



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **March 25, 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 McLain High School JROTC under the direction of Lieutenant Corporal Darwin Sellers.
- 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. APPROVAL OF MINUTES

Regular Meetings

March 11, 2019

Special Meetings

January 17, 2019

February 4, 2019

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 Monday, April 8, 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/study 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: Enter into a contract with the Glenpool Conference Center, Glenpool, Oklahoma, to host Daniel Webster High School's prom on April 19, 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 \$1,700

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

REQUISITION/CONTRACT: 61902316

RATIONALE: The senior prom is an annual event for the senior class of Daniel Webster 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.

E.3. RECOMMENDATION: Enter into a contract with the Junior League of Tulsa, Inc., Tulsa, Oklahoma, to host East Central High School's prom on April 13, 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 \$775

FUND NAME/ACCOUNT: East Central High School Activity Fund #864

REQUISITION/CONTRACT: 61902404

RATIONALE: The senior prom is an annual event for the senior class of East Central 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.

- E.4.** RECOMMENDATION: Enter into an agreement with Living Arts of Tulsa Inc., Tulsa, Oklahoma, to host Central High School's prom on April 20, 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 \$1,320
FUND NAME/ACCOUNT: Central High School Activity Fund #864
REQUISITION/CONTRACT: 61902174
RATIONALE: The senior prom is an annual event for the senior class of Central 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.
- E.5.** RECOMMENDATION: Enter into an agreement with Gaining Ground, Tulsa, Oklahoma, to provide summer programming to students at Gilcrease Elementary School and Unity Learning Academy, May 22, 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: No cost to the district
RATIONALE: The mission of Gaining Ground is to prevent summer reading loss and close the reading achievement gap for economically disadvantaged students by providing access to high interest, student-selected books, increasing family involvement, and providing ongoing literacy supports. Gaining Ground will provide teachers with resources and professional development that will set up the students for a more successful summer of reading.
- E.6.** RECOMMENDATION: Enter into a contract with the Juvenile Bureau of the District Court of Tulsa County, operating the Phoenix Rising Alternative School to pay the salary and benefits for one 0.5 art teacher 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.
RATIONALE: This is an addendum to the Phoenix Rising contract to reflect their intention to pay the salary and benefits for a 0.5 art teacher at their site during the 2018-2019 school year. The Juvenile Bureau came to an agreement with Tulsa Public Schools to fund 0.5 of the teacher's salary during the 2018-2019 school year, thereby creating a 0.5 art position for the school. The Juvenile Bureau shall pay for the part-time art teacher to be utilized only at Phoenix Rising Alternative school at the total amount quoted by the Tulsa Public Schools' budget director.

- E.7.** RECOMMENDATION: Enter into a memorandum of understanding with Urban Strategies, Inc., to provide education services as the principal education partner for students from Riverview Park Apartments and Brightwaters Apartments housing developments as part of the Choice Neighborhoods Initiative.
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: The Choice Neighborhoods Initiative grant includes a people component. The partnership between Tulsa Public Schools and Urban Strategies Inc, who is managing the people component, will ensure that students in the affected housing developments continue to receive a high quality education through Tulsa Public Schools.
- E.8.** RECOMMENDATION: Renew the lease agreement with Pearson NCS, Austin, Texas, for the rental of Thoreau Demonstration Academy, May 28, 2019, through July 31, 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: No cost to the district. Pearson will pay \$15,525 plus utilities for the use of the building.
- RATIONALE: Pearson grades tests for the National Board of Professional Teaching Standards to determine National Board Certified Teacher status. The Thoreau facility has been used for the past 19 years.

TALENT MANAGEMENT

- E.9.** RECOMMENDATION: Enter into an agreement with the Universite de Lille in France to set forth the terms under which they will place student interns with teachers within the district for the purpose of fulfilling college preparation requirements for 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: These agreements will allow the district to partner with international universities in their efforts to train and prepare future bi-literate teachers. Partnering with universities in this manner allows the district to provide valuable feedback on student progress and influence the knowledge, experiences and practical skills of its potential future workforce while maintaining positive relationships with the universities.

- E.10.** 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.11.** 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 the length of effective date of contract.

DESIGN AND INNOVATION

- E.12.** RECOMMENDATION: Approve the submission of Tulsa Public Schools' application for Empowered Schools Act status to the Oklahoma State Board of Education for review.

