



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **May 17, 2021**, at 6:30 PM conducted using videoconference pursuant to Title 25, Section 307.1 of the Oklahoma Statutes, as amended by Senate Bill 1031 and in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK. Members of the public may access the meeting by videoconference at [tulsaschools.org](https://tulsaschools.org) or in-person at the above described location, where the board members attending remotely by videoconference will be projected on a video screen.

The following members of the Board of Education plan to attend remotely via videoconference, provided that they may still be permitted to appear and attend at the in-person meeting site, the Cheryl Selman Room of the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, Oklahoma:

Stacey Woolley, Board President (District 1); Judith Barba Perez (District 2); Jennettie Marshall (District 3); Shawna Keller (District 4); John Croisant (District 5); Jerry Griffin (District 6); and Suzanne Schreiber, Board Vice President (District 7). If the audio connection is lost, the meeting will be stopped and reconvened as soon as the audio connection is restored. Please stand by.

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 May 3, 2021, regular meeting of the board and the May 11 and May 12, 2021 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 out of school time, school supports, and 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, June 7, 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.

### **TEACHING AND LEARNING**

**E.1.** RECOMMENDATION: Enter into an agreement with UnboundEd Learning, Inc. to provide a series of virtual professional learning sessions and coaching support with middle school and junior high school leaders focused on increasing understanding of math problem-solving strategies, culturally responsive pedagogy and structures to support teacher development 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.

RATIONALE: UnboundEd's Math Identity Leadership Accelerator (MILA) is a 15 month long cohort-based experience for middle school leaders. The program is built around a community of leaders from around the country who are dedicated to improving math instruction and outcomes in their schools using research-based systems, structures, and practices. As a result, middle school students will build mathematical skills that enable independence, academic resilience, and setting and achieving goals. By providing increased access to high-quality, grade-level math instruction in the middle school years, our students will develop persistence in building a solid foundation in more difficult math concepts for moving into advanced math courses in high school, peak student interest in post secondary opportunities like STEM careers, and increase student academic measures in mathematics. With ongoing support and professional development from UnboundEd, school leaders will demonstrate increased proficiency in delivering just-in-time coaching for math problem-solving strategies and culturally responsive instruction, so that teachers report increased awareness and understanding of math problem solving and report greater interest in creating more culturally responsive classrooms. The MILA grant is federally funded through the Supporting Effective Educator Development program.

**E.2.** RECOMMENDATION: Extend the temporary flexibilities available during the 2020-2021 school year for policies 2406 and 2407 as they relate to the earning of high school credit such that students who complete course requirements by the September 2021 deadline for purposes of "on-time" 2021 graduation also receive the benefit of that flexibility. This flexibility, approved by the board on August 3, 2021, for the 2020-2021 school year, suspends the use of the Carnegie-unit system to earn course credit and allows students to access district options for credit recovery and credit accrual using a pre-test to determine the number of modules necessary to complete for credit.

RATIONALE: COVID-19 has caused unavoidable challenges for the 2020-2021 school year. That challenge necessitated modifications to standard practices. The explicit temporary extension of the policy flexibility will confirm that it is available for students completing credit requirements for 2021 "on-time" graduation.

## **TALENT MANAGEMENT**

- E.3.** 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.4.** RECOMMENDATION: Approve the April 30, 2021 – May 13, 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.

## **BOND PROJECTS AND ENERGY MANAGEMENT**

- E.5.** RECOMMENDATION: Approve payment to the Tulsa County Election Board in the amount of approximately \$48,454.48 to pay the election administration costs for conducting the bond election on June 8, 2021, and expressing the Board's intent to reimburse such costs from proceeds of any future bond issue, subject to the board's approval in a subsequent meeting.

COST: The total cost of this work is approximately \$48,454.48 paid prior to the election.

FUND NAME/ACCOUNT: Building Fund

RATIONALE: This item authorizes the payment of required election-related fees. Expressing the board's intent to reimburse such costs from a future bond issue enables the District to comply with certain IRS rules and regulations associated with the issuance of tax-exempt obligations.

