



Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **July 6, 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. The public may make their comments via telephone or in person. 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 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

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. 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, July 19, 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 contract with Leading Educators, 501(c)(3), to provide assistance and support in the implementation of strategic instructional priorities and initiatives during the 2021-2022 school year. Leading Educators will also provide specific support to school leaders and teacher leaders at elementary schools, including, but not limited to, deepening core content knowledge, adult development skills to drive instructional improvement, and building knowledge about culturally proficient leadership and instructional practice. Leading Educators was the most responsive bidder to Request for Proposal #21043, Teacher-Led Collaborative Professional Learning.

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 \$757,680

FUND NAME/ACCOUNT: Grant funds, 11-7930-2XXX-50XXXX-000-000000-000-05-070-7930

REQUISITION/CONTRACT: 12200350

RATIONALE: Leading Educators has been a key partner to Tulsa Public Schools for five years as we have designed and implemented models of teacher leadership in schools that provide high-quality professional development around the use of rigorous, grade-level curriculum. To this point, Leading Educators has partnered with the Teaching & Learning team in developing three full years of teacher-facing content in math, English language arts, and early childhood. A core tenet of the programming is grounding in equity and culturally responsive practices when delivering high-quality curriculum to all students. They have trained district leaders, school leaders, and teacher leaders to implement 90-minutes a week of teacher collaboration that has resulted in an increase of knowledge of college- and career-ready instructional practice of over 13 percentage points. On average, 89% of participants reported that the learning sessions were highly effective, and over 84% of teachers demonstrated the aligned priority look-fors in their classrooms (average score on a scale from 1 (never) to 4 (always) ranged from 3.65-3.84) . This support has led to school structures that are focused on teacher leaders supporting teachers in implementing college and career ready learning. The 2021-2022 school year marks the last year of the partnership with Leading Educators.

E.2. RECOMMENDATION:
As required by state law, acknowledge and approve the obligation of 2021-2022 funds for contracts that have been approved for the 2021-2022 fiscal year.

RATIONALE: To satisfy requirements of state law regarding fiscal year limitations.

E.3. RECOMMENDATION: Renew contract with TNTP, 501(c)(3), to provide technical

assistance in the area of instructional improvement and support the implementation of leadership coaching and professional learning during the 2021-2022 school year. TNTP was the most responsive bidder to components of Request for Proposal #21043 focused on Tulsa Teacher Corps, professional learning with school leaders and district teams, and diagnostic data collection and reporting.

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 \$1,300,000

FUND NAME/ACCOUNT: Grant funds, 11-7930-2XXX-50XXXX-000-000000-000-05-070-7930; 11-0224-2XXX-50XXXX-000-000000-000-05-070-0224

REQUISITION/CONTRACT: 12200349

RATIONALE: TNTP has partnered with Tulsa Public Schools (TPS) for a number of years, but the last two years have honed in and focused on developing a world-class Vision for Learning that puts college and career readiness at the center of our instructional model. The support from TNTP has resulted in the tools and systems needed to set clear expectations for student-centered learning and measure progress over the years. They have been particularly helpful in supporting the creation of systems that help Tulsa Public Schools measure the growth of classroom practices in consistent ways, including leading large groups of school leaders through instructional walk-throughs. This support has led to more consistent expectations and experiences across schools and classrooms, which is vital for an equitable student experience. In the 2021-2022 school year, TNTP will continue to support instructional leadership development across the system, with an intentional focus on ensuring all students experience the four key resources demonstrated to be most impactful for accelerating student learning: high expectations, grade-level assignments, strong instruction, and deep engagement. TNTP will continue to build Instructional Leadership Directors' instructional knowledge and skill and support effective implementation of continuous improvement cycles through bi-weekly coaching sessions, bi-weekly continuous improvement meetings focused on aligned analysis and network-level responses to trends in data. This work will ensure that Instructional Leadership Directors are supported to monitor network-level instructional data and leverage key resources to support network improvement on Tulsa Way Rubric performance areas, aligned Instructional Quality Review indicators, and growth on instructional leadership competencies. TNTP will continue to build school leader capacity as instructional leaders and with the knowledge/skills to align expectations and support for the look-fors for literacy instruction. TNTP will design and co-facilitate School Leader Learning Institute and Live the Learning instructional sessions focused on reading foundational skills and literacy across the content areas. This work will ensure that school leaders are supported to diagnose grade-level literacy expectations in teachers' instruction and students' experience and consistently leverage key resources (high quality instructional materials, professional learning, teacher leaders, etc.) toward instructional and student experience goals, including increasing the percentage of students meeting expectations on grade-level literacy assignments and increasing the number of teachers who report their belief that all students are capable of meeting grade-level expectations, including English learners and students with disabilities. TNTP will continue to work with the Teaching and Learning team to develop the Academic Partners' ability to act on the calibrated data they are collecting and reporting to their

networks. This skill set ensures Academic Partners are not merely diagnosing network instructional quality but that they are an integral part of acting on the data to result in measurable improvement at the network-level. TNTP will design and facilitate quarterly professional development sessions, monthly individual coaching sessions with Academic Partners, and provide monthly feedback and client updates to Executive Directors of PK-12 academics. TNTP will also support content development and capacity of Content Managers to facilitate high-quality, professional learning aligned to system priorities and look-fors for Department Chairs to advance the secondary literacy across the content areas strategy. TNTP will support and design monthly secondary Department Chair teacher professional learning sessions focused on literacy across the content areas strategy, and prepare and facilitate weekly Content Manager meetings to support department customization of professional learning. TNTP will continue to provide formal baseline and end of year diagnostic reports on ELA instructional quality, measured by the Tulsa Way Rubric for Teacher Growth and the Instructional Quality Review, ensuring the TPS Data Team and Teaching & Learning teams are positioned to conduct formal diagnostics in the 2022-2023 school year. TNTP will continue to support the high-quality professional development of novice educators in our Tulsa Teacher Corps program, providing content, resources and implementation support for pre-service and ongoing training and development of Tulsa Teacher Corps teachers. TNTP will also design coursework to support Tulsa Teacher Corps certification expansion into secondary subject areas. Across the 2020-2021 school year, 93% of school leaders rated the School Leader Learning Institute sessions as effective and relevant to their role and development. The professional development provided by TNTP resulted in significant increases in the number of lessons reflecting the demands of the Learning Expectations or instructional shifts required by the standards: At the elementary level, instructional quality increased by 10 percentage points in reading foundational skills lessons, 30 percentage points in reading comprehension lessons, and 33 percentage points in mathematics lessons. At the secondary level, overall instructional quality improved by 6 percentage points in ELA and 6 percentage points in mathematics lessons. In secondary ELA classrooms, the alignment of student assignments to grade-level Learning Expectations (standards) improved by more than 34 percentage points. Finally, the systems that this organization has supported our district in building, as mentioned above, have allowed us to consistently measure the instructional improvements noted here.

TALENT MANAGEMENT

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.

INFORMATION AND ANALYTICS

E.5. RECOMMENDATION:
Ratify E-Rate contracts with the following vendors for the 2021 – 2022 fiscal year.

<u>Vendor</u>	<u>Consent Agenda</u>	<u>Item</u>	<u>RQ</u>
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Cox Communications, Inc 02/01/2021 E.4 12200058
for Wide Area Network

Cox Communications, Inc 02/01/2021 E.3 12200059
for Internet Service

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: Program deadlines for the federal E-Rate program require that E-Rate contracts be awarded by March 25, 2021 for the 2021 funding year (the district's 2021-2022 fiscal year). The listed contracts may be paid in part with E-Rate funds. The contracts were considered by the Board and approved prior to the federal deadline. To satisfy the requirement of Oklahoma law regarding fiscal year limitations, District counsel has recommended the Board ratify these contracts in July for the next ensuing fiscal year.