FURTHER RECOMMEND: Authorize attorneys for the school district to review the application with district staff and complete the inventory of state and district requirements included in the waiver request and authorize the appropriate district official to sign and submit the application to the State Board of Education for review.

COST: No cost to the district

RATIONALE: The Empowered Schools Act status will provide Hale High School, Webster High School, and Tulsa Learning Academy with the flexibility they need to implement their new school models starting in the 2019-2020 academic year with regulatory and statutory flexibilities, the broad areas of graduation requirements, attendance, and credit-earning opportunities.

FINANCIAL SERVICES

- E.13.** RECOMMENDATION: Approve the March 8, 2019 - March 20, 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.

- E.14.** RECOMMENDATION: Approve sanctioning of the following booster clubs in accordance with Board Policy 5707 for the 2018-2019 fiscal year:

Edison Futbol Club
Edison Track & Field Booster Club
Memorial HS Army JROTC Booster Club
Tulsa Memorial Football Booster Club, Inc.
BTWashington PTSG Association, Inc.

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

E.15. RECOMMENDATION: Enter into contracts with the lowest responsible bidder for the interior renovation at Edison Middle School.

		Phase 1	Phase 2
Demolition	DT Construction	\$59,300.00	
Asbestos Abatement	Asbestos Handlers	\$95,340.00	
Doors and Hardware Install	Talon Commercial	\$18,055.00	
Light Gauge Framing, Drywall, Acoustical	D & D Interiors	\$132,322.00	
Millwork	Fadco		\$122,933.00
Tile and Commercial Flooring	Interior Concepts	\$398,000.00	
Painting and Wallcovering	ML Jones	\$96,200.00	
Doors, Frames, and Hardware Supply	BSI	\$147,157.00	
Building Specialties Supply	PDI		\$49,996.00
Visual Display Boards-Includes Alt #1	BSI	\$33,780.00	
Window Treatments	Advantage Window Treatments		\$33,445.00
Plumbing	Classic Plumbing	\$209,500.00	
HVAC	KMS	\$79,680.00	
Electrical only allowance	No Low Voltage Included	\$150,000.00	
Total Trade Contracts		\$1,419,334.00	\$206,374.00

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

RATIONALE: The interior renovations at Edison Middle School are part of the 2015 bond issue.

E.16. RECOMMENDATION: Assign the contracts for the interior renovations at Edison Middle School to Nabholz Construction Corporation, 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 individually awarded contracts will be encumbered as one contract to Nabholz Construction Company. The project is part of the 2015 bond issue.

E.17. RECOMMENDATION: Approve amendment #9A with Nabholz Construction Corporation, for the interior renovations at Edison Middle School.

	Phase I	Phase II
Trade Contracts	\$1,419,334.00	\$206,373.94
Reimbursables		
Management Fee	\$74,295.26	\$9,141.60
General Conditions	\$143,906.68	\$17,706.88
Allowances	\$327,900.00	
GMP	\$1,965,436.00	\$233,223.00

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 \$2,198,659 (Phase 1 - \$1,965,436 - Phase 2 - \$233,223)

FUND NAME/ACCOUNT: Bond fund account code: 32-1230-4720-504500-000-000000-061-12-537-RN038

REQUISITION/CONTRACT: 41900185

RATIONALE: The interior renovations at Edison Middle School are part of the 2015 bond issue.

E.18. RECOMMENDATION: Award a contract to CRS Mechanical, Tulsa, Oklahoma, for plumbing at Rogers High School, and adopt a resolution setting forth the reasons for awarding the contract to the second lowest dollar bidder.

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 \$279,582

FUND NAME/ACCOUNT: Paid for by Crossland on the Rogers Interior Renovation project.

REQUISITION/CONTRACT:

This is included in the GMP for the Interior Renovation project at Rogers.

RATIONALE: The recommendation of the award of the plumbing contract for Rogers High School is based on the fact that the low bidder, Beene Services, Tulsa, Oklahoma, failed to complete a previous plumbing project with Tulsa Public Schools and another company was hired to complete the work. It is recommended that the contract be awarded to the second lowest bidder, CRS Mechanical, Tulsa, Oklahoma.

E.19. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the interior renovation at Cooper Elementary School.

