



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, August 20, 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. Recognition of Ms. Anna America as District Number Four Board Member. Motion and vote to adopt a Resolution of Appreciation for Ms. America.

C-2. Motion and vote on a Proclamation regarding the celebration of Booker T. Washington High School's centennial year.

C-3. Superintendent's special presentations and awards.

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

No minutes submitted.

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

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 Tuesday, September 4, 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, DR. PHYLLIS LOVETT

- E-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, DR. OLIVER WALLACE

- E-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 to 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.

- E-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.

- E-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

- E-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.

- E-6.** 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 face 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.

- E-7.** 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 Harweldan 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. 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.

- E-8.** 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 plans. FM systems make the teacher's voice louder than noise in the classroom which helps students to be more successful.

- E-9.** 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.

- E-10.** 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.

- E-11.** 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.

- E-12.** 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.

- E-13.** RECOMMENDATION: Enter into an agreement with Tech-Now, Inc. to link 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 knowledge of high-tech careers and providing the motivation to pursue those careers, the student is empowered to make informed career decisions.

ITEMS LISTED BELOW SUBMITTED BY INTERIM CHIEF OF STAFF, MR. STEVE MAYFIELD

- E-14.** RECOMMENDATION: Revise School Board policies as listed.

4203 - Arrangement For and Employment of Instructional Staff Substitutes
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.

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

- E-15.** RECOMMENDATION: Purchase Allison transmission parts and repair services from Frontier International, 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.

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

E-16. 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.

- E-17.** 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.

- E-18.** 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.

- E-19.** RECOMMENDATION: Renew the 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.

- E-20.** 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.

- E-21.** 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.

- E-22.** 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.

- E-23.** 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.

- E-24.** RECOMMENDATION: Renew the 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 \$29,328, payable in monthly installments of \$2,444.00.

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.

- E-25.** RECOMMENDATION: Approve payment to certified instructors and noncertified instructors for 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

- E-26.** 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.

- E-27.** 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 \$105,000 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.

E-28. 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.

E-29. 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 \$7,341,875 (an increase of \$22,681) 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.

E-30. 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 Districtwide. District-level purchasing provides equitable access and ensures considerable cost savings through negotiated group pricing.

E-31. 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.

E-32. 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.

ITEMS LISTED BELOW SUBMITTED BY CHIEF HUMAN CAPITAL OFFICER, MRS. TALIA SHAULL

E-33. 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-34. 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-35. 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	Oral Roberts University
Northeastern State University	Pittsburg State University
Oklahoma State University	University of Tulsa
Oklahoma University	

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.

E-36. 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.

F. ACTION AGENDA - Motion and vote on each recommendation

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

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

F-1. RECOMMENDATION: Purchase mCLASS software and subscription renewals for the 2012-2013 school year from Wireless Generation, the sole source vendor, for use with Dynamic Indicators of Basic Early Literacy Skills (DIBELS) benchmark testing for the following schools.

Academy Central	Grissom	Monroe (Kdg & 1st only)
Anderson	Hamilton	Owen
Bell	Hawthorne	Park
Bunche (Kdg)	Hoover	Patrick Henry
Burroughs	Jackson	Peary
Carnegie	Jones	Penn
Celia Clinton	Kendall Whittier	Porter (Kdg)
Chouteau	Kerr	Reed (Kdg)
Columbus	Key	Remington
Cooper	Lee	Robertson
Disney	Lewis & Clark	Salk
Eisenhower	Lindbergh	Sequoyah
Eliot	MacArthur	Skelly
Emerson	Mayo	Springdale
Eugene Field	McClure	Whitman
Grimes	Mitchell	Zarrow
Mitchell		

COST AND FUNDING: Total cost not to exceed \$261,241.50 will be paid from the Classroom Bond Fund, 31-1134-1000-506530-100-000000-000-12-070.

REQUISITION NUMBER: 11301391

RATIONALE: The previous three-year purchasing agreement for the mCLASS DIBELS software ended with the 2011-2012 school year. mCLASS and DIBELS is the District's testing resource as a response to Reading Sufficiency Act requirements. mCLASS Beacon operates exclusively in conjunction with the mCLASS system currently used in kindergarten through third grade throughout the District. Because of the timing of receiving the license renewals in relation to the start of the new school year, it is necessary to place this item on the Action agenda so that the purchase of the new software licenses may be completed prior to the start of school. This will allow teachers to begin using the software with the DIBELS program to begin their testing once school begins.

ITEMS LISTED BELOW SUBMITTED BY SUPERINTENDENT, DR. KEITH E. BALLARD

- F-2.** RECOMMENDATION: Renew Independent School District Number One's membership with the Oklahoma State School Boards Association (OSSBA) for the 2012-2013 school year.

COST AND FUNDING: The total amount not to exceed \$5,100 will be paid from the General Fund, 11-0000-2319-508100-000-000000-000-09-092.

REQUISITION NUMBER: 11301874

RATIONALE: The membership fee covers the provision of various services by OSSBA to the Board of Education including legal information, publications, in-office consultations, answers to telephone and letter inquiries from school officials and patrons, and monitoring of state and federal education legislation. The Board of Education also receives reduced rates for workshop registrations, subscriptions and fee service programs. The membership for 2011-2012 was \$5,100.

G. INFORMATION AGENDA

ITEMS LISTED BELOW SUBMITTED BY ASSOCIATE SUPERINTENDENT FOR SECONDARY SCHOOLS, DR. OLIVER WALLACE

- G-1.** RECOMMENDATION: Renew the contract with Dayspring Community Services to provide therapy and rehabilitation services for students in Project ACCEPT 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 \$60,000 will be paid from the General Fund, 11-0000-2120-503230-430-000000-000-07-423.

REQUISITION NUMBER: 41300204

RATIONALE: The Project ACCEPT schools provide Tier III support in accordance with the District's Behavior Response Plan to elementary students. An important part of the intervention provided in the program involves social and emotional therapy and psychosocial rehabilitation services to the students and their families. Dayspring Community Services employs trained and licensed therapists to provide such services on an ongoing basis.

- G-2.** RECOMMENDATION: Enter into a contract with New Lion Media Group to provide the manufacturing of student ID cards with advertisements printed on the reverse side for all secondary schools.

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: There is no cost to the District.

REQUISITION NUMBER: 41300078

RATIONALE: The inclusion of advertisements on the reverse side of student ID cards will eliminate the cost of all ID card manufacturing and will provide an additional \$7,100 to defer additional costs associated with ID printing.

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

G-3. RECOMMENDATION: Enter into a memorandum of understanding with Junior Achievement to provide funding for curriculum materials and programs that are provided to the school by Junior Achievement of Oklahoma.

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

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

RATIONALE: This memorandum of understanding will ensure the continuation of the successful business and community relationships developed through the District's partnership with Junior Achievement of Oklahoma that benefit both the school community and the individual students.

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

- G-4.** RECOMMENDATION: Purchase mini laptops, desktops, monitors and software licensing from Dell Marketing, Dallas, Texas, for the College and Career department.

COST AND FUNDING: Total cost not to exceed \$96,000 will be paid from the College/Career Readiness technology funds as follows.

11-4120-1000-506530-314-840000-000-05-715-4120
11-4690-1000-506530-314-840000-000-05-715-4690
11-4690-1000-506530-316-810000-000-05-740-4690
11-4120-1000-506530-316-810000-000-05-725-4120
11-4690-1000-506530-316-810000-000-05-725-4690
11-4120-1000-506530-316-810000-000-05-720-4120
11-4690-1000-506530-316-810000-000-05-720-4690
11-4120-1000-506530-316-810000-000-05-735-4120
11-4120-1000-506530-317-880000-000-05-663-4120
11-4120-1000-506530-316-810000-000-05-712-4120
11-4120-1000-506530-314-810000-000-05-661-4120
11-4120-1000-506530-316-810000-000-05-730-4120
11-4120-2575-506530-320-000000-000-05-093-4120

REQUISITION NUMBER: 11300326, 11300345, 11300358, 11300360, 11300367, 11300377, 11300384, 11300442, 11300465, 11300584, 11300585, 11300589, 11300635, 11300636, and 11300643

RATIONALE: The equipment purchases will replace old equipment that is out of date. Career and Technology programs are required to have the most up-to-date equipment in their labs. This allows students to be exposed to the latest technology devices.

