



Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **July 19, 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

Approve minutes of the June 23 special meeting of the board.

E. CONSENT AGENDA - Motion and vote on recommendation.

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

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS

J. 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, August 2, 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 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.

E.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

- E.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.

- E.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.

TALENT MANAGEMENT

E.5. RECOMMENDATION: Approve routine staffing items.

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

FINANCIAL SERVICES

E.6. RECOMMENDATION: Approve the July 2, 2021 to July 15, 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.7. 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 | Vision Air Services LLC | \$ 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.

F. ACTION AGENDA - Motion and vote on recommendations

OPERATIONS

F.1. RECOMMENDATION: Approve an increase to the amount approved in the June 21, 2021 Board agenda (G.229) for the renewal of the Child Nutrition software Heartland School Solutions from \$50,020.50 to \$56,000 to add a Parent Portal function to support Free and Reduced meal applications.

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 \$56,000 for Heartland Point of Sale software annual maintenance/support and on-line meal application software.

FUND NAME/ACCOUNT: 22-3850-3140-506530-700-000000-000-03-053

REQUISITION/CONTRACT: 12200009

RATIONALE: The addition of the parent portal feature to support Free and Reduce meal application from families to the Heartland software will improve our capabilities to process this information, obtain economic data for State funding, and will work seamlessly with our current system helping us improve the overall process. If approved, Child Nutrition Services would stop using PCS Forms to support the parent portal function, ensuring that the requested increase will not cost the district any additional funds while improving our operations.

G. INFORMATION AGENDA

TEACHING AND LEARNING

G.1. RECOMMENDATION: Enter into an MOU with the Film Education Institute of Oklahoma (FEIO) for the duration of the 2021-2022 school year for the benefit of Daniel Webster High School to offer students curriculum and training to prepare them for employment in the Oklahoma television and film industry. Modify the current Broadcast and Digital Media program at Daniel Webster High School to include the Film Education Institute of Oklahoma curriculum.

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: As the film and television industry continues to grow in Oklahoma, an educated and skilled workforce is needed to meet this demand. Partnering with the FEIO will help develop the necessary crew base needed for the increased demand for trained and skilled workers in the television and film industry. With the increased volume of the film industry and production within the state of Oklahoma, it is vital that students be trained and available to fill positions in the television and film industry. By developing and modeling the offerings of our Broadcasting program at Daniel Webster High School, it is envisioned that the FEIO curriculum and future graduates will be able to pursue careers within the television and film industry and maintain livelihoods within the state of Oklahoma. The film industry will be in need of employees who are able to perform all tasks and associated needs of the television and film industry. This program change also offers the opportunity to expand the Broadcasting/film education program to create an open district-wide option for students interested in learning or training for careers in the television and film industry in Oklahoma at Daniel Webster High School.

- G.2.** **RECOMMENDATION:** Renew an MOU with Social Innovation Laboratory, 501(c)3, to participate in the Oklahoma Better Futures Project for the family and consumer science teachers at Hale High School.

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

RATIONALE: Family and Consumer Science teachers at Hale High School have been partnering with the Oklahoma Better Futures Project for 2 years. The Oklahoma Better Futures Project provides curriculum and teacher training aligned to the Oklahoma Family and Consumer Science standards. This curriculum, a complement to our Amplify curriculum for pregnancy prevention education and HIV/AIDS prevention, is provided as part of the coursework for Human Growth and Development. Student learning is measured through pre- and post-instruction surveys and shared with Social Innovation Laboratory to study the declining US teen birth rate.

- G.3.** **RECOMMENDATION:** Enter into an agreement with Connect Tutors, Inc., to provide the district with access to the remote tutoring program for scholarship, college and postsecondary essay writing for all district high schools during 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: This program provides high school students with access to free and high-quality essay support for college applications, scholarships, and other postsecondary applications. A combination of rising tuition costs and the prevalence of college application services in the market has made it more important that lower income students have equal access to college application support tools. Equitable access to resources like writing consultation for essay writing is a step towards providing all students an equal opportunity in the postsecondary application process. Connect aims to close the opportunity gap by providing high-quality support to

students applying to college.

