



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, September 17, 2012**, at 6:30 PM , in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

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

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

A. OPENING EXERCISES

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

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

- C-1. Superintendent's special presentations and awards.
- C-2. Seating of Board Member for District Number 4

Mr. Eric Wade will administer the Oath of Office to Ms. Bobbie Gray, the newly appointed Board member for Election District Number 4.

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

Regular Meeting
August 6, 2012

E. CONSENT AGENDA - Motion and vote on recommendation.

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

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS/CONCERNS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NON-ROUTINE ITEMS REQUIRING BOARD ACTION

- L-1. Receive the Superintendent's written recommendation for the dismissal of Darin Gammill from the Tulsa School District and vote on motion to set a hearing date, time and place to take action on said recommendation and to authorize the Clerk of the Board of Education to notify Darin Gammill of the hearing date, time and place. If relevant the Board will consider and vote to accept any employee resignation that has been submitted since the last Board of Education meeting.

M. NEW BUSINESS

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

N. ANNOUNCEMENTS

The next regular scheduled meeting of the Board of Education will be held on Monday, October 1, 2012, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

O. MOTION AND VOTE TO ADJOURN

E. CONSENT AGENDA - Motion and vote on recommendations

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

ITEMS LISTED BELOW SUBMITTED BY ASSOCIATE SUPERINTENDENT FOR ELEMENTARY SCHOOLS, DR. PHYLLIS LOVETT

- E-1.** RECOMMENDATION: Enter into an operating agreement with the Department of Human Services (DHS) beginning July 1, 2012, and ending June 30, 2013, for the District to provide before and after care services to qualifying students at Monroe Demonstration Academy.

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.

REQUISITION NUMBER: 41300205

RATIONALE: DHS pays the District's Before and After Child Care Program service fees to provide care for students who qualify for DHS aid.

- E-2.** RECOMMENDATION: Enter into a merchant card processing agreement with SafeSave Payments, TransFirst ePayment Services, and the Columbus Bank and Trust Company as a credit card payments clearing processor for the District's Before and After School Child Care.

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 cost not to exceed \$25,000 will be paid from the General Fund, 11-0390-3300-506190-000-000000-000-16-039. The fees will be billed per transaction based on a negotiated transaction fee for credit cards and e-checks.

REQUISITION NUMBER: 41300208

RATIONALE: The Before and After Care Program will no longer accept payments on site for tuition and co-payments. Adding the new credit card payment option to the existing EZ-Care 2 software will allow customers optionally to (a) pay for their child care from the District's website; (b) will let the District bill customers via email, and (c) let the customers pay their bill via a "click to pay" feature in the email billing.

E-3. RECOMMENDATION: Enter into a contract with Community Action Project of Tulsa County, Inc. (CAP) to implement Oklahoma Parents as Teachers program, including, but not limited to, applying to the Oklahoma State Department of Education for the Oklahoma Parents as Teachers (OPAT) Grant requesting funding for \$97,618.79 to partially fund the OPAT program, which will require a 25 percent match of cash or in-kind services by the District.

FURTHER RECOMMEND: The attorneys for the School District prepare the appropriate contract and that the proper officers of the Board of Education be authorized to execute the contract on behalf of the School District, and that the proper administrative officials of the District be authorized to submit the grant application.

COST AND FUNDING: The total cost not to exceed \$21,000 will be paid from the General Fund. The cost to the District is estimated based on the in-kind services provided to Parents As Teachers from the District. These services include the use of the Burroughs cottage, custodial services, accounting services, and District administration oversight and support.

REQUISITION NUMBER: 41300217

RATIONALE: The program is primarily funded through the Oklahoma Parents as Teachers (OPAT) grant. CAP, a local anti-poverty and Head Start agency, has been a longtime partner in serving Early Head Start and Head Start Children in the District. They serve children and families in the birth to three age group as identified in the OPAT grant requirements. The District's Parents as Teachers program in collaboration with CAP staff served 230 families and 277 children through personal visits, group meetings for families and screenings during the 2011-2012 school year.

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

E-4. RECOMMENDATION: Enter into a contract with Park Inn Tulsa Airport hotel to host Memorial High School's Military Ball on April 12, 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 \$4,000 will be paid from Memorial school's activity fund # 564.

RATIONALE: The Military Ball has been held annually for over 18 years. Approximately 150 student cadets and guests will attend the ball and is the culminating activity for students participating in JROTC.

E-5. RECOMMENDATION: Enter into a contract with the Homebuilders Association of Tulsa to host Memorial High School's Holly Ball dance on December 15, 2012.

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

COST AND FUNDING: Total cost not to exceed \$2,500 will be paid from Memorial's school activity fund #878.

RATIONALE: The Holly Ball dance has been held annually for over 25 years. Approximately 400 Memorial students and their guests attend each year.

E-6. RECOMMENDATION: Approve Edison Preparatory High School students (to be named) to travel to Hefei, China, and the three major cities of Shanghai, Beijing and Xian, March 16-29, 2013.

COST AND FUNDING: The total cost not to exceed \$1,000 will be paid from Edison's school activity fund #823. Cost per student is estimated at \$3,500 and will be paid by parents/guardians directly to Education First (EF) Tours. EF Tours will be responsible for providing transportation, lodging, food and curriculum.

RATIONALE: The trip will give students a glance into a wonderful and established culture that is over 5,000 years old. They will have the opportunity to live with a host family, attend school in China and see how the Chinese people live.

E-7. RECOMMENDATION: Approve immersion students from Thoreau Demonstration Academy to travel to Amiens, France, to participate in an exchange program, May 24-June 15, 2013.

COST AND FUNDING: There is no cost to the District. Cost not to exceed \$3,000 per student will be paid by the parent/guardian directly to the vendors (travel agent, etc.).

