



## **AGENDA**

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **February 4, 2019**, 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. Requests to comment must be made by submitting a completed form for each topic. Forms are available from the Board Clerk 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.

**A. OPENING EXERCISES**

- A.1.** Call to order and confirm that a quorum of the Board is present.
- A.2.** Flag salute led by the Edison Preparatory School JROTC under the direction of First Sargent Raymond Shipps.
- A.3.** Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A.4.** Motion and vote to adopt the agenda.

**B. RECOGNITION OF VISITORS**

**C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS**

**D. APPOINTMENT AND SEATING OF BOARD MEMBER**

- D-1.** Motion, discussion and vote on motion to take any necessary action regarding the appointment of an individual to the Board of Education to fill the Board Election District Five vacancy until the school board election in 2020.
- D-2.** The school district's attorney will administer the oath of office to the newly appointed Board member for Election District Number 5.

**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 AND CONCERNS**

**J. CITIZENS' COMMENTS**

**K. SUPERINTENDENT'S REPORTS/PRESENTATIONS**

**L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION**

**M. NEW BUSINESS**

Consideration and possible action on any matter which could not have been reasonably foreseen prior to the legal time deadline for posting of the agenda for this meeting.

**N. ANNOUNCEMENTS**

The next regular scheduled meeting of the Board of Education will be held on Tuesday, February 19, 2019, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

**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: Amend item E-4 approved on the August 6, 2018, agenda to correct the funding source and account number for the contract with Modus to provide transportation to and from social service and medical appointments. This transportation will be available for Tulsa Public Schools students and their families by referral from Strong Tomorrows case managers.

COST: Not to exceed \$10,000.00

FUND NAME/ACCOUNT: Grant funds, 11-0251-2720-505130-000-000000-000-05-75-0251

REQUISITION/CONTRACT: 11908040

RATIONALE: Many students do not have access to reliable and safe transportation to reach appointments, jobs, and health care. Providing reliable transportation to TPS students and their families will enable them to access services necessary to reach their full potential. Modus provides trained drivers who have undergone criminal, driving record, and reference checks. The agenda item identifies the appropriate grant fund and account number associated with the contract.

**E.3.** RECOMMENDATION: Enter into an agreement with Gilcrease Museum Management Trust, Tulsa, Oklahoma, to host McLain High School's senior prom on April 27, 2019.

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 \$3,000.00

FUND NAME/ACCOUNT: McLain High School Activity Fund #864

REQUISITION/CONTRACT: 61901908

RATIONALE: The senior prom is an annual event for the senior class of McLain High School that is attended by seniors and their guests to celebrate the ending of senior year. This event has provided all students the opportunity to become involved with event planning and practice organizational and teamwork skills. This event also gives the Class of 2019 a time to enjoy each other's company in a lovely setting as they begin the final academically challenging month of high school.

## **TALENT MANAGEMENT**

- E.4.** 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 applicable department budget.

- E.5.** RECOMMENDATION: Approve routine staffing items.

RATIONALE: Routine personnel action 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 the length of effective date of contract.

- E.6.** RECOMMENDATION: Enter into a memorandum of understanding with the City of Tulsa, Tulsa, Oklahoma, to provide Vision Tulsa funding for the recruitment, retention, and teacher training proposal during the 2018-2019 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: No cost to the district

RATIONALE: Vision Tulsa will provide the district with funding that will enhance recruitment and retention initiatives. More specifically, the funding will allow the district to augment training to new teachers and to target teachers in several high-need schools with customized professional development that will fit their needs. The funding will also enable the district to begin developing teachers who have demonstrated success in raising student achievement for classroom-based leadership positions.

## **FINANCIAL SERVICES**

- E.7.** RECOMMENDATION: Approve the January 18, 2019 - January 31, 2019, 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.

## **OPERATIONS**

- E.8.** RECOMMENDATION: Purchase a Print Center Color Production Unit from Ricoh USA, Inc., Malvern, Pennsylvania, for the district's Print Center.

