



## **AGENDA**

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **December 16, 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 Nathan 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.** Recognition of visitors.

**B. MOTION AND VOTE TO ADOPT THE AGENDA**

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

**D. APPROVAL OF MINUTES**

No minutes submitted.

**E. CONSENT AGENDA - Motion and vote on recommendation.**

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

**G. INFORMATION AGENDA**

**H. STAFF REPORTS**

Fall/Winter Performance Review report and board discussion regarding same.

**I. BOARD MEMBER REPORTS**

**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, January 6, 2020, 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: Approve a memorandum of understanding (MOU) with the Oklahoma Center for Community and Justice - Different and the Same Program, Tulsa, Oklahoma, to provide six customizable sessions to teach students at Key Elementary School the importance of diversity and inclusion 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.

COST: This item presents no cost to the district.

RATIONALE: Through the Different and the Same program, children learn how to express their feelings and understand the perspectives of others when they face unequal treatment in a safe environment. This is taught by utilizing videos and doing activities that emphasize fairness, awareness, inclusion, and respect. This program is designed to help children understand and respect those of other cultural backgrounds, producing a classroom that is more cohesive and productive. Thanks to generous supporters, all materials are provided at no cost to the district.

**E.3.** RECOMMENDATION: Enter into an agreement with Agora Event Center, Tulsa, Oklahoma, to host Booker T. Washington's senior dinner and dance on May 9, 2020.

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 \$4150.00

FUND NAME/ACCOUNT: Washington's School Activity Fund #868

REQUISITION/CONTRACT: 62000751

RATIONALE: The senior dinner and dance has been held annually for over 40 years. Approximately 200 seniors and guests will attend.

## **TALENT MANAGEMENT**

### **E.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**

### **E.5. RECOMMENDATION: Amend the lease agreement with Teach For America, Inc., New Haven, Connecticut, to provide space for the Teach For America Greater Tulsa staff during the 2019-2020 school year. The amendment will move the leased location from 1202 W Easton St, Tulsa, OK 74127 to 3441 E Archer St, Tulsa, OK 74115, effective February 1, 2020.**

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

COST: No cost to the district

RATIONALE: Teach for America is currently co-located with the Tulsa School for Arts and Sciences. Teach for America's relocation is the result of changes in TSAS' changing educational space needs. The new location enables both Tulsa School for Arts and Sciences and Teach for America to fully serve their students and teachers.

### **E.6. RECOMMENDATION: Amend the lease agreement with Tulsa School for Arts and Sciences. This amendment will increase amount of leased space at 1202 W Easton St, Tulsa, OK 74127. This change will become effective 2/1/2020.**

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

COST: No cost to the district

RATIONALE: Tulsa School for Arts and Sciences is preparing to add a sixth grade for the 2020-2021 school year. This change in grade span was approved by the board in the fall of 2018. Adding a sixth grade requires Tulsa School for Arts and Sciences to utilize all of their current building.

### **E.7. RECOMMENDATION: Amend the lease with College Bound Academy for the 2019-2020 school year. This amendment will enable College Bound to utilize their current building at 2525 S 101st E Ave, Tulsa, OK 74129 to provide childcare and after-school programming.**

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the

appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: No cost to the district

RATIONALE: With this approved lease amendment, College Bound will provide on-site childcare for faculty and staff. The childcare will be provided by a licensed provider. In addition, College Bound will utilize their current building to provide after-school programming for College Bound students.

## **FINANCIAL SERVICES**

- E.8.** RECOMMENDATION: Approve the November 27, 2019 - December 12, 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.9.** RECOMMENDATION:  
Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2019-2020 fiscal year:

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

Grimes Elementary PTA  
Grissom Elementary PTA  
John Paul Jones Elementary PTA  
Salk Elementary PTA  
Booker T Washington HS PTSA

### **BOOSTER CLUBS**

Nathan Hale HS Boys Basketball Booster Club  
Memorial Varsity Cheer Booster Club  
Tulsa Memorial Army JROTC Booster Club  
Tulsa Memorial Boys Basketball Booster Club  
Will Rogers Band Club Inc

COST: This item presents no cost to the district.

