

**STILLWATER BOARD OF EDUCATION  
MINUTES OF SPECIAL MEETING  
August 16, 2019  
11:45 a.m. Special Meeting**

**1. 11:45 A.M. BOARD OF EDUCATION CALL TO ORDER AND ROLL CALL**

The Board of Education of Independent School District No. 16 of Payne County, Oklahoma, met in special session at the Stillwater High School Principal's Office, 1224 N. Husband, on the sixteenth day of August, 2019. Board President, BOB GRAALMAN, called the meeting to order at 11:48 a.m. A quorum was present.

**BOARD MEMBERS PRESENT:**

Bob Graalman	President
Dr. Camille DeYong	Member
Dustin Reavis	Member
Tim Riley	Member

**BOARD MEMBERS ABSENT:**

Mitsi Andrews	Vice President
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**STAFF AND PARTICIPANTS PRESENT:**

Dr. Marc Moore	Superintendent
Cathy Walker	Assistant Superintendent
Dana Renner	Assistant Superintendent
Jerica Dawson	Chief Financial Officer
Dr. Mike Shanahan	Human Resources Director
Annette Jones	Board Clerk/Minutes Clerk

**PURPOSE OF THE MEETING**

- Consideration of salary schedules for administrators and employees exempt from the Stillwater Education Support Professionals Association
- Consideration of a miscellaneous pay scale
- Meet in Executive Session to discuss personnel matters listed on Exhibit A of the agenda, and, the negotiations with employees and representatives of employee groups including certified and support employee negotiations
- Possible action in open session on Exhibit A – Personnel Recommendations
- Possible action in open session on Certified and Support Personnel Negotiated Agreements

**2. CONSIDER AND VOTE TO APPROVE STILLWATER PUBLIC SCHOOLS ADMINISTRATOR'S SALARY SCHEDULE**

Motion by RILEY, second by DEYONG, to approve Stillwater Public Schools Administrator's Salary Schedule excluding the Alternative School Principal position. The motion carried (4 – 0) with the following votes: Riley – yes, DeYong – yes, Reavis – yes, Graalman – yes.

**3. CONSIDER AND VOTE TO APPROVE STILLWATER PUBLIC SCHOOLS SUPPORT SALARY SCHEDULES EXEMPT FROM THE STILLWATER EDUCATION SUPPORT PROFESSIONALS ASSOCIATION (SESPA) AGREEMENT**

Motion by DEYONG, second by RILEY, to approve Stillwater Public Schools Support Salary Schedules exempt from the Stillwater Education Support Professionals Association (SESPA) Agreement. The motion carried (4 – 0) with the following votes: DeYong – yes, Riley – yes, Reavis – yes, Graalman – yes.

**4. CONSIDER AND VOTE TO APPROVE STILLWATER PUBLIC SCHOOLS MISCELLANEOUS PAY SCALE**

Motion by RILEY, second by REAVIS, to approve Stillwater Public Schools Miscellaneous Pay Scale. The motion carried (4 – 0) with the following votes: Riley – yes, Reavis – yes, DeYong – yes, Graalman – yes.

**5. PROPOSED EXECUTIVE SESSION TO DISCUSS THE FOLLOWING:**

- **Appointments, Resignations and Employment Recommendations listed on Exhibit A of the Agenda as Authorized by OKLA. STAT. tit. 25 Section 307(B)(1), and**
- **Negotiations with Employees and Representatives of Employee Groups including Certified and Support Employee Negotiations as Authorized by OKLA. STAT. tit. 25 Section 307(B)(2)**

**A. Vote to Convene in Executive Session**

Motion by DEYONG, second by REAVIS, to convene in Executive Session at 12:14 p.m. The motion carried (4 – 0) with the following votes: DeYong – yes, Reavis – yes, Riley – yes, Graalman – yes.

**B. President’s Acknowledgement of the Return of the Board to Open Session**

PRESIDENT GRAALMAN acknowledged the return of the Board to open session at 12:30 p.m.

**C. Statement of Executive Session Minutes**

The following statement was made by TIM RILEY. During the Executive Session the following people were present: Bob Graalman, Dr. Camille DeYong, Tim Riley, Dustin Reavis, Jericah Dawson, Dr. Mike Shanahan, and Dr. Marc Moore. In the Executive Session the Board discussed the appointments, resignations and employment recommendations listed on Exhibit A of the agenda as authorized by Title 25 OKLA. STAT. Section 307(B)(1), and the negotiations with employees and representatives of employee groups including certified and support employee negotiations as authorized by Title 25 OKLA. STAT. Section 307(B)(2). Nothing else was discussed in Executive Session. No votes were taken in the Executive Session. This will constitute the minutes of the Executive Session.

**6. CONSIDER AND VOTE TO APPROVE APPOINTMENTS, RESIGNATIONS AND EMPLOYMENT RECOMMENDATIONS LISTED ON EXHIBIT A OF THE AGENDA**

Motion by REAVIS, second by DEYONG, to approve the appointments, resignations, and employment recommendations listed on Exhibit A of the agenda, including the following TBA appointments:

**Appointment for 2019-2020 School Year**

Position #: 130-120  
Kelsey LaChusa  
Education: Master, California State University  
Years of Experience: 0 years  
Assignment: 1.000 FTE, 5<sup>th</sup> Grade Teacher, Will Rogers Elementary School  
Beginning Date: August 26, 2019

Position #: 115-108  
Bali Little  
Education: Bachelor, Oklahoma State University  
Years of Experience: 0 years  
Assignment: 1.000 FTE, 1<sup>st</sup> Grade Teacher, Sangre Ridge Elementary School  
Beginning Date: August 14, 2019

Position #: 130-174  
Lauren Wiseman  
Education: Bachelor, Oklahoma State University  
Years of Experience: 0 years

Assignment: 1.000 FTE, Art Teacher, Will Rogers Elementary School

Beginning Date: August 14, 2019

**Appointment for 2019-2020 School Year**

<u>Name</u>	<u>Job Title</u>	<u>Position #</u>	<u>Hours</u>	<u>Site</u>	<u>Rate</u>
Thomas Neely	Adjunct Orchestra Teacher	505-181	1.55	MS	\$7504.60
Anna Harnly	Health/Office Asst	115-126	7.0	SR	10.60
Cassie Hastings	Cook I	760-117	6.0	SNS	10.60
Samantha Hillock	Cook I	760-112	6.0	SNS	10.60
Kelly Owen	Teacher Asst-2 <sup>nd</sup> Grade	135-153	7.0	RI	11.19
Melissa Hicks	Teacher Asst-PreK	115-149	7.0	SR	11.19
Lauren Summers	Teacher Asst-PreK	115-147	7.0	SR	10.99
Nicola Allison	Teacher Asst-SpEd	115-154	7.0	SR	11.08
Vicki Dustin-Wagner	Teacher Asst-SpEd	120-149	7.0	SK	11.08
Alesia Johnson	Teacher Asst-SpEd	705-184	7.0	HS	11.08
Collin Sanders	Teacher Asst-SpEd	505-166	7.0	MS	11.27
Kyle Ferguson	Teacher Asst-Title I	050-173	3.5	HP	11.27

**Extra-Duty Stipend for the 2019-2020 School Year Subject to the Execution of an Extra-Duty Contract**

<u>Name</u>	<u>Job Title</u>	<u>Position #</u>	<u>New</u>	<u>Site</u>	<u>Rate</u>
Alexis Allen	PALS Teacher Asst	050-135	No	WW	10.00
Alyssa Cole	PALS Techer Asst	050-127	No	RI	10.00
Mallory Scott	PALS Techer Asst	050-180	No	SK	10.00

**Employment and Compensation for 2019-2020 School Year**

<u>Name</u>	<u>Position</u>	<u>Site</u>	<u>Salary</u>
Linda Andrews	Adm. Assistant for State/Federal Programs	ADM	\$53,851.00
Desiree Burnsed	Adm. Assistant for Payroll	ADM	51,618.00
Annette Jones	Adm. Assistant to Superintendent	ADM	55,440.00
Kerri Justus	Adm. Assistant for Human Resources	ADM	48,871.00
Debbie Schroeder	Adm. Assistant for Finance	ADM	53,851.00
Annie Smith	Adm. Assistant for Educational Services	ADM	52,339.00
Annette Turley	Adm. Assistant for Operations	ADM	42,550.00
Adam Akour	Computer Specialist I	IT	14.92/hr
Charles Krajacic	Computer Specialist III	IT	20.19/hr
Lance Longhorn	Computer Specialist II	IT	17.41/hr
Malinda Mills	Adm. Assistant for Student Services	IT	53,851.00
Jennifer Smith	System Administrator	IT	50,160.11
Chad Wheatley	System Administrator	IT	45,556.80
Norville Arnold	Journeyman	FAC	22.55/hr

**Employment and Compensation for 2019-2020 School Year**

<u>Site</u>	<u>Name</u>	<u>Position</u>	<u>Salary</u>
ADM	Cathy Walker	Assistant Superintendent	\$113,146
	Dana Renner	Assistant Superintendent	109,893
	Dr. Michael Shanahan**	Human Resources Director	108,759
	Jericah Dawson	Chief Financial Officer	111,498
	Diane Fix	Elementary Curriculum Director	77,565
	Becky Szlichta	Secondary Curriculum Director	51,455
	Earl Johnson	Federal and OSU Programs Director	77,304
	Melisa Kifer	Director of Special Services	81,779
	Dee Atkins	Indian Education Coordinator	64,867
	John Anders	Facilities Director	98,020
	Krista Neal*	School Nutrition Director	78,465
	Brenda Elliott	School Nutrition Assistant Director	55,492

	Matt Parsel	Transportation Director	79,595
	Kevin Calvert	Technology Director	98,210
	Rob Lamecker	Technology Assistant Director	77,049
	Doug Heid	Maintenance Coordinator	73,069
	Tucker Barnard	Athletics Director	90,457
	Barry Fuxa	Public Relations/Communications Coord.	64,121
	Brian Warwick*	Athletics Assistant Director	75,246
HS	Uwe Gordon	Principal	109,884
	George Horton	Assistant Principal	73,017
	Walter Howell	Assistant Principal	85,193
JH	John Fields	Principal	99,320
	Shandi Treat	Assistant Principal	66,072
	Dane Sallaska	Assistant Principal	67,982
MS	Bo Gamble	Principal	77,978
	Jackie Jackson	Assistant Principal	64,011
	Carl Treat	Assistant Principal	64,929
LA	Trent Swanson	Principal	94,711
HP	Laura Gordon	Principal	76,518
	Rebecca Dyson	Assistant Principal	63,736
RI	Kendra Rider	Principal	76,518
	Brandianne Green	Asst Principal/Tech Integration Coord.	63,736
SR	Ryan Blake	Principal	87,038
	Cami Patzkowski	Assistant Principal	64,668
SK	Natalie Fluty	Principal	73,283
	Joy Cawood	Assistant Principal	61,951
WR	Dr. Meghan Eliason**	Principal	78,738
	Lori Cooksey	Assistant Principal	64,668
WW	Darren Nelson	Principal	83,390
	Arryn Small	Assistant Principal	62,838

In addition to FY 20 Base Salary, all receive an additional \$960/year cell phone allowance, except for Director of Federal Programs.

Doctorate\*\* = \$2,500

Master\* in position where it's not required = +\$2,000

The motion carried (4 – 0) with the following votes: Reavis – yes, DeYong – yes, Riley – yes, Graalman – yes. A complete list of approved personnel recommendations (Exhibit A) is attached to and made a part of these minutes.

**7. CONSIDER AND VOTE TO APPROVE NEGOTIATED AGREEMENT FOR 2019-2020 WITH STILLWATER EDUCATION SUPPORT PROFESSIONALS ASSOCIATION (SESPA)**

Motion by RILEY, second by DEYONG, to approve the 2019-2020 Negotiated Agreement with Stillwater Education Support Professionals Association (SESPA). The motion carried (4 – 0) with the following votes: Riley – yes, DeYong – yes, Reavis – yes, Graalman – yes.

**8. CONSIDER AND VOTE TO APPROVE MASTER CONTRACT FOR 2019-2020 WITH STILLWATER EDUCATION ASSOCIATION (SEA)**

Motion by DEYONG, second by REAVIS, to approve the 2019-2020 Master Contract with Stillwater Education Association (SEA). The motion carried (4 – 0) with the following votes: yes, DeYong – yes, Reavis – yes, Riley – yes, Graalman – yes.

**9. VOTE TO ADJOURN**

Motion by DEYONG, second by RILEY, to adjourn at 12:34 p.m. The motion carried (4 – 0) with the following votes: DeYong – yes, Riley – yes, Reavis – yes, Graalman – yes.

STILLWATER BOARD OF EDUCATION

STILLWATER BOARD OF EDUCATION

\_\_\_\_\_  
Robert E. Graalman, Jr., President

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Annette Jones, Minutes Clerk

I, the undersigned Clerk of the Stillwater Board of Education, District I-16, of Payne County, Oklahoma, certify that notice of the time, date, and place of this special meeting was faxed (August 12, 2019 at 1:21 p.m.) at least 48 hours prior to the meeting to the County Clerk of Payne County, Oklahoma.

I also certify that at least 24 hours prior to this special meeting, excluding Saturday, Sunday, and holidays, notice of the date, time, place, and agenda of this meeting was posted in prominent public view at the Stillwater High School, 1224 N. Husband, Stillwater Public Schools Administration Building, 314 S. Lewis, and on the school district’s website located at [www.stillwaterschools.com](http://www.stillwaterschools.com) on August 15, 2019 at 11:30 a.m.

Witness my hand and seal of the Stillwater School District on August 16, 2019.

STILLWATER BOARD OF EDUCATION

(SEAL)

\_\_\_\_\_  
Annette Jones, Clerk/Minutes Clerk

These minutes were officially approved by the Stillwater Board of Education on \_\_\_\_\_.

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Annette Jones, Clerk/Minutes Clerk  
Stillwater Board of Education