

Bixby Board of Education Regular Meeting
Thursday, July 16, 2020 Bixby Board of Education Regular Meeting
Administrative Center 109 N. Armstrong Bixby, OK 74008
109 N Armstrong St
Bixby, OK 74008

Attendance Taken at 6:00 PM.

Justin Cheatham: Present

Matt Dotson: Present

Tristy Fryer: Present

Julie Prox: Present

Amanda Stephens: Present

Present: 5.

1. **Call Meeting to Order/Roll Call**
2. **Reports to The Board**
 1. Superintendent's Report - Rob Miller
 2. Facilities Update - Mark Deibert
3. **Comments from the Public - Bryan Wiesman, 11831 E. 121st St., Broken Arrow, Ok. 74011. Bryan addressed the Board on the reasons to wear face masks.**
 1. Speakers must identify themselves.
 2. Each Speaker is given a maximum of three (3) minutes.
 3. In order to avoid repetitious information, a single spokesperson will be selected by groups desiring to address the board.
 4. Total time allocated to this item is thirty (30) minutes.
 5. Speakers may offer objective comments of school operations and programs that concern them. The Board shall not hear personal complaints unless the proper administrative procedures concerning complaints have been followed.
 6. Speakers may not use profanity at a School Board meeting. Patrons conducting themselves in this manner may be asked to leave the meeting.
 7. The president reserves the right to interrupt this section and move to the next item.
 8. In accordance with provisions of the Oklahoma Open Meeting Act, discussion or action by the Board on an item presented under the "Comments from the Public" agenda topic is not permitted. Board members and administrative staff will not respond to questions from the public. The Board appreciates and will seriously

consider all comments made during this time. Proper questions from members of the public may be referred to the Superintendent for later report to the Board.

4. **General Consent Agenda - Discussion, consideration and vote to approve or not to approve Items #4.1-4.29. (These items may be approved by one Board motion, unless any board member desires to have a separate vote on any or all of these items.)**

Approval of General Consent Agenda Items #4.1-4.29 as presented. Passed with a motion by Matt Dotson and a second by Amanda Stephens.

Justin
Cheatham: Yea

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie Prox: Yea

Amanda
Stephens: Yea

Yea: 5, Nay: 0

1. Minutes of June 11, 2020 Regularly Scheduled Board Meeting
2. Minutes of June 29, 2020 Special Board Meeting
3. Activity Fund Summary of Accounts and Transfer Requests
4. Encumbrances and Change Orders for FY 2020 and FY 2021 General Fund, Building Fund, Child Nutrition Fund, Sinking Fund, Bond Funds 31-39 and Bond-Lease per attached encumbrance registers
5. Approval of Bixby Public Schools Handbooks as presented for the 2020-2021 fiscal year
6. Approval of a participation agreement with Oklahoma State Department of Education and Public Consulting Group for the School-Based Health Services Program (Medicaid) for the 2020-2021 fiscal year

7. Approval of the ImpactTulsa Memorandum of Understanding for the 2020-2021 fiscal year
8. Approval of UCO Memorandum of Understanding for Teacher clinical experiences for the 2020-2021 fiscal year
9. Approval of the Tulsa Community College Memorandum of Understanding for the Concurrent Enrollment for the 2020-2021 fiscal year
10. Approval of Tulsa Community College Memorandum of Understanding for Pre-Calculus 1 Math 1513 for the 2020-2021 fiscal year
11. Approval of Tulsa Technology Memorandum of Understanding for eSchool Network for the 2020-2021 fiscal year
12. Approval of Tulsa Technology Memorandum of Understanding for the Aerospace program for the 2020-2021 fiscal year
13. Approval of Oklahoma University Memorandum of Understanding for Teacher Field Experience for the 2020-2021 fiscal year
14. Approval of the SpringDental Memorandum of Understanding for 2020-2021 fiscal year
15. Approval of the Sandy Hook Promise "Say Something Anonymous Reporting System" Agreement for the 2020-21 fiscal year.
16. Approval of Bixby Police Department Agreements for SRO services for the 2020-21 fiscal year
17. Approval of the American Checked Agreement for volunteer background checks for 2020-21 fiscal year.
18. Approval of Ver Hoef Agreement to provide background checks for incoming employees for 2020-21 fiscal year.
19. Approval of PULSE Software Memorandum of Understanding for the 2020-21 fiscal year.
20. Approval of The Bridges Foundation Memorandum of Understanding for the 2020-21 fiscal year
21. Approval of an agreement with Christina Evans for services for the 2020-2021 fiscal year
22. Approval of an agreement with Mary Catherine Corbell, LLC for services for the 2020-2021 fiscal year

23. Approval of the lowest responsible bidder for Milk and Dairy products for the 2020-2021 fiscal year
24. Approval of the lowest responsible bidder for the Prime Vendor for the 2020-2021 fiscal year
25. Approval of the lowest responsible bidder for Bread products for the 2020-2021 fiscal year
26. Approval of the lowest responsible bidder for the Child Nutrition pest control services for the 2020-2021 fiscal year
27. Approval of the lowest responsible bidder for Produce for the 2020-2021 fiscal year
28. Employment, Resignation, Retirement - Certified Personnel - per attached
29. Employment, Resignation, Retirement - Support Personnel - per attached

5. **Finance**

1. Discussion, consideration and vote to approve or not to approve a reimbursement agreement between the General Fund and the Child Nutrition Fund for the 2020-2021 fiscal year.

Approval of a reimbursement agreement between the General Fund and the Child Nutrition Fund for the 2020-2021 fiscal year. Passed with a motion by Julie Prox and a second by Justin Cheatham.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie
Prox: Yea

Amanda
Stephen Yea
s:

Yea: 5, Nay: 0

2. Discussion, consideration or vote to approve or not to approve a new beverage contract.

Approval of a new five year beverage contract with Pepsi as presented. Passed with a motion by Julie Prox and a second by Amanda Stephens.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie
Prox: Yea

Amanda
Stephen Yea
s:

Yea: 5, Nay: 0

6. Teaching and Learning

1. Discussion, consideration, and vote to approve or not to approve Bixby Public Schools "Return to Learn" and COVID-19-Protocols and Procedures Guide for 2020-2021.

Approval of the Bixby Public Schools Return to Learn and COVID-19-Protocols and Procefutrd Huifr got 2020-2021 Passed with a motion by Julie Prox and a second by Amanda Stephens.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie
Prox: Yea

Amand
a
Stephen Yea
s:

Yea: 5, Nay: 0

2. Discussion, consideration and vote to approve or not to approve a service agreement with International Center for Leadership in Education.