RATIONALE: Thoreau has offered an exchange program every year or every other year since the school reopened. Students will live with French families, attend school and immerse themselves in the French culture.

E-8. RECOMMENDATION: Approve Washington High School's choir to travel to Orlando, Florida, to participate in the Lonestar Showcase of Music Choir Festival, March 5-10, 2013.

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

RATIONALE: Students will be given an opportunity to compete at the national level. This will be Washington's fifth year to compete in nationals.

E-9. RECOMMENDATION: Enter into a contract with Director's Choice Tour & Travel to provide transportation, lodging, meals and registration for Washington choir students participating in the Lonestar Showcase of Music Choir Festival, March 5-10, 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 \$60,000 will be paid from Washington's school activity fund #566.

RATIONALE: Students will be given an opportunity to participate in a choral competition and performances with other schools across the nation, receive feedback from choral clinicians, and to receive exposure to possible scholarships and job opportunities.

ITEMS LISTED BELOW SUBMITTED BY INTERIM ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION/FEDERAL PROGRAMS/PROFESSIONAL DEVELOPMENT, MRS. TRACY BAYLES

E-10. RECOMMENDATION: Enter into contract with Battelle for Kids (BFK) to provide an extensive principal coaching program for School Improvement Grant (SIG) principals. BFK will begin a ten-month engagement, beginning in September 2012, to provide comprehensive coaching for principals, including exploration and goal setting to identify indicators of success, ongoing coaching and support for principals, and sharing best practices across schools.

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 \$84,007.50 will be paid from the School Improvement Grant Fund as follows.

11-5370-2573-503200-494-000000-000-05-530-5370 (\$20,000)

11-5370-2573-503200-494-000000-000-05-705-5370 (\$20,000)

11-5370-2573-503200-494-000000-000-05-710-5370 (\$24,007.50)

11-5370-2573-503200-494-000000-000-05-715-5370 (\$20,000)

REQUISITION NUMBER: 41300206

RATIONALE: Effective leadership is essential to the success of a school. To help school leaders have an acute understanding of school turnaround and to assist SIG principals to reach their full potential, the District, using School Improvement Grant funds, will support and develop these individuals through actionable, job-embedded strategies, customized coaching, and opportunities to collaborate with colleagues. BFK's staff, including former superintendents, school leaders and other education professionals, brings a wealth of experience and expertise around data-driven improvement, human capital management practices, instructional coaching, and a number of other key areas to assist SIG principals reach their full potential. In addition, through BFK's established relationship with the District, an understanding of the District's values, goals, expectations, and school-reform context will drive all coaching supports.

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

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

E-11. RECOMMENDATION: Purchase and install a digital two-way radio infrastructure from Total Radio, Inc., Tulsa, Oklahoma, for the Transportation Department.

COST AND FUNDING: Total cost not to exceed \$150,000 will be paid from the Facility Bond Fund, 31-1215-4700-507320-000-000000-000-12-003.

RATIONALE: The purchase will enable compliance with the Federal Communications Commission (FCC) narrow banding mandate. The deadline for compliance is January 1, 2013. This will also allow for the future purchase of digital radios which include Global Positioning Software (GPS) aligning with the District's strategic goal of safe and secure schools.

E-12. RECOMMENDATION: Award contracts for construction of the new athletic facility at Memorial High School to the lowest responsible bidders as follows.

Site Work	Contech	\$815,000
Earthwork	Contech	\$401,000
Site Utilities	Paragon	\$282,000
		\$1,498,000

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

RATIONALE: The new fieldhouse is part of the approved 2010 bond issue.

E-13. RECOMMENDATION: Approve Amendment No. 1 to the construction management contract with Flintco, Inc. establishing the guaranteed maximum price (GMP) for the construction of the athletic facility at Memorial High School.

Allowances	\$55,000.00
General Conditions	\$90,293.18
Management Fees	\$48,874.41
Owner's Contingency	\$37,000.00
Reimbursables	\$166,870.00
Trade Contracts	\$1,498,000.00
Total GMP	\$1,896,037.59

FURTHER RECOMMEND: The attorney 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 \$1,896,037.59 will be paid from the Facility Bond Fund, 31-1250-4700-504500-000-000000-000-12-725.

RATIONALE: The contract for construction manager at risk to Flintco, Inc. was approved on the April 2, 2012, Agenda, item E-15. This project is part of the 2010 bond issue.

E-14. RECOMMENDATION: Assign contracts for the construction of the athletic facility at Memorial High School to the construction managers at risk on the project, Flintco, Inc.

RATIONALE: The individual awarded contracts will be encumbered as one contract to Flintco, Inc., the construction managers at risk on the project.

E-15. RECOMMENDATION: Purchase replacement rooftop HVAC units from Lennox Industries for Grissom and Park elementary schools.

COST AND FUNDING: Total cost not to exceed \$129,298 (\$58,918 for Park and \$70,380 for Grissom) will be paid from the Facility Bond Fund, 31-1270-4700-504530-000-000000-000-12-XXX.

RATIONALE: The existing equipment is not functioning properly and needs to be replaced with an updated system.

E-16. RECOMMENDATION: Enter into a contract with Tulsa Educare, Inc. for the use of 16 rooms located at the new early childhood center facility, 2190 S. 67th E. Ave. The lease includes those terms and conditions set forth in the memorandum of understanding between the District and Tulsa Educare, Inc., approved on the December 16, 2010, Agenda, item F-1.

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.

RATIONALE: The use of this facility will assist in the continued improvement of the District's early childhood education programs by providing high quality early childhood education to at-risk Tulsa children from birth through age three.

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

E-17. 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 2012-2013.