E.6. RECOMMENDATION: Enter into an agreement with Lighthouse Electric, LLC, to purchase Valcom intercom systems.

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 \$2,500,000

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2021B and 2021C bond funds.

RATIONALE: Intercoms are a critical component for communicating within our schools and classrooms, including both standard and emergency notifications. This purchase is part of our 2015 bond to provide for safe and secure schools for students, teachers and staff. This will replace the aging infrastructure of the current intercom systems at our remaining 30 school sites, as many of these sites have intercom systems that are 20+ years old. We are leveraging Oklahoma state contract pricing agreement for this purchase.

E.7. RECOMMENDATION: Enter into an agreement with Pivot Technology Services, Corp., to purchase switches for the Valcom intercom systems.

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 \$500,000

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2021B and 2021C bond funds.

RATIONALE: This purchase is part of the 2015 bond projects to upgrade communications and security systems. This will replace aging network infrastructure in support of the current and future technology needs of the district. We are leveraging Oklahoma state contract pricing agreement for this purchase.

E.8. RECOMMENDATION: Enter into an agreement with Sigma Technology Fund, LLC, for the period of July 7, 2021, through June 30, 2022, to provide E-Rate management

services and resources for the Federal Communications Commission's (FCC) Emergency Connectivity Fund.

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

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-503370-000-000000-000-02-030

RATIONALE: The contracted services will provide comprehensive E-Rate management for the district for the FCC's Emergency Connectivity Fund during the 2021-2022 fiscal year. These services will help the district leverage the E-Rate Emergency Connectivity Fund program to its fullest potential. Doing so would allow the district to purchase approximately 5,000 hotspots with service thru Verizon for use by our most vulnerable families.

FINANCIAL SERVICES

- E.9.** RECOMMENDATION: Approve the June 18, 2021 to July 2, 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.10.** RECOMMENDATION: Approve payment to the Tulsa County Election Board in the amount of \$62,567.83 to pay final 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: \$62,567.83

FUND NAME/ACCOUNT: 21-0000-2314-503100-000-000000-000-03-037-

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.

- E.11.** RECOMMENDATION: Approve Right of Entry Agreements with the City of Tulsa for construction of bus shelters at the following 35 sites:
Academy Central, 1789 W. Seminole Street
Burroughs Elementary, 1924 N. Martin Luther King Boulevard
Carnegie Elementary, 4309 E. 56 Street
Central Middle & High School, 3101 W. Edison Street
Cooper Elementary School, 1808 S. 123rd E. Avenue

Disney Elementary School, 11702 E. 25th Street
 Dolores Huerta Elementary School, 10620 E. 27th Street
 Eisenhower International School, 3111 E. 56th Street
 Eugene Field Elementary School, 2249 S. Phoenix Avenue
 Grissom Elementary School, 6646 S. 73rd E. Avenue
 Hale High School, 6960 E. 21st Street
 Hale Junior High School, 2177 S. 67th E. Avenue
 Hamilton Elementary School, 2316 N. Norwood Place
 Hawthorne Elementary School, 1105 E. 33rd Street North
 Hoover Elementary School, 2327 S. Darlington Avenue
 Kendall-Whittier Elementary School, 2601 E. 5th Place
 KIPP Tulsa College Preparatory School, 1661 E. Virgin Street
 Lanier Elementary School, 1727 S. Harvard Avenue
 MacArthur Elementary School, 2182 S. 73rd E. Avenue
 Marshall Elementary School, 1142 E. 56th Street
 Mayo Demonstration Academy, 1127 S. Columbia Avenue
 McKinley Elementary School, 6703 E. King Street
 McLain High School, 4929 N. Peoria Avenue
 Mitchell Elementary School, 733 N. 73rd E. Avenue
 Owen Elementary School, 1132 N. Vandalia Avenue
 Patrick Henry Elementary School, 3820 E. 41st Street
 Phoenix Rising Alternative School, 3441 E. Archer Street
 Rogers College Middle & High School, 3909 E. 5th Place
 Salk Elementary School, 3909 E. 5th Place
 Street School, 1135 S. Yale Avenue
 TRAIACE Academy Middle & High School, 2740 E. 41st Street North
 Tulsa Learning Academy, 525 E. 46th Street
 Tulsa MET Junior & High School, 6201 E. Virgin Street
 Wayman Tisdale Fine Arts Academy, 4132 W. Cameron Street
 Webster Middle & High School, 1919 W. 40th Street

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 City of Tulsa's Transit Department is installing bus shelters throughout the city. These right of entry agreements will allow city employees, agents, and contractors to enter described properties to complete bus shelter construction. These shelters will provide safety for students, staff, and community members who take advantage of the city's transit system. New bus shelters are part of the Tulsa Vision package.

F. ACTION AGENDA - Motion and vote on recommendations

TEACHING AND LEARNING

F.1. RECOMMENDATION: Renew an agreement with Instructure, Inc. for the implementation of and subscription to Canvas Learning Management System between July 1, 2021 through June 30, 2022.

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 \$219,040

FUND NAME/ACCOUNT: 31-1169-2580-505300-000-000000-000-02-026-

REQUISITION/CONTRACT: 12200477

RATIONALE: The effort to grow a robust Learning Management System to Tulsa Public Schools is driven by a need to provide teachers, students and other Tulsa Public Schools stakeholders with one intuitive tool that serves as a one-stop, online location for high-quality curricular content, supporting instructional resources, personalized learning, professional learning, stakeholder collaboration, assessment, grading and student work repository among other components. The goal is for teachers to have one cohesive (single sign-on) access point for the resources, tools, and information they need to collaboratively plan, teach, regularly assess and adapt student learning to meet their students' learning needs. Canvas' Learning Management System will enhance teachers' ability to collaboratively design and deliver the learning experiences our students need to be ready for college, career and life while allowing all Tulsa Public Schools students to engage more effectively in their own learning in a variety of ways.

TALENT MANAGEMENT

F.2. 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.

BOND PROJECTS AND ENERGY MANAGEMENT

F.3. RECOMMENDATION: Approve a resolution fixing the amount of **Combined Purpose General Obligation Bonds, Series 2021B** 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 2021B**.

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 2021B Bonds will consist of bonds authorized at both the 2015 Bond Election and the most recent 2021 Bond Election. The resolution sets the time and date for the sale of: **\$3,215,000 in building bonds (Proposition No. 1); \$3,985,000 in library improvement bonds (Proposition No. 2); \$4,705,000 in transportation equipment bonds (Proposition No. 3) and \$15,610,000 in classroom learning material bonds (Proposition No. 4) in the aggregate amount of \$27,515,000**, from the 2015 Bond Election. The 2021B Bonds also includes the issuance of bonds from the 2021 Bond Election in the aggregate amount of \$25,000,000, to include: **\$17,595,000 in building bonds (Proposition No. 1); \$2,255,000 student and classroom technology bonds (Proposition No. 2)** and

\$5,150,000 in quality learning materials and programs bonds (Proposition No. 4). The 2021B Bonds in the aggregate amount of **\$52,515,000** would be sold on August 2, 2021 and approved/awarded at the Board's August 2, 2021 meeting, with proceeds made available to the District on or about September 14, 2021. Upon issuance of these bonds and the \$5,000,000 included in the 2021C Bonds below, there would be no bonds remaining to be sold from the 2015 authorization.

