



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **May 6, 2019**, at 6:30 PM, in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK

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

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District.

In accordance with Board Policy 1301, individuals may comment on business items or recommendations appearing under the Action or Information portions of a regular meeting agenda. Requests to comment must be made by submitting a completed form for each topic. Forms are available from the Board Clerk before the beginning of each meeting. Requests will be accepted at any time up to the consideration of the Consent Agenda portion of the meeting. Statements are limited to five minutes each.

Persons desiring to address the Board concerning items not on the agenda must submit a written request form, available from the Clerk of the School Board, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each.

A. OPENING EXERCISES

- A.1. Call to order and confirm that a quorum of the Board is present.
- A.2. Flag salute led by the Hale High School JROTC under the direction of Major Mike Maguffee.
- A.3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A.4. Motion and vote to adopt the agenda.

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

D. APPROVAL OF MINUTES

Regular Meetings

April 8, 2019

April 22, 2019

E. CONSENT AGENDA - Motion and vote on recommendation.

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

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS AND CONCERNS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

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

N. ANNOUNCEMENTS

The next regular scheduled meeting of the Board of Education will be held on Monday, May 20, 2019, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

O. MOTION AND VOTE TO ADJOURN

E. CONSENT AGENDA - Motion and vote on recommendations

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

DEPUTY SUPERINTENDENT

E.1. RECOMMENDATION: Approve routine field trips.

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

E.2. RECOMMENDATION: Enter into a contract with Kincaid Coach Lines, Inc., Edwardsville, Kansas, to provide bus transportation for Nathan Hale High School seniors to travel to Silver Dollar City in Branson, Missouri, on May 21, 2019.

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

COST: Not to exceed \$3,500

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

RATIONALE: This trip is sponsored by Nathan Hale High School to celebrate the hard work of those students who have successfully completed the requirements of receiving their high school diploma. The trip is also educational in that Silver Dollar City provides not only rides and attractions, but transports students to a historical era in which they can witness skilled craftsmen and artisans work their trades in a live setting.

E.3. RECOMMENDATION: Enter into a contract with the Embassy Suites Hotel to host Hale High School's JROTC Military Ball on May 10, 2019.

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

COST: Not to exceed \$1,450

FUND NAME/ACCOUNT: Hale High School Activity Fund #564

RATIONALE: The Military Ball is an annual event that recognizes the achievements of cadets and the JROTC Program.

E.4. RECOMMENDATION: Enter into a contract with Doubletree Hotel-Warren Place on behalf of the Edison Preparatory High School Class of 2019 to host the annual Senior Breakfast on Wednesday, May 15, 2019.

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

COST: Not to exceed \$10,000

FUND NAME/ACCOUNT: Edison Class of 2019 School Activity Fund #864

REQUISITION/CONTRACT: 61902755

RATIONALE: The Senior Breakfast is an annual event for the senior class of Edison Preparatory High School which is attended by seniors and their guests to celebrate the end of senior year. The event has provided seniors the opportunity to become involved with event planning, organization, and teamwork skills. This event also gives the Class of 2019 a time to enjoy each other's company and celebrate with their families at a final meal together before their graduation.

TEACHING AND LEARNING

E.5. RECOMMENDATION: Enter into a facilities usage agreement with the University of Tulsa, Tulsa, Oklahoma, to house the 2019 High School Kravis Summer Arts Camp for the two week period June 17 through 28, 2019, on the University of Tulsa campus, Phillips Hall Building.

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: The Kravis Arts Program, now in its 18th year, allows high school students to receive instruction from University of Tulsa professors on the University of Tulsa campus. Students engage in advanced-level coursework utilizing state of the art equipment in the art department building.

