



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **February 1, 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

- C.1. Resolution of appreciation and support for Dr. Keith Ballard. Motion and vote on motion to adopt resolution.

D. APPROVAL OF MINUTES

Approve minutes of the January 25, 2021, 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

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, February 22, 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.

TALENT MANAGEMENT

E.1. RECOMMENDATION: Pay certified staff (to be named), classroom teachers, and librarians who have received National Board Certification an annual bonus based on funds provided by the state and subject to lawful withholdings. Bonuses are to be paid by the State Department of Education through the district's payroll service.

RATIONALE: The National Board for Professional Teaching Standards was formed in 1987 to advance the quality of teaching and learning by developing professional standards for accomplished teaching and creating a voluntary system to certify teachers who meet those standards. If funding is approved by the Oklahoma Legislature and a nationally board certified teacher meets specific requirements identified by state law and State Department of Education rules, including employment as a full-time classroom teacher in Oklahoma public schools, the teacher will receive a bonus for that year. For this purpose, a full-time teacher is defined as a classroom teacher, librarian, or counselor employed as a 1.0 full-time equivalency on the School Personnel Report. School psychologists and diagnosticians who hold National School Psychology certification and speech language pathologists or audiologists who hold certification through the American Speech-Language-Hearing Association (ASHA) are also eligible for the bonus. The Internal Revenue Service regulations require that the money be paid through individual districts.

E.2. 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.

INFORMATION AND ANALYTICS

E.3. RECOMMENDATION: Enter into a contract with Cox Business Services effective July 1, 2021, through June 30, 2022, for internet access services at 20 Gbps (billion bits per second) with demarcation at the Charles C. Mason Education Service Center and at the district's Maintenance and Transportation campus. This is the result of request for proposal #21005.

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 \$130,000 (payable after 2021-2022 budget approval)

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

REQUISITION/CONTRACT: ERate item

RATIONALE: As the instructional needs of the district continue to grow and change,

increasing our speed from 10 Gbps to 20 Gbps at each location will allow us the flexibility to grow and change with the demands over the next school year. It is critical that students, teachers, and staff have access to digital resources and curriculum. In addition, we have the flexibility to increase speeds up to 50 Gbps at each location. Cox internet will provide a dedicated broadband internet connection to the data center located at the Charles C. Mason Education Service Center as well as to the data center located at the district's Maintenance and Transportation campus. Internet access for all district sites will be provided using these connections and load balanced. E-Rate discounts are expected to be 90 percent based on free and reduced lunch and/or community eligibility numbers. The remaining cost is expected to be funded by the Oklahoma Universal Service Fund. Costs in 2020-2021 were not to exceed \$330,384 and have decreased due to request for proposal competition and an overall decrease in price to provide internet service.

E.4. RECOMMENDATION: Renew and amend the contract with Cox Business Services effective July 1, 2021, through June 30, 2022, for wide-area network Metro Ethernet services. This exercises the sixth voluntary renewal and is the result of request for proposal #16020.

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 \$2,164,000 (payable after 2021-2022 budget approval)

FUND NAME/ACCOUNT:

General Fund, 11-0000-2580-505320-000-000000-000-02-026

REQUISITION/CONTRACT: ERate item

RATIONALE:

As the instructional needs of the district continue to grow and change, this will allow us the flexibility to increase speeds at our larger school sites while providing the district with a high-performing and reliable network for both school and administrative sites. In 2020-2021 most sites are at 1 Gbps (billion bits per second) and this gives us the option to expand up to 5 Gbps if needed. E-Rate discounts are expected to be 90 percent. The non-discount share will be funded by the Oklahoma Universal Service Fund for Oklahoma Universal Service Fund eligible charges. The district's general fund will pay for the remainder including 10 percent of surcharges and fees that are not covered by the Oklahoma Universal Service Fund and are estimated to be \$69,000.00. In 2020-2021 these costs are estimated to be between \$35,000 and \$45,000 and are increasing due to increasing speeds at some locations. The overall cost in 2020-2021 was not to exceed \$1,275,000 and has increased for the year 2021-2022 due to increasing the speed at some of our locations.

