



## **AGENDA**

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **November 21, 2016**, at 6:30 PM, in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

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. 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 Webster High School JROTC under the direction of Chief Warrant Officer Phyllis Mabrey.
- 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**

- C.1. Superintendent's special presentations and awards.

**D. Approve minutes of previous meetings of the Board of Education.**

Regular Meetings  
November 7, 2016

**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/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 regularly scheduled meeting of the Board of Education will be held on Monday, December 5, 2016, at 6:30 p.m. in the Cheryl Selman Room at the Charles C. Mason 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.

**CHIEF OF SCHOOLS**

**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 The Confucius Institute at the University of Oklahoma to provide Carver Middle School with a program to build the field of Chinese language during the 2016-2017 school year.

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

COST: No cost to the district.

RATIONALE: This will be Carver's second year to participate in this program and will allow faculty and students:

1. To apply to the headquarters for authorization to use the title "Confucius Classroom," and to provide logos and Confucius Classroom emblems.
2. To maximize the potential of learning the Chinese language and culture for students.
3. To develop understanding and appreciation of Chinese people and their culture.
4. To create a better learning atmosphere through better curriculum and other educational resources, student exchanges, field trips, and support of the Chinese club.

**E.3.** RECOMMENDATION: Enter into a contract with Raising Cane's Restaurants, LLC, Baton Rouge, Louisiana, to provide fundraising opportunities for East Central High School during the 2016-2017 school year.

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

COST: No cost to the district.

RATIONALE: Hosting restaurant nights helps various groups easily raise extra funds for activities and avoids having students do door-to-door fundraising. It also provides an opportunity to build community awareness of the different programs and opportunities provided to our students.

**E.4.** RECOMMENDATION: Amend item E-3 approved on the October 3, 2016, agenda to reflect additional sponsorships in the contract with Raising Cane's Restaurant, LLC, for the 2016-2017 school year.

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

COST: No cost to the district.

RATIONALE: The original agenda item was for hosting restaurant nights and did not include the information from Attachment A of the Raising Cane's contract to provide on-site activations and activities for football, basketball, baseball and softball games during the 2016-2017 school year. Having Raising Cane's as a sponsor will bring money into Memorial High Schools Athletic programs as well as foster a sense of community.

**E.5.** RECOMMENDATION: Enter into an agreement with Oklahoma State University Center for Health Sciences College of Osteopathic Medicine to provide clinical rotation for fulfilling athletic trainer preparation requirements for the 2016-2017 school year.

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

COST: No cost to the district.

RATIONALE: This agreement will allow the district to collaborate with Oklahoma State University Center for Health Sciences in their efforts to train and prepare future certified athletic trainers. Collaboration with Oklahoma State University Center for Health Sciences in this manner allows the district to provide valuable feedback on student progress in regards to the success of future employment in an urban high school setting.

**E.6.** RECOMMENDATION: Enter into contracts, as applicable, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during 2016-2017 school year. Agencies may service any school with written permission of the school principal.

Homebased Services & Resources, Inc.  
Advanced Therapy Associates

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

COST: No cost to the district.

RATIONALE: These school-based services will include individual counseling, family counseling, referral services, classroom consultation, team intervention and case management, which support the academic goals of decreasing out-of-school suspensions, improving attendance and increasing classroom academic learning time.

- E.7.** RECOMMENDATION: Enter into a contract with the Mayo Hotel to provide a room and catering for Edison High School's senior prom, April 14, 2017.
- 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's School Activity Fund #866
- RATIONALE: The senior prom is a tradition at Edison High School. The senior class comes together in an elegant setting to celebrate and promote school spirit.

## **TEACHING AND LEARNING**

- E.8.** RECOMMENDATION: Enter in to a contract for the 2016-2017 school year with The Teaching Institute for Excellence in STEM (TIES) to provide implementation support to connect, enhance and accelerate STEAM programming for 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: Not to exceed \$100,000
- FUND NAME/ACCOUNT: Foundation for Tulsa Schools, 11-0224-2213-503200-100-000000-000-05-070-0224
- REQUISITION/CONTRACT: 11706066
- RATIONALE: To build on the foundation established in the design year, TIES will support the district in the implementation phase (phase 2) of the STEM blueprint. TIES' work will focus on the following key deliverables: (1) STEM Blueprint Implementation and Management, (2) Continued creation of a prototype for grade-level STEM experiences with a designated core team, (3) Design of College and Career Readiness Pathways (with emphasis on Computer Science), and (4) Development of the Lead STEM Practitioner (LSP) program. This strategy will allow the district to adopt and implement effective practices in STEM to improve outcomes for all students; adapt programming to the needs of the district/community; connect with partners and workforce demands for college and career readiness; act as a catalyst for regional, state, and national change; connect with other platform STEM schools in the country; and enable a large impact.
- E.9.** RECOMMENDATION: Enter into individualized education plans (IEP) service agreements with Jenks Public Schools and Elementary School District No. 9 of Tulsa County to provide a free appropriate public education (FAPE) during the 2016-2017 school year for certain students for whom they are unable to do so.
- 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:** An IEP service agreement between two districts is entered into when the student's resident district is unable to provide FAPE. The resident district maintains all legal, financial and transportation obligations for their student and pays tuition to the receiving district. The student is counted on the resident district's child count and the resident district receives average daily attendance for the student. The receiving district will invite the resident district to all meetings regarding the provision of FAPE for the student.

- E.10.** **RECOMMENDATION:** Enter into a grant agreement, November 2016 through October 2017, with New Venture Fund, Washington DC, to support the district in implementing the ECET2OK convening in Tulsa, Oklahoma. This grant provides financial support enabling 350 Tulsa area teachers to attend the ECET2OK convening; an event that will elevate and celebrate effective teachers and teaching by providing a unique, empowering, and teacher-led experience for all attendees.

**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:** Grant funds will be used to engage and elevate teacher voices across Oklahoma, support the district's vision of "teacher voice and choice," and align professional learning opportunities to the district's strategic plan for Destination Excellence. This will be accomplished by providing break-out sessions focusing on content and instructional strategies affecting classroom practice, student achievement, and teacher leader effectiveness; offering training on facilitating colleague circles that will lead to improvement in teacher/leader effectiveness and a performance-based culture; and empowering and valuing teachers resulting in increased teacher retention and more consistently safe and secure schools.

## **FINANCIAL SERVICES**

- E.11.** **RECOMMENDATION:** Approve the November 4, 2016, through November 17, 2016, 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.12.** **RECOMMENDATION:** Approve issuing warrants to Tulsa County in the amount of \$611,236.82; to Osage County in the amount of \$65,459.86; to Creek County in the amount of \$7,993.37; and to Wagoner County in the amount of \$146.89 for the district's share of visual inspection costs for the 2016-2017 school year.

**FUND NAME/ACCOUNT:** Building Fund, 21-0000-2518-508700-000-000000-000-08-098

**REQUISITION/CONTRACT:** 11704888, 11704905, 11704906, 11704908

RATIONALE: The district is required by statute and a court decision to pay its prorated share of any visual inspection budget the County Excise Board approves for the County Assessor's office. The following amounts were paid to these counties in 2015-2016.

Tulsa County - \$608,709.28  
Osage County - \$62,263.74  
Creek County - \$11,351.55  
Wagoner County - \$178.34

- E.13.** RECOMMENDATION: Enter into an agreement with the City of Tulsa pursuant to the Oklahoma Local Development Act for a six-year exemption/abatement of the district's part of the ad valorem tax on the Tulsa Club building, 115 East 5th Street, Tulsa, Oklahoma.

FURTHER RECOMMEND: The attorney for the school district approve the appropriate contract document and the proper officers of the Board of Education be authorized to execute the document on behalf of the district.

COST: No cost to the district.

RATIONALE: Approval of the six-year exemption/abatement by local taxing authorities is required under the Local Development Act. During the six years of the abatement, the district will continue to receive ad valorem tax at the 2016 level of \$9,847. The abatement is based on the increase in value and taxes. The Tulsa Club building will have two floors of retail space and these are excluded from the abatement. Once the two retail stores are completed and operating the district will receive \$11,420. After completion of the Tulsa Club building, the properties will come back onto the tax rolls at the then appraised value and the district will begin receiving taxes based on the levies against the higher property values. Projected completed ad valorem for these projects is \$164,524 resulting in an increase of \$153,104 in tax revenue for the district.

## **BOND PROJECTS AND ENERGY MANAGEMENT**

- E.14.** RECOMMENDATION: Approve change order #2 to the contract with McIntosh Services, LLC., Tulsa, Oklahoma, for the HVAC improvements at the district's warehouse. The original contract was approved on the December 7, 2015, agenda, item E-10, in the amount of \$1,975,095.

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: The cost of this change order is \$30,000.

FUND NAME/ACCOUNT: Facilities Bond Fund, 31-1210-4720-504500-000-000000-082-12-008-CM058

REQUISITION/CONTRACT: 11705166

RATIONALE: The improvements in the warehouse are part of the 2015 bond issue. Additional controls were required as part of new freezers.



**E.15.** RECOMMENDATION: Approve a ground lease for a tract of land of approximately 2.2 acres located on the campus of Wright Elementary School with the Tulsa City-County Library Commission to construct a new library sometime in the future using Tulsa City-County Library funding. The total cost of the 99-year lease will be \$10.

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

COST: No cost to the district.

RATIONALE: The Tulsa City-County Library is a partner in supporting students in the Tulsa community and has requested land that is adjacent to Wright Elementary School for the possible construction of a new larger library at a future date in the Brookside area.

**E.16.** RECOMMENDATION: Approve a developer's contract with the City of Tulsa for storm water drainage and streets and/or sidewalks for the classroom addition at Zarrow International, Key, McClure, Whitman, Emerson and McKinley elementary schools, and McLain 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: No cost to the district.