E.6. RECOMMENDATION: Approve a memorandum of understanding (MOU) with YMCA Go Club of Tulsa to provide an extended summer school program for kindergarten through fifth grade students enrolled at Anderson, Celia Clinton, Clinton West, and Skelly elementary schools for a total of 200 students at each site for the 2019 summer school session. The district will include the use of space at each site and sharing of data collected for evaluation purposes. The YMCA will cover the entire cost of the program, which is free to students.

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: The district and the YMCA have collaborated to offer GO Club, Graduate Oklahoma, programs for several years. The program is currently serving students at McClure Elementary School as an extended day offering throughout the school year. Children who are healthy and feel better about individual safety and wellbeing have a better chance to do well in each grade and complete high school. GO Club staff will utilize the CATCH Kids Club after-school curriculum. This coordinated approach will help children adopt healthy dietary and physical activity behaviors by positively changing the health environments of recreational programs,

schools, and home. The program also includes nutrition, literacy, the arts, STEM and specialty programming. The results from the project will help in better understanding out-of-school time programs and the impact on children and their families and their success in school.

TALENT MANAGEMENT

E.7. 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.

E.8. RECOMMENDATION: Enter into an agreement with Harding University Cannon-Clary College of Education, setting forth the terms under which the college will place a current teacher assistant at Peary Elementary School as a student teacher intern with a current Peary teacher (to be named) for the purpose of fulfilling teacher certification preparation requirements.

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: This agreement will allow the district to partner with the college in its efforts to train and prepare future educational professionals. Partnering with colleges and universities in this manner allows the district to provide valuable feedback on student progress in regards to the success of future employment in an urban school setting in addition to influencing the knowledge, experiences, and practical skills of its future workforce and applicant pool. This particular instance will allow the district to support a current Tulsa Public Schools teacher assistant to receive training and transition into a teacher role.

FINANCIAL SERVICES

E.9. RECOMMENDATION: Approve the April 19, 2019 - May 2, 2019, New Encumbrances and Encumbrance Changes Report.

RATIONALE: New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with Board Policy 5102, Financial Reports and Statements.

E.10. RECOMMENDATION: Approve sanctioning of the following booster club and parent/teacher association in accordance with Board Policy 5707 for the 2018-2019 fiscal year.

PTO:

Wayman Tisdale PTO

Booster Club:

Legends Foundation

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

BOND PROJECTS AND ENERGY MANAGEMENT

E.11. RECOMMENDATION: Enter into contracts with Otis Elevator Company, Tulsa, Oklahoma, the lowest responsible bidder for the Edison Elevator Improvements.

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

COST: \$166,640.46

FUND NAME/ACCOUNT: Bond Fund, applicable account

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

E.12. RECOMMENDATION: Assign the contracts for the Edison Elevator Improvements to Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, the construction manager at risk on the project.

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

RATIONALE: The individually awarded contracts will be encumbered as one contract to Trigon General Contractors and Construction Managers, Inc. The project is part of the 2015 bond issue.

- E.13.** RECOMMENDATION: Approve amendment 16A with Trigon General Contractors and Construction Managers, Incorporated, for the Edison Elevator Improvements.
- | | |
|--------------------|---------------------|
| Allowances | \$6,369.88 |
| General Conditions | 14,890.97 |
| Management Fee | 7,865.62 |
| Reimbursables | 3,542.07 |
| Trade Contracts | <u>166,640.46</u> |
| Total GMP | \$199,309.00 |

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

COST: Not to exceed \$199,309

FUND NAME/ACCOUNT: Bond Fund, 34-1231-4720-504500-000-000000-061-12-537-AI007

REQUISITION/CONTRACT: 11913265/41900202

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

- E.14.** RECOMMENDATION: Enter into a contract with Interior Concepts Incorporated, the lowest responsible bidder for the new flooring at Cooper Elementary School.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

FUND NAME/ACCOUNT: The cost of this contract was included in the Crossland Construction GMP that was previously approved and encumbered as item E-21 of the 3/25/2019, agenda.