		Phase 1	Phase 2
Demolition	Ark Wrecking	\$172,992.00	
Abatement	Asbestos Handlers	\$69,900.00	
Door Assemblies	Builders Supply	\$220,000.00	
Epoxy Flooring	Vale Painting	\$38,748.00	
Lockers	Best Company	\$113,792.00	

Gypsum Board Assemblies	Southwest Drywall	\$224,970.00	
Painting	Talon Comm Services	\$64,776.00	
Signage	Oakwood Graphics	\$8,445.00	
Plumbing	All American Plumbing	\$258,700.00	
Alt. 1 Hook up new HVAC	All American Plumbing	\$5,568.00	
HVAC	KMS	\$47,368.00	
Alt. 2 Provide new duct work	KMS	\$99,271.00	
Millwork	Fadco	\$212,266.00	
Alt. 1 provide new HVAC units	KMS		\$103,800.00
Specialty Items	Jones Commercial		\$214,600.00
Total Trades		\$1,536,796.00	\$318,400.00

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

RATIONALE: The improvements at Cooper Elementary School are part of the 2015 bond issue.

- E.20.** RECOMMENDATION: Assign the contracts for interior renovations at Cooper Elementary 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 individually awarded contracts will be encumbered as one contract to Crossland Construction Company. This project is part of the 2015 bond issue.

- E.21.** RECOMMENDATION: Approve amendment 14A with Crossland Construction Company, Inc., for the interior renovations at Cooper Elementary School.

	Phase I	Phase II
Trades	\$1,536,796.00	\$318,400.00
Reimbursables	\$189,438.00	\$6,389.00
Management Fee	\$89,263.00	\$14,227.00
General Conditions	\$205,203.00	\$32,707.00
Allowances	\$618,946.00	\$49,000.00
GMP	\$2,639,646.00	\$420,723.00

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 \$3,060,370. (\$2,639,647 for Phase 1 and \$420,723 for Phase 2.)

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of 2019A and 2019B bond funds, 34-1230-4720-504500-000-000000-010-12-158-RN006

REQUISITION/CONTRACT: 41900177

RATIONALE: The interior renovations at Cooper Elementary are part of the 2015 bond issue.

F. ACTION AGENDA - Motion and vote on recommendations

DEPUTY SUPERINTENDENT

F.1. RECOMMENDATION: Post-factum approval to enter into a location agreement with Left/Right, LLC, New York, New York, for the purpose of photographing and recording certain scenes at Booker T. Washington High School for a television program currently entitled "Hidden Highway," on February 8, 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: No cost to the district

RATIONALE: The Left/Right production company contacted Booker T. Washington High School on, January 24, 2019, with an opportunity to participate in a new travel documentary that highlights cities with important black history stories. Left/Right filmed at the school on February 8, 2019. Although Left/Right completed the TPS facilities use form and the communications office provided them with a letter to acknowledge the filming, they contacted Assistant Principal Matt Myers on March 5 to request to have their own location agreement form signed. This agreement needs to be approved post-factum in order for Left/Right to move forward with production and to include footage from Booker T. Washington High School in the final program. The participating students have talent consent forms on file in the BTW counseling office.

TALENT MANAGEMENT

F.2. RECOMMENDATION: Amend item E-110, approved on the June 18, 2018, agenda, to increase the hourly rate of compensation for sub-contracted professional selectors (to be named) to serve as scoring professionals for the teacher and site leader hiring process, from \$15 per hour for lead selectors and \$13 per hour for selectors, to individually negotiated hourly rates for each sub-contracted professional selector ranging from \$15 to \$20 per hour maximum.

COST: Not to exceed a total of \$15,000 (No increase from the original agenda item; only the hourly rates paid to each sub-contracted professionals will change.)