E-18. RECOMMENDATION: Approve Qualified Assignment Agreement in a workers' compensation claim, Carl McBurl v. ISD #1 of Tulsa County, Oklahoma, WCC No. 2009-02194A.

COST AND FUNDING: The total cost not to exceed \$14,744.74 will be paid from the Workers' Compensation Fund, 83-0000-7400-508900-000-000000-000-04-041.

RATIONALE: The agreement will allow for the purchase of an annuity policy from Metropolitan Life Insurance Company to make the periodic payments as outlined in the workers' compensation compromise settlement.

E-19. RECOMMENDATION: Authorize the supervisors of speech pathologists, nurses, and school psychologists to evaluate their respective staff members who are classified under state law as "teachers" using the appropriate Tulsa model rubrics.

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

RATIONALE: Pursuant to Title 70, section 6-101.10 of the Oklahoma Statutes, this authorization will enable the individuals who are most aware of the daily duties and responsibilities of speech pathologists, nurses, and school psychologists to evaluate staff members.

ITEMS LISTED BELOW SUBMITTED BY CHIEF INFORMATION AND OPERATIONS OFFICER, MR. BEN STOUT

E-20. RECOMMENDATION: Purchase special engine lubricants from MC Petroleum, Pryor, Oklahoma, for the Transportation Department, during the 2012-2013 school year, in accordance with the terms and conditions of the Request for Proposal , RFP No. 13004.

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

REQUISITION NUMBER: 11300563

RATIONALE: The continued use of specialized lubricants reduces frequency of oil changes and extends engine life substantially, resulting in significant labor, engine repair/replacement, and lubricant savings.

E-21. RECOMMENDATION: Enter into a contract with YP, Olivette, Missouri, for the annual Yellow Pages subscription as specified for FY 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 of approximately \$348 will be paid from the General Fund, 11-0000-2620-505320-000-000000-000-02-057.

REQUISITION NUMBER: 41300230

RATIONALE: YP Yellow Pages, formerly AT&T Advertising Solutions, list the phone numbers and addresses for each school in the District.

F. ACTION AGENDA - Motion and vote on each recommendation

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

F-1. RECOMMENDATION: Postfact approval to enter into a contract with State Farm to sponsor the 2012 State Farm Classic Football Game between East Central and Washington high schools held on September 14, 2012, at the East Side Sports Complex.

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. State Farm will be making donations and scholarship awards to each school.

RATIONALE: State Farm is highlighting two of the District's high school football programs while encouraging the spirit of sportsmanship. Because information was presented to the District at a late date which requires review and approval, this item is being submitted on the Action Agenda.

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

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

F-2. RECOMMENDATION: Adopt a resolution declaring an emergency pursuant to the provisions of Section 130 of the Oklahoma Public Competitive Bidding Act of 1974 in order to effect emergency demolition and removal of the fire-damaged structure formerly known as Barnard Elementary School, 2324 East 17th Street, Tulsa, Oklahoma.

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

RATIONALE: This will be necessary to expedite the demolition of the Barnard structure.

G. INFORMATION AGENDA

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

G-1. RECOMMENDATION: Enter into a contract with Camp Waluhili for Edison Preparatory School seniors to participate in a college information trip to Camp Waluhili, Chouteau, Oklahoma, October 13, 14 & 15, 2012.

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

COST AND FUNDING: The total cost not to exceed \$10,000 will be paid from Edison's school activity fund #878.

RATIONALE: This is the fifth year that seniors will take this trip with intentions to continue a tradition to promote further education about college and to prepare students for the next step in life. A panel of representatives and school counselors from surrounding colleges and institutions will speak to students about admission, financial aid, scholarships, extracurricular activities and general information about the freshman year of college.

G-2. RECOMMENDATION: Enter into a contract with the Park Inn Hotel to provide a room and catering for East Central High School's Military Ball, March 29, 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 \$2,500 will be paid from East Central's school activity fund #564.

RATIONALE: Approximately 150 student cadets and guests will attend the annual Military Ball, which is the culminating activity for students participating in JROTC.

G-3. RECOMMENDATION: Enter into a contract with the Summit Club to host Memorial High School's senior prom, May 11, 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 \$9,000 will be paid from Memorial's school activity fund #878.

RATIONALE: The senior prom is a celebration by students and parents for the completion of 12 years of school.

G-4. RECOMMENDATION: Enter into an agreement with The Color Creek, Chattanooga, Tennessee, to provide hooded sweatshirts for East Central High School students and staff 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 cost not to exceed \$1,975.50 will be paid from East Central's school activity fund #570.

RATIONALE: The hooded sweatshirts will become part of East Central's uniform policy. The school's mascot and name will be printed on front and resold to students and staff.

ITEMS LISTED BELOW SUBMITTED BY INTERIM ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION/FEDERAL PROGRAMS/PROFESSIONAL DEVELOPMENT, MRS. TRACY BAYLES

- G-5.** RECOMMENDATION: Submit an application for a one-year renewal of the Districtwide waiver to Standard VII concerning staffing of school library media centers.

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

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

RATIONALE: Originally granted on June 29, 1999, and renewed in 2011, the waiver allows the District to create an Intern Library Media Specialist Program and "grow our own" librarians in a time of national and statewide shortages of certified library media professionals.

- G-6.** RECOMMENDATION: Enter into a technical assistance agreement with the Intercultural Development and Research Association (IDRA) to support the Title III program in a process of strategic planning and program development during the 2012-2013 school year.

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: There is no cost to the District.

REQUISITION NUMBER: 41300240

RATIONALE: The Intercultural Development and Research Association (IDRA) will collaborate with the Title III office and stakeholders in the District to create a strategic plan and development of the Title III program to support the needs of English Language Learners (ELL) students, families, community members, teachers, and administrators across the District. Planning and development will be based on the Title III Compliance Review completed by IDRA during the 2011-2012 school year as well as through feedback from various stakeholders in the District.

