



**Lawton Public Schools Board of Education
Regular Meeting
July 15, 2021 5:00 PM
Shoemaker Center Auditorium
753 NW Fort Sill Blvd**

Lawton, Oklahoma 73507

AGENDA

The Board reserves the right to consider, take up and take action on any agenda item in any order, except as to items 1-3. The Board may discuss, make motions, and vote on all matters appearing on the agenda. Such vote may be to adopt, reject, table, reaffirm, rescind, or to take no action on any item. Any person with a disability who needs special accommodations to attend the Board of Education meeting should notify the Clerk of the Board at least 24 hours, to the extent possible, prior to the scheduled time of the Board meeting. The telephone number is 580-357-6900. At the time and place designated, the Board will consider and act upon the matters set out on the Agenda for this meeting as follows:

1. Call to Order
2. Pledge of Allegiance - Kevin Hime
3. Roll Call to Establish Quorum
4. Special Guests/Special Recognitions - Kevin Hime and Patty Neuwirth
5. Architect and Construction Manager at Risk Update
6. Report of the Superintendent
 - 6.a. Information Item: Business Operations and Educational Services Departmental Updates
 - 6.b. Superintendent's Announcement(s)
 - 6.c. Action Item: Policy Revision - EFA-R1 - School Library Media Center Selection of Materials
7. Consent Agenda

(The following matters may be approved in their entirety by the Board upon motion made, seconded and passed by a majority vote of the Board members. However, upon request of any Board member, any one or more matters will be removed from the consent agenda and acted upon separately. Contracts are approved subject to review by the District's legal counsel. Any or all of the public record items included within the consent agenda, i.e. minutes to be submitted for approval; purchase orders to be submitted for acceptance; financial report; proposed transfer of funds between activity accounts; and fund-raising event listings, may be examined at the Office of the Clerk of the Board of Education at the Shoemaker Center, 753 Fort Sill Blvd., Lawton, OK. An appointment to review records is requested.)

 - 7.a. Item(s) Removed from the Consent Agenda for Separate Action

- 7.b. Approval of the Balance of the Consent Agenda
- 7.c. Approval of Item that was Previously Pulled for Separate Action
- 7.d. Approval of the Minutes of the June 24, 2021 Regular Board Meeting
- 7.e. Report of the Purchasing Agent/Encumbrance Clerk - Sheila Relf
 - 7.e.1. Approval to Increase Purchase Order Numbers 2022-11-161, 2022-11-175
 - 7.e.2. Board consideration and vote to approve:
 - General Fund 11 PO Numbers: 1-757
 - Building Fund 21 PO Numbers: 1-13
 - Municipal Fund 26 PO Numbers 1-32
 - Bond Fund 32 PO Numbers 1-16
 - Bond Fund 33 PO Numbers 1-20
- 7.f. Report of the Chief Financial Officer - Lance Gibbs
 - 7.f.1. Treasurer's Report for FY 21
 - 7.f.2. Action Item: Consideration and Action of Proposed Payroll Recommendations for 2021-2022 (Contracts / Pay Scales / Bonuses / Classroom Supplies)
- 7.g. Report of the Activity Fund Custodian - LaQuinta Chambers
 - 7.g.1. Activity Fund Transfers, Expenditures, Establishments, and Amendments
 - 7.g.2. Activity Fund Summary of Accounts
- 7.h. Report of the Clerk - Carla Dewberry-Fulner
 - 7.h.1. Contracts / Agreements
 - 7.h.1.A. Kiowa Tribe of Oklahoma, Head Start Program Preschool Services and Head Start Transition Program
- 8. Proposed Executive Session to Discuss:
 - 8.a. The employing, promoting, or receiving resignation(s) of individual certified and support salaried personnel as listed on the Personnel Reports, Exhibit A and Exhibit B. (Exhibits A and B are presented to the board under separate cover).
[Authorized by 25 OKLA.STAT. Section 307 (B)(1) of the Oklahoma Open Meeting Act]
- 9. Vote to Convene into Executive Session
- 10. Acknowledge Board's Return to Open Session
- 11. Executive Session Minutes Compliance Announcement
- 12. Superintendent's Personnel Report / Items Discussed in Executive Session
 - 12.a. Approval of Superintendent's Personnel Report
- 13. New Business - This refers to any matter not known about or which could not have been reasonably foreseen prior to the time of posting of the agenda. Okla. Stat. tit. 25 Sec. 311(A)(9)
- 14. The next regular board meeting date is Monday, August 2, 2021, at 5:00 p.m., in the Shoemaker Center Auditorium.
- 15. Setting New Board Meeting Dates
- 16. Board Announcements
- 17. Adjournment

Time of Posting: 3:30 p.m.

Date of Posting: February 17, 2021

Place of Posting: Foyer of Shoemaker Center, 753 NW Fort Sill Blvd.

Posted by: _____
Kevin Hime, Superintendent



Lawton Public Schools BOE Update

Prepared on 7/12/21 for the 7/15/21 BOE Meeting

1715A New Eisenhower Middle School:

- Sewer line repairs are complete
- Sod at the football field will be complete the week of 7/16
- AIP will return to inspect the open punch list items once Crossland notifies us they are complete.

1901 Food Service Warehouse Freezer & Refrigerator Replacement:

- Final O&M documents are still outstanding
- AIP to verify completion of Punchlist items prior to release of the Final Application for Payment.

1911B MacArthur High School Gym HVAC

- Punchlist items are complete
- Awaiting Elec/Mech as-builts

1914 Central Middle School HVAC Repair:

- Air Smart has scheduled owner training
- Louver is installed
- Remaining work will be complete and inspected by 7/23

2003 Ron Stephens Stadium Wall Repair:

- Steel gates are fabricated and ready for install by 7/23

2004 Lawton High School Gym & Auditorium HVAC:

- HVAC roof penetrations are complete
- Ductwork is ongoing
- Ceiling framing and sheetrock will follow.

ARCHITECTS
INTERIOR DESIGNERS
PLANNERS

3220 MARSHALL AVENUE
NORMAN, OK 73072
OFFICE: 405.360.1300
FAX: 405.360.1431

Project: LPS Eisenhower Middle School
Date: 13 July 2021

408 NE 145th Place
Oklahoma City, OK 73013
tel 405.748.5043
fax 405.748.7214

Subject: Eisenhower Middle School Board Update

1. The new Eisenhower Middle School project is 99.99% complete.
 - a. Amount paid through pay application 34: \$37,983,368.34.
 - b. Amount held in retainage: \$166,145.23.
 - c. Amount of remaining work to complete: \$38,311.28.
 - d. Remaining Contingency: \$38,311.28.

**Amounts forecasted as of date of this update.*
2. Recently completed work:
 - FACS Floor box replacement.
 - Segmented Retaining Wall and trickle channel.
3. On-going work:
 - Punch list on new Building, 99.50% complete.
There are a few outstanding items that we are awaiting parts / materials on. Once we receive, we will immediately place. We are attempting a mock-up on the Decorative CMU block wall for LPS to review in lieu of painting.
 - Sewer line repair / replacement at Football practice field (added scope of work).
Pippin Brothers is projecting to finish this work by 7/23/21, weather permitting.
 - Sod Football & Soccer Field (added scope of work).
Grooms Irrigation is on site this week working to get the rest of the sod placed, this is including the sod that was added by LPS back in June. Grooms is pushing to be completed by 17 July 2021.
4. Up-coming work:
 - Project Final Walk
Will schedule a final walk in July with LPS Staff and Board Members once we finish the Sod and complete a mock-up on the Decorative CMU.

please contact me at (405) 748-5043 or by e-mail at jjacox@crossland.com

Joshua Jacox
Project Manager
Crossland Construction Company Inc.



BUSINESS OPERATIONS
Board Meeting Update
July 15, 2021

Chief Operating Officer - Dr. Jason James

- New Ceiling mounting classroom Surround Sound Speaker systems being installed
- Oklahoma LED started district wide light fixture upgrade to LED.
- EHS football and track stadium retaining wall progressing.
- Extreme Makeover
 - Edison rehab nearing completion
 - Classroom Renovation
 - Library Renovation
 - Pioneer Park fencing complete.
 - Lincoln Elementary fencing project stalled.
 - Crosby Park & Pat Henry waiting a start date.
- Summer Special Projects list being prioritized.
 - IKE Elementary flooring
 - MMS - flooring
 - MHS JROTC - flooring
 - LHS parking lot
 - EHS parking lot
 - MMS extreme makeover and parking lot
- STEM/Maker Space site renovation progressing.
- LRC – interior paint underway.
 - Classroom conversion to programs progressing.
- Douglas renovation and Professional Development Center parking lot received approval from City of Lawton.
 - Architect sent 35% plans to Joe D. Hall for Pre-Construction cost analysis.

Assessment & Accountability - Joan Gabelmann

- Completed Safety and Fire Arms reporting; facilitated completion of Demographic Overlay
- Working with state assessment office and the Board of Higher Regents to plan for fall, no-cost PSAT, ACT, and Pre-ACT testing
- Developing an Assessment and Accountability Newsletter

Child Nutrition - Daniel Ghrayeb

- Summer feeding is running well and serving around 2,000 kids per day.
- New concept “Foodie” for middle school training is getting started.
- Our kitchen custodian cleaning team is doing a great job deep cleaning kitchens throughout the district.

