

AGENDA

Special Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, May 23, 2019 at 5:00 p.m., in the Cheryl Selman Room, Ground Floor, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

A. OPENING EXERCISES

A.1. Call to order and confirm that a quorum of the Board is present.

A.2. Flag salute.

B. CONSENT AGENDA - Motion and vote on recommendation.

C. PRESENTATION OF SUPERINTENDENT'S RECOMMENDATION FOR A REORGANIZATION AND DUE PROCESS HEARING FOR EMPLOYEE WHO REQUESTED A HEARING – KEENAN MEADORS

C-1. Statement of procedures by Board President.

C-2. Opening statement by Superintendent, Superintendent's designee or representative (limited to 10 minutes).

C-3. Opening statement by Keenan Meadors or his designee or representative (limited to 10 minutes).

C-4. Presentation of Superintendent's evidence, followed by cross-examination of witnesses by Keenan Meadors or Officer Meadors' designee or representative, and questions by members of the Board of Education.

C-5. Presentation of Keenan Meadors' evidence, followed by cross-examination of witnesses by Superintendent, Superintendent's designee or representative, and questions by members of the Board of Education.

C-6. Presentation of rebuttal evidence, if any, by Superintendent or Superintendent's designee or representative.

C-7. Presentation of surrebuttal evidence, if any, by Keenan Meadors or his designee or representative.

C-8. Closing arguments by Keenan Meadors or his designee or representative.

C-9. Closing arguments by Superintendent or Superintendent's designee or representative.

C-10. Discussion, consideration and possible motion and vote to convene in executive session to discuss and deliberate on the possible elimination of positions and possible non-reemployment of the individuals holding those positions, pursuant to Title 25, Section 307(B)(1) of the Oklahoma Statutes.

- C-11.** Motion and vote to acknowledge return to open session.
- C-12.** Statement by Board President of executive session minute.
- C-13.** Discussion, consideration and possible motion and vote to accept or reject the Superintendent's recommendation to eliminate specific positions and non-renew the employment of the individuals, if any, holding those positions for the 2019-2020 school year, and recitation of findings of fact upon which the decision is based.
- D.** RECOMMENDATION: Approve the creation and funding of new positions identified in the supporting information, effective July 1, 2019.
- E.** Motion and vote on motion to accept any employee resignations that have been submitted since the posting of the agenda. (The Board of Education reserves the right, pursuant to Title 25, Section 307(B)(1), to vote to go into executive session to discuss any tendered resignation.)
- F.** Motion, second, discussion and vote on motion to enter into a resignation agreement with John W. Williams and to authorize its execution by the Board President and Board Clerk
- G.** **ANNOUNCEMENTS**
The next regular scheduled meeting of the Board of Education will be held on Monday, June 3, 2019, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.
- H.** **MOTION AND VOTE TO ADJOURN**

B. 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

B-1. RECOMMENDATION: Amend the district gifted education plan to align with current gifted best practices and district objectives.

COST: This item presents no cost to the district.

RATIONALE: The state requires that districts update their gifted education plan every five to seven years. The district's plan was last updated in 2012. The district's gifted local advisory has approved the proposed changes.

B-2. RECOMMENDATION: Purchase language assistance services of interpretation and translation from Sebastian Lantos LLC, Tulsa, Oklahoma, July 1, 2019, through June 30, 2020, in accordance with the terms and conditions of Request for Proposal #16013. This represents the third of four optional renewal terms.

COST: Not to exceed \$180,000

FUND NAME/ACCOUNT: General Fund/11-0847-2199-503200-000-000000-000- 05- 070-0847

RATIONALE: Sebastian Lantos LLC provides certified language interpretation and translation services in a variety of languages. This service facilitates effective communication with limited English proficient parents and guardians, and complies with the district's resolution agreement with the Office for Civil Rights.

B-3. RECOMMENDATION: Renew the memorandum of understanding (MOU) with Tulsa County Technology Center School District #18 (Tulsa Tech) to participate in the Tulsa Tech Aerospace Academy (TTAA) and Career Academy programs during 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.

FUND NAME/ACCOUNT: General Fund, 11-0956-1000-505990-100-000000-000- 08-600

REQUISITION/CONTRACT: TBD

RATIONALE: The goal of the Tulsa Tech Aerospace and Career Academy Programs is to prepare students for the world of work by providing an opportunity to earn a high school diploma and obtain occupational training and employability skills.

TALENT MANAGEMENT

B-4. 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

B-5. RECOMMENDATION: Renew the Summit Learning Program Agreement between Tulsa Public Schools and Summit Public Schools for the 2019-2020 school year. This agreement allows the eight Tulsa Public Schools listed below to implement a blended learning program.

McClure Elementary School Memorial Junior High School Hamilton Elementary School Central Junior High School Central High School Memorial High School
Tulsa MET High School Webster High School

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

COST: This item presents no cost to the district.

RATIONALE: Since the 2016-2017 school year, the Summit Learning Program has partnered with Tulsa Public Schools to offer free curriculum and access to learning management systems. Tulsa teachers receive free coaching and on- and off-site professional development, gain access to a library of instructional resources and receive individualized support throughout the school year. The Summit Learning Program also connects Tulsa Public Schools to a network of 100 schools from 28 states nationwide. The Summit Learning Program Agreement details Summit's and Tulsa Public Schools' roles and responsibilities, describes requirements for school access to the online learning platform, and defines data sharing, security and privacy expectations.

FINANCIAL SERVICES

B-6. RECOMMENDATION: Approve the May 3, 2019 - May 16, 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.

BOND PROJECTS AND ENERGY MANAGEMENT

B-7. RECOMMENDATION: Approve the purchase of Honeywell Energy Management Materials from the lowest responsible bidder.

COST: Not to exceed \$150,000

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

RATIONALE: The energy management system improvements are part of the 2015 bond issue.

B-8. RECOMMENDATION: Assign the contracts for the electrical and flooring bid packages for the interior renovations at Cooper Elementary School to Crossland Construction Company, 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 to Crossland Construction Company, Inc.

B-9. RECOMMENDATION: Approve amendment 14B with Crossland Construction Company, Inc. Tulsa, Oklahoma, for the electrical bid package for interior renovations at Cooper Elementary School.

Trades	\$ 110,320
Reimbursables	2,441
General Conditions	12,494
Management Fees	5,435
Allowances	<u>30,027</u>
Total GMP	\$ 160,717

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 \$160,717

FUND NAME/ACCOUNT: Bond Fund, 35-1230-4720-504500-000-000000-010-12-158-RN006 (contingent upon the successful sale and receipt of the 2019B bond funds)

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

B-10. RECOMMENDATION: Assign the contract for the electrical bid package for the interior renovations at Edison Middle School to Nabholz Construction Corp., 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 contract will be encumbered as one to Nabholz Construction Corp.

SUPPORTING INFORMATION**CONSENT ITEM B.4****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Aguirre, Jannet	4/29/19	\$9.82	Teacher Assistant	IS-3
Cruz, Leidy	5/01/19	\$9.82	Teacher Assistant	IS-3
Erby, Sharon	5/06/19	\$12.99	Bus Driver Trainee	MT-7
Garcia De Luna, Luisa	4/29/19	\$10.31	Evening Custodian	MT-3
Jones, Daron	5/01/19	\$10.31	Evening Custodian	MT-3
Lopez Cacho, Laura	4/23/19	\$10.31	Evening Custodian	MT-3
Mena, Claribel	5/02/19	\$12.99	Head Custodian	MT-7
Montgomery, Paul	4/29/19	\$12.36	Bus Driver Trainee	MT-7
Rodriguez Acosta, Santiaga	4/29/19	\$10.31	Evening Custodian	MT-3
Tate, Nicole	5/13/19	\$12.00	Paraprofessional	IS-6
Taylor, Jo Ann	4/23/19	\$11.37	Evening Custodian	MT-3

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Brown, Laura	3/01/19	\$51,572.00	Teacher	Teacher	M-18
Bryant, Mark	4/23/19	\$47,239.00	Associate Buyer	Buyer	BG-4
Burrell-Bey, Michael	4/01/19	\$41,476.00	Apprentice	Teacher	M-5
Cook, Michael	4/22/19	\$15.57	Plumber Apprentice	Plumber Craftsperson	MT-14
Gabino, Eusebio	4/23/19	\$13.27	Evening Custodian	Head Custodian	MT-7
Hill, Richard	8/16/18	\$55,354.00	Counselor	Counselor	M-23

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Howell, Latoya	4/26/19	\$12.06	Health Assistant	Paraprofessional	IS-3
Lefore, Alisha	4/01/19	\$38,819.00	Apprentice	Teacher	B-2
Mayes, Chyna	4/22/19	\$9.97	Cafeteria Assistant	Cook I	MT-2
Miller, Lisa	3/27/19	\$15.36	Head Custodian	Unassigned Custodian	MT-3
Mitchell, Donnell	3/01/19	\$37,901.00	Apprentice	Teacher	B-0
North, Vicky	8/16/18	\$45,605.00	Teacher	Teacher	M-12
Pearson, Donnte	3/01/19	\$37,901.00	Apprentice	Teacher	B-0
Pierce, Claudine	4/22/19	\$15.70	Head Custodian	Head Custodian	MT-9
Potter, Julie	4/12/19	\$23.55	Interpreter II	Interpreter III	NS
Smith, Gregory	1/07/19	\$45,605.00	Teacher	Teacher	M-12
Stevenson, Michelle	1/07/19	\$41,004.00	Librarian	Librarian	M-4
West, Anissia	4/22/19	\$59,000.00	Project Manager	Coordinator of Student Life and Engagement	BG-7
White, Nicholas	8/16/18	\$39,616.00	Teacher	Teacher	M-1

SEPARATIONS

Name	Effective Date	Position
Allam, Jacob	5/23/19	Teacher
Alteri Alvarado, Lily	5/14/19	Para Teacher
Aranda, Isabel	5/31/19	Teacher
Babb, Laurel	5/23/19	Teacher
Basden, Martine	5/23/19	Teacher
Bass, Suzanne	5/03/19	Social Services Specialist
Bell, Antonio	3/31/19	Bus Driver Trainee
Black, Anna	5/23/19	Teacher
Bollis, Alexis	5/23/19	Teacher
Bowman, Abby	5/23/19	Teacher
Boyles, Deborah	6/28/19	Principal Coach

