

AGENDA

Special Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, May 4, 2017 at 6:00 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. PRESENTATION OF SUPERINTENDENT'S RECOMMENDATION FOR A REDUCTION IN FORCE AND DUE PROCESS HEARING FOR EMPLOYEE WHO REQUESTED A HEARING – DWIGHT JACKSON

- B-1.** Statement of procedures by Board President.
- B-2.** Opening statement by Superintendent, Superintendent's designee or representative (limited to 20 minutes).
- B-3.** Opening statement by Dwight Jackson or his designee or representative (limited to 20 minutes).
- B-4.** Presentation of Superintendent's evidence, followed by cross-examination of witnesses by Dwight Jackson or Deputy Chief Jackson's designee or representative, and questions by members of the Board of Education.
- B-5.** Presentation of Dwight Jackson's evidence, followed by cross-examination of witnesses by Superintendent, Superintendent's designee or representative, and questions by members of the Board of Education.
- B-6.** Presentation of rebuttal evidence, if any, by Superintendent or Superintendent's designee or representative.
- B-7.** Presentation of surrebuttal evidence, if any, by Dwight Jackson or his designee or representative.

- B-8.** Closing arguments by Dwight Jackson or his designee or representative.
- B-9.** Closing arguments by Superintendent or Superintendent's designee or representative.
- B-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.
- B-11.** Motion and vote to acknowledge return to open session.
- B-12.** Statement by Board President of executive session minute.
- B-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 2017-2018 school year, and recitation of findings of fact upon which the decision is based.
- C.** RECOMMENDATION: Approve the creation and funding of new positions identified in the supporting information, effective July 1, 2017.
- Prior to voting on this agenda item, the Board of Education will hear from members of the public regarding the creation and funding of new positions. Individuals wishing to speak must sign up with the Board Clerk prior to the Board's consideration of this agenda item. Each speaker will be limited 5 minutes. Board Members and the administration will not respond to questions from speakers.
- D.** RECOMMENDATION: Approve title changes for the positions identified in the supporting information effective July 1, 2017.
- 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.** **ANNOUNCEMENTS**
- The next regularly scheduled meeting of the Board of Education will be held on May 15, 2017, 6:30 p.m., in the Cheryl Selman Room at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.
- G.** **MOTION AND VOTE TO ADJOURN**

SUPPORTING INFORMATION FOR B-13**POSITION DELETIONS****Delete:**

Position	Salary/Grade	Duties
Director of Professional Learning- Wilson/Teaching and Learning	EG-9 12 Months	Responsible for planning, implementation, evaluation and support of the district's professional learning program for teachers.

Annual Budget Impact:
\$ 76,000 min. –
\$ 114,000 max.

Funding Source:
11-0179-2213-501110-
000-000000-354-05-
044-0179

Position	Salary/Grade	Duties
Director of Fine Arts- ESC/Teaching and Learning	EG-6 12 Months	Supervise the work of the music coordinator and the 10 fine arts chair positions, which includes the art, drama, speech/debate, and stagecraft and dance departments. Develop the budgets for fine arts bond projects, Oklahoma Secondary Schools Activities Association (OSSAA) and Oklahoma Music Educators Association (OMEA) student competitions, the summer arts camp, fine arts book adoption, and the fine arts gifts and endowments projects. Supervise those who work with the tactical day-to-day management of the fine arts. Work with the budgets long-term strategies and community interaction.

Annual Budget Impact:
\$ 60,000 min. –
\$ 91,300 max.

Funding Source:
11-0000-2212-501110-
000-000000-109-06-070

Position	Salary/Grade	Duties
Music Coordinator- ESC/Teaching and Learning	EG-2 12 Months	Lead major music department projects with special focus on curriculum development and integration with core curricular subjects. Coordinate professional development, curriculum and instruction of Pre-K through grade 12 music certified staff in all five music departments to improve the quality of music programs system wide. Represent the district state-wide and in the local community on a variety of partnerships to improve opportunities for students.

Annual Budget Impact:
\$ 47,476 min. –
\$ 68,500 max.

Funding Source:
11-0000-2212-501110-
000-000000-108-06-070

Delete:

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
Administrative Assistant IV- Wilson/Teaching and Learning	CA-12 \$14.13/hr. to \$19.06/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 and maintain purchasing records for the office.

Annual Budget Impact:
\$ 29,390 min. –
\$ 39,644 max.

Funding Source:
11-0000-2212-501210-
000-000000-615-06-070

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
Administrative Assistant III- Wilson/Teaching and Learning	CA-9 \$12.26/hr. to \$16.46/hr. 12 Months	Assist the director of teaching and learning. 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 and professional manner.

Annual Budget Impact:
\$ 25,500 min. –
\$ 34,236 max.

Funding Source:
11-0000-2212-501210-
000-000000-615-06-070

Delete:

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
Online Content Coordinator- ESC/Educator Effectiveness and Professional Learning	EG-2 12 Months	Manage, organize and facilitate the content of professional learning opportunities that the district offers on various delivery platforms in order to support instructional and administrative staff in their goal to increase student achievement in the Pre-K through grade 12 classroom. Provide leadership, professional development, and support to instructional and administrative staff regarding the online delivery and follow up of professional development.
<i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 68,500 max.		
<i>Funding Source:</i> 11-0179-2212-501110- 000-000000-108-05- 044-0179		

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
Administrative Assistant IV- ESC/Educator Effectiveness and Professional Learning 2 positions	CA-12 \$14.13/hr. to \$19.06/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 and maintain purchasing records for the office.
<i>Annual Budget Impact:</i> \$ 58,780 min. – \$ 79,288 max.		
<i>Funding Source:</i> 11-0000-2490-501210- 000-000000-615-06- 044-		

Delete:

Position	Salary/Grade	Duties
Lead Psychologist / Psychometrist- Enrollment Center/ Special Education and Student Services	Teachers' Salary Schedule plus Stipend 193 Days	Ensure school psychology services provided within the district are delivered in an efficient and effective manner. Lead and train school psychologists/psychometrists to function as members of a multidisciplinary staffing team within respective schools. Implement, monitor and train related to Individuals with Disabilities Education Act and Oklahoma Department of Education policies and procedures. Supervise, provide technical assistance and annual performance evaluations of School Psychologists/ Psychometrists. Provide oversight in the selection, maintenance and inventory control of assessment kits and protocols used in comprehensive assessment of children. Implement and maintain a design to provide counseling to students whose individual education plans indicate the need for group or individual counseling. Provide technical assistance to school psychologist/psychometrists on topics related to psycho educational assessment, placement, and educational intervention. Complete monthly status reports of services provided by school psychologist. Provide technical assistance to area special education coordinators to ensure that services provided within the district are of the highest quality and delivered in an efficient and effective manner. Organize and deliver a monthly schedule of staff development training specifically designed for school psychology staff. Routinely audit psychological evaluations on a random basis to ensure quality standards are being met. Fill in for school psychologist or psychometrist during extended absences to meet the needs of students.