G-7. RECOMMENDATION: Enter into a contract with Kim Collier, Educational Consulting Services, Edmond, Oklahoma, for the 2012-2013 school year to provide 19 additional days of support in technical assistance for professional development services to Clinton Middle School for site leadership teams and site coaching for the principal and staff.

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: The total cost not to exceed \$19,000 will be paid from the School Improvement 1003 (SIG) Grant Fund, 11-5370-2213-503200-494-000000-000-05-530-5370.

REQUISITION NUMBER: 41300004

RATIONALE: After further consultation, Clinton Middle School has elected to utilize carryover funds to add 19 days to the existing contract with Educational Consulting Services. The goals of this project are for Educational Consulting Services to work collaboratively with Clinton Middle School and other entities by providing additional technical assistance, data driven decision making, professional development, coaching, and management advice utilizing the transformation model in order to improve academic achievement by focusing on effective instruction and increased student learning and to create a cohesive community.

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

G-8. RECOMMENDATION: Enter into an agreement with the PSO Parade of Lights Parade Board to participate in the 2012 PSO Tulsa Holiday Parade of Lights.

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 a \$55 entry fee will be paid from the Education Service Center/Activity - Pepsi fund, #584.

RATIONALE: The PSO Parade of Lights will be held on Saturday, December 8, 2012. Tulsa Public Schools will create a float with materials provided by the Maintenance Department.

G-9. RECOMMENDATION: Enter into individualized education plans (IEP) service agreements with the following Oklahoma school districts to provide a Free Appropriate Public Education (FAPE) for certain students for whom they are unable to do so.

Union Public Schools	Student A
Skiatook Public Schools	Student B
Keystone Public Schools	Students C and D

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

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

RATIONALE: An IEP service agreement between two districts is entered into when the student's resident district is unable to provide FAPE. The resident district maintains all legal, financial, and transportation obligations for their student and pays tuition to the receiving district. The student is counted on the resident district's child count and the resident district receives average daily attendance (ADA) for their student. The receiving district will invite the resident district to all meetings regarding the provision of FAPE for their student.

G-10. RECOMMENDATION: Enter into an agreement with the City of Tulsa/Veterans Day Parade Committee to participate in the 2012 Veterans Day Parade.

FURTHER RECOMMEND: The attorney's 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.

RATIONALE: The Veterans Parade will be held on Monday, November 12, 2012. The District will create a float with materials provided by the Maintenance Department.

G-11. RECOMMENDATION: Revise School Board Policies as listed.

- 2607 - Student Discipline
- 6501 - Internet Protection and Safety

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

RATIONALE: Revision of Policy 2607 - Student Discipline serves to update policy to align with current internal procedures. Revision of Policy 6501- Internet Protection and Safety is expanded to meet the current needs of technology and Internet use within the educational setting.

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

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

- G-12.** RECOMMENDATION: Increase the contract with Murray Womble, Inc., approved on the November 21, 2011, Agenda, item E-17, to replace the auditorium seating at Nimitz and Memorial junior high schools, and Chouteau and Gilcrease elementary schools. Change Order Number One

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

COST AND FUNDING: The total cost not to exceed \$323,843 (an increase of \$31,694) will be paid from the Classroom bond fund 38-3215-4700-504500-000-000000-000-12-XXX.

REQUISITION NUMBER: 41200023

RATIONALE: The scope of work was expanded to include additional chairs in dire need of replacement.

- G-13.** RECOMMENDATION: Enter into a contract with Cottons Trucking, Inc., the lowest responsible bidder, for the new parking lot at Kerr Elementary School.

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 \$49,734 will be paid from the Facility Bond Fund, 31-1212-4700-504550-000-000000-000-12-252.

REQUISITION NUMBER: 41300239

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

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

G-14. RECOMMENDATION: Approve the following teachers for adjunct status of one class.

Nancy Riphahu	Sixth Grade Music	Hamilton Elementary
Melissa Guinn	Sixth Grade Art	Penn Elementary
Judy Sligar	Sixth Grade Art	Robertson Elementary
Linda Curtis	Sixth Grade Art	Salk Elementary

COST AND FUNDING: There is no cost to the District, however each teacher must make application for Adjunct status and pay a \$25 dollar application fee to the (OSDE) Oklahoma State Department of Education.

RATIONALE: All teachers must hold a valid Oklahoma teaching certificate and be "highly qualified" to teach in that field according to the No Child Left Behind Act. An elementary teaching certificate is valid for grades first through eighth if the teacher is considered a self-contained teacher in an elementary school setting. If a teacher is teaching in an area in which they are not considered self-contained, the teacher must hold the "subject matter" certificate. i.e.: Art/Music. Teachers must hold "highly qualified" status to teach one subject area class outside of their elementary certification. The above teachers possess "elementary" certification and are qualified to teach one class of a specific subject outside their area by adjunct status per the Oklahoma State Department of Education.

G-15. RECOMMENDATION: Approve position creations/deletions.