FINANCIAL SERVICES

E.5. RECOMMENDATION: Approve the January 22, 2021 – January 28, 2021, 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.*Note the report listed above is a link that will take you to the full encumbrance report.

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/PTSAa:

Disney Elementary PTA
Dual Language PTO
Eisenhower International School PTA
Clinton West PTA

BOOSTER CLUBS:

Carver Touchdown Club/Carver MS
East Central Soccer Booster Club
Memorial HS Girls Basketball Booster Club
Tulsa Memorial Golf

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.

BOND PROJECTS AND ENERGY MANAGEMENT

E.7. RECOMMENDATION: Enter into trade contracts with the lowest, most responsible bidders, as listed below, for the Street School interior renovations project.

TRADE	CONTRACTOR	PHASE I	PHASE II
Demolition	Southern Demo	\$ 42,650	
Misc. Metals & Railings	Hesston	30,228	
Millwork	FADCO	43,142	
Gypsum Assemblies	Six Guns	111,900	
Flooring & Wall Tile	Bryan's Flooring	196,514	
Specialty Items	FADCO	39,945	
Window Treatments	Contract Drapery	26,975	
Plumbing	Midwest Mechanical	114,700	
HVAC	CRS	49,748	
Electrical	Bill's Electric	54,608	
Data & Communications	Lighthouse	18,100	
Painting & Wall Coverings	Paint Innovators	44,675	
	TOTAL	\$ 773,185	

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 Crossland Construction Company, the construction manager at risk on the

project. The original Street School building was built in 1927. Planned interior renovations will provide a better learning environment, create a safer entry, and improve ADA accessibility to restrooms. The Street School interior renovations project is part of the 2015 bond issue.

E.8. RECOMMENDATION: Assign trade contracts for the Street School renovation project to Crossland Construction Company, 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 trade contracts will be encumbered as one to Crossland Construction Company. The original Street School building was built in 1927. Interior renovations will provide a better learning environment, create a safer entry, and improve ADA accessibility to restrooms. The Street School interior renovations project is part of the 2015 bond issue.

E.9. RECOMMENDATION: Approve amendment 19A to Crossland Construction Company for the interior renovation project at Street School.

	PHASE I	PHASE II
Trade Contracts	\$ 773,185	
Reimbursables	92,871	\$ 28,161
Allowances	168,096	129,999
General Conditions	90,488	13,839
Management Fees	47,797	7,310
TOTAL GMP:	\$1,172,437	\$ 179,309

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: Phase I: \$1,172,437; Phase II: \$179,309

FUND NAME/ACCOUNT:

Bond Fund Account code for phase I: 31-1230-4720-504500-000-000000-075-12-606-RN020 contingent upon the sale and receipt of 2021A bond issuance.

Phase II is contingent on sale and receipt of 2021B bond issuance.

REQUISITION/CONTRACT: 42100193

RATIONALE: The original Street School building was built in 1927. Interior renovations will provide a better learning environment, create a safer entry, and improve ADA accessibility to restrooms. The Street School interior renovations project is part of the 2015 bond issue.

E.10. RECOMMENDATION: Approve amendment 16D with Trigon General Contractors and Construction Managers, Inc., for the installation of a new elevator at Hale High School.

Reimbursables	\$29,159.31
Allowances	45,237.95

General Conditions	6,509.76
Management Fees	3,438.55
TOTAL GMP:	\$84,345.57

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: \$84,345.57

FUND NAME/ACCOUNT:

Bond Fund Account code for phase I: 31-1231-4720-504500-000-000000-071-12-715-AI010 contingent upon the sale and receipt of 2021A bond issuance.

Phase II is contingent on sale and receipt of 2021B bond issuance.

REQUISITION/CONTRACT: 42000168

RATIONALE: The new elevator at Hale High School is part of the 2015 bond issue and will provide ADA accessibility to the building's south wing.