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

## **BOND PROJECTS AND ENERGY MANAGEMENT**

- E.10.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder to provide millwork at various sites throughout the district.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the

appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: This project is currently in the bidding phase. The successful bidder will be presented for approval at a future meeting. The total cost will not exceed \$1,000,000.

FUND NAME/ACCOUNT: Bond Funds, applicable accounts. Funding for the various projects will be encumbered through appropriate construction managers and direct purchase orders.

RATIONALE: Millwork throughout the district is part of the 2015 bond issue.

- E.11.** RECOMMENDATION: Approve supplements #17, #18, and #19 to the master contract with Crossland Construction Co., Inc., to provide construction management for the new stadium at Central High School, and interior renovations at Street School and Greeley Tulsa (Legacy Charter Primary Academy).

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: Central High School Stadium: The budget for the stadium is \$4,000,000; the construction manager will be paid 3.5 percent in management fees and 6.75 percent in general conditions on the project.

Street School: The budget for the interior renovations at Street School is \$1,400,000; the construction manager will be paid 4.25 percent in management fees and 8.75 percent in general conditions.

Greeley (Legacy Charter Primary Academy): The budget for interior renovations at Greeley is \$1,600,000; the construction manager will be paid 4.25 percent in management fees and 8.75 percent in general conditions.

FUND NAME/ACCOUNT:

Central High School Stadium: This project is contingent upon receipt of the 2020B bond issuance.

Street School: This project is contingent upon receipt of the 2021A bond issuance.

Greeley (Legacy Charter Primary Academy): This project is contingent upon receipt of the 2021A bond issuance.

RATIONALE: These projects are part of the 2015 bond issue and are currently scheduled to begin in September 2020 with completion expected in May of 2021.

- E.12.** RECOMMENDATION: Approve amendment #13C with Crossland Construction Company, Incorporated, for the new stadium at Rogers College High School.

Trade Contracts:	\$424,000
Reimbursables:	177,264
Allowances:	154,300

General Conditions: 79,231  
**TOTAL GMP:** \$834,795

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: \$834,795

FUND NAME/ACCOUNT:

\$424,000 is contingent upon the sale and receipt of the 2020A bond issuance.

\$410,795 is contingent upon the sale and receipt of the 2020B bond issuance.

REQUISITION/CONTRACT: 41900154

RATIONALE: The Rogers stadium project is part of the 2015 bond issue.

- E.13.** RECOMMENDATION: Amend item E.7 of the September 16, 2019, agenda, entering into trade contracts with the lowest responsible bidders for the stadium at Rogers College High School as follows:

<b>TRADE</b>	<b>CONTRACTOR</b>	<b>AMOUNT</b>
Masonry	C & <u>N</u> Masonry	\$149,000

RATIONALE: The name of the company awarded the masonry work was incorrectly listed as C & H Masonry.

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

**TEACHING AND LEARNING**

- F.1.** RECOMMENDATION: Amend item E-69 approved on the June 17, 2019, agenda to increase the amount of the contract with the Center for Transformative Teaching Training (CT3) to an amount not to exceed \$2,044,495. The increase is due to the expansion of work at Patrick Henry Elementary School that will be working with CT3 to sustain the work they began this year in regards to their leadership team.

COST: Cost not to exceed: \$2,044,495 (an increase of \$16,560.00)

FUND NAME/ACCOUNT: Title, 11-5118-2573-503590-494-000000-000-05-205-5118

RATIONALE: CT3 works with organizations that have an urgent focus on improving instruction, leadership, culture, and cultural competency to help ensure teachers feel supported and students feel empowered through their educational experience. The No-Nonsense Nurturer program is designed specifically to develop classroom



cultures where teachers can effectively manage instructional experiences with increasing levels of complexity and rigor. CT3 will work with the district to provide customized plans that build internal capacity for a lasting impact through improved instruction, sustainable principal leadership, classroom management, and positive learning cultures. The larger contract has been approved on June 17, 2019. This item is going on for action to accelerate the time frame for the school to continue the work.