Curriculum & Instruction (Elementary) - Sherry Havron

- Reviewing 3rd grade Oklahoma School Testing Program data to determine needs to improve reading instruction for students who did not meet criteria for Reading Sufficiency Act
- Working on district Reading Sufficiency Act plan
- Participating and learning from presenters in the OSDE Engageok webinars

Curriculum & Instruction (Secondary) - Reagan Hall - Ousley

- Working with Mrs. Oates to support curriculum needs at the LRC
- New Science Textbook implementation
- Continuing to update and re-align all Google Classrooms and curriculum pacing maps Pre-K thru 12

Diversity & Inclusion - Dr. Regina Deloach

- Diversity & Career Fair planning
- City Race Relations planning committee
- Juneteenth planning committee
- Culturally Linguistic Responsive Teaching PD
- EngageOK PD
- NAACP Executive Council

Facilities Operations/Maintenance - Jack Hanna

Maintenance

- Remodel of Edison
- Old EMS café build out- half for boys and girls locker room and the other half for Child Nutrition.
- Lincoln office remodel
- Working on classrooms for CMS L-Tap program
- Painting interior hallways at LRC
- Obtaining quotes for LRC classroom(s) redesign
- Bids for MMS and EHS parking lots came in and will be on this board agenda.
- High School auditorium sounds system installations has started.

Transportation- Jay Hunt

- New bus stops are created for summer school students who live near CMS to get to EMS.
- Special needs routing beginning for 21-22 SY
- Expecting 8 pre-owned buses from Ross Transportation in the next 3 weeks
- Buses advertising for new drivers are parked at Arvest by Lowe's, at the intersection of Gore Blvd. and 2nd street, and at CMS.
- Three LPS mechanics are now approved to do inspections that meet new SDE requirements.

Federal Programs- Teresa Donahue

- Completing Title I site 2020-2021 Annual Program Reviews and revisions for 2021-2022 Title I School-wide Plans
- Completed English Learner ACCESS testing and all testing materials returned to WIDA/DRC
- McKinney-Vento served 735 homeless students during the 2020-2021 school year.
- Completed and submitted the Title VI Indian Education EASIE Part II grant application for 2021-2022.

Grants- Diane Landoll

- Requisitioning supplies for Back to School and organizing grant supplies for schools
- Revising DoDEA 775 budget for closeout year
- Building a Google site for Grants Department to support schools with grant application and documentation
- Successfully wrote the Counseling Corps grant for counselors/social workers

Human Resources - Jean Hastings

- Frontline Recruiting & Hiring Software – Soft live date was June 1; fully operational July 1
- Train in MAS – fully operational July 1
- Develop and put into practice the new leave reporting practices – soft implementation July 1; fully operational by August 1

Information Technology - AJ Watson

- Preparing iPads and Chromebooks for the start of school
- Continuing installs of classroom audio systems
- Beginning the installation of new elementary security systems

Media Operations - Dave McDermott

- Completed the install of 182 multi-function copy machines placed throughout the schools and district admin offices
- Returned 102 multi-function copy machines to the vender in Oklahoma City as required by our contract
- Completed distribution of all basement instructional supplies to schools and district admin offices

New Staff Development- Stephanie Hime

- July Focus: New Teacher Induction
- Meeting with departments to plan intentional training during New Teacher Induction
- Organizing, scheduling, planning New Teacher Induction

Payroll - Paula Diehl

- Processing the last payrolls for FY21
- Auditing files for upload to Wengage (new software)
- Preparing for 2021-2nd quarter reports

Professional Development - Brenda Hatch

- Organized the July and August Professional Development Calendar
- Conducted elementary Gifted and Talented teacher training
- Updated the Student Code Book



**EDUCATIONAL SERVICES
Board Meeting Update
July 15, 2021**

Athletics - Gary Dees

- Preparation for the Gridiron golf tournament
- Preparation for fall sports
- Emergency plan

Campus Police - Chief Hornbeck

- Launched Handle With Care Training
- OLETS Operators Trained and Certified

Elementary Education – Brenda Hatch / Donna Catlin / Sherry Havron

- Planned and prepared for Elementary Principal Meetings.
- Updated Elementary Principal Handbook.
- Planned and Prepared Professional Development for Elementary Principals and their staff.

Secondary Education – Teresa Jackson / Carol McPhail

- July Session for Secondary Summer School
- Planning and Preparing LRC for New Students
- Staffing of school sites for the 21-22 School Year

Special Services - Chris Sharkey

- Special Services concluded their Extended School Year (ESY) and Compensatory Services on June 30, 2021. Over 120 students participated in the programs.
- Special Services personnel are participating in the State Department's training on the changes in EdPlan. EdPlan is the program used to write students' IEPs.

Student Services - Mark Mattingly

- No report

SCHOOL LIBRARY MEDIA CENTER SELECTION OF MATERIALS (REGULATION)

The responsibility for the selection of library media center materials rests with the Lawton Board of Education. Authority for the selection of proper materials shall be delegated to the library media center staff. Materials shall be selected in accordance with the principles established by the School Library Bill of Rights as approved by the American Association of School Librarians. Final selection will be made by the media specialist subject to approval by the board. Suggestions from the administration, the faculty, and from the students are encouraged.

The superintendent shall prepare regulations that support this policy.

The board of education and the media staff of the ~~Stillwater Public Schools~~ Lawton Public Schools subscribe in principle to the following statement of policy expressed by the American Association of School Librarians:

BILL OF RIGHTS FOR LIBRARY MEDIA CENTER PROGRAMS

The professional staff of school media centers is concerned with the development of informed and responsible citizens. To this end, the American Association of School Librarians reaffirms the Library Bill of Rights of the American Library Association and asserts that the responsibility of the school media center is:

To provide materials that will enrich the student as an individual and support the curriculum, taking into consideration individual needs, and the varied interests, abilities, socioeconomic backgrounds, and maturity levels of the student served.

To provide materials that will stimulate growth in knowledge and develop literary, cultural, and aesthetic appreciations and ethical standards.

To provide materials on all sides of issues, beliefs, and ideas so that young citizens may develop the habit of critical thinking, reading, listening, and viewing, thereby enabling them to develop an intellectual integrity in forming judgments.

To provide materials which accurately reflect all religious, social, political, and ethnic groups, and their contributions to our American heritage as well as knowledge and appreciation of world history and culture.

To provide a comprehensive collection of instructional materials which, when selected in compliance with basic selection principles, can be defended on the basis of their appropriateness for the users of the media center.

Responsibility for Selection

The board of education, the governing body of the school district, is legally responsible for the selection of instructional materials. This authority is delegated to the professional personnel of the district for the selection of these materials.

Materials for the library media center are selected primarily by the librarian with input from the Review Committee.

**SCHOOL LIBRARY MEDIA CENTER, SELECTION
OF MATERIALS, REGULATION (Cont.)**Review Committee

Library Media Specialist

Principal

~~Counselor~~2 Certified Staff Members~~Classroom Teacher~~

This committee must be approved by the superintendent.

Types of Material for Purchase

1. Instructional materials are chosen because they are of interest and have learning value for the student in the community. Materials are not excluded because of race, nationality, religion, or political views of the writer.
2. Insofar as it is practical, materials are provided which present all points of view concerning the problems and issues of our time: international, national, and local. Books and materials of sound factual authority are not removed or banned from library media center shelves because of partisan or doctrinal disapproval.
3. Periodicals and newspapers that supplement the curriculum needs shall be chosen for accuracy, objectivity, accessibility, demand, and prices.
4. Multiple items of outstanding quality and much in demand media are purchased as needed.
5. Nonfiction subjects that are topics of criticism are carefully considered before selection. Among these are:
 - A. Religion -- Factual unbiased material that represents all major religions may be included in the library media center collection. Bibles and other sacred writings are acceptable. Publications from religious bodies may be selected if they have general value or appear in magazine indexes.
 - B. Ideologies -- The library media center should, without making any effort to sway the reader's judgment, make available basic factual information on the maturity level of its reading public of ideologies or philosophies that are of current or continuing interest.
 - C. Science -- Medical and scientific knowledge suitable to the development stage of the student should be made available without any biased selection of facts.

Criteria for Selection

1. Selections are made for, and in accordance with, the different maturity levels of the students.
2. Materials are selected which fill a need related to the curriculum and/or contribute to the development and enrichment of the student.

**SCHOOL LIBRARY MEDIA CENTER, SELECTION
OF MATERIALS, REGULATION (Cont.)**

3. Interests, needs, abilities of the students, and correlation of materials with the curriculum are dominating factors in the selection of materials.

Criteria for Evaluation

1. The author or producer should be qualified as a subject specialist.
2. Concepts, content, and vocabulary should be appropriate for the potential user.
3. Facts presented should be accurate and up-to-date.
4. Information should be logically arranged.
5. Subject matter should hold the attention of the student.
6. Format of the material should be attractive and durable.
7. Illustrations should be pertinent and well executed.
8. Each medium should meet a real or potential need.
9. Evaluation from standard selection aids should be given consideration.