Approval of a service agreement with International Center for Leadership in Education. Passed with a motion by Matt Dotson and a second by Justin Cheatham.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy Fryer: Yea

Julie Prox: Yea

Amanda Stephen: Yea

Yea: 5, Nay: 0

7. District Services

1. Discussion, consideration and vote to approve or not to approve Rob Miller, Lydia Wilson and Jamie Milligan as Title IX Coordinators for Bixby Public Schools for the 2020-2021 fiscal year.

Approval of Rob Miller, Lydia Wilson and Jamie Milligan as the Title IX Coordinators for Bixby Public Schools for the 2020-2021 fiscal year. Passed with a motion by Julie Prox and a second by Tristy Fryer.

Justin Cheatham: Yea

Matt Dotson: Yea

Tristy Fryer: Yea

Julie Prox: Yea

Amanda: Yea

Stephen
s:

Yea: 5, Nay: 0

2. Discussion, consideration and vote to approve or not to approve the Superintendent's Contract for the 2020-2021 fiscal year.

Approval of the Superintendent's Contract for the 2020-2021 fiscal year Passed with a motion by Amanda Stephens and a second by Justin Cheatham.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie
Prox: Yea

Amand
a
Stephen Yea
s:

Yea: 5, Nay: 0

3. Discussion, consideration, and vote to approve or not to approve a drug and alcohol testing contract with TEAM Professional Services, Inc for the 2020-21 fiscal year

Approval of a drug and alcohol testing contract with TEAM Professional Services, Inc. for the 2020-2021 fiscal year Passed with a motion by Julie Prox and a second by Amanda Stephens.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie
Prox: Yea

Amand
a
Stephen Yea
s:

Yea: 5, Nay: 0

4. Discussion, consideration and vote to approve or not to approve the lowest responsible bidder for district-wide pest control services for the 2020-2021 fiscal year.

Approval of _West Pest Control as the lowest responsible bidder for district-wide pest control services for the 2020-2021 fiscal year. Passed with a motion by Amanda Stephens and a second by Julie Prox.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy Fryer: Yea

Julie Prox: Yea

Amanda Stephen: Yea

Yea: 5, Nay: 0

5. Discussion, consideration and vote to approve or not to approve the lowest responsible bidder for district-wide trash services for the 2020-2021 fiscal year.

Approval of American Waste as the lowest responsible bidder for district-wide trash services for the 2020-2021 fiscal year. Passed with a motion by Julie Prox and a second by Matt Dotson.

Justin Cheatham: Yea

Matt Dotson: Yea

Tristy Fryer: Yea

Julie Prox: Yea

Amanda Stephen: Yea

Yea: 5, Nay: 0

6. Discussion, consideration and vote to approve or not to approve the lowest responsible bidder for the Elevator Service Contract for the 2020-2021 fiscal year.

Approval of ThyssenKrupp as the lowest responsible bidder for the Elevator Service Contract for the 2020-2021 fiscal year. Passed with a motion by Amanda Stephens and a second by Tristy Fryer.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie
Prox: Yea

Amand
a
Stephen Yea
s:

Yea: 5, Nay: 0

7. Discussion, consideration and vote to approve or not to approve declaring items as surplus to be disposed of according to Oklahoma Statutes.

Approval of declaring items as surplus to be disposed of according to Oklahoma Statutes as presented. Passed with a motion by Amanda Stephens and a second by Matt Dotson.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie
Prox: Yea

Amand
a
Stephen Yea
s:

Yea: 5, Nay: 0

8. **Human Resources**

9. **Executive Session**

1. Discussion, consideration and vote to go or not to go into executive session to discuss the negotiations proceedings with the BEA (25 O.S. Sec. 307 (B)(2)).

At 7:57 p.m. approval of going into executive session to discuss the negotiations proceedings with the BEA (25 O.S. Sec. 307 (B)(2)). Passed with a motion by Amanda Stephens and a second by Julie Prox.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie
Prox: Yea

Amand
a
Stephen Yea
s:

Yea: 5, Nay: 0

2. Vote to acknowledge return to open session.

At 8:40 p.m. approval to return to open session Passed with a motion by Amanda Stephens and a second by Julie Prox.

Justin
Cheatha Yea
m:

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie
Prox: Yea

Amand
a
Stephen Yea
s:

Yea: 5, Nay: 0

3. Statement by Board president of executive session minutes.

10. New Business

11. Vote to adjourn

At 8:41 p.m. approval to adjourn Passed with a motion by Amanda Stephens and a second by Julie Prox.

Justin
Cheatham: Yea

Matt
Dotson: Yea

Tristy
Fryer: Yea

Julie Prox: Yea

Amanda
Stephens: Yea

Yea: 5, Nay: 0

President

Vice President

Clerk

Member

Member

Bixby Board of Education Regular Meeting
Thursday, June 11, 2020
Administrative Center
109 N Armstrong St
Bixby, OK 74008

Attendance Taken at 6:00 PM.

Justin Cheatham: Present

Matt Dotson: Present

Tristy Fryer: Present

Julie Prox: Present

Amanda Stephens: Present

Present: 5.

1. Call Meeting to Order/Roll Call

2. Reports to The Board

2.1. Superintendent's Report - Rob Miller

2.2. Facilities Update - Mark Deibert

2.3. Monthly Budget Report - Mike Anthony

3. Comments from the Public

3.1. Speakers must identify themselves.

3.2. Each Speaker is given a maximum of three (3) minutes.

3.3. In order to avoid repetitious information, a single spokesperson will be selected by groups desiring to address the board.

3.4. Total time allocated to this item is thirty (30) minutes.

3.5. Speakers may offer objective comments of school operations and programs that concern them. The Board shall not hear personal complaints unless the proper administrative procedures concerning complaints have been followed.

3.6. Speakers may not use profanity at a School Board meeting. Patrons conducting themselves in this manner may be asked to leave the meeting.

3.7. The president reserves the right to interrupt this section and move to the next item.

3.8. In accordance with provisions of the Oklahoma Open Meeting Act, discussion or action by the Board on an item presented under the "Comments from the Public" agenda topic is not permitted. Board members and administrative staff will not respond to questions from the public. The Board appreciates and will seriously consider all comments made during this time. Proper questions from members of the public may be referred to the Superintendent for later report to the Board.

