



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **September 8, 2020**, at 6:30 PM, conducted using videoconference pursuant to Title 25, Section 307.1 of the Oklahoma Statutes, as amended by Senate Bill 661. There is no physical site or location for this meeting. Each member of Board of Education will be appearing for the meeting remotely by using videoconference. If the audio connection is lost, the meeting will be stopped and reconvened as soon as the audio connection is restored. Please stand by.

With the exception of item A-1, the Board of Education reserves the right to take up any agenda item in any order regardless of how items are listed.

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District. Members of the public may access the meeting by videoconference at [tulsaschools.org](https://www.tulsaschools.org).

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. Requests to comment must be made by submitting a completed form for each topic. Forms are available online on the Tulsa Public Schools website at <https://www.tulsaschools.org/about/board-of-education/requesttospeakonagendaitem>. Requests will be accepted at any time up to the consideration of the Consent Agenda portion of the meeting, but it is recommended to submit the form by noon on the day of the meeting to ensure it is received. 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 online on the Tulsa Public Schools website at <https://www.tulsaschools.org/about/board-of-education/citizens-commentform>, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each.

A. OPENING EXERCISES

- A.1. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A.2. Call to order and confirm that a quorum of the Board is present.
- A.3. Flag salute

B. MOTION TO VOTE AND ADOPT THE AGENDA

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

- C.1. Recognition of Ms. Ruth Ann Fate as Election District Number Six Board Member.
Motion and vote to adopt a Resolution of Appreciation for Ms. Ruth Ann Fate.

D. APPROVAL OF MINUTES

Approve minutes of the August 10 and 24, 2020 special meetings of the board and the August 17, 2020, regular meeting of the board.

E. CONSENT AGENDA - Motion and vote on recommendation.

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

G. INFORMATION AGENDA

H. STAFF REPORTS

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, September 21, 2020, 6:30 p.m.

O. MOTION AND VOTE TO ADJOURN

E. CONSENT AGENDA - Motion and vote on recommendations

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

TEACHING AND LEARNING

- E.1.** RECOMMENDATION: Pay certified teacher Mary LeeAnneJimenez a salary payment in the gross amount of \$6,091.25 on or about August 20, 2020, as additional compensation for her service as TCTA Vice President for the 2020-2021 school year. All costs of said payment to Ms. Jimenez, including but not limited to the employer-paid portion of all taxes and benefits, will be reimbursed to the district by TCTA.

RATIONALE: Ms. Jimenez began her service as TCTA Vice President on or about July 15, 2020. Teachers' salaries are normally paid out in 12 monthly installments from September - August. TCTA desires for Ms. Jimenez to receive an additional payment equivalent to 1/12 of her 2020-2021 gross annual salary in August 2020, so that Ms. Jimenez can remain on the September - August pay cycle for teachers, while still receiving a full monthly salary payment each month from August 2020 - August 2021. Because TCTA will be reimbursing the district for the payment and all taxes and benefits associated therewith there will be no cost to the district for this additional payment.

- E.2.** RECOMMENDATION: Approve position creations/deletions.

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.

TALENT MANAGEMENT

- E.3.** RECOMMENDATION: Approve routine staffing items.

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

FINANCIAL SERVICES

- E.4.** RECOMMENDATION: Approve the August 14, 2020 - September 3, 2020, 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.

- E.5.** RECOMMENDATION: Enter into a contract with Valerie Larson-Howard, licensed clinical social worker of Tulsa, Oklahoma, to provide comprehensive mental health and social services for eligible children at St. Pius X School in Tulsa, OK.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 \$10,000

FUND NAME/ACCOUNT: Title IV, Part A, 11-5520-5500-503200-494-000000-000-05-093-5520

REQUISITION/CONTRACT: 12101590

RATIONALE: The Every Student Succeeds Act requires equitable participation of eligible students in area private nonpublic schools. These school-based services may include, but are not limited to, individual and family counseling, referral services, classroom consultation, team intervention and case management, which support academic goals by decreasing out-of-school suspensions, improving attendance and increasing classroom academic learning time. Only eligible children with parent permission who live in a Tulsa Public Schools attendance area will be served.

BOND PROJECTS AND ENERGY MANAGEMENT

- E.6.** RECOMMENDATION: Approve development contracts with the City of Tulsa for a new stadium at Central High School and a new fieldhouse at 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.