## **F. ACTION AGENDA - Motion and vote on recommendations**

## **G. INFORMATION AGENDA**

### **TALENT MANAGEMENT**

- G.1.** RECOMMENDATION: Approve position creates and deletes.

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

### **DESIGN AND INNOVATION**

- G.2.** RECOMMENDATION: Authorize Tulsa Public Schools to renew the multi-agency agreement to support City Lab, a spring and summer break youth development and employment program. This agreement defines roles and responsibilities between and

amongst Tulsa Community College, Tulsa Public Schools, City Year Tulsa, and the Tulsa Regional Stem Alliance.

**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 is a grant funded program with no cost to Tulsa Public Schools.

**RATIONALE:** City Lab is a youth employment development and employment program that Tulsa Public Schools and Tulsa Community College deliver in partnership. City Lab connects high school youth to real-world problems and prepares them to design solutions. The program is grant funded and focuses on students at Hale High School, East Central High School, Central High School, and Rogers High School. Tulsa Public Schools successfully piloted a spring and summer break program in the 2018-2019 school year. The 2019-2020 year was redesigned to allow for virtual delivery. The 2021-22 cohort returns to in-person delivery and is developing a student leadership program within City Lab.

- G.3.** **RECOMMENDATION:** Modify the charter contracts for Tulsa Legacy Charter School, Tulsa Honor Academy Grades 5-8, Collegiate Hall, and College Bound Academy (which are set to expire June 30, 2022) such that the board's decisions regarding any renewal of the contracts is made no later than October 4, 2021.

**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 worked with the National Association of Charter School Authorizers to address the COVID-related disruptions to authorizing. We are following national best practice by recommending a six-month delay in contract renewal decisions to allow for the creation of alternative performance data for the period during which no large scale assessment data is available. This recommendation does not change the term of the contract for Tulsa Honor Academy, Tulsa Legacy Charter School, Collegiate Hall, or College Bound Academy and ensures the board's decisions will be made within the timeframe established by state law.

## **BOND PROJECTS AND ENERGY MANAGEMENT**

- G.4.** **RECOMMENDATION:** Declare Crystal Structure Glazing ("Contractor"), the apparently successful bidder for the translucent panels for the East Central High School Arena and auxiliary gym, to be in default on its bid for failure to execute the contract for the work. The contract was awarded on January 4, 2021, in the amount of \$190,300.

**COST:** The district will cause the Contractor's bid bond in the amount of 5% of the contract sum (\$9,515) to be forfeited offsetting the cost to the district incurred by reason of the Contractor's default and the difference between the Contractor's low bid and the bid of the next lowest bidder.

**RATIONALE:** The contractor refused to sign the contract. The district is claiming the bid bond as part of the bidder's default.

- G.5.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder, Burgess Company, for the translucent panels for the East Central High School Arena and auxiliary gym.

COST: \$263,200

RATIONALE: The translucent panels are needed to complete the East Central High School Arena and auxiliary gym. This project is part of the 2015 bond issue. The cost of this contract was included in Flintco Construction Company's GMP that was presented as item E.5 of the November 2, 2020, agenda.

- G.6.** 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.

RATIONALE: Individually awarded trade contracts will be encumbered as one contract to Flintco LLC. 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.

- G.7.** RECOMMENDATION: Approve the first amendment to the district's Condominium Purchase Agreement with the Tulsa Children's Museum. The original contract was approved as item E.11 of the April 22, 2019, agenda.

RATIONALE: This amendment will align the construction project with the purchase of the condominium agreement. There has been a delay in construction, which moves the estimated completion date to October 2021.