- G-5.** RECOMMENDATION: Purchase Mac Intel Core computers, iPad 2, and AppleCare Plus from Apple Computer Inc., Austin, Texas, for the College and Career department.

COST AND FUNDING: Total cost not to exceed \$35,000 will be paid from the College/Career Readiness Technology funds, 11-4690-1000-506530-316-810000-000-05-740-4690, 11-4690-1000-506530-316-810000-000-05-720-4690, and 11-4690-1000-506530-316-810000-000-05-725-4690.

REQUISITION NUMBER: 11300335, 11300340, 11300361, and 11300362

RATIONALE: The equipment purchases will replace old equipment that is out of date. Career and Technology programs are required to have the most up-to-date equipment in their labs. This allows students to be exposed to the latest technology devices.

- G-6.** RECOMMENDATION: Enter into a contract with Virtual High School, Inc. (VHS) to provide online access to unique classrooms and training 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 \$42,000 will be paid from the AP Incentive Grant Fund, 11-7752-1000-503200-100-000000-000-05-093-7752.

REQUISITION NUMBER: 41300203

RATIONALE: VHS is a nonprofit organization that collaborates with schools to offer online, content-rich, credit-bearing high school courses to students worldwide. The organization expands curriculum offerings and meets diverse student needs and interests. It is designed to include student access to advanced placement (AP) and pre-advanced placement courses and is an integral part of the AP Incentive Grant. This is the fourth year for the District to use these services.

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

- G-7.** RECOMMENDATION: Purchase six new activity buses and 14 new 42-passenger buses specially equipped for transporting special education students from the most responsive and responsible offerors in accordance with the terms and conditions of the Request for Proposal. PO

COST AND FUNDING: Total cost not to exceed \$2,160,000 will be paid from the Transportation Bond Fund, 38-4110-2720-507620-000-000000-000-12-003.

RATIONALE: The purchase of new buses is part of the 2010 bond proposal.

- G-8.** RECOMMENDATION: Increase the contract with Trigon, Inc., approved on the April 16, 2012, Agenda, item E-32, for the interior renovation at Bell Primary School. 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: Total cost not to exceed \$219,224.51 (an increase of \$27,224.51) will be paid from the Building Fund, 21-0221-4700-504500-000-000000-000-08-037-T0136.

REQUISITION NUMBER: 41300154

RATIONALE: The additional cost will provide for repair of the existing chimney and add electrical and data to the classrooms.

- G-9.** RECOMMENDATION: Increase the contract with Trigon, Inc., approved on the June 4, 2012, Agenda, item E-25, for the interior renovation at Roosevelt Elementary School. 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: Total cost not to exceed \$416,703.67 (an increase of \$41,703.67) will be paid from the Classroom Bond Fund, 38-3210-4700-504500-000-000000-000-12-101.

REQUISITION NUMBER: 41300111

RATIONALE: This additional cost will provide for additional wiring, floor repair, replace doors in the kitchen, replace existing strainers in the fan coil units, and provide new French drains on the north end of the building.

- G-10.** RECOMMENDATION: Increase the contract with Boldt Construction approved on the December 6, 2010, Agenda, item E-15, for the new cafeteria and classroom addition at Disney Elementary School originally. 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 \$3,865,927 (an increase of \$126,345) will be paid from the Facility Bond Fund, 31-1210-4700-504500-000-000000-000-12-447.

RATIONALE: This additional cost will provide for additional clock strobes, motion detectors, additional intermediate distribution frame (IDF) room and patch panels for the new computers, additional sidewalks to meet city codes, and re-feed circuits to the existing cafeteria inadvertently cut during slab work.

G-11. RECOMMENDATION: Increase the contract with Flintco, Inc. approved on the September 20, 2010, Agenda, item E-17, for construction of the multisport athletic facility at Edison Preparatory School originally approved. 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 \$11,903,388.62 (an increase of \$196,490) will be paid from the Facility Bond Fund, 31-1250-4700-504500-000-000000-000-12-712.

RATIONALE: This additional cost will provide for regrading of the soccer field, new speaker wire for the sound system, provide an additional women's locker area for Title IX compliance, and provide a new retaining wall.

G-12. RECOMMENDATION: Approve developer contracts for the City of Tulsa for the following projects.

- Multisport athletic facility at Memorial High School
- Classroom additions at Salk Elementary School
- Parking lot at Wilson Middle School

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

RATIONALE: It is the City of Tulsa's requirement to obtain developer contracts on all projects to issue building permits.

G-13. RECOMMENDATION: Renew the contract with Tulsa Tech eSchool Network Project to provide Education 2020 licenses for the District's secondary students 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 \$124,000 will be paid from the Classroom Bond Fund, 31-1145-1000-506530-100-000000-000-12-XXX.

RATIONALE: Education 2020 is a proven standards-based curriculum led by master teachers in an online virtual classroom environment. The curriculum offers a core and intervention program that supports credit recovery and credit accrual for students in grades 6 through 12 in the four major subject areas, including mathematics, science, language arts, social studies, and elective courses. The Tulsa Tech eSchool network project is a consortium that includes Broken Arrow Public Schools, Jenks Public Schools, Union Public Schools, and Sand Springs Public Schools and is committed to the use of virtual learning as a tool to improve the quality and quantity of learning opportunities available to all students.

G-14. RECOMMENDATION: Renew the contract with Energy Education, Incorporated, (EEI) Dallas, Texas, to provide a performance-based, customized energy conservation program for the District.

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 \$1,219,200 will be paid from the General Fund, 11-0300-2620-503300-000-000000-000-09-037.

REQUISITION NUMBER: 41300164

RATIONALE: Energy Educators has successful programs operating at several school districts in Oklahoma and throughout the nation where their clients have saved over \$100 million. This is the fourth year of the four-year contract.

- G-15.** RECOMMENDATION: Approve the purchase of over-the-road buses from the most responsive and responsible offeror in accordance with the terms and conditions of the Request for Proposal. PO

COST AND FUNDING: Total cost not to exceed \$1,200,000 will be paid from the Transportation Bond Fund, 38-4110-2720-507620-000-000000-000-12-003.

RATIONALE: The purchase of replacement buses is part of the 2010 bond proposal.

- G-16.** RECOMMENDATION: Enter into a contract with Advance Roofing, Inc., to construct a new partial roof on the Porter Early Childhood Development Center building.

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

COST AND FUNDING: Total cost not to exceed \$45,000 will be paid from the Facility Bond Fund, 31-1210-4700-504580-000-000000-000-12-370.

RATIONALE: Adding on to the existing roof is necessary to convert the remaining flat roof over the gym and cafeteria to a sloped roof.

ITEMS LISTED BELOW SUBMITTED BY CHIEF HUMAN CAPITAL OFFICER, MRS. TALIA SHAULL

- G-17.** 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.

SUPPORTING INFORMATION

CONSENT ITEM E-14

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

CONSENT ITEM E-33

POSITION CREATIONS/DELETIONS

Certificated/Administrative

Create:

Position	Salary/Grade	Duties
Chief Human Capital Officer-ESC/ Human Capital <i>Annual Budget Impact: \$96,300 min. – \$138,500 max.</i> <i>Funding Source: 11-0000-2572-501110- 000-000000-107-04-041</i>	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.

Delete:

Position	Salary/Grade	Duties
Chief Human Capital Officer-ESC/ Human Capital <i>Annual Budget Impact: \$89,500 min. – \$134,300 max.</i> <i>Funding Source: 11-0000-2572-501110- 000-000000-107-04-041</i>	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.

Creations/Deletions – Continued

August 6, 2012 Agenda Consent Item E-7, page 40 – Correct Salary/Grade, Human Capital error.

Create:

Position	Salary/Grade	Duties
Data Analyst-ESC/ Teacher and Leader Effectiveness <i>Annual Budget Impact: \$34,100 min. – \$49,100 max.</i> <i>Funding Source: 11-0844-2340-501210-000- 000000-305-05-093-0844 (Grant funded for one year.)</i>	BL-4 12 months	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.