RATIONALE: The City of Tulsa requires developer contracts on all projects before issuing building permits. The new Central High School Stadium and East Central High School Field House will strengthen the district's support of athletic activities at these schools for both middle and high school students. Central High School currently shares a stadium with Webster High School, which requires Central High School Students to travel and play home games at the stadium at Webster. The new stadium will allow Central students to practice and play all of their home games at their own stadium. The East Central High School field house will provide an updated facility with an additional practice court to be used by multiple teams, including middle school games. Families and the community will be able to support students at these new facilities, and create additional opportunities for community engagement. The Central High School Stadium and the East Central High School field house are parts of the 2015 bond issue.

- E.7.** RECOMMENDATION: Approve Supplement #3 to the master contract with Sparks Reed LLC Architects for Central High School Stadium and school 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 estimated cost of the new stadium is \$3,000,000. The architect will be paid 7.0 percent of the total cost of the project.

FUND NAME/ACCOUNT: 38-1250-4720-504500-000-000000-059-12-705-PE003

REQUISITION/CONTRACT: 12102239/42100157

RATIONALE: The new stadium at Central High School is part of the 2015 bond issue. The new stadium will strengthen the district's support of athletic activities at this school for both middle and high school students. Central High School currently shares a stadium with Webster High School, which requires Central High School students to travel and play home games at the stadium at Webster. The new stadium will allow Central students to practice and play all of their home games at their own stadium. Families and the community will be able to support students at this new facility, and create additional opportunities for community engagement.

- E.8.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders listed below for the purchase and installation of Energy Management Systems (EMS) at Burroughs, Eugene Field, Hamilton, Hawthorne, Lewis & Clark, Sequoyah, and Skelly elementary schools; Skelly Primary School; Carver and Memorial middle schools; and Mayo/Wilson, Lombard, Phoenix Rising, Ross, Street School, and TRAICE.

Lighthouse Electric	\$334,303
Ramsey Services	74,000
Mid-Town Electric	39,600
Crawford Electric	26,840
TOTAL	\$524,149

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: \$524,149 -- Contingent upon receipt of E-rate funds.

FUND NAME/ACCOUNT: Building Fund, 21-0000-4720-504500-000-000000-000-03-XXX-

RATIONALE: In light of the Covid-19 pandemic, the health, safety, and welfare of district students and staff are more important than ever. Improving the air quality in classrooms by increasing the flow of outside air throughout the buildings is paramount. Replacing older units will be critical to maintain a better learning environment. The new EMS systems will allow better control and monitoring of individual classrooms to improve indoor air quality. The district currently has 50 sites equipped with EMS systems. This purchase will provide systems for an additional 16 buildings. The purchase and installation of EMS systems for remaining district sites will be included in the 2021 bond issue.

- E.9.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders listed below for the purchase of HVAC units for Council Oak, MacArthur, and Skelly elementary schools, Mayo Demonstration Academy, Zarrow International, Booker T. Washing High School, Phoenix Rising, and Ross Child Nutrition.

American Air	\$604,970
Shoemaker Mechanical	166,323
Vision Air	608,434
TOTAL	\$1,379,727

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: \$1,379,727 - Contingent upon receipt of E-rate funds.

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

RATIONALE: These new HVAC units will replace non-functioning units at designated sites. In light of the Covid-19 pandemic, the health, safety, and welfare of district students and staff are more important than ever. Improving the air quality in classrooms by increasing the flow of outside air throughout the buildings is paramount. Replacing non-functioning HVAC units will be critical to maintain a better learning environment.

F. ACTION AGENDA - Motion and vote on recommendations

TALENT MANAGEMENT

F.1. RECOMMENDATION: Pay outstanding fiscal year 2019-2020 invoices, per the contract with Equifax, Talx UCM Services, to act on behalf of the district as a third-party administrator to provide timely responses and administration of unemployment claims during the recently completed 2019-2020 fiscal year.

COST:

Not to exceed \$10,000

FUND NAME/ACCOUNT:

General Fund, 11-0000-2340-502710-000-000000-107-04-041

REQUISITION/CONTRACT:

12000227

RATIONALE: Equifax receives notices of claims that may be charged to the district. As a third-party administrator (TPA), Equifax protests claims when appropriate and submits documents to the Oklahoma Employees Security Commission (OESC) regarding employment separation. Equifax represents the district at administrative hearings regarding unemployment benefits. The district is obligated to reimburse OESC all money paid out in benefits. An effective TPA is necessary to ensure the best use of district resources. The Board of Education previously approved this contract at the June 17, 2019 board meeting as item E.96. However, due to the COVID-19 pandemic that resulted in an higher than normal number of unemployment claims, the resulting charges at the end of the fiscal year exceed the originally board approved amount of \$10,000. The additional \$10,000 will satisfy the outstanding charges incurred during the 2019-2020 fiscal year.