FUND NAME/ACCOUNT: General Fund, 11-0000-2571-503420-000-000000-000-04-041

RATIONALE: These sub-contracted professionals will expand the capacity of the talent management team to screen applicants during peak times of the hiring season. The talent management team will train selectors to score application assessments and

conduct phone screening interviews to aid in placing the highest quality prospects in front of site-based/district-based administrators for selection. An increase in the hourly rate is necessary to ensure there are a sufficient number of subcontracted professionals available to perform this work during peak times of the hiring season.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

G.1. RECOMMENDATION: Enter into a memorandum of understanding with the Sustainable Tulsa Scor3card Program, Tulsa, Oklahoma, to incentivize Tulsa MET High School to become involved in the Sustainable Tulsa Program and to utilize the Scor3card tool to measure progress with sustainable efforts no later than April 8, 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: No cost to the district

RATIONALE: The Scor3card is the region's first business sustainability assessment tracking tool. It is designed to make it easy for organizations to track and measure sustainability efforts. Sustainable Tulsa's Business Council brings together businesses to learn from other businesses about the benefits of sustainability through their B2B Case for Sustainability series. Each participating teacher (a maximum of four) at Tulsa MET High School will receive a \$1,500 stipend and one lead teacher will receive an additional \$500 stipend. The participating teachers will be required to attend training provided by Sustainable Tulsa. The teachers must agree to utilize the Sustainable Tulsa Scor3card as part of their classroom activities.

TEACHING AND LEARNING

G.2. RECOMMENDATION: Approve revisions to Board Policy 2405.

RATIONALE: The revision clarifies the purpose of commencement exercises and what they signify, as well as ensuring that all schools have equitable access to facilities. The revision also sets standards for selection of valedictorian and salutatorian.

TALENT MANAGEMENT

G.3. RECOMMENDATION: Compensate up to 150 Tulsa Teacher Corps members for pre-service training in internalizing the Tulsa Way for Teaching and Learning from June 10 to July 19 at a rate equivalent to \$15 per hour/\$120 per day.

COST: Not to exceed \$561,933

FUND NAME/ACCOUNT: General Fund, 11-0281-2213-501210-000-000000-414-04-041

RATIONALE: Tulsa Teacher Corps members commit 6 weeks over the summer internalizing the Tulsa Way for Teaching and Learning. These experiences are invaluable as many move into our classroom as teachers. Providing compensation for their time will ensure we can recruit the highest quality candidates into the program.

G.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's budget.

G.5. RECOMMENDATION: Enter into an agreement with Harding University Cannon-Clary College of Education, setting forth the terms under which they will place student interns (student social workers) with current personnel within the district for purposes of fulfilling certification preparation requirements for the 2019-2020 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: This agreement will allow the district to partner with the university in its efforts to train and prepare future educational professionals. Partnering with universities in this manner allows the district to provide valuable feedback on student progress in regards to the success of future employment in an urban school setting and in addition to influencing the knowledge, experiences and practical skills of its future workforce and applicant pool.

INFORMATION AND ANALYTICS

G.6. RECOMMENDATION: Enter into an agreement with Secureworks, One Concourse Parkway, Suite 500, Atlanta, Georgia, to assess the security of the district's computer network.

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 \$22,504

FUND NAME/ACCOUNT: Bond Fund, TBD

REQUISITION/CONTRACT: TBD

RATIONALE: A robust and secure network is necessary to support the smooth operation of the many applications and devices that run the business of the district. These services will assess the security of the districts network and identify areas of vulnerability so that deficiencies may be proactively remediated. This assessment is part of the district's standard security review process.

FINANCIAL SERVICES

G.7. RECOMMENDATION: Approve the 2018-2019 Amended School Budget and Financing Plan prepared in accordance with Section 5-154 of the School District Budget Act. The amended budget presents to the Board the details of the estimated revenue and expenditures that total \$665,308,519 and \$635,999,279 respectively for all appropriated funds.

RATIONALE: The Board of Education approved the 2018-2019 Preliminary School Budget and Financing Plan on June 18, 2018, and filed the plan before the end of the fiscal year as required by law. The Amended School Budget and Financing Plan supersedes the preliminary document and also complies with the appropriate law. The 2018-2019 Preliminary School Budget and Financing Plan presented to the Board of Education with details of the estimated revenue and expenditures totaled \$664,772,628 and \$639,257,063 respectively for all appropriated funds.

- G.8.** RECOMMENDATION: Adopt the 2019-2020 Staffing Plan that provides an equitable distribution of staff to each school for instructional, administrative, and support personnel to provide a quality learning experience for each and every student.

RATIONALE: A well-developed staffing plan provides each school with the instructional, administrative, and support staff needed to provide a quality educational experience for all students. The staffing allocations for individual sites are based upon the guidelines of the plan, enrollment projections, and budget.