COST: Not to exceed \$115,000.00

FUND NAME/ACCOUNT: Classroom Bond Fund, 32-1147-2580-506530-000-000000-000-02-026

REQUISITION/CONTRACT: 11908246

RATIONALE: The purchase is part of the district's management services project to shift print activity to the print shop. The addition of the second color production unit will improve the quality of print center services by increasing job capacity allowing sites to shift volume printing from site multi-function devices to the print center and reduce costs.

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

**INFORMATION AND ANALYTICS**

- F.1.** RECOMMENDATION: Enter into an agreement with Salesforce.com, San Francisco, California, for the purchase of 24 Heroku dyno units to provide additional computing power to support dashboards to be made available to teachers.  
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: \$11,568.00  
FUND NAME/ACCOUNT: Grant Fund, applicable accounts  
REQUISITION/CONTRACT: TBD  
RATIONALE: The additional computing power from these Heroku servers provided by salesforce.com will allow for the newly developed dashboards to be made available to teachers. Currently the dashboards are only available to school leaders due to limited capacity and functionality on the current servers. This item is being submitted for consideration on the action agenda in order to expedite the purchase and provide access to the dashboards for teachers in a timely manner, which will allow for more data-driven decisions to be made in classrooms across the district.

**SUPERINTENDENT OF SCHOOLS**

- F.2.** RECOMMENDATION: Resolve that, as recommended by the North Tulsa Task Force, the Tulsa Public Schools Board of Education will take the actions necessary to establish a single middle school complex for sixth-, seventh- and eighth-grade students living in the McLain feeder pattern; that the middle school complex be located at the Monroe Demonstration School (2010 East 48th Street North) and Penn Elementary School (2138 East 48th Street North) facilities; and that the complex open in August of 2019.

**G. INFORMATION AGENDA**

**DEPUTY SUPERINTENDENT**

- G.1.** RECOMMENDATION: Enter into a contract with HealthOne Connect to provide technical assistance, training, and replication of its community-based doula home visiting model for the district through Strong Tomorrows.

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: \$66,956.00

FUND NAME/ACCOUNT: Grant Fund, 11-0264-2573-503600-000-000000-000-05-020-0264

REQUISITION/CONTRACT: 11908825

RATIONALE: Community-based doula programs provide extended, intensive peer-to-peer support throughout pregnancy, delivery, and the early postpartum period. They are a mitigating factor for maternal mortality and for many other risks to birthing families, particularly in low income communities.

- G.2.** RECOMMENDATION: Enter into an agreement with Picture Perfect Mirror Photo Booth, Tulsa, Oklahoma, to provide picture perfect photo's at Booker T. Washington's senior prom on April 6, 2019.

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 \$630.00

FUND NAME/ACCOUNT: Booker T. Washington High School Activity Fund #868

RATIONALE: The Picture Perfect Mirror Photo Booth is a uniquely elegant spin on a traditional photo booth. It is an open, interactive touch screen mirror that gives guests a fun photo booth experience, and guests aren't confined to a small box to take a photo. This photo booth will be perfect for seniors and their guests as they create keepsakes during the senior prom.

- G.3.** RECOMMENDATION: Enter into an agreement with the Oklahoma Department of Wildlife Conservation (ODWC), Oklahoma City, Oklahoma, to receive a grant for outdoor education for Thoreau Demonstration Academy, February 6, 2019, through June 30, 2019.

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 total project cost, unless otherwise amended, shall be set at \$6,285.00 to \$6,535.00, of which the party of the first part will be paid through Wildlife Restoration Grants Program. The remainder of the total cost will be contributed by the party of the second part as matching funds.

FUND NAME/ACCOUNT: Thoreau Demonstration Academy Activity Fund #519

REQUISITION/CONTRACT: 61902149

RATIONALE: This grant, in combination with a \$1,000.00 grant from the National Archery in Schools Program (NASP), will provide all necessary supplies for Thoreau to offer archery and outdoor activities, such as fishing and bow fishing, to interested students. In addition to bringing the outdoors to students, this program introduces a variety of scientific principles and lessons into the curriculum. The program would be a vital instrument to connect classroom principles to everyday life experiences.