Selection Tools

In selecting materials for purchase, the media specialist evaluates the existing collection and consults reputable, unbiased, professionally prepared selection aids, such as:

Booklist
Bulletin of the Center for Children's Books
~~Children's Catalog~~
~~The Elementary School Library Collection~~
Hornbook
~~Oklahoma Department of Libraries Book~~
School Library Journal
~~Junior High & Senior High School Catalog~~
~~Fiction Catalog~~

When possible, audiovisual materials shall be previewed before purchase or ordered with return privilege guaranteed.

SCHOOL LIBRARY MEDIA CENTER, SELECTION OF MATERIALS, REGULATION (Cont.)Gift Books and Materials

1. Gift books and materials are accepted with the understanding that they must meet the same selection criteria as materials purchased with board of education funds. The practice of a donor's purchasing new books or materials as library media center gifts is discouraged. It is preferable that donors make monetary gifts for the purchase of books and materials because the school receives a discount and can purchase more books for the same amount of money.
2. Gift books and other materials, once accepted by the Lawton Public Schools, become the property of the Lawton Public Schools.

Procedures for Reconsideration of Materials

It is recommended that a student or the student's parent should have this right to reject the use of library media center materials which seem incompatible with the student's values or beliefs. It is further recommended that classroom assignments involving library media center materials provide for alternative choices. This procedure is consistent with the National Council of Teachers of English Statement on Students' Right to Read, which is endorsed in its entirety. However, no parent has the right to determine the reading matter for students other than his/her own children. Books and other materials shall not be removed or banned solely because of partisan or doctrinal disapproval.

If an objection to a selection is made by the public, the procedures are as follows:

Be courteous and inform the patron of the process of media review. Make no commitments.

Invite the complainant to file his/her objections in writing on ~~forms provided~~ form attached through the principal's office.

Completed forms are to be returned to the principal to be provided to the library media specialist as a digital copy.

An informal conference with the principal and the library media specialist will be held.

If unable to satisfy the complainant, refer the complaint to the Review Committee.

All members of the Review Committee must read/view the challenged material in full.

Material is not to be withdrawn without referring to the Review Committee, which determines whether the material should be withdrawn.

Material is reviewed and judged by this committee as to conformity with selection criteria and instructional goals.

The decision of the committee is submitted to the complainant and a file of the objection and decision is kept by the library media specialist and the principal.

**SCHOOL LIBRARY MEDIA CENTER, SELECTION
OF MATERIALS, REGULATION (Cont.)**

In the event that the complainant does not accept the decision of the Review Committee, he/she may appeal to the board of education through the superintendent.

Final decision rests with the board of education.

Weeding and Discarding

Worn or missing standard items will be replaced periodically.

Out-of-date or no longer useful media are withdrawn from the collection.

Definition of Critical Terms

Selection -- the act or process of selecting materials.

Instructional Materials -- materials that fill a need related to the curriculum or contribute to the development and enrichment of the student.

Evaluation -- to examine and judge the quality of materials.

Inquiry -- an information request, usually informal, that seeks to determine the rationale behind the presence of a particular item in a collection.

Expression of Concern -- an inquiry that has judgmental overtones. The inquirer has already made a value judgment on the material in question.

Complaint -- an oral charge against the presence and/or appropriateness of the material in question.

Challenge -- a formal written complaint filed with the ~~library media center~~ principal questioning the presence and/or appropriateness of specific material.

Attack -- a publicly worded statement questioning the value of the material, presented to the media and/or others outside the library media center organization, in order to gain public support for further action.

Censorship -- the removal of material from open access by any governing authority or its representative (boards of education/trustees, principals/library media center directors, etc.).



**Minutes of the Lawton Public Schools
Board of Education Regular Meeting
Held on Thursday, June 24, 2021**

The Board of Education of Independent School District I-8, Comanche County, Oklahoma, met on Thursday, June 24, 2021 at 5:00 PM in the Shoemaker Center Auditorium, 753 NW Fort Sill Blvd, Lawton, Oklahoma.

CALL TO ORDER, PLEDGE OF ALLEGIANCE AND ROLL CALL

Patty Neuwirth, President, called the meeting to order. Superintendent Kevin Hime led the flag salute. Roll call indicated the following board members were present:

Mary Bradley	Absent
Carla Clodfelter	Present
Patty Neuwirth	Present
Zeldon Rice	Present
Mark Scott	Present
Col. Rhett Taylor	Present

SPECIAL GUESTS/SPECIAL RECOGNITIONS

There were no special guests or recognitions.

ARCHITECT AND CONSTRUCTION MANAGER AT RISK UPDATE

Written reports were provided to the board from Matt Graves of AIP/Architects in Partnership and Joshua Jacox of Crossland Construction Company on the Eisenhower Middle School construction project as well as the other current various district projects. There were no questions regarding the reports.

REPORT OF THE SUPERINTENDENT

Action Item: Motion to approve the Open Transfer Applications for 2021-2022 (presented to the board under separate cover) passed with a motion by Carla Clodfelter and a second by Zeldon Rice (*See Exhibit A*). Roll call vote was:

Carla Clodfelter	Yes
Mark Scott	Yes
Patty Neuwirth	Yes
Zeldon Rice	Yes

Action Item: Motion to approve the Request for Proposal and award of LPS Child Nutrition Food Management Contract to Sodexo for 2021-2022 passed with a motion by Zeldon Rice and a second by Carla Clodfelter. Roll call vote was:

Carla Clodfelter	Yes
Mark Scott	Yes

Patty Neuwirth Yes
Zeldon Rice Yes

SUPERINTENDENT'S ANNOUNCEMENT(S)

- Congratulations to employee of the LPS Payroll department, Mary Fountain, who was recently awarded the Carolyn Stone Award from the Comanche County Veterans Council for her contributions and support of our local veterans. Mary has volunteered for over 11 military-based organizations over the years.
- Retired LPS Educator Barbara Ellis received the Lifetime Achievement Award in May by the Oklahoma Association of School Administrators.
- EHS's Ignition Leadership program has been granted \$10,000 as one of the six winners in the Lead for Change Challenge national competition. The students will be donating the funds to Family Promise of Lawton.
- Video presentation showcasing the updates at Edison Elementary following extensive damage from inclement winter weather. He thanked the LPS Maintenance crew for their hard work and staff and students for their cooperation during this time.

CONSENT AGENDA

Motion Passed: Motion to approve the consent agenda as presented passed with a motion by Carla Clodfelter and a second by Mark Scott. Roll call vote was:

Carla Clodfelter Yes
Mark Scott Yes
Patty Neuwirth Yes
Zeldon Rice Yes

EXECUTIVE SESSION TO DISCUSS

There was no executive session.

SUPERINTENDENT'S PERSONNEL REPORT

Motion Passed: Motion to approve Exhibits A and B (presented to the board under separate cover) of the Superintendent's Personnel Report passed with a motion by Zeldon Rice and a second by Mark Scott. (*See attached Exhibit B*). Roll call vote was:

Carla Clodfelter Yes
Mark Scott Yes
Patty Neuwirth Yes
Zeldon Rice Yes

Motion Passed: Approval of the following Board-Appointed Positions for 2021-2022 passed with a motion by Mark Scott and a second by Zeldon Rice.

<i>Kevin Hime</i>	<i>Designated Impact Aid Officer</i>
<i>Lance Gibbs</i>	<i>Treasurer</i>
<i>Barbara Logan</i>	<i>Assistant Treasurer</i>
<i>LaQuinta Chambers</i>	<i>Activity Fund Custodian</i>
<i>Nancy McQuaide</i>	<i>Assistant Activity Fund Custodian</i>

*Carla Dewberry-Fulner
Sheila Relf
Felisha Mendez
Schyla Wright
Lynn Cordes*

*Clerk of the Board
Encumbrance Clerk
Assistant Encumbrance Clerk
Minutes Clerk
Assistant Minutes Clerk*

*Lance Gibbs
Teresa Donahue (Federal
Programs Only)*

*Authorized district representatives to sign all local,
state, and federal program/grant applications, reimburse-
ments and/or reporting documents for the 2021-2022
fiscal year.*

Roll call vote was:

Carla Clodfelter	Yes
Mark Scott	Yes
Patty Neuwirth	Yes
Zeldon Rice	Yes

NEW BUSINESS

There was no new business.

FUTURE BOARD MEETING DATES

The next regular board meeting date is Thursday, July 15, 2021, at 5:00 p.m., in the Shoemaker Center Auditorium. There were no new board meeting dates set.

BOARD ANNOUNCEMENTS

Board members thanked Kathy Bentley, Clerk of the Board, and Denise Duffy, Minutes Clerk, for their service, as they both retire at the end of the month.

ADJOURNMENT

The meeting was adjourned at 5:08 p.m.

I, the undersigned clerk of the Board of Education of Lawton Public Schools, District I-8, Comanche County, Oklahoma, do hereby certify that prior notice of this meeting was given to the County Clerk of Comanche County, Oklahoma, listing the time, place, and date of the meeting. I also certify that at least 24 hours prior to the meeting, notice of the time and place and the agenda were posted in prominent view of the location of the meeting and in all respects Title 25, O.S. (Supp.) both inclusive, have been complied with fully.

Witness my hand and seal of the school district this ____ day of _____, 2021.

