARY ELECTIONS

TUTOR

Hora, Paige

SUBSTITUTE

Harrison, William	Benuzzi, Erin
Murphy, Glenda	Zakzouk, Nadia
Lowe, Rashad	Paschall, Jeana
Sandridge, Kristina	Onyemachi, Africnetta
Glass, Tianna	Mays, Cheryl
Ailsworth, Lisa	Oliver, Twyna
Blalock, Victoria	Shorrock, Colleen
Johnson, Tyrese	
Gibson, Carmen	
Robertson, Kelsie	
Henderson, Betty	

ADJUNCT COAH

Rogers MS

Lorenzo Thomas, assistant football coach, @ \$1,373.00, December 22, 2020 to June 18, 2021

McLain HS

Gerardo Rodriguez, boys' soccer assistant coach @ \$1,202, December 9, 2020 to June 18, 2021

Rogers MS

John Timmons, assistant football coach @ \$1,373, December 9, 2020 to June 18, 2021

East Central HS

Christina Devers, girls' basketball assistant coach @ \$2,577, August 27, 2020 to June 18, 2021

McLain HS

Albert Buchanan, girls' assistant basketball coach @ \$2,577, December 17, 2020 to June 18, 2021

Hale HS

David Green, boys' assistant track coach @ \$1,200, December 21, 2020 to June 18, 2021

Edison MS

Anthony Mark Colbert, middle school assistant football coach @ \$1,373, December 22, 2020 to June 18, 2021

Hale HS

Robert McQuarters, assistant football coach @ \$3,335, December 15, 2020 to June 18, 2021

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

Pay Edison assistant baseball coaches in monthly installments a stipend total not to exceed \$6500.00 for coaching duties during the 2020-2021 season. Coaches to be paid are Jeff Gunter, a total not to exceed \$2500.00, Ian Howison, a total not to exceed \$2500.00, and Nate Prater, a total not to exceed \$1500.00. Edison Home Run Club will reimburse the district therefore there will be no cost to the district.

Campus Security – 21-0000-2660-501210-000-0000000-959-17-049

Pay support employee, Billy Hobbs @ \$2/hr. worked for additional duties for Kronos management, officer scheduling, and report monitoring, completion, and training for the 2020-2021 school year.

Teaching and Learning - 11-0283-1000-501110-000-xxxxxx-210-05-730-0283

Pay Joseph Nelson, James Ballew, Taylor Pride, Keli Fritz, Garrett Oakley, and Karen McKenzie, a stipend of \$200/month, not to exceed \$1000, for each participation in a formative practices video study group, February 2020 to June 2021.