SEPARATIONS – Continued

Name	Effective Date	Position
Campbell, Aysha	5/23/19	Teacher
Carter, Kathryn	5/23/19	Teacher
Castaneda De Romero, Rebeca	4/17/19	Evening Custodian
Chappell, Bonnie	3/31/19	Bus Driver
Christensen, Leon	5/23/19	Teacher
Clancy, Hana	5/23/19	Teacher
Davis, Regan	5/23/19	Teacher
Flores Delgado, Alberto	5/23/19	Teacher
Gholson, Camille	5/23/19	Teacher
Godwin, Lizzie	5/23/19	Teacher
Greenfield, Chelsea	5/23/19	Teacher
Hames, Mark	5/23/19	Teacher
Hamilton, Michael	3/31/19	Bus Driver
Hanna, Joshua	5/23/19	Teacher
Jackson, Molly	5/23/19	Teacher
Jamison, Trisha	5/23/19	Teacher
Johnson, Brittany	3/14/19	Autism Paraprofessional
Johnson, Gage	5/23/19	Teacher
Jordan, Kimberly	7/19/19	ELD-Coordinator
Kirby, Karen	5/23/19	Counselor
Know, Sang-Yop	5/23/19	Teacher
Lang, Jessica	4/15/19	Cook I
Langva, Leesa	5/23/19	Teacher
Ledford, Shyanne	5/23/19	Teacher
Legall, Lacey	5/23/19	Speech Pathologist
Lepine, Marguerite	5/23/19	Teacher
Miller, Emily	5/23/19	Teacher
Miller, Kirsten	5/23/19	Teacher
Miller, Tammi	5/23/19	Speech Pathologist
Minty, Caleb	5/23/19	Teacher
Monnot, Julianna	5/23/19	Teacher
Moore, Daniel	6/05/19	Instructional Mentor
Myers, Rebecca	7/31/19	Cafeteria Assistant Manager
Osborn, Summer	5/22/19	Cafeteria Assistant Manager
Panette, Victoria	5/23/19	Teacher
Pearcy, Deborah	5/23/19	Teacher
Phillips, Julia	5/23/19	Speech Pathologist
Pickering, Donna	4/12/19	Cafeteria Assistant
Pingel, Nicole	5/23/19	Teacher
Pogue, Rachel	6/17/19	Assistant Principal
Rauss, Olivia	5/23/19	Teacher
Robinson, Diane	4/12/19	Cafeteria Assistant
Ryan, Ellen	5/23/19	Teacher
Sbanotto, Lindsey	5/24/19	Counselor
Schmidt, Darin	6/30/19	Principal

SEPARATIONS – Continued

Name	Effective Date	Position
Skaistis, Michael	4/26/19	Paraprofessional
Stacy, Janice	5/29/19	Intervention Specialist
Tuggle, Jacklyn	5/23/19	Teacher
Turner, Andrea	5/23/19	Teacher
Vaughn, Kaleb	5/23/19	Teacher
Washington, Hollis	3/31/19	Bus Driver
Watkins-Bertalot, Carol	5/23/19	Teacher
West, Heather	5/01/19	Cook II
Wilcove, Rachel	5/23/19	Teacher
Wilson, Danta	4/12/19	DD Paraprofessional
Winegarten, Rachel	4/19/19	Paraprofessional
Wise, Natasha	5/23/19	Teacher
Young, Kristen	5/23/19	Teacher

Rescind:

Edwards, Regina	4/26/19	Bus Driver
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SUBSTITUTE AND TEMPORARY ELECTIONS

BUS DRIVER

Bell, Antonio
Chappell, Bonnie
Hamilton, Michael
Washington, Hollis

CUSTODIANS

Thomas, Gregory

DRS STUDENT WORKERS

Masuuci, Joseph
Taylor, Donisha

CLERKS

Whiteley, Martha
Stuckey, Patricia

DATA INTERN

Cabeen, Sarah

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Rogers – 11-0000-1000-501210-239-105000-414-07-664

Pay support paraprofessional, Jannel Matthews, an additional \$5/hr. for maintain a nurse assistant certification for the 2018-2019 school year.

Rogers – 11-0000-1000-501210-239-105000-414-07-664

Pay support paraprofessional, Jannel Matthews, an additional \$5/hr. for maintain a nurse assistant certification for the 2019-2020 school year.

Federal Programs & Special Projects - 11-7860-2330-501110-000-000000-108-05-093-7860

Pay Natalie Hutto, Director of Title I, \$400 per month for additional federal programs and grants responsibilities, April through June 2019. Total not to exceed \$1,200 for the 2018-2019 school year.

CareerTech Teacher Professional Development - 11-4210-2213-501700-000-000000-210-05-064-4210

Pay CareerTech certified teachers (to be named) a stipend @ \$21/hr. (total not to exceed \$15,000) to attend professional development, July 1, 2019 through June 30, 2020, during non-contract hours.

STEM Teacher Professional Development - QEP Funds

11-0175-2213-501700-000-000000-210-05-064-0175 PD stipends

11-0175-2213-502310-000-000000-210-05-064-0175 PD benefits

Pay certified teachers (to be named) a stipend @ \$21/hr. (total not to exceed \$40,000) to attend professional development, July 1, 2019 through June 30, 2020, during non-contract hours.

Summer Food Service Program (Summer Café) - 2 22-7660-3120-501210-700-000000-953-03-023

Support staff, listed below, at the hourly rates listed below, to work in the Summer Café Program. Total cost to be reimbursed by the United States Department of Agriculture through Child Nutrition Programs Division of the State Department of Education, May 28, 2019 through August 16, 2019 unless noted.

Assistant Director @ \$28.40 – Kurt Stillman (May 29, 2019 – July 14, 2019)

Program Manager @ \$15.45 – Brandy Williams (May 28, 2019 – Aug 7, 2019)

Program Assistant Manager @ \$13.65 – Rebecca Myers

Auditor @ \$13.65 – Donna Witt (May 28, 2019 – Aug 7, 2019)

Program Call Center @ \$13.65 – Julie Wilson (May 29, 2019 – July 14, 2019)

Stephanie Brooks (May 28, 2019 – Aug 7, 2019)

Program Delivery Assistant Manager @ \$14.45 – Maria Mota (May 28, 2019 – Aug 7, 2019)

Program Floor Assistant @ \$11.75 – Maria del Pilar

Program Sub @ \$13.65 – Allyson Barnes (May 29, 2019 – July 14, 2019)

Diana Schaefer (May 28, 2019 – Aug 7, 2019)

Program Monitors @ \$13.65

Booker, Eugene (May 28, 2019 – Aug 7, 2019)

Farrow, Terisa (May 28, 2019 – Aug 7, 2019)

Grigsby, Dawn (May 28, 2019 – Aug 7, 2019)

Hernandez, Diana (May 28, 2019 – Aug 7, 2019)

Kinney Maureen

Program Monitor Assistants @ \$11.75

Kendrick, Stacey (May 28, 2019 – Aug 7, 2019)

Powdrill, Michelle

Walker, Jo (May 28, 2019 – Aug 7, 2019)

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Program Delivery Assistants @ \$11.75

Bustos Hightower, Stephanie
Distel, Olivia
Kaup, Sherry

Martinez, Maria
Rodriguez, Heather

Program Delivery Assistants SUB @ \$11.75

Guzman, Piera

Ross Program Employees @ \$10.75

Allen, Linda
Ary, Jennie (May 28, 2019 – Aug 7, 2019)
Billingsley, Rubie
Boone, Earline
Chance, Vera
Chronister, Mei
Cummings, Kelly (Charter-Eastside Academy)
DeFreitas, Andrew
Duran, Teresa
Esparza Jimenez, Carolina
Fike, Russell
Gomez, Raquel
Gordon, Janet

Hamlin, Martea
Ironshield, Danielle
Kaup, Tiffany
King, Larry
Lara, Olga
Littlejohn, Juliaett
Logan, Towana (Charter-Collegiate Hall/Marshall)
Lopez, Maria Elena
Magoon, Roberta
Moctezuma, Adela
Morse, Wynema LaVonne
Patrick, Georgia
Perez Garcia, Angelica (THA)

Ross Program Employees @ \$10.75 (Continued)

Perez, Velma
Phillips, Lashowna
Porteous, Patricia
Portillo de Flores, Bertha
Ramirez, Tania
Ramos, Roxana
Satterfield, Gloria
Swagerty, Polly

Talbot, Karen
Thornton, Byrder
Walker, Debra
Washington, Beverly
Washington, Julia
Wright, Deborah
Yakovieva, Svetlana

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Summer Café School Site Assistants @ \$10.75

Banuelos, Alicia	Jihad, Aseelah
Barber, Janesha	Jones, Lydia
Bates, Abbey	Jones, Volonda
Botello, Rita (May 28, 2019 – Aug 7, 2019)	Kurowicki, Crystal
Brock, Priscilla	McCaskil, Teona
Calvert, Audrey	McQueen, Rose
Calvert, Marieta	Moody, Mackenzie
Carter, La'Sasha (Kipp)	Neyens, Shalan (THA)
Connor, Audriene	Ordaz, Marisol
Crisp, Carrie	Olaniyan, Akin
Cross, Lisa	Pickerel, Johnny
Dake Tammy (May 28, 2019 – Aug 7, 2019)	Place, Elizabeth (May 28, 2019 – Aug 7, 2019)
Dunn, Tammy (May 28, 2019 – Aug 7, 2019) (THA)	Ramirez, Elsa
Easley, William	Sanchez, Elva (THA)
Embry, Sandra (Kipp)	Shavers, Felicia
Escobar, Marisol	Sims, Rosa Dell
Franco, Lugo	Thompson, Tina
Frierson, Donna	Torres, Sandra
Gardner, Ashley	Vaughn, Aldene
Gibson, Donna	Ware, Danetta
Hernandez, Raquel	Williams, Angelica
Hill, Vera	Wimberly, Shelley
Holly, Ginnie	

Summer Café HOT MEAL School Site Managers @ \$15.45

Goff, Dana	Patten, Carmen (May 28, 2019 – Aug 7, 2019)
Grisham, Mary (Becky) (May 28, 2019 – Aug 7, 2019)	

Summer Café HOT MEAL School Site Assistant Managers/Cook II @ \$13.65

Frederick, Melissa	Ponder, Mary
Jones, Heather	Ponder, Tabatha (May 28, 2019 – Aug 7, 2019)

Summer Café HOT MEAL School Site Assistants @ \$10.75

Boyle, Helena Dianne	Ortega, Argena
Hernandez de Torres, Antonia	Stoliby, Randi

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Child Summer Labor 2019 – 22-3850-3120-501210-700-000000-958-03-053

Pay support management staff @ hourly rate listed below, to work May 28, 2019 – August 2, 2019

Summer CAP Manager (Disney) @ \$15.45 – Robin Eischens

Summer CAP Manager (Eugene Field) @ \$15.45 – Jamie Jordan

Summer CAP Manager (Frost) @ \$15.45 – Misenga Mimie Musungai (May 22, 2019 – Aug 2, 2019)

Summer CAP Manager (McClure) @ \$15.45 – Ruth Worrell

Summer CAP Manager (ECDC Reed) @ \$15.45 – Kay Carter

Summer CAP Manager (Skelly) @ \$15.45 – Carly Copher

Pay support staff@ the hourly rates listed below, to work May 23, 2019 – August 2, 2019

Summer CAP Assistant Manager/Cook II (Disney) @ \$13.65 – Erkia Piedra

Summer CAP Assistant Manager/Cook II (ECDC Reed) @ \$13.65 – Graciela Salcedo

Summer CAP Assistant Manager/Cook II (Eugene Field) @ \$13.65 – Rodney Asberry

Summer CAP Assistant Manager/Cook II (Frost) @ \$13.65 – Tammy Pierce

Summer CAP Assistant Manager/Cook II (McClure) @ \$13.65 – Frank Espinosa

Summer CAP Assistant Manager/Cook II (Skelly) @ \$13.65 – Barbara Delgadillo

Summer CAP/Kitchen Assistants @ \$10.75 (May 23, 2019 – Aug 2, 2019)

Carbajal, Maria

Nunez, Guadalupe

Carter, Fay

Palafox, Isela

Davis, Patty

Patrick, Jennifer

Grayson, Onedia

Salas, Silvia

Johnson, Rhonda

Samuels, Cheryl

King, Fannie

Tillery, Deborah

Medina, Obdulia

Walton, Terrie

Summer CAP Substitute Staff @ \$10.75 (May 23, 2019 – Aug 2, 2019)

Chantré, Anita (work when needed)

Valles, Maria (work when needed)

Siri, Xiomara (work when needed)

Child Nutrition Summer Labor – 22-0223-3150-501210-700-000000-958-03-053

Pay Angela Howard at current hourly rate to work May 23, 2019 – August 15, 2019 at ESC Haven cafeteria. Hours not to exceed 332 hours.