RATIONALE: The City of Tulsa requires developer's contracts on all projects before issuing building permits.

**E.17.** RECOMMENDATION: Approve amendment #2B to the contract with Trigon General Contractors and Construction Managers, Inc., Tulsa, Oklahoma, for the pool re-purposing renovation project at Hale High School.

Allowances	\$32,745.00
General Conditions	\$7,650.00
Management Fee	\$12,702.00
Reimbursable	\$87,665.00
Trade Contracts	\$140,762.00

**Guaranteed Maximum Price (GMP) \$281,524.00**

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 \$170,000

FUND NAME/ACCOUNT: Facilities Bond Fund, 31-1200-4720-504500-000-000000-071-12-715-CM047

REQUISITION/CONTRACT: 11705226

RATIONALE: This improvement is part of the 2015 bond issue.

- E.18.** RECOMMENDATION: Enter into contract with ThyssenKrupp Elevator Corporation, Addison, Texas, the lowest responsible bidder, for the elevator upgrade project at Rogers College 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: Not to exceed \$125,167
- FUND NAME/ACCOUNT: Facilities Bond Fund, 31-1231-4720-504500-000-000000-068-12-730-AI003
- REQUISITION/CONTRACT: 11705228
- RATIONALE: This project is part of the 2015 bond issue.
- E.19.** RECOMMENDATION: Amend item E-14 approved on the August 1, 2016, agenda to correct the amount of the change order with Field Turf USA, Inc., Auburn Hills, Michigan, from \$66,000 to \$68,891.41 for the turf and track replacement project at the East Side Sports Complex.
- COST: Not to exceed \$68,891.41
- FUND NAME/ACCOUNT: Facilities Bond Fund, 31-1220-4720-504500-000-000000-000-12-018-T0387
- REQUISITION/CONTRACT: 1170429
- RATIONALE: The amount was inadvertently entered incorrectly.

## **TALENT MANAGEMENT**

- E.20.** RECOMMENDATION: Approve routine staffing items.

RATIONALE: Routine personnel actions implement the various talent management plans and priorities authorized by the Board of Education.

## **INFORMATION AND OPERATIONS**

- E.21.** RECOMMENDATION: Approve the State of Oklahoma Mechanical/Plumbing Affidavit to waive the bond and insurance requirements for a mechanical/plumbing contractor. The affidavit is for three Tulsa Public School maintenance employees (Tony Connor, Thomas Woodward, Steven Seitz) to obtain a contractor license.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: No cost to the district.
- RATIONALE: This will allow three maintenance employees to obtain a contractor license to supervise the repair, replacement and renovation of the HVAC systems, plumbing and electrical service to the district buildings during the 2016-2017 school year. This will also allow the district to continue the apprenticeship program to teach highly qualified staff to respond to the critical needs of the schools.

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

**CHIEF OF SCHOOLS**

**F.1.** RECOMMENDATION: Enter into an agreement with The Wallace Foundation to receive a planning grant to help create a proposal for an implementation grant for participation in Wallace’s Social and Emotional Learning initiative from the date of execution to August 31, 2017.

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: Wallace’s Social and Emotional Learning initiative strategy is to foster children’s social and emotional learning skills through partnerships with school districts and out-of-school time intermediaries. This correlates with the implementation of the district’s Destination Excellence strategic plan. This item is being submitted for consideration on the action agenda in order to expedite the receipt of grant funds to support the grant planning process.

**TALENT MANAGEMENT**

**F.2.** RECOMMENDATION: Approve reclassifying certain positions as identified on the attached list that are currently paid on a monthly salary basis and begin paying them on an hourly basis beginning November 28, 2016, in order to comply with new Department of Labor, Wage and Hour Division regulations.

COST: No cost to the district.

RATIONALE: The Department of Labor, Wage and Hour Division has revised the minimum salary to be exempt from overtime from \$455 per week to \$913 per week. All Tulsa Public Schools jobs that could pay less than the new federal minimum of \$913 must be changed from exempt to non-exempt per week even though the job duties do not change. In order to comply with the overtime rules, Tulsa Public Schools employees whose job is changed from exempt to non-exempt are being changed from being paid on a salary basis to being paid on an hourly basis. The attached list reflects the current and the new salary grades as well as the new hourly rate for each affected employee.

**F.3.** RECOMMENDATION: Approve the annual minimum salary of the listed grades to be the new minimum salary for a job to be exempt of \$47,476. There is no cost to the district since no employee in any of the grades earns less than the new minimum.

BG-06

EG-01

EG-02

COST: No cost to the district.

RATIONALE: In order to ensure no employee in any of the named salary grades is paid less than the new salary minimum to be exempt, the salary range minimum is changed to reflect the new minimum salary.

**F.4. RECOMMENDATION:** Approve position creations/deletions.

**RATIONALE:** These recommended creations and deletions of positions are necessary in order to be in compliance with recent Federal Wage and Hour guideline changes. This item is being submitted for consideration on the action agenda in order to comply with the December 1, 2016, deadline for meeting the minimum salary of \$913 per week for exempt employees.

## **G. INFORMATION AGENDA - Motion and vote on recommendations**

### **CHIEF OF SCHOOLS**

**G.1.** RECOMMENDATION: Enter into a lease agreement with the Mabee Center for the 52nd Annual Basketball Tournament of Champions to be held December 28, 29, and 30, 2016.

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 \$28,500

FUND NAME/ACCOUNT: SAF #536

RATIONALE: The Mabee Center will lease the arena, mezzanine, press room, dressing rooms, practice gym, north lobby, entrances, exits, and parking lots for the sole purpose of the Tournament of Champions. The teams will be given opportunities to interact with the students, parents and faculty members from around the country giving them a diverse experience.

**G.2.** RECOMMENDATION: Enter into an agreement with the FACE (French-American Culture Exchange) Foundation, New York City, New York, to provide a \$6,000 grant to Eisenhower International School to assist the immersion program with the Coin Lecture Project from the date of execution through September 30, 2017. ("Coin lecture" in French means "reading corner.")

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

COST: No cost to the district.

RATIONALE: These grant monies will be used to purchase French language books, both fictional and non-fictional, that are fun and appropriate for each grade level. Accepting the terms of the agreement will provide the Eisenhower French students with financial assistance for their Coin Lecture project.

### **BOND PROJECTS AND ENERGY MANAGEMENT**

**G.3.** RECOMMENDATION: Approve amendment 6A to the master contract, supplement #6, with Nabholz Construction Services, Tulsa, Oklahoma, to provide construction management services for the interior renovation at Marshall Elementary School.

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

COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovation at Marshall Elementary School is \$1,000,000.

FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.

RATIONALE: This project is part of the 2015 bond issue.

- G.4.** RECOMMENDATION: Approve amendment #5A to the master contract, supplement #5, to Nabholz Construction Services, Tulsa, Oklahoma, to provide construction management services for the interior renovation at McClure Elementary School.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovations at McClure Elementary School is \$1,000,000.
- FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond fund.
- RATIONALE: This project is part of the 2015 bond issue.
- G.5.** RECOMMENDATION: Approve amendment #6A to the master contract, supplement #6, with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, for the interior renovations at Lindbergh Elementary School.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: The construction manager will be paid on a fee schedule based on the project. The estimated cost of the interior renovation is \$1,000,000 at Lindbergh Elementary School.
- FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.
- RATIONALE: This project is part of the 2015 bond issue.
- G.6.** RECOMMENDATION: Approve amendment #4A to the master contract, supplement #4, with Crossland Construction Corporation, Incorporated, Tulsa, Oklahoma, to provide construction management services for the interior renovation at Carnegie Elementary School.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovation at Carnegie Elementary School is \$1,637,000.
- FUND NAME/ACCOUNT: This project is contingent upon the success sale and receipt of the 2017A bond fund.
- RATIONALE: The interior renovation at Carnegie Elementary School is part of the 2015 bond issue.

- G.7.** RECOMMENDATION: Approve amendment #5A to the master contract, supplement #5, with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, for the interior renovation at Academy Central Elementary School.

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

COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovation at Academy Central Elementary School is \$2,135,000.

FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.

RATIONALE: This project is part of the 2015 bond issue.

- G.8.** RECOMMENDATION: Approve amendment #7A to the master contract, supplement #7, with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, for the interior renovations at Eliot Elementary School.

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

COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovation at Eliot Elementary School is \$1,900,000.

FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.

RATIONALE: This project is part of the 2015 bond issue.

- G.9.** RECOMMENDATION: Approve supplement #3 to the master contract with Allied Engineering Group LLC., Tulsa, Oklahoma, to provide engineering services for the HVAC improvements at Key Elementary School, Hale Junior High School and Thoreau Demonstration Academy; roof repairs at Central High School; and the pool re-purposing project at East Central 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: The HVAC and roofing fee is based on 5.25% of guaranteed maximum price (GMP) and 7% of guaranteed maximum price (GMP) for pool re-purposing project. The estimated cost for the HVAC project at Hale Junior High School is \$5,000,000, Key Elementary School is \$2,000,000 and Thoreau Demonstration Academy is \$900,000; roof repairs at Central High School is \$320,000 and pool repurposing at East Central High School is \$1,000,000.

FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.

RATIONALE: We have a master contract approved on agenda November 16, 2015, E-10 with Allied Engineering Group, LLC., Tulsa, Oklahoma, to provide services for multiple projects throughout the 2015 bond at a negotiated fee. This supplement assigns the project to Allied Engineering Group, LLC. This project is part of the 2015 bond issue.