Annual Budget Impact:
\$ 41,882 min. –
\$ 72,246 max.

Funding Source:
11-6210-2140-501110-
239-000000-343-05-
066-6210

Delete:

Position	Salary/Grade	Duties
Data Specialist- ESC/Special Education and Student Services	CA-7 \$11.21/hr. to \$14.95/hr. 12 Months	Perform general office duties: filing, customer service, data entry. Must have the ability to manage large data bases and report preparation and analysis.
<i>Annual Budget Impact:</i> \$ 23,317 min. – \$ 31,097 max.		
<i>Funding Source:</i> 11-6210-2544-501210- 239-105000-609-05- 066-6210		

Position	Salary/Grade	Duties
Physical Therapy Assistant- Enrollment Center/Special Education and Student Services	CA-17 \$17.93/hr. to \$24.25/hr. 190 Days	Provide educationally necessary intervention in the area of motor skill development, focusing primarily on gross motor development under the general supervision of a licensed physical therapist.
<i>Annual Budget Impact:</i> \$ 27,254 min. – \$ 36,860 max.		
<i>Funding Source:</i> 11-0000-2170-501210- 239-105000-417-06- 066-		

Position	Salary/Grade	Duties
Compliance Monitoring Specialist - ESC/Special Education and Student Services	Teachers' Salary Schedule 12 Months	Assist the coordinator of special education compliance monitoring to ensure that all schools are in compliance with the statutory requirements of Individuals with Disabilities Education Act, state, and board policies governing the operation of special education programs. Assist in the accurate preparation and filing of reports. Manage multiple tasks efficiently and effectively in stressful situations.
<i>Annual Budget Impact:</i> \$ 36,860 min. – \$ 76,109max.		
<i>Funding Source:</i> 11-0000-2212-501110- 239-106000-108-06- 066-		

Delete:

Position	Salary/Grade	Duties
Itinerant VI Specialist- ESC/Special Education and Student Services	Teachers' Salary Schedule 12 Months	Act as the primary mediator of the learning environment for students with visual impairments and implement various strategies to facilitate student's assimilation into the classroom and school environment.
<i>Annual Budget Impact:</i> \$ 36,860 min. – \$ 76,109 max.		
<i>Funding Source:</i> 11-6210-2212-501110- 239-000000-108-05- 066-6210		

Position	Salary/Grade	Duties
Special Education Specialist-ESC/Special Education and Student Services	CA-15 \$16.25/hr. to \$22.04/hr. 12 Months	Implement district's special education and homebound web-based coursework program. Ensure regular updates are performed to the courseware program for optimal functioning. Reconfigure computers at building sites that do not have the ability to run the program. Provide monthly trainings to teachers and other district personnel in utilizing the program and interpreting student reports. Facilitate student enrollment in the educational courseware program. Manipulate and monitor student information and data.
<i>Annual Budget Impact:</i> \$ 33,800 min. – \$ 45,843 max.		
<i>Funding Source:</i> 11-0000-2212-501210- 239-000000-109-06-066		

Position	Salary/Grade	Duties
Child Find & Data Collection Specialist- ESC/Special Education and Student Services	Teachers' Salary Schedule plus stipend 181 Days	Conduct both formal and informal assessment assessments as defined by the Oklahoma State Department of Education handbook. Work under the supervision of a school psychologist in gathering formal and informal data for eligibility determination.
<i>Annual Budget Impact:</i> \$ 35,526 min. – \$ 63,463 max.		
<i>Funding Source:</i> 11-0000-2140-501110- 239-000000-205-06-066		

Delete:

Position	Salary/Grade	Duties
Special Services Data Specialist-ESC/Special Education and Student Services	CA-6 \$10.68/hr. to \$14.24/hr. 12 Months	Perform general office duties; filing, customer service, data entry. Have the ability to manage large data bases, report preparation and analysis.

Annual Budget Impact:
\$ 22,214 min. –
\$ 29,619 max.

Funding Source:
11-6210-2544-501210-
239-105000-609-05-
066-6210

Position	Salary/Grade	Duties
Instructional Specialist of Developmental Disabilities-ESC/Special Education and Student Services	Teachers' Salary Schedule 193 Days	Complete transition staffing and individual education plans for children with developmental disabilities from Sooner Start into the district. Develop, implement and monitor individual education plans and consistency of services provided within the district and Community Action Project programs serving three and four year old students with disabilities. Ensure the development of district-wide staff development programs for any personnel who work with children with developmental disabilities. Routinely audit services provided to all three and four year old students in the district and Community Action Programs to determine that the quality of services provided is of the highest quality possible. Communicate and coordinate services with parents, school staff, and public agencies, as required, consistent with the expectations established by the department.

Annual Budget Impact:
\$ 36,078 min. –
\$ 64,996 max.

Funding Source:
11-6210-2212-501110-
239-000000-108-05-
066-6210

Delete:

Position	Salary/Grade	Duties
Lead Speech Pathologist -Enrollment Center/Special Education and Student Services	Teachers' Salary Schedule plus Stipend 193 days	Provide oversight to speech and language service providers at assigned schools. Provide technical assistance to area special education coordinators to ensure that services provided within the district are of the highest quality and delivered in an efficient and effective manner. Complete monthly status report of services provided by speech and language pathologist. Provide leadership and technical assistance to the executive director regarding policies and procedures in the provision of speech and language therapy services. Organize and deliver a monthly schedule of staff development training specifically designed for speech and language pathologist. Complete the necessary performance evaluations of speech personnel in alignment with the district evaluation tool. Routinely audit services provided to ensure that quality standards are being met. Maintain knowledge of Medicaid billing procedures and maintain reports on billing on a monthly basis.