BOND PROJECTS AND ENERGY MANAGEMENT

- G.9.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the interior renovations at Monroe Demonstration Academy.

Site Work
Building Demolition
Flooring Abatement
Millwork
Door & Hardware
Finish Flooring
Drywall & Ceiling
Painting
Metal Lockers
Plumbing
HVAC
Electrical
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.

COST: This project is currently in the bidding phase. The subcontractors' names and amounts will be presented on the consent agenda.

RATIONALE: The interior renovations at Monroe Demonstration Academy are funded through reallocation of the Penn Classroom addition and the McLain 7th Grade Gym. This was approved by the bond oversight committee on March 12, 2019.

- G.10.** RECOMMENDATION: Assign the contracts for interior renovations at Monroe Demonstration Academy to Trigon General Contractors and Construction Managers, Inc., 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 individually awarded contracts will be encumbered as one contract to Trigon General Contractors and Construction Managers, Inc. The project is part of the 2015 bond issue.

- G.11.** RECOMMENDATION: Approve amendment 19A with Trigon General Contractors and Construction Managers, Inc., Tulsa, Oklahoma, for the interior renovations at Monroe Demonstration Academy.

Allowances

General Conditions

Management Fee

Trade Contracts

Reimbursables

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 currently in the bidding phase. The subcontractors' names and amounts will be presented on the consent agenda.

FUND NAME/ACCOUNT: Bond Fund, 34-1230-4720-504500-000-000000-067-12-563-RN040 and 34-1230-4720-504500-000-000000-043-12-563-RN040, contingent upon the successful sale and receipt of the 2019A bond issuance

REQUISITION/CONTRACT: 41900178

RATIONALE: The interior renovations at Monroe Demonstration Academy are funded through reallocation of the Penn classroom addition and the McLain 7th Grade gym. This was approved by the bond oversight committee on March 12, 2019.

- G.12.** RECOMMENDATION: Enter into contract with the lowest responsible bidder for HVAC improvements at Hoover 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.

COST: This project is in the bidding phase. The subcontractor's name and amount will be presented on the consent agenda.

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

RATIONALE: HVAC renovations are part of the 2015 bond issue.

OPERATIONS

G.13. RECOMMENDATION: Authorize the following additional individuals as the district's authorized representatives for the State Department of Education Child Nutrition programs, which include school breakfast and lunch, after school snack, summer food service, and child- and adult-care food programs during the 2018-2019 school year.
Kurt Stillman, Area Manager – Summer Food Service Program
Diana Jones, Family Applications Clerk – Summer Food Service Program
Saima Malik, Bookkeeper - All programs

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: Each school district that participates in USDA meal programs must designate school employees as authorized representatives to certify and submit reports and claims for reimbursement, as well as have access to all other documents, applications and report functions. The authorized representatives verify that all submitted information is true and correct. The authorized representatives must be approved by district administration.

SUPPORTING INFORMATION – March 25, 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
McLain High School/McLain High School Students	Students: 9 Parents: 0 Staff: 3	To attend the “LongWalk” Leadership Conference/Cass, Arkansas.	April 4-7, 2019	2	Not to exceed \$300.00/McLain’s Student Activity Fund #520 (Additional funding will be provided by LongWalk)
Washington High School/ Archery Team	Students: 20 Parents: 3 Staff: 1	Study Trip to Wonders of Wildlife National Museum, Archery Hall of Fame and Bow Hunters Hall of Fame/Springfield, Missouri	May 2-3, 2019	2	No cost to the district (Funding provided by BTW’s Booster Club)
Carver Middle School/ 7 th grade students	Students: 140 Parents: 15 Staff: 6	Thrill U Education Week and the Festival of Music at Worlds of Fun/Kansas City, Missouri (End of the school year trip that will have academic activities embedded throughout the course of the day)	May 10, 2019	1	Not to exceed \$21,000.00/Carver’s School Activity Fund #559 (Student scholarships are available)
Washington High School/Chinese Exchange Program	Students: 14 Parents: 0 Staff: 2	Chinese Exchange Program/Beijing, Beihai, and Shanghai, China	July 2-22, 2019	0	No cost to the district.

SUPPORTING INFORMATION

CONSENT ITEM E.10.