- E.11.** RECOMMENDATION: Enter into a service agreement with Trane U.S. Inc, dba Trane, for annual testing and service of chillers at East Central, Hale, and Rogers high schools; Edison Preparatory School; Roosevelt Building at West Easton Street; Wright Building at East 45th Place; Wilson Teaching & Learning Academy; Mason Education Service Center; and Street School #2. The term of this agreement is February 2, 2021, through June 30, 2021.

COST: \$8,426 (Two payments of \$4,213)

FUND NAME/ACCOUNT: Building Fund, 21-2300-4720-504500-000-000000-000-03-037

REQUISITION/CONTRACT: 12105672

RATIONALE: Trane will provide certified technicians to test and service chillers at East Central, Hale, and Rogers high schools; Edison Preparatory School; Roosevelt Building at West Easton Street; Wright Building at East 45th Place; Wilson Teaching & Learning Academy; Mason Education Service Center; and Street School #2. Annual testing and servicing of chillers reduces the number of equipment failures, minimizes unplanned down time, prolongs the life of the equipment, and helps to identify long-term equipment performance trends.

F. ACTION AGENDA - Motion and vote on recommendations

BOARD OF EDUCATION

- F.1.** RECOMMENDATION: Discuss the workscope and approve a timeline associated with the development and adoption of a new strategic plan covering years 2022-2027.

TEACHING AND LEARNING

F.2. RECOMMENDATION:

Amend item E.40 of the June 18, 2020 agenda, entering into an agreement with Heartspring to provide educational needs and supports in a residential setting for 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 \$400,000 an increase of \$50,000

FUND NAME/ACCOUNT: General Fund/11-0000-2199-506195-239-000000-000-06-066

REQUISITION/CONTRACT: 12100723

RATIONALE: The amendment is necessary to increase the contract amount requested by Heartspring to provide additional staffing to meet student(s) required needs. Heartspring provides placement for a student based on the determination of the individual student's Least Restrictive Environment (LRE) as well as the District's desire to maintain the safety and security of all students and staff. This will ensure that a free and appropriate public education is provided to the student(s) as required by the Individuals with Disabilities Education Act (IDEA). A portion of the funding is reimbursable from the state with the appropriate application.

TALENT MANAGEMENT

F.3. RECOMMENDATION: Enter into the Oklahoma No Cost Access Codes (NCAC) Invoice Agreement with Identity & Security, N.A. ("IDEMIA"). IDEMIA holds a contract with the Oklahoma State Department of Education (OSDE) to provide all background and teacher certification checks for potential applicants and current employees, as needed.

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: No cost to the district as the cost of the fingerprinting is deducted from the first paycheck of the new-hire.

RATIONALE: Due to a software update effective February 1, 2021, the current fingerprinting equipment Tulsa Public Schools uses in-house will no longer be functional. The district processed over 1,000 individual fingerprints last year on behalf of new-hires and/or prospective employees. It is an essential function of the district to ensure the continuity of our hiring and onboarding initiatives. This Agreement will allow Tulsa Public Schools to utilize IDEMIA's existing infrastructure which includes a host of fingerprint providers throughout the state of Oklahoma. Action is required due to late notification by the vendor of the February 1 obsolescence of the current equipment.

FINANCIAL SERVICES

F.4. RECOMMENDATION: Accept the Comprehensive Annual Financial Report that

includes the independent audit report of RSM, US, LLP for the fiscal year ending June 30, 2020.

RATIONALE: Oklahoma law requires school districts to have an independent audit performed each year and accepted by the Board of Education. The Comprehensive Annual Financial Report is the reporting standard for governmental financial reporting. The audit was conducted in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. The audit included examining evidence supporting the amounts and disclosures in the combined financial statements. The audit also included assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall combined financial statement presentation.

BOND PROJECTS AND ENERGY MANAGEMENT

- F.5.** **RECOMMENDATION:** Receive bids for the purchase of \$21,000,000 Combined Purpose General Obligation Bonds, Series 2021A, and motion and vote to award said bonds to the lowest bidder complying with the notice of sale and instructions to bidders.