4. General Consent Agenda - Discussion, consideration and vote to approve or not to approve Items #4.1-4.31. (These items may be approved by one Board motion, unless any board member desires to have a separate vote on any or all of these items.)

Approval of General Consent Items #4.1-4.31 as presented. Passed with a motion by Justin Cheatham and a second by Tristy Fryer.

Justin Cheatham: Yea

Matt Dotson: Yea

Tristy Fryer: Yea

Julie Prox: Yea

Amanda Stephens: Yea

Yea: 5, Nay: 0

4.1. Minutes of May 14, 2020 Regularly Scheduled Board Meeting

4.2. Minutes of May 23, 2020 Special Board Meeting

4.3. Activity Fund Summary of Accounts and Transfer Requests

4.4. Encumbrances and Change Orders for FY 2020 General Fund, Building Fund, Child Nutrition Fund, Sinking Fund, Bond-Lease and Bond Funds 31-39 per attached encumbrance registers

4.5. Renewal of appointment of Sherry McIntyre as School District Treasurer and Minutes Clerk for the 2020-2021 fiscal year

4.6. Renewal of appointment of Melinda Weig as Assistant District Treasurer and Activity Fun Custodian for the 2020-2021 fiscal year

4.7. Renewal of appointment of Maricela Hanseth as Encumbrance Clerk and Deputy Clerk of the Board for the 2020-2021 fiscal year

4.8. Appointment of Michelle Atkinson as Deputy Encumbrance Clerk for the 2020-2021 fiscal year

4.9. Renewal of appointment of Terry Sorrells as Deputy Minutes Clerk for the 2020-2021 fiscal year

4.10. Renewal of appointment of Debbie Hauser as Deputy Activity Fund Custodian for the 2020-2021 fiscal year

4.11. Renewal of school picture contracts with Ruth Kelly and Legacy Studios for the 2020-2021 fiscal year

4.12. Renewal of yearbook contracts with Jostens for the 2020-2021 fiscal year

4.13. Memorandum of Understanding with Glenpool Schools for the JROTC Program for the 2020-2021 fiscal year.

4.14. Great Expectations Proposal for the 2020-2021 fiscal year

4.15. Approval of the CCOSA District Level Services (DLS) Program for the 2020-2021 fiscal year at a cost of \$2,500.00

- 4.16. SEES OKTLE renewal agreement for the 2020-2021 fiscal year
- 4.17. Renewal of an agreement with GoGuardian for the 2020-2021 fiscal year at a cost of \$15,512.00
- 4.18. Renewal of an agreement with ESS for substitute teachers for the 2020-2021 fiscal year
- 4.19. Memorandum of Understanding with NSU for Speech Pathologists for the 2020-2021 fiscal year
- 4.20. Memorandum of Understanding with NSU for the Teacher Education Program for the 2020-2021 fiscal year
- 4.21. Memorandum of Understanding with the University of Oklahoma for Field Experience, Practicum and Internships for the 2020-2021 fiscal year
- 4.22. Agreement with Oklahoma State University for Field Clinical Experiences for the 2020-2021 fiscal year
- 4.23. Approval of an agreement with Tulsa City-County Health Department for the 2020-2021 fiscal year
- 4.24. Memorandum of Understanding with Tulsa University for a Clinical Rotation Agreement for Athletic Training and Exercise students for the 2020-2021 fiscal year
- 4.25. Memorandum of Understanding with Tulsa University for a Clinical Rotation Agreement for Nursing Students for the 2020-2021 fiscal year
- 4.26. Memorandum of Understanding with Tulsa University for a Clinical Rotation Program for Speech Pathology for the 2020-2021 fiscal year
- 4.27. Memorandum of Understanding with Tulsa University for Student Teaching for the 2020-2021 fiscal year
- 4.28. Agreement with Tulsa Community College for the Teacher Education Program for the 2020-2021 fiscal year
- 4.29. Agreement with Daybreak Family Services for the 2020-2021 fiscal year
- 4.30. Employment, Resignation, Retirement - Certified Personnel - per attached
- 4.31. Employment, Resignation, Retirement - Support Personnel - per attached

5. Finance

- 5.1. Discussion, consideration and vote to approve or not to approve an increase in Student Lunch Prices for the 2020-2021 fiscal year.

Approval of an increase of \$.10 in Student Lunch Prices for the 2020-2021 fiscal year
Passed with a motion by Julie Prox and a second by Amanda Stephens.

Justin Cheatham:	Yea
Matt Dotson:	Yea
Tristy Fryer:	Yea
Julie Prox:	Yea

Amanda Stephens: Yea
Yea: 5, Nay: 0

6. Teaching and Learning

6.1. Discussion, consideration, and vote to approve or not to approve the 2020-2025 Bixby Schools Strategic Plan Framework, Focus Areas, Goals, Objectives, and Strategies.

Approval of the 2020-2025 Bixby Schools Strategic Plan Framework, Focus Areas, Goals, Objectives, and Strategies. Passed with a motion by Julie Prox and a second by Matt Dotson.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

7. District Services

7.1. Discussion, consideration and vote to approve or not to approve General Liability, Education Leaders Liability, Property and Casualty Insurance agreements for the 2020-2021 fiscal year.

Approval of the General Liability, Education Leaders Liability, Property and Casualty Insurance agreements for the 2020-2021 fiscal year with OSIG at a cost of \$625,018.00 plus an additional cost when West Schools are completed of \$77,000.00. Passed with a motion by Julie Prox and a second by Amanda Stephens.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

7.2. Discussion, consideration and vote to approve or not to approve the Workers' Compensation Insurance for the 2020-2021 fiscal year.

Approval of the Workers' Compensation Insurance with OSAG for the 2020-2021 fiscal year at a cost of \$101,506.00. Passed with a motion by Julie Prox and a second by Justin Cheatham.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea

Amanda Stephens: Yea
Yea: 5, Nay: 0

7.3. Discussion, consideration and vote to approve or not to approve the Imperial Vending Contract for the 2020-2021 fiscal year.

Approval of the Imperial Vending Contract for the 2020-2021 fiscal year. Passed with a motion by Amanda Stephens and a second by Matt Dotson.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

7.4. Discussion of the 2021-2022 Academic Calendar. Discussion only. No action required by the Board of Education.

7.5. Discussion, consideration and vote to approve or not to approve a contract with the City of Bixby for two School Resource Officers for the 2020-2021 fiscal year.