- G.4.** RECOMMENDATION: Enter into a contract with the Tulsa University Allen Chapman Activity Center to host Will Rogers High School's JROTC Military Ball on April 27, 2019.
- 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 \$5,000.00
- FUND NAME/ACCOUNT: Rogers College High School Activity Fund #564
- RATIONALE: The Military Ball is an annual event that recognizes the achievements of cadets and the JROTC program.
- G.5.** RECOMMENDATION: Enter into a contract with Expo Square Pavilion, Tulsa, Oklahoma, for the 2019 commencement exercises to be held on May 15, 16, 17, and 18, 2019.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: Not to exceed \$25,000.00
- FUND NAME/ACCOUNT: General Fund, 11-0071-2199-50-4400-000-000000-000-16-076
- REQUISITION/CONTRACT: 11908972
- RATIONALE: Graduation is an annual event to celebrate the success of the district's high school seniors. Rental of the above-named facility and other expenses involved in the 2019 ceremonies are included in the contract.
- G.6.** RECOMMENDATION: Extend the agreement approved on the June 18, 2018, agenda, item E-2, to expand the scope of services provided at certain district schools from the date of execution through June 30, 2019, to support 1) increased attendance work based upon specific school-based action planning, 2) increased tutoring support focused upon assessment preparation and targeted tutoring, and 3) increased parental engagement efforts to supplement parent-teacher conferences and follow-up.
- 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 \$216,812
- FUND NAME/ACCOUNT: Grant Fund, 11-5118-1000-503200-494-000000-000-55-XXX-5118
- RATIONALE: City Year provides personnel dedicated to supporting students whose behaviors reflect a growing disengagement from school, their teachers, and schoolmates by leading structured group activities that are designed to increase the number of positive interactions students have at the whole school, whole class, and small group levels. It also provides explicit behavior supports to individuals identified



as at-risk by school leaders. City Year is supporting ten schools during the 2018-2019 school year. This expansion responds to additional supports driven by school-level goal setting and monitoring. The schools served include Eugene Field, Kendall-Whittier, and Sequoyah elementary schools; Webster, Rogers, and Hale junior high schools; McLain 8th Grade; and Webster, McLain, and Hale high schools.

## **INFORMATION AND ANALYTICS**

- G.7.** RECOMMENDATION: Enter into a contract with Presidio Corporation, Greenbelt, Maryland, as the result of request for proposal 19004 issued by the district, to upgrade the district-wide wireless network infrastructure.
- 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 exceed \$7 million
- FUND NAME/ACCOUNT: Bond Fund, applicable accounts
- RATIONALE: This project will replace aging wireless network infrastructure in support of the current and future technology needs of the district. The current wireless infrastructure is 5 years old. If approved, E-Rate will provide discounts of approximately 85 percent on eligible expenses up to \$3.1 million.
- G.8.** RECOMMENDATION: Extend the agreement with Thoughtbot, Inc., Boston, MA through June 30, 2019, for consulting and technical expertise regarding data dashboard development.
- 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 \$200,000.00
- FUND NAME/ACCOUNT: Grant Fund, applicable accounts
- RATIONALE: The number of TPS dashboard users continues to grow and with that comes a demand for more tools and resources to support teachers and school leaders in their work. Partnering with Thoughtbot, Inc., will allow the data team to speed up development of the dashboards, allowing us to build out new features for teachers, support staff, and school leaders faster than our current capacity allows. Thoughtbot's user-centered design approach aligns with the data team's current dashboard development approach. Further, Thoughtbot has produced top quality, user driven applications for hundreds of organizations over the past 12 years, and a partnership will support continued capacity-building for TPS employees to improve their development skills.

## **FINANCIAL SERVICES**

- G.9. RECOMMENDATION:** Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2018-2019 fiscal year.