## **TALENT MANAGEMENT**

- F.2.** RECOMMENDATION: Approve and ratify the negotiations agreement and approve the execution of the agreement between Tulsa Public Schools and the American Federation of Teachers (AFT) 6049 Oklahoma for the 2019-2020 school year.

RATIONALE: An agreement has been reached with AFT 6049 for the 2019-2020 school year.

- F.3.** RECOMMENDATION: Approve salary increases for the 2019-2020 school year for non-certified employees, not covered by collective bargaining units, to include career increments and other adjustments.

RATIONALE: Employee salary adjustments include a thirty cent per hour increase; the thirty cents per hour increase will be applied to the employee's base salary only. Non-certified salary ranges not covered by collective bargaining units will be adjusted thirty cents per hour and employees above the adjusted salary range maximum will receive 50 percent of the increased amount.

## **FINANCIAL SERVICES**

- F.4.** RECOMMENDATION: Accept the Comprehensive Annual Financial Report that includes the independent audit report of RSM, US,LLP for the fiscal year ending June 30, 2019.

RATIONALE: Oklahoma law requires school districts to have an audit performed each year and accepted by the Board of Education. The Comprehensive Annual Financial Report is the reporting standard for governmental financial reporting. The audit was conducted in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. The audit included examining evidence supporting the amounts and disclosures in the combined financial statements. The audit also included assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall combined financial statement presentation.

## **G. INFORMATION AGENDA**

### **TALENT MANAGEMENT**

- G.1.** RECOMMENDATION: Pay certified staff (to be named) classroom teachers and librarians who have received National Board Certification an annual bonus based on funds provided by the state and subject to lawful withholdings. Bonuses are to be paid by the State Department of Education through the district's payroll service.

COST: There is no cost to the district

RATIONALE: The National Board for Professional Teaching Standards was formed in 1987 to advance the quality of teaching and learning by developing professional standards for accomplished teaching and creating a voluntary system to certify teachers who meet those standards. If funding is approved by the Oklahoma Legislature and a nationally board certified teacher meets specific requirements identified by state law and State Department of Education rules, including employment as a full-time classroom teacher in Oklahoma public schools, the teacher will receive a bonus for that year. For this purpose, a full-time teacher is defined as a classroom teacher, librarian, or counselor employed as a 1.0 full-time equivalency on the School Personnel Report.

The Internal Revenue Service regulations require that the money be paid through individual districts. The State Department of Education did not approve funds to include audiologists, speech pathologists, and school psychologists in the bonuses, though these groups were included in the past. Therefore, only classroom teachers and librarians with national board certification, who serve a group of students directly every day will receive the 2020 bonus.

## **BOND PROJECTS AND ENERGY MANAGEMENT**

- G.2.** RECOMMENDATION: Amend Item E.19 of the December 2, 2019, agenda to read as follows:

"Approve supplements **#24** and **#25** to the master contract with Trigon General Contractors and Construction Managers, Inc., to provide construction management for the stadium improvements at Carver Middle School and interior renovations at Academy Central Elementary School."

RATIONALE: The original item referenced incorrect supplement numbers; this item corrects those numbers.

- G.3.** RECOMMENDATION: Approve a resolution fixing the amount of **Combined Purpose General Obligation Bonds, Series 2020A** to mature each year; fixing the time and place the bonds are to be sold; approving the preliminary official statement and authorizing distribution of same; authorizing the clerk to give notice of said sale as required by law; and approving other matters related to the issuance of the District's **Combined Purpose General Obligation Bonds, Series 2020A**.