RATIONALE: At the January 4, 2021, meeting, the Board authorized the advertisement of bids for the District's \$21,000,000 Combined Purpose General Obligation Bonds, Series 2021A to fund certain improvements to existing school sites, library improvements, acquisition of transportation vehicles and equipment and acquisition of classroom learning materials. Consequently, offering documents and other instructions were distributed by the District's Financial Advisor to interested financial institutions and broker dealers to receive bids at 11:00 a.m. on February 1, 2021. A compilation of the bids received will be presented to the Board at the meeting for consideration and action. The action item would be accepting the lowest rate of interest bid to purchase the Bonds.

G. INFORMATION AGENDA

TEACHING AND LEARNING

- G.1.** **RECOMMENDATION:** To enter into a service agreement with PresenceLearning to conduct virtual online psychological assessments.

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 \$25,000

RATIONALE: As we face a national shortage for school psychologist, Tulsa Public Schools has ten vacancies for which we have no qualified applicants. Through this agreement with PresenceLearning, Tulsa Public Schools will benefit from a partnership to assist in the completion of special education determination for continued eligibility for special education services as required by Individual with Disabilities Education Act (IDEA).

INFORMATION AND ANALYTICS

G.2. RECOMMENDATION: Amend the current service agreement contract with GDH Consulting and enter into a contract with 22nd Century Technologies, Inc. for technical resources to supplement the Information Technology staff for the 2020-21 school year. This is the result of request for proposal #21003.

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 \$750,000

FUND NAME/ACCOUNT: Will be charged to the applicable Bond Fund/Account

RATIONALE: We are committed to ensuring that every teacher, student, and staff member at Tulsa Public Schools has access to the most current, relevant educational technology. The 2015 Bond continues to provide critical funding for our district's growing technological needs. The district's IT team manages and supports over 35,000 Chromebooks, 3,000 interactive display board/panels, 6,000 laptops and desktops, and 13,000 hotspots plus provide board meeting support. Supplemental staff also provides support for major projects like district start of school planning and execution, security projects as well as project management for large scale projects such as managed print services, intercom system upgrade, wireless network, and Internet security (firewall protection). Having a service agreement with both 22nd Century and GDH will give us more flexibility when adding additional resources. This updates the GDH agreement previously approved by the board E.6 on July 20, 2020.

BOND PROJECTS AND ENERGY MANAGEMENT

G.3. RECOMMENDATION: Amend item F.2. of the November 16, 2020, agenda, approving the purchase of operable vent windows from Alfred Glass, Rogers Glass, and Bluestem Glass, to reflect a cost not to exceed \$288,285.

COST: Not to exceed \$288,285 (Increase of \$48,285)

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

RATIONALE: The COVID-19 pandemic has brought to light the importance of controlling the spread of illnesses throughout the community. The existing windows are large vertical hung windows that require 60# of force to open. This project will install one operable vent in each classroom and the main office to allow teachers the ability to easily open and close the window. The original item approved expenditures up to \$240,000. Additional stationary windows have been identified as needing to be replaced with operable vent windows.

SUPPORTING INFORMATION**CONSENT ITEM E-2****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Aguirre, Nereida	1/25/21	\$40,000.00	Teacher	B-0
Baker, Stephanie	1/25/21	\$40,000.00	Teacher	B-0
Bennia, Chahrazede	1/15/21	\$9.82	Teacher assistant	IS-3
Denton, Stacey	1/25/21	\$12.66	Bus Driver Trainee	MT-7
Dillon, Lisa	2/01/21	\$10.31	Evening Custodian	MT-3
Forrest, Julie	1/04/21	\$49,895.00	Speech Pathologist	M-16
Giusti, Eva	1/20/21	\$11.21	Para Teacher	IS-6
Logan, Connell	1/13/21	\$10.31	Evening Custodian	MT-3
Lynn, Laci	1/15/21	\$30,000.00	Apprentice	NS
Munoz, Melissa	1/26/21	\$11.72	School Clerk	CA-3
Pizana, Barbara	1/19/21	\$11.37	Evening Custodian	MT-3
Rhynes, Addison	1/27/21	\$40,000.00	Teacher	B-0
Segobia, Angel	1/25/21	\$13.49	MD Paraprofessional	IS-10
Thompson, Dorothy	1/25/21	\$13.29	School Clerk	CA-3
Todd, Valeeta	2/01/21	\$14.63	Autism Paraprofessional	IS-10
Walton, Tyree	1/25/21	\$8.70	Bus Assistant	MT-A
White, Gloria	1/15/21	\$30,000.00	Apprentice	NS