### **PTAs/PTOs/PTSAs**

Bell Elementary PTA  
Springdale Stinger PTA (Springdale Elementary)  
Hoover Elementary PTA  
Mitchell Mustang PTA (Mitchell Elementary)

### **BOOSTER CLUBS**

Carver Middle School Women of Power Booster Club  
Central Pom & Dance Booster Club  
East Central Soccer Booster Club  
Edison Eagles Basketball Club  
Edison Lady Eagles Booster Club  
BTW Lady Hornets Soccer Parent and Teacher Booster Club, Inc.  
BTW Men's Soccer Booster Club  
BTWashington HS Orchestra/Jazz Booster Club

COST: No cost to the district

RATIONALE: Sanctioned status provides organizations exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the district and are beneficial to students under the guidelines established in Board Policy 5707. These organizations submitted required information to support their applications.

## **BOND PROJECTS AND ENERGY MANAGEMENT**

- G.10. RECOMMENDATION:** Enter into contracts with the lowest responsible bidder for the interior renovation at Rogers College High School, Phase 2.

Demolition  
Flooring  
Painting  
Drywall  
Electrical  
Mechanical  
Plumbing  
Low Voltage

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 improvements at Rogers College High School are part of the 2015 bond issue.

**G.11.** RECOMMENDATION: Assign the contracts for the interior renovation project at Rogers College High School, Phase 2, to Crossland Construction Company, Incorporated, Tulsa, Oklahoma, 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 individual awarded contract will be encumbered as one contract to Crossland Construction Company, Incorporated. The project is part of the 2015 bond issue.

**G.12.** RECOMMENDATION: Approve amendment 13B with Crossland Construction Company, Incorporated, for the interior renovation project at Rogers College High School, Phase 2.

Trade Contracts

Reimbursables

Allowances

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: This project is in the bidding phase. The subcontractors name and amounts will be presented on the consent agenda.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of 2019A bond funds.

RATIONALE: The interior renovation project at Rogers College High School is part of the 2015 bond issue.

**G.13.** RECOMMENDATION: Enter into contract with the lowest responsible bidder for roof replacements at various 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: This project is currently in the bidding phase. Contractors names and amounts will be presented on the consent agenda.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2019A bond funds.

RATIONALE: Roof improvements are part of the 2015 bond issue.

## **GENERAL COUNSEL**

- G.14.** RECOMMENDATION: Approve an annual subscription to Thomson Reuter's Westlaw services to allow legal counsel and staff ability to research legal authorities.
- 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 \$6,000.00
- FUND NAME/ACCOUNT: General Fund, 11-0000-2317-505300-000-000000-000-09-006
- RATIONALE: This online subscription will allow the district's legal team to better serve the district's legal needs by providing them with current and extensive authorities and guidance pertaining to a wide array of legal questions and needs.

SUPPORTING INFORMATION – February 4, 2019

**CONSENT ITEM E-1**

**ROUTINE 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
Booker T. Washington High School/Pom-Pom Dancers	Students: 13 Parents: 0 Staff: 2	To participate in the National Dance Association (UDA) National Competition at Universal Studios/Orlando, Florida	February 19-26, 2019	6	No cost to the district. (funded by BTW's Booster Club)
Edison Preparatory High School/Winter Percussion	Students: 36 Parents: 8 Staff: 1	To participate in the Mid Continent Color Guard Association (MCCGA) Contest at Nixa High School/Springfield, Missouri	March 1-2, 2019	1	No cost to the district. (funded by Edison's Band Booster Club)
Edison Preparatory High School/Vocal Music Advanced Choir	Students: 40 Parents: 5 Staff: 1	To participate in the Lone Star Showcase a National Choral Competition/Dallas, Texas	April 5-7, 2019	1	No cost to the district. (funded by Edison's Vocal Music Booster Club)
Hale High School	Students: 1 Parents: Staff: 3	Site visit: Don Tyson Innovation School	2/21-2/22/19	1	No cost to the district (funded by Oklahoma Public School Resource Center)