- F.4.** RECOMMENDATION: Approve a resolution fixing the amount of **Technology Equipment General Obligation Bonds, Taxable Series 2021C** 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 **Technology Equipment General Obligation Bonds, Taxable Series 2021C.**

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 2021C Bonds will consist of bonds authorized at both the 2015 Bond Election and the most recent 2021 Bond Election. The resolution sets the time and date of the sale of **\$5,000,000 in classroom learning material bonds (Proposition No. 4)** from the 2015 Bond Election. **The 2021C Bonds also include the issuance of bonds in the amount of \$5,000,000 to include \$560,000 in student and classroom technology bonds (Proposition No. 2) and \$4,440,000 in quality learning materials and programs bonds (Proposition No.4)** from the 2021 Bond Election. The Series 2021C in the aggregate amount of **\$10,000,000** would be sold on August 2, 2021 and approved/awarded at the Board's August 2, 2021 meeting, with proceeds made available to the District on or about September 14, 2021. The District is issuing taxable bonds due to the majority of the proceeds being used for operational or non-capital expenses which cannot be financed with tax exempt debt. Upon issuance of the 2021B and 2021C Bonds, there would be no bonds remaining to be sold from the 2015 and \$384,000,000 remaining from the 2021 authorization.

- F.5.** 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 2021B and Technology Equipment General Obligation Bonds, Taxable Series 2021C.**

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. Under the referenced Bond Counsel and Disclosure Counsel Engagement, Bond Counsel fee would be \$13,000.00 for the 2021B Bonds and \$13,000.00 for the Taxable Series 2021C Bonds. The Disclosure Counsel would be one fee for Disclosure Counsel \$8,000.00

for the two series of bonds for a total cost of \$34,000.00, payable from bond proceeds.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

G.1. RECOMMENDATION: Renew contract with the Center of Transformative Teaching (CT3), a 501(c)(3) organization, to provide training for school leaders, instructional mentors, and teachers in effective classroom management and instructional practices for up to 34 schools during the 2021-2022 school year. CT3 will provide specific support for school improvement including, but not limited to, culture planning, principal/leadership coaching, and training of site-based real time teacher coaches for management.

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: \$834,623

FUND NAME/ACCOUNT: Title I, Part A / 11-5118-1000-503200-494-000000-000-55-XXX-5118 / 11-5150-1000-503200-494-000000-000-55-XXX5150

REQUISITION/CONTRACT: 12200044

RATIONALE: CT3 has been an important partner to Tulsa Public Schools over the past five years in creating safe building and classroom climates where learners can thrive. CT3 has provided training, development, and support to district leaders, principals, and teachers through leadership coaching, teacher coaching, and classroom management and school climate and culture training. Schools having received three years of this coaching and technical assistance have shown a 60% average decrease in suspensions, a 54% increase in students meeting expected growth in Math, and a 35% increase in students meeting expected growth in Reading. In 2020-2021, CT3 provided direct coaching and technical assistance to the following 16 school leadership teams who have incorporated this support into their school improvement plans: Bell, Hawthorne, Patrick Henry, Springdale, John Hope Franklin, Skelly, Whitman, McKinley, Unity, Mitchell, Disney, Clinton West, Emerson, Marshall, Robertson, Celia Clinton This continued partnership will result in increased leadership capacity to drive measurable improvements in school climate and culture that leads to continued growth in student achievement. In 2020-2021, CT3 also trained 12 Instructional Mentors and 25 school-based staff to deliver real time teacher coaching. In the 179 Tulsa Public Schools classrooms where this coaching occurred, data shows an increase of on-task engagement for students. Initially only 73 classrooms had above 85% of students engaged in learning, after the coaching 121 classrooms had above 85% of students engaged in learning. This real-time teacher coaching will continue with newly hired instructional mentors in 2021-2022 in order to sustain and build on the district's current capacity to support teachers in establishing joyous but rigorous classrooms. The structure of this coaching model supports teachers in developing positive classroom cultures and relationships in virtual, face-to-face, or blended learning models. In addition, in 2020-2021, CT3 trained all new teacher hires in a set of consistent classroom management practices. This training is essential for new teachers to support them in quickly creating a classroom management system that creates a culture of learning. Survey data showed that 98% of attendees both

found the workshop valuable and planned to implement the strategies in their classroom. In 2021-2022, CT3 will continue to train new teacher hires through a hybrid of workshops and online courses, with the continued impact of supporting new teachers in quickly establishing a classroom climate that is safe and where learning is happening.

G.2. RECOMMENDATION:

Renew a contract with Reading Partners, a nonprofit public benefit corporation, for the 2021-22 school year. Reading Partners was the most responsive bidder to request for proposal 21015.

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 \$500,000

FUND NAME/ACCOUNT:

Title IA, Reading Sufficiency Act,
11-5118-1000-503200-494-000000-000-55-XXX-5118,
11-5150-1000-503200-494-000000-000-55-XXX-5150,
11-3670-1000-503200-427-000000-000-55-XXX-3670

REQUISITION/CONTRACT: 12200043

RATIONALE:

Reading Partners provides an innovative, effective, and community-based solution to our literacy crisis. As a Tier-2 literacy intervention backed by independent, gold-standard research, Reading Partners empowers low-income elementary students to reach their full academic, professional, and life success. Tulsa Public Schools has partnered with Reading Partners since 2013. District data has consistently shown that Reading Partners' students outperform their peers on MAP assessments. Research conducted by Impact Tulsa shows Reading Partners' students are more likely to show up for school and less likely to be chronically absent while enrolled. To support this effort, Reading Partners recruits and trains community volunteers to provide individualized instruction to struggling readers. Reading Partners will provide one-on-one reading support to qualifying students of the schools identified below utilizing structured curriculum-based materials and will ensure that volunteers providing reading support are appropriately trained and receive ongoing coaching and support.

Anderson Elementary School
John Hope Franklin Elementary School
Burroughs Elementary
Celia Clinton Elementary School
Clinton West Elementary School
Cooper Elementary School
Dolores Huerta Elementary School
Eugene Field Elementary School
Greenwood Leadership Academy
Hamilton Elementary School
Hawthorne Elementary School
Kendall-Whittier Elementary School (two sites)
Kerr Elementary School
Key Elementary School

Lewis & Clark Elementary School
MacArthur Elementary School
Marshall Elementary School
McClure Elementary School
McKinley Elementary School
Mitchell Elementary School
Peary Elementary School
Sequoyah Elementary School
Skelly Elementary School
Wayman Tisdale Fine Arts Academy

TEACHING AND LEARNING

- G.3.** RECOMMENDATION: Purchase services from WestEd, 501(c)(3), to provide professional development on instructional practices that lead to student ownership of learning during the 2021-2022 school year.

COST: Not to exceed \$130,000

FUND NAME/ACCOUNT: 11-7930-2213-503200-000-000000-000-05-070-7930

REQUISITION/CONTRACT: 12200892

RATIONALE: Great teachers empower students to own their learning. School leaders are key in providing teachers with coaching and tools to strengthen instructional practices. The WestEd work is a continuation of work that was started in 2020-2021 and will continue to deepen the application of concepts introduced to our secondary school leaders to apply instructional leadership skills which support teachers in developing greater student agency that leads to increased student achievement. Professional development will focus on building instructional expertise with our leaders, focusing on the instructional practices that develop student ownership. Over the last four years, five schools participated in similar professional development designed around collaboration, application, and coaching that shifted the teacher and student roles as a primary way of developing student ownership of their learning. This year, we are expanding the WestEd work to provide online professional development for teacher leaders and school leaders in the Student Agency In Learning (SAIL) course. WestEd will provide leadership coaching and support, focused on extending learning with secondary leaders to deepen application of concepts introduced during the 2020-2021 school year in Leading for Agency. WestEd will lead professional learning including digital learning in Student Agency In Learning (SAIL), facilitate virtual learning, and 3 onsite professional learning sessions during the year to support participating teachers, teacher leaders, site leaders and district project leads, to take place between July 2021 and June 2022. This investment in professional learning ensures that educators start from a common vision, engage collaboratively in learning, and have access to a consistent set of best practices that improves both the student and teacher learning experience.

