



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, April 2, 2012**, at 6:30 PM, in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

With the exception of item A-1, the Board of Education reserves the right to take up any agenda item in any order regardless of how items are listed.

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District. Persons desiring to address the Board concerning items not on the agenda must submit a written request form, available from the Clerk of the School Board, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each.

A. OPENING EXERCISES

- A-1.** Call to order and confirm that a quorum of the Board is present.
- A-2.** Flag salute led by the Washington High School JROTC under the direction of Major Phil Courtin.
- A-3.** Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A-4.** Motion and vote to adopt the Agenda.

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

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

D. Approve minutes of previous meeting of the Board of Education.

Special Meetings

March 15, 2012

E. CONSENT AGENDA - Motion and vote on recommendation.

F. ACTION AGENDA - Motion and vote on each recommendation.

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS/CONCERNS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NON-ROUTINE ITEMS REQUIRING BOARD ACTION

Motion and vote on motion to enter into a resignation agreement with Phil Boone and to authorize its execution by the Board President and Board Clerk.

M. NEW BUSINESS

Consideration and possible action on any matter which could not have been reasonably foreseen prior to the legal time deadline for posting of the agenda for this meeting.

N. ANNOUNCEMENTS

The next regular scheduled meeting of the Board of Education will be held on Monday, April 16, 2012, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

O. MOTION AND VOTE TO ADJOURN

E. CONSENT AGENDA - Motion and vote on recommendations

Note: With the exception of student trips and routine staffing items, Consent items appeared on the previous regular meeting's Agenda as Information Agenda items unless otherwise indicated.

ITEMS LISTED BELOW SUBMITTED BY DEPUTY SUPERINTENDENT, MILLARD HOUSE, II

- E-1.** RECOMMENDATION: Close Greeley Elementary School and reassign the students to Gilcrease Elementary School (continuous-learning calendar) beginning with the 2012-2013 school year.

COST AND FUNDING: There is no cost to the District.

RATIONALE: The closing of Greeley elementary school is aligned with the Project Schoolhouse annual review.

- E-2.** RECOMMENDATION: Approve six Hoover Elementary School students to travel to Chongqing, China, to participate in a study trip, May 5-15, 2012.

COST AND FUNDING: Total cost not to exceed \$10,680.60 will be paid from the General Fund, 11-0000-2213-505820-000-000000-000-07-215 and the Gifts and Endowments Fund, 81-2344-7200-506810-000-000000-000-07-215.

REQUISITION NUMBER: 11215649 and 11215653

FURTHER RECOMMEND: The student/teacher exchange program was started in 2006 with five Hoover teachers traveling to Chongqing, China. Students and staff have participated in academic and cultural experiences throughout the last several years to enhance cultural awareness. Students will stay with host families in Chongqing, attend school, and immerse themselves in Chinese culture. Students and teachers from Chongqing traveled to Tulsa to spend a week at Hoover in October 2011. Hoover's participation in this exchange maintains cultural competency practices for students and teachers.

- E-3.** RECOMMENDATION: Approve 20 Mayo Demonstration School students to participate in the Global Finals of Destination ImagiNation in Knoxville, Tennessee, May 22-27, 2012.

COST AND FUNDING: Total cost not to exceed \$27,000 will be funded by donations and parents.

RATIONALE: This team won first place in the Oklahoma Destination ImagiNation competition and has been invited to participate in the Global Finals. Students will compete with their peers from all over the world to showcase their creativity, teamwork and problem solving. The competition provides teams the opportunity to showcase all of the hard work they have done over the last year.

- E-4.** RECOMMENDATION: Approve 28 Mayo Demonstration School students to travel to St. Louis, Missouri, to participate in a study trip, May 9-11, 2012.

COST AND FUNDING: There is no cost to the District. The total cost of \$10,000 will be paid by the parents through the Mayo PTA.

RATIONALE: This experience will provide instruction and curriculum connections in keeping with the topics of a yearlong study on U.S. History and Science by visiting the Science City Museum, St. Louis Arch, Westward Expansion Museum, and the St. Louis Zoo.

ITEMS LISTED BELOW SUBMITTED BY ASSOCIATE SUPERINTENDENT FOR SECONDARY SCHOOLS, MR. KEVIN BURR

- E-5.** RECOMMENDATION: Purchase 33 Dell Optiplex 790 desktop computers, 20 keyboards, 210 standard celeron E5520 laptops and 1 mobile lab from Dell Marketing for Clinton Middle School students.

COST AND FUNDING: Total cost not to exceed \$252,638 will be paid from the Site Improvement Grant Fund, 11-5370-1000-506530-494-000000-000-05-530-5370.

REQUISITION NUMBER: 11214217-desktops; 11213051-laptops; and 11209601-mobile lab

RATIONALE: The technology will be used to support instruction and testing in English/Language Arts and Math and improve academic achievement.

- E-6.** RECOMMENDATION: Purchase 240 (32GB Wi-Fi) iPads from Apple, Inc. for Clinton Middle School students.

COST AND FUNDING: Total cost not to exceed \$138,960 will be paid from the Site Improvement Grant Fund, 11-5370-1000-506530-494-000000-000-05-530-5370.

REQUISITION NUMBER: 11214458

RATIONALE: The technology will be used to support instruction in English/Language Arts and Math to improve academic achievements.

- E-7.** RECOMMENDATION: Enter into a contract with the Oklahoma Jazz Hall of Fame for the use of the ballroom for East Central High School's senior prom, April 28, 2012.

COST AND FUNDING: The total cost not to exceed \$900 will be paid from East Central's school activity fund #876.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: The senior prom is a celebration by students and parents for the completion of 12 years of school. It is intended to promote a sense of togetherness, while still being fun, right before graduation.

ITEMS LISTED BELOW SUBMITTED BY ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION/SPECIAL EDUCATION AND STUDENT SERVICES, MS. VERNA RUFFIN

- E-8.** RECOMMENDATION: Amend the contracts approved on the September 6, 2011, Agenda, item F-4, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during the 2011-2012 school year to include services for students at ECDC Porter.

Counseling and Recovery Services of Oklahoma
CREOKS Mental Health Services
Daybreak Family Services
DaySpring Community Services
Family and Children's Services
Health Concepts Family Services

COST AND FUNDING: There is no cost to the District.

FURTHER RECOMMEND: The attorneys for the District prepare the appropriate contracts and proper officers of the Board of Education be authorized to execute the contracts on behalf of the District.

RATIONALE: ECDC Porter was not included in the original item because it did not open until January 2012.

- E-9.** RECOMMENDATION: Approve the 2012-2013 Courses of Study for secondary schools.

COST AND FUNDING: There is no cost to the District.

RATIONALE: The Course of Study is reviewed and edited yearly for compliance and alignment with the Oklahoma State Department of Education standards for course and graduation requirements. A committee accepts and reviews requests for new courses based on campus recommendations. Schools, students, and parents use this Course of Study to guide and make decisions for students when scheduling classes for the upcoming school year.

ITEMS LISTED BELOW SUBMITTED BY CHIEF OF STAFF, MS. AMY POLONCHEK

E-10. RECOMMENDATION: Revise School Board policies as listed.

4901 - Nondiscrimination

4902 - Harassment, Intimidation, and Bullying

9403 - Parental Involvement

COST AND FUNDING: There is no cost to the District.

RATIONALE: Revision of policies 4901 and 4902 will ensure alignment with The Boy Scouts of America Equal Access Act, section 9525 of the Elementary and Secondary Education Act of 1965 as amended by section 901 of the No Child Left Behind Act of 2001. Regulation 4901 is submitted as supporting documentation only.

Revision of policy 9403 includes updated information regarding services offered for interpretation and translation services for parents as well as the District Core Goals.

E-11. RECOMMENDATION: Approve routine staffing items.

RATIONALE: The routine personnel actions implement the various human capital plans and priorities authorized by the Board of Education for 2011-2012.

ITEMS LISTED BELOW SUBMITTED BY CHIEF FINANCIAL OFFICER, MRS. TRISH WILLIAMS

E-12. RECOMMENDATION: Declare the Mayo Elementary School site to be surplus to the needs of the District and authorize the Superintendent to offer the real estate for public sale.