Child Nutrition Summer Labor – 22-3850-3180-501210-700-000000-953-03-053

Pay Taylor Horn-Speck at current hourly rate to work May 29, 2019 – July 14, 2019 at Ross Child Nutrition. Hours not to exceed 168 hours.

Patrick Henry – 11-0000-2410-501110-000-000000-105-07-205

Pay Lori Gregory, assistant principal, a stipend of \$1,400.00 to extend her interim principal duties, March 25, 2019 to April 19, 2019.

Thoreau – 11-0000-2620-501210-000-000000-954-01-573

Pay Cristina de los Santos, evening custodian, a stipend of \$1.30 per hour worked for additional duties, August 31, 2018 to October 26, 2018.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

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

Pay LaDawn Webb, bus driver, a stipend of \$1.40 per hour worked for additional duties, March 25, 2019 to June 30, 2019.

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

Pay Alex Meeks, transportation supervisor, a stipend of \$316.67 per month for additional duties, March 25, 2019 to June 30, 2019.

Exceptional Student Support – 11-0000-2212-501110-239-106000-108-066

Pay Terri Hill, certified staff their daily rate for additional days June 4th – June 30th, 2019

Exceptional Student Support – 11-0000-2212-501110-239-106000-108-066

Pay Terri Hill, certified staff their daily rate for additional days July 1st – August 4th, 2019

Exceptional Student Support – 11-6210-2212-501110-239-106000-108-066-6210

Pay Ozye Hill, certified staff their daily rate for additional days June 4th – June 30th, 2019

Exceptional Student Support – 11-6210-2212-501110-239-106000-108-066-6210

Pay Ozye Hill, certified staff their daily rate for additional days July 1st – August 4th, 2019

Exceptional Student Support – 11-6210-1000-501110-239-105000-210-05-269-6210

Pay certified teacher, Theresa Banther (Thomas) @ current daily rate for 10 additional days after contract from May 24th – June 10th, 2019 to complete assessments for Sooner Start and Child Find.

Exceptional Student Support – 11-0000-2140-501110-239-00000-205-06-066

Pay certified school psychologist or school psychometrist, to be named, \$350/basic battery and \$400/Autism or ED batteries including scoring and all paperwork associated with testing requirements from June 5th – June 30th, 2019.

Exceptional Student Support – 11-0000-2140-501110-239-00000-xxx-06-066

Pay certified school psychologist or school psychometrist, to be named, \$350/basic battery and \$400/Autism or ED batteries including scoring and all paperwork associated with testing requirements for work outside of contracted days for the 2019-2020 year.

Exceptional Student Support 11-0000-XXXX-501110-239-00000-xxx-06-066

Pay certified sign language interpreters to be named, their current hourly rate for additional interpreter duties for hearing impaired students June 5th – June 30th, 2019 not to exceed \$5000.

Exceptional Student Support 11-0000-XXXX-501110-239-00000-xxx-06-066

Pay certified sign language interpreters to be named, their current hourly rate for additional interpreter duties for hearing impaired students for work outside of contracted hours for the 2019-2020 school year, not to exceed \$10,000.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Extended School Year Program - 11-6210-1000-501700-239-105000-210-05-205-6210
11-6210-1000-501700-239-106000-210-05-205-6210
11-6210-1000-501700-239-106000-210-05-205-6210
11-6210-2170-501700-239-000000-347-05-205-6210
11-6210-2152-501700-239-000000-353-05-205-6210
11-6210-2135-501700-239-000000-334-05-205-6210
11-6210-1000-501800-239-105000-414-05-205-6210
11-6210-1000-501800-239-106000-414-05-205-6210
11-6210-2132-501700-239-000000-347-05-205-6210
11-6210-2190-501700-239-106000-328-05-205-6210

Pay Special Education staff, to be named, (total not to exceed \$29,275.00) to provide an extended school year (ESY) educational program for identified students on an Individual Educational Plan (IEP), June 1, 2019 through June 30, 2019

- Special Education Teachers - \$26/hr.
- Speech Pathologists - \$26/hr.
- Occupational Therapist – at their current hourly rate of pay
- Physical Therapist – at their current hourly rate of pay
- Special Education Paraprofessionals – at their current hourly rate of pay
- Sign Language Interpreters – at their current hourly rate of pay
- School Nurse - \$30/hr.
- Spanish Interpreter – at their current hourly rate of pay

Extended School Year Program - 11-6210-1000-501700-239-105000-210-05-215-6210
11-6210-1000-501700-239-105000-210-05-205-6210
11-6210-1000-501700-239-106000-210-05-205-6210
11-6210-2170-501700-239-000000-347-05-205-6210
11-6210-2152-501700-239-000000-353-05-205-6210
11-6210-2135-501700-239-000000-334-05-205-6210
11-6210-1000-501800-239-105000-414-05-205-6210
11-6210-1000-501800-239-106000-414-05-205-6210
11-6210-2132-501700-239-000000-347-05-205-6210
11-6210-2190-501700-239-106000-328-05-205-6210

Pay Special Education staff, to be named, (total not to exceed \$87,825.00) to provide an extended school year (ESY) educational program for identified students on an Individual Educational Plan (IEP), July 1, 2019 through July 31, 2019.

- Special Education Teachers - \$26/hr.
- Speech Pathologists - \$26/hr.
- Occupational Therapist – at their current hourly rate of pay
- Physical Therapist – at their current hourly rate of pay
- Special Education Paraprofessionals – at their current hourly rate of pay
- Sign Language Interpreters – at their current hourly rate of pay
- School Nurse - \$30/hr.
- Spanish Interpreter – at current hourly rate of their pay

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Exceptional Student Support – 11-0000-xxxx-501110-239-0000-xxxx-06-066
11-0000-xxxx-501110-239-xxxx-xxx-06-xxx
11-0000-2152-501110-239-000000-000-06-066
11-0000-2153-501110-239-105000-309-06-xxx
11-6210-2212-501110-239-000000-108-05-066-6210

Pay exceptional student support related service staff, to be named for additional duties for 2019-2020.

Special Education Paraprofessionals - at their current hourly rate of pay.

Speech Pathologist - at their current daily rate.

Audiologist - at their current daily rate.

Visually Impaired Specialist (including Braillist).

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct contract amount on adjustment May 6, 2019 page 15

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Johnson, Tasha	5/07/19	90,000.00	Principal	Talent Strategist	BG-10

Correct effective date on separation April 22, 2019 page 19

SEPARATIONS

Name	Effective Date	Position
Bibb, Sharon	6/30/19	Teacher

Correct rate on substitute and temporary payments for employees May 6, 2019 page 19

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

Pay Thomas Riley, transportation supervisor, a stipend of \$310.00 per month for additional duties, February 19, 2019 to June 30, 2019.

SUPPORTING INFORMATION

ITEM C-13

POSITION CREATIONS/DELETIONS

Delete:

Position	Salary/Grade	Duties
<p>School Support Partner-ESC/ Federal Programs & Special Projects (2 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 121,800 min. – \$ 182,600 max.</p> <p><i>Funding Source:</i> 11-7860-2330-501110-000-000000-110-05-093-7860</p>	<p>EG-6 12 Months</p>	<p>Under the general guidance from the Director of Title I, work in a team oriented environment to monitor program implementation and provide technical assistance to improve Title I planning, budgeting, and needs analysis to support school improvement strategies and evaluation measures to meet the requirements of the Every Student Succeeds Act legislation.</p>

Delete:

Position	Salary/Grade	Duties
<p>School Support Partner-ESC/ Federal Programs & Special Projects (2 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 126,000 min. – \$ 188,800 max.</p> <p><i>Funding Source:</i> 11-7860-2330-501210-000-000000-109-05-093-7860</p>	<p>BG-9 12 Months</p>	<p>Under the general guidance from the Director of Title I, work in a team oriented environment to monitor program implementation and provide technical assistance to improve Title I planning, budgeting, and needs analysis to support school improvement strategies and evaluation measures to meet the requirements of the Every Student Succeeds Act legislation.</p>

Delete:

Position	Salary/Grade	Duties
Project Manager School Design-ESC/ Design and Innovation (2 Positions) <i>Annual Budget Impact:</i> \$ 100,000 min. – \$ 150,000 max. <i>Funding Source:</i> 11-0250-2541-501210- 000-000000-341-05- 005-0250	BG-7 12 Months	The agile project manager for school design leads testing, implementation, and scale of new learning experiences and innovative school models. While centrally located in the Education Service Center's design lab, the project manager will work with students, teachers, school leaders and community members to support the design, pilot implementation, and scaling up of innovative school models. Collects, analyzes, and reports on data specific to school design. Structures and facilitate meetings, discussions, and working sessions with staff and other project resources. Creates relevant project documentation, including but not limited to best practices, improvement opportunities, current state/future state process flows, user stories, data flows, system diagrams, and training materials.

Delete:

Position	Salary/Grade	Duties
Project Assistant-ESC/ Design Lab <i>Annual Budget Impact:</i> \$ 30,867 min. – \$ 41,621 max. <i>Funding Source:</i> 11-0000-2541-501210- 000-000000-615-14-005	CA-12 \$14.84/hr. to \$20.01/hr. 12 Months	Provide high-level administrative support to ensure smooth Design Lab operations, including managing correspondence and schedules, performing clerical tasks, and supporting meetings. Communicate with community stakeholders and staff in a manner that exemplifies the core values of Tulsa Public Schools and supports overall Design Lab success. Coordinate and manage projects within the Design Lab, including high-profile projects and events.

Delete:

Position	Salary/Grade	Duties
Lead Designer-ESC/ Design and Innovation <i>Annual Budget Impact:</i> \$ 50,000 min. – \$ 75,000 max. <i>Funding Source:</i> 11-0250-2541-501110- 000-000000-341-05- 005-0250	BG-7 12 Months	The lead designer will plan, prepare, and conduct design workshops, contribute to grant-writing efforts, assists in building partnerships with local partners to support innovation efforts, identify opportunities to involve the community in the school design process. Identify training needs of others, developing formal learning opportunities for employees to improve design thinking skills. Will manage and oversee project execution and completion of deliverables.

Delete:

Position	Salary/Grade	Duties
Police Sergeant-ESC/ Campus Police and Security Services Department <i>Annual Budget Impact:</i> \$ 25,397 min. – \$ 34,398 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-959-17-049	TS-9 \$16.28/hr. to \$22.05/hr. 195 Days	The Sergeant position will allow for supervision in the field as needed which will increase our ability to meet service needs and establish a significant accountability piece during the school and summer scheduling, and sometimes including after hours as needed that is currently non- existent. The Sergeant will monitor day to day operations in the field reporting to the Lt. Investigator, Major, and Chief of Police.

Delete:

Position	Salary/Grade	Duties
Police Sergeant-ESC/ Campus Police and Security Services Department <i>Annual Budget Impact:</i> \$ 33,862 min. – \$ 45,864 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-959-17-049	TS-9 \$16.28/hr. to \$22.05/hr. 12 Month	The Sergeant position will allow for supervision in the field as needed which will increase our ability to meet service needs and establish a significant accountability piece during the school and summer scheduling, and sometimes including after hours as needed that is currently non- existent. The Sergeant will monitor day to day operations in the field reporting to the Lt. Investigator, Major, and Chief of Police.