- G.4.** RECOMMENDATION: Approve the license agreement to accept the Home Builders Institute (HBI) grant funds from HBI for Hale High School, Introduction to Construction course for the 2021-2022 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: The HBI grant provides Instructor training, certification, and curriculum for the Hale High School-Introduction to Construction course providing clear guidance and lesson plans to teach the content effectively throughout the school year. The curriculum outlines clear and necessary standards for students to be taught safely and to their fullest potential.

BOND PROJECTS AND ENERGY MANAGEMENT

G.5. RECOMMENDATION:

Enter into discussion with the lowest responsible bidders as listed below for HVAC improvements at McLain, Monroe West, and Carver Middle School.

Site Contractor Cost

McLain HS American Air Conditioning \$1,190,000.00

Carver MS American Air Conditioning \$ 710,000.00

Monroe MS K&M Shillingford, Inc. \$ 539,947.00

American Air Conditioning was the lowest responsible bidder on calendar days to completion. The project must be completed during the fall and Thanksgiving break. Having the project completed when school is not in session is critical to the function of 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.

COST:

McLain: \$1,190,000

Carver: \$710,000

Monroe: \$539,947

FUND NAME/ACCOUNT:

McLain: 11-7950-4720-504500-000-000000-064-35-720-7950

Carver: 11-7950-4720-504500-000-000000-058-35-515-7950

Monroe: 11-7950-4720-504500-000-000000-067-35-563-7950

REQUISITION/CONTRACT:

McLain: 42200043

Carver: 42200044

Monroe: 42200045

RATIONALE: The new HVAC units will replace antiquated units at McLain, Carver and Monroe MS. In light on the Covid 19 pandemic, the health, safety and welfare of the district students and staff are more important than ever. Improving the air quality in classrooms by increasing the flow of outside air throughout the building is paramount. Replacing older, poor performing HVAC units is critical to maintaining better learning environments.

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

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Denson, Ashley	8/13/21	\$30,000.00	Apprentice	NS
Dixon, Tiffany	8/06/21	\$11.02	Health Assistant	CA-5
Emerson, Janet	8/13/21	\$51,650.00	Teacher	B-21
Frausto Ibarra, Alicia	6/14/21	\$10.31	Evening Custodian	MT-3
Kelly, Tana	7/01/21	\$50,000.00	Purchasing Operation Associate	BG-5
Niiholm, Joanna	8/13/21	\$40,000.00	Teacher	B-0
Parry, Tanekia	6/21/21	\$12.73	Bus Driver Trainee	MT-7
Rico, Marcela	6/28/21	\$11.39	Cook I	MT-2
Ruiz, Maria	6/28/21	\$11.13	Evening Custodian	MT-3
Sawyer, Britnee	8/13/21	\$30,000.00	Apprentice	NS
Wright, Kristy	8/13/21	\$40,000.00	Teacher	B-0

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Davis, Trukeisha	6/10/21	\$17.61	School Safety Officer	School Safety Officer	TS-11
Norris, Berri	6/01/21	\$12.30	Assistant Cafeteria Manager	Cook II	MT-3
Stick, Sara	2/08/21	\$43,700.00	Teacher	Teacher	M-5
Stutsman, Jana	6/07/21	\$12.82	Cook II	Assistant Manager Cafeteria	MT-6
Wilson, Mick	7/01/21	\$110,000.00	Deputy Director Athletics	Executive Director – Athletics	XG-1

SEPARATIONS

Name	Effective Date	Position
Abram-White, Claudia	6/01/21	School Clerk
Adrian, Rebecca	7/01/21	Teacher
Aguayo, Andrea	6/01/21	Teacher
Alexandrov, Nicholas	6/01/21	Teacher
Archie, Patricia	6/01/21	Teacher
Arnett, Bonnie	5/27/21	Principal Secretary
Barry, Shannon	6/02/21	Teacher
Bates, Christina	6/01/21	Teacher
Black, Tierany	8/01/21	Teacher
Boatman, Stephanie	6/01/21	Teacher
Boatright, Ryan	6/01/21	Teacher
Cohen, Alex	6/30/21	Teacher
Conner, Richard	6/17/21	Special Needs Bus Driver
De Los Santos, Khazie	6/01/21	Teacher
De Martinez, Maria	6/08/21	Cafeteria Assistant
Delgadillo, Lily	6/01/21	Teacher
Delgado, Jacqueline	8/31/20	Paraprofessional
Diamond, Hannah	6/04/21	Teacher
Diedrich, Shelly	6/01/21	Teacher
Forthman, Julie	6/01/21	Teacher
Gimeno, Carlos	6/01/21	Teacher
Ging, Kiley	6/01/21	Librarian
Harben, Catherine	6/01/21	Teacher
Heinritz, Patty	5/26/21	Cook II
Hoogendijk, Brian	8/01/21	Teacher
Jantz, Andrea	6/10/21	Teacher
Jantz, Andrea	6/10/21	Teacher
Kent, Karla	6/01/21	Teacher
Lambert, Lanoria	6/02/21	Teacher
Logsdon, Tammy	6/12/21	Paraprofessional
Luna, Sarah	6/01/21	Teacher
McShane, Michael	6/14/21	Teacher
Montes, Jonatan	6/01/21	Teacher
Morie, Rachel	6/15/21	Teacher
Moses, Laura	4/14/21	Principal Secretary
Okoro, Ifeoma	6/01/21	Teacher
Reed, Lisa	6/04/21	Counselor
Rosebrough, Rachel	6/01/21	Teacher
Sayles-Hutch, EuWanda	6/01/21	Teacher
Schmoker, Jordan	6/01/21	Teacher
Sheffey, Joanne	6/11/21	Autism Paraprofessional
Silva, Bridget	7/30/21	Assistant Principal
Simonelli, Theodore	7/30/21	Counselor
Smith, Delfone	6/04/21	Evening Custodian
Sokol, David	6/04/21	Teacher

SEPARATIONS – Continued

Name	Effective Date	Position
Thomason, Dayna	6/23/21	Teacher
Warner, Cameron	6/12/21	Teacher
Warrior, Katherine	6/02/21	Teacher
West, Nathan	6/01/21	Teacher
Wolf, Ashley	6/22/21	Paraprofessional

SUBSTITUTE AND TEMPORARY ELECTIONS

CLERKS

Babcock, Alice
Copeland, Evelyn
Hickman, Mary
Stuckey, Patricia

CNS

Banks, Dawn
Osornia, Alehandrina
Searle, Annette

TUTOR

Acker, Laura
Alonzo, Aaron

SUMMER SCHOOL

Ackley, Erin	Albiter, Maria	Azar, Grace
Acosta, Sara	Alhusari, Obaida	Baca, Nichole
Adams, Delzener	Allen, Carly	Badoni, Brionna
Adams, Johnna	Allen, Linda	Bain, Carmen
Adams, Kelli	Allison, Robert	Baker, Mark
Adesiyani, Funmilayo	Amador, Ashli	Ballard, Joe
Adeyemi, Peace	Anderson, Janet	Banuelos, Alicia
Aguilar Vergara, Lizzeht	Andrade, Dianna	Barajas, Ana
Aguilar, Betzaida	Anthony, Charlene	Barnes Iii, Winston
Aguirre, Nereida	Arismendi, Glenda	Barnes, Allyson
Ahart, Peggy	Armour, Brent	Barnes, Vicki
Aingell, Moira	Armstrong, Mary	Barnett, Pamela
Akaruwiese, Stephanie	Arterberry, Chenani	Barnett, Pamela
Akin, Acey	Ary, Jennie	Barnhardt, Shaniqua
Akins, Ronnie	Asberry, Ciara	Barr, Lauren
Al Ashi, Randa	Asberry, Courtney	Basler, Jill
Al-Adhami, Ranya	Aubert Sanfeliz, Lianne	Bates, Abbey
Albero Ichart, Anabel	Autry, Debra	Beas, Maria