SUPPORTING INFORMATION

CONSENT ITEM E-34

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Adair, Melanie	8/15/12	M-6	\$ 36,376.00	Teacher-Eisenhower/ Grade 1
Al-Jibouri, Hanna	8/01/12	B-0	32,900.00	Teacher-Gilcrease/Grade 5
Amundson, Tielsa	8/15/12	M-1	34,366.00	Teacher-Burroughs/Grade 5
Asay, Amber	8/15/12	B-0	32,900.00	Teacher-Park/Grade 6
Avery, Natalie	8/15/12	B-0	32,900.00	Teacher-Monroe Dual Language/Grade 1
Baker, Jamie	8/09/12	BL-5	34,000.00	Social Service Specialist- Disney
Bliss, Victoria	8/15/12	B-0	32,900.00	Teacher-McKinley/ Kindergarten
Boddy, Aleta	8/15/12	B-0	32,900.00	Teacher-Bell/Grade 4
Boone, Melissa	8/01/12	B-3	34,100.00	Teacher-Lindbergh/ELL
Bottoms, Barbara	8/28/12	BL-9	60,342.95	TLE Project Manager-ESC/ Teacher and Leadership Effectiveness Rate: \$71,440.00
Boyce, Rachel	8/15/12	B-4	34,500.00	Teacher-Webster/Band
Branson, Patrick	8/01/12	B-0	32,900.00	Teacher-Marshall/Pre-K
Broadwell, Daniel	8/15/12	B-0	32,900.00	Teacher-Owen/Grade 5
Brown, Jamie	8/15/12	M-5	35,976.00 1,798.80	Teacher-Memorial Jr. High/ Special Education

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Brown, Leslie	8/01/12	B-3	\$ 17,050.00	Teacher-Chouteau/Art Half-Time Rate: \$34,100.00 Former Employee (f.e.)
Brown, Michael	8/21/12	BL-7	50,087.79	Senior Financial Analyst- ESC/Budget Rate: \$58,000.00 f.e
Brunetti, Audrey	8/01/12	B-12	35,300.00	Teacher-Eugene Field/ Grade 1 Return from leave.
Calderwood, Kimberly	8/15/12	B-0	32,900.00	Teacher-Bell/Grade 1
Charlot, Sherrye	8/15/12	M-10	38,326.00	Counselor-Hamilton f.e.
Chiza, Ruben	8/15/12	B-0	32,900.00	Teacher-Burroughs/Grade 6
Cook, Lori	8/15/12	B-23	48,130.00	Teacher-Hoover/Grade 6
Coyle, Erin	8/01/12	B-0	32,900.00 1,645.00	Teacher-Eugene Field/ Special Education
Craig, Maggie	8/15/12	B-0	32,900.00	Teacher-Lewis and Clark/ Grade 1
Crenshaw, Jamie	8/01/12	B-0	32,900.00	Teacher-Peary/Pre-K
Crowley, Elizabeth	8/15/12	B-0	32,900.00	Teacher-Anderson/Grade 4
Day, Kelly	8/15/12	B-0	32,900.00	Teacher-Disney/ Kindergarten
Deardorff, Aaron	8/15/12	M-0	33,956.00	Librarian-Burroughs
Degnan, Bridget	8/15/12	B-0	32,900.00	Teacher-ECDC Bunche/ Kindergarten
Dillon, Lindsay	8/15/12	B-0	32,900.00	Teacher-Anderson/Grade 1
Dover, Mark	8/15/12	B-0	32,900.00 1,645.00 1,308.52	TRAICE Satellite Advisor- Memorial Alternative Education Additional days

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Dryke, Caitlin	8/15/12	B-0	\$ 32,900.00 1,645.00	Teacher-Cooper/ Special Education
Duran-Quintana, Stephanie	8/15/12	B-0	32,900.00	Teacher-Monroe Dual Language/Kindergarten
Dzwonkiewicz, Nickole	8/15/12	B-0	32,900.00	Teacher-Wright/Grade 3
Easton, Carlee	8/15/12	B-0	32,900.00	Teacher-Anderson/Grade 5
Elifrits, Marlene	8/15/12	B-0	32,900.00	Teacher-McClure/Grade 5
Emerson, Robin	8/15/12	B-14	39,370.00 1,831.00	Staff Development Teacher- Washington, Carver Staff Development
Faich, David	8/15/12	B-0	32,900.00	Teacher-Owen/Grade 3
Farley, Renee	8/01/12	B-0	32,900.00	Teacher-Chouteau/Grade 1 f.e.
Fegan, Matt	8/15/12	B-0	32,900.00	Teacher-Celia Clinton/ Grade 5
Flaton, Danielle	8/01/12	B-0	32,900.00	Teacher-Kerr/Grade 4
Forbes, Mary	8/15/12	B-6	35,300.00	Teacher-Cooper/ Kindergarten Return from leave.
Foster, Christen	8/15/12	M-0	33,956.00 1,697.80	Speech Pathologist-Disney Speech Pathologist
Frihart, Rose	8/01/12	B-0	32,900.00	Teacher-Gilcrease/Grade 4
Fritze, Laura	8/15/12	B-0	32,900.00	Teacher-Celia Clinton/ Grade 3
Gildon, Brandy	8/15/12	M-1	34,366.00	Teacher-Central/Vocal Music
Goins, Megan	8/01/12	B-0	32,900.00	Teacher-Kendall Whittier/ Kindergarten
Hansen, Jaraka	8/15/12	B-0	32,900.00	Teacher-Wright/Grade 4

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Harris, William	8/01/12	B-0	\$ 32,900.00	Teacher-Gilcrease/Grade 6
Herring, Macey	8/01/12	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 1
Hill, Candyce	8/15/12	B-0	32,900.00	Teacher-McKinley/Pre-K
Hines, Victoria	8/15/12	B-0	32,900.00	Teacher-Hawthorne/ Grade 3
Hoel, Kalen	8/01/12	B-0	32,900.00	Teacher-Eugene Field/ Grade 5
Holland, Deborah	8/15/12	B-0	32,900.00	Teacher-Burroughs/Grade 3
Hopkins, Melissa	8/15/12	B-11	37,610.00	Teacher-Tulsa Learning Academy/Grades 3-6
Horton, Allison	8/15/12	B-0	32,900.00	Teacher-Cooper/Grade 1
Huynh, Xuan	8/15/12	B-0	32,900.00 1,645.00	Teacher-Skelly/ Special Education
Ingle, Megan	8/15/12	B-2	33,700.00	Teacher-Bell/Grade 5 Return from leave.
Isaacs, Shannon	8/15/12	B-0	32,900.00	Teacher-ECDC Bunch/ Kindergarten
James, Kim	8/09/12	BL-5	40,000.00	Social Services Specialist- McLain
Johnson, Jennifer	8/15/12	M-0	33,956.00 1,697.80	Teacher-Anderson/ Special Education
Kang, Hannah	8/21/12	BL-4	39,000.00	TLE Data Analyst-ESC/ Teacher and Leader Effectiveness
Kershisnik, Emma	8/01/12	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 3
Ketcham, Hannah	8/01/12	B-0	32,900.00	Teacher-Gilcrease/Grade 1
Key, Angel	8/15/12	B-5	34,900.00 1,745.00	Teacher-Hamilton/ Special Education

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Kezele, Blair	8/15/12	B-0	\$ 32,900.00	Teacher-Anderson/Pre-K
Klecka, Kelli	8/15/12	B-1	33,300.00	Teacher-Salk/Kindergarten Return from leave.
Klinck, Robert	8/15/12	M-1	33,956.00	Teacher-East Central/ English
Koehn, Courtney	8/09/12	BL-5	36,500.00	Social Service Specialist- Kendall Whittier
Koestel, Mallory	8/01/12	B-0	32,900.00	Teacher-Eugene Field/ Grade 3
Kovalenko, Nicholas	8/15/12	B-0	32,900.00	Teacher-Sequoyah/Grade 2
Kreps, Tim	8/15/12	M-1	34,366.00	Counselor-Bell
Kutch, Courtney	8/15/12	B-0	32,900.00	Teacher-Mitchell/Grade 3
Larson, Erica	8/15/12	B-0	32,900.00	Teacher-Hawthorne/Grade 5
Lundy, Pamela	8/21/12	M-25	26,599.41	Career Tech Program Coordinator-ESC/College and Career Readiness Half-Time Rate: \$54,436.00
Mackey, Jennifer	8/13/12	BL-5	34,500.00	Social Service Specialist- Chouteau
Mahmood, Saadiya	8/15/12	B-0	32,900.00 1,645.00	Teacher-Anderson/ Special Education
Malik, Amjad	8/09/12	BL-A	19,847.00	Child Nutrition Services (CNS) Manager-MacArthur Return from leave.
Mangum, Jordon	8/01/12	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 5
Martin, Ashley	8/15/12	B-0	32,900.00	Teacher-Cooper/Grade 5
Mazenko, Katelyn	8/01/12	B-0	32,900.00	Teacher-McClure/ Kindergarten