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

- E.15.** RECOMMENDATION: Enter into a contract with Lighthouse Electric LLC, Owasso, OK, the lowest responsible bidder for the new electrical work at Cooper Elementary School.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

FUND NAME/ACCOUNT: The cost was included in the Crossland Construction GMP previously approved and encumbered as item E-21 of the 3/25/2019, agenda.

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

E.16. RECOMMENDATION: Enter into contract with Bill's Electric Incorporated, Claremore, Oklahoma, the lowest responsible bidder for the new electrical project at Edison Preparatory 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.

FUND NAME/ACCOUNT: The cost was included in the Nabholz Construction GMP that was previously approved and encumbered as item E-17 on the 3/25/2019, agenda.

RATIONALE: The electrical improvements at Edison Preparatory School are part of the 2015 bond issue.

E.17. RECOMMENDATION: Increase the current pricing agreement with Asbestos Handlers, Tulsa, Oklahoma, the lowest responsible bidder, for asbestos abatement services as needed at various sites throughout the district during the 2018-2019 school year. The original contract was approved June 18, 2018, E-166.

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 \$100,000

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

REQUISITION/CONTRACT: 41800009

RATIONALE: Additional funds are required for the removal of asbestos containing materials before summer projects can begin.

F. ACTION AGENDA - Motion and vote on recommendations

INFORMATION AND ANALYTICS

F.1. RECOMMENDATION: Enter into an agreement with N1C Critical Technologies as a result of Request for Proposal #19016 to upgrade the UPS system district wide.

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 \$750,000

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

REQUISITION/CONTRACT: TBD

RATIONALE: This project will replace the aging UPS (uninterruptible power supply) system in support of the current and future technology needs of the district.

G. INFORMATION AGENDA

TEACHING AND LEARNING

- G.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.

- G.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.

- G.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.

DESIGN AND INNOVATION

- G.4.** 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.

BOND PROJECTS AND ENERGY MANAGEMENT

- G.5.** RECOMMENDATION: Approve the purchase of Honeywell Energy Management Materials from the lowest responsible bidder.

COST: This project is currently in the bidding phase. The contractor's name and bid amount will be provided on the consent agenda.

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

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

G.6. 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.

G.7. 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 \$126,331

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.

G.8. 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 – May 6, 2019

CONSENT ITEM E-1

ROUTINE FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Carver Middle School/8 th Grade Students	Students: 135 Parents: 5 Staff: 4	Study trip to the Texas Civil War Museum/Six Flags/Arlington, Texas	May 10-11, 2019	1	Not to exceed \$14,000.00/Carver's School Activity Fund #560
Memorial High School/Instrumental Music Students	Students: 15 Parents: 3 Staff: 2	To participate in the Jazz Ensemble Performance at the American Jazz Museum/Kansas City, Missouri	May 10-12, 2019	½ day	No cost to the district. (Funding provided by Memorial High School's Music Booster Club)
Thoreau Demonstration Academy/Spanish Immersion Students	Students: 24 Parents/Volunteers: 0 Staff: 2	Study trip to Witte Museum, Casa Navarro, Institute of Texan Cultures, The Alamo and various other historical sites/San Antonio, Texas	June 11-15, 2019	0	No cost to the district. (Parents will pay the travel agency directly).
Edison Preparatory High School/	Students: 17 Parents: 0 Staff: 3	For conditioning and team building for varsity cross country teams/Red River, New Mexico	June 24-28, 2019	0	No cost to the district. (Funding provided by parents and Edison Booster Club).
Thoreau Demonstration Academy/Tech Students	Students: 5 Parents: 0 Staff: 1	To participate in the National Technology Student Association Competition/Washington D.C.	June 28-July 2, 2019	0	Not to exceed \$1600/Thoreau's School Activity Fund #879 (other funding provided by the Thoreau Foundation /Community Partner's)
Edison Preparatory High School/Street School and Booker T. Washington High School/Tulsa Native Youth Board Members	Students: 9 Parents/Volunteers: 1 Staff: 2	To attend the United National Indian Tribal Youth Annual Conference/Orlando, Florida	July 4-8, 2019	0	Not to exceed \$17,452.00/Edison's Indian Pupil Education Fund Account #11-0130-2573-508600-429-000000-000-05-604-0130 and 11-0130-2199-508100-429-000000-000-05-604-0130