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

SUPPORTING INFORMATION

CONSENT ITEM E-17

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Badgwell, Edie	8/15/12	M-13	\$ 40,286.00	Teacher-McKinley/Pre-K
Barr, Reanna	8/23/12	B-0	31,778.41	Teacher-Emerson/Grade 6 Rate: \$32,900.00
Blackwood, Kathy	8/15/12	B-21	22,565.00	Teacher-Robertson/Music Half-Time Rate: \$45,130.00
Bowen, Kristen	8/15/12	B-0	32,900.00	Teacher-Lee/Grade 1
Butler, Delois	8/15/12	M30-27	56,044.00 1,831.00	Counselor-Penn Counselor
Campbell, Kelsey	8/15/12	B-0	32,900.00	Teacher-Hawthorne/ Kindergarten
Chang, Choua	8/20/12	B-0	32,900.00	Teacher-McKinley/Grade 5 Rate: \$32,900.00
Collins, Mary	8/22/12	B-0	31,965.34	Teacher-Hawthorne/Grade 2 Rate: \$32,900.00
Cottrell, Lisa	8/15/12	B-0	32,900.00	Teacher-Hamilton/Grade 2
Dowling, Sadelina	8/23/12	B-4	33,323.86	Teacher-McClure/ Kindergarten Rate: \$34,500.00
Eddleman, Erin	8/15/12	B-0	32,900.00	Teacher-Skelly/Grade 5
Evans, Samantha	8/15/12	B-0	32,900.00	Teacher-Disney/Grade 3
Fixico, Rachel	8/28/12	B-0	30,929.94	Teacher-Kendall Whittier/ Grade 4 Rate: \$32,900.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Garrison, Elizabeth	8/20/12	B-16	\$ 39,504.95 1,975.25	Teacher-Sequoyah/ Special Education Rate: \$40,190.00
Gibbs, Sonya	8/21/12	B-0	32,152.27	Teacher-Hawthorne/ Grade 1 Rate: \$32,900.00
Gibson, Cara	8/23/12	B-0	31,788.41	Teacher-Lee/Grade 4 Rate: \$32,900.00
Gray-Fox, Naomi	8/15/12	B-0	32,900.00	Teacher-Hawthorne/ Grade 2
Hale, Amy	8/27/12	B-0	31,404.54	Teacher-Hawthorne/ Kindergarten Rate: \$32,900.00
Henderson, Larry	9/04/12	M-9	35,115.38	Teacher-Hale Jr. High/ Science Return from leave. Rate: \$37,916.00
Hill, Lorie	8/15/12	B-20	45,430.00 2,271.50	Teacher-Hale Jr. High/ Special Education Return from leave.
Hollas, Bonnie	8/15/12	B-3	34,100.00 1,705.00	Teacher-Wright/ Special Education
Jackson, Elizza	8/15/12	B-1	33,300.00	Teacher-MacArthur/ Kindergarten
Johnson, Sarah	8/15/12	B-0	32,900.00	Teacher-Hawthorne/ Grade 2
Kelley, Trina	8/15/12	B-0	32,900.00	Teacher-MacArthur/ Grade 6
Lawrence, Devin	8/15/12	B-7	35,700.00 1,831.00	Staff Development Teacher-Celia Clinton Staff Development
Lopez, Stephanie	8/15/12	B-0	32,900.00	Teacher-Cooper/Grade 5

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Lowe-Barre, Etta	8/15/12	M60-19	\$ 24,667.50 1,233.38	Teacher-McClure/ Special Education Half-Time Rate: \$49,335.00 Return from leave.
Mason, Christy	8/15/12	B-0	32,900.00	Teacher-Eisenhower/ Grade 3
Mass, Cheryl	9/04/12	B-20	41,148.24	Teacher-Springdale/ Grade 2 Return from leave. Rate: \$44,430.00
Maxwell, Gwendolyn	8/23/12	B-23	22,278.69	Teacher-Hawthorne/ Gifted and Talented Half-Time Rate: \$46,130.00
McClellan, Georgianna	8/28/12	B-0	30,929.94	Teacher-Whitman/ Grade 4 Rate: \$32,900.00
McCollum, Kristen	8/24/12	M-0	32,605.48 1,697.80	Speech Pathologist-Bell Speech Pathologist Rate: \$33,956.00
McHugh, Nadine	8/15/12	D-25	56,771.00 2,838.55	Teacher-Salk/ Special Education
Meachem, Katera	8/15/12	B-4	34,500.00	Teacher-Washington/ Math Return from leave.
Megli, Tracy	8/15/12	B-20	22,215.00	Teacher-MacArthur/Music Half-Time Rate: \$44,430.00
Morton, Judy	9/14/12	BL-B	21,372.60	Child Nutrition Services (CNS) Manager B- Springdale Return from leave. Rate: \$23,995.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Mosier, Robert	8/22/12	B-0	\$ 31,965.34	Teacher-Hawthorne/ Grade 5 Rate: \$32,900.00
Mynatt, Terri	8/23/12	B-7	34,482.95	Teacher-Springdale/ Kindergarten Rate: \$35,700.00
Nunn, Michael	8/23/12	M-8	36,130.80 1,806.54	Teacher-McKinley/ Special Education Rate: \$37,406.00
Pendergrass, Janece	8/16/12	B-0	32,713.07	Teacher-ECDC Bunche/ Pre-K Rate: \$32,900.00
Perkins, Joyce	8/15/12	M-0	33,956.00 1,697.80	Teacher-Burroughs/ Special Education
Pillow, Marcia	8/15/12	B-15	40,190.00 2,009.50	Teacher-Peary/ Special Education
Poole, Leslie	8/15/12	B-0	32,900.00	Teacher-Hawthorne/ Grade 5
Prater, Dorothea	8/15/12	B-23	47,130.00 2,356.50	Teacher-ECDC Reed/ Special Education
Rainwater, Melanie	8/15/12	B-0	32,900.00	Teacher-Hawthorne/ Kindergarten
Ricks, Chelsea	8/15/12	M-0	33,956.00	Teacher-Skelly/Grade 3
Rogers, Elisha	8/15/12	B-0	32,900.00	Teacher-Kerr/ Grade 4
Rogers, Stacy	8/15/12	M-1	17,183.00 915.50	Counselor-Cooper Counselor Half-Time Rate: \$34,366.00
Salyers, Katie	8/15/12	B-0	32,900.00	Teacher-Celia Clinton/ Grade 1