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
McAllister, Kimberly	8/01/12	M-11	\$ 38,986.00	Teacher-Gilcrease/Grade 1 f.e.
McDaniel, Tamisha	8/15/12	B-2	33,700.00 1,685.00	Teacher-Edison/ Special Education Return from leave.
McGee, Lauren	8/15/12	B-0	32,900.00	Teacher-Mitchell/Grade 3
Meek, Logan	8/15/12	B-0	32,900.00	Teacher-Bell/Grade 6
Mitchell, Catherine	8/15/12	B-0	32,900.00	Teacher-Sequoyah/ Kindergarten
Monsour, Constance	8/15/12	B-0	32,900.00	Teacher-Celia Clinton/ Grade 2
Moore, Ann	8/15/12	B-11	37,610.00 1,880.50	Teacher-Edison/ Special Education
Munozcano, Carla	8/15/12	B-10	37,200.00	Teacher-Hoover/Grade 1 Return from leave.
Newbury, Karen	8/15/12	M-0	33,956.00	Counselor-Grimes
Newton, Teresa	8/15/12	M-13	40,286.00	Counselor-Wright Rate: \$40,286.00
Okonkwo, Alvin	8/01/12	B-0	32,900.00	Teacher-Penn/Kindergarten
Painter, Amanda	8/15/12	B-0	32,900.00	Teacher-McKinley/Grade 2
Pangburn, Andrea	8/15/12	B-0	32,900.00 1,645.00	Teacher-Memorial/ Special Education
Pink, Abigail	8/15/12	B-0	32,900.00	Teacher-Penn/Grade 6
Porter, Jennifer	8/15/12	M-9	37,916.00 1,831.00	Staff Development Teacher- Bell Staff Development
Powell, Nicole	8/01/12	B-0	32,900.00 1,645.00	Teacher-Gilcrease/ Special Education

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Richaud, Kelsey	8/15/12	B-0	\$ 32,900.00	Teacher-Anderson/ Grade 1
Riggs, Karlena	8/15/12	B-0	32,900.00 1,645.00	Teacher-Bell Special Education
Robinson, Jennifer	8/15/12	B-0	32,900.00	Teacher-McClure/ Grade 5
Rogers-Browning, Dana	8/15/12	M-0	33,956.00	Teacher-Peary/Grade 5
Sack, Jennifer	8/15/12	M-0	33,958.00 1,831.00 1,929.32	Counselor-Washington Counselor Additional days
Samsel, Crystal	8/15/12	M-4	35,576.00	Teacher-Hawthorne/ Grade 4
Scott, Marissa	8/15/12	B-0	32,900.00	Teacher-Kindergarten/ Hawthorne
Seifried, Amber	8/15/12	B-0	32,900.00	Teacher-Penn/Grade 6
Selking, Courtney	8/01/12	B-2	33,700.00	Teacher-Mark Twain/ Grade 4
Sheikh, Shaheen	8/15/12	B-0	32,900.00	Teacher-Celia Clinton/ Grade 4
Smith, Jason	8/15/12	B-1	33,300.00 2,289.00	Teacher-Edison/ Business, Career Tech Vocational Education
Smith, Jessica	8/21/12	EL-1	42,055.68	Assistant Principal-Kendall Whittier Rate: \$46,000.00
Smith, Michelle	8/15/12	B-0	32,900.00	Teacher-McClure/ Grade 5
Smith, Ryan	8/15/12	B-0	32,900.00 1,645.00	Teacher-McClure/ Special Education
Steele, Jennifer	8/15/12	B-12	38,020.00	Teacher-Grissom/ Grade 6 f.e.

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Steinberg, David	8/15/12	B-16	\$ 40,800.00	Teacher-Edison/Math
Stolz, David	8/01/12	B-0	32,900.00	Teacher-Marshall/Grade 6
Stout, Noah	8/15/12	B-0	32,900.00	Teacher-McKinley/Grade 6
Swanson, Catherine	8/01/12	B-0	32,900.00	Teacher-Eugene Field/ Grade 5
Taylor, Georgia	8/15/12	M-10	38,326.00	Teacher-Grimes/Grade 5
Taylor, Jenny	8/15/12	B-0	32,900.00	Teacher-Celia Clinton/ Grade 3
Thomas, Arianne	8/01/12	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 6
Thomas, Mary	8/15/12	M60-12	42,725.00 3,413.00	Psychometrist-Burbank Psychometrist
Tow, Edith	8/15/12	B-0	32,900.00	Teacher-Thoreau/Spanish
Udeh, Chinedu	8/15/12	B-0	32,900.00	Teacher-Hawthorne/Grade 4
Vachapittack, Charles	8/15/12	M-0	33,956.00	Teacher-McKinley/Grade 4
Vaughan, Elizabeth	8/15/12	B-0	32,900.00 1,645.00	Teacher-Memorial/ Special Education
VerMeer, Ryan	8/15/12	B-0	32,900.00	Teacher-Hawthorne/Grade 6
Vint, Kelsey	8/15/12	B-0	32,900.00	Teacher-Owen/Grade 1
Walker, Roderick	8/15/12	M60-7	39,045.00 5,093.00	Psychologist-Burbank Psychologist
Weatherbie, Lisa Marie	8/15/12	B-0	32,900.00	Teacher-Owen/Grade 1
Wheelus, Michael	8/15/12	B-0	32,900.00 2,289.00	Teacher-Webster/ Career Tech Vocational Education
Whelan, Mary	8/15/12	M-25	50,436.00 1,831.00 1,432.84	Counselor-Edison Counselor Additional days

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Zablocki, Catherine	8/15/12	B-4	\$ 34,500.00	Teacher-McLain Jr. High/ Speech, Drama
Zellers, Rhonda	8/15/12	B-0	32,900.00	Teacher-Hoover/ Kindergarten
Zerby, Elizabeth	8/15/12	B-0	32,900.00	Teacher-McClure/ Kindergarten
Support (Hourly):				
Compton, Rewana	7/30/12 6/30/13	MT-3	\$ 10.20 .51	Custodian-Hale Jr. High Shift differential Return from leave.
Earl, Clarinda	7/31/12 6/30/13	CA-3	10.22	Clerk-Edison
Guthery, Damon	8/17/12 5/23/13	IS-6	10.81	Paraprofessional-Central
Howeth, Glenda	7/23/12 6/30/13	CA-8	12.33	Accountability Specialist- ESC/School and District Accountability Return from leave.
Jasso, Estefania	8/06/12 5/23/13	MT-NS	7.25	Site Assistant-Eisenhower/ Before and After Care
McAlpin, Justin	8/16/12 5/23/13	TS-3	11.35	Campus Security Officer- ESC/Campus Police
Moore, Rebecca	8/15/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Pate, James	8/15/12 6/30/13	TS-9	15.80	Campus Police Officer- ESC/Campus Police
Terrio, Danielle	8/17/12 5/23/13	IS-6	10.81	Paraprofessional-Wright
Tyes, Rose	7/31/12 6/30/13	MT-10 3-CI	17.85	Craftsperson- Transportation Return from leave.

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Walker, Eric	8/16/12 5/23/13	TS-3	\$ 11.35	Campus Security Officer- ESC/Campus Police
Williams, Raquonna	8/17/12 5/23/13	MT-2	9.77	CNS Cook I-Wright
Williams, Tolbert	8/15/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Wise, Brian	8/02/12 6/30/13	MT-14	16.12	Electrical Craftsperson- Maintenance Return from leave.