BOND PROJECTS AND ENERGY MANAGEMENT

G.4. RECOMMENDATION:

Enter into contract with the lowest responsible bidder for the following trades for the Phase II at the East Central Field House.

- Demolition
- Overhead Doors
- Flooring
- Painting
- Sports & Gym Flooring
- Signage
- Visual Display Boards
- Flagpoles
- Food Service Equipment
- Residential Equipment
- Window Treatment
- Landscaping
- Fencing & Gates
- Asphalt Paving

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

RATIONALE: This project is part of the 2015 bond issue.

G.5. RECOMMENDATION: Assign the contracts for the East Central Field House to Flintco LLC, Tulsa, Oklahoma, the construction manager at risk on the project.

RATIONALE: The individual awarded contract will be encumbered as one contract to Flintco LLC. The project is part of the 2015 bond issue.

G.6. RECOMMENDATION:

Approve Amendment 2B with Flintco LLC for the new Field House at East Central High School.

- Trade Contracts
- Reimbursables
- Allowances
- General Conditions
- Management Fees
- Total GMP

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

COST: Total cost will not exceed \$

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

REQUISITION/CONTRACT: 12201076

RATIONALE:

The Field House at East Central is part of the 2021 bond issue. The completion of the YMCA space will allow the students state of the art equipment and facility that can be used by all of the students at East Central.

G.7. RECOMMENDATION:

Enter into contract with the lowest responsible bidder for the following trades for the Phase II, for the interior renovations at Academy Central for the instructional services provided by Greenwood Leadership Academy.

| | | |
|---------------------|---------------------------|----------|
| Toilet Partitions | Jones Commercial Hardware | 37810.00 |
| Marker & Tackboards | Jones Commercial Hardware | 38500.00 |

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

RATIONALE: This project is part of the 2015 bond issue to support the instructional services provided by Greenwood Leadership Academy.

G.8. RECOMMENDATION: Assign the contracts for the interior renovations at Academy Central for the instructional services provided by Greenwood Leadership Academy to Trigon General Contractors & Construction Managers, Inc., the construction manager at risk on the project.

RATIONALE: The individual awarded contract will be encumbered as one contract to Trigon General Contractors & Construction Managers, Inc. The project is part of the 2015 bond issue to support the instructional services provided by Greenwood Leadership Academy.

G.9. RECOMMENDATION:

Approve Amendment 256B with Trigon General Contractors & Construction Managers, Inc. for the interior renovations at Academy Central for the instructional services provided by Greenwood Leadership Academy.

| | |
|---------------------------|---------------|
| Trade Contracts | \$ 76,310.00 |
| Reimbursables | \$ 50,849.84 |
| Allowances | \$ 121,702.01 |
| General Conditions | \$ 20,186.81 |
| Management Fees | \$ 10,951.34 |
| Total GMP | \$ 280,000.00 |

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: The cost of this amendment will not exceed \$280,000.00

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

REQUISITION/CONTRACT: 12201083

RATIONALE: The interior renovations are part of the 2015 bond issue to support the instructional services provided by Greenwood Leadership Academy.

- G.10.** RECOMMENDATION: Enter into contract with Schindler Elevator Corporation the lowest responsible bidder for the Elevator Modernization at the Wright facility.

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: Total cost of project will not exceed \$79,700.00.

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

REQUISITION/CONTRACT: 12201085

RATIONALE: The elevator modernization at Wright is part of the 2015 bond issue and part of the landlord improvements. The existing elevator was installed in 1959.

- G.11.** RECOMMENDATION: Approve the deduct change order #1 to Crossland Construction Co., Inc. for the water damage repair at Rogers Stadium. The original contract of \$75,000 was approved on 04/05/2021, F.10 agenda.

COST: The total deduct change order is \$32,731.44

RATIONALE: The allowances that were used for the sprinkler pipe repair was less than originally estimated.

- G.12.** RECOMMENDATION: Approve change order # 1 to K&M Shillingford, Inc. for the HVAC upgrade at Thoreau Elementary. The original contract was approved on 05/03/21, E.14 agenda.