Delete:

Position	Salary/Grade	Duties
Campus Police Officer-ESC/ Campus Police and Security Services Department (4 Positions) <i>Annual Budget Impact:</i> \$ 135,450 min. – \$ 183,456 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-959-17-049	TS-9 \$16.28/hr. to \$22.05/hr. 12 Months	Responsible to all intrusion alarms, open doors for access for vendors/contractors, secure building, arrest criminal violators when necessary.

Delete:

Position	Salary/Grade	Duties
Campus Police Officer-ESC/ Campus Police and Security Services Department (11 Positions) <i>Annual Budget Impact:</i> \$ 279,365 min. – \$ 378,378 max. <i>Funding Source:</i> 21-0000-2660-501210-000-000000-959-17-049	TS-9 \$16.28/hr. to \$22.05/hr. 195 Days	Responsible to all intrusion alarms, open doors for access for vendors/contractors, secure building, arrest criminal violators when necessary.

Delete:

Position	Salary/Grade	Duties
Security Sergeant-ESC/ Campus Police and Security Services Department <i>Annual Budget Impact:</i> \$ 19,235 min. – \$ 25,678 max. <i>Funding Source:</i> 21-0000-2660-501210-000-000000-959-17-049	TS-3 \$12.33/hr. to \$16.46/hr. 195 Days	The Sergeant position will allow for supervision in the field as needed which will increase our ability to meet service needs and establish a significant accountability piece that is currently one existent. The Sergeant will monitor day to day operations in the field reporting to the Captain and Deputy Chief of Operations.

Delete:

Position	Salary/Grade	Duties
Campus Security Officer-ESC/ Campus Police and Security Services Department 24 Positions Total (6 Unfunded Positions) <i>Annual Budget Impact:</i> \$ 346,226 min. – \$ 462,197 max. <i>Funding Source:</i> 21-0000-2660-501210-000-000000-959-17-049	TS-3 \$12.33/hr. to \$16.46/hr. 195 Days	Under general supervision of the Police Chief provides security presence and assistance to faculty, staff and to Campus Police Officers in the enforcement of state laws and the Student Code of Conduct. The position will be supervised on site by the Campus Police Officer who will be responsible for all security and policing issues on campus. Security officers will be expected to assist at athletic events, special events and other assignments outside the normal duty time.

Delete:

Position	Salary/Grade	Duties
Lead Communication Specialist-ESC/ Campus Police and Security Services Department <i>Annual Budget Impact:</i> \$ 33,821 min. – \$ 45,864 max. <i>Funding Source:</i> 21-0000-2660-501210-000-000000-961-17-049	CA-14 \$16.26/hr. to \$22.05/hr. 12 Months	Performs a wide variety of critical and essential communication services, to include receiving emergency and non-emergency calls for assistance, and determining the appropriate action in response to those calls. Provide hands on guidance and leadership to the communications staff in performing their duties.

Delete:

Position	Salary/Grade	Duties
Communication and Project Specialist-ESC/ Campus Police and Security Services Department <i>Annual Budget Impact:</i> \$ 28,059 min. – \$ 37,731 max. <i>Funding Source:</i> 21-0000-2660-501210-000-000000-961-17-049	TS-5 \$13.49/hr. to \$18.14/hr. 12 Months	Performs a wide variety of critical and essential communication services, to include receiving emergency and non-emergency calls for assistance, and determining the appropriate action in response to those calls.

Delete:

Position	Salary/Grade	Duties
Bond Contract Administrator-ESC/ Bond <i>Annual Budget Impact:</i> \$ 30,867 min. – \$ 41,621 max. <i>Funding Source:</i> 11-0000-2620-501210-000-000000-615-03-037	CA-12 \$14.84/hr. to \$20.01/hr. 12 Months	Develops contracts, Board Agenda items, site financial allocation spread sheets, maintains summaries of all bond expenditures, acts as liaison between Bond Department and sites concerning expenditures, and assembles materials for Bond Oversight Committee reports and Bond Project Selection Committee.

Delete:

Position	Salary/Grade	Duties
Director of Application Development-ESC/ Information Systems Services <i>Annual Budget Impact:</i> \$ 88,900 min. – \$ 133,300 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-109-02-056	BG-12 12 Months	To plan, direct, evaluate, and implement application systems and services related to K-12 school districts, such as student systems, human capital, and financial systems, as well as other K-12 educational applications.

Delete:

Position	Salary/Grade	Duties
Manager of Business Intelligence- ESC/Information Systems Services <i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-109-02-056	BG-10 12 Months	Provide technical leadership in the design, implementation and support of Business Intelligence (BI) solutions that provide the District with state of the art dashboard reporting and analysis capabilities. Work with Information Technology (IT) management team and staff, technology vendors, and customers to establish a strategic data technology direction that emphasizes improving efficiency, effectiveness, integration, and quality of business solutions provided to the District. Work with key users and groups in leveraging BI tools and work flow capabilities to improved business processes. Lead the design and implementation of enterprise data architecture for IT, which will be used in the development and deployment of technology driven business solutions. Develop, support and actively participate in the data governance process for all district data. Lead initiatives to develop and support standard reporting templates, dashboards and scorecards. Provide management oversight to Business Intelligence team members.

Delete:

Position	Salary/Grade	Duties
Application Programmer-ESC/ Information Systems Services (5 Positions) <i>Annual Budget Impact:</i> \$ 237,380 min. – \$ 333,500 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-314-02-056	BG-6 12 Months	Maintain administrative and instructional applications to ensure high level of availability and keep in vendor support windows.

Delete:

Position	Salary/Grade	Duties
Application Support Analyst-ESC/ Information Systems Services (5 Positions) <i>Annual Budget Impact:</i> \$ 198,000 min. – \$ 297,000 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-315-02-056	BG-5 12 Months	Includes supporting administrative and instructional applications on multiple platforms. Includes, but not limited to, system management, problem management and resolution, vendor management and support, release levels, costs, enhancements and documentation. Works with key users and groups with leveraging applications to improved business processes.

Delete:

Position	Salary/Grade	Duties
Senior Data Base Administrator-ESC/ Information Systems Services <i>Annual Budget Impact:</i> \$ 63,000 min. – \$ 94,400 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-315-02-056	BG-9 12 Months	The senior database administrator maintains and modifies a database; analyzes system performance; designs and writes queries; designs, documents and implements all system and server processes including security, access, and back up; troubleshoots and resolves malfunctions; writes systems documentation; and may support application programmers with database and technical needs.

Delete:

Position	Salary/Grade	Duties
Director of ISS Operations-ESC/ Information Systems Services <i>Annual Budget Impact:</i> \$ 79,100 min. – \$ 118,700 max. <i>Funding Source:</i> 11-0000-2580-501210-000-000000-109-02-026	BG-11 12 Months	Responsible for the operations of the District's ISS production operations environments. Direct the operations of the data center, systems programming, database administration, network and telecommunications and computer operations.

Delete:

Position	Salary/Grade	Duties
Administrative Assistant IV-ESC/ Information System Services Unfunded Position <i>Annual Budget Impact:</i> \$ 0 min. – \$ 0 max. <i>Funding Source:</i> 11-0000-2580-501210-000-000000-615-02-030	CA-12 \$14.84/hr. to \$20.01/hr. 12 Months	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.

Delete:

Position	Salary/Grade	Duties
Administrative Assistant IV-ESC/ Exceptional Student Services <i>Annual Budget Impact:</i> \$ 38,867 min. – \$ 41,621 max. <i>Funding Source:</i> 11-0000-2212-501210-239-000000-615-06-006	CA-12 \$14.84/hr. to \$20.01/hr. 12 Months	Assist the Director of Special Education; compose and edit correspondence, memoranda, and forms required of the department; maintain department records and filing systems and computer databases, as required; communicate with parents, patrons, and district personnel in a positive, professional manner.

Delete:

Position	Salary/Grade	Duties
Special Education Instructional Coach-ESC/ Exceptional Student Services (4 Positions) <i>Annual Budget Impact:</i> \$ 172,277 min. – \$ 312,118 max. <i>Funding Source:</i> 11-0000-2213-501110- 239-000000-211-06-066	Teachers' Salary Schedule 200 Days	The Special Education Instructional Coach will work with new and struggling special education teachers to strengthen their ability to deliver instruction in a variety of ways in order to increase the outcomes for students with disabilities.

Delete:

Position	Salary/Grade	Duties
Child Find and Data Collection-ESC/ Exceptional Student Services <i>Annual Budget Impact:</i> \$ 37,901 min. – \$ 68,666 max. <i>Funding Source:</i> 11-0000-2140-501110- 239-000000-205-06-066	Teachers' Salary Schedule	Role includes both formal and informal assessment assessments as defined by the OSDE Handbook. The Child Find and Data Collection Specialist would work under the supervision of a School Psychologist in gathering formal and informal data for eligibility determination.

Delete:

Position	Salary/Grade	Duties
Emotional Disabilities Instructional Coach-ESC/ Exceptional Student Services (2 Positions) <i>Annual Budget Impact:</i> \$ 86,139 min. – \$ 156,059 max. <i>Funding Source:</i> 11-0000-2213-501110- 239-000000-211-06-066	Teachers' Salary Schedule 200 Days	The emotional disabilities special education instructional coach will support students and teachers in the self-contained programs for students with emotional disabilities and the general education teachers that support students with emotional disabilities. Emotional disabilities instructional coaches will support teachers and staff in development of their teaching skills, behavioral support and classroom environment.

Delete:

Position	Salary/Grade	Duties
Coordinator of Data and Reporting-ESC/ Exceptional Student Services <i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max. <i>Funding Source:</i> 11-6210-2212-501110- 239-000000-108-05- 066-6210	EG-5 12 Months	Responsible for directing activities related to monitoring procedural requirements, conducting school audits, and self-monitoring upon request of the Executive Director of Special Education. Provide leadership in the development and periodic revision of Special Education Policy and Procedure

Delete:

Position	Salary/Grade	Duties
Special Education Technology Supervisor-ESC/ Exceptional Student Services <i>Annual Budget Impact:</i> \$ 31,500 min. – \$ 47,300 max. <i>Funding Source:</i> 11-6210-2544-501210- 239-105000-513-05- 066-6210	BG-3 12 Months	Ensure the daily operation, record retrieval and data integrity on systems utilized by the Special Education Department. Ensure data is transmitted across all systems in a timely and efficient process.

Delete:

Position	Salary/Grade	Duties
Speech Pathologist-EC/ Exceptional Student Services (11 Positions) 8 Unfunded <i>Annual Budget Impact:</i> \$ 113,703 min. – \$ 205,998 max. <i>Funding Source:</i> 11-0000-2152-501110- 239-000000-353-066- XXXX	Teachers' Salary Schedule	Tulsa Public Schools is looking for energetic, collaborative, and experienced speech-language pathologists to join our exceptional student support services team to assess and treat Tulsa Public School students with language, pragmatics, articulation, functional communication, voice, and fluency disorders that impact educational learning. Job responsibilities include but are not limited to therapy, evaluations, Individualized Education Plan development, and teacher consultation.

Delete:

Position	Salary/Grade	Duties
Itinerant DD Program Teacher-ESC/ Exceptional Student Services Unfunded Position <i>Annual Budget Impact:</i> \$ 0 min. – \$ 0 max. <i>Funding Source:</i> 11-6210-1000-501110- 239-1050000-210-05- 066-6210	Teachers' Salary Schedule	The Exceptional Student Services Early Childhood Specialist is responsible for the implementation of district policies and procedures in compliance with IDEA indicators from the Department of Special Education and Student Services. This specialist will work closely with SoonerStart representatives, Parents, HeadStart programs and other stakeholders to ensure the district complies with regulations regarding the transition from Part C to Part B and Child Find procedures.