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Alexander, Nadia	Counselor- Monroe, Dual Language Immersion M-7	8/09/12	\$ 36,796.00 1,830.00	\$ 36,796.00 1,830.00 2,090.70	Counselor-East Central Counselor Additional days
Atherton, Rebecca	Teacher- Carnegie/ Grade 4 B-3	8/15/12	34,100.00	35,176.00	M-3
Bayles, Tracy	Executive Director of Federal Programs and Special Projects- ESC/Finance EL-8	8/21/12	91,448.00	97,162.50	Interim Assistant Superintendent for Curriculum and Instruction/Federal Programs/and Professional Development-ESC/ Office of the Superintendent EL-10 Rate: \$112,500.00 (Pending Board approval of position)
Benigno, Stephen	Dean-McLain D-25	8/15/12	56,771.00 2,175.00	56,771.00	Teacher-Owen/ELL Dean
Bookout, Sharon	Counselor- Lanier M-25	8/15/12	51,436.00	54,044.00	M30-25
Braun, Martha	Teacher-Jones/ ELL B-20	8/15/12	45,430.00	22,215.00	Teacher-Salk/ELL Half-Time Rate: 45,430.00
Brown, Kathryn	Teacher-East Central/ Special Education B-1	8/09/12	33,300.00 1,665.00	33,300.00	Teacher-East Central/ELL Special Education

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Buckley, Shayla	Counselor- Whitney M-3	8/15/12	\$ 35,176.00	\$ 17,588.00	Counselor-Salk Half-Time Rate: \$35,176.00
Buxton, Terry	Teacher-Celia Clinton/Grade 6 B-4	8/15/12	34,500.00	17,250.00	Teacher-Robertson/ Gifted and Talented Half-Time Rate: \$34,500.00
Carter, Donna	Transition Interventionist- Central M-16 176 days	8/21/12	42,936.00	52,342.96	Assistant Principal- Central EL-3 200 days Rate: \$55,684.00
Cherry, Sharon	Teacher-Disney/ Grade 3 B-8	8/15/12	36,300.00	36,300.00 1,815.00	Special Education
Cummins, Michael	SIG Literacy Coach-East Central B-0	8/15/12	32,900.00	32,900.00 1,645.00	Teacher-Edison/ Special Education
Davis, Cynthia	Teacher- Gilcrease/ Grade 3 B-13	8/01/12	38,660.00	40,286.00	M-13
Davison, Donnie	Advisor-Tulsa MET Middle B-1	8/15/12	33,300.00 1,665.00 1,324.43	33,300.00	Teacher-Bell/ Grade 6 Alternative Education Additional days
Gardner, Dwayne	Dean-Hale Jr. High M-5	8/15/12	35,976.00 2,175.00 1,022.05	35,976.00	Teacher-Edison/ Chemistry, Science Dean Additional days
Gestland, Ramona	Teacher-Key/ Grade 4 M30-27	8/15/12	57,044.00	57,044.00 1,831.00	Staff Development Teacher-Patrick Henry Staff Development

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Gibson, Donald	Teacher- Webster/ Language Arts B-2	8/15/12	\$ 33,700.00	\$ 33,700.00 1,685.00 1,340.36	TRAICE Satellite Advisor-Webster Alternative Education Additional days
Hatfield, Sharon	Teacher- Remington/ Grade 3 B-4	8/15/12	34,500.00	35,576.00	M-4
Hill, Harmony	Teacher- Cooper/ Special Education B-2	8/15/12	33,700.00 1,685.00	33,700.00	Teacher-Cooper/ Grade 3 Special Education
Jones, Brian	Teacher-Edison/ Drivers Education M-16	8/15/12	6,800.00	36,800.00 2,175.00 1,219.77	Dean-Hale Jr. High Dean Additional days
Lazdins, Sharon	Teacher- Washington/ Science M-16 176 days	8/21/12	42,936.00	52,342.96	Assistant Principal- Washington EL-3 200 days Rate: \$55,684.00
Lovely, Kristine	Teacher-Tulsa Met High/ Special Education M30-23 Full-Time	8/15/12	51,344.00 2,567.20 2,567.20 2,002.32	25,922.00 1,258.60	Teacher-Carver/ Special Education Half-Time Rate: \$51,344.00 Alternative Education Additional days
McVay, Rana	Teacher-Edison/ Business B-13	8/21/12	38,660.00	38,660.00	College and Career Transition Specialist- ESC/College and Career Readiness
Miskell, Ryan	Teacher-McLain/ Language Arts B-1	8/15/12	33,300.00	16,650.00	Teacher-Grissom/ ELL Half Time B-1 Rate: \$33,300.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Molencupp, Victoria	Teacher- Memorial/ Special Education M-6 176 days	8/21/12	\$ 36,376.00	\$ 34,189.00 3,000.00 620.04	Principal Intern-Kerr M-6 183 days Rate: \$36,376.00 Principal Intern Additional days Special Education
			1,819.00		
Moses, Melissa	HC Finisher I- ESC/Human Capital CA-9	8/15/12	12.64/hr.	33,956.00/yr.	Teacher-Monroe/ English M-0
Mueller, Sandra	Teacher-East Central/Math B-3	8/15/12	34,100.00	35,176.00	M-3
Myers, Matt	Teacher-McLain/ Social Studies B-4	8/15/12	34,500.00	34,500.00 1,725.00 1,372.16	Teacher-Continuation School/Social Studies Alternative Education Additional days
Padalino, Thomas	Principal- Thoreau EL-5	8/21/12	90,135.00	90,135.00 3,627.40	Principal-Thoreau, Monroe Added Responsibilities
Parks, Shawn	Teacher-Early College High M60-8	8/15/12	39,645.00 1,982.25	39,645.00	Librarian-Bell Alternative Education
Parsons, Jody	Teacher-Rogers/ English M-7 176 days	8/21/12	36,796.00	45,120.00	Assistant Principal- Hale EL-3 200 days Rate: \$48,000.00
Pense, Jennifer	Principal Intern- Kerr M30-6 183 days	8/21/12	38,985.00 3,000.00	47,172.00	Assistant Principal- Skelly EL-1 190 days Principal Intern

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Pepper, LEEANNE	Teacher-KIPP/ Science B-3	8/15/12	\$ 34,100.00 10,230.00	\$ 35,176.00	M-3 Teacher-Bell/ Grade 5 KIPP Stipend
Portis, Damaris	Special Ed Advisor-Shadow Mountain B-1	8/15/12	33,300.00 1,665.00 1,665.00	33,300.00 1,665.00	Teacher-Cooper/ Special Education Alternative Education
Ralston, Kathy	CNS Manager I- Sandburgh BL-1	8/08/11	\$ 18,388.00	\$ 20,360.00	Salary Book Correction CNS Manager II- Lindbergh BL-B
Regnier, Joshua	Assistant Principal-Hale EL-3 200 days	8/21/12	48,884.00	53,433.36	Principal-East Central Jr High EL-5 12 months Rate: \$61,868.00
Ruffin, Verna	Assistant Superintendent for Curriculum and Instruction/ Special Education and Student Services EL-9	8/21/12	109,559.00	94,622.49	Interim Assistant Superintendent of Academic Achievement Zone/Special Projects/Programs- ESC/Office of the Superintendent EL-9 Rate: \$109,559.00 (Pending Board approval of position)
Schaeuble, Britni	Teacher- Grissom/ELL B-1 Half-Time	8/15/12	16,500.00	33,000.00 1,665.00	Teacher-Bell/ Special Education
Schmidt, Darin	Principal-East Central Jr. High EL-5	8/21/12	83,179.00	80,536.05	Principal-Memorial EL-7 Rate: \$93,249.00
Sligar, Judy	Teacher- Robertson/Art M60-18	8/15/12	48,785.00	48,785.00 1,219.63	Special Education, Art