SUPPORTING INFORMATION**CONSENT ITEM E-7****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Aguero Gamillo, Graciela	4/15/19	\$10.42	Evening Custodian	MT-3
Arnett, Bonnie	5/06/19	\$13.08	Principal Secretary	CA-8
Ary, Jennie	4/08/19	\$9.60	Cafeteria Assistant	MT-1
Brulc, Kathleen	4/23/19	\$19,750.00	One Fourths Time Assistant Director of Grants Compliance	EG-7
De Guerra, Sandra	3/25/19	\$9.60	Cafeteria Assistant	MT-1
Evans, Florene	4/08/19	\$9.88	Cafeteria Assistant	MT-1
Hickman, Haylie	8/15/19	\$37,901.00	Teacher	B-0
Ironshield, Danielle	4/08/19	\$10.28	Cafeteria Assistant	MT-1
Jackson, Ashley	4/12/19	\$13.49	1:1 Autism Paraprofessional	IS-10
Laws, Jeffery	4/15/19	\$12.36	Bus Driver Trainee	MT-7
Logsdon, Tammy	4/24/19	\$12.00	Part Time 1:1 Paraprofessional	IS-6
Lotspeich, Laine	3/26/19	\$38,360.00	Teacher	B-1
Luciano, Isis	4/08/19	\$11.21	Teacher Assistant	IS-6
Maples, Amy	4/17/19	\$13.49	1:1 Paraprofessional	IS-6
Matthews, Jannel	4/08/19	\$13.49	MD Paraprofessional	IS-10
Radke, Wanda	3/25/19	\$10.79	Cafeteria Assistant	MT-1
Reyes Murillo, Adela	4/22/19	\$10.32	Evening Custodian	MT-3
Taylor, Carol	4/08/19	\$9.88	Cafeteria Assistant	MT-1
Wartson, Aletha	4/15/19	\$8.70	Bus Assistant	MT-A

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Absec, Barry	3/06/19	\$37,901.00	Apprentice	Teacher	B-0
Brown, Elnora	4/08/19	\$12.50	Cook II	Cafeteria Assistant Manager	MT-6
Brulc, Kathleen	6/01/19	\$79,000.00	One Fourths Time Assistant Director of Grants Compliance	Full Time Assistant Director of Grants Compliance	EG-7
Butler, Katelyn	3/01/19	\$37,901.00	Apprentice	Teacher	B-0
Davis, Aaron	3/01/19	\$37,901.00	Apprentice	Teacher	B-0
Guzman, Piera	3/25/19	\$12.80	Cook II	Cafeteria Assistant Manager	MT-6
Hamilton, Beverly	4/09/19	\$47,000.00	Executive Administrative Assistant	Financial Operations Associate	BG-5
Holt, Ya'Shontae	3/01/19	\$18,950.50	Part Time Apprentice	Part Time Teacher	B-0
Johnson, Tasha	5/07/19	\$89,500.00	Principal	Talent Strategist	BG-10
Martinez, Maria	3/25/19	\$11.37	Cafeteria Assistant	Cook I	MT-2
Patterson, Pamela	4/15/19	\$20.46	Benefits Specialist	Benefits Specialist	CA-12
Rollerson, Leon	2/08/19	\$40,210.00	Apprentice	Teacher	B-5
Sellers, Jerold	4/01/19	\$13.64	Bus Driver	Special Needs Bus Driver	MT-7
Shrewsbury, Joanna	3/11/19	\$37,901.00	Apprentice	Teacher	B-0
Six, Brandy	3/01/19	\$37,901.00	Apprentice	Teacher	B-0
Thompson, Tracy	5/07/19	\$89,000.00	Principal	Talent Strategist	BG-10