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Smith, James	8/15/12	M30-9	\$ 39,034.00 2,175.00 1,108.92	Dean-McLain Jr. High Dean Additional days
Smith, Mary	9/04/12	B-23	43,648.80	Teacher-Columbus/ Grade 3 Return from leave. Rate: \$47,130.00
Smith, Michelle	8/01/12	B-0	32,900.00	Teacher-McClure/ Grade 5
Southern, Carrie	8/20/12	M-5	35,362.77 1,831.00	Counselor-McClure Rate: \$35,976.00 Counselor
Spurlock, Amelia	8/15/12	B-0	32,900.00	Teacher-Cooper/ Pre-K
Thomas, Holly	8/17/12	B-0	32,526.00	Teacher-McKinley/ Grade 3 Rate: \$32,900.00
Trochez, Amber	8/15/12	B-0	34,964.00	Teacher-Lindbergh/ Grade 3
Turner, Kenya	8/15/12	M-0	33,956.00	Counselor-Hawthorne
Vanden Bos, Denise	8/15/12	B-4	34,500.00	Teacher-Sequoyah/ Grade 2
Vivion, Jennifer	8/15/12	B-0	32,900.00	Teacher-Disney/ Grade 3
Waggoner, Tresa	8/15/12	M-3	35,176.00	Teacher-Grissom, Park/ Music
Walker, Michelle	8/23/12	B-0	31,788.41 1,588.92	Teacher-Academy Central/ Special Education Rate: \$32,900.00
Williams, Kathryn	8/24/12	D-18	47,897.10 3,991.43	Teacher-McKinley/ Special Education Rate: \$49,881.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Wong-Ford, Jessica	8/15/12	B-0	\$ 32,900.00	Teacher-Hoover/ Grade 4
Worman, Deborah	8/15/12	B-16	40,104.55	Teacher-Burroughs/ Grade 1
Zegart, Darla	8/15/12	B-19	43,930.00	Teacher-Hawthorne/ Grade 1
Support (Hourly):				
Almader, Jenny	8/31/12 6/30/13	MT-3	\$ 8.81 .44	Custodian-Peary Shift differential
Anderson, Kenneth	8/27/12 6/30/13	MT-15	18.95	Master Craftsperson- Transportation Return from leave.
Banks, Robert	9/04/12 5/23/13	IS-6	10.81	Autism Paraprofessional- Hale
Barre, Nyasha	9/04/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Bloxham, Mary	8/23/12 5/23/13	IS-6	10.81	Paraprofessional-East Central Former Employee (f.e).
Brown, Patricia	8/22/12 5/23/13	MT-NS	10.81	Site Supervisor-Patrick Henry/Before and After Care
Cargile, Kenneth	9/04/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Clem, Vickie	8/20/12 5/23/13	MT-NS	9.23	Site Assistant-Eugene Field/Before and After Care Program
Corona, Ashley	9/04/12 5/23/13	MT-4	9.21	Bus Driver Trainee
De Casas, Irma	8/31/12 6/30/13	MT-3	8.81 .44	Custodian-Edison Shift differential

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Ellman, Amy	8/17/12 5/23/13	IS-6	\$ 10.81	Teacher Assistant (TA)- Carnegie, Eliot
Frazier, June	8/27/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Garfio, Christian	8/29/12 5/23/12	IS-3	9.21	Parateacher-Zarrow
Gordon, Janet	8/20/12 5/23/13	MT-1	8.99	CNS Assistant- Remington
Hellard, Tammy	8/27/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Isham, Timothy	9/04/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Jones, Judith	8/24/12 5/23/13	MT-6	11.90	Bus Driver Return from leave.
Lumpkin, Tawania	8/27/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Montgomery, Jordan	9/04/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Nash, Dianna	8/15/12 5/23/13	MT-A	9.08	Bus Assistant Return from leave.
Plascencia-Alvarez, Epigmenio	8/31/12 5/23/13	MT-3	9.71	CNS Cook II-Kerr
Powell, Brenda	8/13/12 5/23/13	MT-NS	10.81	Site Supervisor-Lee/ Before and After Care
Rector, Morgan	8/27/12 5/23/13	IS-3	9.21	TA-Eugene Field
Rhine, Robert	8/24/12 6/30/13	MT-15	16.38	Master Craftsperson- Transportation
Rolland, Angela	9/04/12 5/23/13	MT-6	10.56	Bus Driver Trainee

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Ruble, David	8/20/12 6/30/13	MT-6	\$ 10.79	Apprentice- Transportation
Sandridge, Sherrie	8/24/12 5/23/13	MT-6	11.60	Bus Driver Return from leave.
Schmitz, Margaret	8/20/12 5/23/13	IS-6	10.81	TA-Cooper
Shinault, Pamela	8/27/12 5/23/13	MT-6	10.56	Bus Driver Trainee
Smith, Eric	9/04/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Spears, Michael	9/18/12 6/30/13	MT-8	11.63	Grounds Journeyperson- Maintenance
Stanley, Katina	8/27/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Teague, Nicole	8/30/12 6/30/13	MT-3	8.81 .44	Custodian-Educare III Shift differential
Tottress, Barbara	8/27/12 6/30/13	CA-9 4-CI	17.72	Director's Secretary-Plant Operations Return from leave.
Walker, Jacqueline	8/27/12 5/23/13	MT-6	10.56	Bus Driver Trainee
Waller, Dianna	8/29/12 6/07/13	IS-6	10.81	Paraprofessional-Eugene Field
Williams, Stacy	9/04/12 5/23/13	MT-4	9.21	Bus Driver Trainee
York, Mary	8/24/12 6/30/13	MT-3	9.20 .46	Custodian-Clinton Shift differential
Young, David	8/27/12 5/23/13	MT-6	10.56	Bus Driver Trainee

