



Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **August 23, 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 August 2, 2021 regular meeting of the board and the August 11, 2021 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

UPDATE AND DISCUSSION AMONG BOARD MEMBERS, SUPERINTENDENT, AND DISTRICT STAFF REGARDING the Student and Family Guide to Success, including the Behavior Response Plan, for the 2021-2022 school year.

UPDATE AND DISCUSSION AMONG BOARD MEMBERS, SUPERINTENDENT, AND DISTRICT STAFF REGARDING COVID-19 data at the district level for the prior week.

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

Tuesday, September 7, 2021 at 6:30 p.m.

O. MOTION AND VOTE TO ADJOURN

E. CONSENT AGENDA - Motion and vote on recommendations

Note: With the exception of encumbrances, student trips and routine staffing items, consent items appeared on the previous regular meeting's agenda as information agenda items unless otherwise indicated.

DEPUTY SUPERINTENDENT

E.1. RECOMMENDATION: Approve routine field trips.

RATIONALE: Board Policy 3314 requires that all out-of-state student field/study trips and travel have prior authorization by the Board of Education.

E.2. RECOMMENDATION: Initiate the co-op agreement with KIPP Tulsa Academy College Preparatory, Inc. for the sport of junior high football at Central Middle School as sanctioned by the Oklahoma Secondary Schools Activities Association 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: This agreement between KIPP Tulsa Academy College Preparatory, Inc. and the district will benefit students at KIPP and Central Middle School, approximately 25-30 students. The two schools will play together as one team. It will benefit Central Middle School students by adding depth to the number of students participating in junior high football. The students from KIPP would not have the opportunity to participate in football without this co-op agreement. It will also ensure that games can still be played when there are students unable to play due to injury.

E.3. RECOMMENDATION: Enter into an agreement with Synapse Education Solutions, LLC, to purchase curriculum for use at Hale High School in their Virtual Reality (VR) lab.

COST: Not to exceed \$54,000.00

FUND NAME/ACCOUNT: Title 1 Account #11-5118-1000-506530-494-000000-000-05-715-5118

REQUISITION/CONTRACT: 12201262

RATIONALE: This will allow the district to teach an entire curriculum on a virtual reality platform purchased through a grant through the state. All material will run on the equipment already purchased and incorporates all state standards. This will help students and teachers engage in the learning process and will also allow the school to utilize the equipment on a regular basis. It will utilize the highest level of Blooms' Taxonomy, ensuring students have the capability to apply and synthesize their learning. Additionally, it will allow students to learn how to use the equipment in a manner that will enable them to teach other students to have a student led virtual reality lab.

TALENT MANAGEMENT

E.4. RECOMMENDATION:
Submit an application for a three-year district-wide waiver to Standard VII, the

governing accreditation standard outlining library requirements for Oklahoma schools, concerning staffing of school library media centers. This waiver will cover the school years from 2021-2022 through 2023-2024.

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 waiver allows the district to forgo the requirement of one half-time library assistant at sites with more than 500 students and one full-time library assistant at sites with more than 1000 students.

In addition to fewer certified teacher candidates, we have difficulty in hiring support staff members particularly those qualified to or interested in serving as library assistants. Although securing library assistants remains a challenge, all of our students will continue to be served by full-time library media specialists. When possible, classroom teachers will push into the library in order to mitigate the impact of increased teacher-to-student ratios resulting from the absence of library assistants.

- E.5.** RECOMMENDATION: Approve position creates.

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.

- E.6.** 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.7.** RECOMMENDATION: Approve the July 30, 2021 to August 12, 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.8.** RECOMMENDATION: Enter into contract with the lowest responsible bidder for Image Builders digital marquis at 61 sites.

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

COST:

Phase 1 \$1,400,000 contingent upon sale and receipt of 2021b bond funds.

Phase 2 \$166,114.18 contingent upon sale and receipt of 2022a bond funds.

FUND NAME/ACCOUNT: Bond fund account: 33-1165-4720-504500-000-000000-XXX-12-XXX-M0002 contingent upon the sale and receipt of the 2021b bond issuance.

RATIONALE: This project is part of the 2021 bond issue. The new marquees will replace the old signs and provide better communication to parents. The new signs will be able to be changed remotely.

E.9. RECOMMENDATION:

Enter into a master contract with the following architects;

Reed Architecture & Interiors LLC

Todd Architecture Group, PC

GH2 Architects LLC

CJC Architects Inc.

KKT Architects Inc.

GS Helms & Associates LLC

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 architects will be paid on a floating fee schedule based upon the size of the project. These projects are contingent upon the sale and receipt of the 2021b bond funds.

RATIONALE: The RPF #for this project is 21045. The hiring of architects is necessary to complete bond projects. Each project will be approved as supplement to the contract as the bonds are sold.

E.10. RECOMMENDATION:

Enter into a master contract with the following engineers;

Allied Engineering Group LLC

CEC Corporation

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 engineers will be paid on a floating fee schedule based upon the size of the project. These projects are contingent upon the sale and receipt of 2021 applicable bond sales.

RATIONALE: The RFP # for this project is 21047. The hiring of engineers is necessary to complete bond projects. Each project will be approved as supplement to the contract as the bonds are sold.

E.11. RECOMMENDATION: Approve the detention easement with the City of Tulsa for Stormwater at Central High School.

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

COST: There is no cost to the district.

RATIONALE: The construction of the new stadium required a storm water detention

plan. The easement contains .25 acres. This will prevent building, planting or other obstruction in this area.

E.12. RECOMMENDATION: Approve the two storm water drain connections with the City of Tulsa at Springdale 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: There is cost to the district.

RATIONALE: The new construction project required two easements for storm water line connections. this document was not completed at the time of the new construction due to the city not providing the documents.

F. ACTION AGENDA - Motion and vote on recommendations

OPERATIONS

F.1. RECOMMENDATION: Pay Rich and Cartmill of Tulsa, Oklahoma, additional premium for property insurance coverage it provided the district in 2020-2021 identified in the end-of-year reconciliation of the total square footage covered by such insurance.

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 \$4,964.40.