**SUPPORTING INFORMATION**

**CONSENT ITEM E-4**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<p><b>District Talent Acquisition Coordinator-ESC/ Talent Management</b></p> <p><i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210- 000-000000-337-04-041</p>	<p>BG-5 12 Months</p>	<p>Manage processes related to classroom substitutes, leadership selection and onboarding, as well as certified staff credentialing. Provide direct administrative support to the Director of Certified Talent.</p>

**Delete:**

Position	Salary/Grade	Duties
<p><b>Talent Specialist-ESC/ Talent Management</b></p> <p><i>Annual Budget Impact:</i> \$ 26,831 min. – \$ 36,178 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210- 000-000000-337-04-041</p>	<p>CA-12 \$14.84/hr. to \$20.01/hr.</p>	<p>Provides timely, accurate, and customer-friendly administration of personnel matters related to employment processes for select employee groups. Ensures personnel files are maintained current and complete to provide timely and accurate information to authorized internal and external customers.</p>

**Create:**

Position	Salary/Grade	Duties
<p><b>Benefits Manager-ESC/ Talent Management</b></p> <p><i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210- 000-000000-109-04-041</p>	<p>BG-6 12 Months</p>	<p>Manage and lead the day to day process for employee benefits programs such as medical, dental, vision, life and retirement. Maintain the data integrity within the HRIS for benefits information. Serve as the primary contact for employee benefit matters internally and externally. Oversee the management of the benefits team.</p>

**Create:**

Position	Salary/Grade	Duties
<p><b>SEL Integration Specialist- Enrollment Center / Student and Family Support Services</b> 2 Positions</p> <p><i>Annual Budget Impact:</i> \$ 100,000 min. – \$ 150,000 max.</p> <p><i>Funding Source:</i></p> <p><i>Grant Funded</i></p>	<p>BG-7 12 Months</p>	<p>The SEL Integration Specialist will be a site level position implementing direct support to students in developing mindsets and practices to effectively implement social and emotional learning strategies. Additionally, this role will provide Tier 2 and Tier 3 behavioral supports to students while modeling best practice for teachers and staff. The SEL integration specialist will report to the Office of Student and Family Support Services. Once assigned a school, the Integration Specialist will collaborate with school leadership, OST leadership, PSELI team, and Director of Student Engagement to meet the project objectives, model relationship building practices, and provide feedback and recommendations for continued student success. The Integration Specialist will regularly document and share progress towards meeting program objectives. Ongoing support for the Specialist will be provided by the Office of Student and Family Support Services through a comprehensive orientation, regular check-ins, and monthly Professional Learning Community meeting.</p>

**SUPPORTING INFORMATION****CONSENT ITEM E-5****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Alvarado, Jenifer	1/14/19	\$10.31	Attendance Facilitator	IS-3
Alvarez, Sophia	1/22/19	\$30,000.00	Apprentice	NS
Amador, Susana	1/10/19	\$9.82	Teacher Assistant	IS-3
Amara, Radhika	1/07/19	\$12.00	Teacher Assistant	IS-6
Ayodele, Olakitan	1/28/19	\$12.00	Teacher Assistant	IS-6
Battiest, David	1/14/19	\$8.70	Bus Assistant	MT-A
Berryman, Dillon	1/22/19	\$12.36	Bus Driver	MT-7
Burk, Timothy	1/14/19	\$12.36	Bus Driver	MT-7
Buzzard, Marissa	1/07/19	\$30,000.00	Apprentice	NS
Canfield, Marshall	1/10/19	\$30,000.00	Apprentice	NS
Carson, Myretha	1/14/19	\$9.60	Cafeteria Assistant	MT-1
Chippis, Jessica	1/10/19	\$30,000.00	Apprentice	NS
Corona, Ashley	1/14/19	\$12.49	Bus Driver	MT-7
Davis, Rhonda	1/15/19	\$9.82	DD Paraprofessional	IS-3
Escoe, Sonya	1/09/19	\$9.43	Before and After Care Site Assistant	MT-2
Espino-Diaz, Blanca	1/16/19	\$10.31	Evening Custodian	MT-3
Fox, Colleen	1/14/19	\$40,000.00	Case Manager – Strong Tomorrows	BG-4
Fricker, Dee	1/22/19	\$12.37	Teacher Assistant	IS-6
Gann, Kendal	2/05/19	\$56,000.00	Manager of Outreach and Cultivation	BG-7



ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Garfio, Veronica	1/10/19	\$10.42	School Clerk Assistant	CA-3
Gassh, Stacey	1/11/19	\$9.82	DD Paraprofessional	IS-3
Glass, Larry	12/11/18	\$12.99	Bus Driver Trainee	MT-7
Green, Renaldo	1/22/19	\$8.70	Bus Assistant	MT-A
Guzman, Piera	1/14/19	\$10.97	Cook I	MT-2
Hamilton, Michael	1/14/19	\$14.53	Bus Driver	MT-7
Haralson, Alex	1/07/19	\$30,000.00	Apprentice	NS
Holman, Averice	1/14/19	\$12.36	Bus Driver	MT-7
Holt, Ya'Shontae	1/15/19	\$15,000.00	Half Time Apprentice	NS
Houston, Coresa	1/17/19	\$13.49	Autism Paraprofessional	IS-10
Jihad, Aseelah	1/14/19	\$9.88	Cafeteria Assistant	MT-1
Jones, Marlena	1/14/19	\$11.21	Teacher Assistant	IS-6
Kim, Nammi	1/14/19	\$40,673.00	Teacher	B-6
Lathrom, Brittany	1/07/19	\$30,000.00	Apprentice	NS
Luper, Jolaunda	1/09/19	\$9.71	Before and After Care Site Assistant	MT-2
Lyles, Elisa	1/07/19	\$9.71	Before and After Care Site Assistant	MT-2
McDonald, Daeja	1/28/19	\$8.97	Bus Assistant	MT-A
Mills, Joseph	1/11/19	\$10.31	Evening Custodian	MT-3
Minty, Caleb	1/18/19	\$30,000.00	Apprentice	NS
Payne, Terry	1/14/19	\$12.49	Bus Driver	MT-7
Robinson, Carmen	1/25/19	\$30,000.00	Apprentice	NS

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Robles, Alberto	1/11/19	\$13.26	Warehouse Distribution Specialist V	CA-9
Stillman, Daniel	1/14/19	\$9.10	Cafeteria Assistant	MT-1
Vargas, Orlando	1/28/19	\$30,000.00	Apprentice	NS
Wakefield, Jaycia	1/14/19	\$9.60	Cafeteria Assistant	MT-1
Whitehead, James	1/07/19	\$12.00	Teacher Assistant	IS-6
Whiteley, Kelley	1/14/19	\$42,363.00	Teacher	B-9
Williams, Kenyatta	1/14/19	\$9.82	Teacher Assistant	IS-3

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Azzopardi, Shane	1/07/19	\$41,476.00	Teacher	Teacher	M-5
Beasley, Micah	12/18/18	\$19.11	Desktop Support Analyst	Service Desk Analyst	TS-4
Bland, Amanda	2/05/19	\$44,662.00	Talent Specialist	District Acquisition Coordinator	BG-5
Blunt-Boyd, Nina	1/07/19	\$14.53	ED Paraprofessional	Autism Paraprofessional	IS-10
Brown, Michael	12/17/18	\$84,500.00	Senior Financial Analyst	Director of Treasury Services	BG-11
Damian De Los Reyes, Janeth	1/10/19	\$11.82	School Clerk Assistant	Parent Involvement Facilitator	IS-3
Daniels, Teresa	12/03/18	\$37,901.00	Apprentice	Teacher	B-0
Deshone, Kelli	1/09/19	\$15.41	Unassigned Custodian	Head Custodian	MT-8