Delete:

Position	Salary/Grade	Duties
Director of Humanities-Wilson/ Teaching and Learning <i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06-070	EG-8 12 Months	Provides leadership in the development, implementation, and evaluation of a comprehensive curriculum and instructional program related to literacy and the humanities; plans, develops, organizes, and implements the policies, regulations, guidelines, and procedures pertaining to the district literacy and humanities curriculum.

Delete:

Position	Salary/Grade	Duties
Director of Math and Science-Wilson/ Teaching and Learning <i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06-070	EG-8 12 Months	Provides leadership in the development, implementation, and evaluation of a comprehensive curriculum and instructional program related to science, mathematics with a focus on science, technology, engineering, art and math (STEAM); plans, develops, organizes, and implements the policies to support strong science, mathematics, and STEAM curriculum for the purpose of accelerating student success and college and career readiness.

Delete:

Position	Salary/Grade	Duties
Director of Advanced Learning-ESC/ Teaching and Learning <i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-110-06-064	EG-8 12 Months	Provide leadership and management to the College and Career Readiness staff and teachers.

Delete:

Position	Salary/Grade	Duties
Academic Coordinator-Wilson/ Teaching and Learning 15 Positions <i>Annual Budget Impact:</i> \$ 730,500 min. – \$ 1,096,500 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-211-06-070	EG-3 12 Months	Coordinates academic related information and processes to support fidelity of implementation of curriculum and instruction initiatives and recommends options to improve the instructional strength of campuses and the academic performance of students.

Delete:

Position	Salary/Grade	Duties
Academic Coordinator-Wilson/ Teaching and Learning <i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06-064	BG-8 12 Months	Coordinates academic related information and processes to support fidelity of implementation of curriculum and instruction initiatives and recommends options to improve the instructional strength of campuses and the academic performance of students.

Delete:

Position	Salary/Grade	Duties
Technology Teacher Trainer-Wilson/ Teaching and Learning <i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max. <i>Funding Source:</i> 11-0000-2213-501110- 000-000000-354-06-070	BG-6 12 Months	The Technology Teacher Trainer promotes the use of technologies to support student achievement in the preK-12 classroom, provides leadership, professional development, and instructional support to instructional and administrative staff, and serves as a liaison between school and district technology initiatives and school-based implementation and support for administrators and teachers.

Delete:

Position	Salary/Grade	Duties
Coordinator of Graduation Success-EC/Student and Family Support Services <i>Annual Budget Impact:</i> \$ 50,000 min. – \$ 75,000 max. <i>Funding Source:</i> 11-0000-2199-501110- 000-000000-110-06-064	BG-7 12 Months	Student and Family Support Services provides data driven, multi-tiered prevention and intervention services for students, schools, and families to address the social, emotional, behavioral, health, and safety needs of all students. Supports the district's efforts to raise student graduation rates and decrease dropout rates through remediation and tiered interventions targeted toward proficient performance on assessments required for graduation as mandated through the Achieving Classroom Excellence (ACE) state legislation, district policy, and TPS graduation strategies.

Delete:

Position	Salary/Grade	Duties
Budget Analyst-Wilson/Teaching and Learning <i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max. <i>Funding Source:</i> 11-0000-2511-501210- 000-000000-609-06-070	CA-13 \$15.50/hr. to \$21.00/hr. 12 Months	The Budget Analyst oversees multiple budgets that support the operation of district professional development. This includes keeping accurate records and inventories of purchases, contracts and rental agreements. They are responsible for all budget planning, requisitioning, Board agendas and troubleshooting. Additionally, they help to maintain accurate records of teacher attendance at all district professional development and interface regularly with both internal and external customers.

Delete:

Position	Salary/Grade	Duties
<p>Instructional Mentors-Wilson/Teaching and Learning 38 Positions 36 FTEs</p> <p><i>Annual Budget Impact:</i> \$ 1,345,909 min. – \$ 2,809,064 max.</p> <p><i>Funding Source:</i> 11-5118-2213-501110-494-000000-211-05-07-5118 (28 Positions)</p> <p>11-4210-2213-501110-390-000000-211-05-064-4210 (2 Positions)</p> <p>11-5410-2213-501110-000-000000-211-05-070-5410 (8 Positions)</p>	<p>Teachers Salary 200 Days</p>	<p>Instructional Mentors provide instructional mentoring to first through fourth year teachers in Tulsa Public Schools. In addition to mentoring, Instructional Mentors provide professional learning opportunities to novice teachers in areas such as class culture and climate, implementing the Tulsa Way for Teaching and learning, including high-leverage instructional strategies, classroom management, analysis of student work, differentiated instruction, and supportive instruction for English learners and students with special needs. As an Instructional Mentor, individuals will influence, coach, motivate, and develop groups of novice teachers to reach ambitious goals with students.</p>

Delete:

Position	Salary/Grade	Duties
<p>Lead Instructional Mentors-Wilson/Teaching and Learning 20 Positions</p> <p><i>Annual Budget Impact:</i> \$ 949,520 min. – \$ 1,286,000 max.</p> <p><i>Funding Source:</i> 11-5118-2213-501110-494-000000-211-05-070-5118 (19 Positions)</p> <p>11-5410-2213-501110-000-000000-211-05-070-5410 (1 Position)</p>	<p>EG-1 12 Months</p>	<p>Lead Instructional Mentors provide instructional mentoring to first through fourth year teachers in Tulsa Public Schools. In addition to mentoring, Lead Instructional Mentors provide professional learning opportunities to novice teachers in areas such as class culture and climate, implementing the Tulsa Way for Teaching and learning, including high-leverage instructional strategies, classroom management, analysis of student work, differentiated instruction, and supportive instruction for English learners and students with special needs. As a Lead Instructional Mentor, individuals will influence, coach, motivate, and develop groups of novice teachers to reach ambitious goals with students. Lead Instructional Mentors will work closely with school leaders to develop, coordinate and support novice teachers' professional growth.</p>

Delete:

Position	Salary/Grade	Duties
Director of Assessment-EC/ Teaching and Learning <i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max. <i>Funding Source:</i> 11-0000-2240-501110- 000-000000-108-06-070	EG-8 12 Months	Improves the quality and comparability of District assessments and data systems to produce accurate indicators of the progress of our elementary and secondary schools. Provides leadership in developing a system which includes collecting and reporting statistical indicators by school, tracking changes, assisting with District and state accountability systems and conducting analyses of trends.

Delete:

Position	Salary/Grade	Duties
Principal Coach-ESC/ Teaching and Learning 2 Positions <i>Annual Budget Impact:</i> \$ 131,200 min. – \$ 196,800 max. <i>Funding Source:</i> 11-7789-2573-501110- 000-000000-110-05- 044-7789	EG-7 12 Months	The Principal Coach for Leadership Development will provide needed support and mentoring to novice principals, thereby accelerating their effectiveness. Coach will support principals' development in regards to instructional leadership, school culture and climate, performance management and data-driven decision practices in alignment with Tulsa's leadership effectiveness framework.

Delete:

Position	Salary/Grade	Duties
Director of School Talent Services-ESC/ Talent Management <i>Annual Budget Impact:</i> \$ 79,100 min. – \$ 118,700 max. <i>Funding Source:</i> 11-0000-2572-501210- 000-0000000-109-04- 041	BG-11 12 Months	The director of school talent services is responsible for the provision of essential talent services to all schools including staffing and placement, employee services and access to workforce analytics. Support principal supervisors and school leaders with developing sound workforce plans to recruit and acquire talent, maximize retention efforts and improve employee supports. Analyze and forecast student and educator needs. Support the improvement of school leader talent management practices specific to planning, branding, sourcing, recruiting selection and placement.

Delete:

Position	Salary/Grade	Duties
Talent Analyst-ESC/ Talent Management 3 Unfunded Positions <i>Annual Budget Impact:</i> \$ 0 min. – \$ 0 max. <i>Funding Source:</i> 11-0000-2572-501210- 000-000000-107-04-041	BG-9 12 Months	The talent analyst serves as a consultant to school leaders on talent management-related issues and works with district staff to deliver high quality talent management services. Provide school leaders and district teams with workforce analytics and critical information to improve their talent processes. Work within the talent management functional areas of talent acquisition, employee relations, benefits administration, policy implementation and others to better utilize data for decision making.

Delete:

Position	Salary/Grade	Duties
Administrative Assistant III-ESC/ Teaching and Learning (Unfunded Position) <i>Annual Budget Impact:</i> \$ 0 min. – \$ 0 max. <i>Funding Source:</i> 11-0000-2212-501210- 000-000000-615-06-044	CA-9 \$12.87/hr. to \$17.28/hr. 12 Months	Compose and edit correspondence, memoranda and forms required of the office. Maintain office records, filing systems and computer data base applications, as required. Process requisitions; maintain purchasing records for the office.

Delete:

Position	Salary/Grade	Duties
Assistant Director of Athletics Compliance- ESC/ Athletics <i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-109-16-068	BG-6 12 Months	Sole responsibility for developing an effective rules compliance program for the Tulsa Public Schools department and all secondary schools.

SUPPORTING INFORMATION

ITEM D

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Sergeant of School Safety and Security ESC/ Campus Police Department (2 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 78,333 min. – \$ 105,914 max.</p> <p><i>Funding Source:</i> 21-0000-2660-501210-000-000000-959-17-049-</p>	<p>TS-12 \$18.83/hr. to \$25.46/hr. 12 Month</p>	<p>The Sergeant position will allow for supervision in the field as needed which will increase our ability to meet service needs and establish a significant accountability piece that is currently one existent. The Sergeant will monitor day to day operations in the field reporting to the Major of School Safety and Security.</p>

Create:

Position	Salary/Grade	Duties
<p>School Safety Officer- ESC/ Campus Police Department (11 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 306,992 min. – \$ 416,816 max.</p> <p><i>Funding Source:</i> 21-0000-2660-501210-000-000000-959-17-049-</p>	<p>TS-11 \$17.89/hr. to \$24.29/hr. 195 Days</p>	<p>Respond to all intrusion alarms, open doors for access for vendors/contractors, secure buildings, arrest criminal violators when necessary. Demonstrate an attitude and behavior that reflects the values and mission of the department and school district. Enforce applicable state, local, federal laws and campus polices.</p>

Create:

Position	Salary/Grade	Duties
<p>School Safety Officer- ESC/ Campus Police Department (5 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 186,056 min. – \$ 252,616 max.</p> <p><i>Funding Source:</i> 21-0000-2660-501210-000-000000-959-17-049-</p>	<p>TS-11 \$17.89/hr. to \$24.29/hr. 12 Months</p>	<p>Respond to all intrusion alarms, open doors for access for vendors/contractors, secure buildings, arrest criminal violators when necessary. Demonstrate an attitude and behavior that reflects the values and mission of the department and school district. Enforce applicable state, local, federal laws and campus polices.</p>

Create:

Position	Salary/Grade	Duties
Security Officer Supervisor (Corporal) - ESC/ Campus Police Department <i>Annual Budget Impact:</i> \$ 29,453 min. – \$ 39,686 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-959-17- 049-	TS-6 \$14.16/hr. to \$19.08/hr. 12 Months	The Security Officer Supervisor (Corporal) position will allow for supervision in the field as needed which will increase our ability to meet service needs and establish a significant accountability piece that is currently one existent. The Security Officer Supervisor will monitor day to day operations in the field reporting to the Major of School Safety and Security. It is expected that the employee will start their shift in a timely manner and fulfill the completion of their shift to provide support during school hours.