Approval of a contract with the City of Bixby for two School Resource Officers for the 2020-2021 fiscal year at a cost of \$141,913.00. Passed with a motion by Amanda Stephens and a second by Tristy Fryer.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

7.6. Discussion, consideration and vote to approve or not to approve Activity Fundraisers for the 2020-2021 fiscal year.

Approval of the Activity Fundraisers for the 2020-2021 fiscal year. Passed with a motion by Amanda Stephens and a second by Julie Prox.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

7.7. Discussion, consideration and vote to approve or not to approve an agreement with OSSBA for Employment Services for the 2020-2021 fiscal year at a cost of \$4,485.00.

Approval of an agreement with OSSBA for Employment Services for the 2020-2021 fiscal year at a cost of \$4,485.00. Passed with a motion by Julie Prox and a second by Amanda Stephens.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

7.8. Discussion, consideration and vote to approve or not to approve the appointment of a member of the BPS Board of Education as an OSSBA Legislative Liaison for the 2020-2021 fiscal year.

Approval of the appointment of Tristy Fryer, member of the BPS Board of Education as the OSSBA Legislative Liaison for the 2020-2021 fiscal year. Passed with a motion by Julie Prox and a second by Matt Dotson.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

7.9. Discussion, consideration and vote to approve or not to approve Bixby Public Schools Open Transfer List for the 2020-2021 fiscal year.

Approval of Bixby Public Schools Open Transfer List for the 2020-2021 fiscal year. Passed with a motion by Amanda Stephens and a second by Justin Cheatham.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

7.10. Discussion, consideration and vote to approve or not to approve declaring items as surplus to be disposed of in accordance with the State Laws of Oklahoma.

Approval of declaring items as surplus to be disposed of in accordance with the State Laws of Oklahoma. Passed with a motion by Amanda Stephens and a second by Tristy Fryer.

Justin Cheatham: Yea
Matt Dotson: Yea

Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

8. Human Resources

8.1. Discussion, consideration and vote to approve or not to approve the following adjunct teachers for the 2020-2021 school year: Jocelyn Murdock, Blake Dean, and Tim Holt.

Approval of the following adjunct teachers for the 2020-2021 school year: Jocelyn Murdock, Blake Dean, and Tim Holt. Passed with a motion by Julie Prox and a second by Matt Dotson.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

9. Executive Session

9.1. Discussion, consideration and vote to go or not to go into executive session to discuss the Evaluation of the Superintendent (25 O.S. Sec. 307 (B)(1) and (B)(7)).

At 8:00 p.m. approval to go into executive session to discuss the Evaluation of the Superintendent. Passed with a motion by Amanda Stephens and a second by Julie Prox.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

9.2. Vote to acknowledge return to open session.

At 9:43 p.m. approval to return to open session. Passed with a motion by Amanda Stephens and a second by Julie Prox.

Justin Cheatham: Yea
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 5, Nay: 0

9.3. Statement by Board president of executive session minutes.

10. New Business

11. Vote to adjourn

At 9:44 p.m. approval to adjourn Passed with a motion by Amanda Stephens and a second by Julie Prox.

Justin Cheatham: Yea

Matt Dotson: Yea

Tristy Fryer: Yea

Julie Prox: Yea

Amanda Stephens: Yea

Yea: 5, Nay: 0

President

Vice President

Clerk

Member

Member

CERTIFIED PERSONNEL EMPLOYMENT

Christina Abbott	PreK	Eff. Aug. 10, 2020 West Elementary
Ginger Acebo	Math	Eff. Aug. 10, 2020 High School
Andrea Aldridge	EL	Eff. Aug. 10, 2020 North Intermediate
Debra Arledge	Math	Eff. Aug. 10, 2020 High School
Julie Arthur	5 th Grade Math	Eff. Aug. 10, 2020 West Intermediate
Deborah Baker	Choir	Eff. Aug. 10, 2020 Middle School
Kathy Brashear	2 nd Grade	Eff. Aug. 10, 2020 East Elementary
Miki Bray	PE	Eff. Aug. 10, 2020 CE/West
Gwendolyn Brylewski	Special Ed	Eff. Aug. 10, 2020 Middle School
Rhonda Carlile	Special Ed	Eff. Aug. 10, 2020 Central Elementary
Tiffany Chapman-Reed	Special Ed	Eff. Aug. 10, 2020 North Intermediate
Brandon Cross	5 th Grade Math	Eff. Aug. 10, 2020 Central Intermediate
Micah Davis	Special Ed	Eff. Aug. 10, 2020 East
Brandon Fisher	Spanish	Eff. Aug. 10, 2020 High School
Katie Gallamore	Kindergarten	Eff. Aug. 10, 2020 Central Elementary
Heather Guynes	Psychologist	Eff. Aug. 3, 2020 District
Zachory Hopkins	Advanced Math	Eff. Aug. 10, 2020 Middle School
Courtney Inbody	1 st Grade	Eff. Aug. 10, 2020 West Elementary
Larissa Ivey	PreK	Eff. Aug. 10, 2020 Central Elementary
Traci Jones	5 th Social Studies	Eff. Aug. 10, 2020 West Intermediate
Caroline Kelley	1 st Grade	Eff. Aug. 10, 2020 Central Elementary
Jessica Kindell	Special Ed	Eff. Aug. 10, 2020 Middle School
Lauren Leete	PreK	Eff. Aug. 10, 2020 Central Elementary
Leean Leu	1 st Grade	Eff. Aug. 10, 2020 North Elementary

Submitted to the Board of Education
June 11, 2020

CERTIFIED PERSONNEL EMPLOYMENT

Allison Liang	Kindergarten	Eff. Aug. 10, 2020 West Elementary
Lundy Morrison	Special Ed	Eff. Aug. 10, 2020 East
Denise Owen	Special Ed	Eff. Aug. 10, 2020 East
Martha Peters	Science	Eff. Aug. 10, 2020 High School
Kaylee Potter	Special Ed	Eff. Aug. 10, 2020 East
Kelley Rampey	Counselor	July 28, 2020 Middle School
Hannah Rowe	Kindergarten	Eff. Aug. 10, 2020 North Elementary
Katlyn Sanders	1 st Grade	Eff. Aug. 10, 2020 Central Elementary
Rebecca Schofield	English	Eff. Aug. 10, 2020 High School
Neely Scully	Kindergarten	Eff. Aug. 10, 2020 West Elementary
Liza Simmons	2 nd Grade	Eff. Aug. 10, 2020 East Elementary
Courtney Snapp	3 rd Grade	Eff. Aug. 10, 2020 West Elementary
Elizabeth Sparkman	Gifted	Eff. Aug. 10, 2020 North Int/North Elem
Jenaan Suleiman	Title I Reading	Eff Aug. 10, 2020 Central Elementary
Catherine Terrell	Spanish	Eff. Aug. 10, 2020 9 th Grade
Angela Timmons	Asst Principal	Eff. July 13, 2020 West
Sarah Vinyard	6 th Grade	Eff. Aug. 10, 2020 East Intermediate
Daniel Zehder	PE	Eff. Aug. 10, 2020 East