SUBSTITUTE AND TEMPORARY ELECTIONS- Continued

SUMMER SCHOOL

Becker, Brittany	Boone, Earline	Butler, Jenifer
Becker, Elisa	Boone, Melissa	Caddy, Robyne
Beebe, William	Borens, Timothy	Cajefe, Igmedio
Bell, Arielle	Bormann, Dannelle	Caldwell, Vicky
Bell, Destiny	Bosch, Israel	Caligone, James
Bell, Raven	Botello, Rita	Call, Suzanne
Bell, Tiffany	Boudreaux, Jamie	Calle de Causey, Carmen
Ben Yosef, Hava	Bowlby, David	Callender, Jessica
Benitez, Paula	Bowman, Kelly	Calvert, Audrey
Benjamin, Faith	Boyle, Helena	Calvert, Marieta
Benson, Pearl	Bracho, Yujany	Campbell, Allison
Benton, La Kristie	Brady, Jeffrey	Campbell, Sarah
Bernal, Teresa	Bravo, Jorge	Canfield, Marshall
Berrigan, Kathleen	Brians, Mary	Cantrell, Teresa
Berry, Ellen	Bristol, Bethany	Cantu, Ann
Berry, Sarah	Bristow, Rebecca	Carder, Melissa
Betterton, Jerry	Broccard, Nicole	Carlis, Nathaniel
Biagas, Providencia	Brookshire, Daniel	Carm, Angel
Bias, Aretha	Brown, Alexis-Rae	Carm, Kathryn
Bickham Thomas, Shailee	Brown, Chelice	Carminati, Danielle
Bigby, Christopher	Brown, Darlyn	Carnes, Sandra
Biggins, Robert	Brown, Deara	Carpenter, Sheri
Bills, Sandra	Brown, Eli	Carreon-Robledo, Enrique
Bingham, Gary	Brown, Erin	Carter, Kay
Bingham, Rebecca	Brown, Jasmine	Carter, Lasasha
Bitson, Kathleen	Brown, Jonathan	Carthel, Thad
Bitzer, Cynthia	Brown, Kim	Casillas, Maria
Biven, Rebekkah	Brown, Monya	Castaneda De Romero, Rebeca
Black, Leshon	Brown, Vanessa	Castaneda, Juana
Black, Natalie	Brush, Andrea	Castillo, Alicia
Black, Tierany	Buckley, Larry	Castillo, Edwynna
Blackard, Elizabeth	Buedden, Susanna	Castro, Belkis
Blakely, Clarence	Bunch, Elizabeth	Catholic, Kendra
Bobnock, Candice	Burgess, Timothy	Caudill, Robert
Bocalandro, Monica	Burkhalter, Leah	Caughlon, Doris
Bolene-Goodwin, Johnette	Burnett, Helen	Cavin, Ralph
Bolivar Leon, Erika	Burns, Dennis	Chalifoux, Derrik
Bond, Jessica	Burrows, Joshua	Chance, Vera
Booker, Eugene	Bush, Anna	Chancey, Sharon
Boone, Delores	Bustos Hightower, Stephanie	Chantre, Anita

SUBSTITUTE AND TEMPORARY ELECTIONS- Continued

SUMMER SCHOOL

Chappell, Bonnie	Cox, Laurel	Dillard, Vicki
Chavez, Ana	Crenshaw Williams, Shermelita	Dismukes, Genevieve
Chavez, Martha	Crisp, Carrie	Dixon, Jayde
Cherry, Arnett	Crosby-White, Marie	Dorsey, Jeana
Chesbro, Mackenzie	Crouch, Tabitha	Dougherty, Cailey
Childs, Antwain	Crowley, Nolan	Dudkiewicz, Tomasz
Childs, Diana	Crull, Katie	Duerson, Danny
Chippis, Jessica	Crutchfield, Patricia	Duncan, Amy
Chouinard, Chyvone	Cruz Escobar, Marisol	Duncan, Blake
Chronister, Meichun	Cummings, Kelly	Duncan, Kimberly
Clagg, Mary	D'Albano Blanco, Omar	Dunn, Arthur
Claggett, Nancy	Dale, Abigail	Duran, Ma Teresa
Clardy, Khamill	Daum, Kathleen	Duran, Odalys
Clark, Denna	Davis, Brittany Lee	Durbin, Melanie
Clem, Vicki	Davis, DeAnn	Dyer, Hilda
Clem, Vickie	Davis, Deborah	Dyer, Mozella
Clements, Brandy	Davis, Jacqueline	Easiley, Darren
Climpson, Gwen	Davis, Jill	Easley, Michael
Clonts, Georgia	Davis, Katrina	Easley, William
Cochran, Elizabeth	Davis, Michala	Eaton, Gwendolyn
Cohen, Alex	Davis, Patricia	Echert, Parizod
Colbert, Cameron	Davis, Terrell	Eddington, Christopher
Colbert, Elizabeth	Davis, Trukeisha	Edwards, Frances
Colbert, Jejuan	Day, Barbara	Edwards, Payton
Colbert, Richard	Day, Diana	Edwards, Regina
Cole, Krystal	De Jesus, Sandra	Eikenberry, Amy
Cole, Shelly	De Jimenez, Alicia	Ellingson, Rose
Colley, Tommisa	Debose, Kimberly	Embry, Sandra
Columbus, Joy	DeBrosse, Toli	Enriquez-Deladillo, Abegail
Conner, Jean	Deford, Nathan	Enzbrenner-Snyder, Brittany
Conner, Richard	DeHay, Kelli	Epps, Courtney
Connor, Audriene	Del Castillo, Imelda	Ericksen, Rachel
Contreras, Blanca	Delgadillo, Barbara	Erivin, Carla
Cook, Tommy	DeLonardo, Megan	Erker, Anne
Coon, Brett	Delso, James	Ernst, Rhonda
Cornwell, Stacie	DeMetz, Tabitha	Erter, Amanda
Cotton, Bevelry	DeRoin, Cassandra	Espinosa, Frank
Covre, Kristy	Diaz, Alexandra	Essley, Cathy
Cowan, Randi	Diaz, Dora	Estes, Melody
Cox, Joni	Diggs, Ryan	Estrada, Beatrice