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Adams, Jeffery	Teacher-Hale/ Vocational Ed B-14	8/15/12	\$ 39,370.00 2,289.99	\$ 39,370.00	Teacher-Cooper/ELL Vocational Education
Bayles, Tracy	Interim Assistant Superintendent for Teaching and Learning-ESC/ Superintendent EL-10	8/21/12	97,162.50	97,162.00	Assistant Superintendent for Teaching and Learning-ESC/ Superintendent EL-10 Rate: \$112,500.00
Baston, Susan	Principal-ECDC EL-4	9/17/12	81,328.00	68,547.89	Principal-McClure Rate: \$81,328.00
Blakney, Kelley	Principal Intern- Gilcrease B-9	9/05/12	36,800.00	36,800.00	Principal Intern-Key
Burk, Jana	TPS Fellow- ESC/Teacher/ Leadership Effectiveness BL-10	09/18/12	86,247.00	71,218.65	Executive Director- Teacher/Leadership Effectiveness Initiative-ESC/Human Capital BL-11 Rate: \$ 93,578.00
Burnett, Larry	Teacher- Shadow Mountain/ Special Ed B-1	8/15/12	33,300.00 1,665.00 1,665.00	33,300.00 1,665.00 1,665.00	Teacher-Shadow Mountain/ All Subjects Alternative Education Special Education
Davis, Shasta	Librarian- Marshall B-1	8/01/12	33,300.00	34,366.00	M-1

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Dugan, Kristine	Parateacher- Thoreau IS-6	8/22/12	10.81/hr.	31,965.34/yr. 1,598.27	Teacher-Thoreau/ Special Education B-0 Rate: \$32,900.00
Duncan, Mary	Teacher-Grimes/ Pre-K M-20	8/15/12	47,736.00	49,374.00	M30-20
Ethelberth, Tammy	Teacher-Monroe Dual Language, Owen/Special Education M-4	8/22/12	35,576.00 1,778.80	17,788.00 889.40	Teacher-Owen/ Special Education Half-Time Rate: \$35,576.00
Fehl, Dale	Compliance Specialist-ESC/ Special Education and Student Services D-27	8/15/12	57,771.00 2,888.55 1,831.00	57,771.00 2,885.55 2,888.55 2,218.16	Teacher-Tulsa Met/ Special Education Alternative Education Additional days Specialist
Gilkey, Eschelle	Learning Director-Central EL-2	6/30/12	50,920.00	42,725.00 1,831.00 2,427.56	Counselor-Central M60-12 Counselor Additional days
Grace, Virginia	Librarian- Burroughs M-7	8/15/12	36,796.00	36,796.00 925.00 1,045.34	Librarian-Hale Jr. High Librarian Additional days
Jones, Roberta	Administrator on Special Assignment- McLain Jr. High EL-5	8/27/12	80,416.00	80,416.00	Administrator on Special Assignment- Academic Achievement Zone
Key, Angel	Teacher- Hamilton/ Special Education B-5	8/15/12	34,900.00 1,745.00	34,900.00	Teacher-Hamilton/ Grade 1 Special Education
Leake, Harriet	Teacher-Disney/ Grade 6 M60-23	8/15/12	53,475.00	53,475.00 2,673.75 2,087.07	Advisor-Tulsa Met Alternative Education Additional days

ADJUSTMENTS-Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Madison, Jodi	Teacher- Memorial/ Special Education M-8	8/28/12	\$ 37,406.00 1,870.30	\$ 38,524.00 1,826.20	M30-8 Special Education
Rich, Jennifer	Teacher- Thoreau/ Special Education B-9	8/15/12	36,800.00	18,400.00	AVID Instructor- Thoreau Half-Time Rate: \$36,800.00
Roberts, Florenda	Teacher-Edison/ Reading M60-27	8/15/12	58,675.00	58,675.00 2,406.00 3,106.53	Dean-Edison Dean Additional days
Ruffin, Verna	Interim Assistant Superintendent of Academic Achievement Zone/Special Projects and Programs-ESC/ Superintendent EL-9	8/21/12	94,622.49	94,622.49	Assistant Superintendent of Academic Achievement Zone/Special Projects and Programs- ESC/Superintendent Rate: \$109,559.00
Ryan, Sara	Teacher- Robertson M-12	8/15/12	39,476.00	41,114.00	M30-12
Samsel, Crystal	Teacher- Hawthorne/ Grade 4 M-4	8/15/12	35,916.00	37,916.00	Credit for Experience M-9
Skipper-Reynolds, Courtney	Staff Development Teacher-McLain M30-9 176 days	8/27/12	40,155.00 1,831.00	45,924.00	Assistant Principal- McLain Jr. High EL-2 190 days Staff Development Rate: \$49,020.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Synar, Edwyna	Teacher-Tulsa Met/Math D-7	8/15/12	\$ 40,145.00 2,007.25 1,596.68	\$ 40,145.00 2,007.25	Teacher-Hale Jr. High/ Special Education Alternative Education Additional days
Uhrynowycz, Lauren	TA-Chouteau IS-6	9/04/12	11.36/hr.	28,600.57/yr.	Teacher-Kendall Whittier/ Kindergarten Rate: \$32,900.00
Walkup, Linda	Library Media Resource Teacher- Teaching and Learning	8/16/11	48,785.00	48,785.00	Librarian-Clinton M60-18
Yadon, Robert	Coordinator- Technology Data- ESC/Federal Programs and Special Projects	8/15/12	59,861.00	45,430.00	Teacher-Hale Jr. High/Social Studies B-20
Yelvertopn, Valerie	Teacher- Memorial/ Special Education M-6	8/15/12	36,376.00 1,818.00	36,376.00 1,818.00 1,818.00 1,446.77	Teacher-Street School/ Special Education Alternative Education Additional days
Zellers, Rhonda	Teacher-Hoover/ Pre-K B-0	8/28/12	32,900.00	34,100.00	Credit for Experience B-3
Support (Hourly):					
Broom, Carol	Principal's Secretary- Greeley CA-8 185 days	8/17/12 5/23/13	\$ 13.06	\$ 11.77	TA-Lee IS-6 170 days
Christman, Tammy	Bookkeeper- CNS CA-5	9/05/12 6/30/13	11.17	12.71	Bookkeeper-CNS CA-11