OPERATIONS

F.2. RECOMMENDATION: Pay Rich and Cartmill of Tulsa, Oklahoma, additional premium for property insurance coverage it provided the district in 2019-2020 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 \$24,754.

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

REQUISITION/CONTRACT: 12000201

RATIONALE: At the June 17, 2019, board meeting (E22), 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 2019-2020, there was a net gain of square footage that results in \$24,753.12 in additional premium owed under the contract, for a total premium of \$1,368,187.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G.1.** **RECOMMENDATION:** Renew an agreement with Oklahoma State University to participate in the Unidos Se Puede (United We Can) initiative for the 2020-2021 school year.

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

RATIONALE: Tulsa Public Schools and Oklahoma State University will collaborate in an effort to develop a strong relationship with students in the Latinx population. The Unidos Se Puede program is a family based intervention designed to help Latinx middle school youth do better in school, avoid risky behaviors such as drug use and teen pregnancy and reduce the chronic stress in their lives. Unidos has three major components: Family Engagement, Child Personal Agency and Positive Peer Affiliations. The program helps families become more engaged in their child's schooling, pairs students with coaches who monitor their progress and provides activities to enable them to bond with like-minded peers. The program model includes a five week family workshop series with monthly booster sessions, weekly or bi-weekly one on one coaching with youth and a summer youth academy. The project is supported by grants from the National Institutes for Health and the National Institute for Food and Agriculture. Unidos Se Puede programs will take place at Hale Jr. High School, East Central Jr. High School, Edison Middle School, Rogers Middle School and Monroe Demonstration Academy. During the 2019-2020 school year, the program had approximately 300 students and their families participate.

- G.2.** **RECOMMENDATION:** Enter into a contract with the George Pocock Rowing Foundation and USROWING to provide TPS with twenty (20) Concept2 indoor rowing machines for use in the Tulsa Public Schools' Erg Ed program. This program will be offered to all secondary school physical education classes.

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 \$5,000.

FUND NAME/ACCOUNT: TBD

RATIONALE:

Tulsa Public Schools strives to educate the whole child, including providing opportunities in physical education. Erg Ed brings equipment (indoor rowing machines), technology, curriculum and training to middle and high school physical education classes so that teachers and students can access rowing without ever leaving the classroom. Through Erg Ed students learn basic rowing skills, exercise intensity, goal setting and teamwork in a fun, highly engaging curriculum. This rowing program will also allow students to remain socially distanced while achieving high intensity levels of physical activity during an hybrid or in person model. This program will also offer opportunities for students to participate in Tulsa Youth Rowing Association events.

This indoor rowing physical education unit is designed to meet the National Physical Education curriculum standards for grades six through twelve. Its highly engaging curriculum practices teamwork, exercise intensity and goal-setting. In consideration of the current pandemic, the equipment is intended to be used when school is back to in-person or hybrid learning.

TEACHING AND LEARNING

G.3. RECOMMENDATION:

Enter into an agreement with Preferred Pediatrics Home Health Care, Inc. of Tulsa, Oklahoma to provide a licensed practical nurse or registered nurse to assist student(s) medical needs for the 2020-2021 School Year.

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

COST: Not to exceed \$50,000

FUND NAME/ACCOUNT: 11-0000-2132-503360-239-000000-000-269-0000

REQUISITION/CONTRACT: RQ:12102206

RATIONALE:

Student healthy and safety is critical to ensuring strong learning experiences. This agreement will provide medical assistance to student(s) who need 1 on 1 support to ensure the student(s) receives adequate medical attention. This will also ensure that a free and appropriate public education is provided to the student as required by the individuals with disabilities education act. The district will bill Medicaid for reimbursement if possible with parent consent.

G.4. RECOMMENDATION: Amend the contract with SHL Talent Management, item E.69 of the June 18, 2020, agenda, to reflect a contract amount not to exceed \$12,650.00

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: Not to exceed \$12,650 (an increase of \$2,350).

FUND NAME/ACCOUNT:

11-4120-1000-506530-316-81000-000-05-XXX-4120

RATIONALE: This amendment is necessary because of increased program participation from TPS CareerTech programs usage of Brainbench Skills Testing subscription for the 2020-2021 school year. Tulsa Public Schools' career and technical education programs help students develop career-ready skills and earn industry certifications that put them on track for long-term success after graduation. In the 2020-2021 school year, we have seen an increase of 5 teachers requesting access to these programs. This change will result in approximately 720 additional students having access to industry certifications.

BOND PROJECTS AND ENERGY MANAGEMENT

G.5. RECOMMENDATION: Enter into a long-term lease agreement with Tulsa Educare, Inc., for the new facility adjacent to Clinton Elementary 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: This facility was a joint venture between Tulsa Public Schools (\$6,000,000) and Tulsa Educare, Inc. (\$8,000,000) to support early childhood education. The new facility is approximately 43,489 square feet and will serve approximately 164 children. Tulsa Educare will be responsible for all utilities, building maintenance, and operational costs. This lease agreement is for a term of 40 years.

G.6. RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders for renovation of the Rogers College High School annex building. This project is currently in the bidding phase. Vendor and cost information will be provided when the item appears on the consent agenda.

TRADE	CONTRACTOR	COST

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 individual trade contracts will be assigned as one contract to

Crossland Construction Company, Inc. The interior renovation of Rogers College High School Annex is part of the 2015 bond issue.

- G.7.** RECOMMENDATION: Assign the trades contracts for interior renovations at Rogers College High School to Crossland Construction Company, Inc., the construction manager at risk on the project.

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

RATIONALE: The trade contracts will be encumbered as one to Crossland Construction Company, Inc. The Rogers College High School renovation project is part of the 2015 bond issue.

- G.8.** RECOMMENDATION: Approve amendment to Crossland Construction Company, Inc., for renovation of the Rogers College High School Annex. This item is currently in the bidding phase. Details will be provided when the item is submitted to the consent agenda.

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: \$75,000

FUND NAME/ACCOUNT: 38-1200-4720-504500-000-000000-068-12-730-RN019

REQUISITION/CONTRACT: 12102240 / 41900154

RATIONALE: The interior renovation of Rogers College High School Annex is part of the 2015 bond issue. The scope of the work has changed to allow modifications to windows in the annex building. Currently, the windows are non-operational. These modifications will make it possible for the windows to be opened as needed. Additional flooring and painting is also necessary to complete the renovation project.

SUPPORTING INFORMATION

CONSENT ITEM E-2

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Parent Engagement Specialist - Enrollment Center / Student and Family Support Services</p> <p><i>Annual Budget Impact:</i> \$ 39,000 min. – \$ 59,400 max.</p> <p><i>Funding Source:</i></p> <p><i>Grant Funded</i></p>	<p>BG-5 12 Months</p>	<p>The Parent Engagement Specialist supports the Program Manager to manage and oversee the planning, development, and implementation of the Parent Resource Center, and is specifically focused on outreach and family engagement. The position supports family well-being and connects TPS families to resources and services that they need the most.</p>

Create:

Position	Salary/Grade	Duties
<p>Program Manager, Parent Resource Center - Enrollment Center / Student and Family Support Services</p> <p><i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max.</p> <p><i>Funding Source:</i></p> <p><i>Grant Funded</i></p>	<p>BG-8 12 Months</p>	<p>Design, implement and manage the Parent Resource Center, incorporating a strong family and community engagement strategy with the goal of bringing core stakeholders into authentic partnership with Tulsa Public Schools. Work in the Parent Resource Center to strengthen and deepen TPS capacity for respectful partnership with the community. Craft, implement and manage large-scale engagement projects as related to the Parent Resource Center on behalf of Tulsa Public Schools. Support and advance the Parent Resource Center and Tulsa Public Schools' efforts to improve family engagement and early learning outcomes with support for and from the community</p>

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

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Abdelghany, Amal	8/20/20	\$30,000.00	Apprentice	NS
Abraham, Yahzmen	1/14/20	\$12.00	Teacher Assistant	IS-6
Aguayo, Andrea	8/20/20	\$40,000.00	Teacher – East Central JH	B-0
Aguayo, Andrea	8/20/20	\$40,410.00	Teacher – Edison Middle School	B-1
Akhtar, Naila	8/20/20	\$30,000.00	Apprentice	NS
Andrews, Alex	8/20/20	\$40,000.00	Teacher	B-0
Archie, Anthony	8/20/20	\$41,410.00	Teacher	M-1
Arredondo, Darling	8/20/20	\$30,000.00	Apprentice	NS
Baker, Breanna	8/20/20	\$40,000.00	Teacher	B-0
Blake, Ashton	8/20/20	\$30,000.00	Apprentice	NS
Brown, Carolyn	8/20/20	\$30,000.00	Apprentice	NS
Casas, David	8/20/20	\$17.27	District Language Interpreter	CA-14
Castanares, Jimena	1/24/20	\$9.82	Teacher Assistant	IS-3
Channel, Mandy	8/20/20	\$41,250.00	Teacher	B-3
Clardy, Kelsey	8/20/20	\$41,820.00	Teacher	M-2
Clements, Morgan	8/20/20	\$30,000.00	Apprentice	NS
Cochran, Farah Calliope	8/20/20	\$30,000.00	Apprentice	NS
Collins-Pires, Katie	8/20/20	\$30,000.00	Apprentice	NS
Cox, Laurel	8/20/20	\$40,000.00	Teacher	B-0
Davis, Brittany	8/20/20	\$40,000.00	Teacher	B-0

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Dougherty, Cailey	8/20/20	\$40,000.00	Teacher	B-0
Duncan, Amanda	8/20/20	\$40,000.00	Teacher	B-0
Dye, Jacob	8/20/20	\$30,000.00	Apprentice	NS
Elbon, Grace	8/20/20	\$30,000.00	Apprentice	NS
Frazier, Courtney	8/20/20	\$45,575.00	Teacher	B-11
Gibson, Justin	8/20/20	\$30,000.00	Apprentice	NS
Goldener, Lauren	8/20/20	\$40,000.00	Teacher	B-0
Grauberger, Katherine	8/19/20	\$10.31	Attendance Facilitator	CA-3
Grubbs, Keyaira	8/12/20	\$12.87	Switchboard Operator	TS-4
Haigh, Dionne	8/20/20	\$30,000.00	Apprentice	NS
Hiatt, Rachel	8/20/20	\$30,000.00	Apprentice	NS
Hightower, Kia	8/20/20	\$30,000.00	Apprentice	NS
Hirschi, Kent	8/20/20	\$30,000.00	Apprentice	NS
Hoxie, Willow	8/20/20	\$30,000.00	Apprentice	NS
Jackson, Terralnd	8/20/20	\$30,000.00	Apprentice	NS
Jensen, Joy	8/20/20	\$41,410.00	Teacher	M-1
Jones, Kason	8/20/20	\$30,000.00	Apprentice	NS
Kelley, Elaine	8/20/20	\$40,000.00	Teacher	B-0
Kelln, Krystin	8/20/20	\$40,000.00	Teacher	B-0
LaBorn, Emma	8/20/20	\$30,000.00	Apprentice	NS
Lamare, Christina	8/20/20	\$47,575.00	Teacher	M-12
Lee, Pamela	8/20/20	\$41,000.00	Teacher	M-0

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Leeker, Isabella	8/20/20	\$40,000.00	Teacher	B-0
Little, Gabrielle	8/20/20	\$40,000.00	Teacher	B-0
Littlebear, Bethany	8/20/20	\$40,000.00	Teacher	B-0
Loeffler, Samantha	8/20/20	\$40,000.00	Teacher	B-0
Martinez, Francisco	8/20/20	\$40,000.00	Teacher	B-0
Marvis, Kimbra	8/20/20	\$49,895.00	Librarian	M-16
McAllister, Brandie	8/20/20	\$30,000.00	Apprentice	NS
McCann, Gregory	8/20/20	\$41,000.00	Teacher	M-0
McKenzie, Karen	8/20/20	\$30,000.00	Apprentice	NS
Mehlhorn, Bianca	8/20/20	\$30,000.00	Apprentice	NS
Mogensen, Mathilde	8/20/20	\$40,000.00	Teacher	B-0
Morie, Rachel	8/20/20	\$41,745.00	Teacher	B-4
Morrison, Jean	8/20/20	\$40,410.00	Teacher	B-1
Nieves, Isaiah	8/20/20	\$40,000.00	Teacher	B-0
Niland, Lareina	8/20/20	\$42,200.00	Teacher	B-5
Oakley, Garrett	8/20/20	\$30,000.00	Apprentice	NS
Oldham, Rachel	8/20/20	\$30,000.00	Apprentice	NS
Omar, Ahmed	8/20/20	\$41,000.00	Teacher	M-0
Owusu-Ankomah, Jennifer	8/20/20	\$40,000.00	Teacher	B-0
Park, Isaac	8/20/20	\$30,000.00	Apprentice	NS
Parnell, Hannah	8/20/20	\$40,000.00	Teacher	B-0

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Perez, Wuileyne	8/20/20	\$30,000.00	Apprentice	NS
Pineda, Michelle	8/20/20	\$40,000.00	Teacher	B-0
Porter, Meldhesidech	8/20/20	\$30,000.00	Apprentice	NS
Ramos-Rodriguez, Ruth	8/19/20	\$10.31	Attendance Facilitator	CA-3
Rector, Kayla	8/20/20	\$40,000.00	Teacher	B-0
Reichmuth, Kathleen	8/18/20	\$26,057.00	Half Time Counselor	M-18
Rice, Micah	8/20/20	\$40,000.00	Teacher	B-0
Richards, Rosemary	8/20/20	\$45,019.00	Teacher	B-10
Rios, Lisa	8/20/20	\$40,820.00	Teacher	B-2
Robinson, Ryan	8/20/20	\$30,000.00	Apprentice	NS
Ruiz Martinez, Norangelee	8/20/20	\$40,000.00	Teacher	B-0
Ryan, Katelyn	8/20/20	\$44,660.00	Teacher	M-6
Schaefer, Rebecca	8/20/20	\$30,000.00	Apprentice	NS
Senatus, Immanuella	8/20/20	\$40,000.00	Teacher	B-0
Sherman, Joan	8/20/20	\$33,708.00	Half Time Teacher	M-37
Sherwood, Chelsea	8/20/20	\$30,000.00	Apprentice	NS
Simpson-Jaques, Tracy	8/20/20	\$30,000.00	Apprentice	NS
Snuffer, Nathan	8/20/20	\$40,000.00	Teacher	B-0
Steele, Lauren	8/20/20	\$40,000.00	Teacher	B-0
Stewart, Shamiah	8/20/20	\$30,000.00	Apprentice	NS

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Stockle, Jennie	8/20/20	\$40,000.00	Teacher	B-0
Stringer, Shelly	8/20/20	\$30,000.00	Apprentice	NS
Suarez, Amor	8/20/20	\$40,000.00	Teacher	B-0
Suurmeyer, Lisa	8/20/20	\$30,000.00	Apprentice	NS
Tedder, Robert	8/20/20	\$41,000.00	Teacher	M-0
Thrutchley, Shannon	8/20/20	\$40,000.00	Teacher	B-0
Toma, Jill	8/20/20	\$46,075.00	Teacher	B-12
Triggs, Brianna	8/20/20	\$40,410.00	Teacher	B-1
Truss, Emily	8/20/20	\$40,000.00	Teacher	B-0
Usry, Sarah	8/20/20	\$30,000.00	Apprentice	NS
Valma, Rebekah	8/20/20	\$40,000.00	Teacher	B-0
Vaughn, Kaleb	8/20/20	\$30,000.00	Apprentice	NS
Ward, Mikayla	8/20/20	\$40,000.00	Teacher	B-0
Williams, Ashton	8/20/20	\$43,700.00	Teacher	B-7
Williams, Sean	8/20/20	\$30,000.00	Apprentice	NS
Wilson, Kendall	8/20/20	\$40,000.00	Teacher	B-0

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Abdo, Mohamed	8/27/20	\$15.14	Paraprofessional	Teacher Assistant	IS-6
Baker-Large, Kimberly	8/27/20	\$11.43	Teacher Assistant	ID Paraprofessional	IS-3
Berrigan, Kathleen	8/20/20	\$40,000.00	Teacher Assistant	Librarian	B-0
Blevins, Brian	8/17/20	\$12.95	Teacher Assistant	Principal's Secretary	CA-8
Bowie, Nigel	8/27/20	\$16.06	MD Paraprofessional	ID Paraprofessional	IS-10
Bringier, Ma Eden	8/27/20	\$17.02	ED Paraprofessional	ID Paraprofessional	IS-10
Brokunier, Jacob	8/27/20	\$13.79	Autism Paraprofessional	ID Paraprofessional	IS-10
Burrowes, Pearl	8/27/20	\$13.79	Autism Paraprofessional	Teacher Assistant	IS-6
Connel, Cathy	8/27/20	\$13.78	Paraprofessional	Autism Paraprofessional	IS-10
Davis, Marcus	8/27/20	\$13.08	Apprentice	Teacher Assistant	IS-6
Dixon, Tina	8/27/20	\$14.84	Autism Paraprofessional	ID Paraprofessional	IS-10
Dyer, Jessica	8/20/20	\$30,000.00	Support	Apprentice	NS
Glenn, Sonya	4/03/20	\$26,676.00	Traveling Manager	Cafeteria Manager	BG-A
Henson, Charlotte	8/04/20	\$13.47	Head Custodian	Unassigned Custodian	MT-3
Jackson, Ashley	8/27/20	\$15.17	1:1 Paraprofessional	1:1 Paraprofessional Autism	IS-10
Jackson, Carol	8/17/20	\$14.13	Teacher Assistant	Principal's Secretary	CA-8