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Service Compliance Specialist- Transportation/ Transportation</p> <p><i>Annual Budget Impact:</i> \$ 26,831 min. – \$ 41,621 max.</p> <p><i>Funding Source:</i> 11-0000-2740-501210- 000-000000-xxx-03-003-</p>	<p>MT-12 \$14.84/hr. to \$20.01/hr. 12 Months</p>	<p>Provide updates and assist with, garage statistics, fuel, district inspections, vehicle assignments, site administrator for FleetVision maintenance program and provide written communications for the department as directed.</p>

Delete:

Position	Salary/Grade	Duties
<p>Craftsperson- Transportation/ Transportation</p> <p><i>Annual Budget Impact:</i> \$ 24,390 min. – \$ 32,797 max.</p> <p><i>Funding Source:</i> 11-0000-2740-501210- 000-000000-712-03-003-</p>	<p>MT-10 \$13.49/hr. to \$18.14/hr. 12 Months</p>	<p>Repairing diesel, gasoline and alternative fueled trucks school buses, and automobiles.</p>

Delete:

Position	Salary/Grade	Duties
<p>Clerk-Transportation/ Transportation</p> <p><i>Annual Budget Impact:</i> \$ 19,346 min. – \$ 25,764 max.</p> <p><i>Funding Source:</i> 11-0000-2720-501210- 000-000000-609-03-003-</p>	<p>CA-5 \$10.70/hr. to \$14.25/hr. 12 Months</p>	<p>Serve as the assistant to the manager with minimal direction. Prepare reports, meeting agendas, and other documents as required. Assist in handling various aspects of the departmental budget.</p>

SUPPORTING INFORMATION**CONSENT ITEM E.11.****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Absec, Barry	3/06/19	\$30,000.00	Apprentice	NS
Bailon, Stephanx	3/11/19	\$10.31	Evening Custodian	MT-3
Brillon-Reillo, Melissa	3/05/19	\$9.82	Paraprofessional	IS-3
Broadway, Trisha	3/13/19	\$10.42	School Clerk	CA-3
Crabbe, Jo	2/11/19	\$60,957.00	Teacher	M-32
Diego, Shane	3/11/19	\$15.74	Carpentry Master Craftsperson	MT-12
Espinoza, Maria	3/04/19	\$12.99	Head Custodian	MT-7
Goins, Vanessa	2/19/19	\$12.03	Before and After Care Site Assistant	MT-2
Gourley, Lisa	2/25/19	\$12.00	Paraprofessional	IS-6
Hampton, Kippey	3/08/19	\$10.42	Evening Custodian	MT-3
Jackson, Breon	3/05/19	\$9.82	Teacher Assistant	IS-3
Lagrone, Mathew	2/14/19	\$16.76	Desktop Support Analyst	TS-9
Macias, Cristian	2/05/19	\$10.31	Evening Custodian	MT-3
McAlester, Eartha	3/01/19	\$37,901.00	Teacher	B-0
Morris, Kevin	3/04/19	\$12.33	Roofer Apprentice	MT-8
Partain, Lauren	4/01/19	\$62,000.00	Manager – Media Relations	BG-8
Phillips, Gregory	3/06/19	\$13.49	ED Paraprofessional	IS-10
Searcy, Amy	2/26/19	\$13.49	Autism Paraprofessional	IS-10
Shrewsbury, Joanna	3/11/19	\$30,000.00	Apprentice	NS
Welch, Darnisha	3/04/19	\$11.32	Health Assistant	CA-5
Weese, Elizabeth	4/08/19	\$44,000.00	School Website Administrator	BG-5