- G.10.** RECOMMENDATION: Approve an agreement with the University Center at Tulsa Authority to convey approximately five acres of land adjacent to the Emerson Elementary School site. The site was originally approved for a long-term lease with the district, but the University Center at Tulsa has decided to convey the property in lieu of the lease.

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

COST: No cost to the district.

RATIONALE: This land is adjacent to the existing Emerson Elementary School site. It is needed for the building addition planned in the 2015 bond.

- G.11.** RECOMMENDATION: Approve amendment #3A to the master contract supplement #3 with Crossland Construction Company, Incorporated, Tulsa, Oklahoma, to provide construction management services for the new classroom addition at Emerson Elementary School.

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

COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the addition at Emerson Elementary School is \$11,300,000.

FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.

RATIONALE: The new classroom addition at Emerson Elementary School is part of the 2015 bond issue.

## **TALENT MANAGEMENT**

- G.12.** RECOMMENDATION: Pay eligible retiring teachers and applicable administrators a \$1,000 incentive for early notice of an irrevocable and written notification of retirement according to the requirements set forth by the Oklahoma Teachers' Retirement System to become effective no sooner than the end of a retiring employee's employment contract term for the 2016-2017 fiscal year. The written notification must be received by the Talent Management Office no later than close of business Monday, February 27, 2017.

RATIONALE: By knowing who is planning to retire, the district will be able to recruit and fill key positions earlier in 2017. Early hiring practices will result in giving the district a higher quality of candidates from which to select. The term "administrator" is



a position graded within the Education Grade (EG) salary schedule; or an administrative position which is graded within the Executive Grade (XG) and Business Grade (BG) salary schedule grade 10 and above. The term “teacher” is a person, other than an administrator, who is employed on a certified contract for the 2016-2017 fiscal year and whose compensation is based from the teachers’ pay scale. In case of a dispute as to whether any teacher or administrator qualifies for an early retirement incentive payment, such dispute shall be resolved by the Chief Talent Officer, whose decision is final and non-appealable.

- G.13.** RECOMMENDATION: Approve adjunct status for Lauren Anderson, Physical Education, at Hawthorne Elementary School during the 2016-2017 school year.

RATIONALE: All teachers must hold a valid Oklahoma teaching certificate to teach in that field. However, persons with distinguished qualifications may assume teaching courses as an adjunct teacher for up to 270 clock hours of classroom teaching per semester. Those for consideration must be approved by the district board, as well as approved by application to the Oklahoma State Board of Education. Utilizing an elementary education certified teacher in physical education at the elementary level, to include pre-kindergarten and kindergarten, will prevent the school from having to hire a long-term substitute to cover the physical education class and ensure the students are taught by a trained teacher with pedagogy and experience.

- G.14.** RECOMMENDATION: Approve position creations/deletions.

RATIONALE: Positions to be effective after Board approval unless otherwise indicated. Funding for each new position listed will originate from and be included in the applicable department budget.

## **INFORMATION AND OPERATIONS**

- G.15.** RECOMMENDATION: Approve Tulsa Public Schools (TPS) to serve as consortium lead and participant of Tulsa Public Schools Consortium for E-rate filing.

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: Joining a consortium with Tulsa Honor Academy, Collegiate Hall, and College Bound Academy, allows TPS to receive E-rate discounts for eligible services provided to consortium members which is a potential benefit to the district.

**CONSENT ITEM E-1****ROUTINE SECONDARY FIELD TRIPS**

<b>SCHOOL/ PARTICIPANTS</b>	<b>NUMBER OF STUDENTS/ PARENTS/ STAFF</b>	<b>PURPOSE OF TRAVEL AND LOCATION</b>	<b>TRAVEL DATES</b>	<b>NUMBER SCHOOL DAYS MISSED</b>	<b>TRAVEL COST AND FUNDING SOURCE</b>
Booker T. Washington High School/Speech and Debate	Students: 2 Parents: 0 Staff: 12	To participate in the University of Texas Longhorn Classic/Austin, Texas	December 1-4, 2016	2	Not to exceed \$3000/Speech and Debate/Booster Club (11-0735-1765-505820-251-000000-000-07-735).
Booker T. Washington High School/Boy's Basketball Team	Students: 17 Parents: 0 Staff: 2	To participate in the Springfield Shootout Basketball Game Hosted by Springfield Glendale High School/ Springfield, Missouri	December 9 –11, 2016	1	Not to exceed \$2,150/ Washington's Student Activity Fund #539
Booker T. Washington High School/Speech and Debate	Students: 2 Parents: 0 Staff: 12	To participate in the Harvard Invitational/Boston, Massachusetts	February 16-21, 2017	3	Not to exceed \$6000/Speech and Debate/Booster Club (11-0735-1765-505820-251-000000-000-07-735).
Booker T. Washington High School/Speech and Debate	Students: 2 Parents: 0 Staff: 12	To participate in the Tournament of Champions/Chicago, Illinois	May 5-7, 2017	1	Not to exceed \$6000/Speech and Debate/Booster Club (11-0735-1765-505820-251-000000-000-07-735).
Thoreau Demonstration Academy/6 <sup>th</sup> – 8 <sup>th</sup> Grade Students	Students: 25 Parents: 13 Staff: 3	World Culture Study Trip/Lima, Cuzco and Machu Picchu, Peru	June 6 – 12, 2017	0	No cost to the District (\$3000 funded by parents).
Booker T. Washington High School/Speech and Debate	Students: 2 Parents: 0 Staff: 12	To participate in the National Speech and Debate Association National Tournament/Birmingham, Alabama	June 10-17, 2017	0	Not to exceed \$3000/Speech and Debate/Booster Club (11-0735-1765-505820-251-000000-000-07-735).

**SUPPORTING INFORMATION**

**CONSENT ITEM E-20**

**ROUTINE STAFFING ITEMS**

**ELECTIONS**

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
<b>Certificated/Administrative:</b>				
Brown, Amanda	11/01/16 5/25/17	BG-A	\$ 13,605.25	Child Nutrition Services (CNS) Manager-Grimes Rate: \$19,760.00 Return from leave
Bustinza, Alejandra	11/10/16	M-3	23,384.05	Teacher-McKinley/ELD Rate: \$35,176.00 Return from leave
Duden, Jenifer	10/31/16 5/25/17	M-0	24,116.00	Teacher-Hale Jr. High/ Math Rate: \$33,956.00
Green, Jessica	10/24/16 5/25/17	NS	18,465.92	Apprentice-Mark Twain/ Grade 6 Former Employee (f.e.) Rate: \$25,000.00
Howard, April	10/24/16	B-14	29,080.11	Teacher-Eugene Field/ Grade 3 Rate: \$39,370.00 Return from leave
Ide, Judith	10/10/16	M30-32	45,903.82 2,295.19	Teacher-Salk/ Special Education Rate: \$58,544.00 Return from leave
Long, Nancy	10/17/16 5/25/17	B-11	28,421.20	Teacher-Clinton/Science f.e. Rate: \$37,610.00
Lovelace, Janeen	10/24/16 5/25/17	NS	18,456.92	Apprentice-McLain Jr. High/History Rate: \$25,000.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Martin, Jerrico	11/07/16 5/25/17	B-5	\$ 23,795.46 1,189.77	Teacher-Gilcrease/ Special Education Rate: \$34,900.00 f.e.
Minor, Drew	11/02/16 5/25/17	B-0	22,992.61	Teacher-East Central/Art Rate: \$32,900.00
Place, Elizabeth	10/31/16	BG-A	12,965.80	CNS Manager-Ross/ Child Nutrition Rate: \$18,683.00 Return from leave
Randolph, Grace	10/24/16 5/25/17	NS	18,465.91	Apprentice-McClure/ Special Education Rate: \$25,000.00
Roberts, Faris	10/12/16 5/25/17	NS	19,318.19	Apprentice-Penn/ Special Education Rate: \$25,000.00
Roy, Wynona	10/31/16	B-9	26,136.36	Teacher-Kerr/Grade 5 Rate: \$36,800.00 Return from leave
Williams, Matthew	10/24/16 5/25/17	M-0	25,081.13	Teacher-Washington/ History Rate: \$33,956.00
<b>Support (Hourly):</b>				
Brooks, Gary	11/09/16 6/30/17	MT-7	\$ 11.38	Head Custodian- Gilcrease Return from leave
Cornelius, Larry	10/25/16 6/30/17	MT-3	9.35	Custodian-Zarrow
Evans, Beverly	10/14/16 5/24/17	IS-6	10.81	Paraprofessional- Hamilton
Fox, Dovey	10/27/16 5/25/17	CA-3	12.13	Clerk-McKinley Return from leave
Garcia De Camerena, Gloria	10/25/16 6/30/17	MT-3	9.35	Custodian-Mitchell f.e.

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Haney, April	10/10/16 5/25/17	MT-1	\$ 9.03	CNS Assistant-Anderson
Harper, Ayn	11/28/16 5/25/17	CA-3	12.10	Clerk-Whitman Return from leave
Hendricks, Williams II	9/24/16 5/24/17	IS-3	9.35	Paraprofessional- McClure
Kisler, Krystal	10/28/16 6/30/17	CA-5	12.57	Special Services Data Specialist-ESC/Special Education and Student Services Return from leave
Kuskowski, Juana	10/25/16 6/30/17	MT-3	9.76 .49	Custodian-Hale Jr. High Shift differential f.e
Lawson, Anne Marie	10/24/16 5/24/17	IS-6	10.81	Parateacher-Eisenhower Return from leave
Lewis, Carita	11/02/16 5/24/17	MT-3	10.84	Assistant Site Director- Lee/Before and After Care f.e.
Malone, Michelle	10/21/16 5/25/17	IS-6	12.48	Teacher Assistant (TA)- Anderson Return from leave
Melvin, Trevor	10/31/16 5/24/17	IS-10	13.11	Autism Paraprofessional- Hale
Salazar, April	11/07/16 5/24/17	IS-3	10.30	TA-Kendall Whittier
Smith, Gregory	10/27/16 5/25/17	MT-7	12.49	Bus Driver-Transportation Return from leave
Spencer, Billy	10/27/16 5/25/17	MT-7	12.63	Bus Driver-Transportation Return from leave
Steele, Rachel	10/24/16 5/25/17	MT-1	9.03	CNS Assistant-Grissom
Stocker, Suzanne	10/24/16 5/25/17	MT-1	9.03	CNS Assistant-Salk

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Upman, Belva	10/25/16 5/25/17	MT-1	\$ 9.66	CNS Assistant-Patrick Henry Return from leave
Washington, Ebony	10/27/16 5/24/17	MT-A	8.29	Site Assistant-Grissom/ Before and After Care
<b><u>Rescind:</u></b>				
Cates, Jasmine	10/10/16 5/25/17	MT-1	8.87	CNS Assistant-Key Return from leave

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
<b>Certificated/Administrative:</b>					
Gregory, Lori	Teacher-Patrick Henry/Grade 3 B-13	8/16/16 5/25/17	\$ 38,660.00	\$ 40,286.00	Credit for Education M-13
Gunther, Micah	Teacher-Bell/Grade 5 B-0	8/16/16 5/25/17	23,900.00	33,700.00	Credit for Experience B-2
Harlas, Maria	Teacher-Cooper/P.E. B-5	8/16/16 5/25/17	34,900.00	35,976.00	Credit for Education M-5
Hutton, Emily	Coordinator of Policy Advocacy-ESC/ General Counsel BG-4	11/28/16 6/30/17	45,980.00	28,232.37	Coordinator of Policy Advocacy-ESC/ General Counsel BG-4 Rate: \$47,476.00
James, Marcus	Fleet Maintenance and Alternative Fuels Manager- Transportation BG-5	11/28/16 6/30/17	58,653.00	37,742.87	Manager of Fleet Service Operations/ Transportation BG-7 Rate: \$63,469.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Johnson, Sandra	Apprentice- Washington/ English NS	10/06/16 5/25/17	\$ 25,000.00	\$ 28,299.10	Teacher-Washington/ English M-4 Rate: \$35,576.00
Jordan, Aaron	Apprentice- Academy Central/Librarian NS	8/16/16 5/25/17	25,000.00	34,964.00	Librarian-Academy Central M-30
Kirunda, Patrick	Zone Manager- Maintenance/ Plant Operations BG-4	11/28/16 6/30/17	43,000.00	28,232.37	Zone Manager- Maintenance/ Plant Operations BG-4 Rate: \$47,476.00
Leigh, Ashton	Social Services Specialist- Enrollment Center/ Student and Family Support Services BG-5	11/28/16 6/30/17	33,850.00	21,546.00	Social Services Specialist-Enrollment Center/Student and Family Support BG-5 Rate: \$34,694.00
Livingston-Williams, Meredith	Teacher- Monroe/ Special Education B-0	8/16/16 5/25/17	32,900.00 1,645.00	38,660.00 1,933.00	Teacher-Monroe/ Special Education B-13
Mason, Jeffery	CTE Program Specialist- College Career Readiness EG-2	11/28/16 6/30/17	51,005.00	33,364.37	CTE Program Specialist-College Career Readiness EG-3 Rate: \$56,106.00
Mendoza, Maria	Zone Manager- Maintenance/ Plant Operations BG-4	11/28/16 6/30/17	42,623.00	28,232.37	Zone Manager- Maintenance/ Plant Operations BG-4 Rate: \$47,976.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Murray, Nicole	TA-Chouteau IS-6	10/31/16 5/24/17	\$ 15.48	\$ 17,755.69	Apprentice- Chouteau/Special Education NS Rate: \$25,000.00
Ray, Shaniqua	Teacher-Monroe Demonstration Academy/ Grade 8 B-4	8/16/16 5/25/17	34,500.00	35,596.00	M-4
Schroepfer, Claire	Project Specialist- Wilson/ Education Effectiveness and Professional Learning BG-4	11/28/16 6/30/17	44,052.00	28,232.37	Project Specialist- Wilson/Education Effectiveness and Professional Learning BG-4 Rate: \$47,476.00
Shideler, Roger	Media Journalist-ESC/ Communications BG-3	11/28/16 6/30/17	45,962.00	28,827.09	Media Journalist- ESC/ Communications BG-3 Rate: \$ 48,476.00
Sutton, Sally	CNS Area Manager-CNS BG-5	11/28/16 6/30/17	36,513.00	20,086.00	CNS Area Manager- CNS BG-5 Rate: \$36,520.00
Tippin, Benjamin	Lead Audio Video Technician-ESC/ Client Services BG-4	11/28/16 6/30/17	45,675.00	33,552.90	Lead Audio Video Technician- ESC Client Services BG-6 Rate: \$56,423.00
Trampller, Rachel	Social Services Specialist- Enrollment Center/Student and Family Support BG-5	11/28/16 6/30/17	33,895.00	21,546.80	Social Services Specialist-Enrollment Center/Student and Family Support BG-5 Rate: \$34,694.00



ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Washington, Adairia	CNS Area Manager-CNS BG-5	11/28/16 6/30/17	\$ 36,500.00	\$ 20,086.00	CNS Area Manager- CNS BG-5 Rate: \$36,520.00
Wilson, Lindsey	Apprentice- Penn/ Kindergarten NS	8/16/16 5/25/17	25,000.00	32,900.00	Teacher-Penn/ Kindergarten B-0
<b>Support (Hourly):</b>					
Anderson, Tanisha	TA-Penn IS-3 6hrs/day	8/18/16 5/24/17	\$ 9.76	\$ 9.76	TA-Penn IS-3 7hrs/day
Bejar, Guadalupe	TA-Springdale IS-3 6hrs/day	8/18/16 5/24/17	9.35	9.35	TA-Springdale IS-3 7hrs/day
Campbell, Thomas	TA-Kendall Whittier IS-6 7hrs/day	8/18/16 5/24/17	10.81	10.81	TA-Kendall Whittier IS-6 6hrs/day
Collier, Roger	Telecom Technician- ESC/Client Services TS-9	11/28/16 6/30/17	20.54	20.54	Network Technician- ESC/Client Services TS-11
Cope, Bridget	TA-Kendall Whittier IS-3 7hrs/day	8/18/16 5/24/17	12.46	12.46	TA-Kendall Whittier IS-3 6hrs/day
Davis, Christine	TA-Kendall Whittier IS-6 7hrs/day	8/18/16 5/24/17	10.81	10.81	TA-Kendall Whittier IS-6 6hrs/day
Gallion, Aaron	Telecom Technician- ESC/Client Services TS-9	11/28/16 6/30/17	20.54	20.54	Network Technician- ESC/Client Services TS-11

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Hinds, Cheyanne	Clerk-Cooper CA-3	11/02/16 6/30/17	\$ 9.35	\$ 11.74	Principal's Secretary- Cooper CA-8
Holm, Teresa	CNS Cook I- Eugene Fields MT-2 8hrs/day	10/10/16 5/25/17	10.16	10.16	CNS Cook I- Eugene Fields MT-2 7.5hrs/day
Lawson, Kendra	TA-Kendall Whittier IS-3 7hrs/day	8/18/16 5/24/17	9.76	9.76	TA-Kendall Whittier IS-3 6hrs/day
Lower, David	Lead Telecom Technician- ESC/Client Services TS-11	11/28/16 6/30/17	21.66	21.66	Network Technician- ESC/Client Services TS-11
McNally, Farin	TA-Kendall Whittier IS-3 7hrs/day	8/18/16 5/24/17	9.49	9.49	TA-Kendall Whittier IS-3 6hrs/day
Reed, Matthew	Network Technician- ESC/Client Services CA-14	11/28/16 6/30/17	20.76	20.76	Network Technician- ESC/Client Services TS-11
Rhea, Wright	TA-Kendall Whittier IS-3 7hrs/day	8/18/16 5/24/17	9.76	9.76	TA-Kendall Whittier IS-3 6hrs/day
Rutherford, Kevyn	Business Machine Technician- ESC/Client Services TS-11	11/28/16 6/30/17	24.08	24.08	Audio Video Technician- ESC/Client Services TS-9

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Sabala, Monica	TA-Kendall Whittier IS-6 7hrs/day	8/18/16 5/24/17	\$ 10.81	\$ 10.81	TA-Kendall Whittier IS-6 6hrs/day
Stevens, Jennifer	TA-ECDC Porter/Pre-K IS-6 6.5hrs/day	8/18/16 5/24/17	11.14	11.14	TA-ECDC Porter IS-3 6hrs/day
Strauss, Matthew	Light Sound Technician-ESC/ Client Services TS-9	11/28/16 6/30/17	15.52	15.52	Audio Video Technician-ESC/ Client Services TS-9
Tyeskie, Shanique	Child Nutrition Services (CNS) Assistant- Springdale MT-1 6hrs/day	11/07/16 5/25/17	9.00	9.00	CNS Assistant- Springdale MT-1 7hrs/day
Vickers, Mildred	Clerk Assistant- McLain Seventh Grade Academy CA-3	8/18/16 5/25/17	11.14	11.14	Parent Involvement Facilitator-McLain Seventh Grade Academy IS-6
Winstone, Gary	Lead Business Machine Technician-ESC/ Client Services TS-9	11/28/16 6/30/17	21.95	21.95	Audio Video Technician-ESC/ Client Services TS-9
Woods, Latasha	TA-Kendall Whittier IS-6 7hrs/day	8/18/16 5/24/17	12.48	12.48	TA-Kendall Whittier IS-6 6hrs/day

## LEAVES OF ABSENCE

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Dudding, Lindsay	10/21/16	Teacher-Lee/Special Education
Fitzgerald, Amber	11/28/16	Teacher-Clinton/Math
Harvey-Boyer, Jennifer	10/31/16	Teacher-Peary/Grade 4
Levine, Erin	12/05/16	Teacher-Anderson/Librarian
Lutz, Andrea	10/11/16	Teacher-Peary/Grade 3
Ray, Shelbie	10/31/16	Teacher-McLain HS/ELD
Samaroo, Jessica	11/05/16	Teacher-Dual Language/Librarian
Thomas, Teresa	11/09/16	Special Education Specialist-ESC/Special Education and Student Services
<b>Support (Hourly):</b>		
Chastain, Brett	10/14/16	Special Needs Bus Driver-Transportation
Kisler, Krystal	10/24/16	Special Services Data Specialist-ESC/Special Education and Student Services
Marlow, Amy	10/14/16	Special Needs Bus Driver-Transportation

## RETIREMENTS

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Bright, Dian	10/24/16	Teacher-Hale Jr. High/Math
Ware, Lloyd	10/28/16	Teacher-McLain/Art

## RESIGNATIONS

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Evins, Donna	11/22/16	Teacher-Mark Twain/Grade 5
Hernandez, Susana	11/25/16	Teacher-Edison Middle School/Spanish
Isaacs, Valerie	11/15/16	Counselor-East Central
Johnston, Brittany	10/26/16	Teacher-Mayo Demonstration/Grade 4
Lonsdale, Amy	10/10/16	Teacher-Mark Twain/Grade 6
Morrow, Kristina	10/12/16	Teacher-East Central Jr. High/Special Education
Potts, Jeramy	10/24/16	Teacher-Disney/Technology
Stacey, David	11/11/16	Teacher-Celia Clinton/ELD
Stacy, Jessica	10/28/16	Teacher-Whitman/Grade 4
Yoder, Staci	11/10/16	Apprentice-Rogers College Jr. High/Special Education
<b>Support (Hourly):</b>		
Dixon, Virginia	11/02/16	Special Needs Bus Driver-Transportation
Fultz, Terrill	9/23/16	Security Officer-ESC/Campus Police
Grente Neagu, Mihaela	5/17/16	Parateacher-Eisenhower
McClain, Mary	11/04/16	Health Assistant-ECDC Porter
Mercado-Echevarria, David	11/01/16	CNS Cook I-Central
Smith, Adrian	9/16/16	Bus Driver-Transportation
Stovall, Ross	8/17/16	Paraprofessional-Hale Jr. High
Vann, Michael	9/22/16	Police Officer-ESC/Campus Police
Wathen-Hubbard, Lisa	8/18/16	CNS Assistant-Grimes

TERMINATIONS

Name	Effective Date	Assignment
<b>Support (Hourly):</b>		
Brown-Noel, Carmen	10/26/16	Bus Driver-Transportation
Davis, Kevin	10/24/16	Custodian-Edison
Hernandez Sanchez, Sandra	10/19/16	Custodian-Lee
McIntosh, Bobby	10/31/16	Bus Driver-Transportation
Moore, Jo Anna	10/25/16	MD Paraprofessional-Wright
Williams, Rebecca	10/25/16	Site Assistant-Patrick Henry/Before and After Care

DECEASED

Name	Effective Date	Assignment
<b>Support (Hourly):</b>		
Compher, Carol	10/19/16	MD Paraprofessional-Jackson

## SUBSTITUTE AND TEMPORARY ELECTIONS

### CNS

Berry, Ellen  
Chavez-Medina, Lourdes  
Gaut, Whitney  
Haws, Kelly  
Hene, Ashley  
Huffman, Aretina  
Jackson, Paulette  
Mares, Rosaura  
Mathews, Angel  
McDaniel, Kimberly  
Medrano, Debbie  
Muhammad, Sevgi  
Nieves de la Torre, Miriam  
Ortiz, Amelia  
Robinson, Diane  
Sowell, Kimberly  
Williams, Dorcas

### DRS STUDENT/WORKERS

Harlien, Kathryn  
Jester, Timmothie  
Williams, Michael

### HELMZAR CHALLENGE COURSE OPERATIONS SPECIALIST

Hinman, Floyd

### INTERPRETER

Dittmer, Jordan

### PSYCH EVALUATORS (LC)

Hill, Victoria f.e.  
Reese, Karen f.e.

### TUTORS

Mathis, Omega f.e.  
McKie, Dena  
Paschall, Jeana f.e.  
Soper, Paula f.e.  
Spence, Sharon f.e.  
Towner, Cheryl f.e.

## SUBSTITUTE TEACHERS

Allday, Molly  
Anderson, Demetrice  
Bell, Jaleesa  
Belt, Taylor  
Berg, Gary  
Blaisdell, Chris  
Blalock, Victoria  
Boyd, Cherliesa  
Brown, Dangelo  
Brown, Linda  
Cain, Mary  
Coleman, Genell  
Davenport, Karyn  
Dutsch, Dennis  
Fogleman, Rachel  
Griffith, Thelma Lee  
Harris, Vanessa  
Higgs, Austin  
Johnson, Denise  
Joseph, Maria  
Lewis, Brandon  
McElroy, Herman  
Nash, Katherine  
Nightengale, Steven  
Nordberg, Rita  
Ogint, Malinda  
Olden, Alisha  
Pittman, Valerie  
Potter, Christian  
Ray, Deborah  
Rentie, Ashley  
Robinson, Reynada  
Robinson, Stacy  
Rolling, Cynthia  
Shaw, Edward  
Spaulding, Judy  
Stein, Jonathan  
Taylor, Lennice  
Thompson, Rebecca  
Turnball, David  
Whibbey, Tiesha  
Zandbergen, Jennifer



SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

**Soaring Together Program Facilitator and Project Manager-Rue Ramsey  
Soaring Together Clerk--Kristi Smith**

**Nathan Hale High  
Central High**

Soaring Together Program Facilitator and Project Manager –  
11-4240-2212-501700-333-000000-204-05-064-4240

Pay certified staff at Education Service Center, Rue Ramsey for afterhours work (not to exceed \$12,500.00) to carry out the Facilitator and Project Manager responsibilities; including the full implementation of all components of the program, as well as, all aspects of the grant. Facilitator writes all curriculum, activities, and interactive family engagement nights. Develop and implement training, oversee, support and supervise Soaring Together team and engage business partners, evening/weekend events and student tours from August 20, 2016 through June 30, 2017.

Soaring Together Program Clerk – 11-4240-2212-501800-334-000000-204-05-064-4240

Pay clerical staff, Kristi Smith, for afterhours work, at her current hourly rate of pay or overtime where appropriate (total not to exceed \$500.00) to process RQ's, submit PO's, order buses, as well as, file and organize all paperwork and documentation from August 20, 2016 through June 30, 2017.

District D.A.R.E. Instructor – 21-0000-2660-501800-000-000000-959-17-049

Pay a Police Officer to be named, \$5,000 to serve as the district D.A.R.E. instructor. The D.A.R.E. instructor will be responsible for scheduling classes, monitoring student participation, and coordinating graduation ceremonies for the 2016-2017 school year.

Adjunct Teachers

Hale Jr. High – 11-000-1000-501930-820-330000-201-07-661

Eric Davenport, Assistant Football Coach @ \$1,373, August 1, 2016 to November 6, 2016

McLain - 11-000-1000-501930-820-330000-201-07-720

Joe Davis, Assistant Girls Basketball Coach - \$2,577, November 1, 2016 to March 12, 2017

Athletics – School Activity Fund #536

Pay Edison baseball coach Mike Deckard a supplemental coaching stipend of \$3000. The Edison Home Run Club has reimbursed the district therefor there is no cost to the district.

Department/Site	Job Title	Employee Name	BG Grade	CA Grade	No Days	Base Salary	Career Incr	New Base Hourly Rate	New Career Incr	New Total Hourly Rate
ACCOUNTING/PAYROLL	STAFF ACCT I	GILMARTIN, KAREN	BG-05	CA-17	12 Months	43,837	0	21.08	0.00	21.08
ACCOUNTING/PAYROLL	STAFF ACCT I	HEIRICH, FRANCES	BG-05	CA-17	12 Months	43,837	0	21.08	0.00	21.08
ACCOUNTING/PAYROLL	STAFF ACCT I	SLOCUM, MICHELE	BG-05	CA-17	12 Months	48,115	500	23.13	0.50	23.63
APPLICATION DEVELOPMENT	APP SUPP ANALYST	COMPTON, CHRISTOPHER S	BG-05	CA-17	12 Months	43,500	0	20.91	0.00	20.91
APPLICATION DEVELOPMENT	APP SUPP ANALYST	FISHER, CHARLETTE D	BG-05	CA-17	12 Months	41,759	0	20.08	0.00	20.08
APPLICATION DEVELOPMENT	APP SUPP ANALYST	HESS, KEVIN J	BG-05	CA-17	12 Months	40,162	0	19.31	0.00	19.31
APPLICATION DEVELOPMENT	APP SUPP ANALYST	MYERS, JOSHUA A	BG-05	CA-17	12 Months	40,162	0	19.31	0.00	19.31
APPLICATION DEVELOPMENT	APP SUPP ANALYST	WENSMAN, TERRI R	BG-05	CA-17	12 Months	46,878	3,000	22.54	2.00	24.54
ATHLETICS/ACTIVITIES	CERT ATHLETIC TRAINR	CORBITT, PATRICK	BG-05	CA-17	12 Months	43,844	0	21.08	0.00	21.08
BEFORE & AFTER CARE	B/A CARE ASST COOR	LITTERELL, REBECCA	BG-02	CA-14	12 Months	33,495	0	16.10	0.00	16.10
BUSINESS SERVICES	ADMIN ANALYST	GEE, JEANA	BG-05	CA-17	12 Months	43,837	0	21.08	0.00	21.08
BUSINESS SERVICES	PROJ ADMIN	(Vacant)	BG-03	CA-15	12 Months					
CAMPUS POLICE & SECURITY SERV	POLICE COMM ADMN MGR	HILTON, JODY	BG-03	CA-15	12 Months	45,038	3,000	21.65	2.00	23.65
CHILD NUTRITION SERVICES	CAFE MGR A	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	CAFE MGR A	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	CAFE MGR A	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	CAFE MGR A	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	CAFE MGR A	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	CAFE MGR A	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	CAFE MGR A	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	CAFE MGR A	BROWN, AMANDA	BG-A	CA-11	183	19,760	0	13.50	0.00	13.50
CHILD NUTRITION SERVICES	CAFE MGR A	CARMONS, PAMELA	BG-A	CA-11	183	21,422	500	14.63	0.50	15.13
CHILD NUTRITION SERVICES	CAFE MGR A	CARTER, KAY	BG-A	CA-11	183	19,121	0	13.06	0.00	13.06
CHILD NUTRITION SERVICES	CAFE MGR A	DAKE, TAMMY	BG-A	CA-11	183	21,068	0	14.39	0.00	14.39
CHILD NUTRITION SERVICES	CAFE MGR A	DAVIS, JEANETTE	BG-A	CA-11	183	19,121	500	13.06	0.50	13.56
CHILD NUTRITION SERVICES	CAFE MGR A	DAVISON, ALLEAN	BG-A	CA-11	183	18,906	0	12.91	0.00	12.91
CHILD NUTRITION SERVICES	CAFE MGR A	DAWKINS, PAULA	BG-A	CA-11	183	19,089	0	13.04	0.00	13.04
CHILD NUTRITION SERVICES	CAFE MGR A	DURBIN, MELANIE	BG-A	CA-11	183	18,390	0	12.56	0.00	12.56
CHILD NUTRITION SERVICES	CAFE MGR A	GRIFFIN, REGINA	BG-A	CA-11	183	19,121	500	13.06	0.50	13.56
CHILD NUTRITION SERVICES	CAFE MGR A	GRISHAM, MARY	BG-A	CA-11	183	20,857	500	14.25	0.50	14.75
CHILD NUTRITION SERVICES	CAFE MGR A	GUL, AFSHEEN	BG-A	CA-11	183	17,774	0	12.14	0.00	12.14
CHILD NUTRITION SERVICES	CAFE MGR A	JACKSON, CHARLOTTE	BG-A	CA-11	183	21,989	3,000	15.02	2.00	17.02
CHILD NUTRITION SERVICES	CAFE MGR A	JENNINGS, PATRICIA	BG-A	CA-11	183	20,321	0	13.88	0.00	13.88
CHILD NUTRITION SERVICES	CAFE MGR A	KENDRICK, STACY	BG-A	CA-11	183	20,430	1,000	13.95	1.00	14.95
CHILD NUTRITION SERVICES	CAFE MGR A	KEY, JENNIFER	BG-A	CA-11	183	18,678	0	12.76	0.00	12.76
CHILD NUTRITION SERVICES	CAFE MGR A	LAIRD, SUSAN	BG-A	CA-11	183	22,399	500	15.30	0.50	15.80
CHILD NUTRITION SERVICES	CAFE MGR A	LAMP, MARY	BG-A	CA-11	183	19,500	500	13.32	0.50	13.82
CHILD NUTRITION SERVICES	CAFE MGR A	LEFLER, PATRICIA	BG-A	CA-11	183	18,347	0	12.53	0.00	12.53
CHILD NUTRITION SERVICES	CAFE MGR A	MCKINNEY, KATHARINE	BG-A	CA-11	183	18,992	0	12.97	0.00	12.97
CHILD NUTRITION SERVICES	CAFE MGR A	MORROW, FELICIA	BG-A	CA-11	183	19,925	1,000	13.61	1.00	14.61
CHILD NUTRITION SERVICES	CAFE MGR A	STOFFERAHN, HELEN	BG-A	CA-11	183	19,500	0	13.32	0.00	13.32
CHILD NUTRITION SERVICES	CAFE MGR B	(Vacant)	BG-B	CA-12	183					
CHILD NUTRITION SERVICES	CAFE MGR B	(Vacant)	BG-B	CA-12	183					
CHILD NUTRITION SERVICES	CAFE MGR B	(Vacant)	BG-B	CA-12	183					
CHILD NUTRITION SERVICES	CAFE MGR B	ASHLEY, DEMAIE	BG-B	CA-12	183	21,959	0	15.00	0.00	15.00
CHILD NUTRITION SERVICES	CAFE MGR B	AUSTIN, JUDY	BG-B	CA-12	183	20,716	0	14.15	0.00	14.15
CHILD NUTRITION SERVICES	CAFE MGR B	BALOCCA, LADONNA	BG-B	CA-12	183	24,862	2,000	16.98	1.50	18.48
CHILD NUTRITION SERVICES	CAFE MGR B	BARNES, VICKI	BG-B	CA-12	183	24,027	2,000	16.41	1.50	17.91
CHILD NUTRITION SERVICES	CAFE MGR B	BOONE, DELORES	BG-B	CA-12	183	22,984	500	15.70	0.50	16.20
CHILD NUTRITION SERVICES	CAFE MGR B	BORENS, THERMAPLE	BG-B	CA-12	183	21,422	1,000	14.63	1.00	15.63
CHILD NUTRITION SERVICES	CAFE MGR B	BOTELLO, RITA	BG-B	CA-12	183	20,053	0	13.70	0.00	13.70
CHILD NUTRITION SERVICES	CAFE MGR B	BROOKS, STEPHANIE	BG-B	CA-12	183	21,500	0	14.69	0.00	14.69
CHILD NUTRITION SERVICES	CAFE MGR B	BROWN, FLORENDA	BG-B	CA-12	183	20,925	0	14.29	0.00	14.29
CHILD NUTRITION SERVICES	CAFE MGR B	CARTER, LASASHA	BG-B	CA-12	183	21,417	0	14.63	0.00	14.63
CHILD NUTRITION SERVICES	CAFE MGR B	COPHER, CARLY	BG-B	CA-12	183	22,877	0	15.63	0.00	15.63
CHILD NUTRITION SERVICES	CAFE MGR B	DAVIS, FRANCIS	BG-B	CA-12	183	23,025	5,000	15.73	3.00	18.73
CHILD NUTRITION SERVICES	CAFE MGR B	DUNN, TAMMY	BG-B	CA-12	183	21,422	0	14.63	0.00	14.63
CHILD NUTRITION SERVICES	CAFE MGR B	EDWARDS, FRANCES	BG-B	CA-12	183	23,810	0	16.26	0.00	16.26
CHILD NUTRITION SERVICES	CAFE MGR B	EISCHENS, ROBIN	BG-B	CA-12	183	21,422	1,000	14.63	1.00	15.63
CHILD NUTRITION SERVICES	CAFE MGR B	FERRERA, SANDRA	BG-B	CA-12	183	21,422	0	14.63	0.00	14.63
CHILD NUTRITION SERVICES	CAFE MGR B	GLAZE, MARY	BG-B	CA-12	183	21,416	500	14.63	0.50	15.13
CHILD NUTRITION SERVICES	CAFE MGR B	GRIGSBY, DAWN	BG-B	CA-12	183	21,799	0	14.89	0.00	14.89
CHILD NUTRITION SERVICES	CAFE MGR B	HARGIS, DONNA	BG-B	CA-12	183	23,814	1,000	16.27	1.00	17.27
CHILD NUTRITION SERVICES	CAFE MGR B	HAYES, TONNIE	BG-B	CA-12	183	21,752	0	14.86	0.00	14.86
CHILD NUTRITION SERVICES	CAFE MGR B	HAYES, TONNIE	BG-B	CA-12	183	21,752	0	14.86	0.00	14.86
CHILD NUTRITION SERVICES	CAFE MGR B	HERNANDEZ MARTINEZ, DIANA	BG-B	CA-12	183	21,514	0	14.70	0.00	14.70
CHILD NUTRITION SERVICES	CAFE MGR B	HOLLAND, ROBERTA	BG-B	CA-12	183	21,422	0	14.63	0.00	14.63
CHILD NUTRITION SERVICES	CAFE MGR B	HOPKINS, CHERYL	BG-B	CA-12	183	21,422	2,000	14.63	1.50	16.13
CHILD NUTRITION SERVICES	CAFE MGR B	JONES, MARGIE	BG-B	CA-12	183	23,601	0	16.12	0.00	16.12
CHILD NUTRITION SERVICES	CAFE MGR B	JORDAN, JAMIE	BG-B	CA-12	183	25,945	3,000	17.72	2.00	19.72
CHILD NUTRITION SERVICES	CAFE MGR B	LANE, KRISTA	BG-B	CA-12	183	20,679	0	14.13	0.00	14.13
CHILD NUTRITION SERVICES	CAFE MGR B	LEDFORD, JUDY	BG-B	CA-12	183	21,287	0	14.54	0.00	14.54
CHILD NUTRITION SERVICES	CAFE MGR B	MILES, CAROLE	BG-B	CA-12	183	22,984	500	15.70	0.50	16.20
CHILD NUTRITION SERVICES	CAFE MGR B	MORRIS, MICHELLE	BG-B	CA-12	183	20,924	0	14.29	0.00	14.29
CHILD NUTRITION SERVICES	CAFE MGR B	MOTA, MARIA	BG-B	CA-12	183	20,189	0	13.79	0.00	13.79
CHILD NUTRITION SERVICES	CAFE MGR B	MUSUNGAYI, MISENGA	BG-B	CA-12	183	20,000	0	13.66	0.00	13.66
CHILD NUTRITION SERVICES	CAFE MGR B	NEELEY, MARY	BG-B	CA-12	183	23,223	2,000	15.86	1.50	17.36
CHILD NUTRITION SERVICES	CAFE MGR B	OWENS, HENRIETTA	BG-B	CA-12	183	19,757	0	13.50	0.00	13.50
CHILD NUTRITION SERVICES	CAFE MGR B	PEREZ, JANIS	BG-B	CA-12	183	20,053	0	13.70	0.00	13.70

Department/Site	Job Title	Employee Name	BG Grade	CA Grade	No Days	Base Salary	Career Incr	New Base Hourly Rate	New Career Incr	New Total Hourly Rate
CHILD NUTRITION SERVICES	CAFE MGR B	PEREZ, JANIS	BG-B	CA-12	183	20,053	0	13.70	0.00	13.70
CHILD NUTRITION SERVICES	CAFE MGR B	PONDER, TABATHA	BG-B	CA-12	183	20,920	500	14.29	0.50	14.79
CHILD NUTRITION SERVICES	CAFE MGR B	QUIGLEY, CARRIE	BG-B	CA-12	183	23,458	0	16.02	0.00	16.02
CHILD NUTRITION SERVICES	CAFE MGR B	RICHARDSON, DONNA	BG-B	CA-12	183	22,748	0	15.54	0.00	15.54
CHILD NUTRITION SERVICES	CAFE MGR B	SABALA, MARGARET	BG-B	CA-12	183	21,422	1,000	14.63	1.00	15.63
CHILD NUTRITION SERVICES	CAFE MGR B	SCHAEFER, DIANA	BG-B	CA-12	183	23,919	0	16.34	0.00	16.34
CHILD NUTRITION SERVICES	CAFE MGR B	THOMPSON, WENDY	BG-B	CA-12	183	20,189	0	13.79	0.00	13.79
CHILD NUTRITION SERVICES	CAFE MGR B - 12 MO	KROLL, DEBORAH	BG-B	CA-12	12 Months	37,622	3,000	18.09	2.00	20.09
CHILD NUTRITION SERVICES	CLAIMS ANALYST	CHRISTMAN, TAMMY L	BG-05	CA-17	12 Months	44,331	500	21.31	0.50	21.81
CHILD NUTRITION SERVICES	CN PURCHASING MGR	HYAMS, JENNIFER G	BG-05	CA-17	12 Months	53,102	500	25.53	0.50	26.03
CHILD NUTRITION SERVICES	CN TRAINING MGR	WILSON, JULIE	BG-05	CA-17	200	40,600	1,000	25.38	1.00	26.38
CHILD NUTRITION SERVICES	MGR - FAMILY APP	HERNANDEZ, NELSON	BG-05	CA-17	12 Months	42,761	0	20.56	0.00	20.56
CHILD NUTRITION SERVICES	MGR - FLD TRAINING	BARNES, ALLYSON	BG-04	CA-16	200	39,149	2,000	24.47	1.50	25.97
CHILD NUTRITION SERVICES	NUTRITION EDUCATOR	HORN-SPECK, TAYLOR	BG-05	CA-17	200	35,100	0	21.94	0.00	21.94
CHILD NUTRITION SERVICES	TRAVELING MGR	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	TRAVELING MGR	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	TRAVELING MGR	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	TRAVELING MGR	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	TRAVELING MGR	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	TRAVELING MGR	(Vacant)	BG-A	CA-11	183					
CHILD NUTRITION SERVICES	TRAVELING MGR	AVILES, BOBBIE	BG-A	CA-11	183	19,291	0	13.18	0.00	13.18
CHILD NUTRITION SERVICES	TRAVELING MGR	CRESPO-BURGOS, ELIZABETH	BG-A	CA-11	183	18,000	0	12.30	0.00	12.30
CHILD NUTRITION SERVICES	TRAVELING MGR	DYER, GRETCHEN	BG-A	CA-11	183	19,925	0	13.61	0.00	13.61
CHILD NUTRITION SERVICES	TRAVELING MGR	HENLEY, LEE ANN	BG-A	CA-11	183	19,121	0	13.06	0.00	13.06
CHILD NUTRITION SERVICES	TRAVELING MGR	PLACE, ELIZABETH	BG-A	CA-11	183	18,683	0	12.76	0.00	12.76
CHILD NUTRITION SERVICES	TRAVELING MGR	STRICKLAND, SUSAN	BG-A	CA-11	183	19,088	0	13.04	0.00	13.04
CHILD NUTRITION SERVICES	TRAVELING MGR	WALKER, JO	BG-A	CA-11	183	21,000	0	14.34	0.00	14.34
CHILD NUTRITION SERVICES	TRAVELING MGR	YARBROUGH, AMELIA	BG-A	CA-11	183	17,775	0	12.14	0.00	12.14
DATA STRATEGY & ANALYTICS	ASSOC DATA STRATEGST	WHITE, JEREMY	BG-05	CA-17	12 Months	40,000	0	19.23	0.00	19.23
HELMZAR CHALLENGE COURSE	CC ASST MGR	MABBOTT, KIMBERLY J	BG-05	CA-17	12 Months	42,000	0	20.19	0.00	20.19
MAINTENANCE & PLANT OPERATIONS	HVAC SPVR	SEITZ, STEVEN M	BG-04	CA-16	12 Months	49,809	1,000	23.95	1.00	24.95
MATERIALS MANAGEMENT	ASSOCIATE BUYER	BRYANT, MARK D	BG-03	CA-15	12 Months	39,828	1,000	19.15	1.00	20.15
MATERIALS MANAGEMENT	PURCHASING AP SUPVR	REDFEARN, JAMIE C	BG-03	CA-15	12 Months	39,712	0	19.09	0.00	19.09
MATERIALS MANAGEMENT	SPVR - MAIL SERVICES	BROWNING, YOVANDA K	BG-05	CA-17	12 Months	45,204	0	21.73	0.00	21.73
SPECIAL EDUCATION	COTA	HERAUF, LORI A	BG-05	CA-17	190	40,485	0	26.63	0.00	26.63
SPECIAL EDUCATION	COTA	MEDINA, ELIZABETH	BG-05	CA-17	190	35,315	0	23.23	0.00	23.23
SPECIAL EDUCATION	PHY THERAPIST ASST	BROWN, SHELLY A	BG-05	CA-17	190	44,563	0	29.32	0.00	29.32
SPECIAL EDUCATION	SPED SPECIALIST	SNOW, DALE W	BG-03	CA-15	12 Months	39,341	500	18.91	0.50	19.41
SPECIAL EDUCATION	SPVR - SPED TECH	SPEED, BURTON R III	BG-03	CA-15	12 Months	35,587	0	17.11	0.00	17.11
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	(Vacant)	BG-05	CA-17	183					
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	BAKER, TERESA	BG-05	CA-17	190	35,315	0	23.23	0.00	23.23
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	BASS, SUZANNE	BG-05	CA-17	190	43,717	0	28.76	0.00	28.76
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	FORD, MELANIE	BG-05	CA-17	190	35,548	0	23.39	0.00	23.39
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	JAMES, KIM	BG-05	CA-17	190	42,445	0	27.92	0.00	27.92
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	JONES, HAZEL	BG-05	CA-17	190	36,608	500	24.08	0.50	24.58
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	LEIGH, ASHTON	BG-05	CA-17	190	33,850	0	22.27	0.00	22.27
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	MCCOY, AUSTIN	BG-05	CA-17	190	35,000	0	23.03	0.00	23.03
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	MURDOCK, CYNTHIA	BG-05	CA-17	190	37,254	0	24.51	0.00	24.51
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	PATTILLO, DEBORAH	BG-05	CA-17	190	35,315	0	23.23	0.00	23.23
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	TRAMPLER, RACHEL	BG-05	CA-17	190	33,895	0	22.30	0.00	22.30
STUDENT AND FAMILY SUPPORT	SOC SVCS SPEC-SITE	WILLS, EYVN	BG-05	CA-17	190	36,033	0	23.71	0.00	23.71
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	BEREAL, AISHA	BG-04	CA-16	190	34,000	0	22.37	0.00	22.37
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	CLARK, CHARITY	BG-04	CA-16	190	36,221	0	23.83	0.00	23.83
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	JOHNSON, TWANNA	BG-04	CA-16	190	35,000	0	23.03	0.00	23.03
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	NOBLE, MARY	BG-04	CA-16	190	32,000	0	21.05	0.00	21.05
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	O'BRIEN, AMANDA	BG-04	CA-16	190	35,000	0	23.03	0.00	23.03
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	PARNEL, SONYA	BG-04	CA-16	190	35,500	0	23.36	0.00	23.36
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	PINGLETON, WHITNEY	BG-04	CA-16	190	30,000	0	19.74	0.00	19.74
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	POWELL, AMBER	BG-04	CA-16	190	34,000	0	22.37	0.00	22.37
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	STOW, CATHERINE	BG-04	CA-16	190	35,000	0	23.03	0.00	23.03
STUDENT AND FAMILY SUPPORT	SOCIAL WKR-SITE BSD	WALKER, JULIE	BG-04	CA-16	190	29,762	0	19.58	0.00	19.58
TRAICE ACADEMY HS	CHIEF LEADERSHIP INS	SERNA, MARIO	BG-05	CA-17	200	37,287	0	23.30	0.00	23.30
TRANSPORTATION	DRIVER TRAINER	CHANEY, LARRY	BG-03	CA-15	12 Months	37,840	2,000	18.19	1.50	19.69
TRANSPORTATION	FLEET MAINT SUPVR	METCALF, TERRIL D	BG-04	CA-16	12 Months	51,860	2,000	24.93	1.50	26.43
TRANSPORTATION	MGR - TERMINAL I	CLARK, JACQUELINE	BG-04	CA-16	12 Months	37,000	0	17.79	0.00	17.79
TRANSPORTATION	MGR - TERMINAL I	REESE, CAROL	BG-04	CA-16	12 Months	50,114	5,000	24.09	3.00	27.09
TRANSPORTATION	MGR - TERMINAL I	STEWART, DEBRA	BG-04	CA-16	12 Months	39,312	2,000	18.90	1.50	20.40
TRANSPORTATION	MGR - TERMINAL I	YOUNG, DONNEL	BG-04	CA-16	12 Months	37,400	1,000	17.98	1.00	18.98
TRANSPORTATION	RQ SUPERVISOR-TRANSP	DARLING, MARY	BG-02	CA-14	12 Months	33,039	1,000	15.88	1.00	16.88
TRANSPORTATION	SPVR - RTE/SCHDLNG	POTTER, JOHN	BG-03	CA-15	12 Months	40,600	0	19.52	0.00	19.52
TRANSPORTATION	SPVR - SUPP OP	KIFER, TAMMY	BG-03	CA-15	12 Months	34,786	0	16.72	0.00	16.72
TRANSPORTATION	SUPERVISOR-TRANSP	DOLLAR, CALVIN	BG-02	CA-14	12 Months	29,000	0	13.94	0.00	13.94
TRANSPORTATION	SUPERVISOR-TRANSP	HAMILTON, MICHAEL	BG-02	CA-14	12 Months	32,261	500	15.51	0.50	16.01
TRANSPORTATION	SUPERVISOR-TRANSP	HARDAMAN, MARLENE	BG-02	CA-14	12 Months	29,516	0	14.19	0.00	14.19
TRANSPORTATION	SUPERVISOR-TRANSP	RILEY, THOMAS	BG-02	CA-14	12 Months	33,725	1,000	16.21	1.00	17.21
TREASURER	FACTS UTLZTN SPCLST	CAINE, LINDA	BG-04	CA-16	12 Months	48,156	3,000	23.15	2.00	25.15
ZARROW INTERNATIONAL SCHOOL	EXCHG COOR	SCHAUMLEFFLE, EILEEN	BG-03	CA-15	185	27,405	0	18.52	0.00	18.52