Create:

Position	Salary/Grade	Duties
Campus Security Officer-ESC/ Campus Police Department (17 Positions) <i>Annual Budget Impact:</i> \$ 357,755 min. – \$ 481,073 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-959-17- 049-	TS-5 \$13.49/hr. to \$18.14/hr. 195 Days	Under general supervision of the School Safety Officer provides security presence and assistance to faculty, staff and to School Safety Officers in the enforcement of state laws and the Student Code of Conduct. Security officers will be expected to assist at athletic events, special events and other assignments outside the normal duty-time. School Safety Officer will provide leadership and mentorship support to the site security officer. The Security Officer on school site will be managed by the School Safety Officer on site. The Security Officer assists the School Safety Officer as one operates within the “triad” scope of law enforcer, counselor, and Educator. It is expected that the employee will start their shift in a timely manner and fulfill the completion of their shift to provide support during school hours. Security Officers can also conduct assignments as directed by the Chief of Police (or designee); and shall ensure pertinent information is accurate and concise for the Chief of Police and Major. Security Officers must be phase IV certified, unless otherwise indicated by the Chief of Police.

Create:

Position	Salary/Grade	Duties
Lead Communications Safety and Security Monitor-ESC/Campus Police Department <i>Annual Budget Impact:</i> \$ 37,211 min. – \$ 50,523 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-961-17-049-	TS-11 \$17.89/hr. to \$24.29/hr. 12 Months	Performs a wide variety of critical and essential communication services, to include receiving emergency and non-emergency calls for assistance, and determining the appropriate action in response to those calls. Provide hands on guidance and leadership to the communications staff in performing their duties. It is expected that the employee will start their shift in a timely manner and fulfill the completion of their shift to provide support during school hours.

Create:

Position	Salary/Grade	Duties
Communications and Project Coordinator-ESC/Campus Police Department <i>Annual Budget Impact:</i> \$ 37,211 min. – \$ 50,523 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-961-17- 049-	TS-11 \$17.89/hr. to \$24.29/hr. 12 Months	The communication and project coordinator will provide coordination and management of department specialist projects, record management for service calls, best practice training to the dispatch team and analysis in providing information for data-driven decisions on campus police deployment, as well as providing support to the campus police dispatch team.

Create:

Position	Salary/Grade	Duties
Bond Operations Project Manager-ESC/Bond <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. <i>Funding Source:</i> 11-0000-2620-501210- 000-000000-615-03- 037-	BG-5 12 Months	Manage the daily functions of up to 10 project managers for personnel transactions, data entry for the support and upkeep of the district asset management system. Support coordination of Bond 2021 project. Provide high-level administrative support to ensure daily department operations are all carried out efficiently. Coordinate and manage small projects to support the functions of the bond team. Prepare board agenda items, Bond Oversight Committee reports, inter departmental communications, process information request, and perform clerical functions. Coordinate and manage small projects to support the functions of the bond team.

Create:

Position	Salary/Grade	Duties
Instructional Mentor-ESC/ Exceptional Student Support Services (5 Positions) <i>Annual Budget Impact:</i> \$ 243,500 min. – \$ 365,500 max. <i>Funding Source:</i> 11-0000-2213-501110- 239-000000-211-06- 066-	EG-3 12 Months	Exceptional Student Services (ESS) Instructional Mentors ESS will collaborate with Exceptional Student Services Coordinators to strengthen capacity of novice and career teachers in specialized instruction. Instructional Mentors will provide coaching, observation and feedback for teachers to improve rigor and best practices for students on individualized educational programs.

Create:

Position	Salary/Grade	Duties
Assistant Director of Program Compliance-ESC/Exceptional Student Support Services <i>Annual Budget Impact:</i> \$ 65,600 min. – \$ 98,400 max. <i>Funding Source:</i> 11-6210-2212-501110- 239-000000-108-05- 066-6210	EG-7 12 Months	The assistant director of program compliance will oversee the district's foundational compliance and content policies, procedures, and processes as directed by IDEA.

Create:

Position	Salary/Grade	Duties
Coordinator of Secondary Transition and Alternative Sites - ESC/ Exceptional Student Support Services <i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max. <i>Funding Source:</i> 11-6210-2212-501110- 239-000000-108-05- 066-6210	EG-5 12 Months	The Coordinator of Secondary Transition and Alternative Sites will work collaboratively with the principal of alternative school sites, Student and Family Services social workers, the Enrollment Center, and site teams to transition at-risk students.

Create:

Position	Salary/Grade	Duties
Data and Reporting Manager-ESC/ Exceptional Student Support Services <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. <i>Funding Source:</i> 11-6210-2544-501210- 239-105000-513-05- 066-6210	BG-5 12 Months	The Data and Reporting Manger oversees daily operations, record retrieval, and data integrity on EdPlan; ensures the transmittal of data across all systems; and provides data reporting and analysis for the ESS team, school sites, and district.

Create:

Position	Salary/Grade	Duties
Psychologist-ESC/ Exceptional Student Support Services (8 Positions) <i>Annual Budget Impact:</i> \$ 311,822 min. – \$ 564,934 max. <i>Funding Source:</i> 11-0000-2140-501110- 239-000000-343-06-xxx-	Teachers' Salary Schedule 181 Days	The school psychologist performs many tasks to include serving as the qualified examiner, serving as the district official in meeting IDEA policies and meeting the district's obligation of Child Find. The school psychologist administers individualized comprehensive assessments and provides interpretation for all disability categories as determined by OSDE policies and procedures. The school psychologist will ensure students reach their academic, social, emotional and physical potentials either through direct assessment or therapy with the student(s) or indirect interventions when working with teachers and parents.

Create:

Position	Salary/Grade	Duties
Behavior Support Specialist-ESC/ Exceptional Student Support Services (20 Positions) <i>Annual Budget Impact:</i> \$ 415,520 min. – \$ 560,280 max. <i>Funding Source:</i> 11-0000-1000-501210- 239-000000-414-06-xxx	IS-12 \$14.84/hr. to \$20.01/hr. 175 Days	Under the direct supervision of the special education teacher/principal, or assigned teacher, works with the assigned students in specialized programs and assists them in accessing all aspects of the instruction in the educational environment of the school.

Create:

Position	Salary/Grade	Duties
Homebound Teacher-ESC/ Exceptional Student Support Services (2 Positions) <i>Annual Budget Impact:</i> \$ 78,817 min. – \$ 142,794 max. <i>Funding Source:</i> 11-0000-1000-501110- 239-105000-210-06-xxx	Teachers' Salary Schedule 183 Days	The home-based teacher provides instruction in core academics, some electives and social skills for students who received a Free and Appropriate Education (FAPE) in a home setting determined by the LEA. As a teacher in Tulsa Public Schools, you will be a champion for equitable education throughout the district for your students. Your primary responsibility will be to ensure each of your students masters the objective of each lesson set forth by the curriculum.

Create:

Position	Salary/Grade	Duties
Exceptional Student Services Site Specialist (Elementary) -ESC/ Exceptional Student Support Services (5 Positions) <i>Annual Budget Impact:</i> \$ 215,347 min. – \$ 390,148 max. <i>Funding Source:</i> 11-0000-2212-501110- 239-000000-211-06-066	Teachers' Salary Schedule 200 Days	The Exceptional Student Supports Site Specialist is responsible for the direct oversight of special education services, resources, and compliance for school networks.

Create:

Position	Salary/Grade	Duties
Exceptional Student Services Site Specialist (Secondary)-ESC/ Exceptional Student Support Services (13 Positions) <i>Annual Budget Impact:</i> \$ 559,901 min. – \$ 1,014,384 max. <i>Funding Source:</i> 11-0000-2212-501110- 239-000000-211-06-066	Teachers' Salary Schedule 200 Days	The Exceptional Student Supports Site Specialist is responsible for the direct oversight of special education services, resources, and compliance for school networks.

Create:

Position	Salary/Grade	Duties
Personalized Learning Instructional Mentor - ESC/ Design Lab <i>Annual Budget Impact:</i> \$ 48,700 min. – \$ 73,100 max. <i>Funding Source:</i> 11-0250-2541-501110- 000-000000-341-05- 005-0250	EG-3 12 Months	The Personalized Learning Instructional Mentor will serve a network of personalized learning sites within Tulsa Public Schools. Instructional Mentors provide coaching to first through fourth-year teachers in Tulsa Public Schools. In addition, Instructional Mentors provide professional learning opportunities to novice teachers in areas such as class culture and climate, implementing the Tulsa Way for Teaching and Learning, including high-leverage instructional strategies, classroom management, analysis of student work, differentiated instruction, and supportive instruction for English learners and students with special needs. As an Instructional Mentor, individuals will influence, coach, motivate, and develop groups of novice teachers to reach ambitious goals with students.

Create:

Position	Salary/Grade	Duties
Reading Instructional Mentor -ESC/ Design Lab <i>Annual Budget Impact:</i> \$ 48,700 min. – \$ 73,100 max. <i>Funding Source:</i> 11-0250-2541-501110- 000-000000-341-05-005- 0250	EG-3 12 Months	Reading Instructional Mentors provide leadership, coordination, collaboration, and innovation in reading curriculum and instruction so that each student may access differentiated support to increase fluency and comprehension.

Create:

Position	Salary/Grade	Duties
Design Lab Data Analyst -ESC/ Design and Innovation <i>Annual Budget Impact:</i> \$ 50,000 min. – \$ 75,000 max. <i>Funding Source:</i> 11-0000-2541-501210- 000-000000-341-14-005	BG-7 12 Months	The Design Lab Data Analyst will support data collection, analysis, visualization, and presentation for school sites being served by the Design Lab. The Design Lab Data Analyst will lead the Design Lab's implementation of comprehensive data strategy, including planning the cycles of collection, processing, analysis, and presentation of data.

Create:

Position	Salary/Grade	Duties
<p>Manager of Strategic Initiatives -ESC/</p> <p>(3 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 237,300 min. – \$ 356,100 max.</p> <p><i>Funding Source:</i> xx-xxxx-xxxx-xxxxxx- xxx-xxxxxx-xxx-xx-xxx- xxxx GRANT FUNDED</p>	<p>BG-11 12 Months</p>	<p>The Managers of Strategic Initiatives will be key members to support to support district office and school transformation defined as driving towards excellent relationships, organizational and school culture, and increased instructional outcomes for students through a focus on school strategy, resourceful operations, strategic finance and leadership development. Within this work, the district and schools are redesigning schools to align people, time, and money to best support leader and teacher development in service of driving student outcomes. These roles will also serve as the primary liaison with school sites to design an excellent school experience and develop partnerships with key service providers to increase efficiency of student services.</p>

Create:

Position	Salary/Grade	Duties
<p>School Strategy Partner -ESC/ Federal Programs & Special Projects</p> <p>(7 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 441,000 min. – \$ 660,800 max.</p> <p><i>Funding Source:</i> 11-7860-2330-501210- 000-000000-109-05- 093-7860</p>	<p>BG-9 12 Months</p>	<p>Under the general guidance from the Director of Title I, with a dashed line to the Instructional Leadership Directors, the School Strategy Partner will help oversee fiscal, programmatic, and grant operations for a network of schools in Tulsa Public Schools.</p>

Create:

Position	Salary/Grade	Duties
<p>Lead Developer-ESC/ Analytics</p> <p><i>Annual Budget Impact:</i> \$ 88,900 min. – \$ 133,300 max.</p> <p><i>Funding Source:</i> 11-0000-2580-501210- 000-000000-109-02- 007-</p>	<p>BG-12 12 Months</p>	<p>The Lead Developer leads the design, development, testing, implementation, support and maintenance of application software to enhance the district's ability to support students, teachers, staff and school leaders. The individual in this role will be responsible for leading a team of individuals including developers, designers and product owners. The lead developer will be responsible for connecting the work of application development and maintenance to the overall vision and strategy of the IT team and Tulsa Public Schools. In addition to leading the strategy of the team, this individual will also be the technical lead for the development team.</p>

Create:

Position	Salary/Grade	Duties
Applications Developer-ESC/Analytics (2 Positions) <i>Annual Budget Impact:</i> \$ 158,200 min. – \$ 237,400 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-314-02-007-	BG-11 12 Months	The Application Developer designs, develops, tests, implements, supports and maintains applications software to enhance Tulsa Public School's ability to support students, teachers, staff and school leaders. The individual in this role will be responsible for leading critical projects that contribute significantly to the district while receiving and providing direct support and coaching from peers.