**SUPPORTING INFORMATION****CONSENT ITEM E-3****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
DaMetz, Tabitha	4/27/21	\$45,200.00	Teacher	M-7
Dixon, Arthur	5/06/21	\$48,000.00	Coordinator – Multilingual Family Engagement	BG-5
Evans, Carla	5/03/21	\$13.49	ID Paraprofessional	IS-10
Goff, TeJaJuana	4/26/21	\$10.83	Attendance Clerk	CA-3
Macias, Maria	4/28/21	\$10.31	Evening Custodian	MT-3
Marroquin, Noemi	4/28/21	\$11.37	Evening Custodian	MT-3
Martinez, Ana	4/30/21	\$10.31	Evening Custodian	MT-3
Patricia Grajeda, Socorro	5/10/21	\$12.36	Bus Driver Trainee	MT-7
Powders, Garrett	5/06/21	\$48,000.00	School Website Administrator	BG-5
Radke-Madrid, Megan	8/19/21	\$13.49	Autism Paraprofessional	IS-10
Smith, Monunique	5/03/21	\$12.33	Assistant Head Evening Custodian	MT-8

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Crawford, Christopher	2/16/21	\$20.17	Desktop Support Analyst	Desktop Support Analyst	TS-10
Ellis, Heather	8/20/20	\$42,250.00	Teacher	Teacher	M-3
Patrick, Jennifer	4/23/21	\$13.12	Cook I	Cook II	MT-3
Rozell, Bryan	5/03/21	\$23.81	Lead Electrician	Electrical Foreperson	MT-18
Saldivar, Socorro	4/26/21	\$13.32	Cook I	Cook II	MT-3
Stutsman, Jana	4/19/21	\$11.76	Cook I	Cook II	MT-3
Terrell, Davis	4/29/21	\$13.06	Bus Driver Trainee	Bus Driver	MT-7
Thompson, Jerry	4/26/21	\$23.66	Craftsman	Lead Craftsman	MT-18

## SEPARATIONS

Name	Effective Date	Position
Belding, Ruth	6/01/21	Teacher
Bowman, Scott	6/01/21	Teacher
Brace, Carter	6/01/21	Teacher
Butler, John	4/27/21	DHI Paraprofessional
Carter, Fay	5/05/21	Cook II
Climpson, Destiny	6/01/21	Teacher
Cuevas, Isis	6/01/21	Teacher
Delgado, Antonio	4/22/21	Cook I
Drumm, Adam	7/20/21	Teacher
Durr, Alexas	6/01/21	Teacher
Eckenfels, Natalie	6/01/21	Teacher
Grace Guercio, Anna	6/01/21	Teacher
Grantham, Gabriel	6/01/21	Teacher
Grundfest, Gracen	6/01/21	Teacher
Ibarra, Laura	6/01/21	Teacher
Jackson, Molly	6/01/21	Teacher
Lane, James	4/29/21	ED Paraprofessional
Lewis, Daezana	4/27/21	Cafeteria Assistant
Marfechuk, Blake	5/03/21	Product Owner
Markham, Demario	4/22/21	Bus Driver
Martinez, Blanca	4/26/21	Evening Custodian
Mathes, Michelle	6/01/21	Teacher
McAllister, Brandie	7/20/21	Teacher
Metzer, Greta	6/01/21	Teacher
Montgomery, Paul	4/16/21	Bus Driver
Mysse, Jeremy	6/01/21	Teacher
Potts, Randy	6/01/21	Teacher
Saccente, Stephanie	6/01/21	Teacher
Sowell, Kimberly	4/30/21	Cook II
Spoo, Kira	5/19/21	Paraprofessional
Stafford, Olivia	6/01/21	Teacher
Stafford, Patricia	6/01/21	Apprentice
Steffey, Mallory	6/01/21	Teacher
Steffey, Mallory	6/01/21	Teacher
Terrell, Charlene	5/14/21	Assistant Cafeteria Manager
Turnage, Jacob	4/16/21	Evening Custodian
Walton, Rebecca	6/30/21	Teacher
Wood, Alicia	4/23/21	Evening Custodian
Yakovleva, Svethlana	5/26/21	Cook I
<b>Rescind:</b>		
Slaughter, Leslie	6/01/21	Teacher

## SUBSTITUTE AND TEMPORARY ELECTIONS

### DRS STUDENT WORKER

Cansino, Stefania

### CNS

Delgado, Antonia

### ADUNCT COACHES

#### Central MS

Terrance Henderson, boys' basketball coach @ \$1,145, April 26, 2021 to June 18, 2021.