SEPARATIONS

Name	Effective Date	Position
Anderson, Bobby	4/12/19	Bus Driver
Anderson, Tanisha	3/13/19	Teacher Assistant
Avery, Chrisine	4/18/19	Cafeteria Assistant
Bello, Ernesto	5/23/19	Teacher
Bobkoff, Larry	5/23/19	Teacher
Bradford, Deontai	5/23/19	Apprentice
Brain, Marina	4/08/19	Cafeteria Assistant
Brown, Emily	5/23/19	Teacher
Brown, Faith	5/23/19	Teacher
Brown, Martha	4/03/19	Paraprofessional
Burns, Lee	5/23/19	Teacher
Campbell, Marsha	5/23/19	Teacher
Cochran, Andrew	3/29/19	Before and After Care Site Assistant
Cody, Christianna	5/23/19	Teacher
Conklin, Angela	5/23/19	Teacher
Davis, Aaron	5/23/19	Teacher
Davis, Timothy	5/23/19	Teacher
Dotson, Larry	5/31/19	Counselor
Dukes, Jentle	5/23/19	Teacher
Dyer, Gretchen	4/22/19	Traveling Cafeteria Manager
Fehl, Dale	5/23/19	Teacher
Flesher, Kathryn	5/23/19	Teacher
Flores, Ivan	4/15/19	Evening Custodian
Fortney, Mavis	5/22/19	Cafeteria Assistant Manager
Frakes, Frances	5/23/19	Teacher
Gestland, Ramona	3/21/19	Principal
Gillette, Julie	5/23/19	Counselor
Hall, Demeatrice	4/03/19	Cafeteria Assistant
Hamilton, Brianna	1/30/19	Teacher Assistant
Hendricks, William	3/14/19	Evening Custodian
Herrmann, Cody	5/23/19	Teacher
Hinds, Cheyanne	4/26/19	Principal Secretary
Kaufman, Blair	6/17/19	Assistant Principal
Kirby, Abriella	3/14/19	Teacher Assistant
Kirby, Jimmy	5/23/19	Teacher
Lara, Edgar	4/12/19	Police Officer
Legg, Brianna	4/24/19	Cafeteria Assistant Manager
Lemley, Linda	5/23/19	Teacher
Lewallen, Amber	5/23/19	Teacher
Linn, Channing	5/23/19	Teacher
McDaniel, Tamisha	5/23/19	Teacher
Medina, Peggy	5/23/19	Teacher
Mork, Melissa	4/01/19	Team Driver
Morrison, Jasmine	5/23/19	Teacher
Noland, Reginald	5/23/19	Teacher

SEPARATIONS – Continued

Name	Effective Date	Position
Osborne, Donald	5/23/19	Apprentice
Perryman, Connie	5/23/19	Teacher
Powell, Geneva	4/16/19	Cafeteria Assistant
Randall, Tileda	4/08/19	Cafeteria Assistant
Rice, Randall	5/23/19	Teacher
Robb, Scott	5/23/19	Teacher
Rose, Annick	4/12/19	Para Teacher
Scarborough, Carter	5/23/19	Teacher
Simmons, Rachel	4/01/19	Parent Involvement Facilitator
Stewart, Jessica	5/23/19	Teacher
Takawira, Munyaradzi	8/07/19	Social Worker
Teague, Thomas	5/23/19	Teacher
Teruki, Hayden	4/16/19	Paraprofessional
Thomas, Jeffery	4/05/19	Service Desk Analyst Technician
Turner, Patrick	5/23/19	Teacher
Volle, Grant	5/23/19	Teacher
Walden, Jonathan	4/09/19	Evening Custodian
Walker, Tanya	3/07/19	Before and After Care Site Assistant
Watson, Bradley	4/10/19	Head Custodian
Whisnant, John	5/23/19	Teacher
Williams, Benjamin	5/23/19	Teacher
Witt, Pamela	5/23/19	Teacher
Woods, Jeanette	4/17/19	Cafeteria Assistant
RESCIND:		
Legg, Brianna	4/24/19	Assistant Cafeteria Manager