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Jackson, Tonya	1/06/20	\$16.81	ED Paraprofessional	1:1 Paraprofessional	DHI IS-6
Jardon, Maria	7/01/20	\$12.36	Evening Custodian	Assistant Custodian	Head MT-5
Jones, Tyrone	8/24/20	\$12.36	Bus Assistant	Bus Driver	MT-7
Kerns, Jennifer	8/20/20	\$42,250.00	Teacher	Teacher	M-3
Kilman, Karla	8/27/20	\$13.49	Teacher Assistant	DD Paraprofessional	IS-10
Luciano, Isie	8/27/20	\$11.51	Para Teacher	Paraprofessional	IS-10
Mannell, Karen	8/20/20	\$24,224.00	Teacher	Part Time Teacher	B-17
McElroy, Brandi	8/20/20	\$41,000.00	Apprentice	Teacher	M-0
Miller, Nina	8/27/20	\$11.51	Teacher Assistant	DD Paraprofessional	IS-6
Montilla, Kerina	8/27/20	\$13.08	School Clerk	Teacher Assistant	IS-6
Moyer, Jeremiah	8/27/20	\$13.08	Apprentice	Teacher Assistant	IS-6
Nash, Elores	8/27/20	\$13.08	Teacher	Parent Involvement Facilitator	IS-6
Parker, Alan	8/27/20	\$15.01	MD Paraprofessional	ID Paraprofessional	IS-10
Patrick, Gregory	8/27/20	\$17.39	ED Paraprofessional	ID Paraprofessional	IS-10
Pavey, LaDawna	8/27/20	\$13.33	Paraprofessional	Teacher Assistant	IS-6
Pilehvar, Jamie	8/12/20	\$11.21	School Clerk	Parent Involvement Facilitator	IS-6
Schweitzer, Vicki	8/27/20	\$17.81	Autism Paraprofessional	Paraprofessional	IS-3

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Shaw, Hannah	8/27/20	\$13.08	Apprentice	Teacher Assistant	IS-6
Solomon, Karesha	7/15/20	\$90,000.00	Principal	Principal Coach	EG-10
Spears-Scheidt, Christy	8/17/20	\$84,517.00	Coordinator of Crisis Management	Manager of Mental Health Services	BG-8
Stockenberger, Rachael	8/20/20	\$40,000.00	Teacher Assistant	Teacher	B-0
Todd, Madison	8/27/20	\$12.33	Paraprofessional	Teacher Assistant	IS-3
Wabaunsee, Will	8/18/20	\$56,600.00	Dean	Assistant Principal	EG-6
Wall, Lauren	8/27/20	\$12.54	Autism Paraprofessional	DD Paraprofessional	IS-3
Watson, Matthew	8/27/20	\$15.22	1:1 ED Paraprofessional	ID Paraprofessional	IS-10
Wells, Akia	8/27/20	\$20.63	Paraprofessional	ED Paraprofessional	IS-10
Willis, Annette	8/27/20	\$13.49	Teacher	Autism Paraprofessional	IS-10
Wilson, Rochelle	7/01/20	\$64,677.00	Assistant Principal	Interim Principal	EG-8
Wirth, Lauren	8/18/20	\$40,000.00	Apprentice	Teacher	B-0
Witt, Donna	8/10/20	\$14.95	Cafeteria Manager	Bilingual Help Desk Technician	CA-6