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Smith, Kiana	Teacher-KIPP/ Social Studies B-1 176 days	8/21/12	\$ 33,300.00	\$ 41,530.00	Assistant Principal- Monroe EL-2 190 days
Starr, Lindsey	SIG Curriculum Tech Coach- Hale M-7	8/21/12	36,796.00	34,584.00	Principal Intern- McLain Rate: \$36,796.00
				3,000.00	Principal Intern Additional days
			6,831.00	627.20	SIG
Sutton, Sally	CNS Manager B-Thoreau BL-B	8/21/12	19,889.00	33,900.00	Area Manager-Child Nutrition Services BL-5
Thompson, Annette	Teacher-Clinton/ Gifted and Talented B-9	8/15/12	36,800.00	36,800.00 1,831.00	Staff Development Teacher-Edison Staff Development
Trotter, Anna	Librarian-Lewis and Clark M-15	8/15/12	42,216.00	43,844.00	M30-15
Wells, Peggy	Teacher- Academy Central/Special Education B-3	8/15/12	34,100.00	34,100.00	Teacher-Tulsa Met High/
			1,705.00	1,705.00	Special Education
				1,705.00	Alternative Education
				1,356.25	Additional days

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Support (Hourly):					
Bushyhead, Kendra	Clerk-Disney 181 days CA-3	7/30/12 6/30/13	\$ 10.32	\$ 10.32	Clerk-School and District Accountability
Easton, Lloyd	Warehouse Distribution Specialist 5- Materials Management MT-9	8/13/12 6/30/13	12.23	13.21	Title I Accounting Technician-ESC/ Accounting CA-11
Gaut, Mary	Paraprofessional Greeley IS-6	8/03/12 6/08/13	11.59	13.11	Autism Paraprofessional- Gilcrease IS-10
Jean-Francois, Ernest	Bus Driver MT-6 6hrs/day	8/06/12 5/23/13	10.56 .15	10.56 .30	8hrs/day Team Driver Lead
Smith, Bridget	TA-Hawthorne IS-3 170 days 6hrs/day	8/06/12 5/28/13	9.21	9.21	Clerk-Hawthorne CA-3 181 days 8hrs/day
Steward, Maurice	Bus Driver MT-6 9 months	7/23/12 6/30/13	10.56	10.56 .30	12 months Lead
Wallace, Phillip	Bus Driver MT-6 9 months	8/13/12 6/30/13	10.89	10.89	Apprentice- Transportation 12 months
Wilson, Glenda	ED Paraprofessional Gilcrease IS-10 7hrs/day	8/03/12 6/07/13	13.11	11.99	Paraprofessional- Gilcrease IS-6 6hrs/day

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Bass, Summer	8/27/12	Teacher-Jones/Pre-K	Maternity
Cutcliff, Christina	8/01/12	Teacher-Eugene Field/ Grade 2	Maternity
DeGraffenreid, Angela	8/15/12	Teacher-Celia Clinton/Pre-K	Maternity
Eby, Stacey	8/01/12	Teacher-Sequoyah/Grade 6	Child Care
Hester, Whitney	9/04/12	Teacher-Academy Central/ Grade 4	Maternity
Hurt, Megan	8/01/12	Teacher-Eugene Field/ Grade 5	Child Care
Landrum, Brittany	8/01/12	Teacher-Chouteau/ Kindergarten	Child Care
Morton, Judy	8/31/12	CNS Manager A-Springdale	Personal illness
Support (Hourly):			
Anderson, Kenneth	7/09/12	Master Craftsperson- Transportation	FMLA
Jones, Judith	8/03/12	Bus Driver-Transportation	Personal illness
Morgan, Valeria	8/13/12	Bus Driver-Transportation	FMLA
Smith, Bobby	7/23/12	Laundry Driver-Plant Operations	Personal illness
Whisman, Norma	7/02/12	CNS Cook I-Chouteau	Personal illness

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Adamson-Cox, Michelle	6/29/12	Teacher-Edison/Science
Alexander, Grace	6/29/12	Teacher-Tulsa Met/Social Studies
Anoatubby, Joy	6/29/12	Teacher-East Central/Career Tech
Bell, Tyler	6/29/12	Teacher-Edison/Math
Berry, Josh	6/29/12	TRAICE Satellite Advisor-Rogers Jr. High
Bevel, Heidi	7/23/12	Teacher-ECDC Reed/Pre-K
Brown, Joseph	6/29/12	Teacher-East Central/Social Studies
Buchanan, Melissa	6/29/12	Teacher-Carver/Math
Carter, Crystal	6/29/12	Novice Teacher Coach-Staff Development and Leadership Training
Cherry, Jim	8/03/12	Dean-Edison
Dalessandro, Brian	7/26/12	Teacher-Mitchell/Grade 5
Davenport, Jessica	6/29/12	Teacher-Hale Jr. High/Reading
Davila, Isaac	8/06/12	GIS Analyst-Transportation
Davis, Shirley	7/24/12	Teacher-Cooper/Music
Factor, James Jr.	6/29/12	Teacher-Washington/Math
Ford, Amber	7/24/12	Teacher-Mark Twain/Grade 4
Gordon, Kevin	6/29/12	Teacher-East Central/Social Studies
Harris, Zachary	6/29/12	Teacher-Clinton/Math
Hill, Kenyah	7/23/12	Teacher-Eugene Field/Grade 6
Humphries, Jessica	7/24/12	Teacher-Wright/Grade 3
Inks, Shelly	7/24/12	Teacher-Hawthorne/Grade 3
Kemp, Stacey	7/23/12	Teacher-ECDC Reed/Pre-K

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Kiss, Kimberly	6/29/12	Teacher-Webster/English
Lopez, Marcus	6/29/12	Teacher-Rogers/Science
Lyles, Jeffrey	6/29/12	Teacher-Central/Music
Madison, Jodi	6/29/12	Teacher-Memorial/Special Education
Mari, Natalie	6/29/12	Teacher-Thoreau/Spanish
Martinez, Victor	6/29/12	Teacher-Central Jr. High/Science
Miller, Kelli	6/29/12	Teacher-Edison/Gifted and Talented
Morie, Murry	6/29/12	Teacher-Thoreau/Special Education
Noshay, Michael	7/31/12	Teacher-East Central/Math, ACE Remediation
Nunes, Diana	6/29/12	Teacher-East Central/Science
Periera, Patricia	6/29/12	Teacher-Shadow Mountain/Special Education
Price, Mieke'	7/18/12	Psychologist-Burbank
Rachels-Long, Nancy	6/29/12	Teacher-Hale/Tech Ed
Sahinalp, Muge	6/29/12	Teacher-Hale/History
Schmidt, Mike	7/24/12	Teacher-Grissom, Park/Music
Schultheiss, Ali	7/23/12	Teacher-Hamilton/Grade 2
Simbeye, Christopher	6/29/12	Teacher-Hale Jr. High/ELL
Smith, Sara	7/13/12	Teacher-Mayo/Grade 3
Squyres, Christy	6/29/12	Teacher-Hale/Career Tech
Statham, Eric	6/29/12	Teacher-Edison/History
Tottress, Linda	8/20/12	Traveling Manager-Child Nutrition Services
Turnbow, MarRissa	6/29/12	Teacher-East Central/Math

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Support (Hourly):		
Adams, Lorell	5/18/12	MD Paraprofessional-McLain Jr. High
Benning, Michelle	5/24/12	Clerk-Hawthorne
Blancett, Zelenda	8/20/12	CNS Assistant-Remington
Bojas, Dionnys	8/03/12	Bus Driver Trainee
Brothers, Demetrius	7/20/12	Site Supervisor-Kendall Whittier/ Before and After Care
Chaney, Trudy	8/15/12	Bus Driver-Transportation
Charron, Jennifer	5/18/12	Paraprofessional-Wright
Cox, Shannon	5/18/12	TA-Greeley
Duncan, Daniel	5/18/12	MD Paraprofessional-Remington
Flanary, Leigh	6/07/12	TA-Eugene Field
Fulbright, Jennifer	7/20/12	Culinary Coordinator-ESC/Child Nutrition Services
Hale-White, Miesha	7/26/12	Bus Driver
Holman, Earlene	8/03/12	Custodian-Plant Operations
McCoy, Amy	5/23/12	Health Assistant-Hale Jr. High
Minter, Sumeko	8/20/12	CNS Assistant-Whitman
Oliver, Tonya	7/30/12	Clerk-Hale
Owen, Darryl	8/07/12	Carpentry Craftsperson-Maintenance
Parker, Pam	8/09/12	CNS Manager A-Carnegie
Ray, Vicky	5/18/12	Paraprofessional-East Central
Smith, Maxine	7/27/12	Bus Driver
West, Charles	8/02/12	Bus Driver Trainee