SUBSTITUTE AND TEMPORARY ELECTIONS- Continued

SUMMER SCHOOL

Eubanks, Sheridan	Galvan De Espino, Alma	Grisham, Laura
Evans, Florene	Garcia-Morales, Cesar	Grisham, Mary
Evans, Robbin	Garrett, Nicole	Guerra, Liliana
Evens, Stephen	Gaskill, Frank	Guerrero, Cristina
Everidge, Joseph	Gastineau, Marlana	Guillen, Maria
Facione, Vadean	Gauwitz, Angela	Gunn, Marsha
Farmer, Brenda	Gibson, Camisha	Gutierrez, Maria
Fellows, Trineka	Gibson, Laura	Gutierrez, Martha
Fennell, Camryn	Gilstrap, Ashley	Guy, James
Fennoy, Eboni	Giusti, Eva	Haase, Ryan
Ferguson, Aimee	Glaspie, Cassie	Habig, Stewart
Ferguson, Kaitlin	Glass, Larry	Hadnot, Tamara
Fernandez Jacob, Ana	Glass, Tianna	Hagar, Chantele
Fernandez, Hannah	Glenn, Sonya	Hahn, Paulette
Fields, LaShell	Gobourne Doughty, Cydney	Haley, Andrea
Fields, Serina	Goff, Dana	Halirou, Victoria
Fihiol, Doyne	Goins, Vanessa	Hall, Kurt
Fischer, Kathleen	Gomez, Maria	Hamilton, Otto
Fitzgerald, Brandon	Gonzales, Sabina	Hamlin, Lauranette
Fleming, Sara	Gonzalez Pardo, Miguel	Hamlin, Martea
Flores Moxthe, Yolanda	Gonzalez Rosas, Teresa	Hammond, Rachelle
Flores, Leah	Goode, Janelle	Hammons, Alexiana
Flowers, Maxine	Goodnough, Alexandra	Hampton, Lemeka
Flynn, Keely	Goodwin, Holly	Handley, Kim
Fogel, Gerald	Goudeau, Sasha	Hansel, Mary
Fogel, Ranette	Gould, Lisa	Hanson, Keith
Foresman, Rhonda	Gould, Natalie	Hanson, Wendy
Foshee, Bailee	Gourley, Lisa	Hardiman, Ashley
Foshee, Betty	Graham, Lillian	Hardman, Brenda
Foster, Cierra	Graham, Nicole	Hargrave, Charity
Fowler, Sarah	Grajeda, Socorro	Harjo, Hope
Frank, Bonnie	Gray, Micah	Harland, Phyllis
Franklin, Douglas	Grayson, Onedia	Harmon, Edwin
Frederick, Melissa	Green, Kolbeigh	Harney, Michele
Fricke, Dee	Green, Renaldo	Harris, Andreana
Frierson, Donna	Green, Sean	Harris, Lawrence
Gaber, Victoria	Griffin, Deborah	Harrison, Brandy
Gaines, Lashauna	Griffin, Regina	Harrison, Shelly
Gaines, Lisa	Griffin, Robert	Hartman, Lisa
Galdamez Rivera, Gladys	Grimes, Branden	Hartman, Randel

SUBSTITUTE AND TEMPORARY ELECTIONS- Continued

SUMMER SCHOOL

Hawkins, Deborah	Hopkins, Cheryl	Jefferson, Megan
Hawks, Carrie	Hopkins, Karen	Jellison, Stacey
Hayes, Denise	Horn-Speck, Taylor	Johnson, Jennifer
Hayes, Jammie	Horton, Rachel	Johnson, Kirsten
Hayes, Leah	Houchin, Elizabeth	Johnson, Krystie
Haynes, John	Hourez, Sabrina	Johnson, Leeta
Henderson Outland, Mary	Houston, Madyson	Johnson, Rhonda
Henderson, Brandi	Howard, Jacqueline	Johnson, Stephanie
Hendrick, Pamela	Howard, Phyllis	Johnson, Twanna
Hendricks, Kamala	Hoxie, Craig	Johnson, Wendy
Henretty, Bethany	Hoxie, Willow	Johnston, Robert
Henry, Bailie	Hubbard, Ashley	Jones, Amanda
Henshaw, Todd	Hudson, Kristin	Jones, Amy
Henson, Travis	Hudson, Melissa	Jones, Corbyn
Hernandez Castorena, Maria	Huffer, Madison	Jones, Heather
Hernandez De Torres, Antonia	Huggins, Eleanna	Jones, Logan
Hernandez Soberano, Raquel	Huheey, Ellen	Jones, Nichole
Hernandez, Dora	Humphrey, Christa	Jones, Nykoa
Hernandez, Griselda	Humphrey, Rachel	Jones, Tabitha
Hernandez-Cruz, Angelica	Hunter, Clinton	Jones, Tyree
Herring, Sonia	Hurlbut, Stephen	Jones, Tyrone
Hester, Jay	Hurtado, Alexandra	Jorgenson, Patty
Hester, Michael	Hutchens, Robert	Joseph, James
Hesterlee, Sarah	Iglesias Macias, Maria	Kamara, Abraham
Hightower, Suzette	Ingram, Carolyn	Kane, Delaney
Hill, Geneva	Ingram, Jeanett	Karns, Christa
Hill, Harmony	Inman, Pam	Keller, Kathleen
Hill, Ramona	Irwin, Mary	Kelley, Candice
Hill, Richard	Ishem, Kerri	Kelley, Poppy
Hill, Toni	Jackson, Arnold	Kemper, Sarah
Hill, Tyna	Jackson, Beverly	Kendrick, Stacey
Hill, Vera	Jackson, Carol	Kennedy, Annette
Holcomb, Linda	Jackson, Dwight	Kennedy, Denise
Holden, Mary	Jackson, Grant	Khan, Ruqia
Holdman, Wenona	Jackson, Kevin	Khan, Sidra
Holly, Ginnie	Jackson, Tonya	Khokhar, Shazia
Holston, Gabrielle	Jacobsen, Jodee	Kilman, Darryl
Hoogendijk, Dammes	James, Jennifer	Kilman, Karla
Hoops, Gary	Jamison, Tametra	King, Fannie
Hope, Thomasina	Javaher, Soraya	King, Kyle

SUBSTITUTE AND TEMPORARY ELECTIONS- Continued

SUMMER SCHOOL

King, Lawrence	Littlejohn, Juliaett	Marshall, HattieRose
King, Rashonda	Lobaugh, Alisa	Marshall, Ladonnie
King-Borrell, Cynthia	Logan, Adairia	Martin, Bethany
Kinney, Maureen	Logan, Ashley	Martin, Carol
Klein, Sally	Logan, Towana	Martin, Elizabeth
Knighten, Safiya	Long, Anthony	Martin, Hope
Knutson, Heather	Long, Jenna	Martinez Hernandez, Maria
Koenig, Tina	Long, Sarah	Martinez, Ana
Kosterlistzky, April	Lopez, Maria	Martinez, Maria
Kothe, Paulette	Lough, Anderson	Marwedel, Jyme
Kriss, Kelsey	Lough, Kirby	Mathews, Aileen
Kuku, Tumininu	Love, Cordell	Mathews, Angela
Labadie, Gale	Lovett, Meghan	Matuszak, Sarah
Lackner, Allison	Luciano, Isis	Maxwell, Amber
Lagreca, Loraine	Ludeke, Eric	Maxwell, Coekie
Laguna-Paredes, Anabel	Ludewick, Gwendolyn	Maxwell, DeMarco
Lambert, Braden	Lugo Torres, Narcedalia	Mayes, Angela
Lara, Olga	Lugo, Yaitza	Mayes, Loretta
Larsen, Samuel	Lunsford, Regina	McCaskey, Marynda
Laws, Jeffery	Lutz, Andrea	McCaslin, JoAnn
Lawson, Kendra	Lykins, Mary	Mcclellan, Sheila
Lawson, Mike	Lyles, Arnecia	McClung, Micah
Lawton, Derrick	Lyons, Tamera	Mcconnell, Lisa
Laymon-Cochran, Lincoln	Mabon, Mackenzie	McCorkle, Bryanna
Layson-Hall, Angela	Macias De Sern, Maria	McCoy, Gracye
Lazar, Liz	MacLeod, Skye	McCullah, Billy
Leach, Cheryl	MacTough, Richard	McDaniel, Wendy
Lee, Codi	Macy, Julie	Mcdugle, Darlene
Lee, Keu	Majors-Hardee, Joseph	McGee, Cheryl
Lee, Peter	Malone, Michelle	McInnis, Imaree
Lee, Teresa	Mansker, Michelle	McIntyre, Kathy Ann
Lefler, Janet	Manuel, Traci	Mckeeferly, Thomas
LeMonier, Donna	Manzini, Maria	McKinney, Jamie
Lewis, Donald	Maples, Brandi	Mckinney, Katharine
Lewis, Marcus	Mari, Natividad	McKinney, Michelle
Lewis, Rakisha	Markland, Angela	Mclean, Selwyn
Lewis, Terry	Markley, Elizabeth	Mcwhorter, Jacqueline
Leyva, Rabu	Maroto, Ruben	Mecom, Stephanie
Listenbee, Jimmie	Marquez De Pimentel, Francesca	Meeker, Lindsey
Littlebear, Bethany	Marroquin, Noemi	Mehlhorn, Bianca