#### Central MS

Christopher Mitchell, assistant football coach @ \$1,373, May 6, 2021 to June 18, 2021

## SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Summer expanded learning - 11-7880-XXXX-501XXX-437-000000-000-05-XXX-7880; 11-7930-xxxx-50xxxx-xxx-xxxxxx-xxx-05-xxx-7930

Pay select custodial, campus police and transportation staff, to be named, to work additional days in June 2021. Additional days will occur after the contract end date for staff and will be paid at the current hourly rate of pay. Employees will provide support to summer expanded learning sites, including preparing buildings for students and staff, transporting students for field trips, etc. Total investment for all additional June days not to exceed \$750,000.

Pay select custodial, campus police, transportation, and child nutrition staff, to be named, to provide support for summer expanded learning July 2021. Staff will be paid at the regular hourly rate of pay plus an additional \$10/hr supplemental pay. Rates of pay include temporary supplemental pay, as all work is in response to academic, social, and emotional effects of the pandemic. The supplemental Covid recovery pay is temporary and for specific work that will happen though the summer of 2021. Total investment for July days not to exceed \$2,000,000.

Pay select custodial, campus police and transportation staff, to be named, to work additional days in August 2021. Additional days will occur before the contract start date for staff and will be paid at the current hourly rate of pay. Employees will provide support to summer expanded learning sites, including preparing buildings for student and staff return for the 2021-2022 school year, transporting students for field trips, etc. Total investment for all additional August days not to exceed \$750,000.

## CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct rate on Substitute and Temporary Payments for employee April 19, 2021 page 22

The rate of pay for security staff was previously approved at \$25/hr for June and July additional days. The correct rate of pay for additional June 2021 days is the current hourly rate of pay. The correct rate of pay for July 2021 days is regular hourly rate of pay plus an additional \$10/hr supplemental pay. Rates of pay include temporary supplemental pay, as all work is in response to academic, social, and emotional effects of the pandemic. The supplemental Covid recovery pay is temporary and for specific work that will happen through the summer of 2021.

**SUPPORTING INFORMATION**

**INFORMATION ITEM G-1**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<p><b>SAF Bookkeeper Technician-ESC/Treasury</b></p> <p><i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max.</p> <p><i>Funding Source:</i> 11-0000-2511-501210-000-000000-601-08-097</p>	<p>CA-13 \$15.50/hr. to \$21.00/hr. 12 Months</p>	<p>Maintain bookkeeping of activity fund revenues and expenditures for multiple independent sets of books ensuring activities are permissible according to district policies and state law.</p>

**Delete:**

Position	Salary/Grade	Duties
<p><b>School Activity Fund Supervisor - ESC/Treasury</b></p> <p><i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max.</p> <p><i>Funding Source:</i> 11-0000-2511-501210-000-000000-601-08-097</p>	<p>BG-8 12 Months</p>	<p>Supervise School Activity Fund (SAF) bookkeepers daily work. Conduct SAF workshops as needed. Monitor SAF accounts and make recommendations for improvement.</p>

**Delete:**

Position	Salary/Grade	Duties
<p><b>Assistant to the Treasurer – ESC/Treasury</b></p> <p>Annual Budget Impact: \$ 37,211 min. – \$ 50,523 max.</p> <p>Funding Source: 11-0000-2313-501210-000-000000-601-08-097</p>	<p>CA-16 \$17.89/hr. to \$24.29/hr. 12 Months</p>	<p>Process daily cash and investment transactions of the district, including wires, automated clearing house (ACH) transmittals, transfers of cash, and other items. Supervise the treasury office clerical personnel. Primary invoicing for rental properties and other services.</p>

**Create:**

Position	Salary/Grade	Duties
<b>Manager of Customer Service and Strategic Training - Transportation</b>  <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.  <i>Funding Source:</i> 11-0000-2720-501210-000-000000-513-03-003	BG-5 12 Months	Manage Transportation's Customer Service Center. Train staff members with new technology for better customer relationships with the schools, parents, and students. Establish a working relationship with school principals, city leaders, and athletic coaches to facilitate the professional transportation of students. Willing and qualified to work with district leadership as assigned to special programs and critical projects. Organize and manage transportation services for major events within the district and city of Tulsa.