RATIONALE: School districts may sell surplus property in accordance with surplus sale procedures set forth in OKLA.STAT., Title 70, section 5-17(11) and Board Policy 5402.

Recommendations submitted by Director of Bond Projects/Energy Management, Mr. Bob LaBass

- E-13.** RECOMMENDATION: Correct Item F-9 of the February 21, 2012, Agenda to revise the amounts and vendors of the following contracts for the classroom additions at Kendall Whittier Elementary School.

Low Voltage (vendor & amount)	York Electronics	\$49,500
Rough Carpentry (amount only)	Rekab Builders	\$5,400
Waterproofing/Joint Sealant (amount only)	Commercial Waterproofing	\$2,958

COST AND FUNDING: The guaranteed maximum price of \$1,757,392.38 originally approved on the November 21, 2011, Agenda, will not change.

FURTHER RECOMMEND: The attorneys for the School District review and approve the revised contracts and the proper officers of the Board of Education be authorized to execute the corrected contracts on behalf of the District.

RATIONALE: Nabholz Construction was able to obtain better pricing on the contracts for waterproofing and rough carpentry. York Electronics is able to do the work in the timeframe necessary to complete the project on schedule.

- E-14.** RECOMMENDATION: Amend Item F-10 of the February 21, 2012, Agenda for the classroom additions at Kendall Whittier Elementary School to include the following.

General Conditions	\$130,412.18
Management Fees	\$78,971.82
Owner's Contingency	\$98,984.41
Trade Contracts	\$1,353,691.00

COST AND FUNDING: The guaranteed maximum price of \$1,757,392.38 originally approved on the November 21, 2011, Agenda, will not change.

FURTHER RECOMMEND: The attorneys for the School District review and approve the amended documents and the proper officers of the Board of Education be authorized to execute the documents on behalf of the District.

RATIONALE: Changing the amounts of the trade contracts changes the numbers in the guaranteed maximum price line items.

- E-15.** RECOMMENDATION: Correct item E-26 of the February 21, 2012, Agenda, to read as follows.

Enter into a master agreement with various construction management companies to provide construction management services on projects approved in the 2010 Bond Proposal to include the following projects.

a) Flintco, Inc. for construction management services on the field house at Memorial High School, \$10,000,000. This cost includes architect fees and a furniture allowance. Construction management fees, including general conditions, will be paid at 7.95 percent of the total cost of construction. There will be a lump sum fee of \$10,000 paid for preconstruction services in addition to the project fees.

b) Trigon, Inc. for construction management services on the classroom addition at Mitchell Elementary School, \$1,600,000. This cost includes architect fees and a furniture allowance. Construction management fees, including general conditions, will be paid at 11 percent of the total cost of construction.

COST AND FUNDING: These projects are contingent upon the successful sale and receipt of 2012 bond funds.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate agreements and the proper officers of the Board of Education be authorized to execute the agreements on behalf of the District.

RATIONALE: The verbiage used in the original Agenda item was not correct and needed to be clarified in a more precise manner.

- E-16.** RECOMMENDATION: Pay Asbestos Handlers for the removal of asbestos-containing materials at Cooper Elementary School. (PO)

COST AND FUNDING: Total cost not to exceed \$52,000 will be paid from the Classroom Bond Fund, 38-3210-4700-504530-000-000000-000-12-158.

RATIONALE: The installation of a new HVAC system will require the removal of asbestos-containing insulation.

- E-17.** RECOMMENDATION: Approve Supplemental Schedule No. 30 to Exhibit "A" to the equipment lease purchase agreement dated April 28, 2011, between the School District and J. P. Morgan Chase Bank identifying the door replacement projects at Lee, Peary, and Penn Elementary Schools, Bunche ECDC, and the Nimitz Building.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate document and the proper officers of the Board of Education be authorized to execute the document on behalf of the District.

RATIONALE: Door replacement is part of the 2010 bond issue.

- E-18.** RECOMMENDATION: Enter into a contract with Felix Thompson dba Commercial Door & Hardware, owner Ken Simms, to replace doors at Lee, Peary, and Penn elementary schools; ECDC Bunche; and the Nimitz building.

COST AND FUNDING: Total cost will be \$282,554. The District's obligation under this contract is contingent upon the ability to obtain acceptable lease purchase financing under the federal Qualified School Construction Bond program. The contract includes the vendor's acknowledgment that the contracts will be assigned to the financing lessor prior to a notice to proceed.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: Replacing doors is included in renovations for the 2010 bond issue.

- E-19.** RECOMMENDATION: Enter into an agreement with Oklahoma Natural Gas (ONG) to relocate the gas line at Eugene Field Elementary School.

COST AND FUNDING: Total cost not to exceed \$59,531 will be paid from the Classroom Bond Fund, 38-3210-4700-504500-000-000000-000-12-185.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate agreement and the proper officers of the Board of Education be authorized to execute the agreement on behalf of the District.

RATIONALE: The gas line will need to be relocated to accommodate the new classroom addition at Eugene Field. ONG requires that all utility relocations be handled directly through them.

E-20. RECOMMENDATION: Decrease the guaranteed maximum price (GMP) agreements for the Melvin Driver athletic locker rooms and stadium improvements as follows.

Change Order No. 1	\$39,770.11 / Amendment No. 2
Change Order No. 2	\$4,000.00 / Amendment No. 3
Change Order No. 3	\$13,105.00 / Amendment No. 4
Change Order No. 4	\$22,664.28 / Amendment No. 11

COST AND FUNDING: The combined decreased guaranteed maximum price is \$79,539.39.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate documents and the proper officers of the Board of Education be authorized to execute the documents on behalf of the District.

RATIONALE: Funds included in the guaranteed maximum price for utility relocation were not necessary.

E-21. RECOMMENDATION: Decrease the guaranteed maximum price (GMP) agreements for the Milton Athletic Locker Rooms and Stadium Improvements as follows.

Change Order No. 1	\$7,099.92 / Amendment No. 1
Change Order No. 2	\$20,086.99 / Amendment No. 3
Change Order No. 3	\$53,238.25 / Amendment No. 5

COST AND FUNDING: The combined decreased amount of the guaranteed maximum price is \$80,425.16.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate document and the proper officers of the Board of Education be authorized to execute the document on behalf of the District.

RATIONALE: Funds included in the guaranteed maximum price for utility relocation were not necessary.

E-22. RECOMMENDATION: Purchase security cameras and access control doors for the new field houses at Washington and Edison high schools.

COST AND FUNDING: Total cost not to exceed \$120,000 will be contingent upon the successful sale and receipt of the proceeds from 2012A Bonds.

RATIONALE: The security cameras and access control doors are needed to provide security measures for the new field houses.

E-23. RECOMMENDATION: Correct item E-28 of the March 5, 2012, Agenda to revise the funding source for the purchase of various white fleet vehicles for District personnel.

COST AND FUNDING: Total cost not to exceed \$640,509 will be contingent upon the successful sale and receipt of proceeds from 2012A bonds.

RATIONALE: After further review by the attorney, it has been determined that the purchase of vehicles does not meet the requirements of the Qualified School Construction Bond program guidelines.

F. ACTION AGENDA - Motion and vote on each recommendation

ITEMS LISTED BELOW SUBMITTED BY DEPUTY SUPERINTENDENT, MILLARD HOUSE, II

- F-1.** RECOMMENDATION: Approve the Memorandum of Understanding (MOU) with Community Action Project of Tulsa County in renewing the continuation of implementing the Early Development Instrument (EDI) in a pilot assessment of school readiness for approximately 50 kindergarten classrooms in 18 schools for a total of approximately 1,500 kindergarten students.

COST AND FUNDING: There is no cost to the District.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate memorandum and the proper officers of the Board of Education be authorized to execute the memorandum on behalf of the District.

RATIONALE: The EDI is designed to assess school readiness of populations of kindergarten children and to assist communities in developing support programs to increase school readiness in future populations. CAPTC will serve as the lead partner in coordination implementation of the EDI in the 2011-2012 school year. Tulsa Public Schools agrees to implement the EDI in mutually agreed upon schools and classes; and TAUW desires to participate and assist in developing the basis for community responses to the EDI results. The Agreement includes: Community Action Project of Tulsa County, Inc. (CAPTC), and Tulsa Public Schools, Independent School District Number One, Tulsa County, Oklahoma, (TPS). The District will assist in providing staff support, data on students in the selected schools, training of TPS staff in EDI instrument, parent notification of EDI Implementation, technology for training of TPS staff, participation in evaluation process of the EDI implementation including teacher interviews, focus groups and distribution and discussion of EDI results. District computer labs will be used for training and staff time committed to gather and share student data. CAPTC will cover associated costs for teacher time in training and administering the EDI. The agreement was just recently received by the District necessitating that the item be submitted for Action.

ITEMS LISTED BELOW SUBMITTED BY CHIEF OF STAFF, MS. AMY POLONCHEK

- F-2.** RECOMMENDATION: Adopt one of the two qualitative leader evaluation systems approved by the State Department of Education for a pilot implementation only for 2012-2013.

COST AND FUNDING: There is no cost to the District.

RATIONALE: The State Department of Education requires districts to select, by April 16, 2012, one of two approved leader evaluation systems to pilot during 2012-2013. Tulsa Public Schools currently uses a system based on the McREL framework, which is one of the state approved models for the pilot implementation in 2012-2013. Note: Any pilot implementation of a leader evaluation system for 2012-13 will not affect the District's formal evaluation system for principals and assistant principals for the 2012-13 fiscal year, which will continue in effect for 2012-2013.

- F-3.** RECOMMENDATION: Select the Tulsa Teacher Observation and Evaluation System, the current teacher evaluation model negotiated with the Tulsa Classroom Teachers' Association, for implementation in 2012-2013 as part of the state's pilot year project for teacher evaluation systems relating to the rollout of evaluation systems under Senate Bill 2033.

COST AND FUNDING: There is no cost to the District.

RATIONALE: The State Department of Education requires districts to select, by April 16, 2012, one of three state-approved teacher evaluation systems to pilot during 2012-2013 relating to the implementation of Senate Bill 2033. The District currently uses the Tulsa Teacher Observation and Evaluation System, one of the three state-approved models for the pilot implementation in 2012-2013. No changes in the implementation of the District's teacher evaluation system will result as a result of selecting the model.

ITEMS LISTED BELOW SUBMITTED BY CHIEF FINANCIAL OFFICER, MRS. TRISH WILLIAMS

- F-4.** RECOMMENDATION: Enter into a lease agreement with Tulsa School for Arts and Sciences, Inc., for the rental of the Barnard building for the 2012-2013 school year beginning on July 1, 2012, and ending on June 30, 2013.

COST AND FUNDING: The annual rental amount to be paid by TSAS is \$28,956 payable in monthly installments of \$2,413.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate lease agreement and the proper officers of the Board of Education be authorized to execute the lease agreement on behalf of the District.

RATIONALE: Tulsa School for Arts and Sciences will operate a charter school in the building indicated. The rate is a negotiated rate based upon square footage and will not include custodial, security or utility charges.

Recommendations submitted by Director of Bond Projects/Energy Management, Mr. Bob LaBass

- F-5.** RECOMMENDATION: Assign contracts for the construction of Phase 2 through Phase 5 of the new cafeteria project at Rogers College High School to the construction manager at risk on the project, Nabholz Construction.

RATIONALE: The individually awarded contracts were previously approved on the February 6, 2012, Agenda, items F-8, F-10, F-12, and F-14.

G. INFORMATION AGENDA

ITEMS LISTED BELOW SUBMITTED BY ASSOCIATE SUPERINTENDENT FOR SECONDARY SCHOOLS, MR. KEVIN BURR

- G-1.** RECOMMENDATION: Renew the contract with Pearson NCS, Austin, Texas, for the use of Thoreau Demonstration Academy, June 4 through August 3, 2012.

COST AND FUNDING: There is no cost to the District. Pearson will pay \$16,750 plus utilities for the use of the building.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: Pearson grades tests for the National Board for Professional Teaching Standards to determine National Board Certified Teacher status. The Thoreau Facility has been used for the past 12 years.

- G-2.** RECOMMENDATION: Purchase 33 desktop computers, four laptops and eight printers from Dell Marketing, Round Rock, Texas, for East Central High School.

COST AND FUNDING: Total cost not to exceed \$35,026.77 will be paid from the Classroom Bond Fund, 38-3120-100-506530-100-000000-000-07-710.

REQUISITION NUMBER: 11208937

RATIONALE: Additional computers, laptops and printers will be accessible for students use in research, remediation and online assessments.

- G-3.** RECOMMENDATION: Purchase interactive whiteboards and ancillary equipment including installation from MicroAge College Station, College Station, Texas, for Memorial High School.

COST AND FUNDING: Total cost not to exceed \$37,300 will be paid from the Bond Technology Fund, 38-3120-1000-506530-100-000000-000-07-725.

REQUISITION NUMBER: 11216162

RATIONALE: Studies indicate that interactive whiteboards benefit student engagement, learner motivation and knowledge retention. The technology has also been successful in reaching students with a variety of learning styles, including those with special needs.

ITEMS LISTED BELOW SUBMITTED BY ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION/SPECIAL EDUCATION AND STUDENT SERVICES, MS. VERNA RUFFIN

- G-4.** RECOMMENDATION: Increase the contract with Supplemental Health Care Services, Inc., approved on the September 19, 2011, Agenda, item E-8.

COST AND FUNDING: Total cost not to exceed to \$100,000 (an increase of \$20,000) will be paid from the General Fund, 2-11-0000-2135-503300-239-000000-000-06-066.

FURTHER RECOMMEND: The attorneys for the School District prepare and approve the amended contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: A District's certified occupational therapy assistant is currently on leave until the end of the school year. This absence requires increasing services through Supplemental Health Care Services, Inc. in order to adequately provide services to our students.

ITEMS LISTED BELOW SUBMITTED BY CHIEF OF STAFF, MS. AMY POLONCHEK

- G-5.** RECOMMENDATION: Amend the funding sources and amounts of item E-2, page 4, of the December 19, 2011, Agenda for the purchase of an electronic performance evaluation system for the Human Capital Department and the Teacher Leadership Effectiveness (TLE) initiative from Netchemia, LLC.

COST AND FUNDING: Total cost not to exceed \$109,000. \$6,000 will be paid from the Title II-A Grant Fund, 11-5410-2213-503200-000-000000-000-05-093-5410; and \$103,000 will be paid from the Civic Donors Fund, 11-0844-2340-503200-100-000000-000-05-093-0844.

The net value of the adjustment will result in a total cost decrease of \$31,000. In addition, only the training module, totaling \$6,000, is an allowable expense under the Title II-A Grant Fund. The remaining balance of \$103,000 will be paid from the Civic Donors Fund.

REQUISITION NUMBER: 11209496

RATIONALE: The decrease in funds requested are a result of savings realized during implementation.

- G-6.** RECOMMENDATION: Enter into a contract with Oklahoma Education Association to act as a certified teacher trainer of the District's Teacher/Leadership Effectiveness (TLE) observation and evaluation framework.

COST AND FUNDING: There is no cost to the District.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officer of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: The Oklahoma State Board of Education selected the District's TLE observation and evaluation system framework to become the presumptive default statewide framework as of December 2011. As such, districts across the state will seek training on the District's model over the next several months. The Oklahoma Education Association will provide teacher training on the TLE framework to ensure teachers' full understanding of the system. Under this agreement, representatives from the Oklahoma Education Association will be trained and subsequently certified to provide teacher training. The Oklahoma Education Association will also agree to be subject to monitoring by the District, with the purpose of ensuring training fidelity to the model.

- G-7.** RECOMMENDATION: Enter into a contract with Professional Oklahoma Educators to act as a certified teacher trainer of the District's Teacher/Leadership Effectiveness (TLE) observation and evaluation framework.

COST AND FUNDING: There is no cost to the District.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officer of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: The Oklahoma State Board of Education selected the District's TLE observation and evaluation system framework to become the presumptive default statewide framework as of December 2011. As such, districts across the state will seek training on the District's model over the next several months. Professional Oklahoma Educators will provide teacher training on the TLE framework to ensure teachers' full understanding of the system. Under this agreement, representatives from Professional Oklahoma Educators will be trained and subsequently certified to provide teacher training. Professional Oklahoma Educators will also agree to be subject to monitoring by the District, with the purpose of ensuring training fidelity to the model.

- G-8.** RECOMMENDATION: Enter into a contract with Teaching Channel to produce a library of model teaching videos to be used for principal and teacher calibration and professional development on the Tulsa Teacher/Leader Effectiveness (TLE) teacher observation and evaluation rubric.

COST AND FUNDING: Total cost not to exceed \$230,000 will be paid from the Title II funds, 11-5410-2213-503600-000-000000-000-05-093-5410 and 11-0844-2340-503200-100-000000-000-05-093-0844.

REQUISITION NUMBER: 11218073

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: The development of this video library will provide the District with a valuable tool for training and calibrating raters in the use of the TLE observation and evaluation framework. In addition, videos will be used as video exemplars of teacher performance that teachers, principals and trainers can access for professional development purposes.

- G-9.** RECOMMENDATION: Approve a memorandum of understanding with Mathematica Policy Research to conduct a study evaluating the effectiveness of Teach For America (TFA) teachers.

COST AND FUNDING: There is no cost to the District.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate memorandum of understanding and the proper officers of the Board of Education be authorized to execute the memorandum on behalf of the District.

RATIONALE: The District has partnered with TFA since 2009 to provide a cadre of new teachers every year. This study, commissioned by TFA, will compare the reading and math achievement of elementary school students taught by TFA teachers with the achievement of similar students taught by other teachers in the same schools. The study will occur in approximately 220 classrooms in school districts across the country during the 2012-2013 school year.

G-10. RECOMMENDATION: Enter into a license agreement to authorize Netchemia, LLC, in exchange for a reasonable fee payable to the District, to develop and distribute to their customers a derivative work based on the District's Teacher/Leader Effectiveness (TLE) teacher observation and evaluation framework. The derivative work developed by Netchemia will be a web-based application to collect, report and analyze observation and evaluation data.

COST AND FUNDING: There is no cost to the District.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate license and the proper officers of the Board of Education be authorized to execute the license on behalf of the District.

RATIONALE: As the District has copyrighted its teacher evaluation framework, any entity wishing to create a derivative work based on Tulsa's teacher evaluation model must make a formal request, subject to review and approval by the Board of Education. Such a request was received from Netchemia, LLC a technology provider of observation and evaluation applications. Upon Board approval, in exchange for a reasonable fee payable to the District, Netchemia will be authorized to develop and sell the derivative work to other districts across the state who wish to use Tulsa's teacher observation framework and have a need for technology applications that support it. By entering into this licensing agreement with Netchemia, the District will further its efforts to support the successful implementation of the District's evaluation model across the state.

G-11. RECOMMENDATION: Enter into end-user license agreements with Oklahoma school districts wishing to use the Tulsa Teacher/Leader Effectiveness teacher observation and evaluation system. A standard end-user license agreement has been prepared and reviewed by the school district attorneys.

COST AND FUNDING: There is no cost to the District.

FURTHER RECOMMEND: The attorneys for the School District approve the appropriate agreements and the proper officers of the Board of Education be authorized to execute these agreements on behalf of the District.

RATIONALE: Several districts across the state will use the District's teacher evaluation model beginning in 2012-2013 in connection with the state's implementation of Senate Bill 2033. This agenda item will allow the proper officers of the Board to execute, as necessary, an end-user license agreement with any school district wishing to use the Tulsa teacher evaluation model.

G-12. RECOMMENDATION: Renew the contract with the University of Oklahoma's Professional Development and Leadership Academy to provide training for the District's first- through third-year principals and early childhood administrators.

COST AND FUNDING: There is no cost to the District. Funding will be provided by The Foundation for Tulsa Schools at a cost not to exceed \$50,000.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: Research supports the need for continued training to support new principals in their role as the instructional leader. Each cohort session will address aspects of school leadership; creating a positive school culture, assertive interventions, coaching for improved instructional practice, legal issues and leading change. Each of these segments will support the transition of leaders to impact student achievement. This leadership cohort will meet up to eight times prior to June 30, 2012.

G-13. RECOMMENDATION: Approve position creations/deletions.

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

G-14. RECOMMENDATION: Renew the contract with Teach For America to supply the District with 75 teachers for the 2012-2013 school year.

COST AND FUNDING: The total cost not to exceed \$8,000 per teacher will be paid to Teach For America from the Title I Fund, 11-5118-2213-503200-494-000000-000-05-093-5118.

REQUISITION NUMBER: 41200020

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: Teach for America will impact the quality of teachers assigned to the District's high poverty schools. Teach For America is the national corps of outstanding recent college graduates and professionals of all academic majors and career interests who commit two years to teach in urban and rural public schools and become leaders in the effort to expand educational opportunity.

Recommendations submitted by Chief Information and Operations Officer, Mr. Ben Stout

- G-15.** RECOMMENDATION: Purchase a two-terabyte (2TB) storage expansion unit for the District's EMC Avamar Enterprise backup system from Presidio Networked Solutions, Greenbelt, Maryland, the vendor with the best bid for this storage expansion.

COST AND FUNDING: The total cost not to exceed \$40,000 will be paid from the Technology Bond Fund, 37-3720-2560-506530-000-000000-000-02-026.

RATIONALE: The EMC Avamar Enterprise backup system will soon reach the limit of its storage capacity at the current rate of growth, so this added capacity will provide additional disk space needed to continue backing up data from District servers and the storage area network (SAN) for the foreseeable future. All of the District's critical systems including PowerSchool, MUNIS, the Data Warehouse, and the Exchange e-mail system rely solely on the Avamar Enterprise backup system to recover lost data.

ITEMS LISTED BELOW SUBMITTED BY CHIEF FINANCIAL OFFICER, MRS. TRISH WILLIAMS

- G-16.** RECOMMENDATION: Increase the contract with Day Spring Behavioral Health Services, Tulsa, Oklahoma, approved on the November 7, 2011, Agenda, Item E-11.

COST AND FUNDING: The total amount not to exceed \$102,500, an increase of \$17,500, will be paid from the Title III LEP Fund, 11-5720-2194-503200-410-000000-000-05-093-5720.

REQUISITION NUMBER: 11217947

FURTHER RECOMMEND: The attorneys for the School District approve the appropriate agreement and the proper officers of the Board of Education be authorized to execute the agreement on behalf of the School District.

RATIONALE: The contract extension will allow additional parent outreach services, workshops and home visits to continue through June, 30, 2012, and to support ELL student participation in summer school opportunities.

G-17. RECOMMENDATION: Enter in to a contract agreement with AVID Training Services, San Diego, California, for the 2011-2012 school year for professional development activities to teachers from the Webster feeder pattern (Clinton Middle School, and Park, Remington, Robertson and Eugene Field elementary schools) as well as other AVID sites.

COST AND FUNDING: Total cost not to exceed \$15,000 will be paid from the AP Grant Fund, 11-3680-2213-503200-252-000000-000-05-740-3680.

REQUISITION NUMBER: 41200022

FURTHER RECOMMEND: The attorneys for the school District prepare the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the School District.

RATIONALE: The training will provide teachers with a method to diagnose the root causes of problems through data analysis and allow them to collaborate in vertical feeder patterns to develop feeder pattern strategies to work together to ensure that all students are prepared to enroll and succeed in advanced placement courses.

G-18. RECOMMENDATION: Enter in to a contract with Battelle for Kids, Columbus, Ohio, to provide three certified national facilitators to design, facilitate, and support ongoing development of Professional Learning Communities (PLC) coaches at the three SIG high schools (Nathan Hale, Central, and East Central).

COST AND FUNDING: Total cost not to exceed \$40,500 will be paid from the School Improvement Grant Fund, 11-5370-2213-503200-494-000000-000-05-705-5370 (\$13,500.); 11-5370-2213-503200-494-000000-000-05-710-5370 (\$13,500.); and 11-5370-2213-503200-494-000000-000-05-715-5370 (\$13,500.)

REQUISITION NUMBER: 41200021

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: The transformation model requires embedded Professional Learning Communities. The power of the PLC is directly proportional to the strength of the facilitator who aligns the work of the PLC to the growth targets of the school and its student body. By building the capacity of the PLC coaches, all three SIG high schools will see this component of the transformation model bloom. A group of lead teachers will participate in an immersion learning experience to develop leadership and facilitation skills to coach professional learning communities.

Recommendations submitted by Director of Bond Projects/Energy Management, Mr. Bob LaBass

- G-19.** RECOMMENDATION: Enter into a contract with Falco Alarm Company of Tulsa to provide and install a new alarm system at Cooper Elementary School.

COST AND FUNDING: Total cost not to exceed \$28,755.85 will be paid from the Classroom Bond Fund, 38-3210-4700-506590-000-000000-000-12-158.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: This project is part of the 2010 bond issue.

- G-20.** RECOMMENDATION: Correct Item E-29 of the October 17, 2011, Agenda to correct the funding source for the athletic locker rooms project at Central High School.

Track Surfaces Beynon Sports \$99,990

This project will be contingent upon the successful sale and receipt of the 2012A bonds.

Track & Field Paragon Sports \$860,995

This project will remain a Qualified School Construction Bond project.

RATIONALE: After further discussion with the attorney, it was determined that the project for track surfaces did not qualify as Qualified School Construction Bonds project. Instead it will be assigned to the construction manager at risk, Trigon General Contractors and Construction Managers, Inc.

G-21. RECOMMENDATION: Correct Item E-30 of the October 17, 2011, Agenda to revise the amount of the guaranteed maximum price (GMP) for Phase II of the Athletic Locker Rooms at Central High School.

General Conditions	\$6,999.30
Management Fees	\$4,279.57
Owners Contingency	\$3,338.07
Trade Contract	\$99,990.00
Total GMP	\$114,606.94

COST AND FUNDING: This project is contingent upon the successful sale and receipt of proceeds from the 2012A bonds.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate amendment and the proper officers of the Board of Education be authorized to execute the amendment of behalf of the District.

RATIONALE: The original GMP included both the track surfaces project and the track and field project. The revised GMP does not include track and field, which will remain a Qualified School Construction Bonds project and will not be assigned to the construction managers, Trigon General Contractors and Construction Managers, Inc.

G-22. RECOMMENDATION: Enter into a contract to the lowest responsible bidder for the interior modifications and improvements at Roosevelt Elementary School.

COST AND FUNDING: Total cost of approximately \$300,000 is contingent upon the successful sale and receipt of proceeds from the 2012A bonds.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: These changes are necessary to relocate Teach for America, Indian Education, and the Special Education psychology department that are currently housed in the Burbank facility.

G-23. RECOMMENDATION: Award contracts to the lowest responsible bidders for the interior improvements at Chouteau Elementary School, the Cleveland building, and Bell Annex.

- Flooring Replacement
- Locker Replacement
- Painting/Whiteboards/Tackboards
- Restroom and Interior Remodels

COST AND FUNDING: Total cost of approximately \$2,000,000 is contingent upon the successful sale and receipt of the proceeds from 2012A bonds.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contracts and the proper officers of the Board of Education be authorized to execute the contracts on behalf of the District.

RATIONALE: Interior improvements are part of the 2010 bond issue.

G-24. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the interior modifications and improvements at Wilson Middle School.

COST AND FUNDING: Total cost of approximately \$2,000,000 is contingent upon the successful sale and receipt of proceeds from 2012A bonds.

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

RATIONALE: These modifications are necessary to relocate Mayo Demonstration School and the Staff Development and Leadership Training department to the Wilson building.

TULSA PUBLIC SCHOOLS

Policy 4901

NONDISCRIMINATION

Tulsa Public Schools does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, disability, genetic information, veteran status, marital status or age in its employment, programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the Tulsa Public Schools' non-discrimination policies:

Dr. Pauline Harris, Human Rights Coordinator
Tulsa Public Schools Human Capital Department
3027 South New Haven Avenue
Tulsa, Oklahoma 74114-6131
(918) 746-6517

The Board and the District fully support a policy of nondiscrimination/equal opportunity in employment in all job classifications of the District. All employees and job applicants are guaranteed equality of employment opportunity. Students are provided equal educational opportunities. This means the District will not discriminate against any employee or applicant, students, parents/guardians, patrons, and beneficiaries on the basis of race, religion, color, national origin, sex, sexual orientation, disability, genetic information, veteran status, marital status or age. The District will make reasonable accommodations for students, job applicants and employees with disabilities in accordance with the requirements of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act.

The Board recognizes the effective application of this policy involves undertaking a program of nondiscrimination/equal opportunity. All District personnel concerned with recruitment, hiring, training, assignments, promotion, transfer, compensation, dismissal, and all other employment practices are directed to govern personnel actions and procedures within the intent of federal and state law.

All recruitment, selection, placement, training, and layoff decisions or recommendations made by the District's supervisors or managers will be based solely on the basis of an individual's ability, merit (as demonstrated by the individual's performance record), and any other considerations that may be mandated by collectively-bargained agreements with employee organizations recognized under Oklahoma law.

All employees applying for a promotion or transfer will be given equal consideration. Assuming an opening exists, the qualifications of candidates for a promotion or transfer will be based solely on the basis of an individual's ability, merit (as demonstrated by the individual's performance record), and any other considerations that may be mandated by collectively-bargained agreements.

All other personnel policies and practices of the District, including compensation, benefits, discipline, safety, and health programs, as well as social and recreational activities, will be administered and conducted without regard to any individual's race, color, religion, sex, sexual orientation, age, national origin, genetic information, veteran status, marital status or disability.

The District will continually review its personnel practices and procedures to ensure employees, supervisors, and managers are adhering to the District's commitment to equal employment opportunity principles and practices.

Employees having equal employment opportunity related questions, problems, or complaints should first communicate their concerns to their immediate supervisor. If they are dissatisfied with the supervisor's handling of the matter, they may pursue their complaint through the District's formal dispute resolution procedure which is set forth in Regulation 4901-R Grievance Procedure for Discrimination Complaints.

In keeping with the requirements of state and federal law, the District will strive to prevent any discrimination in employment, assignment and promotion of personnel, and in educational opportunities and services offered to students in the District's programs and activities. Additionally, there shall be no discrimination against any employee on the basis of membership/non-membership or participation in any professional, civic, parent or charitable organization and in the evaluation, employment, transfer, or promotion of personnel.

Anti-Retaliation

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any individual for opposing or complaining about discrimination, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, appealing or participating in any other discrimination complaint, proceeding or hearing.

Adopted: November 1982

Revised: September 2010

Legal References: Title 6, Civil Rights Act of 1964

Title 7, Civil Rights Act of 1964, as amended by the Equal Employment
Opportunity Act of 1972

Title 9, Education Amendments of 1972

Education for All Handicapped Children Act of 1975

Title 25, O.S., Section 1302

Boy Scouts of America Equal Access Act

**NONDISCRIMINATION/
GRIEVANCE PROCEDURE FOR DISCRIMINATION COMPLAINTS**

The District has adopted a Nondiscrimination Policy setting out its commitment to nondiscrimination for students, parents/guardians, employees, patrons, and beneficiaries, for the District's programs and activities in relation to race, religion, color, national origin, sex, sexual orientation, disability, genetic information, veteran status, marital status or age in its employment, programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Any student, parent/guardian, employee, patron or beneficiary having a complaint or grievance concerning discrimination, as referenced in the District's policy of nondiscrimination, shall be entitled to file a grievance, orally or in writing, in accordance with this procedure.

The following person has been designated to handle inquires regarding Tulsa Public Schools' nondiscrimination policies:

Dr. Pauline Harris, Human Rights Coordinator
Tulsa Public Schools Human Capital Department
3027 South New Haven Avenue
Tulsa, Oklahoma 74114-6131
(918) 746-6517

A student with a grievance alleging discrimination should present the grievance to the principal, teachers or staff members. An employee with a grievance alleging discrimination should present the grievance to his or her immediate supervisor. In the event the allegation of discrimination involves the student's principal or the employee's supervisor, the student or employee shall be permitted to present the grievance to the Human Capital Department's Human Rights Coordinator. Should the grievance alleging discrimination involve the Human Rights Coordinator the student or employee shall present the grievance to the Chief of Staff.

Parents/guardians, patrons and beneficiaries shall likewise be permitted to file grievances alleging discrimination as defined in the District's nondiscrimination policy. Grievances alleging discrimination should be submitted to the Human Rights Coordinator. If the parent/guardian, patron or beneficiary has a complaint of discrimination involving the actions or behavior of the Human Rights Coordinator, the individual may file the grievance directly with the Chief of Staff, who is a member of the Superintendent's cabinet.

All grievances alleging discrimination whether from an employee, student, parent/guardian, patron, or beneficiary shall be presented orally or in writing or in the case of an individual with a disability affecting the capacity to present an oral or written grievance, in an alternative form sufficient to identify for the District the nature of the grievance and the relevant facts explaining the grievance. The grievance shall be promptly investigated by appropriate representatives of the District.

The individual filing the grievance shall be notified of the time in which the District expects to make a written response to the grievance. The District will conduct a timely, thorough, reliable, and impartial investigation of complaints of discrimination, harassment and retaliation, including the opportunity for the complainant or grievant to present witnesses and provide evidence. The District will evaluate all relevant information and documentation relating to a complaint of discrimination, harassment and retaliation. The District will provide the complainant with a written decision to the grievance and notice of appeal rights within 10 calendar days, unless extenuating circumstances exist.

Under no circumstances shall an individual accused of discrimination by a grievant be involved in the investigation of the grievance, nor shall any such individual have contact with the grievant regarding the subject matter while the grievance is pending. Similarly, no individual submitting a grievance to any District representative shall be subjected to retaliation because of the grievance. A claim of retaliation shall be made in the same manner and utilizing the same procedure as provided in this policy for complaints of discrimination.

The grievant may appeal the investigator's determination to the Chief of Staff. The Chief of Staff or designee shall conduct any further investigation appropriate in light of the grievance and its specific charges and, if deemed necessary, may conduct a hearing with respect to the grievance. If the Chief of Staff is the subject of the grievance, or if the Chief of Staff has been involved in the initial investigation of the grievance, the superintendent of schools shall specifically designate an individual to which the grievance may be appealed.

The Chief of Staff or designee may adopt the recommendation made previously with respect to the grievance or may submit a new report of the investigation and recommendations. The decision of the Chief of Staff or designee shall be issued within ten business days of receipt of the notice of appeal of the recommendation(s). A copy of the decision and any recommendations shall be furnished to the grievant with a copy to the Superintendent.

In cases where it is apparent the individual's intent is to bring to the District's attention a claim of discrimination, the individual's written complaint shall be treated as a grievance arising under this procedure.

The District's internal grievance procedure related to claims of discrimination does not and is not intended to displace rights arising under federal or state law related to claims of discrimination.

Anti-Retaliation

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any individual for opposing or complaining about discrimination, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, appealing or participating in any other discrimination complaint, proceeding or hearing. The remedies, procedures, and rights set forth in Board Regulation 4901-R shall be available to any person aggrieved by any act or failure to act by any Tulsa Public Schools employee or official representative.

Issued: November 1984

Revised: September 2010

Cross Reference: 3309, Teaching About Religion

4408, Employee Ethics

4902, Harassment, Intimidation, and Bullying

4903, Sexual Harassment

Title VI of the Civil Rights Act of 1964, 34 C.F.R. §100.7(e)

4901-R Page 3 of 3

HARASSMENT, INTIMIDATION, AND BULLYING

PURPOSE: To define the District's position on harassment, intimidation, and bullying.

Tulsa Public Schools does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, disability, genetic information, veteran status, marital status or age in its employment, programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the Tulsa Public Schools' non-discrimination policies:

Dr. Pauline Harris, Human Rights Coordinator
Tulsa Public Schools Human Capital Department
3027 South New Haven Avenue
Tulsa, Oklahoma 74114-6131
(918) 746-6517

Harassment, intimidation, and bullying include but are not limited to verbal or physical contact, epithets, slurs, gestures, or graffiti, even in jest, that are targeted toward an individual because of race, color, religion, sex, sexual orientation, age, national origin, marital status, veteran status, disability or genetic information. Individuals bring different levels of sensitivity to interaction. What may seem harmless, trivial, or "all in good fun" to one person may be extremely offensive to the person to whom the comments or actions are directed.

Harassment, intimidation, and bullying constitute unethical and unacceptable conduct that will not be tolerated at any level. All persons are strictly prohibited from engaging in any form of harassment of any employee, student, or applicant for employment. Anyone engaging in any form of harassment is subject to disciplinary action in accordance with District policy. Harassment also may constitute discrimination.

Any applicant for employment, employee, or student to whom improper comments or actions are directed should utilize the Tulsa Public Schools Regulation 4901-R Grievance Procedure for Discrimination Complaints, or the Tulsa Classroom Teachers Association/Administration Negotiations Grievance Procedure, whichever is appropriate. Violation of this policy by an employee may result in disciplinary action, including a recommendation for employment termination. Students violating this policy will be subject to appropriate disciplinary action at the school level by the principal or designee.

When allegations of harassment, intimidation, or bullying, are filed, a thorough investigation will be conducted by the Superintendent or designee. The investigation will include interviews with all relevant persons. Such persons include, but are not limited to, the complainant, the accused, student(s) and other potential witnesses. Employees and students are assured the privacy of the complainant and the persons accused of harassment will be protected to the extent possible.

When complaints or allegations of harassment based on race, religion, color, national origin, sex, sexual orientation, disability, genetic information, veteran status, marital status or age are made, the grievance procedures set forth in Tulsa Public Schools Regulation 4901-R Grievance Procedure for Discrimination Complaints will be followed.

Anti-Retaliation

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any individual for opposing or complaining about discrimination, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, appealing or participating in any other discrimination complaint, proceeding or hearing.

Adopted: April 1992

Revised: September 2010

Legal References: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964
Title IX, 1972 Educational Amendments
Oklahoma Anti-Discrimination Act
Americans with Disabilities Act of 1990 (ADA)
Section 504-Rehabilitation Act of 1973
Boy Scouts of America Equal Access Act

Cross Reference:

3309, Teaching About Religion
4408, Employee Ethics
4901, Nondiscrimination Policy
2119, Student Bullying Prevention and Intervention

4902 Page 2 of 2

PARENTAL INVOLVEMENT

PURPOSE: Tulsa Public Schools shall promote parent involvement in all schools as mandated by PL 107-110, the No Child Left Behind Act of 2001, and will strive to work as equal partners with parents in providing quality learning experiences for every student, every day, without exception.

The Board believes and acknowledges that parental involvement raises the academic achievement level of students. Additionally, parents become empowered, teacher morale improves, and communities grow stronger when parents take an active role in educating their children. Schools shall involve parents in the education of their children at all grades levels.

The Superintendent or designee shall provide coordination, technical assistance and other support necessary to assist all schools in planning and implementing effective parental involvement activities to improve student academic achievement and school performance. The No Child Left Behind (NCLB) Act, Title I Section 1118 Parental Involvement, establishes that in order to build capacity for parental involvement within schools, a district should “develop jointly with, agree with, and distribute to parents of participating children a written Parent Involvement Policy.” This policy and subsequent policies regarding building parents’ capacity for involvement will be implemented throughout Tulsa Public Schools.

Building Parents Capacity for Involvement

The Board believes that parent and community collaboration is fundamental to achieving and sustaining excellence. As a result of this belief, the Board shall create an environment of supportive and collaborative parental involvement.

1. **Program Information for Parents:** Tulsa Public Schools shall provide assistance to parents of all children in understanding such topics as the state’s academic content and achievement standards, the assessments being used, the requirements of No Child Left Behind (NCLB), Title I, Part A, how to monitor their children’s progress, and how to work with educators to improve student achievement.
2. **Materials and Training:** Tulsa Public Schools shall provide materials and training, such as literacy training and training on how to use technology, to help parents work with their children to improve student achievement.
3. **Professional Development:** Tulsa Public Schools shall provide professional development to teachers, pupil services personnel, principals and other staff, in the value of parental involvement outreach, communication, and partnership.
4. **Preschool Coordination:** Tulsa Public Schools shall “to the extent feasible and appropriate,” coordinate and integrate parental involvement programs with Head Start, Even Start, and other preschool programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children.

5. **Understandable Communication:** Tulsa Public Schools shall ensure that information related to school and parent programs, meetings and other activities is sent to the parents of all children in a format, and to the extent practicable, in a language the parents can understand. To ensure appropriate and accurate translation and interpretation of information the District has identified a variety of resources available by phone, Internet, or in-person that have the capacity to provide high-quality language interpretation and translation services.
6. **Other Requested Activities:** Tulsa Public Schools may provide such other reasonable support for parental involvement activities as parents request, provided the supports align with District Core Goals (outlined below) and, where applicable, site WISE plans.

Tulsa Public Schools District Core Goals:

1. Safe and Secure Schools
2. Student Learning and Performance
3. Financial Sustainability
4. Leadership and Sustainability
5. Teacher Effectiveness

Adopted: July 2007

Legal Reference: No Child Left Behind Act of 2001, P.L. 107-110, Title I

Cross Reference: Policy 9501 Interpretation and Translation Services for Parents

Page 2 of 2

SUPPORTING INFORMATION

CONSENT ITEM E-11

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Bumgarner, Angela	3/26/12	B-2	\$ 7,850.57	Teacher-Mitchell/Grade 2 Rate: \$33,700.00 Return from leave.
Eccles, Nina	4/12/12	B-20	7,227.50	Teacher-Anderson/Pre-K Rate: \$45,430.00 Return from leave.
Estes, Jane	3/26/12	B-12	8,856.93 442.85	Teacher-Central/ Special Education Rate: \$38,020.00
Feedback, David	3/12/12 6/30/12	BL-4	15,322.39	Grounds Supervisor- Maintenance Rate: \$44,125.00 Return from leave.
Ford, Betty	2/27/12	M30-27	17,514.00	Dean-Memorial Rate: \$55,044.00 Return from leave.
Jones, Carrie	3/08/12	B-9	2,456.82	Teacher-Lee/Art 1/5 Time Rate: \$ 9,200.00
Kungu, Rosemary	3/05/12	M-3	9,003.18	Teacher-Hawthorne/Pre-K 35,176.00 Return from leave.
McClary, Florieta	2/06/12	B-10	14,584.09	Teacher-Jackson/ Kindergarten Rate: \$37,200.00 Return from leave.
McNeil, Adrian	3/26/12	M-7	8,571.80	Counselor-Washington Rate: \$36,796.00 Return from leave.

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
McQuary, Christian	3/08/12	B-0	\$ 9,533.94	Teacher-Kendall Whittier/ Pre-K Rate: \$32,900.00
Pacin, Deborah	4/02/12	B-14	11,052.84	Teacher-Marshall/Grade 1 Rate: \$39,370.00 Return from leave.
Tascier, Christina	3/07/12	B-0	8,972.73	Teacher-Anderson/ Grade 1 Rate: \$32,900.00
Voss, Jessica	3/26/12	B-4	8,036.93	Teacher-Cooper/Pre-K Rate: \$34,500.00 Return from leave.
Support (Hourly):				
Armstrong, Denita	3/06/12 5/24/12	MT-1	\$ 8.99	Child Nutrition Services (CNS) Assistant - Carver
Beville-Beyer, Leah	3/12/12 6/13/12	MT-NS	10.81	Site Supervisor-Eugene Fields/Before and After Care
Brothers, Demetris	3/14/12 5/24/12	MT-NS	10.81	Site Supervisor-Kendall Whittier/Before and After Care
Cunningham, Lakisha	3/06/12 5/24/12	MT-1	8.36	CNS Assistant-McLain
Dakouki, Ranya	3/12/12 5/24/12	MT-6	10.56	Bus Driver Trainee Former Employee (f.e.)
Dollar, Calvin	3/01/12 6/30/12	MT-6	10.74 .60	Bus Driver Area Lead Stipend Return from leave.
Elliott, Stephen	3/26/12 5/24/12	MT-6	11.35	Bus Driver Trainee f.e.
Fortenberry, Shalah	3/13/12 5/24/12	IS-6	10.81	Teacher Assistant (TA)- Emerson
Howard, Montrale	3/12/12 5/24/12	MT-4	9.21	Bus Driver Trainee

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
King, Lawrence	2/28/12 5/24/12	MT-1	\$ 8.99	CNS Assistant-Academy Central
Littlejohn, Karisma	3/07/12 5/24/12	MT-NS	7.25	Site Assistant-Eliot/ Before and After Care
Littrell, Timothy	3/12/12 5/24/12	IS-10	13.11	Autism Paraprofessional- Memorial
Mathews, Lisa	3/12/12 5/24/12	IS-3	9.21	Parent Involvement Facilitator-Skelly
Perkins, Karissa	3/08/12 5/24/12	IS-10	13.11	Autism Paraprofessional- Remington
Perryman, Chris	3/13/12 5/24/12	IS-6	11.04	TA-Anderson
Pressey, Shanta	3/13/12 5/30/12	CA-4	9.64	Health Assistant- Celia Clinton
Previtt, Melanie	3/26/12 5/24/12	IS-6	10.81	Paraprofessional-Lindbergh
Taylor, Cynthia	3/12/12 5/24/12	MT-4	9.21	Bus Driver Trainee
Thomas, Clifford	3/12/12 6/30/12	MT-3	8.81	Custodian-Fulton
Vargas, Claudia	3/12/12 5/24/12	MT-NS	10.81	Site Supervisor-Grissom/ Before and After Care Return from leave.
Wagoner, Helena	3/12/12 6/30/12	MT-3	8.81	Custodian-Wright
West, Charles	3/19/12 5/24/12	MT-4	9.21	Bus Driver Trainee
Williams, Shantay	3/01/12 5/24/12	MT-2	\$ 8.60	CNS Cook I – Frost
<u>Rescind:</u> Cosby, Sharyn	1/10/12 5/24/12	IS-6	10.81	TA-McLain

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Fennell, Charles	Counselor-Hale M30-15	1/04/12	\$ 43,844.00	\$ 22,737.00	M60-15 Rate: \$45,475.00 Counselor Stipend Additional days Rate: \$2,583.80
			1,831.00	1,831.00	
			2,491.14	1,550.28	
French, Carolyn	Teacher-Celia Clinton/Grade 3 B-1	8/17/11	33,300.00	34,366.00	M-1
Griffin, Regina	Traveling Manager-Child Nutrition Services BL-1	4/03/12	17,915.00	3,802.70	CNS Manager II-Key BL-2 Rate: \$20,100.00
Holloway, Beth	Technology Integration Specialist- McLain B-4	1/04/12	34,500.00	17,788.00	M-4 Rate: \$35,576.00 Additional days Rate: \$1,414.96
			1,372.16	606.41	
Support (Hourly):					
Ambrose, Gwen	CNS Cook I – Wright MT-2 7.5 hrs/day	2/14/12 5/24/12	\$ 9.72	\$ 9.72	5.5 hrs/day
Anderssen, Sven	Bus Driver Trainee MT-4	2/22/12 5/24/12	9.21	10.56	Bus Driver MT-6

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Brown, Kim	Paraprofessional -Hawthorne IS-6	8/22/11 5/24/12	13.17	\$ 13.65	Add Career Increment IS-6 1-CI
Davis, Latoya	TA-McClure IS-3	1/20/12	9.21	13.11	Autism Paraprofessional- McClure IS-10
Haley, Lori	Bus Driver MT-6	3/05/12 5/24/12	10.56	10.56 .15	Lead Driver Stipend
Huffman, John	Bus Driver Trainee MT-4	2/29/12 5/24/12	9.21	10.56	Bus Driver MT-6
Lewis, Marcus	Bus Driver Trainee MT-4	3/05/12 5/24/12	9.21	10.56	Bus Driver MT-6
Oberst, Steve	Bus Driver Trainee MT-4	2/27/12 5/24/12	9.21	10.56	Bus Driver MT-6
Stevens, Anita	CNS Assistant- Greeley MT-1 5hrs/day	3/07/12 5/24/12	8.97	8.97	7 hrs/day
Upman, Belva	CNS Assistant- Patrick Henry MT-1 5hrs/day	8/22/11 5/24/12	8.97	8.97	5.5 hrs/day
Webb, Herman	Head Custodian- Jones MT-5 2-CI	2/24/12 6/30/12	14.16	14.16	Unassigned Custodian-Plant Operations MT-5 2-CI

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT

Name	Special Assignment	Site	Effective Date	Amount
Certificated/Administrative:				
Benoit, Emily A	Girls Soccer Assistant	Washington	01/09/2012	\$ 1,202.00
Gober-Reeves, Dala F	Site Asset Manager- HS Music	Rogers	01/04/2012	500.00
Gober-Reeves, Dala F	Site Asset Manager- HS Child Nutrition	Rogers	01/04/2012	500.00
Gober-Reeves, Dala F	Site Asset Manager- MS	Rogers Jr High	01/04/2012	1,300.00
Marshall, Tina E	Elementary School Allocation	Grimes	08/22/2011	1,000.00
Tidwell, Dusty W	Head Baseball	Edison HS	02/15/2012	1,334.00
Young, Johnny R	Girls Head Soccer	McLain	08/22/2011	2,171.00
Support:				
Lavigne, Kyle A	Baseball Assistant	Edison HS	02/27/2012	694.00

DECEASED

Name	Effective Date	Assignment
Support:		
Olson, Avonna S.	3/09/12	Laundry Foreperson-Plant Operations

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Allen, Dora	2/17/12	Teacher-Eisenhower/ Grade 2	Maternity
Goulden, Paula	3/21/12	Teacher-Grimes/Grade 3	Personal illness
Hattierose, Toney	3/02/12	Teacher-Mitchell/Pre-K	Personal illness
Johnson, Kuanza	3/26/12	Teacher-KIPP/Math	Maternity
Ingle, Megan	4/20/12	Teacher-Bell/Grade 5	Maternity
Munozcano, Carla	3/26/12	Teacher-Hoover/Grade 1	Maternity
Offutt, Catherine	2/16/12	Teacher-MacArthur/ Special Education	Maternity
Starks, Ruby	2/08/12	Teacher-Academy Central/ Grade 5	Personal illness
Support (Hourly):			
Burks, Kerry	3/08/12	HVAC Apprentice- Maintenance	Personal illness
Carter, Brenda	2/01/12	Custodian-Hale	Personal illness
Darling, Lisa	3/05/12	Paraprofessional-Key	Maternity
Forshee, Cynthia	2/28/12	Custodian-McClure	Personal illness
Lueck, Karen	2/06/12	Interpreter III-Wright	Personal illness
Miller, Billye	3/09/12	CNS Assistant-Rogers	Child Care
Miller, Delissa	3/06/12	Site Assistant-Wright/ Before and After Care	Maternity
Sandridge, Sherrie	2/27/12	Bus Driver	Personal illness
Starks, Tammy	2/17/12	Computer Lab Assistant- Greeley	FMLA

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Hirsch, Jamison	4/02/12	Teacher-Tulsa Met High School/Social Studies
Love, Tracye	4/06/12	Social Service Specialist-Hale
Pierce, Kenny	2/28/12	Teacher-MacArthur/Kindergarten
Support (Hourly):		
Davenport, Saloma	3/01/12	Bus Driver Trainee
Dinsmore, Margaret	3/06/12	TA-Grissom
Hill, Ajuania	3/02/12	CNS Assistant-Washington
Jones, Curtis	3/08/12	Bus Driver Trainee
Maddux, Robert	3/22/12	Security Technician-ESC/Campus Police
Manning, Monecia	3/27/12	CNS Assistant-McClure
McCray, Kawesta	3/02/12	Site Supervisor-Eugene Fields/ Before and After Care
Munoz, Maria	4/02/12	Data Specialist-ESC/Special Education and Student Services
Nesbit, Janice	3/15/12	TA-Kendall Whittier
Rodriguez, Carlos	3/09/12	Custodian-Skelly
Ross, Janice	3/30/12	Parent Involvement Facilitator-Tulsa Met Franklin
Saldivar, Claudia	2/03/12	TA-Springdale
Siegel, Samuel	2/16/12	Bus Driver Trainee

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Biggs, Dee	6/01/12	Teacher-Disney/Reading, Math
Rohr, Joseph	6/01/12	Teacher-McKinley/Grade 3
Welsh, Anne	6/01/12	Teacher-Tulsa Met Middle School/Science
Support (Hourly):		
Switzer, Sally	8/22/11	CNS Cook I - Central

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Esparza-Duran, Brenda	3/06/12	Custodian-Clinton

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Abel, Nicole
Aidoo, Kathrina
Balentine, Sharelle
Blalock, Victoria
Brantley, Robin
Cumming, Edward
Deabay, Amanda
Delpratt, Sheree
Dinsmore, Margaret
Grass, alicia
Kennedy, Marianne
Leigh, Tara
Lynch, Alison
Miller, Clinton
Morrow, Lori Ann
Noor, Heather
Pepin, Hannah
Pharr, Whitney
Pinkey, Jonathan
Pittman, Alisha
Rochester, Jamie
Schmitz, Margaret
Schumpert, Arthenia
Simmons, Jana
Thierry, Michael
Thomas, Sarah
Van Deuden, Elizabeth
Vandyke, Jenai
Vianes, Matthew
Washington, Eddie
Washington, Jamie
Williams, Matthew

Avid Tutor

Ross, Erika

Tutor – Ace Remediation

Johnson, Nyejer

Tutor – Title I

Cairl, Judith
Hale, Linda
Jones, Carolyn
Rodehaver, Jennifer

CNS

Cook, Sheila

Custodian

King, Lawrence

DRS Student Worker

Grayson, Tiara
Mason, Anthony
Williams, Tyrone
Green, Katelyn

Adjunct Teachers

Memorial- 2-11-0000-501000-810-1360-201-07-725

Anthony Booth, Wrestling @ \$2,142 October 1, 2011 to March 1, 2012.

Washington- 2-11-0000-501000-810-1360-201-07-735

Mickey Collins, Track @ \$600 February 1, 2012 to May 5, 2012.

SUBSTITUTE AND TEMPORARY ELECTIONS

State Testing- 11-0000-2240-501210-000-000000-615-14-058

Employ the following retired employees @ \$10.58/hr. (total not to exceed \$10,000) to assist in the processing of state tests OCCT (grades 3-8) EOI (grades 7-12), OMAAP (grades 3-12) and WIDA (grades K-12) April 25-May 18, 2012.

Marty Allgood
Deborah Allgood
Connie Brewer
Trudy Price

Kay Swisher
Helen Huntington
Janell Winkle

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

ACE Professional Development - 11-3620-2213-501700-424-400000-210-05-725-3620

Pay certified staff members, listed below @ \$18/hr. (total not to exceed \$5,520) for summer professional development sessions on June 25, 26 and 27, 2012.

Sommer Baker
Jessica Green
Deborah Hayes
Jodi Madison

Victoria Mollencupp
Michelle Pomerantz
Amy Smith
Grace Alexander

College and Career Readiness - 11-4210-2213-501700-390-999000-210-05-093-4210

Approve to pay College and Career Readiness (CCR) certified teachers, to be named @ \$18/hr. (total not to exceed \$15,000) to attend professional development, May 29-June 29, 2012.

Webster Feeder Schools – 11-3680-2213-501700-252-000000-210-05-740-3680

Pay up to 37 certified staff members, to be named, @ \$18/hr. x 2 days (total not to exceed \$4,440.00) to write vertical implementation plans to support the site specific data during the school year 2011-2012.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

March 5, 2012 Agenda, page 31 – Correct amount of rate.

Adjustments

<u>Name</u>	<u>Position Grade/Step (if applicable)</u>	<u>Effective Date</u>	<u>Present Contract</u>	<u>Proposed Contract</u>	<u>Reason</u>
Sanders, William	Non-Certified JROTC Instructor- McLain NS	1/04/12	\$ 57,560.16	\$ 29,625.90 1,664.00	Military COLA Adjustment Rate: \$59,251.80 JROTC Stipend

SUPPORTING INFORMATION

INFORMATION ITEM G-13

POSITION CREATIONS/DELETIONS

Delete:

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
Broadcasting Specialist-Webster/ Curriculum and Instruction	BL-1 183 days	Assist the strand coordinator in the Webster Broadcast and Digital Media magnet program. Create live programs on-air, usage of switch b-roll, use of remote correspondents.

Annual Budget Impact:
\$24,000 min.-
\$34,800 max.

Funding Source:
0-11-7763-50-2330-1210-
1000-0000-101-05-093