SUBSTITUTE AND TEMPORARY ELECTIONS

COMMUNICATION SPECIALIST

Armour, Brent

SUBSTITUTE

Barnes, Michael	Kriss, Kelsey
Bell, Jaleesa	Lewis, LeeAnn
Breckenridge, Tara	Libey, Robert
Caine, Julie	Manley, Connie
Childers, William	Merritt, Shawna
Clark, Wesley	Payne, Traci
Cotton, Beverly	Rogers, Lorin
Davis, Ann B	Snelson, Richard
Delosier, Christine	Taylor, David
Gentry, Vivian	Thomas, Pearl
Jackson, Donna	Wong, Terri
Johnson, Precious	

ADJUNCT COACH

Edison

Ian Howison, assistant baseball adjunct coach @ \$591, April 19, 2019 to June 2, 2019

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Communications – 11-000-2560-505300-000-00000-000-14-062

Pay support employee Tracy Kouns @ \$150 per event, not to exceed \$1,500, to photograph the 2019 commencement ceremonies.

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

Pay support transportation managers and supervisors, a flat rate stipend based on two hour segments as outlined below, for bus driving duties outside normal contracted hours.

4 hour trip \$84
6 hour trip \$126
8 hour trip \$168
10 hour trip \$210
12 hour trip \$252

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

Pay support employee, Thomas Riley, @ for additional supervisor duties from February 19, 2019 to June 30, 2019.

Washington – 81-2262-1000-506810-100-000000-07-735

Pay Rogers assistant principal, Shaun Moseman, a stipend not to exceed \$4,000, to perform training of tardy tracking system to Washington employees for the 2019-2020 school year.

East Central Jr. High – 11-0000-2410-501210-000-000000-609-07-659

Pay assistant principal, Steve Butler @ his daily rate to for additional duties for planning and preparation for the 2019-2020 school year from June 1, 2019 to June 28, 2019.

Teaching and Learning – 11-0000-2212-501800-000-000000-615-06-070

Pay Kristi Smith an additional \$2 per hour (total not to exceed \$1,500) to provide operational and leadership support to the Academics division as assigned from the appropriate salary accounts April 22, 2019 to June 30, 2019.

Pay Kristi Smith an additional \$2 per hour (total not to exceed \$500) to provide operational and leadership support to the Academics division as assigned from the appropriate salary accounts July 1, 2019 to July 8, 2019.

TFA Summer Institute (RSA) - 11-3670-1000-501700-427-113000-441-05-XXX-3670

Pay certified teachers, to be named, @ \$30/hr. (total not to exceed \$13,500) in June 2019 to provide summer instruction to students not reading on grade level in grades 3 or below.

TFA Summer Institute (RSA) - 11-3670-1000-501700-427-113000-441-05-XXX-3670

Pay certified teachers, to be named, @ \$30/hr. (total not to exceed \$37,800) in July 2019 to provide summer instruction to students not reading on grade level in grades 3 or below.

TFA Summer Institute (RSA) - 11-3670-1000-501800-427-113000-415-05-xxx-3670

Pay teacher assistants, to be named, @ \$15/hr. (total not to exceed \$16,335) in June 2019 to work with highly qualified teachers and provide remediation to students not reading on grade level in grades 3 or below.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

TFA Summer Institute (RSA) - 11-3670-1000-501800-427-113000-415-05-xxx-3670

Pay teacher assistants, to be named, @ \$15/hr. (total not to exceed \$38,115) in July 2019 to work with highly qualified teachers and provide remediation to students not reading on grade level in grades 3 or below.