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Drake, Erica	1/10/19	\$13.68	Before and After Care Site Assistant	Before and After Care Assistant Site Director	MT-6
Drake, Selma	1/10/19	\$9.82	1:1 Paraprofessional	Paraprofessional	IS-3
Easiley, Darren	1/14/19	\$12.36	Bus Driver Trainee	Bus Driver	MT-7
Easley, Michael	1/14/19	\$41,939.00	Apprentice	Teacher	M-6
Glass, Larry	1/14/19	\$12.99	Bus Driver Trainee	Bus Driver	MT-7
Hobbs, Billy	12/16/18	\$19.19	Police Officer	LT. Investigator	TS-10
Huff, John	11/01/18	\$42,486.00	Apprentice	Teacher	D-0
Leland, Rachel	1/07/19	\$13.49	Teacher Assistant	Autism Paraprofessional	IS-10
Lough, Anderson	1/22/19	\$15.98	Paraprofessional	Autism Paraprofessional	IS-10
Martin-Dillon, Hope	10/01/18	\$37,901.00	Apprentice	Teacher	B-0
Martinez Luna, Blanca	12/11/18	\$10.31	Evening Custodian	Evening Custodian	MT-3
Massey, Ronald	1/02/19	\$12.15	Assistant Head Custodian	Head Custodian	MT-7
McBride, Tracy	1/07/19	\$13.49	Paraprofessional	MD Paraprofessional	IS-10
McWhorter, Jacqueline	1/14/19	\$12.99	Bus Driver Trainee	Bus Driver	MT-7
Mitchell, Dinnia	12/07/18	\$20,272.50	Full Time Teacher	Part Time Teacher	M-3
Parker, Christina	9/04/18	\$39,616.00	Teacher	Teacher	M-1
Phillips, Traci	1/07/19	\$30,000.00	Paraprofessional	Apprentice	NS

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Potter, John	1/16/19	\$55,000.00	Supervisor-Routing and Scheduling	Manager Routing	– BG-6
Prevett, Camille	1/21/19	\$13.08	Teacher	Teacher Assistant	IS-6
Riggs, Raegene	1/17/19	\$30,000.00	Paraprofessional	Apprentice	NS
Robison, Maxine	8/20/18	\$18.00	1:1 MD Paraprofessional	Paraprofessional	IS-3
Shoals, Lyndell	1/16/19	\$18.60	Police Officer	Overnight Police Officer	TS-9
Smith-Pyle, Teri	1/11/19	\$12.03	DD Paraprofessional	1:1 Paraprofessional	IS-6
Srader, Alicia	1/03/19	\$85,000.00	Manager General Accounting	Director of Accounting	BG-11
Stephenson, Deanna	8/16/18	\$43,890.00	Teacher	Teacher	B-12
Stewart, Felicia	1/22/19	\$13.49	Teacher Assistant	Autism Paraprofessional	IS-10
Talbert, Gus	1/14/19	\$10.94	Bus Driver	Bus Assistant	MT-A
Thomas, Patricia	6/19/18	\$12.36	Head Custodian	Head Custodian	MT-7
Thompson, Lakeasha	1/07/19	\$13.60	Evening Custodian	Paraprofessional	IS-3
Thurmond, Sheila	12/18/18	\$12.95	School Clerk	Principal Secretary	CA-8
Tollette, Bradley	12/08/18	\$18.27	Warehouse Distribution Specialist 5	Lead Warehouse Distribution Specialist	MT-11
Turner, Ashley	8/16/18	\$39,279.00	Teacher	Teacher	B-3
Tyson, Mickeul	1/07/19	\$12.60	Evening Custodian	Paraprofessional	IS-6

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Wagner, Teresa	1/28/19	\$12.00	Apprentice	Paraprofessional	IS-6
Washington, Hollis	1/14/19	\$11.29	Special Need Bus Driver	Bus Assistant	MT-A