SUBSTITUTE AND TEMPORARY ELECTIONS- Continued

SUMMER SCHOOL

Meilner, Adina	Mosburg, Jeffrey	Ola, Sunday
Mejia S, Maria	Moss, Lana	Oldham, Rachel
Mejia, Cristina	Moss, Steve	Ortega, Argena
Meldrum, Amanda	Moss, Whitney	Ortiz, Fernando
Melkisetian, Colette	Mukes, Darla	Osborn, Billenda
Melton, Danielle	Mullen, Susan	Osborn, Summer
Melton, Margaret	Munchinski, Marion	Osman, Patti
Merkle, Emily	Munoz Saldivar, Salvador	Owen, Melissa
Metzler, Sheri	Munoz, Alexandra	Pacheco, Xiomara
Meyer, Keela	Munoz, Sandra	Padden, Stephanie
Middleton, Jeronda	Musungayi, Misenga	Palafox, Isela
Miele, Cheryl	Myers, Lynette	Palma, Monica
Mihos, Allison	Najera, Hunter	Palmer, Jaquela
Milburn, Clair	Nalley-Hicks, Melissa	Palmer-Barre, Wanda
Miles, Carole	Naranjo Santana, Jessy	Parker, Janet
Miller, Allison	Nash, Dianna	Parker, Teresa
Miller, Brittany	Nash, Gregory	Parks, Andrea
Miller, Cindy	Nasim, Ghazala	Parnosky, Desiree
Miller, Heath	Neal, Rene	Parra, Esmeralda
Miller, Janetta	Neel, Tammy	Parra, Maira
Miller, Jeryl	Neubauer, Sheri	Paschall, Jeana
Miller, Molly	Neupane, Dil	Pate, Karen
Mims, Roderick	Newberry, Susan	Patrick, Jennifer
Mitchell, DeAnna	Newport, Mary	Patten, Carmen
Moctezuma De Garcia, Adela	Neyens, Shalan	Patterson, Billie
Molina, Jennifer	Nichols, Merissa	Pavey, LaDawna
Monroe, Joycelyn	Nicholson, Kristen	Payne, Gerald
Moore, Larzetta	Niiholm, Joanna	Payne, Joyelle
Moore, Melisa	Noble, Pamela	Payne, Terry
Moore-Sears, Danielle	Nold, April	Peacock, Patricia
Morales, Alice	Norman, Kathleen	Pearsall, Hannah
Moreno, Veronica	Norris, Berri	Pearson, Mary
Morgan, Bethany	North, Vicky	Peitzmeier, Katie
Morgan, Tiffany	Nozari, Shahnaz	Pena, Jose
Morris, Graydon	O'Dell, Kristin	Pena, Lisaura
Morris, Tandra	O'Brien, Kelly	Pena, Teresa
Morris, Terry	Obrien, Tricia	Peppers, Stephanie
Morrow, Jonna	Odeh Blacc, Angel	Perez Garcia, Angelica
Morrow, Sandi	Ogan, Gwendolyn	Perez, Luz
Morse, Wynema	Ogans, Sausha	Perez, Velma

SUBSTITUTE AND TEMPORARY ELECTIONS- Continued

SUMMER SCHOOL

Pete, Deeanna	Rebollar De Ochoa, Lorenza	Rotramel, Sharon
Pete, Karen	Reed, Bret	Rowell, Deborah
Pete, Tiron	Reed, Detrice	Rowland, Brooke
Peter, Emily	Reese, Andrea	Roy, Wynona
Phillips, Lashawna	Reich, Billye	Rucker, Lisa
Phillips, Marty	Reid, Holly	Rucker, Shavonna
Pierce, Candice	Reid, Hope	Rush, Lajaunya
Pierce, Cynthia	Reid, Roy	Russell, Linda
Pierce, Tammy	Reif, Linda	Rutledge, Cindy
Pilkington, Carson	Reiser, Shelby	Sachez, Mabel
Place, Elizabeth	Renteria, Nancy	Salas Rendon, Silvia
Polumbus, Jan	Requena, Stella	Salazar, Michelle
Ponder, Mary	Reynolds, Marialisa	Salbino, Cheyanne
Poore, Sabrina	Rhea, Wright	Salcedo, Graciela
Porteous, Patricia	Ricard, Mauise	Sanchez Chacon, Suyin
Portis, Damaris	Rice, Julie	Sanchez-Viloria, Marta
Potts, Dianna	Rice, Marvella	Sanders, JoLynn
Powell, Ashley	Richardson, Sharon	Sanders, Takesha
Pratt, Laura	Riggs, Emily	Sandoval, Marisela
Presa, Debra	Ritterhouse, Mary Grace	Santiago, Maricel
Pressley, Devon	Rivera, Ricardo	Satterfield, Gloria
Priddy, Fonda	Roberson, Debra	Sayago, Silvia
Puentes-Zamarripa, Alondra	Roberts, Betty	Schaefer, Diana
Pugh, Dimita	Roberts, Janice	Schaefer, Rebecca
Quiceno, Ingrid	Roberts, Russell	Schaeuble, Britni
Quintero, Karem	Robertson, Jayson	Schmitz, Margaret
Quintero, Natalie	Robertson, Susan	Schneider, Stephen
Quiroz De Almader, Irma	Robinson, Matthew	Schonberner, Nicolas
Quiroz, Claudia	Robinson, Ryan	Schroeder, Kelli
Rad, Katheryn	Rockholt, Kara	Schulze, Kellie
Raines, Sharon	Rodriguez, Darline	Scott, Danelle
Ramirez Lopez, Tania	Rodriguez, Heather	Scott, Karyn
Ramirez, Elsa	Rodriguez, Lina	Scott, Tony
Ramos, Martin	Rodriguez, Patricia	Scyffore, Gail
Ranes, Callie	Rogers, Rachel	Sears, Renata
Rangi, Manpreet	Romero, Karen	Sedwick, Mary
Ratliff, Socorro	Ronning, Russell	Seiboldt, Amanda
Read, Charlotte	Rosales Martinez, Patricia	Sellers, Jerold
Read, Jessica	Rose, Denisha	Shaffar, Michelle
Reames, Patricia	Rotger, Kashla	Shavers, Felecia