FUND NAME/ACCOUNT: Building Fund, 21-0000-2620-505230-000-000000-000-03-025

REQUISITION/CONTRACT: PO#22100369

RATIONALE: At the June 18, 2020, board meeting (E.217), the board approved the purchase of property insurance for district structures, as well as its fiber optic network, open vehicle lots, boiler/mechanical equipment and certain contents. At the end of each fiscal year, a calculation is performed to determine if there was a net gain or decrease in the total square footage covered by such insurance when compared to the date the insurance took effect. Due to new construction in the district in 2020-2021, there was a net gain of square footage that results in \$6,820.04 in additional premium owed under the contract. The increase needed to cover the additional premium is \$4,964.40, for a total premium of \$1,571,907.16.

G. INFORMATION AGENDA

TEACHING AND LEARNING

G.1. RECOMMENDATION:
Enter into a Memorandum of Understanding (MOU) with Tulsa Downtown Lions Club to perform SPOT vision screening for TPS students 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: All students in kindergarten, 1st grade and 3rd grade are required to have a vision screening. Screenings can be requested for students in all other grades. With the consent of the parent/legal guardian, trained volunteers will perform the screenings using the Welch Allyn Spot vision screener. A faculty/staff member will be present during each screening. The site will distribute all individual screening results and referral information to parents/guardians.

- G.2.** RECOMMENDATION: Renew a parking lot lease agreement with The Bama Companies, Inc. to lease its Delaware Street parking lot as available for use 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 \$10

FUND NAME/ACCOUNT: 11-0000-2212-508100-000-000000-000-06-070

REQUISITION/CONTRACT: 12202380

RATIONALE: Wilson Teaching Learning Academy hosts professional learning events that often exceeds our current parking capacities. Leasing The Bama Companies' parking lot will allow sufficient additional parking spaces needed for our Tulsa Public Schools patrons attending events.

- G.3.** RECOMMENDATION: Enter into an agreement with FEV Tutor to provide high-dosage tutoring to identified students who are below grade level in reading and/or math. FEV will provide live 1:1 virtual tutoring that is personalized to a student's needs, for a total of 800,000 hours. FEV and TPS Data Analytics Team will work together to analyze CEI and AY20-21 NWEA MAP Growth Data to identify priority campuses based on neighborhood domain factors and academic performance indicators.

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 \$2,000,000

FUND NAME/ACCOUNT: 11-7930-1000-503200-000-000000-000-05-093-7930

RATIONALE:

This program provides students in grades 3-12 with access to high-quality tutoring, customized to each student's needs. Priority for tutoring will be given to approximately 25-30 school sites, with a focus on interventions for middle school and junior high students. Exact tutoring hour allocations for each site will be based on relative academic need. Through weekly progress reporting, ongoing data-share and analysis, every tutoring session will be planned with intention, enabling tutors to act as an extension of the core learning environment. Multiple growth measures will be analyzed to track tangible achievement gains and evaluate program effectiveness including NWEA MAP, ACT, and OK State Test Measures. The highly-targeted tutoring model will be designed in line with the OK State and Tulsa Way District Standards, Universal Intervention Blocks, Edmentum and the district's data-driven approach to evaluating learning outcomes. FEV tutors use a research-based design and ongoing growth analytics to dynamically manage the program and maximize impact.

G.4. RECOMMENDATION: Purchase professional development hours from Discovery Education Inc. for secondary mathematics teachers and instructional leaders during the 2021-2022 school year in accordance with the terms and conditions of the request for proposal.

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 \$15,000

FUND NAME/ACCOUNT:

11-5520-2213-503200-496-000000-000-05-070-5520-

REQUISITION/CONTRACT: 12201918

RATIONALE: During the 2020-2021 school year, Tulsa Public Schools' math selection committee selected a new primary instructional resource for core high school mathematics courses using Discovery Education's Math Techbook. This digital resource requires our educators to have familiarity in navigating the online components and providing students with the right supports to excel in the digital learning environment. These professional development hours would provide ongoing development of teachers ability to transition to and utilize the resource effectively.

TALENT MANAGEMENT

G.5. 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

G.6. RECOMMENDATION: Approve the combined parcel of land with the City of Tulsa at East Central High School. The district purchased the adjacent land on the east side of the site. The combined parcel will allow the utilities to serve the current new field house.

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: There is no cost to the district.

RATIONALE: This project is part of the 2015 bond issue. The new field house will serve all students in the East Central feeder pattern.

G.7. RECOMMENDATION: Approve Supplement #1 & #2 with Greg Helms & Associates LLC to the master agreement for architectural services for Washington and Webster High Schools.

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

COST: The architects will be paid on a floating fee schedule based upon the size of the project. The Project at Washington High School is \$1,100,000, Webster

\$4,574,000. These projects are contingent upon sale and receipt of the 2021b bond funds.

RATIONALE: Hiring architects is critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

- G.8.** RECOMMENDATION: Approve supplement #1 with Reed Architect and Interiors, LLC to the master agreement for architectural services for the East Central 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.

COST: The architects will be paid on a floating fee schedule based upon the size of the project. The construction budget including fees at East Central High School is approximately \$3,000,000. The cost of this project is contingent upon the sale and receipt of 2021B bond funds.

RATIONALE: Hiring architects is critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

- G.9.** RECOMMENDATION: Approve Supplement #1 & #2 with KKT Architects, Inc. to the master agreement for architectural services for the Edison and Memorial kitchen Improvements.

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 architects will be paid on a floating fee schedule based upon the size of the project. The construction budget including fees at Edison and Memorial is \$2,500,000 each. The cost of this project is contingent upon the sale and receipt of 2021B bond funds.

RATIONALE: Hiring architects is critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

- G.10.** RECOMMENDATION: Approve supplement #1 & 2 with Allied Engineering Group, LLC to the master agreement for engineering services for Phase 1 roofing at various sites, Skelly Primary and Skelly Upper interior renovation.

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 engineers will be paid on a floating fee schedule based upon the size of the project. The construction budget including fee's for Phase 1 roofing at various sites is \$3,115,000 Skelly Primary is \$2,250,000 and Skelly Upper is \$6,822,540. The cost of this project is contingent upon the sale and receipt of 2021B bond funds.

RATIONALE: Hiring engineer's is critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

- G.11.** RECOMMENDATION: Approve supplement #1 & 2 with CEC Corporation to the master agreement for engineering services for Hawthorne Elementary and STEM classroom improvements at multiple sites.

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 engineers will be paid on a floating fee schedule based upon the size of the project. The construction budget including fee's for Hawthorne Elementary is \$3,469,860. STEM classrooms Phase 1 is \$1,000,000. The cost of this project is contingent upon the sale and receipt of 2021B bond funds.

RATIONALE: Hiring engineers is critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

G.12. RECOMMENDATION: Enter into contract with the lowest responsible bidder for roofing at various sites to include Council Oak, Disney, Lanier and MacArthur 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: The cost of this project is contingent upon the sale and receipt of 2021B bond funds.

RATIONALE: The roof restorations were included as part of the 2021 bond issue. Keeping the buildings maintained by replacing the roofs are critical to ensure a great learning environment in every classroom.

G.13. RECOMMENDATION:

Approve change orders increasing the contract sum and the scope of work for the following trades contracts for Phase II of the East Central field house project.

Scope of Work	Vendor	Amount
Building & Site Concrete	Oakridge	137,562.00
Masonry	DMG	31,964.00
Structural Steel	Green Country	104,959.00
Roofing	Atwell Roofing	5,543.00
Metal Panels	Sooner Recon	14,950.00
Hollow Metal Doors & Hardware	BSI	24,755.00
Glass & Glazing	Coulter	8,800.00
Drywall & Framing	GCI	127,740.00
Toilet Accessories	Jones Commercial	10,667.00
Lockers	Elite	21,165.00
Gym Seating	Performance Surface	17,462.00
Fire Suppression	All American	4,124.00
Plumbing	Midwest Mechanical	76,634.00
HVAC	Sligar	76,799.00
Electrical	Alliance	338,799.00
Earthwork	DT Specialized	48,146.00
	Total:	1,050,069.00

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 for these change orders are part of the Amendment #2C with Flintco.

RATIONALE: This project is part of the YMCA collaboration at East Central High School that was previously approved by the board on October 13, 2020 item E7. These changes to the contract will fulfill the district obligation of completing the building. The YMCA will be responsible for all equipment, furniture and staffing. All East Central students will have access to this facility.

G.14. RECOMMENDATION:

Approve amendment 2C to the Construction Management Contract with Flintco LLC , establishing a new guaranteed maximum price for Phase II of the East Central field house project.

Trades	1,050,069.00
Reimbursables	12,701.00
Allowances	35,443.00
General Conditions	59,021.00
Management Fees	45,273.00
Total GMP	1,202,507.00

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 2C is \$1,202,507. This is contingent upon the sale and receipt of 2021B bond funds.

RATIONALE: This project is part of the YMCA collaboration at East Central High School that was previously approved by the board on October 13, 2020 item E7. These changes to the contract will fulfill the district obligation of completing the building. The YMCA will be responsible for all equipment, furniture and staffing. All East Central students will have access to this facility.

G.15. RECOMMENDATION:

Amend item E.7. of the July 19, 2021 agenda to read as follows: Enter into contract 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.

G.16. RECOMMENDATION:

Amend item E.14 of the August 2, 2021 agenda to read as follows: Enter into contract with the lowest responsible bidder for the following trades for the Phase II, for the interior renovations at the Academy Central building for the benefit of instructional services provided by Greenwood Leadership Academy.

Toilet Partitions	37,810.00	Jones Commercial Hardware, Inc.
Marker & Tack Boards	38,500.00	Jones Commercial Hardware, Inc.
Sitework	31,000.00	Contech, LLC
Concrete	41,500.00	Contech, LLC

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 benefit the instructional services provided by Greenwood Leadership Academy.

SUPPORTING INFORMATION

CONSENT ITEM E-1

ROUTINE SECONDARY FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Carver Middle School/ 6 th Grade Students	Students: 210 Parents: 15 Staff: 8	Study trip to Dr. George Washington Carver Museum/Diamond, Missouri	October 7-8, 2021	2	Funding provided by parents and any remaining balance will be paid from Carver's School Activity Fund #558

SUPPORTING INFORMATION

INFORMATION ITEM E-5

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Executive Administrative Associate / Deputy Clerk of the Board- ESC / Superintendent's Office</p> <p><i>Annual Budget Impact: \$ 47,476 min. – \$ 66,700 max.</i></p> <p><i>Funding Source: 11-0000-2312-501210- 000-000000-614-09-091</i></p>	<p>BG-6 12 Months</p>	<p>Provide administrative support to the Superintendent's office and Board of Education by conducting research, preparing District reports, handling information requests, scheduling, and managing clerical and operational functions. Develop high- quality public-facing materials and timely correspondence with attention to detail and accuracy. Execute operational tasks adeptly and address sensitive information with a high-level of confidentiality, care, and sensitivity.</p>

SUPPORTING INFORMATION**CONSENT ITEM E-6****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Abbott, Jennifer	8/05/21	\$10.31	School Clerk	CA-3
Anderson, Caleb	8/12/21	\$40,000.00	Teacher	B-0
Anderson, Jessica	8/12/21	\$44,660.00	Teacher	M-6
Applegate, Rebekah	8/12/21	\$30,000.00	Apprentice	NS
Armeecher, Brian	8/12/21	\$49,895.00	Teacher	M-16
Baldwin, Courtney	8/12/21	\$30,000.00	Apprentice	NS
Behman, Magdy	8/12/21	\$30,000.00	Apprentice	NS
Billings, Stevey	8/16/21	\$13.49	Para Teacher	IS-6
Blevins, Megan	8/12/21	\$40,000.00	Teacher	B-0
Bolt, Jennifer	8/16/21	\$10.11	Teacher Assistant	IS-3
Borgstadt, Robert	8/12/21	\$30,000.00	Apprentice	NS
Bryan, Jennifer	8/12/21	\$40,820.00	Teacher	B-2
Buvaylik, Valeriya	8/12/21	\$30,000.00	Apprentice	NS
Chandler-Smith, Tiffany	8/12/21	\$44,660.00	Teacher	M-7
Cherry, Cheryl	8/12/21	\$30,000.00	Apprentice	NS
Clary, Madison	8/16/21	\$13.08	Teacher Assistant	IS-6
Compassi, Shawna	8/12/21	\$30,000.00	Apprentice	NS
Coons, Parker	8/12/21	\$30,000.00	Apprentice	NS
Copeland, Evelyn	8/26/21	\$18.21	Talent Specialist	CA-12
Crum, Marsha	8/12/21	\$30,000.00	Apprentice	NS
Dawson, Holli	8/12/21	\$30,000.00	Apprentice	NS