TFA Summer Institute(6)/TTC Summer Institute(2) - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 9 assistant principals, to be named, @ \$2,500 (total not to exceed \$17,500) in June 2019 to serve as principals at the participating TFA Summer Institute / TTC Summer Institute schools.

TFA Summer Institute(6)/TTC Summer Institute(2)- 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 9 assistant principals, to be named, @ \$2,500 (total not to exceed \$17,500) in July 2019 to serve as principals at the participating TFA Summer Institute /TTC Summer Institute schools.

TFA Summer Institute(6)/TTC Summer Institute(2) - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 9 principal interns, to be named, @ \$1,250 (total not to exceed \$8,750) in June 2019 to assist with administration of the TFA Summer Institute / TTC Summer Institute schools.

TFA Summer Institute(6)/TTC Summer Institute(2) - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 9 principal interns, to be named, @ \$1,250 (total not to exceed \$8,750) in July 2019 to assist with administration of the TFA Summer Institute / TTC Summer Institute schools.

TFA Summer Institute / TTC Summer Institute - 11-0104-2410-501800-000-000000-601-07-XXX-0104

Pay support staff, to be named, @ their currently hourly rate (total not to exceed \$6,750) in June 2019 to serve as clerks at the participating TFA Summer Institute schools.

TFA Summer Institute / TTC Summer Institute - 11-0104-2410-501800-000-000000-601-07-XXX-0104

Pay support staff, to be named, @ their currently hourly rate (total not to exceed \$18,900) in July 2019 to serve as clerks at the participating TFA Summer Institute schools.

TFA Summer Institute / TTC Summer Institute - 11-0104-2660-501800-000-000000-959-07-XXX-0104

Pay security staff, to be named, @ \$16/hr. (total not to exceed \$2,880) in June 2019 to provide security at the participating TFA Summer Institute schools.

TFA Summer Institute / TTC Summer Institute - 11-0104-2660-501800-000-000000-959-07-XXX-0104

Pay security staff, to be named, @ \$16/hr. (total not to exceed \$8,064) in July 2019 to provide security at the participating TFA Summer Institute schools.

TFA Summer Institute – 11-5118-1000-501390-495-113900-415-05-093-5118

Pay certified teachers, to be named, @ \$30 per hour (total not to exceed \$27,000) in June 2019 to serve as classroom teachers for students attending summer school at Anderson Elementary.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

TFA Summer Institute – 11-5118-1000-501390-495-113900-415-05-093-5118

Pay certified teachers, to be named, @ \$30 per hour (total not to exceed \$75,600) in June 2019 to serve as classroom teachers for students attending summer school at Anderson Elementary.

TFA Summer Institute- 11-5118-1000-501800-495-113900-415-05-093-5118

Pay teacher assistants, to be named, @ \$15/hr. (total not to exceed \$4,950) in June 2019 to work with highly qualified teachers and provide remediation to students not reading on grade level in grades 4 and 5 at Anderson Elementary.

TFA Summer Institute - 11-5118-1000-501800-495-113900-414-05-093-5118

Pay teacher assistants, to be named, @ \$15/hr. (total not to exceed \$11,550) in July 2019 to work with highly qualified teachers and provide remediation to students not reading on grade level in grades 4 and 5 at Anderson Elementary.

PM Summer Institute – 3621-11-3621-1000-501390-426-113900-415-05-xxx-3621

Pay certified teachers, to be named, @ \$26 per hour (total not to exceed \$4,160) in June 2019 to provide remediation to students who have failed an EOI in grades 9-12 and are attending PM summer school.

PM Summer Institute- 3621- 11-3621-1000-501390-426-11390-415-05-xxx-3621

Pay certified teachers, to be named, @ \$26 per hour (total not to exceed \$11,648) in July 2019 to provide remediation to students who have failed an EOI in grades 9-12 and are attending PM summer school.