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Barlow, Elizabeth	2/12/19	\$37,901.00	Apprentice	Teacher	B-0
Black, Tierany	3/01/19	\$40,155.00	Teacher	Teacher	M30-0
Canfield, Marshall	1/10/19	\$37,901.00	Apprentice	Teacher	B-0
Crisp, Barbara	1/07/19	\$47,975.00	Teacher	Teacher	D-10
Cunningham, Earon	8/13/18	\$55,087.00	Librarian	Librarian	M30-20
Dorrell, Tikeela	1/07/19	\$40,155.00	Apprentice	Teacher	M30-0
Drake, Erica	3/04/19	\$14.64	Before and After Care Site Assistant	Before and After Care Site Director	MT-7
England, Heather	1/07/19	\$57,193.00	Librarian	Librarian	M30-22
Espey, Meggie	1/07/19	\$37,901.00	Apprentice	Teacher	B-0
Fisher, Ava	2/19/19	\$66,196.00	Teacher Assistant	Teacher	M60-34
Gomez, Ana	3/01/19	\$13.35	Evening Custodian	Head Custodian	MT-7
Haralson, Alex	1/07/19	\$37,901.00	Apprentice	Teacher	B-0
Harris-Fitch, Maria	10/01/18	\$41,137.00	Apprentice	Teacher	B-7
Hernandez, Michelle	3/25/19	\$10.98	DD Paraprofessional	School Clerk	CA-3
Hickman, Chyvone	1/07/19	\$30,000.00	Teacher Assistant	Apprentice	NS
Hilliard, Corey	2/07/19	\$30,000.00	Teacher Assistant	Apprentice	NS
Johnson, Jennifer	3/04/19	\$12.52	Before and After Care Site Director	Before and After Care Site Assistant	MT-6
Li, Chao	2/08/19	\$39,147.00	Apprentice	Teacher	M-0
Markland, Angela	2/25/19	\$11.00	Cafeteria Assistant	Cook I	MT-2
Minty, Caleb	2/01/19	\$37,901.00	Apprentice	Teacher	B-0

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Phillips, Tanner	1/07/19	\$41,137.00	Apprentice	Teacher	B-7
Rice, Norma	2/19/19	\$9.82	Teacher Assistant	Paraprofessional	IS-3
Rollerson, Leon	2/08/19	\$30,000.00	Teacher Assistant	Apprentice	NS
Winegarten, Rachel	3/04/19	\$12.26	1:1 ED Paraprofessional	1:1 Paraprofessional	IS-6
Xiong, Pa	2/01/19	\$39,147.00	Apprentice	Teacher	M-0

SEPARATIONS

Name	Effective Date	Position
Annett, Jeremy	3/07/19	Unassigned Custodian
Anselme, Daniel	2/04/19	1:1 Autism Paraprofessional
Barnes, Angela	1/25/19	Cafeteria Assistant
Bastien, Dianne	3/08/19	Cook I
Belcher, Montrell	3/04/19	Teacher Assistant
Birmingham, Tajuniqua	3/13/19	Cafeteria Assistant Manager
Blackwater, Judith	2/28/19	Teacher
Bolles, Madison	1/11/19	1:1 Paraprofessional
Brown, Ronnasha	2/24/19	Teacher Assistant
Calhoun, Bridgette	8/17/18	Cafeteria Assistant
Castillo, Sylvia	10/12/18	Cafeteria Assistant
Chang, Lyvong	3/01/19	Special Needs Driver
Dinelli, Kimberly	3/21/19	Manager – Procurement
Duncan, Laurel	2/22/19	Teacher Assistant
Edwards, Demari	2/27/19	Evening Custodian
Freeman, Roy	3/04/19	Security Officer
Gay, Delores	8/17/18	Cafeteria Assistant
Houston, Coresa	2/26/19	1:1 Autism Paraprofessional
Huggins, Iesha	2/08/19	Bus Driver
Liggins, Kevin	2/11/19	Teacher
Littlejohn, Pamela	2/21/19	Teacher
Martin, Jacquelyn	2/08/19	Teacher
McNeil, Temiesha	8/17/18	Cafeteria Assistant
Merson, Thomita	8/17/18	Cafeteria Assistant
Minter, Darlene	2/01/19	Para Teacher
Moreland, Deena	2/05/19	Cafeteria Assistant
Nevaras Belmares, Blanca	3/08/19	Evening Custodian

SEPARATIONS

Name	Effective Date	Position
Nunn, Cathy	3/18/19	School Clerk
Ousley, Damahco	2/14/19	Teacher
Sanchez, Maria	8/17/18	Cafeteria Assistant
Steele, Jerome	3/05/19	Teacher
Sutton, Derrick	2/15/19	Teacher
Tacardon, Izaak	2/27/19	Evening Custodian
Tate, Kellsei	2/22/19	Teacher
Waggnor, Teresa	3/14/19	Paraprofessional
Waldon, Suade	8/17/18	Cafeteria Assistant
Welch, Angela	1/30/19	Teacher
West, Marty	10/09/18	Cook I
Wilson, Linda	2/28/19	School Clerk
Yerem, Tesio	9/06/18	Cafeteria Assistant