**SUPPORTING INFORMATION**

**ACTION ITEM F-4**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<b>Lead Audio Video Technician – ESC/</b> Information Technology	BG-6 12 months	Provide the lead role for technical, functional and procedural support to district staff concerning all aspects of audio visual systems.

*Annual Budget Impact:*  
\$ 44,500 min. –  
\$ 66,700 max.

*Funding Source:*  
21-0000-2640-501210-  
000-000000-607-02-028

**Delete:**

Position	Salary/Grade	Duties
<b>Lead Audio Video Technician-ESC/</b> Information Technology	BG-4 12 months	Provide engineering, maintenance and consultation on mobile television production, public address systems and audio video stage production.

*Annual Budget Impact:*  
\$ 35,400 min. –  
\$ 53,000 max.

*Funding Source:*  
21-0000-2640-501210-  
000-000000-607-02-028

**Create:**

Position	Salary/Grade	Duties
<b>Manager of Fleet Service Operations-</b> Transportation	BG-7 12 Months	Responsible for management control of transportation compressed natural gas (CNG) contacts for both supply and maintenance. Responsible for all garage and service restorations. Responsible for all four bus terminals regarding fleet operations and maintenance.

*Annual Budget Impact:*  
\$ 50,000 min. –  
\$ 75,000 max.

*Funding Source:*  
11-0000-2740-501210-  
000-000000-513-03-003

**Delete:**

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
<b>Fleet Maintenance and Alternative Fuels Manager-Transportation</b>	BG-5 12 Months	Report to Director of Transportation. Manage all operations with the garage and related CNG compressor stations and terminal locations. Responsibilities include interviewing, hiring, and training employees, planning, assigning, and directing work, appraising performance, rewarding and disciplining employees, addressing complaints and resolving problems.
<i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.		
<i>Funding Source:</i> 11-0000-2740-501210- 000-000000-513-03-003		

**SUPPORTING INFORMATION**

**INFORMATION ITEM G-15**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<b>CTE Program Specialist –ESC/ College and Career Readiness</b>  <i>Annual Budget Impact:</i> \$ 48,700 min. – \$ 73,100 max.  <i>Funding Source:</i> 11-4210-2120-501110- 330-000000-210-05-064- 4210	EG-3 12 months	Supervise CareerTech teachers to ensure that state and federal guidelines for their programs are met. Coordinate development and effective delivery of curriculum for College and Career Readiness Program. Provide support in technology purchases and maintenance. Support functions of CareerTech student organizations. Coordinate College and Career Advisory Council activities. Provide professional development for teachers. Provide support to new teachers.

**Delete:**

Position	Salary/Grade	Duties
<b>CTE Program Specialist-ESC/ College and Career Readiness</b>  <i>Annual Budget Impact:</i> \$ 45,700 min. – \$ 68,500 max.  <i>Funding Source:</i> 11-4210-2120-501110- 330-000000-210-05-064- 4210	EG-2 12 months	Supervise CareerTech teachers to ensure that state and federal guidelines for their programs are met. Coordinate development and effective delivery of curriculum for College and Career Readiness Program. Provide support in technology purchases and maintenance. Support functions of CareerTech student organizations. Coordinate College and Career Advisory Council activities. Provide professional development for teachers. Provide support to new teachers.

**Create:**

Position	Salary/Grade	Duties
<b>Network Technician – ESC/Information Technology</b> 4 positions	TS-11 \$17.04/hr. to \$23.13/hr. 12 Months	Provide daily field support for network applications. Complete work order assignments as defined by the network lead. Work closely with vendors as needed: Network Hardware/Software (Installation & Maintenance), Network Cabling Infrastructure (Installation & Maintenance) and Network Engineering Team Support.
<i>Annual Budget Impact:</i> \$ 141,772 min. – \$ 192,442 max.		
<i>Funding Source:</i> 11-0000-2580-501210- 000-000000-332-02-028		

**Delete:**

Position	Salary/Grade	Duties
<b>Network Technician- ESC/ Information Technology</b>	CA-14 \$15.50/hr. to \$21.00/hr. 12 Months	Provide daily field support for network applications.
<i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max.		
<i>Funding Source:</i> 11-0000-2580-501210- 000-000000-332-02-028		

**Delete:**

Position	Salary/Grade	Duties
<b>Lead Telecomm Technician – ESC/ Information Technology</b>	TS-11 \$17.04/hr. to \$23.13/hr. 12 Months	Provide daily field support for network applications.
<i>Annual Budget Impact:</i> \$ 35,443 min. – \$ 48,110 max.		
<i>Funding Source:</i> 11-0000-2620-501210- 000-000000-707-02-028		

**Delete:**

Position	Salary/Grade	Duties
<b>Telecomm Technician</b> – ESC/Information Technology 2 positions	TS-9 \$15.50/hr. to \$21.00/hr. 12 Months	Provide support for district telephone systems and voice cabling infrastructure. Includes hardware/software maintenance and configuration for voicemail, call distribution & core telephone systems. Assist in making recommendations for district telephone support models.
<i>Annual Budget Impact:</i> \$ 64,480 min. – \$ 87,360 max.		
<i>Funding Source:</i> 11-0000-2620-501210- 000-000000-707-02-028		

**Create:**

Position	Salary/Grade	Duties
<b>Audio Video Technician</b> – ESC/ Information Technology 3 positions	TS-9 \$15.50/hr. to \$21.00/hr. 12 Months	Maintain and operate production light systems, digital/analog sound boards, public address and intercom systems.
<i>Annual Budget Impact:</i> \$ 96,720 min. – \$ 131,040 max.		
<i>Funding Source:</i> 21-0000-2640-501210- 000-000000-607-02-028		

**Delete:**

Position	Salary/Grade	Duties
<b>Lead Business Machine Technician</b> – ESC/Information Technology	TS-9 \$15.50/hr. to \$21.00/hr. 12 Months	Provide daily hardware support and leadership for district office components. Devices include printers, fax machines, copiers, riso-graphs and laminators.
<i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max.		
<i>Funding Source:</i> 21-0000-2640-501210- 000-000000-607-02-028		



**Delete:**

Position	Salary/Grade	Duties
<b>Business Machine Technician</b> – ESC/ Information Technology	TS-11 \$17.04/hr. to \$23.13/hr. 12 Months	Provide daily hardware support for district office components. Devices include printers, fax machines, copiers, riso-graphs and laminators.
<i>Annual Budget Impact:</i> \$ 35,443 min. – \$ 48,110 max.		
<i>Funding Source:</i> 21-0000-2640-501210- 000-000000-607-02-028		

**Delete:**

Position	Salary/Grade	Duties
<b>Light/Sound Technician</b> – ESC/ Information Technology	TS-9 \$15.50/hr. to \$21.00/hr. 12 Months	Provide support for maintenance of house lighting, sound and video boards during all events. Provide professional sound and light support for special meetings and functions throughout the district.
<i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max.		
<i>Funding Source:</i> 21-0000-2640-501210- 000-000000-607-02-028		