Create:

Position	Salary/Grade	Duties
Associate Applications Developer-ESC/Analytics (2 Positions) <i>Annual Budget Impact:</i> \$ 126,000 min. – \$ 188,800 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-314-02-007-	BG-9 12 Months	The Associate Application Developer supports in the design, development, testing, implementation and maintenance of applications software to enhance Tulsa Public School's ability to support students, teachers, staff and school leaders. The individual in this role will have the opportunity to lead critical projects that contribute significantly to the district while receiving direct support and coaching from peers.

Create:

Position	Salary/Grade	Duties
Lead Applications Manager-ESC/Analytics <i>Annual Budget Impact:</i> \$ 79,100 min. – \$ 118,700 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-109-02- 007-	BG-11 12 Months	The Lead Application Manager is responsible for leading a team of individuals charged with effectively operationalizing research and analysis of system application needs and problems. This involves coaching, mentoring, directing and establishing the strategic direction for the applications support team. This team is charged with providing assistance, advice, problem solving, system administration and technical information to end-users regarding the effective use of software applications. The individual in this role will be a member of the IT leadership team and will provide input on team-wide strategic decisions. As a member of the IT leadership team, this role is responsible for identifying how the work of the applications management team can support (and be supported by) the other functional areas of the IT as well as teams across the organization.

Create:

Position	Salary/Grade	Duties
<p>Application Manager-ESC/ Analytics (3 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 168,000 min. – \$ 252,000 max.</p> <p><i>Funding Source:</i> 11-0000-2580-501210- 000-000000-314-02- 007-</p>	<p>BG-8 12 Months</p>	<p>The Application Manager is responsible for providing research and analysis of system application needs and problems. This involves providing assistance, advice, problem solving, system administration and technical information to end-users regarding the effective use of software applications. In addition, this role executes various batch processes, ensuring accuracy and timeliness of system output delivery. The individual in this role will be responsible for leading the maintenance and support of multiple applications that provide school leaders, teachers district staff and students the ability to deliver the best possible education experience. In addition to being the technical lead for multiple applications, this individual will provide coaching and support to peers and colleagues within IT and across the organization.</p>

Create:

Position	Salary/Grade	Duties
<p>Associate Application Manager-ESC/ Analytics (3 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 150,000 min. – \$ 225,000 max.</p> <p><i>Funding Source:</i> 11-0000-2580-501210- 000-000000-314-02- 007-</p>	<p>BG-7 12 Months</p>	<p>The Associate Application Manager is responsible for supporting with research and analysis of system application needs and problems. This involves providing assistance, advice, problem solving, system administration and technical information to end-users regarding the effective use of software applications. In addition, this role executes various batch processes, ensuring accuracy and timeliness of system output delivery. The individual in this role will be responsible for supporting with the maintenance and upkeep of multiple applications that provide school leaders, teachers district staff and students the ability to deliver the best possible education experience.</p>

Create:

Position	Salary/Grade	Duties
<p>Product Owner-ESC/ Analytics</p> <p><i>Annual Budget Impact:</i> \$ 79,100 min. – \$ 118,700 max.</p> <p><i>Funding Source:</i> 11-0000-2580-501210- 000-000000-109-02- 007-</p>	<p>BG-11 12 Months</p>	<p>The role of the Product Owner will be to develop an IT strategy by working with executive management and key stakeholders to understand business vision and strategy. Partner with district leaders to provide expert advice and counsel in order to meet team strategic goals and objectives, balancing with the needs of the district and competing team level priorities.</p>

Create:

Position	Salary/Grade	Duties
Designer-ESC/ Analytics <i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-314-02-007-	BG-10 12 Months	The designer is responsible for developing and executing creative/visual concepts for web based applications used by students, teachers, school leaders and district staff at Tulsa Public Schools. This includes creating designs from scratch based on business requirements, updating current user interfaces of applications and tools both from vendor products and internally developed applications.

Create:

Position	Salary/Grade	Duties
Director of Elementary Learning-ESC/ Teaching and Learning <i>Annual Budget Impact:</i> \$ 76,000 min. – \$ 114,000 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06- 070-	EG-9 12 Months	At the highest level, this leader will ensure that every student at Tulsa Public Schools has access to high-quality instructional materials and resources that prepare students for college, careers, and life. The Director of Elementary Learning will lead the elementary content team, which is responsible for ensuring that every teacher has the tools, resources, and development needed to effectively lead all students to mastery of college and career readiness standards. We seek a leader who can establish and execute a vision for the development of an aligned curriculum, instruction, and assessment system, including a robust educator development approach that ensures all students graduate are college and career ready.

Create:

Position	Salary/Grade	Duties
Academic Content Manager – Mathematics-ESC/ Teaching and Learning (2 Positions) <i>Annual Budget Impact:</i> \$ 113,000 min. – \$ 169,400 max. <i>Funding Source:</i> 11-5410-2212-501110- 000-000000-211-05- 070-5410	EG-5 12 Months	The Academic Content Manager, with other members of Teaching and Learning, is responsible for creation and curation of high-quality instructional resources and tools to support educators in delivering college and career-ready instruction for every student. The Academic Content Manager, along with their department director, provides leadership and development for academic partners so that are able to successfully leverage the tools and resources to provide direct support to their network and schools. This person works collaboratively with the department program manager and other district departments to ensure students have access high-quality programming within the content area

Create:

Position	Salary/Grade	Duties
<p>Academic Partner- Mathematics- ESC/Teaching and Learning (7 Positions)</p> <p><i>Annual Budget Impact: \$ 367,500 min. – \$ 550,900 max.</i></p> <p><i>Funding Source: 11-5118-2212-501110- 494-000000-211-05- 070-5118 (4 Positions)</i></p> <p><i>11-5410-2212-501110- 000-000000-211-05- 070-5410 (3 Positions)</i></p>	<p>EG-4 12 Month</p>	<p>The Academic Partner, in collaboration with the academic content manager and other members of Teaching and Learning, is responsible for delivering within their network high-quality instructional resources, enhancing classroom practices, and scaling effective programs to increase Tulsa Public Schools students' achievement and to prepare all students for success in college, career, and life. The Academic Partner works with their instructional leadership director to provide leadership for mathematics in the district.</p>

Create:

Position	Salary/Grade	Duties
<p>Academic Partner- Literacy- ESC/Teaching and Learning (7 Positions)</p> <p><i>Annual Budget Impact: \$ 367,500 min. – \$ 550,900 max.</i></p> <p><i>Funding Source: 11-5410-2212-501110- 000-000000-211-05- 070-5410</i></p> <p><i>11-5118-2212-501110- 494-000000-211-05- 070-5118</i></p>	<p>EG-4 12 Month</p>	<p>The Academic Partner, in collaboration with the academic content manager and other members of Teaching and Learning, is responsible for delivering within their network high-quality instructional resources, enhancing classroom practices, and scaling effective programs to increase Tulsa Public Schools students' achievement and to prepare all students for success in college, career, and life. The Academic Partner works with their instructional leadership director to provide leadership for literacy in the district.</p>

Create:

Position	Salary/Grade	Duties
Academic Content Manager – Literacy-ESC/Teaching and Learning (2 Positions) <i>Annual Budget Impact:</i> \$ 113,000 min. – \$ 169,400 max. <i>Funding Source:</i> 11-5410-2212-501110-000-000000-211-05-070-5410	EG-5 12 Months	The Academic Content Manager, with other members of Teaching and Learning, is responsible for creation and curation of high-quality instructional resources and tools to support educators in delivering college and career-ready instruction for every student. The Academic Content Manager, along with their department director, provides leadership and development for academic partners so that are able to successfully leverage the tools and resources to provide direct support to their network and schools. This person works collaboratively with the department program manager and other district departments to ensure students have access high-quality programming within the content area.

Create:

Position	Salary/Grade	Duties
Academic Content Manager – Science-ESC/Teaching and Learning (2 Positions) <i>Annual Budget Impact:</i> \$ 113,000 min. – \$ 169,400 max. <i>Funding Source:</i> 11-0000-2212-501110-000-000000-211-06-070-	EG-5 12 Months	The Academic Content Manager, with other members of Teaching and Learning, is responsible for creation and curation of high-quality instructional resources and tools to support educators in delivering college and career-ready instruction for every student. The Academic Content Manager, along with their department director, provides leadership and development for academic partners so that are able to successfully leverage the tools and resources to provide direct support to their network and schools. This person works collaboratively with the department program manager and other district departments to ensure students have access high-quality programming within the content area.

Create:

Position	Salary/Grade	Duties
Academic Content Manager – Social Studies-ESC/Teaching and Learning (2 Positions) 1 unfunded <i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max. <i>Funding Source:</i> 11-0000-2212-501110-000-000000-211-06-070-	EG-5 12 Months	The Academic Content Manager, with other members of Teaching and Learning, is responsible for creation and curation of high-quality instructional resources and tools to support educators in delivering college and career-ready instruction for every student. The Academic Content Manager, along with their department director, provides leadership and development for academic partners so that are able to successfully leverage the tools and resources to provide direct support to their network and schools. This person works collaboratively with the department program manager and other district departments to ensure students have access high-quality programming within the content area.

Create:

Position	Salary/Grade	Duties
Elementary Learning Program Manager-ESC/Teaching and Learning <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. <i>Funding Source:</i> 11-0000-2212-501210- 000-000000-612-06- 070-	BG-5 12 Months	The Elementary Learning Program Manager provides leadership and support in the operations, development, implementation, and evaluation of elementary Teaching & Learning initiatives, as well as ongoing support to coordinate day-to-day activities related to Teaching & Learning priorities to support elementary school networks including: project management, student programming, talent management, event planning, operations, and communications.

Create:

Position	Salary/Grade	Duties
Director of Secondary Learning-ESC/Teaching and Learning <i>Annual Budget Impact:</i> \$ 76,000 min. – \$ 114,000 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06- 070-	EG-9 12 Months	At the highest level, this leader will ensure that every student at Tulsa Public Schools has access to high-quality instructional materials and resources that prepare students for college, careers, and life. The Director of Secondary Learning will lead the secondary content team, which is responsible for ensuring that every teacher has the tools, resources, and development needed to effectively lead all students to mastery of college and career readiness standards. We seek a leader who can establish and execute a vision for the development of an aligned curriculum, instruction, and assessment system, including a robust educator development approach that ensures all students graduate are college and career ready. The leader will work collaboratively across departments and with school leaders and teachers to enable teachers to plan and deliver incredible instruction that ensures all students learn at high levels.