COST: The cost of the change order will not exceed \$72,820.00

RATIONALE: Three existing 20 ton units were not originally included in the scope of work. These units will provide better indoor air quality by reducing the humidity and bringing in more outside air.

- G.13.** RECOMMENDATION:
Enter into contract with the lowest responsible bidder as listed below for the 2021 Fall HVAC Improvements, Phase II at Memorial High School, Skelly Elementary, Peary Elementary, Booker T Washington High School, Eisenhower International, Mayo Wilson and Mitchell Elementary.

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:

Memorial High School

11-7950-4720-504500-000-000000-072-35-725-7950

| | |
|--------------------------|--|
| Washington High School | 11-7950-4720-504500-000-000000-073-35-735-7950 |
| Peary Elementary | 11-7950-4720-504500-000-000000-042-35-351-7950 |
| Eisenhower International | 11-7950-4720-504500-000-000000-013-35-170-7950 |
| Mayo Wilson | 11-7950-4720-504500-000-000000-035-35-315-7950 |
| Mitchell Elementary | 11-7950-4720-504500-000-000000-038-35-330-7950 |

FUND NAME/ACCOUNT:

| Site | Contractor | Cost |
|--------------------------|---------------------------|--------------|
| Memorial HS | Vision Air Services | 1,375,989.00 |
| | American Air Conditioning | |
| Booker T Washington HS | of Tulsa | 1,598,000.00 |
| Peary Elementary | K&M Shillingford | 56,375.00 |
| Eisenhower International | K&M Shillingford | 38,300.00 |
| Mayo Wilson | Vision Air Services | 39,020.00 |
| Mitchell Elementary | Vision Air Services | 89,780.00 |

RATIONALE: The new HVAC units will replace antiquated units at the following sites. In light of Covid 19 pandemic, the health, safety and welfare of the district students and staff are more important than ever. Improving 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-5

ROUTINE STAFFING

ELECTIONS

| Name | Effective Date | Contract Amount | Position | Grade or Degree and Step |
|---------------------|----------------|-----------------|-----------------------|--------------------------|
| Brown, DeAsha | 6/15/21 | \$9.31 | Cafeteria Assistant | MT-1 |
| Garcia, Steven | 7/06/21 | \$19.74 | School Safety Officer | TS-5 |
| Hutchcraft, Jessica | 8/12/21 | \$40,000.00 | Teacher | B-0 |
| Markham, DeMario | 7/06/21 | \$12.36 | Bus Driver Trainee | MT-7 |
| Perez, Ana | 8/16/21 | \$13.08 | Teacher Assistant | IS-6 |
| Williams, Shari | 7/06/21 | \$8.70 | Bus Assistant | MT-A |

ADJUSTMENTS

| Name | Effective Date | Contract Amount | Current Position | Proposed Position | Grade or Degree and Step |
|-----------------------|----------------|-----------------|------------------------------|---------------------------|--------------------------|
| Arney, Terri | 07/01/21 | \$45,000.00 | Budget Analyst | Budget Analyst | BG-5 |
| Arreola, Tabitha | 7/12/21 | \$82,500.00 | Assistant Principal | Interim Principal | EG-10 |
| Brown, Brittany | 07/01/21 | \$44,000.00 | Budget Analyst | Budget Analyst | BG-5 |
| Cagle, Stephanie | 07/01/21 | \$76,000.00 | Manager of ELD Pathways | ELD Partner | EG-4 |
| Donson, Casey | 07/01/21 | \$62,000.00 | Instructional Mentor | Lead Instructional Mentor | EG-4 |
| Estariz, Rachel | 07/01/21 | \$61,000.00 | Instructional Mentor | Lead Instructional Mentor | EG-4 |
| Gillespie, Bryshana | 07/26/21 | \$55,500.00 | Academic Support Coordinator | Assistant Principal | EG-4 |
| Houston, LaKinda | 7/12/21 | 73,393.00 | Assistant Principal | Interim Principal | EG-7 |
| Markarian, Alexa | 07/26/21 | \$53,720.00 | School Impact Coach | Assistant Principal | EG-4 |
| McDugle, Darlene | 6/28/21 | \$13.38 | Bus Assistant | Bus Driver Trainee | MT-7 |
| Price, Trinity | 07/26/21 | \$62,236.00 | Dean | Assistant Principal | EG-4 |
| Richardson, Elizabeth | 07/01/21 | \$53,000.00 | Budget Analyst | Budget Analyst | BG-5 |
| Smith, Kristi | 07/01/21 | \$45,000.00 | Budget Analyst | Budget Analyst | BG-5 |
| Stafford, Sheryl | 07/01/21 | \$72,000.00 | Instructional Mentor | Lead Instructional Mentor | EG-4 |
| Wilson, Rochelle | 7/12/21 | \$90,500.00 | Principal | Interim Principal | EG-10 |