School Seal:

Carla Dewberry-Fulner, Clerk of the Board

Denise Duffy, Minutes Clerk

Patty Neuwirth, President

STUDENTS REQUESTING AN OPEN TRANSFER 2021 /22

Student Last Name	Student First Name	Grade Level	Sending School County	Sending School District	Receiving School Site
Ackerman	Bryce	PK	Comanche	Elgin	Freedom
Adeyinka	Alexander	PK	Comanche	Elgin	Elgin
Alatorre	Saray	8	Comanche	Bishop	EMS
Armentrout	Holly	6	Comanche	FL Mound	MMS
Austin	Jasiah	8	Comanche	Cache	EMS
Baumgartner	Gracelynn	10	Comanche	FL Mound	MHS
Baumgartner	Savannah	7	Comanche	FL Mound	MMS
Berberea	Maggie	K	Comanche	Elgin	Freedom
Blash	Jayla	7	Comanche	Bishop	EMS
Benke	Elaina	9	Comanche	Geronimo	LHS
Blevins	Mason	6	Comanche	FL Mound	MMS
Bordelon	Tanner	7	Stephens	Central	MMS
Bostick	Carlos	2	Comanche	Bishop	EES
Bostick	Rashad	3	Comanche	Bishop	EES
Bostick	Sondra	1	Comanche	Bishop	EES
Bostick	Teresa	3	Comanche	Bishop	EES
Bowles	Austin	7	Comanche	Bishop	EMS
Brown	Hunter	12	Comanche	Bishop	MHS
Brown	Jessica	7	Comanche	Bishop	EMS
Buckens	Leilanni	6	Comanche	Bishop	EMS
Burlew	Greyson	3	Comanche	Cache	Edison
Caldwell	Rylee	6	Comanche	Elgin	MMS
Calhoun	London	6	Comanche	Stephens	Adams
Cardona	Isaac	8	Comanche	Bishop	EMS
Chittum	Trenton	K	Comanche	Elgin	Woodland Hills
Christianson	Heather	12	Comanche	Bishop	LHS
Christianson	Kayla	12	Comanche	Bishop	LHS

Exhibit A

Clark	Brinlee	6	Comanche	Cache	MMS
Coleman	Alyshia	6	Comanche	Bishop	EMS
Combest	Jayden	10	Cotton	Walters	LHS
Copeland	Alicia	11	Comanche	Bishop	EHS
Cotton	Allison	PK	Comanche	Bishop	Freedom
Courtney	Kaygan	7	Comanche	Bishop	EMS
Crispin	Azalea	7	Comanche	Bishop	CMS
Cuellar Padilla	Johan	8	Comanche	Bishop	EMS
Dabney	Alanna	2	Comanche	Cache	Pioneer PK
Durham	Alexander	7	Comanche	Bishop	EMS
Edwards	Aria	PK	Comanche	Cache	Freedom
Ellender	Brady	11	Comanche	Geronimo	MHS
Ellender	Cayde	8	Comanche	Geronimo	MHS
Fink	Emily	11	Comanche	Geronimo	MHS
Fink	Kaitlyn	6	Comanche	Geronimo	MMS
Ford	Katharina	10	Comanche	Elgin	MHS
Ford	Rodney	8	Comanche	Elgin	MMS
Fortune	Anastasia	1	Comanche	Central High	Carriage Hills
Foster	Cambryn	PK	Comanche	Bishop	Hugh Bish
Foster	Casten	2	Comanche	Bishop	Hugh Bish
Foster	Rhyler	K	Comanche	Bishop	Hugh Bish
Gibson	Jaycee	5	Comanche	FL Mound	Edison
Graham	Rosalie	PK	Comanche	Cache	Crosby PK
Hamilton	Ryan	1	Comanche	Bishop	Sullivan
Hardy	Kayden	4	Comanche	Geronimo	Carriage Hills
Harris	Baylor	K	Comanche	Cache	Woodland Hills
Hatch	Jordan	6	Comanche	Bishop	EMS
Hawkins	Patricia	12	Comanche	Frederick	EHS GW
Henrickson	Kyran	K	Comanche	Geronimo	Freedom
Hill	Liyah	6	Comanche	Bishop	CMS
Hoch	Gracie	7	Comanche	Bishop	EMS
Hoyt	Ian	2	Comanche	Stephens	Freedom
Jackson	Kynlee	K	Comanche	Chattanooga	Woodland Hills
Johnson	Brianna	7	Comanche	Bishop	EMS

Jones	Amijy	8	Comanche	Cache	EHS
Jones	Maya	PK	Comanche	Elgin	Pioneer PK
Keith	Talia	7	Comanche	Bishop	EMS
Kennedy	Caitlyn	5	Stephens	Steling	MMS
Kimbro	Brianni	6	Comanche	Bishop	MMS
Klein	Anna	8	Comanche	Geronimo	MMS
Klein	Irelyn	6	Comanche	Geronimo	MMS
Kowalczyk	Katelyn	2	Comanche	Elgin	Freedom
Kowalczyk	Natalie	3	Comanche	Elgin	Freedom
Laurel	Benjamin	7	Comanche	Bishop	MMS
Love	Jaylen	6	Comanche	FL Mound	MMS
Maciel	Lucia	9	Comanche	Bishop	EMS
Mansel	Jake	2	Comanche	Cache	Carriage Hills
Markham	Mackenzie	6	Comanche	FL Mound	MMS
McClain	Haiden	1	Comanche	Elgin	Freedom
McClain	Ryan	4	Comanche	Elgin	Freedom
McCollister	Diezel	10	Comanche	Bishop	EHS
McCray	Easton	2	Comanche	Cache	Freedom
Miller	Traden	6	Comanche	Bishop	EMS
Monroe	Joshua	8	Comanche	Bishop	EMS
Moore	Joseph	7	Comanche	Bishop	MMS
Moore	Lawrence	7	Comanche	Bishop	MMS
Murrell	Andrew	3	Comanche	Indiahoma	Hugh Bish
Musgrove	Erik	7	Comanche	Bishop	CMS
Nelson	Luke	3	Stephens	Marlow	Sullivan
Nguyen	Ella	PK	Comanche	Elgin	Freedom
Osborne	Ja'Marious	PK	Comanche	Cache	Freedom
Pantoja	Gerrardo	7	Comanche	Bishop	EMS
Peterson	Trystan	9	Comanche	Bishop	EHS
Phillips	Gehrig	7	Comanche	Geronimo	MMS
Phillips	Kade	6	Comanche	Geronimo	MMS
Ponce Martinez	Juanita	8	Comanche	Bishop	EMS
Ponce Martinez	Nelly	7	Comanche	Bishop	EMS
Ramos	Izaak	12	Comanche	Elgin	EHS

Ray	Autumn	7	Comanche	Bishop	EMS
Ray	Bryliegh	6	Comanche	Bishop	EMS
Ridgaway	Hayden	1	Comanche	Chattanooga	Almor West
Ridgaway	Mason	K	Comanche	Chattanooga	Almor West
Rosales	Bobby	7	Comanche	Bishop	CMS
Satterthwaite	Jamiyah	6	Comanche	Cache	MMS
Sawyer	Addison	10	Comanche	Cache	MHS
Sawyer	Dalton	11	Comanche	Cache	EHS
Schuster	Brayden	PK	Comanche	Bishop	Freedom
Selby	Colten	K	Comanche	Caddo	Pioneer PK
Selby	Lilly	1	Comanche	Caddo	Pioneer PK
Selby	Colten	K	Comanche	Caddo	Pioneer PK
Shaffer	Darron	6	Comanche	FL Mound	MMS
Shi	Bishop	K	Comanche	Bishop	Almor West
Simpson	Sintel	7	Comanche	Cache	EMS
Smith	Skye	6	Comanche	Bishop	Freedom
Tinney	Chelsea	7	Comanche	Bishop	EMS
Urban	Cameron	7	Comanche	Bishop	MMS
Urban	Skyllar	2	Comanche	Bishop	Sullivan
Urban	Treyton	5	Comanche	Geronimo	Sullivan
Urquizo Zavala	Estevan	7	Comanche	Bishop	EMS
Volosky	Joesiah	1	Comanche	Bishop	Freedom
Walker	Jay	PK	Comanche	Elgin	Freedom
Ware	Antrell	4	Comanche	Elgin	Freedom
Washington	Laron	9	Comanche	Bishop	EMS
Watson	Hayley	K	Comanche	Cache	Pioneer PK
Watters	Savanna	3	Comanche	Walters	Freedom
Wells	Sydney	12	Comanche	Geronimo	MHS
Wilson	Axel	PK	Comanche	Cache	Freedom
Workman	Noah	8	Comanche	Bishop	EMS
Wren	Asher	PK	Comanche	Cache	Freedom
Youngblood	Tyler	7	Comanche	Bishop	EMS

HUMAN RESOURCES
Personnel Report - Exhibit B
June 24, 2021

The following EMPLOYMENTS are recommended for the 2020-2021 school year:

SUPPORT

NAME	ASSIGNMENT	START DATE
Allen, Marquis	Landscape Worker	06-03-2021
Engle, Kyle	Landscape Worker	06-23-2021

The following EMPLOYMENTS are recommended for the 2021-2022 school year:

Denotes currently working on obtaining Oklahoma teaching certificate**

CERTIFIED: Full-time

NAME	ASSIGNMENT	START DATE
Bordelon, Amanda	Counselor	07-30-2021
Bowling, Austin**	Teacher	08-09-2021
Carter, Diana	Teacher	08-09-2021
Gonzalez, Isaias	Teacher	08-09-2021
Harmon, Jacqueline**	Teacher	08-09-2021
Hays, Krystal	Teacher	08-09-2021
Hunt, Stacey**	Teacher and Assistant Football Coach	08-09-2021
Lyons, Sidney	Teacher	08-09-2021
Mawson, Paige	Teacher	08-09-2021
McDonald, Tom	Teacher	08-09-2021
Meline, Megan	Teacher	08-09-2011
Owens, Donita	Special Education Teacher	08-09-2021
Powers, Rayma	Teacher	08-09-2021
Price, Angela	Teacher	08-09-2021
Tullos, Ashley	Teacher	08-09-2021
Waid, Margaret	Teacher	08-09-2021
West, Delaney	Teacher	08-09-2021
Wright, Denise	Teacher	08-09-2021

CERTIFIED: Part-time

NAME	ASSIGNMENT	START DATE
Cox, Jacqueline	Teacher	08-09-2021

SUPPORT

NAME	ASSIGNMENT	START DATE
Bowen, Michael	Teacher Assistant	08-09-2021
Ernst, Heather	Pre-K TA	08-09-2021
Farias, Brittany	Pre-K TA	08-09-2021
Fountain, Amber	Secretary	07-01-2021

Exhibit B

Johnson, Carrie	Behavior Analyst	08-09-2021
Mace, Titan-Alexander	Sweeper	08-09-2021
Muniz, Sabrina	Secretary	08-09-2021
Noyes, Erica Dawn	Custodian	06-02-2021
O'Neal, Debbie	Custodian	06-21-2021
Prince, Darla R.	Custodian	06-07-2021
Snelson, Michael	Plumber Journeyman	06-28-2021
Valladeeres, Nora	Custodian	06-21-2021

The following EXTRA DUTIES have been assigned for the 2021-2022 school year:

CERTIFIED

NAME	ASSIGNMENT	START DATE
Bradfield, Chase	Head Girls Basketball Coach	10-01-2021
Lockhart, Jamar	Boy Track Coach	12-01-2021
Mansel, Justin	Head Baseball Coach	12-01-2021

SUPPORT

NAME	ASSIGNMENT	START DATE
Ferrell, Korren	Assistant Softball Coach	07-15-2021
Murt, Carley	Head Softball Coach	07-15-2021

The following SUMMER EXTRA DUTIES have been assigned for the 2020-2021 school year:

CERTIFIED

NAME	ASSIGNMENT	START DATE
Cole, Joan	Summer Indian Ed Tutor	06-07-2021

SUPPORT

NAME	ASSIGNMENT	START DATE
Sosa-Patterson, Miranda	Feeding Site Assistant	06-07-2021

LAWTON PUBLIC SCHOOLS

Contracts/Pay Scales/Bonuses/Classroom Supplies- FY22 RECOMMENDATIONS

An adjustment to contract days has been completed.

This adjustment identifies the "actual days" worked by an employee or group of employees.

Example A: 261 day contract is now 238 day contract

Example B: 193 day contract is now 170 day contract

In ALL cases, the total compensation does not change.

Pay scales have been adjusted to ensure this.

Hourly Staff Raises

- 1) \$0.50 per hour pay raise for all hourly staff
- 2) This increase will cost the district approximately \$795,815 including wages and benefits.

Teacher Salary Scales proposal:

- 1) Increase all steps by \$500 (making the base teacher pay just over \$40,000)
- 2) Add step 30 by adding \$500 to step 29
- 3) These two changes will cost the district approximately \$790,369 including wages and benefits.

Retention Bonuses

- 1) Provide a One-Time retention bonus for all returning employees of \$500 (20 hours per week or above)
- 2) Approximate cost to the district would be \$1,077,537 including benefits.

New Teacher Bonuses

- 1) Provide a One-Time retention bonus for all new full time teachers of \$250 (completion of New Teacher Induction and 1.5 hours of technology implementation required)
- 2) Approximate cost to the district would be \$10,000 including benefits.

Christmas Bonus

- 1) Provide a One-Time Christmas Bonus of \$1,500 for all certified staff
- 2) Provide a One-Time Christmas Bonus of \$1,000 for all non-certified staff
- 3) The approximate cost to the district for these two One-Time Christmas Bonuses would be \$2,800,980 including

Extra Duty

- 1) There are multiple increases recommended. The majority are in the area of Coaching Extra Duty.
- 2) We have reviewed available data for 6A and 5A school extra duty pays
- 3) We recommend the addition of "Competitive Speech & Debate" extra duty pay
- 4) The proposed cost to the district would be approximately \$234,509 including benefits

Amazon Classroom Purchase

- 1) Provide a One-Time \$100 classroom allowance via AMAZON to each classroom teacher. 2) Information regarding the process will come in July (all purchases will be through Lawton Public Schools Amazon account)
- 3) The approximate cost to the district would be \$105,000

EXTRA DUTY SCALE-LAWTON PUBLIC SCHOOLS

EXTRA DUTY TITLE	FY21 AMOUNT	CHANGE	FY22 PROPOSED
Academic Coach (2103)	\$ 3,042.00	\$ 158.00	\$ 3,200.00
Academic Coaching (3103)	\$ 3,042.00	\$ 158.00	\$ 3,200.00
Accounts Payable Manager (5306)	\$ 8,668.00	\$ 332.00	\$ 9,000.00
Activities Director (2130)	\$ 836.00	\$ 164.00	\$ 1,000.00
Activities Director (3130)	\$ 3,346.00	\$ 154.00	\$ 3,500.00
Activity Fund Manager (5318)	\$ 8,668.00	\$ 332.00	\$ 9,000.00
Admin Asst Support (5302),	\$ 4,828.00	\$ 172.00	\$ 5,000.00
Alt Ed/Sac tchr (2152)	\$ 22,810.00	- \$	\$ 22,810.00
Alt School Principal + 5% (2042)	\$ 18,210.00	- \$	\$ 18,210.00
Assist Baseball/Softball HS (2 boys) (3312 - 805)	\$ 3,308.00	\$ 192.00	\$ 3,500.00
Assist Baseball/Softball HS (2 girls) (3312 - 806)	\$ 3,308.00	\$ 192.00	\$ 3,500.00
Assistant Soccer HS (1 boys) (3329 - 815)	\$ 2,053.00	\$ 147.00	\$ 2,200.00
Assistant Soccer HS (1 girls) (3329 - 820)	\$ 2,053.00	\$ 147.00	\$ 2,200.00
Assistant Volleyball HS (3338)	\$ 2,471.00	\$ 129.00	\$ 2,600.00
Asst Baseball MS (2337 - 805 boys)	\$ 1,598.00	\$ 102.00	\$ 1,700.00
Asst Basketball HS (2 boys) (3308 - 802)	\$ 3,612.00	\$ 188.00	\$ 3,800.00
Asst Basketball HS (2 girls) (3308 - 803)	\$ 3,612.00	\$ 188.00	\$ 3,800.00
Asst Basketball MS (2333 - 802 boys)	\$ 2,433.00	\$ 167.00	\$ 2,600.00
Asst Basketball MS (2335 - 803 girls)	\$ 2,433.00	\$ 167.00	\$ 2,600.00
Asst Director (0015) (includes local travel)	\$ 18,500.00	\$ 1,000.00	\$ 19,500.00
Asst Football HS (6) (3306 - 801)	\$ 5,019.00	\$ 181.00	\$ 5,200.00
Asst Football MS (3) (2331 - 801)	\$ 2,813.00	\$ 87.00	\$ 2,900.00
Asst Softball MS (2347 - 806 girls)	\$ 1,598.00	\$ 102.00	\$ 1,700.00
Asst Track HS- (3 - 50% boy-811 /50% girl-812) (3314)	\$ 3,308.00	\$ 192.00	\$ 3,500.00

Asst Track MS (2339 - 811 boys)	\$ 1,598.00	\$ 102.00	\$ 1,700.00
Asst Track MS (2340 - 812 girls)	\$ 1,598.00	\$ 102.00	\$ 1,700.00
Asst Volleyball MS (2349 - 816)	\$ 1,179.00	\$ 121.00	\$ 1,300.00
Asst Wrestling HS (3317 - 807)	\$ 3,612.00	\$ 188.00	\$ 3,800.00
Asst Wrestling MS (2342 - 807)	\$ 1,939.00	\$ 61.00	\$ 2,000.00
Asst. Band Director (1562)	\$ 3,232.00	\$ 168.00	\$ 3,400.00
Asst. Band Director-High Schl (1560)	\$ 3,232.00	\$ 968.00	\$ 4,200.00
Attend Officer/Visiting Counselor (0093)	\$ 6,350.00	\$ 250.00	\$ 6,600.00
Band Director (2123)	\$ 4,068.00	\$ 932.00	\$ 5,000.00
Band Director (3123)	\$ 6,006.00	\$ 1,494.00	\$ 7,500.00
Broadcast Advisor (3113)	\$ 2,357.00	\$ 143.00	\$ 2,500.00
Character Ed Sponsor (3131)	\$ 3,346.00	\$ 154.00	\$ 3,500.00
Cheer/Pep Club Sponsor (3129)	\$ 3,345.00	\$ 855.00	\$ 4,200.00
Cheerleader/Pep Club (2129)	\$ 2,282.00	\$ 318.00	\$ 2,600.00
Chief Financial Officer/Asst Supt (0031)	\$ 65,000.00	\$ 2,000.00	\$ 67,000.00
Chief Operating Officer/Asst Supt (0007)	\$ 65,000.00	\$ 2,000.00	\$ 67,000.00
College Career Readiness Liaison (5225)	\$ 6,577.00	\$ 223.00	\$ 6,800.00
Coordinator (0011), Chief of Police (0051)	\$ 11,888.00	\$ 12.00	\$ 11,900.00
Counselor (2120)	\$ 4,601.00	\$ 199.00	\$ 4,800.00
Cross Country HS (3319 - 814 boy)	\$ 2,016.00	\$ 484.00	\$ 2,500.00

Cross Country HS (3319 - 822 girl))	\$ 2,016.00	\$ 484.00	\$ 2,500.00
Database Admin (0064)	\$ 8,668.00	\$ 332.00	\$ 9,000.00
Dean of Students/High Sch (0010)	\$ 9,504.00	\$ 296.00	\$ 9,800.00
Dean of Students/Jr High (0010)	\$ 6,653.00	\$ 247.00	\$ 6,900.00
Department Chair (3101)	\$ 1,188.00	\$ 112.00	\$ 1,300.00
Deputy Superintendent (0002)	\$ 42,654.00	\$ 29,346.00	\$ 72,000.00

Director (0005)	\$ 20,500.00	\$ 4,500.00 (includes local travel & community involvement)	\$ 25,000.00
Dist. Algebra I Tchr Facilitator (1572)	\$ 875.00	\$ 25.00	\$ 900.00
District Assistant Swimming (3323)	\$ 3,612.00	\$ 188.00	\$ 3,800.00
District Music Supervisor (3125)	\$ 2,016.00	\$ 84.00	\$ 2,100.00
District Strings (2124)	\$ 2,319.00	\$ 81.00	\$ 2,400.00
District Strings (3124)	\$ 2,319.00	\$ 681.00	\$ 3,000.00
District Swimming (1 - 50% boy-804 /50% girl-810) (3322)	\$ 6,426.00	\$ 274.00	\$ 6,700.00
Drill Team Director (3136)	\$ 3,346.00	\$ 154.00	\$ 3,500.00
EL Facilitator (1580)	\$ 6,045.00	- \$	\$ 6,045.00
EL Program Asst/EL Teacher (0037)	2,500.00 \$	\$ -	\$ 2,500.00
Elementary Asst. Principal (1052)	\$ 7,750.00	- \$	\$ 7,750.00
Elementary Counselor (1520)	\$ 3,003.00	\$ 97.00	\$ 3,100.00
Elementary Librarian (1521)	\$ 3,003.00	\$ 97.00	\$ 3,100.00
Elementary Principal (1050)	\$ 13,150.00	- \$	\$ 13,150.00
Elementary Training Assistant Principal (1054)	\$ 3,500.00	- \$	\$ 3,500.00
Exec. Asst. to Superintendent and Minutes Clerk (5309)	\$ 19,500.00	- \$	\$ 19,500.00
Executive Director (0004)	\$ 27,000.00	\$ 4,000.00 (includes local travel & community involvement)	\$ 31,000.00
Executive Director 1 (0028)	\$ 36,000.00	- \$	\$ 36,000.00
Extended Day Band (1562)	\$ 3,232.00	\$ 168.00	\$ 3,400.00
Federal Programs Budget Manager (Project 500's & 600's) (5316),	\$ 4,828.00	\$ 4,172.00	\$ 9,000.00
Finance Manager (5312)	\$ 8,668.00	\$ 332.00	\$ 9,000.00

Football Coord High School (2) (3305 - 801)	\$ 5,322.00	\$ 578.00	\$ 5,900.00
FT Music Accompanist (5116)	\$ 3,346.00	\$ 154.00	\$ 3,500.00
Gifted/Talented Coordinator (2105)	3,080.00 \$	\$ 120.00	\$ 3,200.00
Golf HS (3320 - 813 boy)	\$ 2,016.00	\$ 184.00	\$ 2,200.00
Golf HS (3320 - 814 girl)	\$ 2,016.00	\$ 184.00	\$ 2,200.00
Golf MS (2344 - 813 boys)	\$ 1,749.00	\$ 151.00	\$ 1,900.00
Golf MS (2344 - 821 girls)	\$ 1,749.00	\$ 151.00	\$ 1,900.00
Grant Facilitator (3333)	\$ 1,331.00	\$ 69.00	\$ 1,400.00
Head Baseball MS (2336 - 805 boys)	\$ 2,358.00	\$ 142.00	\$ 2,500.00
Head Baseball/Softball HS (3311 - 805 boy)	\$ 5,170.00	\$ 2,830.00	\$ 8,000.00
Head Baseball/Softball HS (3311 - 806 girl)	\$ 5,170.00	\$ 2,830.00	\$ 8,000.00
Head Basketball HS (3307 - 802 boy)	\$ 6,426.00	\$ 3,074.00	\$ 9,500.00
Head Basketball HS (3307 - 803 girl)	\$ 6,426.00	\$ 3,074.00	\$ 9,500.00
Head Basketball MS (2332 - 805 boys)	\$ 3,384.00	\$ 616.00	\$ 4,000.00
Head Basketball MS (2334 - 803 girls)	\$ 3,384.00	\$ 616.00	\$ 4,000.00
Head Football HS (1) (3304 - 801)	\$ 9,922.00	\$ 3,078.00	\$ 13,000.00
Head Football MS (2329 - 801)	\$ 4,486.00	\$ 314.00	\$ 4,800.00
Head Grounds (5545)	\$ 3,574.00	\$ 126.00	\$ 3,700.00
Head Mechanic (5810)	\$ 5,703.00	\$ 197.00	\$ 5,900.00

Head Soccer HS (3327 - 815 boy)	\$ 3,916.00	\$ 484.00	\$ 4,400.00
Head Soccer HS (3327 - 820 girl)	\$ 3,916.00	\$ 484.00	\$ 4,400.00
Head Softball MS (2345 - 806 girls)	\$ 2,358.00	\$ 142.00	\$ 2,500.00
Head Tennis HS (3318 - 808 boy)	\$ 2,737.00	\$ 263.00	\$ 3,000.00
Head Tennis HS (3318 - 809 girl)	\$ 2,737.00	\$ 263.00	\$ 3,000.00
Head Track HS (3313 - 811 boy)	\$ 5,170.00	\$ 230.00	\$ 5,400.00
Head Track HS (3313 - 812 girl)	\$ 5,170.00	\$ 230.00	\$ 5,400.00

Head Track MS (2338 - 811 boys)	\$ 2,358.00	\$ 242.00	\$ 2,600.00
Head Track MS (2350 - 812 girls)	\$ 2,358.00	\$ 242.00	\$ 2,600.00
Head Volleyball HS (3337 - 816)	\$ 3,878.00	\$ 122.00	\$ 4,000.00
Head Volleyball MS (2348 - 816)	\$ 1,749.00	\$ 251.00	\$ 2,000.00
Head Wrestling HSI (3316 - 807)	\$ 6,426.00	\$ 674.00	\$ 7,100.00
Head Wrestling MSI (2341 - 807)	\$ 2,890.00	\$ 610.00	\$ 3,500.00
HS Assessment Coordinator (1106)	\$ 2,970.00	\$ 130.00	\$ 3,100.00
HS Asst Principal, 10 mon (3032)	\$ 13,000.00	- \$	\$ 13,000.00
HS Asst Principal, 12 mon (3031)	\$ 18,500.00	- \$	\$ 18,500.00
HS Counselor - Summer Schedule Clean-up (3114)	\$ 3,148.00	\$ 152.00	\$ 3,300.00
HS Counselor (3120)	\$ 4,714.00	\$ 186.00	\$ 4,900.00
HS Principal (3030)	\$ 31,000.00	- \$	\$ 31,000.00
Info Tech Asst. (0069)	\$ 8,668.00	\$ 32.00	\$ 8,700.00
Johnson-O'Malley Coordinator (5142)	\$ 6,600.00	- \$	\$ 6,600.00
JROTC Certified Drill Team (3137)	\$ 5,620.00	\$ 180.00	\$ 5,800.00
K9 Officer (5131)	\$ 2,640.00	\$ 160.00	\$ 2,800.00
Lead Computer Tech (5326)	\$ 3,960.00	\$ 140.00	\$ 4,100.00
Lead Counselor (3117)	\$ 5,437.00	\$ 263.00	\$ 5,700.00
Librarian (2121)	\$ 4,601.00	\$ 199.00	\$ 4,800.00
Librarian (3121)	\$ 4,714.00	\$ 186.00	\$ 4,900.00
Licensed Behavioral (0030)	\$ 4,714.00	\$ 186.00	\$ 4,900.00
Licensed Professional Counselor (0029)	\$ 4,714.00	\$ 186.00	\$ 4,900.00
MS Asst Principal 10 mon (2043)	\$ 11,500.00	- \$	\$ 11,500.00
MS Asst Principal 12 mon (2041)	\$ 14,800.00	- \$	\$ 14,800.00
MS Principal (2040)	\$ 21,000.00	- \$	\$ 21,000.00
MS SPED Facilitator (3102)	\$ 875.00	\$ 125.00	\$ 1,000.00
Network Administrator (0018)	\$ 10,797.00	\$ 403.00	\$ 11,200.00

Network Tech (5323)	\$ 3,960.00	\$ 140.00	\$ 4,100.00
Newspaper Sponsor (3128)	\$ 2,358.00	\$ 142.00	\$ 2,500.00
Occupational Therapist - Non-Cert + 5% (0094)	\$ 7,413.00	\$ 187.00	\$ 7,600.00
Physical Therapist - Non-Cert + 5% (0026)	\$ 7,413.00	\$ 187.00	\$ 7,600.00
Police Lieutenant (0050)	\$ 8,668.00	\$ 32.00	\$ 8,700.00
Programmer (0024)	\$ 6,577.00	\$ 223.00	\$ 6,800.00
Psychologist + 5%	\$ 7,413.00	\$ 187.00	\$ 7,600.00
Psychometrist + 5% (0021)	\$ 4,106.00	\$ 94.00	\$ 4,200.00
Purchasing Agent (5313)	\$ 8,668.00	\$ 332.00	\$ 9,000.00
Purchasing Manager (5307)	\$ 8,668.00	\$ 332.00	\$ 9,000.00
School Athletic Coord HS (3326 - 819)	\$ 3,916.00	\$ 184.00	\$ 4,100.00
School Athletic Coord MS (2346)	\$ 1,901.00	\$ 99.00	\$ 2,000.00
School Nurse + 5% (0022)	\$ 2,548.00	\$ 152.00	\$ 2,700.00

Site Tech Repair Advisor (2128)	\$ 2,357.00	\$ 143.00	\$ 2,500.00
Soccer MS - Boys (3324)	\$ 1,749.00	\$ 251.00	\$ 2,000.00
Soccer MS - Girls (3325)	\$ 1,749.00	\$ 251.00	\$ 2,000.00
Software Support Specialist (0032)	\$ 6,577.00	\$ 223.00	\$ 6,800.00
Special Ed Compliance Officer (0019)	\$ 6,045.00	\$ 255.00	\$ 6,300.00
Specialist (0006),	\$ 14,560.00	- \$	\$ 14,560.00
Speech Pathologist B + 16 (0081)	\$ 685.00	\$ 115.00	\$ 800.00
Speech Pathologist CCC (0081)	\$ 8,910.00	\$ 290.00	\$ 9,200.00
Speech Pathologist CFY (0081)	\$ 5,361.00	\$ 239.00	\$ 5,600.00
Speech Pathologist Masters (0081)	\$ 1,331.00	\$ 69.00	\$ 1,400.00
Stage Production (2126)	\$ 1,445.00	\$ 555.00	\$ 2,000.00
Stage Production (3126)	\$ 2,852.00	\$ 648.00	\$ 3,500.00

Student Data Admin (0068)	\$ 8,668.00	\$ 332.00	\$ 9,000.00
System Analyst (0009)	\$ 10,797.00	\$ 403.00	\$ 11,200.00
Tech Inventory Tech (5226)	\$ 3,960.00	\$ 140.00	\$ 4,100.00
Tech Teacher Trainer - 195 days (approved 8/3/20) (0035)	\$ 8,668.00	\$ 332.00	\$ 9,000.00
Technology Maintenance Manager (5227)	\$ 4,828.00	\$ 172.00	\$ 5,000.00
Tennis MS (2343 - 808 boys)	\$ 1,749.00	\$ 251.00	\$ 2,000.00
Tennis MS (2343 - 809 girls)	\$ 1,749.00	\$ 251.00	\$ 2,000.00
Title I PD/PI and Compliance Facilitators (1577/1578)	\$ 6,045.00	- \$	\$ 6,045.00
Title I/IX Facilitator - 15 days contract extension (1573)	\$ 4,641.00	\$ -	\$ 4,641.00
Title I/IX Facilitator (1581)	\$ 6,045.00	- \$	\$ 6,045.00
Video Technician (0052)	\$ 4,828.00	\$ 172.00	\$ 5,000.00
Virtual Academy Teacher (pay per semester) (0038)	\$ 2,500.00	- \$	\$ 2,500.00
Virtual School Assistant Principal, 12 mon (3033)	\$ 18,500.00	- \$	\$ 18,500.00
Voc Counselor/Career Advisor (3119)	\$ 4,714.00	\$ 186.00	\$ 4,900.00
Vocal Music (2122)	\$ 2,319.00	\$ 181.00	\$ 2,500.00
Vocal Music (3122)	\$ 3,346.00	\$ 654.00	\$ 4,000.00
Year Book Sponsor (2127)	\$ 1,674.00	\$ 126.00	\$ 1,800.00
Year Book Sponsor (3127)	\$ 2,358.00	\$ 142.00	\$ 2,500.00
Competitive Speech & Debate	\$ -	\$ 2,800.00	\$ 2,800.00



Kiowa Tribe of Oklahoma

HEAD START PROGRAM

P.O. Box 369 : Carnegie OK 73015 :: 580-654-6393 : Fax: 580-654-2544

MEMORANDUM OF TRANSITION AGREEMENT BETWEEN KIOWA TRIBE HEAD START AND LAWTON PUBLIC SCHOOLS

The Kiowa Tribe Head Start and the Lawton Public Schools do hereby establish and implement a Memorandum of Transition Agreement for services to children in accordance with the Head Start Performance Standards for the period of August 2021 to July 2022. Head Start is funded by the American Indian-Alaska Native Program Branch (AIANPB), Administration for Children and Families of the Department of Health and Human Services to prepare children as they transition from Head Start to elementary school.

I. PURPOSE STATEMENT

To ease the transition for children and their families from Head Start to Kindergarten, the Kiowa Tribe Head Start in collaboration with the Lawton Public Schools offers this cooperative relationship to implement the transition program.

It is the intent of this Agreement to:

- A. Ensure that each cooperatively maintains communication and share leadership responsibilities at the local level to ensure that available resources are utilized in the most effective manner.
- B. Ensure that cooperative arrangements between Lawton Public Schools and the Kiowa Tribe Head Start are developed, implemented, and preserved.
- C. Prepare for the continuity of Head Start children's educational process by informing public schools of the children's development through:
 1. An overview of the Head Start curriculum for the Kindergarten teachers.
 2. Availability of the children's health, education, family goals, and special needs records upon request with parental approval.
- D. Include Head Start children in the transition process through:
 1. An orientation to the new environment.
 2. An opportunity to meet Kindergarten teachers, principals, and other school personnel.
- E. Include the parents in the transition process through:
 1. An overview of the public school's policies and regulations, including services for special needs children.



Little Rabbits Center : 1602 American Street : Anadarko, OK 73005 : 405-247-3740 : Fax: 405-247-9204

KCA Center : 1401 NE Lawrie Tatum Rd : Lawton, OK 73507 : 580-354-1412 : Fax: 580-355-0782

2. An opportunity to meet Kindergarten teachers, Principals, and other school personnel
3. An opportunity to pre-enroll their children for entrance to Kindergarten.

II. The Parties agree to the following:

- A. Initiate joint transition-related training for Head Start staff and public school personnel.
 1. Head Start Family Service Manager will develop a schedule of all training sessions with dates, time, and place for Head Start parent/guardians.
 2. Head Start Family Service Manager will conduct training sessions for all the Head Start teaching staff.
 3. The Head Start teachers will be given the opportunity to observe in the public school settings to better prepare the children for transition.
 4. Group sessions will be scheduled for Head Start and public schools personnel to exchange ideas about each program's goals, curriculum, materials, and schedules, and assessments for children.
 5. Head Start staff will notify parents of the training sessions and will provide transportation.
 6. Public school personnel will conduct training sessions on their policies and regulations for Head Start staff.
 7. The Head Start Family Manager will provide training for parents to prepare them for the transition into the public schools.
 8. The Family Service Manager in collaboration with the Disabilities Coordinator will inform the parents of special needs children and transition meeting.
 9. The Head Start staff will provide information with identified special needs children to the public with parental consent.

III. The Kiowa Tribe Head Start and Lawton Public Schools together with an appropriate representative shall jointly undertake the following:

- A. Lawton Public Schools and Kiowa Tribe Head Start personnel will meet in the spring of each year to establish procedures for the following transition activities:
 1. Head Start overview for Pre-K and Kindergarten teachers.
 2. Transfer of children's records
 3. Field trips to public school for Head Start children and parents to meet the Principal, Kindergarten teachers, and other school personnel.
 4. Head Start will meet to discuss the dates, times, and procedures of transition activities.
- B. The Head Start center based children will be prepared for the transition process through classroom activities which stimulate play, dramatization and discussions about public school personnel, cafeteria, playground, classrooms, and schedules.

- C. The home based children and parents will be prepared for the transition process through the identification of individual strengths and needs. The children will be provided the opportunity to have classroom socialization's to stimulate play, dramatization, and discuss about public school personnel, cafeteria, playground, classrooms, and schedules.
- D. The Kiowa Tribe Head Start will prepare the environment for the children to learn through active exploration and interaction.
 - 1. Provide activities with learning materials relevant to child's own life experience.
 - 2. Provide opportunities to develop social and self-help skills
 - 3. Provide a multicultural program which is reflective of the Kiowa Tribal language and culture.
 - 4. Provide opportunities for cognitive development.
 - 5. Children's progress will documented for reporting of accomplishments outlining the conceptual learning, self-help activities and school readiness.

This agreement may be amended by mutual agreement in writing, executed by the officials executed by the officials executing this agreement or their successors, and appended herewith.

IV. SIGNATURE AND DATES

President, Lawton Board of Education	Date
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Head Start Director	Date
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Policy Council Chairperson	Date
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Kiowa Tribe of Oklahoma

HEAD START PROGRAM

P.O. Box 369 : Carnegie OK 73015 :: 580-654-6393 : Fax: 580-654-2544

MEMORANDUM OF UNDERSTANDING BETWEEN LAWTON PUBLIC SCHOOLS AND KIOWA TRIBE HEAD START PROGRAM

This agreement is between **Lawton Public Schools** and **Kiowa Tribe Head Start** for the period of August 2021 to July 2022. This agreement is binding on the staff members of both agencies, and will be reviewed at least annually. Either agency may revoke this agreement with a notice of at least 30 days.

The purpose of this agreement is to establish working procedures between **Lawton Public Schools** and **Kiowa Tribe Head Start** in the provision of services to preschool children, in compliance with federal and state laws and regulations.

It is the intent of this agreement to:

1. Define which services will be provided by each agency.
2. Ensure that children who are eligible for preschool services receive such services as required by federal and state laws and regulations that will improve their readiness for school.
3. Ensure that each agency cooperatively maintains communication and share leadership relationship responsibilities at the local level to ensure that available resources are utilized in the most effective manner.
4. Ensure that cooperative arrangements between Lawton Public Schools and Kiowa Tribe Head Start are developed, implemented and maintained.

This agreement applies only to preschool children three-years-old to Kindergarten eligible, inclusive, who are eligible for preschool services.

I. PURPOSE

To provide collaboration and coordination activities for eligible children.

II. DURATION

This agreement shall cover from August 2021 through July 2022.

III. GENERAL PROVISIONS OF THE AGREEMENT

All parties agree;

Preschool children are best served in environments that provide instruction in their home language and culture.



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KCA Center : 1401 NE Lawrie Tatum Rd : Lawton, OK 73507 : 580-354-1412 : Fax: 580-355-0782

IV. AGENCY RESPONSIBILITIES

Kiowa Tribe Head Start agrees to:

1. Collaborate and coordinate with Lawton Public Schools to improve the availability and quality of services to Head Start children and families.
2. Participate in outreach efforts to identify eligible children.
 - a. Receive parent permission to share information about such children.
 - b. Collaborate with Lawton Public School teachers regarding professional development and instructional strategies.
 - c. Ensure a smooth transition to school for eligible children.
3. Coordinate activities with Lawton Public School including:
 - a. Collaboration on shared use of transportation and facilities, in appropriate cases.
 - b. Collaboration to reduce duplication of services.
 - c. Collaboration to enhance the efficiency of services and increase program participation of underserved populations of eligible children.
 - d. Exchange information on the provision of non-educational services to such children.
4. Plan, coordinate, and biennially review each of the following activities:
 - a. Educational activities, curricular objectives, and instruction.
 - b. Public information dissemination and access to programs for families contacting any of the preschool programs.
 - c. Selection priorities for eligible children to be served by the preschool programs
 - d. Service areas
 - e. Staff training, including opportunities for joint staff training on topics such as academic content standards, instructional methods, curriculum, and social and emotional development.
 - f. Program technical assistance.
 - g. Provision of additional services to meet the needs of working parents, as applicable.
 - h. Communication and parent outreach for smooth transitions to Kindergarten.
 - i. Provision and use of facilities, transportation, and other program elements.
 - j. Other elements mutually agreed to by the parties to the memorandum.

Lawton Public School agrees to:

1. Collaborate and coordinate with **Kiowa Tribe Head Start** to improve the availability and quality of services to Head Start children and families.
2. Participate in outreach efforts to identify eligible children.
 - a. Collaborate with **Kiowa Tribe Head Start** teaching staff regarding professional development and instructional strategies.
 - b. Collaborate on shared use of transportation and facilities, in appropriate cases.
 - c. Collaborate to reduce duplication of services.
 - d. Collaborate to enhance the efficiency of services and increase program participation of underserved populations of eligible children.
 - e. Exchange information on the provision of non-educational services to such children.
3. Participate biennially in coordination and review of each of the following activities:
 - a. Educational activities, curricular objectives, and instruction.
 - b. Public information dissemination and access to programs for families contacting any of the preschool programs.
 - c. Selection priorities for eligible children to be served by the preschool programs.
 - d. Service areas
 - e. Staff training, including opportunities for joint staff training on topics such as academic content standards, instructional methods, curricula, and social and emotional development.
 - f. Program technical assistance.
 - g. Provision of additional services to meet the needs of working parents, as applicable.
 - h. Communication and parent outreach for smooth transitions to Kindergarten.
 - i. Provision and use of facilities, transportation, and other program elements.
 - j. Other elements mutually agreed to by the parties to the memorandum.

V. Funding and Financial Responsibility

It is specifically agreed that neither party shall be responsible for costs or expenditures incurred by the other, other than those expenses defined in any separate agreements in writing that may be between the parties cooperating in this program.

VI. Modification of the Agreement

Modification of the agreement shall be made by mutual consent of all parties. Written notification of changes to this document must be presented to all parties 30 days prior to any changes, and all parties must agree to the modification. Termination of the agreement may occur by any party upon a 60-day written notification.

It is agreed that the **Kiowa Tribe Head Start** and **Lawton Public Schools** understand and intend to abide by the terms outlined in this agreement. This agreement shall become effective when signed.

Board of Education, Lawton Public Schools

Date

Head Start Director

Date

Policy Council Chairman

Date

HUMAN RESOURCES
Personnel Report
July 15, 2021

The following RESIGNATIONS have been received:

Denotes Retirement**

CERTIFIED

NAME	ASSIGNMENT	END DATE
Griffin, Erin	Teacher	05-28-2021
Hicks, James	Teacher	05-21-2021
Miles, Lance	Teacher & Assistant Football Coach	05-28-2021
Riley, Ann Margaret	Teacher	05-21-2021
Smith, Heather	Special Education Teacher	05-21-2021
Stewart, Sterling	Teacher, Assistant Track Coach and Football Coordinator	05-21-2021
Young, Cynthia	Teacher	05-21-2021

SUPPORT

NAME	ASSIGNMENT	END DATE
Christian, David	Child Nutrition Custodian	06-17-2021
Leonhardt, Terry	Head Plumber	06-30-2021

The following EMPLOYMENTS are recommended for the 2021-2022 school year:

CERTIFIED

Hoyt, JR	Assistant Principal	07-19-2021
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CERTIFIED: Part-time

NAME	ASSIGNMENT	START DATE
Spannagel, Jan	Teacher	08-09-2021

SUPPORT

NAME	ASSIGNMENT	START DATE
Smith, Chance	Landscape Worker	06-03-2021

The following EXTRA DUTIES have been assigned for the 2021-2022 school year:

CERTIFIED

NAME	ASSIGNMENT	START DATE
Irizarry, Carlos	Academic Coach	08-09-2021

The following **SUMMER EXTRA DUTIES** have been assigned for the 2021-2022 school year:

CERTIFIED

NAME	ASSIGNMENT	START DATE
Foxx, Stephanie	Summer Tutor	07-08-2021

SUPPORT

NAME	ASSIGNMENT	START DATE
Redfearn, Berrin	Feeding Site Assistant	06-21-2021

HUMAN RESOURCES
Personnel Report
July 15, 2021

The following EMPLOYMENTS are recommended for the 2021-2022 school year:

Denotes currently working on obtaining Oklahoma teaching certificate**

CERTIFIED

Hoyt, Ashlee	Library Media Specialist	08-02-2021
Hendrickson, Stephanie	Teacher	08-09-2021
Ellis, Damariaus	Teacher	08-09-2021
Stoll, Erin	Teacher	08-09-2021
King, John**	Teacher	08-09-2021
Lovato, Tina**	Teacher	08-09-2021
Jones, Kenneth	Teacher	08-09-2021

CERTIFIED: Part-time

NAME	ASSIGNMENT	START DATE
Arze, Rita	Teacher	08-09-2021

SUPPORT

NAME	ASSIGNMENT	START DATE
Allen, Marquis	Landscape Worker	06-03-2021
Engle, Kyle	Landscape Worker	06-23-2021
Washington, LaMetrica	Teacher Assistant	08-11-2021
Route, Jessica N.	Secretary	07-20-2021

The following EXTRA DUTIES have been assigned for the 2021-2022 school year:

SUPPORT

NAME	ASSIGNMENT	START DATE
Willmon, Riley	Assistant Softball Coach	07-15-2021

The following SUMMER EXTRA DUTIES have been assigned for the 2021-2022 school year:

CERTIFIED

NAME	ASSIGNMENT	START DATE
Cole, Joan	Summer Indian Ed Tutor	06-07-2021