SEPARATIONS

Name	Effective Date	Position
Alvarez Aguilar, Diana	8/17/18	Cafeteria Assistant
Anderssen, Sven	1/02/19	Special Needs Team Driver
Bailey, Jerome	1/02/19	Head Custodian
Barnes, Christie	12/21/18	Teacher
Black, Kevin	1/10/19	ED Paraprofessional
Blake, Stacey	1/15/19	Teacher
Brannon, James	12/21/18	Teacher
Brown, Clotel	12/21/18	Teacher Assistant
Burns, Catherine	1/25/19	Assistant Cafeteria Manager
Callahan, Sherry	8/01/18	Teacher
Chesser, Amanda	1/18/19	Teacher
Conley, Danielle	1/08/19	Instructional Coach
Davison, Brinkley	6/01/18	Teacher
Ekhoff, Tangela	12/21/18	Teacher
Gentry, Oshea	1/11/19	Evening Custodian
Gonzalez, Jessica	12/21/18	School Clerk Assistant
Goree, Aaron	5/07/18	Before and After Care Site Assistant
Graff, Phyllis	1/11/19	Before and After Care Site Director
Holman, Avarice	1/15/19	Bus Driver
Howard, Luther	12/14/18	Bus Driver
Hyde, Kelsey	10/04/18	Cafeteria Assistant
Ingram, Leigh	12/14/18	Teacher
Jacobsen, Nels Peter	1/11/19	Evening Custodian
Johnson, Faye	1/02/19	Head Custodian
Landon, Michael	12/07/18	Lead – Warehouse
Larkin, Destinie	1/18/19	Autism Paraprofessional
Marcela Suarez, Sandra	2/01/19	Cafeteria Assistant
McDonald, Dennis	12/21/18	Teacher
Miller, Latoya	1/07/19	Cafeteria Manager
Monday, Tameika	1/14/19	Teacher
Morgan, James	12/21/18	Bus Driver
Myers, Joshua	1/07/19	Application Support Analyst
O'Brien, Eric	1/02/18	Psychologist (declined position)

SEPARATIONS – Continued

Name	Effective Date	Position
O'Neal, Tina	12/21/18	Teacher
Palafox Chavez, Hortencio	1/25/19	Cafeteria Assistant
Parsons, Jody	1/22/19	Principal
Paxton, Angela	1/17/19	Teacher
Polley-Davis, Tavianna	1/10/19	Apprentice
Razo, Blanca	1/18/19	Cafeteria Assistant
Rushing, Terence	10/05/18	Bus Driver
Saldivar De Aguillo, Maricela	12/14/18	Evening Custodian
Scott, Stephanie	12/24/18	Teacher Assistant
Simpson, Marsha	12/21/18	Teacher
Taylor, Jessie	10/26/18	Teacher Assistant
Tiry, Barbara	1/07/19	Paraprofessional
Wallingford, Wayne	1/04/19	Evening Custodian
Wayt, Amanda	1/07/19	Bus Assistant
Westover, Jennifer	1/07/19	Principal Secretary
Wright, Laura	1/11/19	Cafeteria Manager
Xiong, Moualeena	1/07/19	Teacher
Yoes, Guy	2/08/19	Teacher Assistant

SUBSTITUTE AND TEMPORARY ELECTIONS

CNS

Castaneda, Juana  
Dela Cruz Garcia, Leticia  
Powell, Geneva

TUTOR

Anthamatten, Michelle  
Brown, Clotel  
Isam, Carol  
Kellum, Donna

CUSTODIAN

Russell, Donna

ADJUNCT COACHES

Edison MS

Lauren Brittain, volleyball adjunct coach @ \$1,602, January 7, 2019 to June 2, 2019

Memorial

Brittany McFarland, boys' assistant track adjunct coach @ \$1,200, January 7, 2019 to June 2, 2019

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct proposed position on January 22, 2019 page 16

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Lee, David	12/17/18	\$17.12	Carpentry Craftsperson	Labor Journeyperson	MT-7