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 sale of bonds approved as part of the 2015 voter referendum will allow the District to proceed with projects as outlined in the District's Bond Book. The

resolution authorizes the issuance of **\$12,965,000 in building bonds (Proposition No. 1)**; **\$700,000 in library improvement bonds (Proposition No. 2)** and **\$9,335,000 in classroom learning material bonds (Proposition No. 4)**. The 2020A Bonds in the aggregate amount of **\$23,000,000** will be sold on February 3, 2020, and approved/awarded at the Board's February 3, 2020, meeting, with proceeds made available to the District on or about March 17, 2020. Upon issuance of these bonds, there would be \$112,515,000 in bonds remaining to be sold from the 2015 authorization.

- G.4.** RECOMMENDATION: Approve an agreement for registrar and paying agent services with BOKF, NA on the District's **Combined Purpose General Obligation Bonds, Series 2020A**.

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: A registrar and paying agent is necessary to properly administrate the sale and receipt of bond funds. BOKF, NA has served as the District's Registrar and Paying Agent for all past bond programs with excellent results.

- G.5.** RECOMMENDATION: Approve an agreement with Hilborne & Weidman, P.C. to serve as Bond Counsel and Disclosure Counsel on the District's **Combined Purpose General Obligation Bonds, Series 2020A**.

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 District engages experts for these services in connection with bond issuing to ensure compliance with all rules and regulations governing the sale of bonds. The use of bond counsel is necessary to prepare the required documentation for a bond sale in a correct manner and provide a legal opinion to the purchaser of the bonds regarding the tax-exempt nature of the obligations. Due to recent SEC review and enforcement actions related to disclosure, the Bond Counsel role has been expanded to include Disclosure Counsel responsibilities. Under the referenced Bond Counsel and Disclosure Counsel Engagement, Bond Counsel fee would be \$13,000.00 and Disclosure Counsel fee would be \$8,000.00 for the 2020A Bonds for a total cost of \$21,000.00, payable from bond proceeds.

SUPPORTING INFORMATION – December 16, 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
Edison Preparatory School/Student Council	Students: 12 Parents: 0 Staff: 2	To attend the Leadership Experience and Development (LEAD) National Student Leadership Conference/Washington, D.C.	January 28, 2020 through February 2, 2020	4	Not to exceed \$7567.00/Edison's School Activity Fund #573
Carver Middle School/6 <sup>th</sup> Grade Students	Students: 210 Parents: 20 Staff: 5	To participate in a study trip to discover the various festivals and cultures around the country through Silver Dollar City's Wonder Fest/Branson, Missouri	May 1, 2020	0	This item presents no cost to the district. (Funding will be provided by parents – assistance may be needed from the Carver School Activity Fund #558).
Edison Preparatory School/Baseball Team	Students: 16 Parents: 0 Staff: 4	To participate in the 2020 Gulf Coast Classic I Baseball Tournament during Spring Break/Gulf Shores, Alabama	March 14-20, 2020	0	This item presents no cost to the district. (Funding will be provided by Edison's Home Run Booster Club).

**SUPPORTING INFORMATION****CONSENT ITEM E-4****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Aguirre, Virginia	11/20/19	\$9.82	Teacher Assistant	IS-3
Artis, Eric	9/18/19	\$19.74	Leadership Instructor	TS-11
Baker, Junegrid	9/04/19	\$30,000.00	Apprentice	NS
Bonebright, Cindy	8/15/19	\$40,000.00	Teacher	B-0
Breeding, Marci	11/08/19	\$12.00	Paraprofessional	IS-6
Charlton, Waily	10/01/19	\$40,000.00	Teacher	B-0
Choate, Megan	8/15/19	\$40,000.00	Teacher	B-0
Cook, Gregory	8/15/19	\$45,660.00	Teacher	M60-6
Denton, Jeffrey	8/15/19	\$40,000.00	Teacher	B-0
Deo, Vontreba	8/15/19	\$30,000.00	Apprentice	NS
Dickens, Joseph	8/15/19	\$40,000.00	Teacher	B-0
Duncan, Amy	8/15/19	\$40,000.00	Teacher	B-0
Duncan, Whitney	8/12/19	\$40,820.00	Teacher	B-2
Ecklund, Eden	8/12/19	\$41,250.00	Teacher	B-3
Fryer, Nicole	8/15/19	\$40,000.00	Teacher	B-0
Garcia, Amy	8/15/19	\$41,000.00	Teacher	M-0
Garshasb, Farideh	12/02/19	\$44,660.00	Teacher	M-6
Gilliam, Sheila	8/15/19	\$61,177.00	Teacher	M-27
Hampton, Michael	11/20/19	\$46,962.00	Teacher	B-14
Hancock, Doyle	11/25/19	\$21.31	Master Craftsman	MT-15
Hawk, Wesleigh	8/15/19	\$40,000.00	Teacher	B-0