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Armstrong, Kaila	8/20/20	\$13.08	Apprentice	Teacher Assistant	IS-6
Chalifoux, Derrik	1/18/21	\$40,000.00	Apprentice	Teacher	B-0
Gray, Micah	11/09/20	\$13.49	Paraprofessional	1:1 Paraprofessional	MD IS-10
Hightower, Kia	8/20/20	\$40,820.00	Apprentice	Teacher	B-2
Jarvis, Megan	8/20/20	\$41,000.00	Counselor	Counselor	M-0
King, Kyle	9/08/20	\$40,000.00	Apprentice	Teacher	B-0
Mehlhorn, Bianca	8/20/20	\$40,000.00	Apprentice	Teacher	B-0
Nasim, Ghazala	1/11/21	\$26,676.00	Assistant Cafeteria Manager	Cafeteria Manager	BG-A
Peterson, Zebulon	12/07/20	\$40,820.00	Teacher	Teacher	B-3
Powers, Marcus	1/21/21	\$41,410.00	Teacher Assistant	Teacher	M-1
Simonelli, Theodore	2/16/21	\$42,320.00	Counselor	Counselor	M30-2
Williams, Ladrea	1/12/21	\$11.30	Teacher Assistant	Paraprofessional	IS-3

SEPARATIONS

Name	Effective Date	Position
Abdelghany, Amal	1/20/21	Apprentice
Bates, Aleeah	1/22/21	Teacher Assistant
Brothers, Demetris	11/02/20	Paraprofessional
Causey, Dora	6/01/20	Parent Involvement Facilitator
Collier, Cara	5/26/20	Teacher
Delouiser, Emmanuel	11/27/20	School Safety Officer
Elledge, Audrey	8/14/20	Teacher Assistant
Ferrell, Robin	6/11/21	Librarian
Froman, Martha	12/18/20	Indian Education Advisor
Henderson, Mikkel	11/04/20	Bus Assistant
Landers, Cassie	1/22/21	Teacher
Lara Gonzalez, Betty	1/13/21	Cafeteria Assistant
Mata, Alejandra	11/17/20	Multilingual Family Engagement Coordinator
Modenbach, Joy	6/30/20	Principal
Parayuli, Navaraj	1/08/21	Evening Custodian
Pensa, Julie	2/02/21	Principal Secretary
Perry, Joey	9/01/20	Paraprofessional
Reese, Tom	11/13/20	Data Strategy Analyst
Riley, Robin	1/11/21	Evening Custodian
Riley, Robin	1/11/21	Evening Custodian
Ruhkshanda, Jabeen	1/15/21	Paraprofessional
Sattar, Jeffery	1/13/21	Bus Driver
Segovia, Salvador	1/22/21	Teacher Assistant
Valladolid, Brenda Lara	8/18/20	Parent Involvement Facilitator
Wong, Terri	12/18/20	Teacher Assistant

SUBSTITUTE AND TEMPORARY ELECTIONS

CUSTODIANS

Pena, Ricardo

TUTOR

LeVon, Steven

CNS

Mata, Rosa

SUBSTITUTES

Leach, Robin

Koontz, Marilyn

Barrett, Laura

Lilly, Ethan

Blakey, Angela

Baery Davis, Shonnece

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund 536

Pay Edison Cross country coaches a total not to exceed \$6000.00 for coaching during the 2020 season and additional offseason duties. Francie Hamer (a total not to exceed \$2000), Barbara J. Pinkerton (a total not to exceed \$2000) and Bob Bomer (a total not to exceed \$2000). Edison Cross Country Booster club has reimbursed the district. Therefore, there will be no cost to the district.