TEMPORARY CONTRACT

Laura DeWoody
Shelly Morgan

Spartan Charge Technician Summer
Indian Education Summer Tutor

VIRTUAL COURSE TEACHER

Submitted to the Board of Education
June 11, 2020

CERTIFIED PERSONNEL RESIGNATION AGREEMENTS

Joshuah Bencke	Math	Eff. May 28 2020 High School
Billy Carter	Teacher	Eff. June 10, 2020 Learning Center
Kristin Clouser	Psychologist	Eff. May 26, 2020 District
Rachel Marten	1 st Grade	Eff. June 3, 2020 North Elementary

Submitted to the Board of Education
June 11, 2020

SUPPORT PERSONNEL
EMPLOYMENT FOR THE 2019-2020 SCHOOL YEAR
SUBJECT TO JOB ASSIGNMENT BY THE SUPERINTENDENT

Mary Bilby	Office Asst	Eff. Aug. 13, 2020 Central Elementary
Alexis Buck	Para	Eff. Aug. 13, 2020 High School
Kelly Corado	Office Asst.	Eff. Aug. 13, 2020 West
Susannah Flake	Para	Eff. Aug. 17, 2020 North Intermediate
Ashley Fox	Para	Eff. Aug. 13, 2020 High School
Micah Green	Tech Support Spec	Eff. June 8, 2020 District Wide
Elissa Herron	PreKPara	Eff. Aug. 13, 2020 East Elementary
Amanda Holden	Kdg Para	Eff. Aug. 13, 2020 North Elementary
Jerri Johnson	Office Asst	Eff. Aug. 13, 2020 West
Deborah Magnon	Office Asst	Eff. Aug. 13, 2020 Middle School
Jocelyn Murdock	Family Cons Scie Adjunct	Eff. Aug. 10, 2020 9 th Grade & LC
Naomie Nichols	Playground Aide	Eff. Aug. 13, 2020 West
Jennifer Reed	Lunch Clerk	Eff. Aug. 6, 2020 West Int.
Kendra Spoon	Behavior Tech Para	Eff. Aug. 13, 2020 West
Susan Tracy	Spec Ed Para	Eff. Aug. 13, 2020 East

TEMPORARY EMPLOYMENT

Braxton Banks	Summer Employment
Drew Becknell	Summer Employment
Michael Green	Summer Employment
Conner Loney	Summer Employment
Laurel Johnson	ESY Teacher/Coordinator

VOLUNTEER COACHING

Submitted to the Board of Education
 June 11, 2020

SUPPORT PERSONNEL
RESIGNATION

Carolyn Campbell	Food Service Asst	Eff. May 21, 2020 East
Crystal Gee	Office Asst	Eff. May 22, 2020 Middle School
Karen McCoy	Food Service Asst	Eff. May 20, 2020 Central Intermediate
Michelle Nolan	Office Asst	Eff. May 22, 2020 Central Intermediate
LaRinda Smith	Event Custodian	Eff. June 17, 2020 High School
Tina Smith	Maintenance Mgr	Eff. May 28, 2020 District Wide
Victoria Smith	Office Assistant	Eff. May 18, 2020 Middle School
Sandy Watson	Food Service Asst	Eff. March 23, 2020 East

TERMINATED

Bixby Board of Education Special Meeting
Monday, June 29, 2020
Administrative Building
109 N Armstrong St
Bixby, OK 74008

Attendance Taken at 12:00 PM.

Justin Cheatham: Absent
Matt Dotson: Present
Tristy Fryer: Present
Julie Prox: Present
Amanda Stephens: Present
Present: 4, Absent: 1.

1. As required by Sec. 311, Title 25 of the Oklahoma Statutes, notice is hereby given the Board Education of Independent School District No.4, Tulsa County, Oklahoma, will hold a Special Meeting on Monday, June 29, 2020 at 12:00 p.m. at the BPS Administrative Center, 109 N. Armstrong, Bixby, OK.
2. Call meeting to Order/Roll Call
3. Discussion, consideration and vote to approve or not to approve in the absence of the Minutes Clerk, the appointment of Mike Anthony as the acting Minutes Clerk for Bixby Public Schools.

Approval of Mike Anthony as acting Minutes Clerk for Bixby Public Schools. Passed with a motion by Julie Prox and a second by Amanda Stephens.

Justin Cheatham: Absent
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 4, Nay: 0, Absent: 1

4. Discussion, consideration and vote to approve or not to approve Encumbrances as presented for the 2019-2020 fiscal year.

Approval of Encumbrance purchase orders as presented for the 2019-2020 fiscal year. Passed with a motion by Amanda Stephens and a second by Matt Dotson.

Justin Cheatham: Absent
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 4, Nay: 0, Absent: 1

5. Discussion, consideration and vote to approve or not to approve the purchase of two (2) Blue Bird Type D route buses from Ross Transportation, at a cost of \$103,683 each.

Approval of the purchase of two (2) Blue Bird Type D route buses from Ross Transportation, at a cost of \$103,683 each. Passed with a motion by Matt Dotson and a second by Tristy Fryer.

Justin Cheatham: Absent
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 4, Nay: 0, Absent: 1

6. Discussion, consideration and vote to approve or not to approve Cami Redding as an adjunct teacher in American Sign Language for the 2020-2021 fiscal year.

Approval of Cami Redding as an adjunct teacher in American Sign Language for the 2020-2021 fiscal year. Passed with a motion by Tristy Fryer and a second by Julie Prox.

Justin Cheatham: Absent
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 4, Nay: 0, Absent: 1

7. Discussion, consideration and vote to approve or not to approve a renewal agreement with Remind 101, Inc for the 2020-2021 fiscal year.

Approval of a renewal agreement with Remind 101, Inc for the 2020-2021 fiscal year at a cost of \$21,450.00. Passed with a motion by Julie Prox and a second by Amanda Stephens.