SUBSTITUTE AND TEMPORARY ELECTIONS- Continued

SUMMER SCHOOL

Shaw, Hannah	Starr, Jason	Thomas, Erika
Shaw, Lester	Statum, Angela	Thomas, Jennifer
Sheikhan, Eneko	Steel, Samantha	Thompson, Barhi
Shepherd, Baylee	Steele, Jennifer	Thompson, Kelli
Shilling, Carmellia	Stellerine, Ursula	Thompson, Keyon
Showalter, Kelli	Stephens, Elizabeth	Thompson, Megan
Shreve, Kathy	Stick, Sara	Thompson, Tina
Sigli Powdrill, Michelle	Stillman, Kurt	Thornton, Byrder
Silmon, Angela	Stockfleth, Regina	Thueson, Kimberly
Simcoe, Rebecca	Stockon, Diana	Tichenor, Adam
Simmons, Earleen	Stockton, Tyra	Tidball, Leena
Simmons, Nicole	Stoliby, Randi	Timmons, Mary
Simonelli, Theodore	Stolz, Kristy	Tiongson, Ma Victoria
Simpson, Toni	Stovall, Lisa	Tllou, Maysoun
Simpson-Jaques, Tracy	Strmecki, Karoline	Tobler, Elsie
Skelton, Acacia	Stutsman, Jana	Toma, Jill
Slaughter, Sabrina	Suarez, Arnita	Tomlinson, Bailey
Smiddy, Mary Ann	Suewell, Cordero	Torres, Jeannette
Smith, Amy	Sutton, Sally	Torres, Kenya
Smith, Annamarie	Suurmeyer, Lisa	Torres, Nidia
Smith, Brendon	Swar, Cherietta	Torres, Sandra
Smith, Elyse	Swets, Tamara	Torres, Veronica
Smith, Glencia	Swofford, Karen	Tottress, Thea
Smith, Gregory	Taber, Jessica	Totty, Kimberly
Smith, Heather	Takahashi, Mariko	Trent, Sandra
Smith, James	Talbot, Karen	Trochez, Amber
Smith, Keyaireah	Tamez, Emily	Truss, Emily
Smith, Lisa	Tankersley, Michael	Tschida, Marilyn
Smith, Sherri	Tao, Lin	Tuiolosega-Morse, Celesty
Smith, Stephen	Tapley, Kari	Turnbull, Bridgette
Snel, Zechariah	Taylor, Sakina	Usandizaga Azkarate, Ianire
Solis, Eneilia	Taylor, Tiffany	Valdez, Blanca
Sondgeroth, Annette	Teague, Amanda	Valdez, Deborah
Sones, Joi	Tease, Taniya	Vallejo, Aaliyah
Sowle, Patricia	Tedrick, Phillip	Vallejo, Maria
Speed, Kenneth	Terrio, Danielle	Valles, Maria
Stallworth, Leisa	Than, Kayla	Valma, Rebekah
Stanley, Toni	Thater, Danie	Van Tassell, Emily
Starks, Kiausha	Thayer, Shelby	Van Wagenen, Zira
Starks, Leslie	Thomas, Denise	Vanhoose, Valerie

SUBSTITUTE AND TEMPORARY ELECTIONS- Continued

SUMMER SCHOOL

Vann, Mary	Webb, Brittni	Wills, Richard
Vargas, Claudia	Webb, Gerald	Wilson, Ciara
Varquez, Perla	Webb, Ladawn	Wilson, Julian
Vasquez, Jorge	Weber, Nancy	Wilson, Julie
Vaughn, Aldene	Webster, Andrew	Wilson, Kendall
Vergara, Keylee	Webster, Karin	Wilson, Lindsay
Verner Brown, Jacqueline	Weese, Marty	Wilson, Tins
Villarruel De Chairez, Maria	Weible, Victoria	Wilson, Victoria
Vilner, Kelly	Welch, Darnisha	Wimberly, Shelley
Vogler, April	Welch, Lorrie	Wise, Alexa
Waddell, LaJuanna	Wells, David	Wise, Clayton
Waggnor, Teresa	Wells, Phyllis	Wolff Jarvis, Caroline
Waldron, Arnita	White, Brittany	Wong-Ford, Jessica
Walker, Jo	White, Claire	Woods, Jayme
Walker, John	White, James	Woods, Latasha
Walker, Julie	White, Shayna	Workman, Sheila
Walker, Natasha	White, Sierra	Works, Earserla
Walker, Sarah	Whitley, Antwon	Worrell, Brian
Wallace, Brandy	Wickham, James	Wright, Deborah
Walton, Sheneici	Williams, Angel	Wyble, Rhonda
Walton, Terrie	Williams, Brandy	Yang, Yijing
Walton, Tyree	Williams, Elaine	Yates, Grant
Walton, Wayde	Williams, Joan	Yerton, Russell
Ward, Keith	Williams, Joenathan	Yerton, Thomas
Ward, Shandalaya	Williams, Julie	Young, Carol
Wardel, Meggan	Williams, Kathy	Yrttima-Hayes, Brandy
Ware, Danetta	Williams, Michael	Zajic, Gayln
Ware, Patsy	Williams, Raquonna	Zamora, Bailey
Warford, Blake	Williams, Sharon	Zegart, Carey
Washington, Adairia	Williams, Stephanie	Zerbe, Cheryl
Washington, Julia	Williams, Terri	Zibell, Kelly
Wassom, Leticia	Williams, Tiffany	Zucconi, Jennifer
Watson, Matthew	Willis, Annette	Zugelder, Nicole
Weatherd, Tamisha	Wills, Melissa	

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Federal programs -11-0273-2511-501210-000-000000-305-05-093-0273

Pay Beth Richardson, Budget Analyst, an additional \$2.81 per hour for additional federal programs and grants responsibilities in the 2021-2022 school year.

Athletics –School Activity Fund #536

Pay Washington soccer coaches a stipend not to exceed a total of \$1869.00 for extra coaching duties. Coaches to be paid are Jordan Schmoker, an amount not to exceed \$967.00 and Britt Wasson, an amount not to exceed \$902.00. BTW Men’s Soccer Booster Club has reimbursed the district so therefore there will be no cost to the district.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct contract amount on adjustment June 21, 2021 page 119

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
King, Latonja	6/07/21	\$17.00	Principal Secretary	SAF – Bookkeeper Technician	CA-13

Correct contract amount on adjustment June 21, 2021 page 119

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Gann, Kendal	7/01/21	\$87,166.00	Talent Strategist	Coordinator of Student Support and Crisis	BG-8

SUPPORTING INFORMATION

INFORMATION ITEM F-2

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Manager of Human Resource Information Systems - ESC / Talent Management</p> <p><i>Annual Budget Impact:</i> \$ 63,000 min. – \$ 94,400 max.</p> <p><i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX</p>	<p>BG-9 12 Months</p>	<p>This position is responsible for overseeing the HRIS portion of the district's enterprise resource planning tool, maintaining security settings, and working closely with the talent management, compensation, and payroll teams. Additionally, the manager will partner with key stakeholders and functional teams to coordinate modifications and enhancements to the ERP tool. This position will also oversee processes in data management in other HR data systems and will be responsible for routine and as-needed local, state, and national reporting.</p>

Create:

Position	Salary/Grade	Duties
<p>Technician – Purchasing AP - ESC / Purchasing</p> <p>2 Positions Stimulus Funded</p> <p><i>Annual Budget Impact:</i> \$ 58,906 min. – \$ 79,372 max.</p> <p><i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX</p>	<p>CA-11 \$14.16/hr. to \$19.08/hr. 12 Months</p>	<p>Work with vendors and users to expedite receipt of goods, reconcile invoices to purchase orders, resolve discrepancies and make appropriate system entries.</p>

Create:

Position	Salary/Grade	Duties
Buyer - ESC / Purchasing Stimulus Funded <i>Annual Budget Impact:</i> \$ 35,400 min. – \$ 53,000 max. <i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX	BG-4 12 Months	Responsible for procurement of assigned commodity groups.

Create:

Position	Salary/Grade	Duties
Payroll Accountant - ESC / Payroll Stimulus Funded <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. <i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX	BG-5 12 Months	Performs accounting reconciliations and administers summer insurance.

Create:

Position	Salary/Grade	Duties
Payroll Analyst - ESC / Payroll Stimulus Funded <i>Annual Budget Impact:</i> \$ 35,485 min. – \$ 48,131 max. <i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX	CA-15 \$17.06/hr. to \$23.14/hr. 12 Months	Processes payroll for biweekly paid employees and makes necessary adjustments and corrections to time reported.