**Create:**

Position	Salary/Grade	Duties
<b>Fleet Operations Foreperson - Transportation</b>  <i>Annual Budget Impact:</i> \$ 43,156 min. – \$ 58,378 max.  <i>Funding Source:</i> 11-0000-2740-501210-000-000000-712-03-003	MT-18 \$19.76/hr. to \$26.73/hr. + stipend 12 Months	Under the supervision of the fleet operations manager, the foreperson is responsible for the implementation and integration of standard operating procedures, fleet maintenance policies and procedures throughout fleet operations and the garage. Assists the fleet operations manager in ensuring the cost efficiency and effectiveness of fleet operations via modern maintenance and procurement practices, inventory controls, and a system of school bus maintenance activity tracking. Primary job functions include supporting maintenance personnel in daily needs, maintaining safety protocols and safe workspace, balancing maintenance budgets, forecasting maintenance needs, and organizing parts, materials, and supplies needed while contracting and working with area vendors.

**Delete:**

Position	Salary/Grade	Duties
<b>Customer Service Manager – Transportation</b>  Annual Budget Impact: \$ 35,568 min. – \$ 47,300 max.  Funding Source: 11-0000-2720-501210- 000-000000-513-03-003	BG-3 12 Months	Manage Transportation’s Customer Service and call center. Schedule buses for all extra-curricular activities and establish a working relationship with school principals, city leaders and athletic coaches to facilitate the transportation of students.

**Delete:**

Position	Salary/Grade	Duties
<b>Fleet Maintenance Supervisor – Transportation</b>  Annual Budget Impact: \$ 35,568 min. – \$ 53,000 max.  Funding Source: 11-0000-2740-501210- 000-000000-513-03-003	BG-4 12 Months	Coordinates and administers projects and programs involving fleet maintenance activities and functions. Organizing work, setting priorities, meeting critical deadlines, and following up assignments with a minimum of direction.

**Create:**

Position	Salary/Grade	Duties
<b>Enrollment and Accounts Specialist – Enrollment Center / Deputy Superintendent</b>  Annual Budget Impact: \$ 26,770 min. – \$ 35,942 max.  Funding Source: <i>ESSERII</i> 11-7930-3300-501210- 437-000000-952-05-039- 7930	CA-9 \$12.87/hr. to \$17.28/hr. 12 Months	Assist programs with implementation of accurate and timely enrollment processing, attendance data collection and reporting, and responding to parent/guardian inquiries. Provides support related to enrollment reporting, software applications training, and communications about policies and processes.

**Create:**

Position	Salary/Grade	Duties
<p data-bbox="203 285 527 510"><b>Executive Director of Secondary Schools Student Activities and Athletics Department – ESC / Deputy Superintendent</b></p> <p data-bbox="203 556 503 661">Annual Budget Impact: \$ 93,500 min. – \$ 140,300 max.</p> <p data-bbox="203 709 544 814">Funding Source: 11-0000-2212-501110-000-0000-109-16-068</p>	<p data-bbox="617 285 755 352">XG-1 12 Months</p>	<p data-bbox="820 285 1477 1119">The Executive Director of Secondary Schools Student Activities and Athletics is responsible for the development, management, coordination and supervision of secondary student activities and athletics program. Responsible for (1) providing visionary leadership, strategic planning and policy development for student activities and athletics program; (2) maintaining student activities and athletics program that is committed to Tulsa Public Schools mission and strategic priorities; (3) working to raise funds for student activities and athletic department; (4) administering the overall student activities and athletic budget; (5) recruiting and managing the athletic directors and coaching staff; and (5) ensuring compliance with all district, state, and national association and conference policies, rules and regulations. A successful candidate demonstrates commitment to academic excellence and the ability to work effectively with many different constituencies. The individual demonstrates integrity, drive, vision, and comprehensive communication skills. Significant successful experience in the administration of secondary student activities and athletics or comparable managerial experience is required.</p>