Annual Budget Impact:
\$ 41,882 min. –
\$ 72,246 max.

Funding Source:
11-6210-2140-501110-
239-000000-343-05-
066-6210

Position	Salary/Grade	Duties
Dual Language Program Parent Liaison -Enrollment Center/Language and Cultural Services	IS-3 \$9.35/hr. to \$12.32/hr. 200 days	Facilitate communication and involvement between English speaking families, Spanish speaking families and the dual language program to encourage high levels of student achievement and to promote increased parental involvement.

Annual Budget Impact:
\$ 14,960 min. –
\$ 19,712 max.

Funding Source:
11-5720-2213-501110-
410-000000-211-05-
070-5720

Delete:

Position	Salary/Grade	Duties
Director of School Talent Management-ESC/Talent Management	BG-11 12 Months	Lead, create and implement all talent management partner processes, in order to develop and grow collaborative relationships with principals and instructional leadership directors. Serve as the primary point of contact to the instructional leadership director in the development of processes effecting evaluations, support assistance, personal development plan reviews, on-boarding, new hire selection and personnel sustainment.
<i>Annual Budget Impact:</i> \$ 79,100 min. – \$ 118,700 max.		
<i>Funding Source:</i> 11-0000-2572-501110- 000-000000-107-04- 041-		

Position	Salary/Grade	Duties
Talent Management Partner-ESC/Talent Management 4 positions	BG-10 12 Months	Develop and grow collaborative relationships with principals and instructional leadership directors by serving as the primary talent management contact and broker of all talent management disciplines. Support and build the capacity of principals in recruiting, selecting, assigning, developing, and retaining the most effective teachers and other school-based staff.
<i>Annual Budget Impact:</i> \$ 282,000 min. – \$ 422,800 max.		
<i>Funding Source:</i> 11-0000-2572-501110- 000-000000-107-04- 041-		

Position	Salary/Grade	Duties
Administrative Specialist -ESC/Talent Management	CA-15 \$16.26/hr. to \$22.04/hr. 12 Months	Provide high-level administrative support by conducting research, preparing district reports, handling information requests, and performing clerical functions such as invoicing and purchasing, preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings/agendas. Provide direct administrative support to the executive director of talent management.
<i>Annual Budget Impact:</i> \$ 33,800 min. – \$ 45,843 max.		
<i>Funding Source:</i> 11-0000-2572-501210- 000-000000-615-04-041		

Delete:

Position	Salary/Grade	Duties
Benefits Analyst - ESC/Talent Management	CA-13 \$14.76/hr. to \$20.00/hr. 12 Months	Responsible for long term disability, death claims, 403(b), and 457 savings plans. Also enrolls employees in various insurance policies.

Annual Budget Impact:
\$ 30,700 min. –
\$ 41,600 max.

Funding Source:
11-0000-2572-501210-
000-000000-311-04-041

Position	Salary/Grade	Duties
Executive Administrative Assistant -ESC/ Talent Management	CA-15 \$16.26/hr. to \$22.04/hr. 12 Months	Perform all administrative functions for the chief talent officer. Oversee department purchase requisitions as well as work with the chief talent officer to ensure budget compliance. Coordinate all administrative staffing activities and serve as back up for various positions within the talent management department.

Annual Budget Impact:
\$ 33,800 min. –
\$ 45,843 max.

Funding Source:
11-0000-2572-501210-
000-000000-615-04-041

Position	Salary/Grade	Duties
Director of Family and Community Engagement – Enrollment Center/ Student and Family Support Services	BG-9 12 Months	Provide leadership for a comprehensive family and community engagement strategy that supports families as equal partners in education and aligns community resources. Collaborate with, school leaders, district academic and support departments, families, and community partners to create structures and practices that fully utilize the ideas, energy, and resources of the entire community and enable districts and communities to work toward the shared goal of improved educational experiences and increased life outcomes for all students.

Annual Budget Impact:
\$ 63,000 min. –
\$ 94,400 max.

Funding Source:
11-0000-2120-501110-
000-000000-110-16-020

Delete:

Position	Salary/Grade	Duties
Senior Director of Student Engagement – Enrollment Center/ Student and Family Support Services	EG-11 12 Months	Provide leadership for a comprehensive student support infrastructure that includes counseling and mental health, learning supports, discipline and suspensions, attendance, and social emotional learning. Collaborate with district leadership, school leaders, special education, Title I, accountability, communities in schools, other district departments, and community partners to increase student achievement, ensure superior service, and fulfillment of district, state, and federal policies.
<i>Annual Budget Impact:</i> \$ 88,200 min. – \$ 132,400 max.		
<i>Funding Source:</i> 11-0224-2120-501110- 000-000000-110-05- 020-0224		

Position	Salary/Grade	Duties
Coordinator of Culture and Climate – Enrollment Center/ Student and Family Support Services	BG-8 12 Months	Provide leadership for a comprehensive school culture and climate strategy. Collaborate with district leaders, instructional leadership directors, school leaders, school counselors, families, and community partners to build systems and structures to strategically promote and align culture and climate initiatives, social emotional learning, and restorative practices.
<i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 88,100 max.		
<i>Funding Source:</i> 11-0000-2120-501110- 000-000000-110-16- 020- 0224		

Position	Salary/Grade	Duties
Coordinator of Student Engagement– Enrollment Center/ Student and Family Support Services 2 positions	BG-8 12 Months	Provide leadership necessary to ensure comprehensive student support services in schools that includes tiered intervention and prevention supports, positive behavior interventions and systems, counseling supports, and capacity building for student supports Collaborate closely with administration, teachers, parents, special education, community partners, and state agencies.
<i>Annual Budget Impact:</i> \$ 112,000 min. – \$ 168,000 max.		
<i>Funding Source:</i> 11-6230-2120-501110- 239-000000-110-05- 020-6230		

Delete:

Position	Salary/Grade	Duties
Electric Craftsperson– Maintenance 2 positions	MT-14 \$15.50/hr. to \$21.00/hr. 12 months	Perform a variety of duties including completing all assigned work orders in a timely manner. Report labor, cost and any pertinent notes or information regarding all assigned work orders and return to foreperson daily. Be conscientious, have experience in all areas of job responsibilities and exhibit good workmanship.
<i>Annual Budget Impact:</i> \$ 64,480 min. – \$ 87,360 max.		
<i>Funding Source:</i> 21-0000-2620-501210- 000-000000-704-01- 002-		

Position	Salary/Grade	Duties
Plumber Craftsperson –Maintenance 2 positions	MT-14 \$15.50/hr. to \$21.00/hr. 12 months	Maintain the highest quality plumbing service to the district. Provide prompt quality service to every school every day. Provide a variety of tasks necessary to maintain the district's plumbing equipment. Work outside in all types of weather conditions and follow all safety requirements. Report day-to-day operations to shop foreperson and/or lead-person, report and track material costs and maintain daily time sheet. Perform physical labor to include, but not limited to, the installation, removal, and relocation of plumbing equipment. Work with outside contractors and vendors for new installation and replacement of plumbing equipment. Work with other maintenance shops for specialized project work as it pertains to plumbing throughout the school district.
<i>Annual Budget Impact:</i> \$ 64,480 min. – \$ 87,360 max.		
<i>Funding Source:</i> 21-0000-2620-501210- 000-000000-710-01- 002-		

Delete:

Position	Salary/Grade	Duties
Preventative Maintenance Craftsperson– Maintenance	MT-14 \$15.50/hr. to \$21.00/hr. 12 months	Maintain all mechanical equipment through a comprehensive preventive maintenance program on a continuous basis.

Annual Budget Impact:
\$ 32,240 min. –
\$ 43,680 max.

Funding Source:
21-0000-2620-501210-
000-000000-710-01-
002-

Position	Salary/Grade	Duties
Deputy Police Chief- ESC/Campus Police 2 positions	BG-8 12 months	Second in command within the rank structure of the district police department and an essential member of the management team. Responsible for a wide variety of duties, act as commander for all operational and administrative aspects of one or more divisions within the campus police and security services department involving the protection, safety and security of district employees, students and property and other related assigned duties.

Annual Budget Impact:
\$ 112,000 min. –
\$ 168,000 max.

Funding Source:
21-0000-2660-501210-
000-000000-959-17-049

Position	Salary/Grade	Duties
Police Commander- ESC/Campus Police	TS-11 \$17.04/hr. to \$23.13/hr. 12 months	Work as an essential member of the management team for the campus police department. Considered to be of the same level of rank as the criminal investigator and serve under the assistant chief of police.

Annual Budget Impact:
\$ 35,443 min. –
\$ 48,110 max.

Funding Source:
21-0000-2660-501210-
000-000000-959-17-
049-

Delete:

Position	Salary/Grade	Duties
Police Sergeant- ESC/Campus Police	TS-9 \$15.50/hr. to \$21.00/hr. 195 Days	Allow for supervision in the field as needed to increase the department's ability to meet service needs and establish a significant accountability piece that is currently one existent. Monitor day to day operations in the field reporting to the captain and deputy chief of operations.
<i>Annual Budget Impact:</i> \$ 24,180 min. – \$ 32,760 max.		

Funding Source:
21-0000-2660-501210-
000-000000-959-17-049

Position	Salary/Grade	Duties
Police Officer- ESC/Campus Police 8 positions	TS-9 \$15.50/hr. to \$21.00/hr. 195 Days	Provide law enforcement and police services to the schools, school grounds and areas adjacent to the school. Investigate allegations of criminal incidents per police department policies and procedures. Enforce state and local laws and ordinances. Make appropriate referrals to juvenile authorities or other governmental agencies.
<i>Annual Budget Impact:</i> \$ 193,440 min. – \$ 262,080 max.		

Funding Source:
21-0000-2660-501210-
000-000000-959-17-049

Position	Salary/Grade	Duties
Detective-ESC/ Campus Police	TS-9 \$15.50/hr. to \$21.00/hr. 12 months	Under general supervision of the police chief, investigate alleged or suspected civil or criminal violations of federal and state laws, local statutes and ordinances, and district regulations. Examine scene of crime, locate, collect, identify, and maintain custody of evidence. Interview victims, witnesses, and potential suspects and verify information obtained to establish accuracy and authenticity of facts. Determine if evidence is sufficient to recommend prosecution and report critical information to and assist governmental law enforcement agencies when applicable.
<i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max.		
<i>Funding Source:</i> 21-0000-2660-501210- 000-000000-959-17-049		

Delete:

Position	Salary/Grade	Duties
Communications Administrative Manager-ESC/ Campus Police	CA-15 \$16.25/hr. to \$22.04/hr. 12 months	Under general supervision of the police chief, responsible for coordinating all radio traffic communications for uniformed field officers. Receive emergency and non-emergency calls for service and for assignment of calls for service, both emergency and non-emergency, to uniformed patrol officers.
<i>Annual Budget Impact:</i> \$ 33,800 min. – \$ 45,843 max.		
<i>Funding Source:</i> 21-0000-2660-501210- 000-000000-109-17-049		

Position	Salary/Grade	Duties
Communications Specialist-ESC/ Campus Police	TS-5 \$12.85/hr. to \$17.28/hr. 12 months	Perform a wide variety of critical and essential communication services, to include receiving emergency and non-emergency calls for assistance, and determine the appropriate action in response to those calls.
<i>Annual Budget Impact:</i> \$ 26,725 min. – \$ 35,942 max.		
<i>Funding Source:</i> 21-0000-2660-501210- 000-000000-961-17-049		

Position	Salary/Grade	Duties
Manager-HelmZar Challenge Course	BG-6 12 Months	Direct the operations of a large, multipurpose challenge course consisting of a varied (low and high) group of adventure, team building and ROPES activities. Work with student leadership groups, at-risk and special needs students, community and corporate groups. Responsible for developing curriculum that fully integrates the course into the teaching and learning initiatives within the district.
<i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max.		
<i>Funding Source:</i> 11-0000-2199-501210- 000-000000-513-16-024		

Delete:

Position	Salary/Grade	Duties
Assistant Manager- HelmZar Challenge Course	BG-5 12 Months	Assist with directing the operations of a large, multipurpose challenge course consisting of a varied (low and high) group of adventure, team building, problem solving, communication, integrity, work, achieve more than they believe possible and ROPES activities. Work with student leadership groups, at-risk and special needs students, community and corporate groups.
<i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.		
<i>Funding Source:</i> 11-0000-2199-501210- 000-000000-201-16- 024-		

Position	Salary/Grade	Duties
Operations Specialist- HelmZar Challenge Course	BG-4 12 Months	Enhance district core values and increase all values that a challenge course builds in individuals such as problem solving abilities, communication, integrity, goal setting, and desire to learn, work, dream, achieve more than they believe possible.
<i>Annual Budget Impact:</i> \$ 35,400 min. – \$ 53,000 max.		
<i>Funding Source:</i> 11-0000-2199-501210- 000-000000-201-16- 024-		

SUPPORTING INFORMATION FOR ITEM C**POSITION CREATIONS****Create:**

Position	Salary/Grade	Duties
Lead of Workplace and School Investigations-ESC/General Counsel	BG-9 12 months	Lead and conduct the district's workplace and school-based investigations. Provide insight and interpretation to managers and employees throughout the organization regarding board policies, investigations, and critical incident management. Respond to and investigate complaints involving complex employment matters under guidance and supervision from the general counsel. Provide training as needed to insure compliance with rules and regulations.
<i>Annual Budget Impact:</i> \$ 63,000 min. – \$ 94,400 max.		
<i>Funding Source:</i> 11-0000-2317-501210- 000-000000-329-09-006		

Position	Salary/Grade	Duties
Academic Operations Specialist-ESC/Chief Learning Officer	BG-5 12 months	Responsible for the successful and timely completion of projects to support the functions of the academic team. Maintain project schedules and provide regular and comprehensive status reports. Develop detailed presentations created to present technical proposals, action plans and updates. Consult with other departments given the scope of individual projects. Perform administrative duties of substantial scope on a day-to-day basis.
<i>Annual Budget Impact:</i> \$ 39,600min. – \$ 59,400 max.		
<i>Funding Source:</i> 11-0000-2212-501110- 000-000000-305-06-070		

Create:

Position	Salary/Grade	Duties
Teaching and Learning Strategic Support Specialist- Wilson/Teaching and Learning	BG-4 12 months	Responsible for providing operational and logistical support to the teaching and learning office including general office management duties, some project coordination and execution, and support to the deputy chief of academics. Coordinate with administrative staff among all academic offices to ensure exceptional service is provided to school leaders, teachers and students and division goals are achieved on a monthly basis. Support the development of strong processes and systems to maximize division effectiveness. Work directly with directors and executive directors to support department action plans, division priorities and adherence to key deadlines.
<i>Annual Budget Impact:</i> \$ 35,400 min. – \$ 53,000 max.		
<i>Funding Source:</i> 11-0000-2212-501110- 000-000000-305-06-070		

Position	Salary/Grade	Duties
Program Manager (Educator Effectiveness)- Wilson/Educator Effectiveness and Professional Learning	BG-6 12 months	Implement, manage, and coordinate activities related to the implementation of the district's educator effectiveness initiative. Provide school leaders and teachers with relevant analytics for growth and improvement including classroom observation data, value-added measures and student perception data. Ensures the successful and timely completion of projects focused on supporting teachers and school leaders' use of this data for purposes of improving teaching practice.
<i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max.		
<i>Funding Source:</i> 11-0000-2490-501110- 000-000000-109-06- 044-		

Position	Salary/Grade	Duties
Administrative Assistant III - Wilson/Educator Effectiveness and Professional Learning	CA-9 \$12.26/hr. to 16.46/hr. 12 months	Responsible for all administrative functions relative to the educator effectiveness and professional learning department. Perform general administrative duties including developing communications, reports and presentations; managing calendars and providing operational and logistical support for the department. Work collaboratively with administrative team to ensure exceptional services are provided to school leaders, teachers and students.
<i>Annual Budget Impact:</i> \$ 25,500 min. – \$ 34,237 max.		
<i>Funding Source:</i> 11-0000-2212-501210- 000-000000-615-06- 044-		

Create:

Position	Salary/Grade	Duties
Program Manager (Professional Learning) - Wilson/Educator Effectiveness and Professional Learning	BG-6 12 months	Implement, manage and coordinate the successful and timely completion of professional learning projects in coordination with multiple departments. Perform project management duties related to the execution of district wide professional development activities for teachers, school leaders and district staff including, planning, coordinating, designing and executing high quality learning experiences. Prepares comprehensive reports, presentations and materials to support the professional learning team.
<i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max.		
<i>Funding Source:</i> 11-0000-2490-501110- 000-000000-109-06- 044-		

Position	Salary/Grade	Duties
Exceptional Student Services Support Specialist -ESC/ Exceptional Student Support Services	BG-4 12 months	Provide administrative assistance to the executive director to ensure the efficient management of the department. Perform general office management duties, some project coordination and execution, and supervision of the administrative staff. Coordinate with administrative staff among ensure superior service is provided to school leaders, teachers and students and division goals are achieved on a monthly basis. Support the development of strong processes and systems. Work directly with directors and executive directors to support department action plans, priorities and adherence to key deadlines.
<i>Annual Budget Impact:</i> \$ 35,400 min. – \$ 53,000 max.		
<i>Funding Source:</i> 11-6210-2212-501210- 239-000000-109-05- 066-6210		

Position	Salary/Grade	Duties
Coordinator of Multi-Tiered Systems Support –ESC/ Exceptional Student Support Services	BG-8 12 Months	Deliver high quality instructional resources, enhance classroom practice and scale effective multi-tiered systems of support (MTSS) practices in an effort to increase student achievement and close the opportunity gap. Assistance activities include: observation and feedback, modeling exemplary practices, interpreting data and other supportive assistance necessary to implement multi-tiered systems of supports. Directly responsible for supporting behavior interventionists and ensuring a high-level of service to schools.
<i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max.		
<i>Funding Source:</i> 11-6210-2213-501110- 239-000000-108-05- 066-6210		

Create:

Position	Salary/Grade	Duties
Director of Site Based Special Education Services –ESC/ Exceptional Student Support Services	BG-10 12 Months	Lead and supervise the special education coordinators and develop a cohesive and responsive system of supports to schools. Serve as the direct coordinator of special education services at the alternative sites. Lead professional development activities to ensure high quality instruction is provided to all students. Directly support the instructional coaches to ensure teachers' professional learning needs are met. Provide coaching and support to staff to promote professional growth.
<i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max.		
<i>Funding Source:</i> 11-6210-2212-501110- 239-000000-108-05- 066-6210		

Position	Salary/Grade	Duties
Director of Related Services and Behavioral Health – ESC/ Exceptional Student Support Services	BG-10 12 months	Lead the work of developing a school-responsive team of psychologists, psychometricians and related service individuals who are site-based and available for students and staff. Directly supervise psychology staff and related service staff in proper and up-to-date practice in accordance with Individuals with Disabilities Education Act and the latest research on high-quality student support services.
<i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max.		
<i>Funding Source:</i> 11-6210-2140-501110- 239-000000-110-05- 066-6210		

Create:

Position	Salary/Grade	Duties
School Psychologist– Enrollment Center/ Exceptional Student Support Services	Teachers' Schedule Plus Stipend 181 Days	Administer individualized comprehensive assessments and provide interpretation for all disability categories as determined by Oklahoma State Department of Education policies and procedures. 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. Perform critical tasks to ensure maximum support to students according to need. Serve as the qualified examiner, serving as the district official in meeting Individuals with Disabilities Education Act policies and meeting the District's obligation of Child Find.

Annual Budget Impact:
\$ 40,619 min. –
\$ 68,555 max.

Funding Source:
11-0000-2140-501110-
239-000000-205-06-
066-

Position	Salary/Grade	Duties
Autism Instructional Coach–ESC/ Exceptional Student Support Services 2 positions	Teachers' Schedule 200 Days	Support students and teachers in the self-contained programs for autism as well as general education teachers who serve autistic students. Provide coaching and development support to teachers as they further their knowledge and skills to provide behavior supports and create an ideal classroom environment.

Annual Budget Impact:
\$ 74,772 min. –
\$ 133,570 max.

Funding Source:
11-0000-2213-501110-
239-000000-211-06-
066-

Position	Salary/Grade	Duties
Emotional Disabilities (ED) Instructional Coach–ESC/ Exceptional Student Support Services 2 positions	Teachers' Schedule 200 Days	Support students and teachers in the self-contained programs for emotional disabilities as well as general education teachers who also provide services to students with emotional disabilities. Provide coaching and development support to teachers as they further their knowledge and skills to provide behavior supports and create an ideal classroom environment.

Annual Budget Impact:
\$ 74,772 min. –
\$ 133,570 max.

Funding Source:
11-0000-2213-501110-
239-000000-211-06-
066-

Create:

Position	Salary/Grade	Duties
Instructional Application Specialist – ESC/Exceptional Student Support Services <i>Annual Budget Impact:</i> \$ 35,400 min. – \$ 53,000 max. <i>Funding Source:</i> 11-0000-2230-501210- 000-000000-315-06- 066-	BG-4 12 months	Implement the district’s special education and homebound web-based coursework program. Ensure regular updates are performed to the courseware program for optimal functioning. Reconfigure computers at building sites that do not have the ability to run the program. Provide monthly trainings to teachers and other district personnel in utilizing the program and interpreting student reports. Facilitate student enrollment in the educational courseware program. Assist students in accessing and using the web-based courseware. Provide professional development to staff that bill Medicaid on proper procedures for billing. Maintain current on the laws that govern billing to avoid situations of payback. Work with district Individualized Education Program system and billing tool to coordinator the online effort to bill. Maintain record of provider’s certification and licensure, eligibility and Medicaid National Provider Identifier numbers.

Position	Salary/Grade	Duties
ELD Coordinator – Enrollment Center/ Language and Cultural Services 2 positions <i>Annual Budget Impact:</i> \$ 94,952 min. – \$ 128,600 max. <i>Funding Source:</i> 11-5720-2213-501110- 410-000000-211-05- 070-5720	EG-1 12 months	Assist principals, teachers, and school leadership teams in the identification and development of sound instructional strategies designed to increase the educational performance of English Language Learners. Works regularly with teachers, administrators, school staff, parents, and other community members to ensure that English Language Learners develop fluency and attain high academic achievement.

Create:

Position	Salary/Grade	Duties
Community Liaison– Enrollment Center/ Language and Cultural Services	BG-5 12 months	Serve as a support to the district and the community with specific responsibilities for engaging the Hispanic and Spanish-speaking community. Provide information on programs/ Services available to students and families. Facilitate relationships with the community at large to ensure families have access to needed services including parent education opportunities, safety-net services, and others. Foster an ongoing partnership between the home and school to maximize student success.
<i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.		
<i>Funding Source:</i> 11-5720-2194-501210- 000-000000-322-05- 070-5720		

Position	Salary/Grade	Duties
Deputy Chief of Academics-ESC/ Teaching and Learning	XG-3 12 months	Responsible for supporting the execution of the district’s vision and direction for improving instructional quality for all students. Lead the aligned integration of the district’s curriculum and instruction, assessment, professional learning, and language and cultural services teams with the goal of developing powerful and engaging learning experiences for all students. Oversee the daily operations of the academic services division with a focus on improving instructional practices and student outcomes. Support schools by developing instructional programs designed to improve achievement and ensuring high quality instructional tools and systems are available to teachers and school leaders.
<i>Annual Budget Impact:</i> \$ 105,000 min. – \$ 157,600 max.		
<i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06-070		

Position	Salary/Grade	Duties
Employee Relations Manager–ESC/Talent Management	BG-9 12 months	Perform a range of activities related to employee/labor relations and staffing functions. Assist the executive director of talent management in the development of policies and procedures applicable to the human resource needs of the district. Support teachers, school leaders and district staff with implementing strong employee relations practices including conflict resolution problem solving. Provide advice and counsel to managers at all levels regarding adherence to existing bargaining agreements.
<i>Annual Budget Impact:</i> \$ 63,000 min. – \$ 94,400 max.		
<i>Funding Source:</i> 11-0000-2572-501210- 000-000000-109-04- 041-		