RETIREMENTS

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
Certificated/Administrative:		
Gathright, Earlene	8/24/12	Director of AP Incentive-ESC
Moses, Anita	8/07/12	Teacher-Key/Grade 3
Support (Hourly):		
Arthur, Beverly	6/07/12	MD Paraprofessional-Chouteau
Bruski, Donna	8/01/12	Clerk-Maintenance

DECEASED

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
Certificated/Administrative:		
Adams, Peggy	6/25/12	CNS Manager A - Lee

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Abraham, Janet	Foster, Rebecca	McFrazier, Mozelle
Acton, Joe	Francis, Laura	Norman, Johnnie
Aldridge, Sammye	Frazier, George	Olorunda, Margaret
Amoah, Linda	Frost, Richard	Parker, Mary Ann
A 'Neal, Sharon	Garrison, Samuel	Paschall, Jeanna
Archer, Christopher	George, Janet	Patterson, Larry
Ballard, Nora	Goddard, John	Pedersen, Eleanor
Ball-Hicks, Lorri	Goff, Carmelitha	Perdue, Melissa
Barre, Brenda	Green, Michael	Peters, Bonnie
Bartholomew, Marilyn	Griggs, Lillian	Peterson, Joyce
Bassnet, Patricia	Hale, Linda Kay	Pinney, Christy
Birdcreek, Valeta	Haley, Eddy	Pittman, Gloria
Boyaci, Sandy	Harper, Danielle	Polk, Beth
Boyd, Louise	Harmon, Jennifer	Preston, Carole
Brier, John	Harrison, Kevin	Quinn, Fran
Brown, Levi	Henny, Melowe	Richardson, Tina
Brown, Wanda	Henry, Charline	Reins, Mitchell
Buckendorf, George Mike	Hobbs, Eileen	Reins, Ray
Butler, Victoria	Holcumbrink, Carolyn	Rodgers, Robert
Campbell, Jessi	Holland, Rebekah	Rogers, Cynthia
Cobbins, Shirley	Hollingshead, Joe	Rowe, Janetta
Cody, Karen	Holman, Barbara	Schmitz, Margaret
Collins, Rosemary	Hudson, Jeff	Shreve, Robert
Conklin, Angela Katie	Humphrey, Brenda	Shreve, Vada
Cott, Kathryn	Jackson, Delana	Stockwell, Kelsey
Crenshaw, Marsha	Kasssieh, Peggy	Sumeko, Rex
Cumby, Barbara	Kelley, Roberta	Suurmeyer, Lisa
Daniels, Kezia	Kennett, Viola	Tannehill, Denise
Danley, Melody	King, Vincent	Taylor, Bridget
Darris, Kimberly	Lauen, Leland	Thurman, Lucretia
Davis, Barbara	Lee, Kaci	Tolbert, Marquita
Day, Sharon	Lemon, Janice	Toma, Matthew
Deabay, Amanda	Lewis, Willa	Valdes, Albert
Dickinson, Eunice	Louie, Jamar	Vasu, Ruth
Dine, Ruth	Martin, Nola Lorine	Wade, Donna
Dunlap, Richard	Maslanka, Ann	Ward-Biggs, Dorothea
Earl, Roger	Matthew, Charles	Washington, Jamie
Echols, Dewey	Meek, Elaine	White, Phyllis
Evans, Christine	Merrill, Amy	Wilburn, Heather
Evans, Kathleen	Morgan, Tim	Williams, Sharon
Farmer, Brenda	Morris, Jr, Haskell	Zaller, Dolores
Fitzhugh, David	Morton, Nancy	Zegart, Darla
Fleming-Lueke, Andrea	Mueller, Nancy	
Ford, Willine	Musungayi, Kazadi	

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Temporary Educational Staff

Cagle, Larry
Cooper, Mary
Cunningham, Candice
Cutting, Louise
Friebus, Steven
Gray, Naomin
Hamilton, Jessica
Hays, Barbara
Herrig, Amy
Hill, Tiffany
Kelly, Tina
Lawrence, Devin
Matlock, Lizbeth
McKinley, Amauya
Overton, Ronald
Pillow, Marcia
Rainwater, Melanie
Rogers, Stacy
Salyers, Katie
Smith, James
Vanden Bos, Denise
Waggoner, Tresa
Ward, Jessica
West, Anissa

Accompanist

Hintz, Sandra

Challenge Course Instructor

Lagola, Jessica
Reyher, Andrea

Clerks

Thomas, Margaret
Ward, Shannon

Health Assistant

Libey, Sandra

Bus Driver Trainees

Moore, Rebecca
Williams, Tolbert

CNS Workers

Acevedo, Natalie
Cruz Escobar, Marisol
Littlejohn, Latrisha
Plascencia Del Carmen, Maria
Rogers, Wendi
Potter, Evelyn
Sutton, Sally
Winn, Flordeliza

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Adjunct Teachers

Hale – 13-11-000-1000-501930-810-330000-201-07-715

Bradford Uhl, Girls Softball @ \$1,387 August 1, 2012 to November 1, 2012.

Hale – 13-11-000-1000-501930-810-330000-201-07-715

Terry Uhl, Girls Softball @ \$2,667 August 1, 2012 to November 1, 2012.

Washington- 13-11-000-1000-501930-820-330000-201-07-735

Darrell Pearson, Baseball @ \$2,171 July 23, 2012 to October 20, 2012.

Washington- 13-11-000-1000-501930-820-330000-201-07-735

Rashid Lowe, Football @ \$3,000 May 21, 2012 to May 17, 2013.

Washington- 13-11-000-1000-501930-820-330000-201-07-735

Lauren Rogers, Volleyball @ \$1,202 August 20, 2012 to December 1, 2012.

Washington- 2-11-0000-501930-820-1360-201-07-735

Keith Sells, Football @ \$2,500 August 20, 2012 to May 17, 2013.

Webster- 13-11-000-1000-501930-820-330000-201-07-740

Marchiquita Jones, Volleyball @ \$1,202 August 1, 2012 to October 30, 2012.

Webster – 13-11-000-1000-501930-810-330000-201-07-740

James Asberry, Girls Basketball @ \$5,152 October 1, 2012 to March 13, 2013.

Webster – 13-11-000-1000-501930-810-330000-201-07-740

James Asberry, Cross Country Girls @ \$1,008 August 9, 2012 October 13, 2012.

Webster- 13-11-000-1000-501930-820-330000-201-07-740

Derrick Burch, Football @ \$2,877 August 1, 2012 to December 20, 2012.

Webster- 13-11-000-1000-501930-820-330000-201-07-740

Daniel Wentz, Football @ \$3,335 August 1, 2012 to December 20, 2012.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Custodian Extra Duties – School Activity Fund #520

Pay custodians, Evelyn Arnold, Larry Sewell, Jeff McIntyre, and Floyd Ramsey @ their current rate of pay (total not to exceed \$3,800) to supervise the building on Saturday mornings from 7:00 a.m. – 12:00 p.m. for Saturday School at Edison. Will rotate to make sure one custodian per week is on duty for the 2012-2013 school year.

Dean Extra Duties – School Activity Fund #520

Pay Edison Dean, Linda Lance \$1,500 (total not to exceed \$1,500) for Saturday School Supervision during the 2012-2013 school year.

Edison Saturday School – School Activity Fund #520

Pay Edison certified staff member, Harold Slatton \$1,500 (total not to exceed \$1,500) to supervise Saturday School during the 2012-2013 school year.

Edison Building Coordinator – School Activity Fund #623

Pay Edison certified staff member, Gayle Wallace \$1,500 (total not to exceed \$1,500) to serve as Building Activity Coordinator during the 2012-2013 school year.

Edison Before and After School Supervision – School Activity Fund #520

Pay Edison certified staff member, Pamela Maness \$800 (total not to exceed \$800) for Before/After School Supervision during the 2012-2013 school year.

Hale High School – 1-11-7763-501000-1210-100-2800-414-05-715

Pay the Culinary Artist in Residence, to be named, \$25 an hour, for providing services within the Culinary Strand for the 2012-2013 school year.