SEPARATIONS

| Name | Effective Date | Position |
|-------------------------|----------------|---|
| Alexandrov, Nicholas | 6/01/21 | Teacher |
| Anderson, Gina | 6/01/21 | Teacher |
| Bachtel, Jacqueline | 6/11/21 | Teacher Assistant |
| Banes, Patricia | 6/01/21 | Teacher |
| Beard-Anderson, Dachele | 6/11/21 | Teacher Assistant |
| Bennett, Vicki | 6/01/21 | Teacher |
| Bertus, Joshua | 6/02/21 | Teacher |
| Broyles, Michael | 6/01/21 | Teacher |
| Busby, Jessie | 6/15/21 | Evening Custodian |
| Carter, Brenda | 6/02/21 | Teacher |
| Chilton, Samico | 6/01/21 | Teacher |
| Conner, Jean | 6/17/21 | Bus Assistant |
| Cruse, Mike | 6/30/21 | Principal |
| Crouch, Aaron | 6/01/21 | Teacher |
| Dixon, Arthur | 7/02/21 | Coordinator – Multilingual Family Communication |
| Duncan, Dawn | 6/30/21 | Principal |
| Fields, David | 7/02/21 | Bus Driver |
| Freeman, Havilah | 6/01/21 | Teacher |
| Goldener, Lauren | 5/26/21 | Teacher |
| Goree, Bryant | 6/01/21 | Teacher |
| Haight, Judy | 6/30/21 | Teacher |
| Hill, Geneva | 6/11/21 | Teacher Assistant |
| Hilton, Michelle | 6/25/21 | Teacher |
| Horn-Speck, Taylor | 6/30/21 | Nutrition Educator |
| Jackson, Sherri | 6/30/21 | Principal |
| Jones, Kason | 6/01/21 | Teacher |
| Kaup, Tyffany | 6/25/21 | Cafeteria Assistant |
| Kelly, Collin | 6/01/21 | Teacher |
| Kelly, Elaine | 6/01/21 | Teacher |
| Madaffari, Jesse | 6/01/21 | Teacher |
| Martin, Liseth | 8/01/21 | Parent Involvement Facilitator |
| McGilbra, Cortni | 6/01/21 | Apprentice |
| Meda-Mota, Zaida | 6/01/21 | Teacher |
| Michel, Carmen | 6/01/21 | Teacher |
| Needham-Hatley, Jamie | 6/01/21 | Teacher |
| Neilsen, Kimberly | 7/19/21 | Teacher |
| Newby, Hailey | 6/01/21 | Teacher |
| Orban, Stephanie | 6/30/21 | Coordinator ESS |
| Peters, Curtis | 6/18/21 | Warehouse Distribution Specialist III |
| Phillips, Derek | 6/01/21 | Teacher |
| Pillow, Marica | 6/01/21 | Teacher |
| Prevett, Camille | 6/01/21 | Teacher |
| Pryor, Kayre | 6/30/21 | Director of Secondary ESS |
| Ramos, Steven | 7/02/21 | Teacher |
| Reynolds, Amber | 6/01/21 | Teacher |