Create:

Position	Salary/Grade	Duties
Talent Analyst– ESC/Talent Management 3 positions <i>Annual Budget Impact:</i> \$ 189,000 min. – \$ 283,200 max. <i>Funding Source:</i> 11-0000-2572-501110- 000-000000-107-04- 041-	BG-9 12 months	Perform analysis of key talent metrics to provide school leaders and district teams with critical information to improve their talent processes. Data will include metrics on recruitment, turnover, performance, employee engagement and others. Serve as a consultant to school leaders on human resource-related issues. Provide analytical insights to both build new and improve existing career development and talent pipeline programs. Work with district staff to improve talent operations and solve HR- related challenges creatively. Develop partnerships across the district to deliver high quality talent management services focused on improving the employee experience. Work within the human resource functional areas of staffing, talent acquisition, employee relations, benefits administration, policy implementation, and others to better utilize data for decision making.

Position	Salary/Grade	Duties
Talent Operations Manager–ESC/Talent Management <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. <i>Funding Source:</i> 11-0000-2572-501210- 000-000000-109-04- 041-	BG-5 12 months	Manage daily functions of up to 10 talent management specialists responsible for personnel transactions, data entry into the district’s human resource information system and provision of services to employees. Provide high-level administrative support to ensure daily department operations are carried out efficiently. Prepare district reports, inter-departmental communication, process information requests, and perform clerical functions such as invoicing and purchasing, preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings/agendas. Provide direct administrative support to the talent management leadership team.

Create:

Position	Salary/Grade	Duties
Project Specialist- ESC/Deputy Superintendent	BG-5 12 Months	Coordinate organizational-wide logistics and related communications, execute operational tasks and adeptly address sensitive cases. Manage the successful and timely completions of projects in coordination with multiple departments. Maintain project schedules and provide regular and comprehensive status reports. Develop detailed presentations created to present technical proposals, action plans and updates. Perform an array of administrative duties to support daily operations.
<i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.		
<i>Funding Source:</i> 11-0000-2541-501110- 000-000000-341-14- 021-		

Position	Salary/Grade	Duties
Director of Talent Strategy–ESC/Talent Management	BG-11 12 months	Develop a comprehensive framework for talent management and organizational culture. Contribute to the improvement of the organizational culture of the district as a key strategy to achieve the goals of Destination Excellence. Key work will include implementing comprehensive employee performance systems that are grounded on best practices of high performing organizations, including growth-oriented performance evaluations, employee engagement strategies and employee development plans. Analyze different talent management functions and identify process improvements and maximize level of service to schools.
<i>Annual Budget Impact:</i> \$ 79,100 min. – \$ 118,700 max.		
<i>Funding Source:</i> 11-xxxx-2572-501210- 000-000000-109-05- 041-xxxx Donor Funded		

Position	Salary/Grade	Duties
Director of School Talent Services–ESC/ Talent Management	BG-11 12 months	Oversee 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, placement, and other key talent areas.
<i>Annual Budget Impact:</i> \$ 79,100 min. – \$ 118,700 max.		
<i>Funding Source:</i> 11-xxxx-2572-501210- 000-000000-109-05- 041-xxxx Donor Funded		

Create:

Position	Salary/Grade	Duties
Director of Student Engagement – Enrollment Center/ Student and Family Support Services	BG-10 12 months	Provide leadership for a comprehensive student support infrastructure that includes counseling and mental health, learning supports, discipline and suspensions, attendance, and social emotional learning. Collaborate with school leaders, exceptional students support services, district teams, service providers and community partners to improve student engagement, promote strong school cultures and increase student achievement. Ensure superior service is provided to schools on a daily basis. Oversees fulfillment of district, state, and federal policies.
<i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max.		
<i>Funding Source:</i> 11-0000-2120-501110- 000-000000-110-16- 020-		

Position	Salary/Grade	Duties
Coordinator of Social Services –Enrollment Center/ Student and Family Support Services	BG-8 12 months	Oversee the development and implementation of programming for expecting and parenting students, as well as all programming aimed at the prevention of teen pregnancy. Provide support and leadership for the outside early childhood development agencies, youth services agencies and mental health agencies. Serve as direct support for the social support specialist and social workers.
<i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max.		
<i>Funding Source:</i> 11-0000-2113-501110- 000-000000-109-16- 020-		

Position	Salary/Grade	Duties
Coordinator of School Support and Crisis – Enrollment Center/ Student and Family Support Services	BG-8 12 months	Provide leadership to ensure comprehensive student support services in schools to include tiered intervention and prevention supports, positive behavior interventions and systems, counseling supports, and capacity building for student supports. Collaborate closely with administration, teachers, parents, district staff, community partners, and state agencies. Serve as direct support for elementary and middle school counseling teams.
<i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max.		
<i>Funding Source:</i> 11-0000-2120-501110- 000-000000-110-16- 020-		

Create:

Position	Salary/Grade	Duties
Police Major–ESC/ Campus Police	BG-4 12 months	Act as commander for all operational and administrative aspects of one or more divisions within the campus police and security services department involving the protection, safety and security of district employees, students and property and other related assigned duties. Serve as a member of the Campus Police management team. Primary responsible for schedules and record-keeping of training for department personnel, particularly training declared as mandatory by CLEET or by statute. Assists in the development and maintaining division and departmental budgets. Oversee the maintenance of inventory of all equipment issued to department personnel as well as storage, maintenance, repair or replacement.
<i>Annual Budget Impact:</i> \$ 35,400 min. – \$ 53,000 max.		
<i>Funding Source:</i> 21-0000-2660-501210- 000-000000-959-17- 049-		

Position	Salary/Grade	Duties
Lead Communications Specialist–ESC/ Campus Police	CA-14 \$15.50/hr. to \$21.00/hr. 12 months	Perform a wide variety of critical and essential communication services, to include receiving emergency and non-emergency calls for assistance, obtaining and documenting essential details, and determining the appropriate action in response to those calls. Assist with training and onboarding of new staff campus police communication staff members.
<i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max.		
<i>Funding Source:</i> 21-0000-2660-501210- 000-000000-961-17- 049-		

Create:

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
Lieutenant Investigator –ESC/ Campus Police	TS-10 \$16.25/hr. to 22.04/hr. 12 months	Under supervision of the Police Chief, investigates alleged or suspected civil or criminal violations of federal and state laws, local statutes and ordinances, and District policies and regulations; examines scene of crime; locates, collects, identifies, and maintains custody of evidence; interviews victims, witnesses, and potential suspects; verifies information obtained to establish accuracy and authenticity of facts; determines if evidence is sufficient to recommend prosecution; reports critical information to and assists governmental law enforcement agencies when applicable. Performs administrative duties related to the operation of the campus police department as necessary. Acts as the primary interface to the city/county district attorney.
Annual Budget Impact: \$ 33,800 min. – \$ 45,843 max.		
Funding Source: 21-0000-2660-501210- 000-000000-959-17- 049-		

SUPPORTING INFORMATION FOR ITEM D		TITLE CHANGES
<i>Title</i>	<i>Number of Positions</i>	<i>New Title</i>
Behavior Coach	6	Intervention Specialist
College and Career Readiness Transition Specialist	1	College and Career Readiness Coordinator
Coordinator of Special Education Monitoring	1	Coordinator of Data and Reporting
Coordinator, District of Choice	1	Enrollment and Student Information Partner
CTE Program Specialist	1	Academic Coordinator
Design and Innovation Specialist	1	Director of Design Lab
Director of Educational Indicators	1	Director of Assessment
Director of Personalized Learning	1	Director of Competency Based Learning
Director of Secondary Pathways	1	Director of Advanced Learning
Dual Enrollment Coordinator	1	Academic Coordinator
English Language Development Coordinator	1	Dual Language Coordinator
Enrollment and Student Information Coordinator	1	Enrollment and Student Information Partner
Executive Director of Special Education	1	Executive Director of Exceptional Student Support Services
Family and Community Engagement Coordinator	1	Family Advocacy Coordinator
Manager of Media Relations	1	Public Relations and Marketing Coordinator
Manager of Digital Communications	1	New Media Coordinator
Novice Teacher Coach	10	Novice Teacher Mentor
Science, Technology, Engineering, Mathematics (STEM) Specialist	1	Academic Coordinator
Security Monitor	1	Communications Specialist
Security Operator	1	Communications Specialist
Talent Project Specialist	1	Talent Development Specialist

Exhibit 4 for Agenda Item B
List of Proposed Eliminations/Non-Renewals

<i>Department</i>	<i>Position</i>	<i>Incumbent</i>
Athletics - Helmzar	Assistant Manager	Kimberly Mabbott
Athletics - Helmzar	Manager	Vacant
Athletics - Helmzar	Operations Specialist	Floyd Hinman
Campus Police	Communications Administrative Manager	Jody Hilton
Campus Police	Communications Specialist	Jeffery Mathes
Campus Police	Deputy Police Chief - 1	Matthias Wicks
Campus Police	Deputy Police Chief - 2	Dwight Jackson
Campus Police	Detective	Michael Whitlow
Campus Police	Police Commander	Douglas May
Campus Police	Police Officer - 1	David Atkinson
Campus Police	Police Officer - 2	Vacant
Campus Police	Police Officer - 3	Vacant
Campus Police	Police Officer - 4	Vacant
Campus Police	Police Officer - 5	Vacant
Campus Police	Police Officer - 6	Vacant
Campus Police	Police Officer - 7	Vacant
Campus Police	Police Officer - 8	Vacant
Campus Police	Police Sergeant	Vacant
Educator Effectiveness and Professional Learning	Administrative Assistant IV	Debbie Schumacher
Educator Effectiveness and Professional Learning	Administrative Assistant IV	Sheri Underwood
Educator Effectiveness and Professional Learning	Director of Professional Learning	Gina Cook
Educator Effectiveness and Professional Learning	Online Content Coordinator	Caitlin Robinson
Exceptional Student Support Services	Child Find & Data Collection Specialist	Susan Fortner
Exceptional Student Support Services	Compliance Monitoring Specialist	Vacant
Exceptional Student Support Services	Data Specialist	Vacant
Exceptional Student Support Services	Instructional Specialist of Developmental Disabilities	Theresa Thomas
Exceptional Student Support Services	Intinerant VI Specialist	Vacant
Exceptional Student Support Services	Lead Psychologist / Psychometrist	Janice Graham
Exceptional Student Support Services	Lead Speech Pathologist	Elizabeth Canfield

Exceptional Student Support Services	Physical Therapy Assistant	Vacant
Exceptional Student Support Services	Special Education Specialist	Dale Snow
Exceptional Student Support Services	Special Services Data Specialist	Kristin Dillard
Language and Cultural Services	Administrative Assistant III	Kristi Smith
Language and Cultural Services	Administrative Assistant IV	Melisa Christman
Language and Cultural Services	Director of Fine Arts	Ann Tomlins
Language and Cultural Services	Dual Language Program Parent Liaison	Vacant
Language and Cultural Services	Music Coordinator	Lea Ann Macomber
Maintenance	Electric Craftsperson - 1	Vacant
Maintenance	Electric Craftsperson - 2	Vacant
Maintenance	Plumber Craftsperson - 1	Vacant
Maintenance	Plumber Craftsperson - 2	Vacant
Maintenance	Preventative Maintenance Craftsperson	Vacant
Student and Family Support Services	Coordinator of Culture and Climate	Stephanie Andrews
Student and Family Support Services	Coordinator of Student Engagement	Christy Spears-Scheidt
Student and Family Support Services	Coordinator of Student Engagement	Linda Geier
Student and Family Support Services	Director of Family and Community Engagement	Tenna Whitsel
Student and Family Support Services	Senior Director of Student Engagement	Vacant
Talent Management	Administrative Specialist	Vacant
Talent Management	Benefits Analyst	Patricia Stuckey
Talent Management	Director of School Talent Management	Barbara Penrose
Talent Management	Executive Administrative Assistant	Carolyn Hohulski
Talent Management	Talent Management Partner	Bonnie Lanoue
Talent Management	Talent Management Partner	Carlos Lopez
Talent Management	Talent Management Partner	Cindy Taylor
Talent Management	Talent Management Partner	Linda Foutch
Total		55