Justin Cheatham: Absent
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea
Amanda Stephens: Yea
Yea: 4, Nay: 0, Absent: 1

8. Report on End-of-year Revenue and Expenditures. Discussion only. No action required by the Board of Education.

9. Vote to Adjourn

At 12:35 p.m. approval of adjourning. Passed with a motion by Amanda Stephens and a second by Julie Prox.

Justin Cheatham: Absent
Matt Dotson: Yea
Tristy Fryer: Yea
Julie Prox: Yea

Amanda Stephens: Yea
Yea: 4, Nay: 0, Absent: 1

President

Vice President

Clerk

Member

Member

CERTIFIED PERSONNEL EMPLOYMENT

Amanda Baldwin	Science	Eff. Aug. 10, 2020 Middle School
Brent Baldwin	Band	Eff. Aug. 10, 2020 West
Laura Beltran	Gifted	Eff. Aug. 10, 2020 CE/CI
Natalie Burnham	English	Eff. Aug. 10, 2020 High School
Carolyn Dickens	Counselor	Eff. Aug. 3, 2020 East
Allison Gardner	4 th Grade	Eff. Aug. 10, 2020 East
Audrey Graves	Special Ed	Eff. Aug. 10, 2020 Middle School
Leah Heatherman	Chemistry	Eff. Aug. 10, 2020 High School & 9 th Grade
John Higgins	Special Ed	Eff. Aug. 10, 2020 High School
Shannon Jaques	1 st Grade	Eff. Aug. 10, 2020 North Elementary
Catherine Rook	Special Ed Math	Eff. Aug. 10, 2020 9 th Grade

TEMPORARY CONTRACT

Katie Christian	Teacher/Coordinator	ESY
Jennifer Haynes	Speech Pathologist	Testing Services
Margaret Hunter	Psychologist	Testing Services
Laurel Johnson	Teacher/Coordinator	ESY
Betsy Leahan	OT	Testing Services
	Teacher/Coordinator	ESY
Alexandrea Logan	Psychologist	Testing Services
Terri Mullins	Teacher/Coordinator	ESY

VIRTUAL COURSE TEACHER

CERTIFIED PERSONNEL RESIGNATION AGREEMENTS

Sharla Burgess	Science	Eff. June 15, 2020 High School
Betty Carter	History	Eff. June 12, 2020 Middle School
Billy Carter	Alternative Ed	Eff. June 12, 2020 Learning Center
Lacey Graham	Media Specialist	Eff. June 26, 2020 North Int
Susette Jones	Special Education	Eff. June 16, 2020 High School
Jamie Lynch	4 th Grade	Eff. June 21, 2020 North Int
Josh Smith	Science	Eff. June 10, 2020 High School
Melonie Tanksley	1 st Grade	Eff. June 28, 2020 Central Elementary
Tamara Yeldell	Science	Eff. June 8, 2020 9 th Grade Center

SUPPORT PERSONNEL
EMPLOYMENT FOR THE 2019-2020 SCHOOL YEAR
SUBJECT TO JOB ASSIGNMENT BY THE SUPERINTENDENT

Donna Acuff	Counselor Secretary	Eff. Aug. 13, 2020 Middle School
Erich Anderson	Asst Director	Eff. July 1, 2020 Transportation
Laami Bataluna	Food Serv Asst	Eff. Aug. 11, 2020 East
Dianna Calvert	Kdg Para	Eff. Aug. 13, 2020 Central Elementary
Amy Cody	Para	Eff. Aug. 13, 2020 East
Rachel Constien	Office Asst.	Eff. Aug. 13, 2020 Central Intermediate
Blake Dean	Art (Adjunct)	Eff. Aug. 10, 2020 9 th & Learning Center
Caitlin Diffie	Kindergarten Para	Eff. Aug. 13, 2020 West
McKenna Eddings	PreK Para	Eff. Aug. 13, 2020 Central Elementary
Kaylenn Fagg	FS Assistant	Eff. Aug. 11, 2020 West
Angie Fitzpatrick	Lunch Clerk	Eff. Aug. 6, 2020 West
Becky Hutchins	FS Assistant	Eff. Aug. 11, 2020 West Elementary
Mary McBride	Office Asst.	Eff. Aug. 13, 2020 Middle School
Cameron Palmer	Behavior Tech	Eff. Aug. 13, 2020 Central Intermediate
Devina Rodgers	Asst FS Mgr	Eff. Aug. 10, 2020 West Elementary
Lauren Wails	Para	Eff. Aug. 13, 2020 North Elementary
Jackie Wineland	FS Assistant	Eff. Aug. 11, 2020 West
Ashely Yancer	Kdg Para	Eff. Aug. 13, 2020 West Elementary

TEMPORARY EMPLOYMENT

Dylan Brown	Summer Maintenance
Connor Burns	Summer Maintenance
Cale English	Summer Maintenance
Kaplan Gann	Summer Maintenance

VOLUNTEER COACHING

SUPPORT PERSONNEL RESIGNATION

Julie Byers	FS Manager	Eff. June 30, 2020 High School
Alexis Buck	Para	Eff. July 11, 2020 High School
Laura Casillas	Food Serv Asst	Eff. July 1, 2020 Eff. July 1, 2020
Haley Chipol	Para	Middle School Eff. July 2, 2020
Timothy Green	Custodian	Eff. June 25, 2020 North Elementary
Joanne Howard	Para	Eff. July 13, 2020 High School
Stephanie Huerta	Para	Eff. July 13, 2020 Northeast
Teresa Pressler	Custodian	Central Intermediate Eff. July 7, 2020

TERMINATED

SUPERINTENDENT'S CONTRACT

This Superintendent's Contract ("Contract") is made and entered into as of the 1st day of July, 2020, by and between **INDEPENDENT SCHOOL DISTRICT NO. 4 of TULSA COUNTY, OKLAHOMA** (the "District"), and **ROB MILLER** (the "Superintendent") with an effective date of July 1, 2020.

Recitals:

A. The District desires to employ the Superintendent and the Superintendent desires to be employed by the District as the Superintendent of Schools of the District.

B. The parties desire that all the terms and conditions of employment of the Superintendent by the District be reduced to writing.