SEPARATIONS – Continued

| Name | Effective Date | Position |
|--------------------|----------------|--------------------------------------|
| Smith, Tracy | 6/01/21 | Teacher |
| Spencer, Jaysen | 6/11/21 | Teacher |
| Spradlin, Heather | 6/01/21 | Teacher |
| Sturdivant, Draper | 7/07/21 | Autism Paraprofessional |
| Sud, Nikhyl | 6/01/21 | Teacher |
| Taylor, Betty | 6/25/21 | Before and After Care Site Assistant |
| Theophilidis, Ruby | 6/01/21 | Teacher Assistant |
| Wallace, Brandy | 4/01/21 | Bus Assistant |
| White, Sierra | 6/21/21 | Teacher |

SUBSTITUTE AND TEMPORARY ELECTIONS

SUMMER SCHOOL

| | | | |
|----------------------|---------------------|-----------------------|----------------------|
| Alvarado, Mahara | Fondren, Chelsie | Lawson, Angela | Siddigi, Bazla |
| Anderson, Lawanda | Francis, Candice | Mackey, Heather | Simmons, Jana |
| Armstrong, Rebecca | Freeman, Havilah | Mapes, Jessica | Spangler, Mary |
| Atkinson-Birr, Kathy | Friday, Christianne | McBee, Lostarta | Steidley, Tia |
| Barnett, Tanisha | Garner, Donna | McClellan, Deborah | Stewart, Felicia |
| Beachy, Chloe | Graham, Faydra | McClellan, Narcissie | Stewart, Janell |
| Beachy, Miranda | Graham, Madison | McClure, Joyce Sandra | Sullivan, Judith |
| Bean, Botagoz | Guyon, Willetta | McDaniel, Debra | Tanjuatco, Susan |
| Bennett, Diane | Haggard, Molly | McGrail, Stacey | Tejeda, Araceli |
| Blevins, Brian | Hallquist, Kelly | Miller, Felicia | Tennant, Melissa |
| Boudrey, Lisa | Hernandez, Michelle | Mize, Ellen | Thompson, Pamela |
| Brashear, Carolyn | Holt, Quentin | Moore, Debra | Todd, Madison |
| Brooks, Tracey | Horn, Brittani | Nash, Elores | Todd, Ruby |
| Brown, Holly | Horn, Carolyn | Naumann, Jesse | Treagesser, Kady |
| Brown, Taezhon | Houston, LaKinda | Nobles, Kelcey | Treat, Tawanna |
| Cherry, Cheryl | Hurd, Darlene | Oxford, Jeffrey | Van Duyne, Esperanza |
| Clark, Sherry | Ingram, Carolyn | Page, Evelyn | Vowell, Melissa |
| Collins, Sha'Mil | Jimenez, Kelly | Parker, Maurita | Walters, Jordan |
| Coronado, Jennifer | Johnson, Shanta | Phillips, Ethel | Walton, Nolene |
| Cox, Patricia | Jones, Anisa | Randell, Stacey | Walton, Rachel |
| Dautermann, Sharon | Jones, Dominique | Reich, Pamela | Welden, Melanie |
| Davila, Isabel | Jones, Donald | Roberts, Carolyn | Wilkey, Taryn |
| Emerson, Ashley | Jones, Margaret | Rogoish, Mason | Williams, Ruth |
| Estes, Miriam | Joseph, Maria | Rushing, Ava | Williamson, Mary |
| Evans, Carla | Kester, Adam | Ryan, Katelyn | Willson, Terri |
| Evans, LaTonya | King, Stephanie | Salamon, Jennifer | Woodard, Brianna |
| Ferguson, Aimee | Kirby, Stephanie | Sauzo, Andriana | Works Jones, Pamela |
| Flynn, Keely | Latty, Betty | Schnoor, Aezandra | Worley, Timothy |

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

USDA Fresh Fruit & Vegetable Program

Child Nutrition FFVP Operational Duties– 22-7680-3120-501210-700-000000-953-03-xxx

Pay Child Nutrition Cafe Managers a stipend of \$25.00 each day they service the Fresh Fruit and Vegetable Program at their site August 2021 – September 2021 (Total not to exceed \$25,000). Funding provided by 2020-21 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3150-501210-700-000000-511-03-053