Memorial Extra Duties - 11-0000-1000-501210-100-000000-413-07-725

Pay Memorial High School teacher assistant, Carol J. Plum \$2,037 (total not to exceed \$2,037) one extra hour per day for existing position during the 2012-2013 school year.

Rogers Extra Duties – School Activity Fund #520

Pay certified staff member, Rebecca Madden \$2,000 (total not to exceed \$2,000) to serve as Building Activity Coordinator for Rogers College High/Jr High School during the 2012-2013 school year.

Rogers Saturday School – School Activity Fund #520

Pay certified staff member, Rolayna Daniels \$1,500 (total not to exceed \$1,500) to supervise Saturday School at Rogers during the 2012-2013 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Rogers Parent Facilitator – School Activity Fund #520

Pay support staff member, Cyndi Hulen \$3,000 (total not to exceed \$3,000) to perform extra duties as a parent facilitator at Rogers College High during the 2012-2013 school year.

Tutoring of homeless children - 11-5960-1000-501700-425-000000-415-05-093-5960

Pay certified staff to be named @ \$23/hr. (total not to exceed \$50,000), for after-school tutoring in homeless shelters and TPS schools July 1, 2012 through June 30, 2013. Funding is through the McKinney-Vento grant.

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

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

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

August 6, 2012 Agenda, page 45 – Correct site and add additional days.

Elections

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Fuentes, Sean	8/15/12	B-0	\$ 32,900.00	Teacher-Phoenix Rising/ Math
			1,645.00	Alternative Education
			1,308.52	Additional days

August 6, 2012 Agenda, pages 45 and 46 – Add additional days.

Elections

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Lanier, Garner	8/15/12	B-0	\$ 32,900.00	Teacher-Tulsa Met/ Science
			1,645.00	Alternative Education
			1,308.52	Additional days
Melewski, Jenna	8/15/12	B-0	32,900.00	Teacher-Tulsa Met/ Social Studies
			1,645.00	Alternative Education
			1,308.52	Additional days
Morris, Nathaniel	8/15/12	B-0	32,900.00	Teacher-Tulsa Met/ History
			1,645.00	Alternative Education
			1,308.52	Additional days
Schroepfer, Claire	8/15/12	B-0	32,900.00	Teacher-Tulsa Met/ Special Education
			1,645.00	Alternative Education
			1,308.52	Additional days

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

August 6, 2012 Agenda, page 49– Correct site.

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
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Certificated/Administrative:

Alford, Romeo Jr.	Assistant Principal- TRAICE EL-2 190 days	8/03/12	\$63,592.00	\$65,826.00	200 days
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SUPPORTING INFORMATION

INFORMATION ITEM G-17

POSITION CREATIONS/DELETIONS

Administrative/Certificated:

Create:

Position	Salary/Grade	Duties
Principal Coach for Leadership Development-ESC/Teacher and Leader Effectiveness <i>Annual Budget Impact:</i> \$61,800 min. – \$92,600 max. <i>Funding Source:</i> 11-5410-2213-1110-000- 000000-xxx-05-093-5410	EL-5 12 months	Assist the school leader in goal setting activities. Gather preassessment data, set individual development goals and monitor growth through mid-year and end-year progress assessments. Build the new school leader's capacity to take ownership for continuous independent and collaborative professional growth. Provide high quality, relevant professional development for new principals through New Principal academy modules and study groups. Collaborate with the Teacher and Leader Effectiveness office, Professional Development and others to insure the delivery of high-quality, job-embedded, just-in-time professional learning for District and school administrators. Complete Blended Coaching training and apply blended coaching strategies and tools in service to new principals. Support the creation, development and implementation of monthly principal professional learning communities, PLC's, across TPS. Facilitate PLC participants learning, using targeted strategies, professional best practices and current research-based literature.

Creations/Deletions – Continued

Support:

Create:

Position	Salary/Grade	Duties
<p>Bookkeeper-Child Nutrition Services</p> <p><i>Annual Budget Impact:</i> \$26,437 min. – \$35,610 max.</p> <p><i>Funding Source:</i> 22-3850- 3120- 501210- 700- 000000- 609-03- 053</p>	<p>CA-11 \$12.71/hr. to \$17.12/hr. 12 months</p>	<p>Prepare all contracts and complete all accounting for them which includes invoicing and receiving payments. Compile all snack program counts, submit claim for federal reimbursement, invoice and receive payments for any non reimbursed snacks. Receive all invoices for direct vendors, compare to statements and process for payment. Compile all Summer Feeding meal counts and submit claim for reimbursement. Submit annual application for fresh fruit and vegetable program, entering claims for reimbursement and also disperse funding for each approved site and other approved purchases. Invoice all catering functions and receive payments. Complete deposits for all revenue. Provide income for all revenue and costing for all direct vendors for year-end reporting. Communicate State Department mandates for department accounting. Represent department with State Department of Education as authorized representative.</p>

Delete:

Position	Salary/Grade	Duties
<p>Assistant Bookkeeper-Child Nutrition Services</p> <p><i>Annual Budget Impact:</i> \$19,989min. – \$26,603max.</p> <p><i>Funding Source:</i> 22-3850- 3120- 501210- 700- 000000- 609- 03- 053</p>	<p>CA-5 \$9.61/hr. to \$12.79/hr. 12 months</p>	<p>Prepare all contracts and complete all accounting for them which includes invoicing and receiving payments. Compile all snack program counts, submit claim for reimbursement, invoice and receive payments for any non-reimbursed snacks. Invoice all catering functions and receive payments. Complete deposits for all revenue. Provide income for all revenue and costing for all direct vendors for year-end reporting.</p>

Certificated/Administrative - Continued

Create:

Position	Salary/Grade	Duties
<p>Assistant Superintendent for Academic Achievement Zone/Special Programs/ Projects – ESC/ Office of the Superintendent</p> <p><i>Annual Budget Impact:</i> \$83,100 min. – \$124,700 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110- 000-000000-107-06-070</p>	<p>EL-9 12 Months</p>	<p>Provide support for the school turnaround efforts of all schools in the Achievement Zone and oversee the implementation of special District projects/programs. Monitor all efforts to ensure improved student achievement in the Academic Achievement Zone. Build the instructional capacity of the principal and teachers, resolve situations between schools and parents that are not resolved at the building level. Collaborate with network support team concerning curriculum, program implementation, and policies/ regulations. Collaborate with community stakeholders regarding development of the Academic Achievement Zone. Provide bold leadership and innovative management for the staffing, activities, program implementation, and professional development associated with the Achievement Zone. Will provide support and professional development to principals, leadership teams, professional learning communities, community engagement, and leadership networking meetings. Extensive knowledge, experience, and successful implementation of strategic planning, school improvement plan implementation, as well as knowledge of research and principles of school turnaround is required.</p>

Delete:

Position	Salary/Grade	Duties
<p>Assistant Superintendent for Curriculum and Instruction/Special Education and Student Services</p> <p><i>Annual Budget Impact:</i> \$83,100 min. – \$124,700 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110- 000-000000-107-06-070</p>	<p>EL-9 12 Months</p>	<p>Assist the Superintendent in providing effective leadership in developing and a translating exemplary curricular goals and educational programs into meaningful learning experiences for students.</p>

Certificated/Administrative - Continued

Create:

Position	Salary/Grade	Duties
Assistant Superintendent for Curriculum and Instruction/Federal Programs/Professional Development – ESC/ Office of the Superintendent <i>Annual Budget Impact:</i> \$89,500 min. – \$134,300 max. <i>Funding Source:</i> 11-0950-2340-501110- 000-000000-106-05-0950	EL-10 12 Months	Provide direction for the development and implementation of an instructional program consistent with the District strategic plan. Oversee and supervise curriculum development and alignment, selection of instructional materials, implementation of formative assessments and appropriate professional development. Oversee and supervise development, implementation, and evaluation of all grants. Oversee and supervise professional development to ensure research-based best practices are aligned to District strategic objectives and grounded in adult learning research. Develop the annual preliminary budget for the department; analyze and review budgetary and financial data; control and authorize expenditures in accordance with established limitations. Supervise and evaluate performance of assigned staff.