WHEREFORE, in consideration of the mutual agreements, covenants and conditions contained herein, the parties agree as follows:

1. **The Term of the Contract.** The District agrees to employ the Superintendent as its Superintendent of Schools for the period from July 1, 2020 to June 30, 2022 (the "Contract Term"). The Superintendent accepts such employment and agrees to serve as the District's Superintendent of Schools for the Contract Term.

2. **The Duties and Qualifications of the Superintendent.** The Superintendent agrees to perform all duties reasonably assigned to him by the Board of Education of the District. The parties agree that it is not feasible to state in detail all of the duties of the Superintendent. The Superintendent agrees to observe and be bound by all present and future rules, policies, procedures and regulations of the District and all lawful directions of the Board of Education of the District ("Board") and to prepare all reports required of the Superintendent by the rules, policies, procedures and regulations of the District or as requested by the Board. The Superintendent agrees to maintain all educational certifications required by Oklahoma law in order for him to carry out all duties of his position.

3. **Base Salary Compensation.** For the Superintendent's services to be rendered under this Contract, the District agrees to pay the Superintendent an annual salary, on a fiscal year basis, in the sum of One Hundred Forty-Seven Thousand Dollars (\$147,000). The Superintendent's annual salary shall be paid in monthly installments in the same manner as salary payments for the District's other 12-month employees and subject to all lawful withholdings. The Board and the Superintendent will negotiate the Superintendent's compensation and benefits for the **2021-2022** fiscal year of the Contract Term during the Superintendent's evaluation sessions. The Superintendent's compensation and benefits for the **2021-2022** fiscal year of the Contract Term will not be less than the Superintendent's compensation and benefits for the **2020-2021** fiscal year. If negotiations fail to achieve a mutually satisfactory agreement for the Superintendent's compensation and benefits for the **2021-2022** fiscal year of the Contract Term by June 15 of **2021**, the Superintendent, at his option, may either (i) continue his employment for the ensuing fiscal year of the Contract Term on the basis of his then compensation and benefits or (ii) resign effective

at the end of the then current fiscal year. The Board retains the right to adjust the salary and benefits of the Superintendent at any time during the Contract Term, so long as that adjustment does not reflect a decrease in salary or benefits.

4. **Retirement.** The District shall pay the Superintendent's total contribution to the Oklahoma Teacher's Retirement System for the Contract term.

5. **Automobile Allowance.** The District agrees to pay Superintendent the annual sum of Six Thousand Dollars (\$6,000.00) to defray the cost of operating and insuring an automobile for use by Superintendent in connection with the performance of Superintendent's duties hereunder. Such amount shall be paid in equal payments commencing with the first payroll period in July, 2019 through the Contract Term. The Automobile Allowance is subject to federal and state tax laws and shall be reported on Superintendent's W-2 Form.

6. **Reimbursement of Expenses.** Superintendent shall be entitled to reimbursement for his reasonable and necessary travel expenses and other necessary and appropriate expenditures on behalf of the District pursuant to Oklahoma law and Board policy. Travel expenses may only be reimbursed for out-of-District travel. The Superintendent shall provide all travel expense receipts and other documentation for reimbursement of such expenses in accordance with the requirements of Board policies or regulations. Should a dispute arise as to the reasonableness and necessity of any expense incurred by the Superintendent in the performance of his duties, the Board shall review and make a final determination related to such dispute. The Superintendent shall, to the extent practicable, obtain advance approval from the Board for unique or unusually large expenses.

7. **Mobile/Cell Phone/Information Technology/Communications Allowance.** In recognition of the requirement that the Superintendent be available 24 hours per day regardless of location, the District agrees to provide Superintendent an annual allowance of Two Thousand Dollars (\$2,000.00), to be paid in equal monthly payments at regular payroll periods through the Contract Term, to cover mobile/cell phone expenses and information technology/communications expenses, during the Contract term. This allowance provides Superintendent with a portable cellular telephone and/or personal digital assistance (PDA) with nationwide coverage, computer, fax machine, internet communication, or any other technical equipment for Superintendent's use at his home for District and personal use. The foregoing allowances are subject to federal and state tax laws and shall be reported on Superintendent's W-2 Form.

8. **Professional Dues and Civic Organizations.** The Board believes it is in the District's best interest for Superintendent to participate actively in certain professional and community organizations; provided however, Superintendent must remain in good standing with these organizations. Whenever possible, the membership shall be entered in the District's name, and Superintendent shall serve as the District's representative. If Superintendent's employment with the District terminates for any reason, Superintendent will resign from membership or reimburse the District for the remaining term of membership in each organization. Pursuant to applicable federal and state tax laws, an appropriate amount will be included in Superintendent's earnings statement (W-2 Form) representing the amounts paid by the District to Superintendent or on Superintendent's behalf under this provision, not to exceed One Thousand Dollars (\$1,000.00) per fiscal year.

9. **Vacation.** Superintendent is entitled to ten (10) days of annual vacation time. The District shall pay Superintendent for any unused vacation days at the end of the Contract term in accordance with the District's policy for payment for all other employees of the District.

10. **Sick Leave.** The Superintendent shall be credited with 12 days of sick leave upon the effective date of this Contract. Superintendent shall be vested with twelve (12) sick days at the beginning of the Contract Term. Unused sick leave shall accumulate from one (1) fiscal year to a subsequent fiscal year, provided that the total sick leave accumulated by the Superintendent shall not exceed the maximum amount allowed by Board policy. At such time as the Superintendent is no longer employed by the District, for any reason, the Superintendent's unused sick leave accumulated at the District shall be paid to him or for his benefit in accordance with Board policy and calculated on the same formula used for determining payment for accumulated sick leave benefits for other full-time employees of the District.

11. **Holidays and Other Benefits.** The District agrees that the Superintendent shall be paid for all holidays which are observed by other 12-month full time employees and shall be entitled to receive all benefits provided under Board policy for all 12-month full time employees.

12. **Personal Business Leave.** The District agrees that the Superintendent shall be entitled to be paid personal business leave each fiscal year as set by Board policy. Any of the personal business leave which remains unused at the end of the fiscal year shall be added to the Superintendent's accumulated sick leave, up to the maximum allowed by Board policy.

13. **Dental, Vision, Medical, Health and Hospitalization Insurance.** The District shall provide the Superintendent with Health and Hospitalization Dental, and Vision insurance coverage under the District's group insurance plan. The District shall contribute the same amount each month through the District's payroll system, subject to all lawful payroll holdings, toward the premium for such insurance as is provided for all other full-time, certified employees in the District. Likewise, the equivalent to the flex benefit provided to all other full-time, certified employees in the District shall be credited by the District to the Superintendent's monthly pay. Premium payments shall be made to the insurance plans of the Superintendent's choice from the list of plans approved by the District for employees. The Superintendent shall pay the balance of the cost of the selected insurance plans that is over the amount paid by the District for all other full-time, certified employees in the District, if any, through monthly payroll deduction.

14. **Conventions, Conferences, Workshops, Seminars and Travel.** As a condition of employment, the Superintendent may attend conventions, conferences, workshops and seminars which are sponsored by the State Department of Education and other professional organizations to stay abreast of policies, procedures, programs and current trends in education. Reimbursement for registration, travel, meals and lodging is permitted according to District policies.

15. **Life Insurance.** During the term of this Contract, the District will pay the premiums for a term policy of insurance on his life (the "Term Policy") with a death benefit that does not exceed One Hundred Thousand Dollars (\$100,000), and if the premium is a level premium, for a term that does not exceed twenty (20) years. The Superintendent shall be the owner of the Term

Policy. The District shall, within thirty (30) days after the Superintendent's submission of the invoice for payment of the premium on the Term Policy, pay the premium. The payment of the premium shall constitute "wages" to the Superintendent and shall be subject to all applicable withholdings to be withheld from the Superintendent's paycheck next following the payment of the premium by the District.

16. **Evaluations.** The Board shall evaluate and assess, in writing, the performance of the Superintendent at least once each fiscal year during the Contract Term. The Superintendent shall provide each Board member with an evaluation form, and such evaluation shall be continuous throughout the fiscal year. The final evaluation shall occur on or before June 30 of each fiscal year. The Superintendent's evaluation shall be based on the duties identified in the Superintendent's job description, Board policy and the accomplishment of any negotiated Superintendent's performance goals for the current fiscal year. Throughout the fiscal year, the Superintendent shall provide each Board member with a copy of his self-evaluation for the applicable categories of the Superintendent's evaluation form.

17. **Renewal of Contract.** The District agrees that at the first regular meeting of the Board each July, beginning July 1, 2021, the Board will consider the extension of the Superintendent's Contract for an additional fiscal year. If the Board fails or refuses to extend or ratify the Contract for any subsequent fiscal year, the Contract shall lapse at the end of its Contract Term and be of no further force and effect. **The requirement of a hearing before the Board on the ratification/renewal issue is hereby agreed to be voluntarily and irrevocably waived by the Superintendent.**

18. **Termination of Employment Contract.** This Contract may be terminated by:
- a. **Mutual Agreement of the Parties.**
 - b. **Resignation of the Superintendent.**
 - c. **Disability of the Superintendent.**

Should the Superintendent become unable to perform any or all of the duties of his position by reason of illness, accident or other cause, and said disability exists after all accrued sick or other District-paid leave has been exhausted, the District may make appropriate deduction from the Superintendent's annual base salary for those days in which the Superintendent is unable to perform the duties of his position. If such disability continues after the exhaustion of all current sick leave, or a total of one hundred twenty (120) days, whichever is more, or if such disability is permanent or irrevocable, the Board may, at its option, terminate this Contract, whereupon the respective rights, duties, and obligations of the parties stated shall terminate.

If a question arises concerning the capacity of the Superintendent to return to his duties, the Board may require the Superintendent to submit to a medical examination to be performed by a doctor licensed to practice medicine in the United States of America. The Board shall select the physician who shall conduct the examination. The examination shall be done at the expense of the Board. The physician shall limit the report to the issue of whether the Superintendent has a continuing disability, which prohibits him from performing his duties, and such physician's determination shall be binding in all respects on the parties.

d. Discharge for Cause. The Board may dismiss the Superintendent for good cause as defined by state law including the Superintendent's failure to perform the duties in the scope of employment that a person of ordinary prudence would have done under the same or similar circumstances. Any act by the Superintendent shall constitute good cause for discharge if it is inconsistent with the continued existence of a mutually satisfactory Board/Superintendent relationship. Reasons for a proposed discharge for good cause shall be given to the Superintendent in writing and the Superintendent shall be entitled to all procedural and substantive rights as set forth in the Board's policies and applicable state and federal law. If the Superintendent chooses to be represented by legal counsel at any such hearing, the Superintendent shall bear any costs therein involved.

e. Unilateral Dismissal by Board. The Board may, at its option, and by a minimum of thirty (30) days written notice to the Superintendent, unilaterally and without cause dismiss the Superintendent from employment with the District and terminate this Contract during the Contract Term. In the event of such unilateral dismissal without cause and Contract termination without cause during the Contract Term, the Board shall pay to the Superintendent, upon the execution by Superintendent of a complete release satisfactory to the Board, severance pay [less all lawful withholdings] equal to the sum of (i) the Superintendent's base salary for the remainder of the Contract Term **or** the Superintendent's then base salary for twelve (12) calendar months measured from the date of written notice of termination, **whichever amount is lesser**; and (ii) any unpaid 403(b) deferred compensation contribution for the remainder of the fiscal year in which the Contract is terminated. **In the event that the Board terminates the Contract by paying such amounts, the requirement of a hearing before the Board is hereby agreed to be voluntarily and irrevocably waived by the Superintendent.**

19. **Entire Contract.** This Contract expresses the entire agreement of the parties concerning the subject matter hereof.

20. **Amendment to Contracts.** This Contract may only be amended by a mutually executed written agreement, which is properly approved by the Board pursuant to a lawfully called and conducted meeting.

21. **Severability.** Should any provision or provisions of this Contract be declared to be unlawful by a court of competent jurisdiction, the remaining provisions of the Contract shall remain in full force and effect.

22. **Obligations Beyond the Contract Term.** Nothing in this Contract shall be interpreted to create any obligation of the District beyond the Contract Term.

IN WITNESS WHEREOF, the parties hereto have executed this Contract as of the date first above written.

**INDEPENDENT SCHOOL DISTRICT
NO. 4 OF TULSA COUNTY, OKLAHOMA
("District")**

ATTEST

**By _____
Clerk of the Board of Education**

**By _____
President of the Board of Education**

**Rob Miller
Superintendent**

Technology Surplus

July 6th 2020

6 Lenovo Laptops

7 Imacs

7 computers

8 Host Computers

90 Thin Clients with monitors

20 monitors

15 power supplies/Battery Back Ups

3 Projector Screens

1 VCR

2 Charging Carts

4 Smartboards

3 Cellophane projectors