SEPARATIONS

Name	Effective Date	Position
Adams, Benjamin	7/14/20	Teacher Assistant
Adams, Sarah	5/26/20	Teacher
Andrews, Jason	5/26/20	Teacher
Bond, Patricia	6/15/20	Teacher Assistant
Brown, Lisa	5/26/20	Teacher
Bruner, Bryan	8/13/20	Evening Custodian
Cantrell, Timothy	9/01/20	Craftsman
Carpenter, Julie	5/26/20	Teacher
Coman, Judith	5/26/20	Teacher
Elliott, Michael	8/10/20	Special Needs Bus Driver
Foster, Tina	7/30/20	Teacher
Fox, Ryan	9/04/20	Director of Support Talent and Benefits
Freeman, Lynnlee	5/26/20	Teacher
Gerow, Richard	8/13/20	Paraprofessional
Hale, Heather	5/28/20	Psychologist
Hampton, Dennis	5/26/20	Teacher
Hercheck, Tamara	6/01/20	ED Paraprofessional
Lee, Alicia	5/26/20	Teacher
Lewis, Gina	5/26/20	Teacher
McKenzie, Lauren	5/26/20	Teacher
Medina, Krystal	5/26/20	Teacher
Menchaca Villa, Beatriz	8/08/20	Evening Custodian
Mercado, Roxanna	3/13/20	Cafeteria Assistant
Munoz, Melissa	8/19/20	School Clerk
Nabils, Amanda	5/26/20	Teacher
Olden, Tammara	1/07/20	Teacher Assistant
Oluwadare, Elizabeth	5/26/20	Teacher
Parks, Keiteyana	5/26/20	Teacher
Pugh, Kevin	5/26/20	Teacher
Ramos, Nancy	8/10/20	Cook II
Reames, Mariah	6/30/19	Paraprofessional
Smith, Susan	5/26/20	Teacher
Timson, Ray	5/26/20	Teacher
Tsao, Tommi	5/26/20	Teacher
Tucker, Courtney	5/26/20	Teacher
Turner, Lanette	8/12/20	Autism Paraprofessional
Venegas, Melissa	8/19/20	1:1 ED Paraprofessional
Vicente-Arribas, Miguel	5/26/20	Teacher
Wicks, Marian	8/01/20	Teacher
Young, Janice	5/26/20	Teacher
Zandergen, LaQuanda	8/04/20	Teacher Assistant
Zinn, April	6/01/20	Teacher Assistant

SUBSTITUTE AND TEMPORARY ELECTIONS

TUTOR

Benedict, Stacie
Paschall, Jeana
Ray, Nan

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

McClure - 11-0000-1000-501700-100-105000-210-07-320

Pay Laura Abernathy, Rachel Walton, Chyvone Chouinard and Sierra Peak, certified teachers, a stipend of \$800 each (not to exceed \$3,200) for coordinating logistics, serving as the point person for Child Study Team, coordinating Social Emotional/Social Justice Instruction at the grade level.

McClure - 11-0000-1000-501700-100-105000-210-07-320

Pay Tierany Black and Sheridan Eubanks, Parent Involvement Coordinators a stipend of \$750 each (not to exceed \$1,500) as Parent Involvement Coordinators responsible for maintaining the parent involvement binder, the parent involvement Title 1 plan, and parent outreach.

McClure - 11-0000-1000-501700-100-105000-210-07-320

Pay Adam Drumm, Nita Carter and Chad Bitzer, a stipend of \$154 each (not to exceed \$462) for Morning Duty- supervising students between 7am-7:20am in the school building. This is in addition to the district-approved stipend.

McClure - 11-0000-1000-501700-100-105000-210-07-320

Pay Chad Bitzer, certified teacher, a stipend of \$554 (not to exceed \$554) for Yearbook - This position designs and creates the yearbook each year.

McClure - 11-0000-1000-501700-100-105000-210-07-320

Pay Kathryn Wills, librarian, a stipend of \$400 (not to exceed \$400) for necessary additional work related to distance learning.

McClure - 11-0000-2410-501210-000-000000-615-07-320

Pay Brian Blevins, principal's secretary, at his regular hourly rate (not to exceed \$758.32, including benefits) for working additional days, August 7, 2020 to August 14, 2020.

East Central – 11-0000-1000-501700-100-000000-415-07-710

Pay certified counselor, Virginia Davis, @ \$21/hr. (not to exceed \$2,500) to serve as school counselor during the ECHS Summer Bootcamp, May 27, 2020 to June 21, 2020.

Tulsa Learning Academy – 11-0000-1000-501700-100-132000-210-07-636

Pay certified employee, Cherri Richman, not to exceed \$1,000, to assist with monitoring CTE courses at Tulsa Learning Academy during the 2020-2021 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct Contract amount on adjustment July 6, 2020 page 16

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Waller, Jimmie	7/01/20	\$18.32	Heavy Equipment Craftsperson	Plumber Apprentice	MT-11

Correct date on elections July 6, 2020 page 14

Election

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Shadday, Shelli	8/13/20	\$65,000.00	ELD Partner	EG-4

Correct effective date on election August 3, 2020

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Gill, Kendra	8/20/20	\$70,000.00	Manager of School Nursing	BG-8

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Correct Temporary payment for employees August 27, 2020 page 25

Supplemental tutoring - 11-XXXX-1000-501700-000-000000-000-XX-XXX-XXXX

11-XXXX-1000-501800-000-000000-000-XX-XXX-XXXX

Pay certified staff, to be named, \$26/hr. to provide supplemental tutoring activities outside of contract hours. Total cost is driven by the school's budget and will not exceed the amount in the school's budget for this line item.

Rationale: The original item included extraneous language in error. The rate of pay for tutoring is \$26/hr.