SUBSTITUTE AND TEMPORARY ELECTIONS

CNS

Ary, Jennie
De Guerra, Sandra
Evans, Florene
Ironshield, Danielle
Lara Gonzales, Betty

DRS STUDENT WORKERS

Brashear, Alexander
Castillo, Julissa
Hall, Kenneth Deion
Harris, Serrell
Kimbrel, Katherine
Komarek, Taylor
Williams, Hunter

SUBSTITUTE INTERPRETERS

Knutson, Barbara

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

SUBSTITUTES

Ayala, Elizabeth	Hofmesiter, James	Pennell, Andrea	Suleiman, Jenaan
Barcus, John	Ikenberry, Christian	Phillips, Gregory	Swayze, Tara
Carter, Brenda	Johnson, Marti	Pittman, Kasandra	Tease, Larry
Cook, Fred	Jones, Edward	Price, Ashley	Terwilleger, Kandace
Crawford, Ajah-Renee	Jones, Michelle	Regi, Michael	Toussaint-Hill, Victoria
Dowd, Brandon	Kellner, Mendi	Reid, Kennedy	Vowell, Melissa
Emmons, Roy	Lays, Josie	Riley, Carrie	Warrior, Katherine
Erb, James	Leach, Megan	Ross, Michael	West, Jerry
Erickson, Britta	Maples, Amy	Singleton, Carol	Woodfork, Jasmine
Harrison, Ursula	McCutchen, Desirae	Smith, Benjamin	Wright, Cheryl
Hayes, Donald	Morgan, Traci	Speldie, Kenneth	

ADJUNCT COACHES

Rogers

Holden Mitchell, head boys' cross country adjunct coach @ \$1,008, March 1, 2019 to June 2, 2019

Rogers

Holden Mitchell, head girls' cross country adjunct coach @ \$1,008, March 1, 2019 to June 2, 2019

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Alternative Sites – 11-0000-1000-501110-239-105000-210-07-644

Pay certified employee, Carmen Guyton, @ daily rate for 9 additional days worked, for professional development duties at alternative sites outside of normal contracted days.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct contract amount on election March 11, 2019 page 18

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Hill, Victoria	3/07/19	\$26,478.00	Part Time Psychologist	M60-38

Rescind adjustment March 11, 2019 page 21

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Goins, Vanessa	2/19/19	\$12.03	Teacher Assistant	Before and After Care Site Assistant	MT-2

SUPPORTING INFORMATION

INFORMATION ITEM G.4. POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Finance Operations Associate-ESC/ Financial Services</p> <p><i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.</p> <p><i>Funding Source:</i></p>	<p>BG-5 12 Months</p>	<p>Under the guidance of the Chief Financial Officer (CFO), supports the office of the CFO and the coordination and execution of finance wide projects and related tasks for various work streams across the different teams in the finance department (e.g. payroll, accounting, treasury, budget, materials management & Federal programs). Executes operational tasks and provides high-level administrative support to ensure daily and cyclical department operations are carried out efficiently (e.g. prepare district reports, inter-departmental communications, process information requests, perform clerical functions and coordinate and manage small projects to support the functions of the finance team).</p>

Delete:

Position	Salary/Grade	Duties
<p>Executive Administrative Assistant-ESC/ Financial Services</p> <p><i>Annual Budget Impact:</i> \$ 30,844 min. – \$ 41,837 max.</p> <p><i>Funding Source:</i> 11-0000-2511-501210- 000-000000-615-08-098</p>	<p>CA-15 \$17.06/hr. to \$23.14/hr.</p>	<p>Provide high-level administrative support by conducting research, preparing District reports, handling information requests, managing the executive office(s) and performing clerical functions such as invoicing and purchasing, preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings/agendas.</p>

Delete:

Position	Salary/Grade	Duties
<p>Payroll Technician I- ESC/ Payroll</p> <p><i>Annual Budget Impact:</i> \$ 23,269 min. – \$ 31,242 max.</p> <p><i>Funding Source:</i> 11-0000-2511-501210- 000-000000-312-08-052</p>	<p>CA-9 \$12.87/hr. to \$17.28/hr.</p>	<p>Providing customer service to employees.</p>