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Delso, Cynthia	8/10/21	\$30,000.00	Apprentice	NS
Dinsmore, Victoria	8/16/21	\$13.08	Paraprofessional	IS-6
Dugan, Jason	8/10/21	\$40,000.00	Teacher	B-0
Fanning, Christy	8/12/21	\$30,000.00	Apprentice	NS
Ferrera, Karen	8/05/21	\$10.31	School Clerk	CA-3
Free, Catherine	8/12/21	\$40,000.00	Teacher	B-0
Gallagher, Anne	8/02/21	\$56,000.00	Assistant Principal	EG-4
Galvan, Edelia	8/12/21	\$30,000.00	Apprentice	NS
Gifford, Shelley	8/12/21	\$30,000.00	Apprentice	NS
Gil Gonzalez, Lilibeth	8/16/21	\$13.08	Teacher Assistant	IS-6
Girdner, Chris	8/12/21	\$30,000.00	Apprentice	NS
Goodacre, Heather	8/12/21	\$48,074.00	Teacher	M-13
Gormley, Anna	8/12/21	\$40,000.00	Teacher	B-0
Grauberger, Katherina	8/16/21	\$10.31	Attendance Clerk	CA-3
Hamm, Michayla	8/12/21	\$30,000.00	Apprentice	NS
Harper, Milton	8/12/21	\$30,000.00	Apprentice	NS
Haskins, Gregory	8/12/21	\$30,000.00	Apprentice	NS
Hawkins, Olivia	8/12/21	\$30,000.00	Apprentice	NS
Hawkins, Orlando	8/12/21	\$30,000.00	Apprentice	NS
Hay, Julia	8/12/21	\$40,000.00	Teacher	B-0
Hayward-Preaus, Bricynn	8/12/21	\$30,000.00	Apprentice	NS
Henry, Candace	8/12/21	\$43,160.00	Teacher	B-6

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Holmes, Jimmy	7/19/21	\$12.36	Bus Driver Trainee	MT-7
Jaiyeola, Grace	8/12/21	\$30,000.00	Apprentice	NS
James, Jamal	8/16/21	\$13.49	ID Paraprofessional	IS-10
Janis, Brandon	8/12/21	\$40,000.00	Teacher	B-0
Jones, Amanda	8/12/21	\$41,745.00	Teacher	B-4
King, Rebecca	8/12/21	\$30,000.00	Apprentice	NS
Kinkaid, Kelly	8/12/21	\$30,000.00	Apprentice	NS
Kruse, Pamela	8/05/21	\$13.60	Principal's Secretary	CA-8
Lawson, Natalie	8/12/21	\$30,000.00	Apprentice	NS
Leifheit, Madison	8/16/21	\$13.49	Para Teacher	IS-6
Litterell, Mekala	8/12/21	\$40,000.00	Teacher	B-0
Lollman, Matthew	8/12/21	\$30,000.00	Apprentice	NS
Love, Charles	8/12/21	\$30,000.00	Apprentice	NS
MacTough, Richard	8/12/21	\$30,000.00	Apprentice	NS
Mahurin, Margaret	8/12/21	\$30,000.00	Apprentice	NS
Mayo, Kaicee	8/12/21	\$30,000.00	Apprentice	NS
McCool, Lorraine	8/12/21	\$43,160.00	Teacher	B-6
McCullough, Kirsten	8/12/21	\$41,250.00	Teacher	B-3
Means, Denise	8/12/21	\$30,000.00	Apprentice	NS
Miller, Daniel	8/16/21	\$13.08	Teacher Assistant	IS-6
Morales, Kristal	8/05/21	\$10.31	School Clerk	CA-3
Mortensen, Julie	8/12/21	\$40,000.00	Teacher	B-0

ELECTIONS- Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Mosquera Del Palacio, Carlos	8/12/21	\$30,000.00	Apprentice	NS
Newton-Williams, Daxton	8/12/21	\$30,000.00	Apprentice	NS
Nies, Jared	8/12/21	\$30,000.00	Apprentice	NS
Ohrynowicz, Tammy	8/12/21	\$43,700.00	Teacher	B-7
Peters, Hannah	8/12/21	\$40,820.00	Teacher	B-2
Phillips, Jana	8/12/21	\$30,000.00	Apprentice	NS
Pineda, Yesenia	8/12/21	\$30,000.00	Apprentice	NS
Porter, Ebony	8/16/21	\$13.49	ED Paraprofessional	IS-10
Reisner, David	8/12/21	\$41,250.00	Teacher	B-3
Renee, Dawn	8/12/21	\$56,074.00	Teacher	B-26
Richardson, Taylor	8/12/21	\$30,000.00	Apprentice	NS
Roberts, Caroline	8/12/21	\$40,000.00	Teacher	B-0
Roberts, Dennis	8/12/21	\$30,000.00	Apprentice	NS
Schmidt, Darin	7/06/21	\$60,000.00	Dean/Teacher	M-32
Scott, Cierra	8/16/21	\$13.08	Teacher Assistant	IS-6
Sparks, Stephen	8/12/21	\$30,000.00	Apprentice	NS
Stambaugh, Lucinda	8/12/21	\$30,000.00	Apprentice	NS
Steichen, Madalene	8/12/21	\$30,000.00	Apprentice	NS
Street, Elizabeth	8/12/21	\$30,000.00	Apprentice	NS
Talley, Mariah	8/05/21	\$12.70	Principal's Secretary	CA-8
Thompson, Jaylen	8/12/21	\$30,000.00	Apprentice	NS
Thompson, Susan	8/10/21	\$30,00.00	Apprentice Counselor	NS

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Vaughan, Steven	8/12/21	\$30,000.00	Apprentice	NS
Walton, Danielle	8/12/21	\$41,745.00	Teacher	B-4
Way, Sarah	8/12/21	\$20,000.00	Half Time Teacher	B-0
Weber, Jordan	8/12/21	\$30,000.00	Apprentice	NS
Wells, Tammy	8/12/21	\$43,160.00	Teacher	B-6
White, James	8/05/21	\$11.21	Parent Involvement Facilitator	IS-6
Williams, Mary	7/26/21	\$78,700.00	Lead Instructional Mentor	EG-4
Woodson, Julia	8/12/21	\$42,200.00	Teacher	B-5
Wright, Jace	8/12/21	\$30,000.00	Apprentice	NS
Yates, Jon	8/12/21	\$30,000.00	Apprentice	NS
Zavattero, Alyssa	8/12/21	\$40,000.00	Teacher	B-0

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Armstrong, Rebecca	8/02/21	\$62,872.00	Teacher Coach	Assistant Principal	EG-4
Arredondo, Darling	8/12/21	\$40,000.00	Apprentice	Teacher	B-0
Bachman, Keely	8/16/21	\$14.09	MD Paraprofessional	Teacher Assistant	IS-6
Berlin, Wilfred	8/12/21	\$30,000.00	Full Time Teacher	Half Time Teacher	B-32
Bigby, Christopher	8/09/21	\$52,969.00	Teacher	Instructional Mentor	EG-3
Boese, Cynthia	8/12/21	\$26,683.00	Counselor	Half Time Teacher	D-15
Brady, Jeffrey	8/12/21	\$44,660.00	Teacher	Teacher	M-6
Buell, Jenna	8/09/21	\$57,000.00	Teacher	Multilingual Instructional Mentor	EG-3
Burnside, Maggie	8/02/21	\$70,000.00	Instructional Mentor	Equity Partner – Stimulus Funded	BG-9
Carter, Jasmine	8/12/21	\$43,700.00	ESS Specialist	Teacher	M-5
Colbert, Elizabeth	8/02/21	\$18.65	Before and After Care Site Director	Before and After Care Site Coordinator – Stimulus Funded	MT-16
Davis, Erica	8/12/21	\$46,075.00	Teacher	Dean	B-12
Dissanayaka, Sakunthala	8/16/21	\$13.49	Teacher Assistant	1:1 Paraprofessional	ID IS-10
Fernandez, Hannah	8/16/21	\$54,253.00	Teacher	TTC Instructional Mentor	EG-3
Gillaspie, Bryshana	7/26/21	\$53,720.00	Academic Coordinator	Assistant Principal	EG-4
Green, Melody	8/12/21	\$30,000.00	Paraprofessional	Apprentice	NS
Hill, Alisha	8/12/21	\$41,410.00	Teacher	Teacher	M-1

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Houston, LaKinda	7/12/21	\$61,997.00	Assistant Principal	Interim Principal	EG-7
Jones, Harmony	7/19/21	\$65,256.00	SIG Coach	School Partner Strategy	BG-9
McCoy, Gracye	8/02/21	\$84,500.00	Academic Support Coordinator	Manager Pathways	ELD EG-8
Moore, Miranda	8/06/21	\$12.87	Teacher Assistant	Principal's Secretary	CA-8
Moreton, Summer	7/01/21	\$13.10	School Clerk	Principal's Secretary	CA-8
Okonkwo, Alvin	8/02/21	\$69,608.00	Learning Director	Equity Partner Stimulus Funded	- BG-9
Perry, Edward	7/06/21	\$66,000.00	Counselor	Enrollment and Student Information Partner	BG-9
Price, Trinity	8/02/21	\$62,500.00	Dean	Assistant Principal	EG-4
Reichmuth, Kathleen	8/06/21	52,114.00	Part Time Counselor	Full Time Counselor	M-18
Robison, Maxine	8/16/21	\$18.81	Paraprofessional	ID Paraprofessional	IS-10
Rouse, Emily	8/12/21	\$30,000.00	Exchange Coordinator	Apprentice	NS
Schinnerer, Rayel	8/12/21	\$30,000.000	Paraprofessional	Apprentice	NS
Smith, Angela	8/09/21	\$52,969.00	Teacher	Instructional Mentor	EG-3
Stay, Paula	8/16/21	\$14.65	ID Paraprofessional	Teacher Assistant	IS-6
Taylor, Donna	8/06/21	\$16.07	Record Associate	Health Assistant	IS-5
Thomas. Veronica	8/02/21	\$66,000.00	Instructional Mentor	Equity Partner Stimulus Funded	- BG-9

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Thompson, Dorothy	8/04/21	\$14.75	School Clerk Assistant	Principal's Secretary	CA-8
Walls, Wayne	8/16/21	\$13.08	Teacher	Teacher Assistant	IS-6
Williams, Ladrea	8/16/21	\$11.60	Paraprofessional	Teacher Assistant	IS-3
Williams, Mildred	7/15/21	\$21.09	Teacher	Before and After Care Site Coordinator – Stimulus Funded	MT-16

SEPARATIONS

Name	Effective Date	Position
Adams, Brittany	7/30/21	Teacher Assistant
Alexandrov, Nicholas	8/03/21	Teacher
Applebury Scott, Christina	7/28/21	Teacher
Bash, Courtney	8/04/21	Cafeteria Assistant
Boatright, Braden	7/29/21	Teacher
Brace, Carter	6/01/21	Teacher
Bustamante, Ana	7/06/21	Evening Custodian
Carter, Brenda	6/02/21	Teacher
Chen, Xiaopeng	8/12/21	Teacher
Clements, Brandy	8/09/21	Teacher
Coleman-Woods, LaKendra	8/11/21	Teacher Assistant
Cowan, Donna	6/16/21	Principal's Secretary
Danley, Erica	8/10/21	Teacher
Davis, Jill	7/31/21	Teacher
Decker, Baylee	6/02/21	Teacher
Elam, Pamela	8/03/21	Cafeteria Assistant
Evans, Dawn	7/16/21	Teacher
Flaherty, Janis	7/30/21	Teacher
Foster, Cierra	7/30/21	Teacher
Gibbons, DeeAnn	7/20/21	Teacher
Grimshaw, Michael	6/01/21	Teacher
Guercio, Anna Grace	7/31/21	Teacher
Gutierrez, Martha	8/03/21	Cafeteria Assistant
Guy, Joshua	8/10/21	Teacher
Hallquist, Kelly	7/15/21	Teacher
Harmon, Nicolette	7/01/21	Teacher
Heavener, Nelda	8/01/21	Paraprofessional
Hensch, Victoria	6/01/21	Teacher
Holiday, Diana	6/01/21	Teacher
Howard, Tymber	7/23/21	Teacher
Hoyt, Jason	8/01/21	Teacher
Jones Zentz, Shelby	8/02/21	Paraprofessional
Jones, Derick	7/28/21	Teacher
Jones, Kason	6/01/21	Teacher
Kura, Megan	8/03/21	Teacher
Loveland, Julie	8/06/21	Teacher
Manjarrez Dominguez, Andrea	8/03/21	Teacher
Martin, Cindy	7/21/21	Teacher Assistant
Nealy, Darian	8/03/21	Teacher Assistant
O'Connor, Elizabeth	5/28/21	Teacher
Patrick, Elisabeth	6/01/21	Teacher
Payne, Gerald	7/30/21	Bus Assistant
Pope, Gerald	6/07/21	Teacher
Reichard, Mary	8/06/21	Teacher
Rogers, Norma	3/03/21	School Clerk

SEPARATIONS – Continued

Name	Effective Date	Position
Rosson, Emily	7/14/21	Teacher
Sandoval, Sugeli	7/26/21	Head Custodian
Schwyhart, Jared	8/04/21	DHI Paraprofessional
Scroggs, Rachel	8/06/21	Teacher
Stephens, Elizabeth	7/29/21	Teacher
Thao, Melissa	8/12/21	Teacher Assistant
Thomas, Camille	8/02/21	Dean / Counselor
Thomas, Leah	8/10/21	Para Teacher
Thorpe, Ivy	7/30/21	Paraprofessional
Turek, Kathryn	7/16/21	Teacher
Waggnor, Teresa	7/31/21	Paraprofessional
Williams, Matthew	7/28/21	Teacher
Worrell, Ruth	7/30/21	Assistant Cafeteria Manager

SUBSTITUTE AND TEMPORARY ELECTIONS

CNS

Dominguez, Annabel
Pitts, Amanda
Rodriguez, Marisabel

TUTOR

Adams, Theresa
Henry, Patrice
Iten, Therese
Loveland, Julie
Ray, Nan

SUBSTITUTE

Ailsworth, MonaLisa	Emmons, Roy	Jones, Lisa	Sell, James
Allen, Anita	English, Titianna	Julian, Ronald	Shorrock, Collen
Allen, Carnell	Frisbee, Judith	Kareem, Muhammed	Shouse, Linda
Allen, Timothy	Garrison, Samuel	Koloff, Kevin	Singleton, Carol
A'neal, Sharon	Glenn, Jo	Lugar, Durand	Snovel, Staci
Barrett, Laura	Griffith, Lisa	Mckerley, Craig	Thompson, Timothy
Bartholomew, Marilyn	Guthery, Tuesday	McLerran, Casey	Trompler, Tina
Beckert, Marla	Harmon, Laura	Norman, Johnnie	Trotter, Anna
Benuzzi, Erin	Harris, Tekesha	Parker, Marry	Wade, Donna
Brawner, James	Henderson, Larry	Parrett, James	Wagner, Samantha
Collins, Marcia	Higgins, Anita	Peters, Bonnie	Wells, Bradlee
Crandell, Jeremy	Howard, Larry	Ratliff, Rhonda	White, Yvonne
Davis, Brenda	Howe, Michael	Rich, Kathryn	Zouiouèche, Nadjia

SUMMER SCHOOL

McClary, Loretta
Wixon, Samantha
Robison, Maxine
Larimer Morrison, Bonnie
Watson, Patrick
Judd, Stacy
McClullough, Kirsten
Brown, Rodway
Tomlinson, Kelly
Lewallen, Elissa

Temporary teachers 2020-2021 returning as Temporary Teachers 2021-2022

Adewale, Peace O	Chalifoux, Derrik P	Greeson, Kelly L
Aguayo, Andrea	Channel, Mandy C	Guerrero, Cristina
Aguirre, Nereida	Clardy, Kelsey A	Habig, Stewart
Akhtar, Naila A	Cochran, Farah Calliope D	Haigh-Florez, Dionne J
Allen, Alexander J	Cornett, Katherine A	Hall, Shekinah
Alvarez Perez, Wuileyne	Cotton, Beverly K	Hammond, Rachelle
Alvarez, Lisbeth	Covel, Christin	Hargrave, Charity S
Andrews, Alexandra C	Cox, Laurel	Harper, Christina
Andrews, Mike D	Crouch, Tabitha	Harris, Emma R
Archie II, Anthony T	Curtis, Dawn B	Haverkamp II, Timothy J
Badoni, Brionna N	Dametz, Tabitha L	Hayden-Gill, Alexandria
Bain, Carmen M	Daniels, Aaron	Hazel, Riley C
Baker, Breanna J	Daniels, Kerry E	Henry, Glenn
Baker, Stephanie	Darnell, Monica	Henshaw, Todd F
Balsiger, Samuel R	Davis, Brittany J	Hewitt-White, Brenda N
Barcus, John R	Despain, Athena D	Hightower, Aubrianna L
Basnett, Patricia M	Diaz, Aimar D	Hill, Ramona Y
Bauman, Emily A	Diggs, Jennifer K	Hiner, Stephanie
Bell, Raven B	Dillard, Antwanique D	Hirschman, Rebekah S
Berrigan, Kathleen M	Dixon, John	Holloman, Daniel
Bibens, Robert L	Dobbs, Jonathan E	Hoxie, Willow
Blazek, Michael W	Dougherty, Cailey E	Hubbard, Monae
Boese, Cynthia M	Dowler, Brookes R	Huffer, Madison D
Boone, Hannah R	Duncan, Allison A	James, Jaycie C
Bowen, Dee A	Duncan, Amanda B	Jamison, Tametra L
Braggs, Willie	Durante, Joanna L	Janloo, Robyn
Broccard, Nicole	Eaves, Nicholas	Jarvis, Megan M
Brown, Carolyn	Elbon, Grace	Jensen, Joy E
Brown, Darlyn R	Fennoy, Eboni N	Johnson, Cassandra M
Brown, Kisha C	Fernandez Jacob, Ana Belen	Johnson, Emilie B
Brown, Sondra R	Fointno, Kayla J	Johnson, Nhandi A
Buchanan, Jolene M	Folmer, Michael	Jones, Leari-Jenee T
Burgess, Laura M	Fornes Llodra, Maria Dolores	Jorda Pascual, Juan Vicente
Buxton, Terry L	Forrest, Julie	Kelln, Krystin L
Caligone, James L	Fox, Kerry L	Kelly, Keith D
Cantu, Mercedes P	Freeman, Michal B	Kim, Joseph M
Carder, Melissa S	Gaber, Victoria K	King, Kyle B
Carnes, Adam A	Galbreath, William	King, Nancy K
Carpenter, Makenzie K	Goad, Barbara J	King, Taylor N
Castillo, Alicia H	Graham, Allison R	Laborn, Emma

Temporary teachers 2020-2021 returning as Temporary Teachers 2021-2022

Lamare, Christina	Primo, Nuria	Tedder, Robert W
Lawhon, Carey C	Randels, Brooke	Teel, Jennifer A
Lee, Peter C	Read, Jessica A	Thomas, Leeann M
Leeker, Isabella	Rector, Kayla H	Thomas, Sarah R
Lewis Jr, Cecil R	Reichmuth, Kathleen L	Thompson, Megan M
Lilburn, Michael D	Reiser, Shelby K	Thornton, Anita L
Little, Gabrielle	Remington, Greta R	Toma, Jill
Littlebear, Bethany S	Rice, Micah U	Torres, Evangelina
Loeffler, Christie N	Richards, Rosemary L	Treguboff, Bailey M
Loeffler, Samantha	Rios, Lisa M	Triggs, Brianna B
Lough, Anderson S	Robinson, Ryan	Truss, Emily F
Ludewick, Gwendolyn	Rogers, Rachel M	Trzecki, Emily D
Mansfield, Jamie	Rogers, Taylor K	Valma, Rebekah N
Maples, Brandi R	Rogoish, Mason D	Van Meter, Brandon
Martinez, Francisco A	Roubideaux-Davis, Gable	Waldron, Arnita B
Mathews, Angela L	Royal, Gabriel L	Ward, Mikayla N
Matuszak, Sarah	Ruggles, Keith	Whitham, Lauren E
Mavis, Kimbra L	Ruiz Martinez, Norangelee	Williams, Darren B
Maxwell, Sandra K	Ryan, Katelyn R	Williams, Kevin D
Mccann, Gregory	Salazar, Michelle K	Williams, Resha M
Mclaughlin, Melanie A	Sanchez, Kelsey G	Williams, Tiffany J
Milburn, Claire	Santos Cervantes, Maria Jose	Wilson, Andrea M
Moffitt, Sydney R	Scalf, Sheila J	Woodard, Brianna R
Morris, Graydon C	Shadden, Monaic M	Workman, Sheila E
Morrison, Jean T	Shepherd, Baylee A	Adams, Rachel D
Morrow, Donald	Sherman, Joan	Birkett, Anna M
Newport, Mary	Sherwood, Chelsea	Forrester, Dayna I
Nieves, Isaiah L	Simpson-Jaques, Tracy N	Nash, Jennifer
Niland, Lareina M	Smith, Brendon L	Blair, Judith V
Oakley, Garrett	Snel, Zechariah	Norman, Kathleen M
Owusu-Ankomah, Jennifer	Snuffer, Nathan	
Park, Isaac	Sprigby, Angela	
Parker, Janet B	Stengel, Madison E	
Parnell, Hannah	Stevenson, Tyler C	
Peter, Emily S	Stewart, Cassandra L	
Peterson Jr, Zebulon	Stockenberger, Rachael M	
Phillips, Traci L	Stockle, Jennie	
Pineda, Michelle	Strope, Laura M	
Potter, Kathryn V	Suarez, Amor S	
Powers, Marcus D	Swets, Jillian	

Temporary teachers 2020-2021 returning as Continuous Teachers 2021-2022

About, Mary K	Dickens, Joseph	Johnson, Krystie L
Ackley, Erin M	Diemart, Machel M	Johnson, Laura
Acosta, Edgar	Duncan, Blake K	Jones, Nichole R
Alsup, Allison J	Durbin, Denise G	Kane, Delaney N
Asberry, Camrey R	Dyer, Mozella M	Kelly, Briana R
Ash Jr, Bart A	Eckert, Parizod	Kendall, Haylie
Bailey, Madison A	Eddington, Christopher L	King, Ronald S
Baker, Amy W	English, Melissa M	Knighten, Safiya A
Baker, Junegrid M	Eyler, Malia D	Knutson, Heather R
Bakker, Mike	Fancher, Catherine	Kothe, Paulette S
Ballew, James C	Ferguson, Aimee D	Kouns, Tracy T
Barr, Lauren N	Flores, Monzerrat K	Kramer, Katelyn
Beachy, Chloe N	Franklin, Consuela M	Kriss, Kelsey L
Benefield, Caitlynn	Friedrich, Cody	Kurzyna, Robin
Bitzer, Cynthia F	Gill, Melissa A	Lackner, Allison C
Blacc, Fadwa A	Gilliam, Sheila	Larsen, Samuel C
Blessing, Karmen	Giraldo Granados, Maria Del Carmen	Lee, Kaitlyn
Bolivar Leon, Erika M	Girdner, Megan L	Lindsey, Rayel
Bonebright, Cindy	Gooding, Latonya A	Lovelace, Bradley M
Boudiette, Melissa	Goodnough, Alexandra G	Lozano Gonzalez, Silvia
Brooks Talo, Shelly Ann A	Gourley, Lisa M	Lynn, Lyla D
Brown, Jonathan B	Greene, Amy	Maddux, Kendra M
Brownell, Amanda H	Hammer, Sharyl D	Maroto Calderon, Ruben
Buckner, James B	Harris, Suzanne R	Maxwell, Demarco E
Caldwell, Vicky P	Hawk, Wesleigh	Mccaskey, Marynda A
Camacaro Sequera, Nancy B	Hawkins, Sandra S	Mcintosh, Erin
Carpenter, Emily M	Hendricks, Michael C	Mckinney, Jamie D
Castillo, Destiny J	Henry, Bailie R	Mcmahan, Christina
Chavez, Ana B	Hernandez Gracia, Cristina	Mcnall, Ayngela
Childers, Scott M	Hettick, Monica	Megeath, Vanessa H
Choate, Meagan	Hill, Alisha M	Melton, Margaret
Coday, Melissa K	Hill, Carmen A	Merkle, Emily R
Coleman, Noelle E	Hill, Toni A	Messimore, Ruth V
Colon, Chelsea	Holcomb, Ozlem	Meza, Melissa E
Constien, Kameron D	Holmes, Kevin R	Mihos, Allison R
Contreras, Blanca	Howard, Jacqueline D	Miller, Molly G
Crase, Cody M	Huheey, Ellen	Miller, Tyler
Curtis, Tiffany D	Johnson, Chad A	Mitchell, Dinnia M
Dametz, Justin D	Johnson, Jana E	Moore, Danielle S
De La Rosa, Misael J	Johnson, Kirsten L	Moreno Perez, Raquel

Temporary teachers 2020-2021 returning as Continuous Teachers 2021-2022

Morris, Tandra G	Rey, Luz H	Terrell, Tiffany N
Morton, Jane A	Riggs, Emily	Van Dusen, Scott
Moss, Lana R	Rivera, Andralid Y	Van Vleet, Amanda M
Munoz, Alexandra	Rogers, Sierra D	Webber Sr, Thomas O
Musgrave, Monica L	Russell, Sarah L	Weber, Jennifer L
Neubauer, Sheri L	Rutledge, Lisa M	Weible, Victoria L
Newton, Jasmine W	Sanchez, Mabel	Welch, Shona L
Nguyen, Delrina	Schonberner, Nicolas L	Wells, Cassandra S
Payne, Bridgette J	Schwyhart, Shelby L	Wenger, Aaron
Payne, Lashaunda C	Showalter, Kelli G	Westhoff, Margaret E
Pete, Karen Y	Skaggs, Tabitha G	Wheeler, Scarlett R
Pigman, Amanda S	Sondgeroth, Annette M	White, Claire H
Ponce, Ana E	Stansbury, Kelci L	Wiglesworth, Natalie N
Prado, Cristiana S	Stika, Jamie B	Williams, Kaitlyn
Pugh, Dimita T	Stockton, Roxanne	Wise, Clayton T
Quinn, Paige V	Streber, Ashley L	Zahir, Amina
Reed, Bret A	Summers, Christina L	Zamora, Bailey K
Reese, Andrea	Teel, Jeremy	

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

East Central Jr. High – 11-0000-1000-501700-421-113000-210-07-659

Pay certified staff, to be named, a stipend not to exceed \$3,300 to supervise After School Detention and Saturday Detention during the 2021-2022 school year.

Hale –

Pay five Nathan Hale High School Success Coaches to be named an additional \$2 per hour worked during 2021-2022 school year for additional duties supporting Hale Beyond, not to exceed a total of \$14,080. Additional duties include providing support and mentoring for students.

Payroll– 11-0000-2511-501210-000-000000-312-08-052

Pay Sue Casey and Sheri Vann, Payroll Analysts, and Bonnie Hart, Payroll Technician, a stipend of \$2.50 per hour worked, for extra duties required during payroll processing of the Extended Summer Learning Program, June 28, 2021 to July 25, 2021.

Talent Management - 11-7930-2572-501210-000-000000-337-05-041-7930

Pay Rogena Keen, Talent Specialist, a stipend of \$.50 per hour worked, for additional departmental responsibilities, July 1, 2021 to June 30, 2022.

Parent engagement stipend, grant-funded - 11-0503-xxxx-501800-000-000000-xxx-05-xxx-0503

Pay select voluntary support employees, to be named, \$21/hr. plus benefits, to stand up an enrollment/back-to-school call center during the months of August and September 2021 outside of contract hours. A generous grant from the Flint Family Foundation will allow TPS staff to reach out to families who need assistance to complete enrollment, families whose children are absent the first day(s) of school, and families whose children have sporadic attendance the first days of school. Total stipends + benefits paid will not exceed \$50,000.

North Star Academy – 11-5520-1000-501390-496-113200-415-05-636-5520

Pay certified staff at North Star Academy, to be named, \$30/hr. to coordinate supplemental instructional tutoring, plus benefits, outside of contract hours during the 2021-2022 school year.

Carver – 11-5118-2194-501210-494-0000000-322-05-515-5118

Approval to pay support clerk Mildred Vickers a stipend of \$500.00 to serve as MicroSociety Coordinator, in addition to her regular duties, during the school year 2021 – 2022 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct Salary for Created position June 18, 2020, page 60

Create:

Position	Salary/Grade	Duties
<p>Board Certified Behavior Analyst – ESC / Exceptional Student Services</p> <p><i>Annual Budget Impact: \$ 63,000 min. – \$ 94,400 max.</i></p> <p><i>Funding Source: 11-6210-2213-501210- 239-000000-202-06- 066-xxxx Grant Funded</i></p>	<p>BG-9 12 Months</p>	<p>Provides leadership, analysis, and support in the area of special education Behavior Analysis. Promotes quality and compliance of programs and services to improve student achievement.</p>

UPPORTING INFORMATION

INFORMATION ITEM G-5

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Executive Director of Communications and Strategy / ESC</p> <p><i>Annual Budget Impact:</i> \$ 93,500 min. – \$ 140,300 max.</p> <p><i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX</p>	<p>XG-1 12 Months</p>	<p>The Executive Director of Communications and Strategy will develop and implement communications, engagement, and public relations strategies designed to support the district’s strategic initiatives, improve community perceptions and feelings of trust in Tulsa Public Schools, and ensure that internal and external stakeholders feel connected to district. The Executive Director of Communications and Strategy will work collaboratively with the district’s cabinet and senior leadership teams to implement user-centered messaging, tactics, and engagement strategies and oversee the district’s community and legislative advocacy efforts. This position will also serve as key staff support to the cabinet team developing messaging and engagement strategies, sustaining strong internal communications and staff engagement, and engaging with the Tulsa Board of Education.</p>

Create:

Position	Salary/Grade	Duties
<p>Leadership Development Coach - ESC</p> <p>6 Positions</p> <p><i>Annual Budget Impact:</i> \$ 490,800 min. – \$ 736,800 max.</p> <p><i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX</p> <p>ESSER</p>	<p>EG-10 12 Months</p>	<p>The Leadership Development Coach will provide needed support and mentoring to novice principals, assistant principals and aspiring principals thereby accelerating their readiness and effectiveness. The coach will support principals’ development in instructional leadership, school culture and equity, performance management and data-driven decision practices in alignment with the Tulsa Way for Teaching and Learning and the Transformational Leadership Spheres for Leadership Development.</p>

Create:

Position	Salary/Grade	Duties
<p>School Based Program Manager – Eugene Field</p> <p><i>Annual Budget Impact: \$ 47,476 min. – \$ 66,700 max.</i></p> <p><i>Funding Source: XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX</i></p> <p><i>Grant Funded</i></p>	<p>BG-6 12 Months</p>	<p>The Program Manager will assist in the planning and execution of all aspects of the Education Strategy of the Transformation Plan execution in partnership with the school leadership, district staff, and external partner organizations. This work will focus on building strong relationships among partnering school staff and community members, collaborators, children, and families.</p>