Pay Child Nutrition Services Employee Jenny Hyams at her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 6 weeks (total not to exceed \$1500) to complete the following tasks: ordering, pricing comparison, product selection and cost spending analysis for the USDA Fresh Fruit and Vegetable Program for August 2021-September 2021. Funding provided by 2020-2021 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3180-501210-700-000000-955-03-053

Pay Child Nutrition Services Employee Liz Lazar for work performed outside of her normal contract for 6 weeks (total not to exceed \$400) to complete the following tasks: developing nutritional education and promotions for the USDA Fresh Fruit and Vegetable Program for August 2021-September 2021. Funding provided by 2020-2021 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3140-501210-700-000000-615-03-053

Pay Child Nutrition Services Employee Tammy Christman at 1.5 times her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 9 weeks (total not to exceed \$3500) to administrate and supervise the USDA Fresh Fruit and Vegetable Program for August 2021-September 2021. Funding provided by 2020-2021 USDA Fresh Fruit and Vegetable Program.

Transportation – 11-0000-2720-501210-000-000000-513-03-003

Pay Transportation Supervisors and Managers (exempt employees) a rate of \$180/day (cost to be reimbursed by non-Tulsa Public Schools groups) to provide the Transportation Department with added supervision during 3rd party events for the 2021-2022 school year.

Transportation – 11-0000-2720-501210-000-000000-513-03-003

Pay Transportation Supervisors and Managers (exempt employees) an additional \$2,000 (total cost not to exceed \$24,000) to provide on-call duties, evenings, weekends, and holidays coverage when drivers and buses are being utilized for the 2021-2022 school year.

Transportation – 11-0000-2710-501210-000-000000-513-03-003

Pay Lemorris Walton, Gabriel Bonner and Elliot Walz, support employees, a stipend of \$2,500 each (not to exceed \$7,500.00) to serve as the driver recruiting team during evening and weekend job fairs and events in order to help find new applicants for the transportation department for the 2021-2022 school year.

Transportation – 11-0181-2710-501210-000-000000-513-03-003

Pay Leroy Stewart, James Walton, and Jill Pressley, transportation non-exempt training staff employees, a stipend of \$1.00 per hour worked, (total cost not to exceed \$5,000.00) to provide coverage for the transportation training department when drivers are needed for the 2021-2022 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Transportation – 11-0000-2720-501210-000-000000-513-03-003

Pay Elliot Walz, transportation supervisor, a stipend of \$258.33 per month (not to exceed \$3,100) for managerial duties, July 1, 2021 to June 30, 2022.

Transportation – 11-0000-2720-501210-000-000000-513-03-003

Pay LeMorris Walton, transportation manager, an additional stipend of \$340.83 per month (not to exceed \$4,090.00) for additional departmental responsibilities, July 1, 2021 to June 30, 2022.

Transportation – 11-0000-2720-501210-000-000000-513-03-003

Pay Ajuania Pratt, transportation service writer, a stipend of \$1,000, for asset manager duties, July 1, 2021 to June 30, 2022.

Transportation – 11-0000-2720-501210-000-000000-801-03-003

Pay LaShona Hickmon-Moore, transportation clerk, a stipend of \$1.50 per hour worked for additional duties for Time and Attendance, July 1, 2021 to June 30, 2022.

Transportation – 11-0000-2720-501210-000-000000-801-03-003

Pay Constance Colbert, bus driver, a stipend of \$1.46 per hour worked for supervisory duties, July 1, 2021 to June 30, 2022.

Transportation – 11-0000-2720-501210-000-000000-513-03-003

Pay support transportation managers and supervisors a flat rate stipend based on two (2) hour segments as outlined below, for bus driving duties outside normal contracted hours for the 2021-2022 school year.

- 4 hour trip \$84
- 6 hour trip \$126
- 8 hour trip \$168
- 10 hour trip \$210
- 12 hour trip \$252

Teaching and Learning—

Pay Krystal Hutchinson, College and Career Readiness Coordinator, a stipend of \$1000 per month, for additional departmental duties as the Director of Post-secondary Readiness, July 1, 2021 to June 30, 2022.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS