



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, August 6, 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.

A-3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.

A-4. Motion and vote to adopt the Agenda.

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

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

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

Regular Meeting

July 16, 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

- L-1. Motion and vote on motion to enter into a separation agreement with Deborah Pacin 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, August 20, 2012, at 6:30 p.m. in the Cheryl Selman Room, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

O. MOTION AND VOTE TO ADJOURN

E. CONSENT AGENDA - Motion and vote on recommendations

Note: With the exception of 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 ASSOCIATE SUPERINTENDENT FOR ELEMENTARY SCHOOLS

E-1. RECOMMENDATION: Renew the contracts with Community Action Project, Cornerstone Association of Ministers and Educators, and Educare to provide services for four-year-old programs for the 2012-2013 school year.

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.

COST AND FUNDING: Total cost not to exceed \$3,773,182 will be paid as follows.

11-0955-1000-505990-100-000000-000-08-097 (CAP) \$2,786,851.99

11-0951-1000-505990-100-000000-000-08-694 (Cornerstone) \$691,585.36

11-0960-1000-505990-100-000000-000-08-696 (Educare) \$294,744.20

REQUISITION NUMBER: 41300200, 41300201, and 41300202

RATIONALE: These programs have operated in the District from 5 to 11 years and have been invaluable in allowing the District to meet the needs of all four-year-old students and their families.

ITEMS LISTED BELOW SUBMITTED BY ASSOCIATE SUPERINTENDENT FOR SECONDARY SCHOOLS

E-2. RECOMMENDATION: Enter into a contract with the University of Tulsa to provide the Allen Chapman Activity Center Great Hall C for the Edison Preparatory School Jingle Bell Ball XXVI on December 1, 2012.

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.

COST AND FUNDING: Total cost not to exceed \$1,000 will be paid from Edison's school activity fund #573.

RATIONALE: The Jingle Bell Ball has been held for over 20 years. It provides an event for all students to promote school spirit and pride.

- E-3.** RECOMMENDATION: Enter into a special event permit with the City of Tulsa for blocking off of a section of 41st Street from Atlanta to Florence for Edison's homecoming parade and the 5500-5800 blocks of S. Hudson (5500-5800) for the halftime fireworks on October 26, 2012.

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

COST AND FUNDING: Total cost not to exceed \$3,000. \$500 will be paid from Edison's activity fund #573 for the parade; and \$2,500 will be paid from Edison's activity fund #519 for the fireworks provided by Imperial Fireworks.

RATIONALE: The parade has been held for over 20 years and has outgrown the school's parking lot. The parade and fireworks promotes school pride and community involvement.

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

- E-4.** RECOMMENDATION: Enter into a memorandum of understanding with PRES Associates, Inc. to participate in an external, independent evaluation of the Pearson Forward Program being conducted by PRES Associates, Inc. on behalf of Pearson Education Publishers. The study will take place during the 2012-2013 and 2013-2014 school years.

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

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

RATIONALE: Teachers in the study group will receive Forward curriculum materials and professional development training at no cost to the District during the two-year study. Participation in the study is voluntary and teachers will be paid a stipend by PRES Associates for their participation. Sites participating in the study will also receive a six-year license of the Forward program free of charge.

E-5. RECOMMENDATION: Renew or enter into contracts, as applicable, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during 2012-2013 school year. Agencies may serve any school with written permission of the school principal.

A New Way
Betty Jackson Counseling Services
Center 4 Change
Counseling and Recovery Services of Oklahoma
CREOKS Behavioral Health Services
Daybreak Family Services
DaySpring Community Services, Inc.
Domestic Violence Intervention Services/Call Rape (DVIS)
Family and Children's Services
Health Concepts Family Services, LLC
Matti Ra Counseling Services
Morton Comprehensive Health Services
North Tulsa Counseling Services, LLC
Palmer Drug Abuse Program
Parkside Psychiatric Hospital and Clinic
Pennington Creek Lifehouse
Shadow Mountain Behavioral Health System
The Bair Foundation
The Center for Therapeutic Interventions
Volunteers of America (VOA)
YouthCare of Oklahoma
Youth Services of Tulsa

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

COST AND FUNDING: There will be no cost to the District.

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

ITEMS LISTED BELOW SUBMITTED BY CHIEF OF STAFF

- E-6.** RECOMMENDATION: Amend the contract with Efficacy-Based Technical Assistance, LLC (EBTA) Principal - Gene Kleindienst approved on June 18, 2012, to include providing technical assistance/professional development on a retainer basis for the Teacher and Leader Effectiveness Initiative.

FURTHER RECOMMEND: The attorneys for the School District amend 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.

COST AND FUNDING: Total cost not to exceed \$230,000 (an increase of \$30,000). \$164,000 (unchanged) will be paid from the Title IIA Fund, 11-5410-2213-503600-000-000000-000-05-093-541 and \$66,000 (an increase of \$30,000) will be paid from the Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-093-0844.

REQUISITION NUMBER: 41300080

RATIONALE: The original amount was an estimate based on last year's contract which did not include other work related to providing technical assistance services related to training of trainers for purposes of statewide implementation. The District will recover costs incurred in statewide training including EBTA's expenses.

- E-7.** 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.

- E-8.** 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.

E-9. RECOMMENDATION: Continue the maintenance/supply agreements with Xerox Corporation, Tulsa, Oklahoma, for the 2012-2013 school year.

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.

COST AND FUNDING: Total costs/expenses not to exceed \$35,000 will be charged to the General Fund, 11-0000-2530-504390-000-000000-000-03-062.

REQUISITION NUMBER: 41300175

RATIONALE: These agreements provide for the maintenance and supplies for a black and white and color copier system.

E-10. RECOMMENDATION: Continue the lease/purchase agreement with The Document Company, Xerox, Tulsa, Oklahoma, for digital color copy system and for black and white copy system for the Printing Department during the 2012-2013 school year.

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.

COST AND FUNDING: Total cost not to exceed \$61,620 is payable in monthly installments of \$5,135, and will be paid from the General Fund, 11-0000-2530-504400-000-000000-000-14-062.

REQUISITION NUMBER: 41300176

RATIONALE: The digital high-speed, high-volume copy system replaced antiquated equipment. Copy allowances will be reconciled quarterly and any overages will be billed at a rate of \$.0837 for color and \$.0137 for black and white copies.

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

- E-11.** RECOMMENDATION: Enter into a contract with American Gold Security of Tulsa, Tulsa, Oklahoma, to provide support security services for the 2012-2013 school year.

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.

COST AND FUNDING: Total costs not to exceed \$12,000 will be charged to the General Fund, 11-0000-2660-503442-000-000000-000-17-049.

REQUISITION NUMBER: 41300108

RATIONALE: This contract provides off-duty Tulsa police officers to work under the direction of the District's campus police for special events within the District. Additional support is needed to provide adequate security and policing services to all special events occurring within the District.

- E-12.** RECOMMENDATION: Purchase new vehicle repair and maintenance, repair and overhaul parts and supplies, maintenance repair overhaul (MRO), from NAPA Auto Parts, Tulsa, Oklahoma, for the Transportation Department, during the 2012-2013 school year, in accordance with the terms and conditions of the Request for Proposal (RFP) 11021 Pricing Agreement.

COST AND FUNDING: Total cost of approximately \$80,000 will be paid from the General Fund, 11-0000-2740-506120-000-000000-000-03-003.

REQUISITION NUMBER: 11300560

RATIONALE: These purchases are necessary to maintain the District's transportation fleet. Expenditures during 2011-2012 totaled approximately \$76,640.

- E-13.** RECOMMENDATION: Purchase original equipment manufacturer (OEM) bus and heavy truck parts and services from Frontier International Trucks, Inc., Tulsa, Oklahoma, for the Transportation Department during the 2012-2013 school year in accordance with terms and conditions of the Request for Proposal (RFP) 11026 Pricing Agreement.

COST AND FUNDING: Total cost of approximately \$175,000 will be paid from the General Fund, 11-0000-2740-506120-000-000000-000-03-003.

REQUISITION NUMBER: 11300562

RATIONALE: These purchases are necessary to maintain the District's transportation fleet. Expenditures for 2011-2012 totaled approximately \$147,830.

- E-14.** RECOMMENDATION: Purchase vehicle batteries from Shumaker's Battery Outfitters, Golden, Missouri, for the Transportation Department during the 2012-2013 school year, in accordance with terms and conditions of the Request for Proposal (RFP) 11043 Pricing Agreement.

COST AND FUNDING: Total cost of approximately \$30,000 will be paid from the General Fund, 11-0000-2740-506120-000-000000-000-03-003.

REQUISITION NUMBER: 11300564

RATIONALE: These purchases are necessary to maintain the District's transportation fleet. Expenditures for 2011-2012 totaled approximately \$19,600.

- E-15.** RECOMMENDATION: Purchase vehicle lubricants and antifreeze from Timmons Oil Company, Inc., Tulsa, Oklahoma, for the Transportation Department, during the 2012-2013 school year, by cooperatively purchasing on the City of Tulsa contract.

COST AND FUNDING: Total cost of approximately \$40,000 will be paid from the General Fund, 11-0000-2740-506120-000-000000-000-03-003.

REQUISITION NUMBER: 11300563

RATIONALE: These purchases are necessary to maintain the District's transportation fleet. This has not been a separate expenditure during past years.

- E-16.** RECOMMENDATION: Purchase new vehicle tires and recapping services from Tire Centers, Inc., Tulsa, Oklahoma, for the Transportation Department during the 2012-2013 school year, in accordance with terms and conditions of the Request for Proposal (RFP) 11023 and 11032 Pricing Agreements.

COST AND FUNDING: Total cost of approximately \$150,000 will be paid from the General Fund, 11-0000-2740-506120-000-000000-000-03-003.

REQUISITION NUMBER: 11300559

RATIONALE: These purchases are necessary to maintain the District's transportation fleet. Expenditures for 2011-2012 totaled approximately \$99,500.

- E-17.** RECOMMENDATION: Purchase Allison transmission parts and repair services from United Engines, Inc., Tulsa, Oklahoma, for the Transportation Department, during the 2012-2013 school year.

COST AND FUNDING: Total cost of approximately \$50,000 will be paid from the General Fund, 11-0000-2740-506120-000-000000-000-03-003.

REQUISITION NUMBER: 11300561

RATIONALE: These purchases are necessary to maintain the District's transportation fleet. Expenditures during the 2011-2012 school year totaled \$2,736.

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

- E-18.** RECOMMENDATION: Purchase one 2012 new passenger car for use as a police vehicle from Danny Beck Chevrolet, Tulsa, Oklahoma, for the Campus Police Department.

COST AND FUNDING: Total cost of \$19,918 will be paid from the Campus Police Federal Grant Fund, 11-7768-2660-507600-000-000000-000-05-093-7768.

REQUISITION NUMBER: 11300633

RATIONALE: The latest federal grant provides for the purchase of cars for the Campus Police to supply officers with the ability to complete mobile patrolling and response to calls for service.

E-19. RECOMMENDATION: Enter into a contract with Advancement VIA Individual Determination (AVID) Center, San Diego, California, a California based nonprofit educational corporation, to provide support and training to school sites utilizing trademarks, libraries, student materials, etc. for the AVID program.

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.

COST AND FUNDING: Total cost not to exceed \$160,000 will be paid as follows.

\$153,000 will be paid from the AP Incentive Grant Fund, 11-7752-2213-50-3600-100-000000-000-05-093-7752.

\$3,500 will be paid from the Title I Fund, 11-5118-2213-50-3200-494-000000-000-05-515-5518 - Carver Middle School.

\$3,500 will be paid from the Title I Fund, 11-5118-2213-50-3200-494-000000-000-05-573-5518 - Thoreau Middle School.

REQUISITION NUMBER: 41300135

RATIONALE: The contract will include the implementation agreement for AVID membership, materials, and training for the 2012-2013 school year for up to 17 sites to be determined pending any District school changes. The District has used the nationally recognized AVID program for the past three years as a reform strategy for challenging students in the "academic middle" to succeed in rigorous courses to prepare them for college.

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

E-20. RECOMMENDATION: Increase the contract with Best Companies for the locker replacement at Sequoyah Elementary School originally approved on the June 4, 2012, Agenda, item E-26. Change Order Number One

COST AND FUNDING: Total cost not to exceed \$118,470 (an increase of \$5,040) will be paid from the Classroom Bond Fund, 38-3210-4700-506540-000-000000-000-12-405.

RATIONALE: This increase will provide for additional wood furring around the new lockers.

- E-21.** RECOMMENDATION: Increase the contract with Advantage Glass, Inc., for the window replacement projects at various sites approved on the March 15, 2012, Agenda, item E-21. Change Order Number One

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.

COST AND FUNDING: The total cost not to exceed \$580,521 (an increase of \$108,630) will be contingent upon the successful sale and receipt of proceeds from the 2012B bonds.

RATIONALE: This increase will provide for new window coverings at these sites.

- E-22.** RECOMMENDATION: Renew the subscription for District access to ELLevation database to provide a system to track and compete the required records and information of students identified as English language learners (ELL) in compliance with Title III regulations.

COST AND FUNDING: Total cost not to exceed \$24,000 will be contingent upon the successful sale and receipt of proceeds from 2012B bonds.

RATIONALE: The ELLevation database provides District and site staff with an effective means of tracking, reporting and completing the required records of students identified as ELL as well as those who have attained English language proficiency. The database generates reports, parent notifications, individualized ELL student plans and monitoring reports in compliance with Title III regulations. Parent reports and notifications are also provided in a variety of languages.

- E-23.** RECOMMENDATION: Enter into a contract with Play, Incorporated for the installation of Phase Four playground equipment at various sites.

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.

COST AND FUNDING: Total cost not to exceed \$577,471 will be contingent upon the successful sale and receipt of proceeds from 2012B bonds.

RATIONALE: New playground equipment is part of the 2010 bond issue.

- E-24.** RECOMMENDATION: Approve Supplement No. 4 to the master agreement with Allied Engineering to provide engineering design services for mechanical and roofing improvements at Thoreau Demonstration Academy and ECDC Bunche.

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.

COST AND FUNDING: Total cost will be based on a fee of six percent of the total cost of each project, which are estimated at \$2,000,000 per project.

RATIONALE: These projects are included in the 2010 bond proposal.

- E-25.** RECOMMENDATION: Renew the subscription for District access to TransAct Parent Notifications to provide a library of school documents translated into a variety of languages for the 2012-2013 school year.

COST AND FUNDING: Total cost not to exceed \$14,965 will be contingent upon the successful sale and receipt of proceeds from the 2012B bonds.

RATIONALE: The Office of Civil Rights requires that any organization receiving federal funding provide translation of vital notices to Limited English Proficient parents and guardians. The subscription to this database will provide District and site staff access to a library of translated school notices in up to twenty languages. Collections included in the District subscription are general school notices, health and medical notices, child nutrition notices, IDEA/504 notices and NCLB/ESEA notices.

F. ACTION AGENDA - Motion and vote on each recommendation

ITEMS LISTED BELOW SUBMITTED BY ASSOCIATE SUPERINTENDENT FOR ELEMENTARY SCHOOLS

F-1. RECOMMENDATION: Enter into a contract with Crosstown Learning Center, Inc. to provide comprehensive services for four-year-old students for the 2012-2013 school year.

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

COST AND FUNDING: Total cost not to exceed \$102,000 will be paid from the General Fund, 11-0953-1000-505990-100-000000-000-08-xxx.

REQUISITION NUMBER: 41300199

RATIONALE: The Crosstown program components include education and early childhood development services, child nutrition services, family services, child health and developmental screening services, and parental involvement. Crosstown will work closely with District personnel to provide center-based services to children on an Individual Education Plan (IEP). The program is funded from state aid the District receives for these students. The budget amount listed above is the District's preliminary budget based on the average of the four-year-old cooperative programs using 2011-2012 enrollment levels. This amount will be adjusted at a later date based on actual enrollment. CAPTC, Educare, Cornerstone, Child Development Center and the YWCA have provided these services for the District for many years. The YWCA terminated the child development programs as a part of their mission focus resulting in the loss of three classrooms and 60 slots for children. These programs operate in cooperation with the District to meet the needs of all four-year-olds and their families. Recent decisions and negotiations with the Crosstown Board of Directors have resulted in moving forward to open one classroom in an existing facility for this school year necessitating in this item being considered for Action.

ITEMS LISTED BELOW SUBMITTED BY ASSOCIATE SUPERINTENDENT FOR SECONDARY SCHOOLS

- F-2.** RECOMMENDATION: Enter into a student transportation contract with Lighthouse Academies of Tulsa, Inc. for the 2012-2013 school year.

FURTHER RECOMMEND: The attorneys for the School District prepare 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.

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

RATIONALE: Lighthouse desires to enter into a contract with the District whereby the District will provide transportation equipment and services to transport students who are enrolled in the Lighthouse charter school. The District has available sufficient buses and drivers to provide the transportation. Lighthouse will pay the District for all costs incurred by the District in providing the transportation. The school start date necessitates that this item be placed on the Action Agenda for consideration by the Board.

- F-3.** RECOMMENDATION: Enter into an asset purchase agreement with KIPP Tulsa Academy College Preparatory, Inc. for its purchase of certain personal property of the District.

FURTHER RECOMMEND: The attorneys for the School District prepare 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.

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

RATIONALE: KIPP became a charter school sponsored by the District effective July 1, 2012. The Charter School Contract between the District and KIPP provides that once KIPP becomes a charter school it shall either surrender personal property belonging to the District or purchase such personal property from the District at a mutually agreeable fair market value pursuant to a separate written asset purchase agreement. The purpose of this agenda item is to authorize the District's sale of the personal property that KIPP desires to purchase and the District desires to sell at a mutually agreeable fair market value. The school start date necessitates that this item be placed on the Action Agenda for consideration by the Board.

- F-4.** RECOMMENDATION: Enter into an amended agreement for meal service with KIPP Tulsa Academy College Preparatory, Inc. for the 2012-2013 school year.

FURTHER RECOMMEND: The attorneys for the School District prepare 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.

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

RATIONALE: As part of the Charter School Contract previously approved by the Board of Education at the January 17, 2012 meeting, the District and KIPP agreed to enter into a contract for KIPP to purchase food services from the District. On January 25, 2012, the United States Department of Agriculture implemented new standards for child nutrition and school lunch programs to require Food Based Menu Planning instead of Nutrient Standard Menu Planning. This change was brought about by the Healthy, Hunger-Free Kids Act of 2010. In addition, on July 24, 2012, meal reimbursement rates were adjusted by U.S. Department of Agriculture Food and Nutrition Service per the National School Lunch Act. In order to comply with these new provisions, the original Agreement for Meal Service between KIPP and the District needs to be amended. The school start date necessitates that this item be placed on the Action Agenda for consideration by the Board.

ITEMS LISTED BELOW SUBMITTED BY CHIEF OF STAFF

- F-5.** RECOMMENDATION: Modify the school instructional day to allow for an early release for students on the last Friday of each month, with the exception of December and May, during the 2012-2013 school year pending approval from the Oklahoma State Department of Education.

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

RATIONALE: The modified instructional days will mean an early release for students of approximately two hours on the last Friday of each month beginning Friday, September 28, 2012, with the exception of December and May. This schedule will be implemented on a Districtwide basis to enable teachers, staff, and administrators to have additional time to engage in Professional Learning Communities (PLCs) where effective teaching methods and techniques can be shared. Parent and staff support was confirmed by results from surveys. This item is submitted for Action to allow for sufficient time to seek State Board of Education approval and to implement on September 28, 2012.

- F-6.** RECOMMENDATION: Enter into agreement with Empirical Education, Inc. for the development, customization and use of an online calibration testing engine of Tulsa evaluators of teachers, which will assess the evaluators' ability to accurately and consistently rate teacher performances.

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

COST AND FUNDING: Total cost not to exceed \$22,500 and will be paid from account to be determined.

REQUISITION NUMBER: 41300189

RATIONALE: This agreement will allow the District to assess and certify evaluators' ability to accurately and consistently rate teacher performances using the Tulsa Model. The Oklahoma State Board of Education recently decided to pay districts directly for teacher and leader effectiveness training and supports, as opposed to a single vendor. As such, the District must now procure calibration testing and certification directly from Empirical Education, as opposed to contracting with a training vendor. The window of time available for assessing Tulsa evaluators is August 9-10, 2012. This expenditure will be offset by state monies allocated to the District for teacher and leader effectiveness.

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

- F-7.** RECOMMENDATION: Correct the District's negotiations team approved on the July 2, 2012, Agenda, item E-88, as follows.

Trish Williams, Chief Financial Officer (Lead Negotiator)
Phyllis Lovett, Associate Superintendent for Elementary Schools
Ken Calhoun, Executive Director of Human Capital
Larry Smith, Assistant Superintendent for District Accountability
Ginger Bunnell, TASSP President
Angie Teas, TAESP President

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

RATIONALE: A new team member was needed with the resignation of Deputy Superintendent Millard House.

F-8. RECOMMENDATION: Enter into a contract with Battelle for Kids, Columbus, Ohio, to provide management services as a lead turnaround partner in the transformation of Central, East Central, and Hale high schools identified in the Federal Title 1 - 1003(g) grant.

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 District.

COST AND FUNDING: Total cost not to exceed \$413,100 will be paid from the School Improvement (SIG) 1003G Grant, 11-5370-2213-503200-494-000000-000-05-705-5370 (\$137,700); 11-5370-2213-503200-494-000000-000-05-710-5370 (\$137,700); and 11-5370-2213-503200-494-000000-000-05-715-5370 (\$137,700).

REQUISITION NUMBER: 41300169

RATIONALE: There is a requirement to establish a turnaround partner in order to comply with the fulfillment of the 1003(g) grant. The turnaround partner will be responsible for conducting a five-day summer academy, school leadership mindset change workshop, and organizing high quality ongoing, job-embedded professional development. The turnaround partner will ensure collaboration and integration of all programs and interventions. The turnaround partner will meet the needs of working with the leadership at each site to ensure leaders understand the particular needs of students. Furthermore, the turnaround partner will focus on providing feedback to teachers and principals with one consistent voice. The partner will provide a thorough report regarding the schools' efforts in meeting academic goals. The turnaround partner will be able to provide the District a specialized dashboard and training in value-added data analysis to enable quick but thorough analysis of each school's performance in multiple measures for schools, state, district, parent, and community stakeholders. The contract was just received by District officials and, because of the start date of school, the contract must be approved as soon as possible, necessitating that the item be placed on the Action Agenda.

ITEMS LISTED BELOW SUBMITTED BY THE BOARD OF EDUCATION

- F-9.** RECOMMENDATION: Accept the resignation of Ms. Anna America, Board of Education member representing Election District Number 4, to be effective immediately and to declare such office to be vacant.

FURTHER RECOMMEND: The Board of Education receive written applications until a date certain, to be set by the Board at this meeting, from qualified persons applying for appointment by the Board of Education to the vacant position created by Ms. America's resignation, to serve for the balance of her term expiring in February 2014.

- F-10.** RECOMMENDATION: The Board President will call for nominations for the office of vice president of the Board of Education. A vote will be taken.

G. INFORMATION AGENDA

ITEMS LISTED BELOW SUBMITTED BY ASSOCIATE SUPERINTENDENT FOR ELEMENTARY SCHOOLS

- G-1.** RECOMMENDATION: Enter into contract with America's Foundation for Chess, First Move, to provide First Move curriculum services for 21 elementary schools (to be determined) during the 2012-2013 school year.

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.

COST AND FUNDING: Individual donors affiliated with America's Foundation for Chess will fund 95 percent and the school District will fund 5 percent of the cost to cover the total cost for classrooms. Total cost not to exceed \$4,500 will be paid from each school site's General Fund.

REQUISITION NUMBER: 41300173

RATIONALE: First Move is a two-year program taught one hour a week in the classroom by classroom teachers. It was designed so that anyone, regardless of chess knowledge, could successfully implement the curriculum. First Move meets math, writing, social studies and science standards for second- and third-grade students. It is deemed a valuable use of classroom time by 94 percent of America's Foundation for Chess current teachers.

ITEMS LISTED BELOW SUBMITTED BY ASSOCIATE SUPERINTENDENT FOR SECONDARY SCHOOLS

- G-2.** RECOMMENDATION: Amend the 2011-2012 contract with Awareity, Inc. to extend the license and use of software services for administration, staff and students (K-12) for access to Threat Assessment, Incident Management and Prevention Services (TIPS) digital reporting system for the 2012-2013 school year at no cost to the District and add additional TIPS hotline answering services for the 2012-2013 school year.

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.

COST AND FUNDING: Total cost not to exceed \$525 (for the TIPS hotline answering services) will be paid from the Gifts and Endowments Fund, 81-2979-7200-506810-000-000000-000-16-077.

REQUISITION NUMBER: 41300172

RATIONALE: TIPS offers a unique and holistic suite of tools to immediately improve threat assessment team efforts, incident report, incident management, and intervention and prevention efforts. The availability of digital and phone reporting will provide a wider base of reporting alternatives for District stakeholders.

- G-3.** RECOMMENDATION: Enter into a contract with ORU Mabee Center for the 2013 commencement exercises to be held on May 22, 23 and 24, 2013.

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.

COST AND FUNDING: Total cost not to exceed \$50,000 will be paid from the General Fund, 11-0071-2199-504400-000-000000-000-16-077.

REQUISITION NUMBER: 41300162

RATIONALE: Graduation is an annual event to celebrate the success of the District's high school seniors. Rental of the above-named facility and other expenses involved in the 2013 ceremonies are included in the contract.

- G-4.** RECOMMENDATION: Enter into a contract with Cain's Ballroom to host Washington High School's annual junior/senior prom, April 27, 2013.

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.

COST AND FUNDING: The total cost not to exceed \$3,000 will be paid from Washington's school activity fund #874.

RATIONALE: The junior/senior prom is a tradition at Washington. The junior and senior classes come together in an elegant setting to celebrate and promote school spirit.

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

- G-5.** RECOMMENDATION: Renew the unlimited web-based perpetual license from The Learning Systems, Oklahoma City, Oklahoma, for A+ Anywhere Learning Systems (including training and tech support) for use by special education and homebound students for the 2012-2013 school year.

COST AND FUNDING: Total cost not to exceed \$5,500 will be paid from the General Fund, 11-6980-1000-506530-239-000000-000-05-066-6980.

RATIONALE: The A+ Anywhere Learning Systems software program is an E-learning solution consisting of an instructional management system supported by significant core curriculum content for grades K-12 delivered through the Internet. State and national standards have been aligned to the A+ Learning System curriculum to the level of specific objectives.

- G-6.** RECOMMENDATION: Enter into an instructional service agreement with the Arts and Humanities Council of Tulsa to continue the Artists-in-the-Schools program and the Harwelden Institute for Arts in Education for the 2012-2013 school year.

COST AND FUNDING: Total cost not to exceed \$69,000 will be paid from the General Fund, 11-0000-50-1280-3200-100-000000-000-06-070.

REQUISITION NUMBER: 41300168

RATIONALE: The Artists-in-the-Schools program allows classroom teachers to invite community guest artists to the classroom for classroom arts integration. In addition, this year several after-school arts residencies will be inserted in strategic school sites to provide enrichment. The Harwelden Institute takes the stage performing arts into schools as extended units of study to promote performing arts, art appreciation, and the connection between art and literature. The Harwelden Institute program also provides extensive teacher training to representatives from participating schools over a two week period in the summer.

- G-7.** RECOMMENDATION: Purchase frequency-modulated (FM) equipment including transmitters, receivers, speakers, etc., for students with hearing loss from Oticon, Inc., Somerset, New Jersey, for the 2012-2013 school year.

COST AND FUNDING: Total cost not to exceed \$32,087 will be paid from the Medicaid Resources Federal Fund, 11-6980-2153-506530-239-000000-000-05-066-6980.

RATIONALE: FM units are part of many hearing impaired students' individualized education plan. FM systems make the teacher's voice louder than noise in the classroom which helps students to be more successful.

- G-8.** RECOMMENDATION: Enter into a contract to purchase professional development training from Staff Development for Educators to provide professional development in differentiated instruction to the District's gifted and talented program teachers.

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

COST AND FUNDING: Total cost not to exceed \$7,495 will be paid through the Gifted and Talented Fund, 11-0000-2213-503200-251-000000-000-06-070.

RATIONALE: As stated in the District's Gifted and Talented Education plan, the gifted and talented teachers will develop and implement differentiated education for students in the program.

- G-9.** RECOMMENDATION: Enter into a contract with the American Red Cross for school nurses and health assistants who are certified American Red Cross instructors to provide CPR/First Aid/AED training for Special Education personnel during the 2012-2013 school year.

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

COST AND FUNDING: Total cost not to exceed \$22,800 (\$27 per employee) will be paid from the Medicare Resources Federal Fund, 11-6980-2132-503300-239-000000-000-05-066-6980.

RATIONALE: Health Services will provide First Aid/CPR training to employees using American Red Cross standards.

- G-10.** RECOMMENDATION: Enter into a contract with Supplemental Health Care Services, Inc. to provide occupational therapy (OT) and certified occupational therapy assistant (COTA) services during the 2012-2013 school year.

FURTHER RECOMMEND: The attorneys for the School District prepare 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.

COST AND FUNDING: Total cost not to exceed \$100,000 (OT services at \$64/hr., and COTA services at \$54/hr.) will be paid from the General Fund, 11-0000-2135-503300-239-000000-000-06-066.

RATIONALE: The services are a requirement based upon individual needs as determined in each student's individualized education plan. The contract is necessary because of the current shortage of certified occupational therapy assistants within the District. The contract will provide adequate services until additional certified occupational therapy assistants can be hired.

- G-11.** RECOMMENDATION: Enter into an agreement for participation and membership with Tech-Now, Inc. linking special education students at Webster, McLain, East Central, Hale, Edison, Central and Memorial high schools to post-secondary education and employment during the 2012-2013 school year.

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.

COST AND FUNDING: The total not to exceed \$25,500 (\$4,000 each for Webster and McLain, and \$5,000 each for East Central, Hale, Edison and Memorial) will be paid from the Special Ed-IDEA B Fund, 11-6210-1000-503200-239-106000-000-05-XXX-6210.

RATIONALE: Tech-Now's goal is to inspire students to live functional and independent lives. By expanding their knowledge of high-tech careers and providing the motivation to pursue those careers, the student is empowered early enough to make informed career decisions.

ITEMS LISTED BELOW SUBMITTED BY CHIEF OF STAFF

- G-12.** RECOMMENDATION: Revise School Board Policy 4203 - Arrangement For and Employment of Instructional Staff Substitutes and Policy 4406 - Use of Alcohol and Illegal Chemical Substance by Employees.

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

RATIONALE: The revision of these policies serves to further clarify guidelines relative to employment by the District.

- G-13.** RECOMMENDATION: Enter into an agreement with Riverside Publishing for the development and use of student assessments (math and reading) for third graders in the District aligned with the Oklahoma state testing blueprint.

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

COST AND FUNDING: Total cost not to exceed \$22,500 will be paid from the Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-093-0844.

REQUISITION NUMBER: 41300191

RATIONALE: The District is expanding its rollout of value-added modeling to grades and subjects not previously represented in value-added reports, in particular to third-grade math and reading. This agreement will allow the District to conduct a pre- and post-assessment of third grade students' competencies as to the standards tested on the third grade OCCT. The District's value-added reporting organization will use the data from the assessments to derive value added estimates for the third grade teachers of reading and math.

- G-14. RECOMMENDATION:** Enter into a one-year agreement with Teaching Channel, Inc. for the development and use of a private, online video portal for the District's teachers.

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

COST AND FUNDING: Total cost not to exceed \$100,000 will be paid from the Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-093-0844.

REQUISITION NUMBER: 41300190

RATIONALE: This portal will support the professional development of the District's teachers with respect to the Tulsa Model framework and strategies for implementing common core. It will maximize the effective use of the District's library of master teacher videos and the Teaching Channel's extensive video library. This portal shall include a custom video page with annotation tools, custom tagging of Teaching Channel's extensive video library as well as the District's own library against the Tulsa Model for evaluation and common core state standards. It will also include custom pages for teachers to upload their own videos for sharing with others, including teacher mentors.

- G-15. 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-16. RECOMMENDATION: Enter into agreements with the following universities setting forth the terms under which they will place student interns (student teachers) with teachers within the District for purposes of fulfilling teacher preparation requirements for the 2012-2013 school year.

Langston University
Northeastern State University
Oklahoma State University
Oklahoma University
Oral Roberts University
Pittsburg State University
University of Tulsa

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

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

RATIONALE: These agreements will allow the District to partner with area universities in their efforts to train and prepare future teachers. Partnering with universities in this manner allows the District to provide valuable feedback on student progress in regards to the success of future employment in an urban school setting and in addition to influencing the knowledge, experiences and practical skills of its future workforce and applicant pool.

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

- G-17.** RECOMMENDATION: Enter into an agreement with multiple vendors to purchase school uniforms for homeless children and youth enrolled in the District.

COST AND FUNDING: Total cost not to exceed \$100,000 will be paid from the Title I Grant Fund, 11-5118-2199-506810-494-000000-000-05-093-5118.

RATIONALE: Title I homeless money is designed to address the problems that homeless children and youth have faced in enrolling, attending and succeeding in school. Homeless children and youth should have access to the educational and other services that are needed to enable them to meet the same challenging state student academic achievement standards to which all students are held.

- G-18.** RECOMMENDATION: Enter into a contract with the Intercultural Development and Research Association to provide technical assistance and professional development activities to administration and faculty during the 2012-2013 school year.

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.

COST AND FUNDING: Total cost not to exceed \$45,000 will be paid from the Title III LEP Grant Fund, 11-5720-2213-503600-410-000000-000-05-093-5720.

REQUISITION NUMBER: 41300166

RATIONALE: This support will provide technical assistance and professional training to staff Districtwide on techniques and methodologies for providing effective instruction to English language learners and dual language learners to support educational and linguistic achievement. Opportunities for training for administration and other faculty throughout the school year will focus on the improvement and support of teaching and learning skills of English language learners and dual language learners.

G-19. RECOMMENDATION: Enter into a contract with Kim Collier of Educational Consulting Services for the period of August 21, 2012, through June 30, 2013, to provide technical assistance and professional development activities to the administration and faculty of Title I Schools during the 2012-2013 school year.

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.

COST AND FUNDING: Total cost not to exceed \$118,400 will be paid from Title I site funds as follows.

\$8,000.00 from 11-5118-2213-503200-494-000000-000-05-230-5118
\$3,200.00 from 11-5118-2213-503200-494-000000-000-05-135-5118
\$4,800.00 from 11-5118-2213-503200-494-000000-000-05-305-5118
\$8,800.00 from 11-5118-2213-503200-494-000000-000-05-255-5118
\$7,200.00 from 11-5118-2213-503200-494-000000-000-05-395-5118
\$8,000.00 from 11-5118-2213-503200-494-000000-000-05-156-5118
\$8,000.00 from 11-5118-2213-503200-494-000000-000-05-158-5118
\$6,400.00 from 11-5118-2213-503200-494-000000-000-05-215-5118
\$9,600.00 from 11-5118-2213-503200-494-000000-000-05-350-5118
\$3,200.00 from 11-5118-2213-503200-494-000000-000-05-378-5118
\$3,200.00 from 11-5118-2213-503200-494-000000-000-05-444-5118
\$2,400.00 from 11-5118-2213-503200-494-000000-000-05-447-5118
\$3,200.00 from 11-5118-2213-503200-494-000000-000-05-245-5118
\$2,400.00 from 11-5118-2213-503200-494-000000-000-05-265-5118
\$7,200.00 from 11-5118-2213-503200-494-000000-000-05-275-5118
\$3,200.00 from 11-5118-2213-503200-494-000000-000-05-405-5118
\$4,000.00 from 11-5118-2213-503200-494-000000-000-05-330-5118
\$1,600.00 from 11-5118-2213-503200-494-000000-000-05-563-5118
\$8,000.00 from 11-5118-2213-503200-494-000000-000-05-345-5118
\$16,000.00 from 11-5118-2213-503200-494-000000-000-05-204-5118

REQUISITION NUMBER: 41300163

RATIONALE: The service will provide technical assistance and training to the administration and faculty of Title I schools through awareness training, implementation strategies, and continuous improvement design. It will also provide professional development activities to administration and faculty.

G-20. RECOMMENDATION: Enter into a contract with Regina Lopez of the University of Central Oklahoma to provide technical assistance and professional development activities to administration and faculty during the 2012-2013 school year.

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.

COST AND FUNDING: Total cost not to exceed \$54,000 will be paid from the Title III LEP Grant Fund, 11-5720-2213-503600-410-000000-000-05-093-5720.

REQUISITION NUMBER: 41300167

RATIONALE: The service will provide technical assistance and training to staff Districtwide on Culturally Responsive Teaching and Sheltered Instruction techniques and methodologies for providing effective instruction to English language learners. This will also provide professional development to administration and faculty Districtwide throughout the school year to improve teaching and learning skills focused on English language learners.

G-21. RECOMMENDATION: Renew the lease agreement with The Word Christian Church for the rental of Emerson Elementary School for church services during the 2012-2013 school year beginning July 1, 2012, and ending June 30, 2013.

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.

COST AND FUNDING: There is no cost to the District. The rental amount is \$5,928, payable in monthly installments of \$494.

RATIONALE: This organization operates a church in the building indicated. The rental rate is based on hourly usage per room. The reimbursement for custodial services is \$4,056 of the 12-month rental charges. Utilities are included in the hourly rental rate. Note: Rental payments are reduced on the occasional Sabbaths when the facility is not used. Security concerns have been reviewed and waived by the District's Campus Police Chief.

G-22. RECOMMENDATION: Renew lease agreement with the Walk of Faith Community Church for the rental of Hawthorne Elementary for church services during the 2012-2013 school year beginning July 1, 2012, and ending June 30, 2013.

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.

COST AND FUNDING: There is no cost to the District. The rental amount is \$14,820, payable in monthly installments of \$1,235.

RATIONALE: This organization will operate a church in the building indicated. The rental rate is based on hourly usage per room. The reimbursement for custodial services is \$6,760 of the 12-month rental charges. Utilities are included in the hourly rental rate. Note: Rental payments are reduced on the occasional Sabbaths when the facility is not used. Security concerns have been reviewed and waived by the District's Campus Police Chief.

G-23. RECOMMENDATION: Renew the lease agreement with Day Schools for the rental of Hoover Elementary for childcare services during the 2012-2013 school year beginning July 1, 2012, and ending June 30, 2013.

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.

COST AND FUNDING: There is no cost to the District. The rental amount is \$30,768, payable in monthly installments of \$2,564.

RATIONALE: This organization operates a childcare program in the building indicated. The rental rate is based on square footage. The rate is the same throughout the District, \$0.63 per square foot for facility, custodial, and utility charges. Security concerns have been reviewed and waived by the District's Campus Police Chief.

- G-24.** RECOMMENDATION: Renew the lease agreement with the All Nations Fellowship Church for the rental of Lanier Elementary for church services during the 2012-2013 school year beginning July 1, 2012, and ending June 30, 2013.

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.

COST AND FUNDING: There is no cost to the District. The rental amount is \$17,264, payable in monthly installments of \$1,438.67.

RATIONALE: This organization will operate a church in the building indicated. The rental rate is based on hourly usage per room. The reimbursement for custodial services is \$8,112 of the 12-month rental charges. Utilities are included in the hourly rental rate. Note: Rental payments are reduced on the occasional Sabbaths when the facility is not used. Security concerns have been reviewed and waived by the District's Campus Police Chief.

- G-25.** RECOMMENDATION: Enter into a lease agreement with the Living Word International Christian Center for the rental of Marshall Elementary for church services during the 2012-2013 school year beginning July 1, 2012, and ending June 30, 2013.

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.

COST AND FUNDING: There is no cost to the District. The rental amount is \$15,084, payable in monthly installments of \$1,257.

RATIONALE: This organization will operate a church in the building indicated. The rental rate is based on hourly usage per room. The reimbursement for custodial services is \$8,112 of the 12-month rental charges. Utilities are included in the hourly rental rate. Note: Rental payments are reduced on the occasional Sabbaths when the facility is not used. Security concerns have been reviewed and waived by the District's Campus Police Chief.

- G-26.** RECOMMENDATION: Enter into a lease agreement with the Latimer-Cooksey Arts & Cultural Foundation/Solid Foundation Private Academy for the rental of the Roosevelt site for a private school during the 2012-2013 school year beginning July 1, 2012, and ending June 30, 2013.

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.

COST AND FUNDING: There is no cost to the District. The rental amount is \$33,396, payable in monthly installments of \$2,783.00.

RATIONALE: This organization will operate a private academy in the building indicated. The rental rate is based on square footage. The rate is the same throughout the District, \$.63 per square foot for facilities, custodial and utilities charges. Security concerns have been reviewed and waived by the District's Campus Police Chief.

- G-27.** RECOMMENDATION: Renew lease agreement with the Gathering Church for the rental of Thoreau Demonstration Academy for church services during the 2012-2013 school year beginning July 1, 2012, and ending June 30, 2013.

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.

COST AND FUNDING: There is no cost to the District. The rental amount is \$35,932, payable in monthly installments of \$2,994.33.

RATIONALE: This organization will operate a church in the building indicated. The rental rate is based on hourly usage per room. The reimbursement for custodial services is \$8,112 of the 12-month rental charges. Utilities are included in the hourly rental rate. Note: Rental payments are reduced on the occasional Sabbaths when the facility is not used. Security concerns have been reviewed and waived by the District's Campus Police Chief.

- G-28.** RECOMMENDATION: Approve payment of certified instructors and noncertified instructors 75 percent of tuition collected for individual classes taught for the Community Education Program from July 1, 2012, through June 30, 2013. (Names are to be provided after the course is taught during the year.)

COST AND FUNDING: Instructors are paid from the tuition collected from the students in each class at the end of each course taught at no cost to the District.

RATIONALE: The program will provide the community the opportunity to use and become familiar with the facilities tax dollars support and will also help communicate to the City of Tulsa that Tulsa Public Schools is interested in the growth needs of the community and desires to enhance the learning experience for all who participate.

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

- G-29.** RECOMMENDATION: Purchase tables and chairs from KI, Green Bay, Wisconsin, for the Cheryl Selman room at the Education Service Center per Quote #11JLF-117175/C and 12JLF-125097A/C.

COST AND FUNDING: Total cost not to exceed \$32,974.39 will be paid from the Facility Bond Fund, 39-1200-4700-506540-000-000000-000-12-037 (CM004).

REQUISITION NUMBER: 11301173

RATIONALE: The tables and chairs are old and in need of replacement. Tables and chairs in the Selman Room are used for Board of Education meetings and for many public events and meetings.

- G-30.** RECOMMENDATION: Pay Municipal Financial Services, P.O. Box 747, Edmond, Oklahoma, for services rendered in connection with the Series 2012B Bond sale in the amount of \$38,000,000.

COST AND FUNDING: Total cost not to exceed \$100,000 will be paid from the Facility Bond Fund, 31-1219-2511-503300-000-000000-000-12-037.

RATIONALE: The District engages these experts for services in connection with the bond issuances to ensure compliance with all rules and regulations governing the sale of bonds.

G-31. RECOMMENDATION: Pay Hilborne and Weidman, 2405 East 57 Street, Tulsa, Oklahoma, for services rendered in connection with the Series 2012B Bond sales in the amount of \$38,000,000.

COST AND FUNDING: Total amount not to exceed \$20,000 will be paid from the Facility Bond Fund, 31-1219-2511-503300-000-000000-000-12-037.

RATIONALE: The District engages these experts for services in connection with bond issuances to ensure compliance with all rules and regulations governing the sale of bonds.

G-32. RECOMMENDATION: Increase the contract with Manhattan/Palmer Mechanical for the HVAC Renovation at the Education Service Center originally approved on the July 19, 2010, Agenda, item E-22. Change Order Number Two

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.

COST AND FUNDING: Total cost not to exceed \$7,353,423 (an increase of \$34,229) will be paid from Facility Bond Fund, 36-1270-4700-504530-000-000000-000-12-100.

RATIONALE: These funds will provide for additional work necessary on the walk-in freezer/cooler/chiller wall.

G-33. RECOMMENDATION: Approve subscription renewals for online Internet referenced materials from Gale Cengage, Chicago, Illinois; Grolier, Danbury, Connecticut; Teachingbooks.net, Madison, Wisconsin; World Book, Chicago, Illinois; ABC Clio, Goleta, California; Rosen Publishing, New York, New York; and Capstone, Mankato, Minnesota for District libraries during the 2012-2013 school year.

COST AND FUNDING: Total cost not to exceed \$127,320.77 will be paid from Library bond funds as follows.

32-2420-2220-506530-000-000000-000-06-069	\$2,230.00
34-2420-2220-506530-000-000000-000-06-069	\$16,356.37
32-2420-2220-506530-000-000000-000-06-069	\$108,734.40

RATIONALE: Purchase of online reference/resource materials is part of the 2010 Bond plan. These curriculum-aligned resources will be integrated into content and subject areas and will be available to all students and their families District-wide. District-level purchasing provides equitable access and ensures considerable cost savings through negotiated group pricing.

G-34. RECOMMENDATION: Decrease the contract with Manhattan Construction Services approved on the March 21, 2011, Agenda, item E-17, in the amount \$14,559.43 for construction of the Porter Early Childhood Development Center. Change Order Number One

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate contract and the proper officers of the Board of Education.

RATIONALE: These funds represent a utility allowance that was not used by the contractor.

G-35. RECOMMENDATION: Renew subscriptions with Safari Montage to provide curriculum-aligned digital video content to all District sites for the 2012-2013 school year.

COST AND FUNDING: Total cost not to exceed \$135,219.15 will be paid from Classroom Bond Fund, 38-3415-1000-506530-100-105000-000-12-070.

RATIONALE: The Safari Montage System was part of the 2005 bond plan to provide curriculum-aligned digital video content to all schools. Renewal of content licenses will provide continued access to students and staff.

SUPPORTING INFORMATION

CONSENT ITEM E-7

POSITION CREATIONS/DELETIONS

Administrative/Certificated:

Create:

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
TLE Project Manager- ESC/Teacher and Leader Effectiveness <i>Annual Budget Impact: \$60,800 min. – \$87,400 max.</i> <i>Funding Source: 11-0844-2340-501210-000- 000000-109-05-093-0844 (Grant funded for one year.)</i>	BL-9 12 months	Perform project management duties, including planning, prioritizing, coordinating, and controlling the analysis, design, implementation, documentation, testing and maintenance phases. Determine and assign/delegate and deploy personnel and technical resources required to successfully complete projects on schedule. Provide guidance and assistance to project personnel and mentoring on project management methodology. Employ project planning and control for the development and maintenance of project schedules. Assess project risks on a regular basis. Maintain and provide regular comprehensive status reports and project schedules. Conduct training needs analysis, interviewing and surveying to aid in planning training programs, meet business needs and assist in developing, implementing and providing training materials. Prepare proposals for new projects. Develop RFP's/specifications for new systems/modules and evaluate vendor responses. Lead and/or attend various meetings to communicate information, advise, recommend and make presentations created to present technical proposals/plans/documentation. Organize paperwork, such as survey forms or reports. Other duties as assigned.

Certificated/Administrative Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Data Analyst- ESC/Teacher and Leader Effectiveness</p> <p><i>Annual Budget Impact: \$30,400 min. – \$43,800 max.</i></p> <p><i>Funding Source: 11-0844-2340-501210- 000-000000-305-05-093- 0844 (Grant funded for one year.)</i></p>	<p>BL-3 12 months</p>	<p>Support the TLE department with analytical competency, database management, and research development. Analyze teacher evaluation data; conduct research and write briefs and reports for a range of audiences. Compute and analyze data, using statistical formulas and computers or calculators. Compile statistics from source materials, evaluation data, value added estimates and other performance data. Compile reports, charts, or graphs that describe and interpret findings of analyses; participate in the publication of data or information.</p>
<p>Academic Coordinator- ESC/Curriculum and Instruction 3 positions</p> <p><i>Annual Budget Impact: \$137,700 min. – \$206,700 max.</i></p> <p><i>Funding Source: 11-5410-2213-501110- 000-000000-204-05-070- 5410</i></p>	<p>EL-1 12 months</p>	<p>Provide professional development to support the implementation of curriculum and instruction initiatives. Recommend options to improve the instructional strength of campuses and the academic performance of students. Coordinate academic related information and processes.</p>

Certificated/Administrative Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
Executive Assistant to the Associate Superintendent for Secondary Schools-ESC/Office of the Superintendent	EL-6 12 months	Assist the Associate Superintendent for Secondary Schools and provide the leadership necessary to ensure the provision of the best possible educational opportunities for all secondary school students within Tulsa Public Schools service area.

Annual Budget Impact:
\$66,500 min. –
\$99,700 max.

Funding Source:
11-0000-2340-501110-
000-000000-107-16-077

Delete:

Position	Salary/Grade	Duties
Director of Alternative Education-ESC/Office of the Superintendent	EL-6 12 months	Create, promote and improve the efficient operation of alternative education programs in order to serve a broad range of the district's highest-risk students.

Annual Budget Impact:
\$66,500 min. –
\$99,700 max.

Funding Source:
11-0000-2340-501110-
000-000000-109-16-076

Certificated/Administrative Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Itinerant Hearing Impaired Teacher- Special Education and Student Services</p> <p><i>Annual Budget Impact:</i> \$32,900 min. – \$55,771 max.</p> <p><i>Funding Source:</i> 11-6210-1000-501110- 239-105000-210-05-170- 6210</p>	<p>Teacher Salary Schedule Plus Stipend 183 days</p>	<p>Collaborate with school team to develop appropriate services through the IEP process. Educate the entire school team in the unique needs of students with hearing impairments. Assist the district audiologist with technology for hearing impaired students. Distribute technology and train teachers on how to troubleshoot the various technologies used by the students including, but not restricted to hearing aids, cochlear implants, and various types of FM Systems. Provide a minimum amount of direct instruction to hearing impaired students in areas for which they need additional assistance.</p>
<p>Security Systems Manager-ESC/Campus Police</p> <p><i>Annual Budget Impact:</i> \$38,300 min. – \$61,800 max.</p> <p><i>Funding Source:</i> 21-0000-2660-501210- 000-000000-961-17-049</p>	<p>BL-5 12 months</p>	<p>Provide support and maintenance of all electronic security systems within the District. Supervise employees to perform support and maintenance on intrusion alarms, fire alarms and suppressions systems, surveillance cameras and open options door systems.</p>

Creations/Deletions - Continued

Support

Delete:

Position	Salary/Grade	Duties
Security Technician- ESC/Campus Police <i>Annual Budget Impact:</i> \$28,933 min. – \$39,208 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-961-17-049	TS-8 \$13.91/hr. to \$18.85/hr. 12 months	Respond to intrusion alarms, repair malfunctioning alarms, and assist law enforcement in prevention of crimes against property.

Create:

Position	Salary/Grade	Duties
Human Capital Finisher I-ESC/ Human Capital <i>Annual Budget Impact:</i> \$24,045 min. – \$32,282 max. <i>Funding Source:</i> 11-0000-2572-501210- 000-000000-337-04-041	CA-9 \$11.56/hr. to \$15.52/hr. 12 Months	Assist in all human capital functions to finalize all personnel transactions relating to transfers, trims and new teachers or supporting services employment. Ensure personnel files are maintained current and complete to provide timely and accurate information to authorized internal and external customers. Create and issue identification badges for all District employees. Take and submit fingerprints of all District employees and maintain records of the results.

SUPPORTING INFORMATION

CONSENT ITEM E-8

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Baker, Katherine	8/15/12	B-0	\$ 32,900.00	Teacher-Kerr/Grade 2
Baker, Shauna	8/15/12	B-0	32,900.00 1,645.00	Teacher-Rogers Jr. High/ Special Education
Bedingfield, Malarie	8/15/12	B-0	32,900.00 1,645.00	Teacher-Lee/ Special Education
Bemis, Emily	8/15/12	M-2	34,776.00 1,831.00	Counselor-Peary Counselor Stipend
Bixler, Sarah	8/15/12	B-0	32,900.00 1,645.00	Teacher-Hale/ Special Education
Bolin, Kelsey	8/15/12	B-0	32,900.00	Teacher-Clinton/Math
Boyer, Jennifer	8/01/12	B-2	33,700.00	Teacher-Eugene Field/ Grade 1 Return from leave.
Braggs, Patricia	8/15/12	M-25	52,436.00	Teacher-Whitman/ Grade 6
Brown, Julane	8/15/12	B-21	46,130.00	Teacher-Disney/Pre-K Return from leave.
Carter, Timothy	8/15/12	B-0	32,900.00 1,645.00	Teacher-Roger Jr. High/ Special Education
Chavez, Mary	8/15/12	B-14	39,370.00	Teacher-Anderson/Grade 5
Christi, Sophia	8/09/12 5/30/13	BL-A	19,500.00	Child Nutrition Services (CNS) Traveling Manager- Child Nutrition

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Cochran, Elizabeth	8/01/12	M-17	\$ 44,406.00	Teacher-Mark Twain/ Grade 1 Return from leave.
Craig, Margaret	8/15/12	B-0	32,900.00	Teacher-Lewis and Clark/ Grade 1
Fuentes, Sean	8/15/12	B-0	32,900.00 1,645.00	Teacher-Tulsa Met/Math Alternative Stipend
Gibson, Wendy	8/01/12	M-6	36,376.00	Teacher-Mark Twain/ Kindergarten
Guinn, Melissa	8/15/12	B-0	32,900.00	Teacher-Penn/ELL, Enrichment
Hendricks, Kamala	8/15/12	B-0	32,900.00	Teacher-Jackson/Grade 2
Henke, Tina	8/15/12	B-0	32,900.00	Teacher-Lee/ Kindergarten
Hiriart, Jorge	8/15/12	B-4	34,500.00	Teacher-Eisenhower/ Kindergarten
Hutson, Donna	8/01/12	B-12	38,020.00	Teacher-Marshall/Grade 1 Return from leave.
Jackson, LaQuisha	8/07/12 6/30/13	BL-2	29,711.00	Team Leader-Before and After Care Program Rate: \$33,000.00
Jordan, Jennifer	7/25/12 6/30/13	BL-5	39,743.00	Application Support Analyst- ESC/ISS Return from leave.
Keeton, Laura	8/01/12	B-0	32,900.00	Teacher-Marshall/ Kindergarten
Kutch, Courtney	8/15/12	B-0	32,900.00	Teacher-Mitchell/Grade 3
Lacson, Jessica	8/15/12	B-0	32,900.00	Teacher-McLain Jr. High/ Math
Lanier, Garner	8/15/12	B-0	32,900.00 1,645.00	Teacher-Tulsa Met/Science Alternative Stipend

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Melewski, Jenna	8/15/12	B-0	\$ 32,900.00 1,645.00	Teacher-Tulsa Met/ Social Studies Alternative Stipend
Moit, Brittni	8/15/12	B-0	32,900.00	Teacher-Anderson/Pre-K
Morris, Nathaniel	8/15/12	B-0	32,900.00 1,645.00	Teacher-Tulsa Met/History Alternative Stipend
Murray, Jessica	8/15/12	B-5	34,900.00	Teacher-Jackson/Grade 3
Natera, Elisa	8/15/12	M-0	33,956.00	Teacher-Eisenhower/ Grade 1
Olsen, Jentre	8/15/12	B-0	32,900.00	Teacher-McLain Jr. High/ English
Petersen, Isabelle	8/15/12	B-0	32,900.00 1,645.00	Teacher-Rogers Jr. High/ Special Education
Regnier, Lindsey	8/15/12	B-0	32,900.00	Teacher-Mayo/ Kindergarten
Rosario, Melanie	8/09/12	BL-5	33,500.00	Non Certified Social Services Specialist-Webster
Sandoval, Irma	8/15/12	B-0	32,900.00	Teacher-Dual Language Immersion/Grade 1
Schroepfer, Claire	8/15/12	B-0	32,900.00 1,645.00 1,645.00	Teacher-Tulsa Met/ Special Education Alternative Stipend
Smith, Andrew	8/15/12	B-0	32,900.00	Teacher-Central/Geometry
Song, Chen	8/15/12	B-0	32,900.00	Teacher-Central/Chemistry
Stine, Kendra	8/15/12	B-0	32,900.00 1,645.00	Teacher-Wright/ Special Education
Suprunowicz, Matthew	8/15/12	B-0	32,900.00 1,645.00	Teacher-Rogers Jr. High/ Special Education
Thomas, Arianne	8/01/12	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 6

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Turner, Quip	8/15/12	B-0	\$ 32,900.00	Teacher-McLain/English
White, Carey	8/15/12	B-9	36,800.00 1,840.00	Teacher-Skelly/ Special Education Return from leave.
Williams, Ashton	8/15/12	B-0	32,900.00 1,645.00	Teacher-MacArthur/ Special Education
Williams, Linda	8/15/12	M-30-27	56,044.00	Teacher-McClure/ Grade 1 Return from leave.
Woodard, Marcie	8/01/12	B-17	42,220.00 2,111.00	Teacher-Marshall/ Special Education Return from leave.
Support (Hourly):				
Ballard, Sha'Tiea	8/15/12 5/23/13	MT-6	\$ 10.06 .15	Bus Driver Lead Stipend Return from leave.
Barney, Billy	8/07/12 6/30/13	MT-11	12.71	Carpentry Craftsperson- Maintenance
Barto, Stephen	8/15/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Bielefeld, Alvin	8/15/12 5/23/13	MT-6	10.56	Bus Driver Trainee
Brown, Billy Jr.	8/07/12 6/30/13	MT-9	11.56	Plumber Apprentice- Maintenance
Brown, Demarco	8/15/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Coleman, Shaquieta	8/15/12 5/23/13	MT-4	9.21	Bus Driver Trainee
DeJesus, Wilfredo	7/03/12 6/30/13	MT-3	8.81 .44	Custodian-Hale Jr. High Shift differential
Fields, Dorecia	8/15/12 5/23/13	MT-6	10.56	Bus Driver Trainee

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Goudeau, Loretta	8/15/12 5/23/13	MT-4	\$ 9.21	Bus Driver Trainee
Junker, Doyle	8/15/12 5/23/13	MT-6	10.56	Bus Driver Trainee
King, Carisa	8/08/12 5/29/13	CA-4	9.64	Health Assistant-Clinton
Mason, Sharon	8/07/12 6/30/13	CA-9	13.33	Human Capital Finisher I- ESC/Human Capital
Mayes, Leshonda	7/16/12 6/30/13	MT-6	12.01	Bus Driver Return from leave.
Miller, Vinetta	8/15/12 5/23/13	MT-6	10.56	Bus Driver Trainee
Moss, Mary	7/16/12 6/30/13	CA-5 6-CI	15.88	Clerk-Transportation Return from leave.
Owen, Darryl	8/07/12 6/30/13	MT-11	12.71	Carpentry Craftsperson- Maintenance
Randall, Elizabeth	8/15/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Robinson, James	8/15/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Smith, Matthew	8/07/12 6/30/13	MT-11	14.92	Locksmith Craftsperson- Maintenance
Wofford, Kevin	8/15/12 5/23/13	MT-4	\$ 9.21	Bus Driver Trainee
<u>Rescind:</u> Pate, James	6/19/12 6/30/12	MT-NS	11.75	Communications Specialist-ESC/ Campus Police

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Alford, Romeo Jr.	Assistant Principal-Tulsa Met High EL-2 190 days	8/03/12	\$ 63,592.00	\$ 65,826.00	200 days
Bennett, Megan	Teacher-Hoover/ Pre-K M-5	8/15/12	35,976.00	35,976.00 1,831.00	Staff Development Teacher-Grissom, Salk Staff Development
Brackeen, Anita	CNS Assistant Manager-Lee MT-6 170 days	8/09/12 5/30/12	10.37/hr.	17,600.00/yr.	CNS Manager-Lee BL-A 183 days
Brogan, Kimberly	Teacher-Grimes/ Grade 5 M-8	8/15/12	37,406.00	37,406.00 1,831.00	Staff Development Teacher-Robertson, Grimes Staff Development
Chell, Melissa	Teacher Assistant (TA)- Skelly IS-6	8/15/12	11.74/hr.	32,900.00/yr.	Teacher-Skelly/ Grade 1 B-0
Clay, Susan	Teacher-Jones/ Grade 2 B-13	8/15/12	38,660.00	38,660.00 1,831.00	Staff Development Teacher-Hoover, Jones Staff Development
Coffelt, Kristen	Teacher-Lee/ Grade 2 B-6	8/15/12	35,300.00	35,300.00 1,831.00	Staff Development Teacher-Park Staff Development
Cox, Patricia	Teacher- McKinley/ Special Education M-15	8/15/12	42,216.00 2,110.80	42,216.00 1,831.00	Staff Development Teacher-Lanier, Lee Staff Development Special Education
Drever, Jennifer	Teacher- Greeley, Anderson/ELL B-5	8/15/12	34,900.00	34,900.00 1,831.00	Staff Development Teacher-Cooper Staff Development

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Ethelberth, Tammy	TRAICE Satellite Advisor- Memorial M-4	8/15/12	\$ 35,576.00	\$ 35,576.00 1,778.80	Teacher-Monroe, Dual Language, Penn/ Special Education
Foshee-Moore, Erica	Principal Intern- Anderson M-8 176 days	8/09/12	37,406.00 3,000.00 1,487.74	46,083.00	Assistant Principal- Anderson Intern Stipend Additional days EL-1 190 days
Gerber, Misty	Teacher-Penn/ Grade 6 M-3	8/15/12	35,176.00	35,176.00 1,831.00	Staff Development Teacher-Monroe, Penn Staff Development Teacher
Green, Cheree	Teacher- Robertson/ ELL, Special Education B-2	8/15/12	33,700.00 842.50	33,700.00 1,685.00	Teacher-Burroughs/ Special Education
Groshans, Mandi	Teacher-Owen/ Grade 1 B-4	8/15/12	34,500.00	35,576.00	M-4
Hawks, Carrie	Teacher- Gilcrease/ Grade 5 M-11	8/01/12	38,986.00	38,986.00 1,949.30	Teacher-Gilcrease/ Special Education
Henretty, Bethany	Parent Facilitator- Patrick Henry IS-6	8/15/12	11.13/hr.	32,900.00/yr.	Teacher- Patrick Henry/ Kindergarten B-0
Holder, Jennifer	Teacher-Tulsa Met High/ Special Education M-4	8/01/12	35,576.00 1,778.80 1,778.80	35,576.00 1,778.80	Teacher-Gilcrease/ Special Education Alternative Education

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Johnson, Ebony	Principal-McLain EL-7	7/02/12	\$ 83,344.00	\$ 83,344.00	Principal on Special Assignment-ESC/ Associate Superintendent for Secondary Schools
Johnson, Christopher	Principal- Memorial EL-7	8/7/12	89,344.00	89,344.00	Principal on Special Assignment- ESC/Accountability
Johnson, Marcal	Teacher-Central/ Career Tech B-0	8/15/12	32,900.00 2,000.00	32,900.00	Teacher-Anderson/ Enrichment Career Tech Stipend
Jones, James	Teacher- Whitman/Music M-17	8/15/12	45,406.00	45,406.00 1,831.00	Counselor-Lewis and Clark Counselor Stipend
Khattab, Marsha	Teacher-Celia Clinton/Grade 4 B-4	8/15/12	34,500.00	34,500.00 1,831.00	Staff Development Teacher-Mitchell Staff Development Stipend
Lefler, Patricia	CNS Assistant Manager- Memorial MT-6 170 days	8/09/12 5/30/13	10.06/hr.	17,034.00/yr.	CNS Traveling Manager-Child Nutrition BL-A 183 days
Loeffler, Christie	Teacher-Kendall Whittier/Special Education M-5	8/01/12	35,976.00 1,798.80	35,976.00 1,831.00	Counselor- Kendall Whittier Counselor Stipend Special Education
Lovett, Phyllis	Executive Assistant to Associate Superintendent of Elementary Schools- ESC/Associate Superintendent of Elementary Schools EL-6	8/07/12	96,947.00	97,404.33	Associate Superintendent for Elementary Schools- ESC/Associate Superintendent for Elementary Schools EL-9 Rate: \$108,187.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Mayfield, Stephen	Interim Associate Superintendent for Secondary Schools- ESC/Associate Superintendent for Secondary Schools EL-6	8/07/12	\$ 99,700.00 13,475.00	\$ 89,763.20 16,968.00	Interim Chief of Staff- ESC/Office of the Superintendent Interim Stipend Rate: \$99,700.00
McClendon, Donna	Teacher-McLain/ Gifted and Talented D-9	8/15/12	41,255.00	41,255.00 1,831.00	Counselor- Eisenhower Counselor Stipend
Mendenhall, Ginger	Teacher-Thoreau/ Language Arts, Social Studies D- 16	8/15/12	47,585.00	47,585.00 1,831.00	Staff Development Teacher-Thoreau, Mayo Staff Development
Oats, Marcelle	Teacher-KIPP/ PE B-2	8/15/12	33,700.00 10,110.00	33,700.00	Teacher-Burroughs/ PE KIPP Stipend
Palmer, Stephen	Teacher-Hale/ Career Tech B-2	8/15/12	33,700.00 589.00	33,700.00	Teacher-Anderson/ ELL, Gifted and Talented Career Tech
Reusser, Bee E.	Principal-Hoover EL-4 200 days	8/07/12	77,438.00	83,545.50	Executive Assistant to Associate Superintendent for Elementary Schools- ESC/Associate Superintendent to Elementary Schools EL-6 12 months Rate: \$92,794.00
Reynolds, Lisa	Counselor-East Central High M-25 176 days	7/30/12	52,436.00 1,831.00 2,808.86	67,204.16	Dual Enrollment Coordinator-ESC/ Associate Superintendent for Secondary Schools BL-8 12 months Rate: \$72,883.00 Counselor Stipend Additional days

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Rodrequez, Kenneth	Director of Alternative Education-ESC/ Alternative Programs EL-6	8/07/12	\$ 79,747.00	\$ 71,798.85	Executive Assistant to Associate Superintendent of Secondary Schools- ESC/Associate Superintendent of Secondary Schools EL-6 Rate: \$79,747.00
Riley, Sheila	Principal on Special Assignment- ESC/Associate Superintendent for Elementary Schools EL-4	7/09/12	65,000.00	65,000.00	Principal-Eugene Field
Ross-Ervin, Carla	Teacher- Mitchell/Grade 3 M-20	8/15/12	47,736.00	47,736.00 1,831.00	Staff Development Teacher-Mark Twain Staff Development
Shaull, Talia	Executive Director of Teacher and Leadership Effectiveness-ESC BL-11	8/07/12	91,398.00	96,335.70	Chief Human Capital Officer-ESC/ Human Capital BL-13* Rate: \$107,000.00
Sicking, Lauren	Teacher-Eliot/ Art Half-Time B-13	8/15/12	19,330.00	38,660.00	Teacher-Eliot/ Art, Grade 3 Full-Time
Simpson, Deborah	Assistant Principal- Kendall Whittier EL-1	8/07/12	59,400.00	63,093.31	Principal-Hoover EL-4 Rate: \$64,949.00
Smith, Angela	ParaprofessionalW right IS-6	8/15/12	10.81/hr.	32,900.00 1,645.00	Teacher-Wright/ Special Education
Spanich, Stephen	Teacher-Rogers College High B-23	8/15/12	50,130.00 1,310.51	50,130.00	Teacher-Grimes/PE Additional days

* Pending Board approval of position reclassification from EL to BL.

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Stephens, Marie	CNS Assistant Manager-Lewis and Clark MT-6 170 days	8/09/12 5/30/13	\$ 10.37/hr.	\$17,034.00/y r.	CNS Traveling Manager-Child Nutrition BL-A 183 days
Thomas, Janet	Counselor- Academy Central M-4	8/15/12	35,576.00 1,831.00	17,788.00 915.50	Counselor-Hoover Half-Time Rate: \$35,576.00 Counselor Stipend
Tolbert, Jacqueline	Assistant Principal-Central EL-3 200 days	8/07/12	58,684.00	72,026.70	Principal-Central EL-7 12 months Rate: \$80,000.00
Tooman, Paige	Teacher-Eliot/ Grade 3 M-1	8/15/12	34,366.00	17,183.00	Half-Time Rate: \$34,366.00
Wallace, Oliver III	Principal-Central EL-7	8/07/12	85,844.00 8,400.00	96,335.70	Associate Superintendent for Secondary Schools- ESC/Associate Superintendent for Secondary Schools EL-9 Rate: \$107,000.00 Added Responsibilities
Welch, Carrie	Teacher- MacArthur/ Grade 2 B-11	8/15/12	37,610.00	37,610.00 1,880.50	Teacher-MacArthur/ Special Education
Wood, Emily	Teacher- Chouteau/ Special Education M60-27	8/01/12	56,675.00 2,833.75	28,337.50	Teacher-Chouteau/ Gifted and Talented Half-Time Rate: \$56,675.00 Special Education
Wooden, Valerie	Teacher- Hawthorne/ Grade 2 B-5	8/15/12	34,900.00	34,900.00 1,831.00	Staff Development Teacher-Eugene Field Staff Development

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Support (Hourly):					
Benjamin, Sylvia	Bus Driver MT-6	8/15/12 5/23/13	\$ 10.56 .15	\$ 10.56 .30	Bus Driver Lead Stipend Special Needs
Bibb, Sharon	Paraprofessional Lanier IS-6 170 days	8/06/12 5/28/13	12.34	11.32	Clerk-Patrick Henry CA-3 181 days
Clayton, Margaret	Unassigned Custodian-Plant Operations MT-3 1-CI	7/12/12 6/30/13	12.16	13.09	Head Custodian- Educare II MT-5 1-CI
Cooper, Ernest	Journey person- Grounds MT-8	7/09/12 6/30/13	12.33	13.32	Grounds Light Mechanic Craftsperson- Grounds MT-10
Freyer, Chera	Data Specialist- ESC/Special Education and Student Services CA-5	7/09/12 6/30/13	10.93	13.31	Administrative Secretary- ESC/Special Education and Student Services CA-12
King, Steve	Bus Driver MT-6	8/15/12 5/23/13	10.56	10.56 .30	Bus Driver Special Needs
Martin, Darla	CNS Manager- Park BL-A	8/20/12	17,947.00/yr.	11.34/hr.	CNS Assistant Manager-Webster MT-6
Middleton, Casey	Craftsperson- Transportation MT-10	7/11/12 6/30/13	12.32	15.31	Master Craftsperson- Transportation MT-15
Nutter, Gary	Bus Driver MT-6 6hrs/day	8/15/12 5/23/13	11.90	11.90 .30	Bus Driver Special Needs MT-6 8hrs/day

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Schumacher, Debbie	Principals Secretary- Eugene Field CA-9	7/23/12 6/30/13	\$ 13.44	\$ 13.44	TLE Secretary- ESC/Teacher and Leader Effectiveness No change in rate of pay due to CPS Certification CA-8
Snider, Joshua	Custodian- Memorial Jr. High MT-5	6/26/12 6/30/12	11.06 .53	9.89 .49	Custodian-Memorial Jr. High Shift differential MT-3
Taylor, Linda	Custodian- Robertson MT-5	6/23/12 6/30/12	11.12 .56	10.81 .54	Custodian-Robertson Shift differential MT-3
Williams, Andy	Craftsperson- Transportation MT-10	7/02/12 6/30/13	13.55	15.31	Master Craftsperson- Transportation MT-15

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Davila, Isaac	7/13/12	GIS Analyst-Transportation	Administrative
Jackson, Tori	9/14/12	Teacher-Springdale/Grade 5	Maternity
Maddux, Beth	12/25/12	Teacher-Marshall/ELL	Maternity
Moses, Anita	8/15/12	Teacher-Key/Grade 3	Personal illness
Palmer, Kristi	8/15/12	Teacher-Eisenhower/Grade 1	Child Care
Robertson, Ella	7/20/12	Social Services Specialist-Mark Twain	Personal illness
Taylor, Lyndee	2012-2013	Teacher-Mark Twain/Grade 1	Child Care
Williams, Kimberly	8/15/12	Teacher-Kerr/Kindergarten	Child Care
Support (Hourly):			
Banuelos, Cathleen	8/08/12	Parent Involvement Facilitator-Kerr	Maternity
Barnett, Kelsey	7/06/12	Bus Driver	Personal illness
Burks, Shamira	8/10/12	Team Leader-Before and After Care	Further Study
Forshee, Sheila	6/22/12	Head Custodian-Kerr	Personal illness
Kirby, Kristina	8/03/12	Paraprofessional-Mark Twain	Further Study
Mayes, Leshonda	7/09/12	Bus Driver	Personal illness
Rothman, Sarah	8/17/12	TA-Owen	Further Study
Short, Sarah	2012-2013	Autism Paraprofessional-Clinton	Child Care

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Bartow, Meghan	7/09/12	Psychologist-Burbank
Black, Yonah	7/17/12	Teacher-Kerr/Music
Bryce, Angela	7/18/12	Teacher-McKinley/Grade 4
Cleary, Stacy	7/12/12	Teacher-Greeley/Grade 2
Conyers, Ernest	7/31/12	Counselor-Edison
Corbett, Kris	7/31/12	Teacher-Eugene Field/Kindergarten
Davis, Melody	7/11/12	Teacher-Whitman/Grade 2
Davis, Virginia	8/14/12	Counselor-Kerr
Drummonds, Dana	7/13/12	Teacher-Greeley/Grade 4
Duncan, Annerose	6/29/12	Social Services Specialist-Disney
Dunn, Reba	6/29/12	Teacher-Hale Jr. High/Reading
Emberton, Donna	7/10/12	Teacher-Gilcrease/Grade 1
Frisillo, Elizabeth	7/06/12	Teacher-McKinley/Kindergarten
Gilliam, Mary	7/02/12	Teacher-ECDC Reed/Special Education
Hartman, Christopher	7/11/12	Teacher-Kendall Whittier/Grade 4
Heckenkemper, Kimberly	6/29/12	Teacher-Hale Jr. High/Art
House, Millard II	7/23/12	Deputy Superintendent-ESC/Office of the Superintendent
Jackson, Ashley	8/14/12	Teacher-McClure/Grade 5
Jefferson, John	6/29/12	Teacher-Hale Jr. High/Language Arts
Johnson, Micheal	7/16/12	Principal-Monroe Demonstration
Lewis, Ashley	8/14/12	Teacher-Eisenhower/PreK

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Miller, Amanda	7/11/12	Teacher-Hawthorne/Kindergarten
Nance, Lea	7/27/12	Team Leader-Before and After School Care Program
Newell, Sadie	6/29/12	Teacher-McClure/Kindergarten
Nowell, Shanedra	6/29/12	Teacher-Edison/Social Studies
O'Brien, Ashley	7/13/12	Teacher-Mark Twain/Kindergarten
Patterson, Phillip	7/13/12	Network Systems Engineer II-ESC/ISS
Platt, Joshua	6/29/12	Teacher-McClain Jr. High/Language Arts
Polonchek, Amy	8/03/12	Chief of Staff-ESC/Office of the Superintendent
Price, Chelsea	8/05/12	Teacher-Patrick Henry/Kindergarten
Reyes, David	7/12/12	Teacher-Eisenhower/PE
Strow, Stacy	7/29/12	Principal-Eisenhower
Taylor, Gena	7/20/12	Secondary Assistant to Director of Special Education-ESC/Special Education and Student Services
Tidwell, Dusty	7/10/12	Teacher-Edison/Business
Vivar, Kristin	8/12/12	Teacher-ECDC Reed/PreK
Waters-Bilbo, Mary	8/08/12	Student Services Coordinator-ESC/Associate Superintendent for Elementary Schools
Support (Hourly):		
Alcocer, Jasmin	8/01/12	Clerk-Skelly
Charron, Jennifer	8/06/12	Paraprofessional-Wright
Echols, Dewey	5/17/12	Paraprofessional-Kendall Whittier
Hill, Janet	7/13/12	Bus Driver

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Rollins, Mario	7/18/12	Bus Driver Trainee
Shrum, Cliff	6/29/12	Carpentry Craftsperson-Maintenance
Surrell, Sherry	5/17/12	Library Assistant-Remington
Taylor, Becky	5/18/12	TA-Carnegie
Whitefield, William	7/10/12	Bus Driver Trainee

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Raybourn, Martha	7/02/12	Principal-Carnegie
Washington, Joyce	7/09/12	Teacher-Carver/Social Studies

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Doyle, Stephanie	6/26/12	Health Assistant-Tulsa Met High

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Alexander, Stephanie
Allis, Louise
Baker, Lynetta
Boord, Carolyn
Bradley, Cheryl
Brothers, Demetris
Buchanan, Dixie
Burgess, Merilee
Buykes, Willa
Campbell, Nancy
Carr, Terry
Coburn, Marsha
Cullinan, Margaret

Davis, George
Dowd, Pamela
Driver, Shawn
Farrar-Ailsworth, Monalisa
Francis, Maurie
Jones, Sharon
Koebelen, Maurie
Long, Virtlee
McCready, LeAnn
Mills, Patricia
Nixon, Jean
Pegues, Luther
Ringenberg-Wold, Debra

Roberts, Debbie
Sanders, Whitney
Sherman, Joan
Shouse, Linda Gayle
Simmons, Jana
Smith, Patricia
Spahr, Leesa
Stampley Jr, Martin
Steenhoek, Elijah
Tottress, Janiace
Townsend, Charles
Townsend, Joyce

Challenge Course Instructor

Williams, Stacy

Communications Specialist

Pate, James

Social Services Specialists

Baker, Jamie–Disney
James, Kim–McLain
Mackey, Jennifer–Chouteau

Bus Driver Trainees

Barto, Stephen
Bielefeld, Alvin
Brown, Demarco
Coleman, Shaquieta
Fields, Dorecia
Junker, Doyle
Miller, Vinetta
Randall, Elizabeth
Robinson, James
Wofford, Kevin

CNS

Baker, Virginia
Moreno De Gonzalez, Maria
Stanley, Nancy
Winkle, Janell

Adjunct Teachers

Edison- 2-11-0000-501000-810-1360-201-07-712

Ashley Jurgensmeyer, Volleyball, Girls @ \$2,171 July 16, 2012 to December 21, 2012.

McLain- 2-11-0000-501000-810-1360-201-07-720

Alfred Humphrey, Football @ \$3,335 August 20, 2012 to May 24, 2013.

Washington- 11-000-1000-501930-820-330000-201-07-735

Mickey Collins, Football @ \$3,335 August 20, 2012 to May 24, 2013.

Washington- 11-000-1000-501930-820-330000-201-07-735

Alan Blount, Football @ \$2,577 July 2, 2012 to May 17, 2013.

Washington- 11-000-1000-501930-820-330000-201-07-735

Jeffrey Bigger, Football @ \$3,335 July 2, 2012 to May 17, 2013.

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

Daniel Jones, Football @ \$2,877 August 20, 2012 to May 24, 2013.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Autism Training Team - 11-6210-2213-501700-239-000000-000-05-066-6210

Pay five Specially Trained Autism Resource Teachers (START) to be named, a stipend of \$1,500 each (total not to exceed \$7,500) to serve as the START Autism Training Team for the 2012-2013 school year.

Before and After School Tutoring - 11-6210-1000-501700-239-XXXXXX-210-05-XXX-6210

Pay special education teachers to be named @ \$23/hr. (total not to exceed \$10,000) to provide instructional and/or tutoring services for special education students, in the before and/or after school tutoring program during the 2012-2013 school year.

Child Nutrition Extra Duties – 22-3850-3120-501420-700-000000-000-03-053

Pay support staff, listed below @ \$10.81/hr.(total not to exceed \$50,000) to assist as needed, in processing lunch forms for the 2012-2013 school year, at the rate of \$10.81 per hour.

Betty Barnes
Neta Carrino
Doris Ferrell

Carla Hough
James Hunt
Mable Jones

Angela Morris
Sandra K Watson

East Central Junior High Detention – 11-0000-1000-501700-421-113000-210-07-659

Pay certified staff member to be named @ \$23/hr. (total not to exceed \$2,450) to supervise East Central Junior High Schools' after school detention, August 28, 2012 – May 23, 2013.

ELL Daytime Tutoring – 11-5720-1000-501700-410-131000-210-05-XXX-5720

Pay certified teachers, to be named, @\$23/hr. (total not to exceed \$50,000) to provide English Language Development tutoring services to ELL students during the 2012-2013 school year.

ELL Professional Development - 11-5720-2213-501700-410-000000-210-05-093-5720

Pay certified staff members, to be named @\$18/hr. to attend and \$23/hr. to train staff (not to exceed \$50,000) for the 2012-2013 school year.

Home Based Program - 11-0067-1000-501700-422-XXXXXX-210-06-XXX

11-0067-1000-505810-422-000000-000-06-XXX
11-6210-1000-501700-239-XXXXXX-210-05-XXX-6210
11-6210-50-1000-5810-239-000000-000-05-XXX-6210

Pay TPS teachers to be named @ \$23/hr. plus travel (total not to exceed \$103,843) to teach in the Home-Based Program, after hours, during the 2012-2013 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Interpreter Services - 11-6210-2199-501800-239-XXXXXX-328-05-XXX-6210
11-6210-2213-501700-239-000000-328-05-066-6210

Pay certified staff, to be named @ their ASL certified rate (total not to exceed \$10,000) to provide interpreter services to hearing impaired students and staff (professional development), after hours, during the 2012-2013 school year.

Maintenance -21-0000-2620-501210-000-000000-000-01-002

Pay Vernon Hammer and Michael Clyma a \$1,000 stipend (total not to exceed \$2,000) to maintain a contractor's license for Tulsa Public Schools for the 2012-2013 school year.

Memorial Saturday School - 11-0000-1000-501700-421-400000-000-07-725

Pay Memorial High School staff to be named @ \$18/hr. (total not to exceed \$3,000) to provide Saturday School for students during the 2012-2013 school year.

Paraprofessional Training - 11-6210-2213-508600-239-000000-000-05-066-6210

Reimburse paraprofessionals who take the State Paraprofessional Training at \$132 each (total not to exceed \$15,000) during the 2012-2013 school year. Each paraprofessional who takes and presents evidence that they paid for and successfully completed this training will be reimbursed by the Department of Special Education and Student Services. This does not cover cost of travel, purchase of any additional resource materials, etc.

Principal Professional Development - 11-0844-2573-501700-000-000000-112-05-0844

Pay certified administrators, to be named, @ \$18/hr. (total not to exceed \$3200.40) to attend professional development sessions for new principals for the 2012 -2013 school year.

Rogers College High Extra Duties - 11-0955-2580-501210-000-0000000-502-08-730

Pay Dala Gober-Reeves, Rogers College High Site Tech @ \$27/hr. (total not to exceed \$700) to provide Tech Support for the Community Action Program event on July 25 – 27, 2012.

Special Education - 11-6210-2213-508600-239-000000-000-05-066-6210

Reimburse special education teachers the cost of taking required OSAT exam(s), during the 2012-2013 school year. The cost is \$30 for registration plus \$70 for each subject area exam and \$35 for each subtest (total not to exceed \$7,000).

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Special Education Training - 11-6210-2213-501700-239-000000-000-05-066-6210
 11-6210-2213-501800-239-000000-000-05-066-6210

Pay TPS certified staff to be named @ \$18/hr. (total not to exceed \$23,000) and paraprofessionals to be named @ at their regular hourly rate of pay (total not to exceed \$30,000) to attend after-hours training during the 2012-2013 school year.

Special Education After Hours Training - 11-6210-2212-501700-239-000000-000-05-066-6210

Pay TPS certified special education staff to be named @ \$23/hr. (total not to exceed \$5,000) for program planning and development, after hours, during the 2012-2013 school year.

Washington Extra Duties – 0-11-0735-50-1764-6101-251-000-000-07-735

Pay a stipend to 25 Booker T. Washington High School certified staff to be named that are currently assigned to teach International Baccalaureate (IB) Diploma courses @ \$18/hr. (total not to exceed \$1,350) for three hours on August 14, 2012 to attend an IB on-site workshop at Booker T. Washington High School. Total amount not to exceed \$1350 will be funded through the above site account.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

July 16, 2012 Agenda, page 45 – Correct spelling of name and acknowledge former employee status.

Elections

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Wilbur, Lyda	7/30/12	EL-4	\$ 70,404.00	Principal-Mitchell Former Employee

July 16, 2012 Agenda, page 46 – Correct effective date.

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Blakney, Kelly	Teacher-Gilcrease/ Grade 4 B-9	7/26/12	36,800.00	36,800.00 3,000.00 1,463.64	Principal Intern-Gilcrease Intern Stipend Additional days

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

July 16, 2012 Agenda, page 48 – Correct proposed contract amount.

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>
Howe, Michael	Accountability School Improvement Partner- ESC/School and District Accountability EL-6 12 months	7/30/12	\$ 86,747.00	\$ 77,594.00	Principal-Wright EL-4 210 days

SUPPORTING INFORMATION

INFORMATION ITEM G-12

POLICIES/REGULATIONS

TULSA PUBLIC SCHOOLS

Policy 4203

ARRANGEMENT FOR AND EMPLOYMENT OF INSTRUCTIONAL STAFF SUBSTITUTES

PURPOSE: To establish guidelines for instructional staff to report absences and for the employment of instructional staff substitutes.

Instructional staff are required to report all absences. Unless otherwise specified in writing by the building principal, instructional staff must notify the site administrator or designee as well as *SubFinder* of any absence. If, for any reason, a staff member is unable to report the need for a substitute to *SubFinder*, the site administrator or designee may report the need for a substitute to *SubFinder*.

Employment of substitute teachers shall be in accordance with regulation created by Superintendent or designee.

Adopted: February 2005

Legal Reference: TCTA Negotiated Agreement, Summer 1987

USE OF ALCOHOL AND ILLEGAL CHEMICAL SUBSTANCE BY EMPLOYEES

PURPOSE: To prohibit the possession and/or use of alcohol, or illegal chemical substances and lawful substances used for an abusive purpose while on duty or on District property and to provide authority to the superintendent to establish procedures for drug and alcohol testing of employees and applicants under certain circumstances.

Employees may not use, possess, distribute, purchase, sell, or be under the influence of alcohol or illegal chemical substances or lawful drugs being used for an abusive purpose.

District policy and relevant regulations apply to all employees of the District, regardless of position, title, or seniority. The Board recognizes that all employees have certain personal rights guaranteed by law. This policy is intended to protect those rights.

The superintendent is authorized and directed to promulgate and keep current, in accordance with applicable law, regulations for drug and alcohol testing of employees and applicants.

Adopted: April 1986
Revised: May 2005

SUPPORTING INFORMATION

INFORMATION ITEM G-15

POSITION CREATIONS/DELETIONS

Certificated/Administrative

Create:

Position	Salary/Grade	Duties
Chief Human Capital Officer-ESC/ Human Capital	BL-13 12 Months	Report to the Superintendent of Schools. Provide leadership, direction, and guidance for the strategic initiatives and day-to-day operations of the Human Capital Department. Lead the overall mission to find and retain great talent for all positions in the organization in order to meet the mission of high student achievement. Develop and implement strategic goals in recruitment, selection, induction, deployment, performance management and professional development for all employees with a strong focus on teacher and principal effectiveness. Drive the work embedded in the school system's human capital strategy and link to other TPS departments and stakeholders in this work.
<i>Annual Budget Impact:</i> \$96,300 min. – \$138,500 max.		
<i>Funding Source:</i> 11-0000-2572-501110- 000-000000-107-04-041		

Delete:

Position	Salary/Grade	Duties
Chief Human Capital Officer-ESC/ Human Capital	EL-10 12 Months	Report to the Superintendent of Schools. Provide leadership, direction, and guidance for the strategic initiatives and day-to-day operations of the Human Capital Department. Lead the overall mission to find and retain great talent for all positions in the organization in order to meet the mission of high student achievement. Develop and implement strategic goals in recruitment, selection, induction, deployment, performance management and professional development for all employees with a strong focus on teacher and principal effectiveness. Drive the work embedded in the school system's human capital strategy and link to other TPS departments and stakeholders in this work.
<i>Annual Budget Impact:</i> \$89,500 min. – \$134,300 max.		
<i>Funding Source:</i> 11-0000-2572-501110- 000-000000-107-04-041		