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Hooks, Benjamin	10/21/19	\$13,333.00	1/5 <sup>th</sup> Time Teacher	B-0
Jones, Edwin	12/02/19	\$13.49	Autism Paraprofessional	IS-10
Kramer, Katelyn	8/08/19	\$42,200.00	Dean	B-5
Lovelace, Bradley	8/12/19	\$40,000.00	Teacher	B-0
Maturino, Rafael	9/03/19	\$46,574.00	Teacher	B-13
McBride, Chasity	12/02/19	\$10.42	School Clerk	CA-3
McCune, Ryan	12/02/19	\$30,000.00	Apprentice	NS
Meyer, Heidi	11/20/19	\$9.82	Paraprofessional	IS-3
Morris, Sherry	11/11/19	\$40,000.00	Teacher	B-0
Norman, Kathleen	8/15/19	\$71,416.00	Teacher	M60-33
Price, Dana	8/15/19	\$41,000.00	Teacher	M-0
Quinnette, Richard	8/15/19	\$41,000.00	Teacher	M-0
Ramos, Francisco	11/20/19	\$10.31	Evening Athletic Custodian	MT-3
Reed, Lisa	8/08/19	\$50,894.00	Counselor	M-17
Robinson, Ryan	11/18/19	\$11.21	Teacher Assistant	IS-6
Rushing, Ava	11/21/19	\$14.31	1:1 MD Paraprofessional	IS-10
Shumate, Latoya	8/15/19	\$30,000.00	Apprentice	NS
Slehofer, Amanda	8/15/19	\$41,250.00	Teacher	B-3
Solivan, Amanda	1/09/20	\$67,000.00	Academic Content Manager – Social Studies	EG-5
Vowell, Melissa	11/15/19	\$11.21	Parent Involvement Facilitator	IS-6
Wadley, Laura	8/15/19	\$30,000.00	Apprentice	NS
Whitfield, McKinley	8/19/19	\$13.49	Paraprofessional	IS-6
Williams, Kaitlyn	8/01/19	\$51,498.00	Teacher	B-3

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Wirth, Lauren	11/08/19	\$12.00	Paraprofessional	IS-6
Yarbrough, Mallory	8/15/19	\$41,000.00	Teacher	M-0

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Argumedo Ruiz, Blanca	11/13/19	\$11.92	Evening Custodian	Head Custodian	MT-7
Armstrong, Mary	8/19/19	\$16.80	Autism Paraprofessional	1:1 ED Paraprofessional	IS-10
Ashe, Douglas	12/02/19	\$41,000.00	Apprentice	Teacher	M-0
Bland, Sally	8/19/19	\$13.49	1:1 ED Paraprofessional	1:1 MD Paraprofessional	IS-10
Bowie, Nigel	8/19/19	\$15.76	ED Paraprofessional	Autism Paraprofessional	IS-10
Bozone, Sarah	01/03/20	\$75,000	Administrative Services Mgr.	Clerk of the Board	BG-08
Bridgeman, Karen	9/05/19	\$14.33	1:1 ED Paraprofessional	MD Paraprofessional	IS-10
Bush, Anna	8/19/19	\$13.59	1:1 MD Paraprofessional	Autism Paraprofessional	IS-10
Carpenter, Emily	10/01/19	\$42,820.00	Apprentice	Teacher	B-2
Carter, Danielle	8/19/19	\$14.33	1:1 Autism Paraprofessional	1:1 DD Paraprofessional	IS-3
Clemens, Nichole	8/19/19	\$12.00	Paraprofessional	Teacher Assistant	IS-6
Dametz, Justin	8/15/19	\$41,000.00	Apprentice	Teacher	M-0
Davis, Debbie	11/07/19	\$18.31	Paraprofessional	MD Paraprofessional	IS-10

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Dissanayaka, Sakunthala	8/19/19	\$11.90	Paraprofessional	Teacher Assistant	IS-6
Evans, Ashley	10/29/19	\$11.31	Teacher Assistant	Health Assistant	IS-5
Fredricks, Melissa	9/09/19	\$25,783.00	Traveling Manager	Cafeteria Manager	BG-B
Goode, Pamela	8/19/19	\$12.43	1:1 Paraprofessional	Paraprofessional	IS-3
Hagar, Chantele	11/11/19	\$11.21	Cook I	Cook II	MT-3
Helt, Michael	12/09/19	\$19.15	Desktop Support Analyst	Desktop Support Engineer	TS-12
Hinds, Ramon	8/19/19	\$14.71	MD Paraprofessional	ED Paraprofessional	IS-10
Holcomb, Ozlem	10/01/19	\$40,820.00	Apprentice	Teacher	B-2
Johnson, Kirsten	11/01/19	\$40,820.00	Apprentice	Teacher	B-2
Jones, Anthony	10/01/19	\$40,000.00	Apprentice	Teacher	B-0
Lawton, Derrick	12/02/19	\$12.91	Bus Driver	Team Bus Driver	MT-7
Littlejohn, Juliaett	11/04/19	\$12.36	Cafeteria Assistant	Cook I	MT-2
Monroe, Jocelyn	11/04/19	\$10.94	Cafeteria Assistant	Cook I	MT-2
Oakes, April	8/28/19	\$9.82	1:1 Paraprofessional	Teacher Assistant	IS-3
Reich, Pamela	8/19/19	\$14.33	Autism Paraprofessional	ED Paraprofessional	IS-10
Roberts, Alton	11/25/19	\$12.99	Bus Driver Trainee	Bus Driver	MT-7
Rose, Denisha	8/19/19	\$15.13	ED Paraprofessional	Autism Paraprofessional	IS-10
Stevenson, Tyler	8/15/19	\$30,000.00	Paraprofessional	Apprentice	NS



ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Stockfleth, Regina	11/25/19	\$14.89	Bus Driver	Bus Assistant	MT-A
Tryon, Steven	8/19/19	\$14.38	1:1 MD Paraprofessional	1:1 Paraprofessional	IS-6
Vaughn, Mikeal	01/02/19	\$73,000	Program Manager -Strategic Deployment	Web Content Manager	BG-7
Watson, Lisa	11/19/19	\$12.44	Assistant Cafeteria Manager	Cook II	MT-3
Whitehead, James	11/11/19	\$13.08	Teacher	Teacher Assistant	IS-6
Zamor, Risha	8/19/19	\$14.48	Paraprofessional	Autism Paraprofessional	IS-10

SEPARATIONS

Name	Effective Date	Position
Akhtar, Naila	11/08/19	Teacher Assistant
Bell, Amanda	11/05/19	Paraprofessional
Bowman, Karen	12/20/19	1:1 Paraprofessional
Breeding, Marci	12/03/19	Paraprofessional
Campbell, Elizabeth	9/27/19	Paraprofessional
Chalk, Angela	11/22/19	School Clerk
Cooper, Starla	11/11/19	Before and After Care Site Assistant
Evans, Carla	11/05/19	1:1 Paraprofessional
Hightower, Kelan	11/11/19	Autism Paraprofessional
Hotvedt, Chad	12/20/19	Teacher
Jackson, Breon	9/23/19	Teacher Assistant
Jestice, Charles	8/01/19	1:1 Paraprofessional
Kellum, Auanice	10/30/19	Paraprofessional
Lane, Krysta	11/11/19	Cafeteria Manager
McKenzie, Cynthia	1/03/19	Executive Administrative Assistant
McReynolds, Maria	11/18/19	Evening Custodian
Najar, Ana	11/15/19	Evening Custodian
Owen, Leslie	10/20/19	Paraprofessional
Rasco, Mary	1/03/19	Administrative Assistant IV
Skaistis, Michael	11/15/19	Paraprofessional
Smith, Teri	9/16/19	1:1 Paraprofessional
Speed, Jashunderlyne	12/09/19	Cafeteria Assistant
Thompson, Susan	11/22/19	1:1 Paraprofessional

**RESCIND:**

Sattar, Jeffery

11/15/19

Bus Driver

SUBSTITUTE AND TEMPORARY ELECTIONS

CUSTODIANS

Rodriguez, Jesus

DRS STUDENT WORKERS

Lawrence, Shakyra

TUTOR

Acker, Laura

ADJUNCT COACH

East Central

Diana Cardenas-Aguirre, girls' soccer assistant adjunct coach @ \$1,202, November 11, 2019 to May 30, 2020.

Rogers

Jayne Rodriguez, cheerleading adjunct coach @ \$2,292, November 22, 2019 to May 30, 2020.

Rogers Jr. High

Jayne Rodriguez, cheerleading adjunct coach @ \$1,650, November 22, 2019 to May 30, 2020.

Hale

Tammi Williams, girls' track assistant adjunct coach @ \$1,200, December 2, 2019 to May 30, 2020.

## SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

### Athletics – School Activity Fund #536

Pay employees, Edison HS cross country coaches Francie Hamer (a total not to exceed \$2000.00) and Barbara Pinkerton (a total not to exceed \$2000.00) for fall and off season additional coaching duties. Edison Cross Country Booster Club has reimbursed the district so therefore there will be no cost to the district.

### Fine Arts – 11-0020-2490-501700-000-000000-210-06-070

Pay certified employee, Andrea Fultz, \$200 for accompanist duties for time worked outside of contracted hours for the 2019-2020 school year.

### Fine Arts – 11-0020-2490-501700-000-000000-210-06-070

Pay certified employee, Karen Miller, \$200 for accompanist duties for time worked outside of contracted hours for the 2019-2020 school year.

### Carver – 81-2227-1000-506810-100-000000-000-07-515

Pay certified employee, Donna Wiley a stipend not to exceed \$3,500 for additional duties as site activities coordinator for the 2019-2020 school year.

### Celia Clinton – 22-0000-3120-501210-700-000000-953-03-145

Pay Leticia Wassom, assistant cafeteria manager, an hourly stipend of \$1.80 per hour worked for managerial responsibilities, September 9, 2019 to March 9, 2020.

### Frost – 22-0000-3120-501210-700-000000-953-03-180

Pay Tammy Pierce, assistant cafeteria manager, an hourly stipend of \$1.80 per hour worked for managerial responsibilities October 24, 2019 to January 6, 2020.

### Hamilton – 22-0000-3120-501210-700-000000-953-03-687

Pay Lemeka Hampton, assistant cafeteria manager, an hourly stipend of \$1.80 per hour worked for managerial responsibilities, November 11, 2019 to June 30, 2020.

### Rogers – 22-0000-3120-501210-700-000000-953-03-730

Pay Gennie Holly, assistant cafeteria manager, an hourly stipend of \$2.00 per hour worked for managerial responsibilities, August 21, 2019 to June 30, 2020.

### Rogers – 22-0000-3120-501210-700-000000-953-03-730

Pay Nidia Torres, Cook 2, an hourly stipend of \$1.19 per hour worked for assistant managerial responsibilities, October 1 to June 30, 2020.

### Operations - 11-0224-2410-501210-000-000000-609-05-025-0224 11-0224-2213-501800-000-000000-214-05-025-0224

Pay employees, Valerie Perry and Margaret Meeks an hourly rate of \$20.00 up to 40 hours and overtime pay of \$30.00 per hour, total not to exceed \$2,500, to perform neighborhood canvassing during the month of January, 2020 for the enrollment window and schools expo.