Create:

Position	Salary/Grade	Duties
Academic Content Manager – PK-12 of Fine Arts- ESC/Teaching and Learning <i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-211-06- 070-	EG-5 12 Months	The Academic Content Manager, with other members of Teaching and Learning, is responsible for creation and curation of high-quality instructional resources and tools to support educators in delivering college and career-ready instruction for every student. The Academic Content Manager, along with their department director, provides leadership and development for academic partners so that are able to successfully leverage the tools and resources to provide direct support to their network and schools. This person works collaboratively with the department program manager and other district departments to ensure students have access high-quality programming within the content area.

Create:

Position	Salary/Grade	Duties
Secondary Learning Program Manager- ESC/Teaching and Learning <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. <i>Funding Source:</i> 11-0000-2212-501210- 000-000000-612-06- 070-	BG-5 12 Months	The Secondary Learning Program Manager provides leadership and support in the operations, development, implementation, and evaluation of secondary Teaching & Learning initiatives, as well as ongoing support to coordinate day-to-day activities related to Teaching & Learning priorities to support secondary school networks including: project management, student programming, talent management, event planning, operations, and communications.

Create:

Position	Salary/Grade	Duties
<p>Director of Post – Secondary Readiness-ESC/Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 76,000 min. – \$ 114,000 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110- 000-000000-110-06- 064-</p>	<p>EG-9 12 Months</p>	<p>The Director of Post-Secondary Readiness is a visionary leader with a proven track record of leading teams to execute ambitious goals for college and career readiness; implements and achieves strategic plans, translates district vision into operational goals, and sets the highest standards of excellence. The Director of Post-Secondary Readiness designs and executes strategies and programs that improve the outcomes related to the district goal that every student graduates college, career, and life ready. This person will also lead a team that will provide targeted expertise and guidance to school networks in the areas of academic counseling, post-secondary access, college and career readiness, and career pathways. Outcomes are achieved through the development of collaborative and mutually-beneficial relationships and programs with internal, community, educational, governmental, and business partners.</p>

Create:

Position	Salary/Grade	Duties
<p>Manager of Academic Counseling-ESC/Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max.</p> <p><i>Funding Source:</i> 11-4210-2212-501110- 390-000000-211-05- 064-4210</p>	<p>EG-5 12 Months</p>	<p>The Academic Counseling Manager is responsible for implementing a multi-year strategy for secondary academic counseling that ensures all middle and high school students receive a high-quality sequence of rigorous coursework that prepares them for success in college and careers. The Academic Counseling Manager ensures that school counselors are developed and supported to provide each student with an individualized and equitable academic trajectory, leading to increased graduation rates, increased college enrollment and completion rates, and successful workforce entry. This person leverages data to surface and address programmatic gaps and inequities and scales effective programs to increase Tulsa Public Schools' student achievement and to prepare all students for success in college, career, and life.</p>

Create:

Position	Salary/Grade	Duties
<p>Senior Manager of Pathways-ESC/ Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 60,900 min. – \$ 91,300 max.</p> <p><i>Funding Source:</i> 11-4210-2212-501110- 390-000000-211-05- 064-4210</p>	<p>EG-6 12 Months</p>	<p>The Senior Manager of Pathways ensures that the district provides all students access to a robust system of career preparation pathways beginning in middle school. This person works collaboratively with the managers of college and career readiness, postsecondary access, and academic counseling to analyze student performance and persistence data, workforce trends, and graduation rates to design and implement strategic plans to develop, refine, and expand career and technical education programs. The Senior Manager of Pathways leads a team that provides professional development, coaching and technical assistance to all career and technical education teachers. This leader leverages data to surface and address programmatic gaps and inequities, and scales effective programs to increase Tulsa Public School student achievement and to prepare all students for success in college, career, and life.</p>

Create:

Position	Salary/Grade	Duties
<p>Manager of College and Career Pathways-ESC/Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max.</p> <p><i>Funding Source:</i> 11-4210-2212-501110- 390-000000-211-05- 064-4210</p>	<p>EG-5 12 Months</p>	<p>The Manager of College and Career Pathways is responsible to implement a system of pathways to college and high skill, high wage careers. The Manager of Post-Secondary Access assists schools at all grade levels to develop a college-going culture and the college and career readiness skills that prepare students for success in 21st century careers. Under the supervision of the Senior Manager of College and Career Pathways, the Manager of College and Career Pathways works closely with district leadership, site administration, teachers, postsecondary institutions, regional industries, grant foundations, and program agencies to ensure the successful implementation of college and career pathways.</p>

Create:

Position	Salary/Grade	Duties
Manager of Post-Secondary Access-ESC/Teaching and Learning <i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max. <i>Funding Source:</i> 11-4210-2212-501110-390-000000-211-05-064-4210	EG-5 12 Months	The Manager of Post-Secondary Access drives strategic planning and program implementation to ensure all Tulsa Public Schools' students have access to postsecondary opportunities while in high school. This person works with other members of the postsecondary readiness team to implement strategic plans that develop, refine, and expand opportunities including AP, International Baccalaureate, and dual and concurrent enrollment. The Manager of Post-Secondary Access works collaboratively with school leaders, school counselors, teacher leaders, and partners to increase awareness of post-secondary opportunities, expand programming to a diverse student body, and to secondary course sequences to provide increased access to college coursework.

Create:

Position	Salary/Grade	Duties
Education Technology and Systems Program Manager-ESC/Teaching and Learning (2 Positions) <i>Annual Budget Impact:</i> \$ 113,000 min. – \$ 169,400 max. <i>Funding Source:</i> 11-0000-2212-501110-000-000000-211-06-070-	EG-5 12 Months	The Education Technology and Systems Manager creates technology plans designed to integrate with Tulsa Public Schools' academic programming. The Education Technology and Systems Manager works with the Teaching and Learning: Professional Learning and Educator Effectiveness team to ensure technology programs and services meet the educational needs of our educators and our students. This individual is also responsible for leading the charge in making research-based technological decisions.

Create:

Position	Salary/Grade	Duties
Manager of Academic Programming-ESC/Teaching and Learning <i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max. <i>Funding Source:</i> 11-0000-2212-501110-000-000000-109-06-070-	EG-5 12 Months	The Manager of Academic Programming is responsible for delivering high quality instructional resources and supports for the district's academic model. This person leads a team that leverages technology and extended time to ensure the equitable distribution of curriculum and instructional resources for all content areas, implementation of effective library and instructional media programs, effective use of technology tools to support high-quality instruction, and high-impact summer learning experiences. The Manager of Academic Programming ensures alignment of all programs with district priorities and the Vision for Learning.

Create:

Position	Salary/Grade	Duties
<p>Manager of Secondary Data-Driven Instruction-ESC/ Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max.</p> <p><i>Funding Source:</i> 11-0000-2240-501110- 000-000000-109-06- 070-</p>	<p>EG-5 12 Months</p>	<p>The Manager of Secondary Data-Driven Instruction is responsible for implementing and monitoring the district’s comprehensive assessment strategy for grades 6-12. This person will create and curate high-leverage tools to support assessment literacy across secondary schools and best practices aligned to the Tulsa Way for Teaching and Learning. The Manager of Secondary Data-Driven Instruction will provide expertise and guidance to Instructional Leadership Directors and school leaders as they lead cycles of data-driven instructional practice with the goal of students graduating college and career ready. This person will work closely with the Manager of Elementary Data Driven Instruction and the Data Strategy and Analytics team to ensure alignment across grade levels, robust supports for data-driven practice and user friendly data reporting tools to support instructional planning.</p>

Create:

Position	Salary/Grade	Duties
<p>Teaching and Learning Operations Manager-Wilson/Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501210- 000-000000-612-06- 070-</p>	<p>BG-5 12 Months</p>	<p>The Operations Manager for Teaching and Learning is responsible for managing all administrative functions relative to the Teaching and Learning Department and for managing duties which encompass curriculum and professional learning, fostering culturally proficient practices, achieving equitable student outcomes through administrative support to the department. The Operations Manager for Teaching and Learning provides operational support to Teaching and Learning leadership; performs a variety of complex secretarial and administrative duties; and is responsible for Teaching and Learning budget management, management of Wilson Teaching and Learning Academy, and supervision of Wilson support staff.</p>

Create:

Position	Salary/Grade	Duties
<p>Instructional Mentor-ESC/ Teaching and Learning (TM) (44 Positions)</p> <p><i>Annual Budget Impact:</i> \$ 2,142,800 min. – \$ 3,216,400 max.</p> <p><i>Funding Source:</i> 11-0000-2213-501110-251-000000-211-06-070- 11-4210-2213-501110-390-000000-211-05-064-4210 (2 Positions) 11-5118-2213-501110-494-000000-211-05-070-5118 (39 Positions) 11-5410-2213-501110-000-000000-211-05-070-5410 (2 Positions)</p>	<p>EG-3 12 Months</p>	<p>Instructional Mentors provide instructional support for teachers in Tulsa Public Schools to improve teacher performance and increase student achievement. Mentors set development goals for teachers and regularly support them to meet those goals through coaching conversations, in-class coaching, growth-oriented feedback, and cohort-based professional learning opportunities.</p>

Create:

Position	Salary/Grade	Duties
<p>Director of Data Driven Instruction-ESC/Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 76,000 min. – \$ 114,000 max.</p> <p><i>Funding Source:</i> 11-0000-2240-501110-000-000000-108-06-070-</p>	<p>EG-9 12 Months</p>	<p>The Director of Data Driven Instruction is a visionary leader and member of the Executive Director of Teaching and Learning’s team. This person will lead, implement, and supervise an on-going, aligned PK-12 comprehensive assessment strategy to support teachers, school leaders and district leadership in the effective use of data to inform instructional decision making and planning. This person will also lead a team that will provide targeted expertise and guidance in to school networks in continual improvement cycles through the collection, analysis and communication of student and school academic results to teachers, district leadership, families, and the community. The ideal candidate will be a strong communicator and collaborator.</p>

Create:

Position	Salary/Grade	Duties
Global Education Exchange Coordinator –ESC/Teaching and Learning <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. <i>Funding Source:</i> 11-0000-2340-501210- 000-000000-110-06- 070-	BG-5 12 Months	Assists the implementation and management of academic and cultural activities, events, programs and services that lead to student achievement in cultural awareness and second language acquisition. Organize heritage month's cultural events and educational opportunities for elementary and secondary classrooms. Promote, support and expand elementary and secondary world language acquisition in academic and cultural programs during school year and summer in a global setting. Facilitates the activities, events, programs and services of international delegations, visiting teachers and students.

Create:

Position	Salary/Grade	Duties
Operations Employee Onboarding and Training Coordinator-ESC/ <i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max. <i>Funding Source:</i> 11-0000-2573-501210- 000-000000-110-xx-xxx	BG-8 12 Months	Develop, coordinate and deliver training for operations employees across teams (facilities, transportation, child nutrition, enrollment, campus police) with a focus on building employees' sense of unity, teamwork, belonging and safety, as well as their understanding and appreciation of our service culture and the district's diversity.

Create:

Position	Salary/Grade	Duties
Deputy Director of Athletics-ESC/Athletics <i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-109-16- 068-	BG-8 12 Months	The Deputy Director of Athletics will function within the athletics as the senior member of the athletics team reporting to the Director of Secondary Schools Student Activities and Athletics. The deputy will have sports supervision responsibility as well as compliance and rules knowledge. The deputy will direct the Tournament of Champions Basketball Tournament and the other department fund raising efforts. The deputy will assume supervisory responsibility for the interscholastic athletics, JROTC and school patrol programs in the absence of the Director.