PM Summer Institute- 3621 – 11-3621-1000-501800-426-113900-414-05-xxx-3621

Pay teacher assistants, to be named, @ 15/hr. (total not to exceed \$1,200) in June 2019 to work with highly qualified teachers and provide remediation to students who have failed an EOI in grades 9-12.

PM Summer Institute- 3621 – 11-3621-1000-501800-426-113900-414-05-xxx-3621

Pay teacher assistants, to be named, @ \$15/hr. (total not to exceed \$3,360) in July 2019 to work with highly qualified teachers and provide remediation to students who have failed an EOI in grades 9-12.

TFA Summer Institute Title I - 11-5118-1000-501390-495-113900-415-05-093-5118

Pay certified teachers, to be named, @ \$26 per hour (total not to exceed \$128,700) in June 2019 to serve as faculty advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating TFA Summer Institute schools.

TTC Summer Institute Title I - 11-5118-1000-501390-495-113900-415-05-093-5118

Pay certified teachers, to be named, @ \$30 per hour (total not to exceed \$128,700) in June 2019 to serve as faculty advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating TFA Summer Institute schools.

TFA Summer Institute Title I - 11-5118-1000-501390-495-113900-415-05-093-5118

Pay certified teachers, to be named, @ \$26 per hour (total not to exceed \$303,930) in July 2019 to serve as Faculty Advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating TFA Summer Institute schools.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

TTC Summer Institute Title I - 11-5118-1000-501390-495-113900-215-05-093-5118

Pay certified teachers, to be named, @ \$30 per hour (total not to exceed \$303,930) in July 2019 to serve as Faculty Advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating TFA Summer Institute schools.

TFA Summer Institute Title II - 11-5410-2213-501700-000-000000-210-05-044-5410

Pay certified teachers, to be named, @ \$21 per hour (total not to exceed \$55,440) in June 2019 to attend professional development training regarding differentiated instruction and effective coaching and instructional practices.

TFA Summer Institute Title II - 11-5410-2573-501700-000-000000-105-05-044-5410

Pay assistant principals and principal interns, to be named, @ at their current hourly rate of pay (total not to exceed \$980) in June 2019 to attend professional development training outside of their contract hours/days regarding differentiated instruction and effective coaching and instructional practices.

TFA Summer Institute Title II - 11-5410-2213-501700-000-000000-210-05-044-5410

Pay certified teachers, to be named, @ \$21 per hour (total not to exceed \$10,080) in June 2019 to attend professional development training regarding summer school curriculum and differentiated instruction at Anderson Elementary.

TFA Summer Institute Title II (RSA) - 11-5410-2213-501700-000-000000-210-05-044-5410

Pay certified teachers, to be named, @ \$21 per hour (total not to exceed \$5,040) in June 2019 to attend professional development training regarding differentiated instruction for students not reading on grade level in grades 3 or below.

TFA Summer Institute (RSA) – 11-3670-2213-501700-427-000000-210-05-xxx-3670

Pay certified teachers, to be named, @ \$21 per hour (total not to exceed \$1,344) in June 2019 to attend professional development training regarding differentiated instruction for students not reading on grade level in grades 3 or below.

TFA Summer Institute/ TTC Summer Institute - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 1 assistant principal, to be named, @ \$250 in June 2019 to serve as the manager for the summer assistant principals and summer principal interns TFA Summer Institute/TTC Summer Institute schools.

TFA Summer Institute/ TTC Summer Institute - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 1 assistant principal, to be named, @ \$250 in July 2019 to serve as the manager for the summer assistant principals and summer principal interns TFA Summer Institute/TTC Summer Institute schools.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct effective date on separations April 22, 2019 page

SEPARATIONS

Name	Effective Date	Position
Troutman, David	5/23/19	Teacher