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Conway, Rita	Clerk-Rogers CA-3 8hrs/day 195 days	8/15/12 5/23/13	\$ 9.88	\$ 9.88	TA-Edison IS-6 7hrs/day 170 days
Cox, Jill	Site Assistant- Eliot/Before and After Care MT-NS 5hrs/day	8/13/12 5/23/13	7.25	7.25	8hrs/day
Fields, Makesa	Bus Driver- Transportation MT-6	8/13/12 5/23/13	10.56 .30	10.56	Bus Driver- Transportation Special Needs
Gadd, Charles	Campus Police Officer-ESC/ Campus Police TS-9 195 days	9/17/12 6/30/13	16.50	16.50	12 months
Hillman, Kayla	Bus Driver MT-6	8/13/12 5/23/13	10.56 .30	10.56	Bus Driver- Transportation Special Needs
Jean-Francois, Ernest	Bus Driver MT-6 8hrs/day	8/20/12 5/23/13	10.56 .30	10.56 .30	Bus Driver Team Driver 6hrs/day
Kelly, Kathryn	Autism Paraprofessional Greeley IS-10 7hrs/day	8/15/12 5/23/13	13.49	12.26	Paraprofessional- Sequoyah IS-6 6hrs/day
Lawrence, Alesha	CNS Cook II- Mitchell MT-3	8/27/12 5/23/13	9.70	10.58	CNS Assistant Manager-Mitchell MT-6
McNeal, Autumn	CNS Assistant- Robertson MT-1 6hrs/day	8/20/12 5/23/13	8.36	9.03	CNS Cook II- Robertson MT-3 6.5hrs/day
Norberg, Bonnie	CNS Assistant- Mitchell MT-1	8/27/12 5/23/13	8.60	9.29	CNS Cook II-Mitchell MT-3
Perryman, James	Bus Driver MT-6 6hrs/day	9/04/12 5/23/13	10.56 .30	10.56 .30	8hrs/day Special Needs

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Rendon, Gabriel	Site Assistant- Key/Before and After Care MT-NS	8/20/12 5/23/13	\$ 7.46	\$ 8.81 .44	Custodian-Edison Jr. High Shift differential MT-3
Renteria, Nancy	CNS Cook II- Owen MT-3	8/20/12 5/23/13	9.88	10.67	CNS Assistant Manager-Owen MT-6
Romo, Veronica	Custodian- Disney MT-3 8hrs/day	8/30/12 5/23/13	9.16	8.49	CNS Assistant- Disney MT-1 6hrs/day
Slaughter, Brittany	Bus Driver MT-6 6hrs/day	8/20/12 5/23/13	11.35 .30	11.35	Bus Driver Special Needs 8hrs/day
Smith, Greg	Bus Driver MT-6 8hrs/day	8/13/12 5/23/13	11.60	11.60 .15	Bus Driver Lead 6hrs/day
Taylor, Sakina	TA-Sequoyah IS-6 7hrs/day 170 days	8/15/12 5/23/13	12.11	11.11	Clerk-Sequoyah CA-3 8hrs/day 181 days

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Cockrell, Sheila	8/15/12	Teacher-Key/Grade 2	Personal illness
Gensicke, Karen	8/16/12	Teacher-McClure/ Kindergarten	Personal illness
Grim, Patricia	8/15/12	Teacher-Skelly/ Grade 1	Personal illness
Johnson, Katie	2012-2013	Occupational Therapist- Burbank	Child Care
Leak, Janet	8/15/12	Teacher-East Central/	FMLA
Mikus, Abbie	10/18/12	Teacher-Eugene Field/ Kindergarten	Maternity
Palmer, Stephen	8/15/12	Teacher-Anderson/ELL	Personal illness
Rayfield, Amanda	8/23/12	Librarian-Jones	Personal illness
Stone, Bonnie	8/22/12	Teacher-Lewis and Clark/ Grade 2	Personal illness
Stuart, Cathay	8/08/12	Teacher-Kendall Whittier/ Grade 3	Personal illness
White, Patricia	8/15/12	Teacher-Edison/Latin	Personal illness
Support (Hourly):			
Bush, Johnny	8/15/12	Bus Driver	Personal illness
Dowler, Kelli	8/16/12	Autism Paraprofessional- East Central	Personal illness
Gaines, Lisa	8/10/12	Bus Driver	Personal illness
Gilliam, Phyllis	8/17/12	TA-Edison	Personal illness
Gomez, Maribel	8/14/12	Custodian-Edison	Maternity
Hallford, Elsa Mae	9/13/12	Training Manager-CNS	Personal illness
Hatley, Joan	2/09/12	TA-Eisenhower	Personal illness

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Hernandez, Veronica	8/16/12	Custodian-Grissom	Personal illness
Keener, Deborah	8/20/12	CNS Cook II-CNS	Worker's Comp.
Parker, Pam	2012-2013	CNS Manager A-Carnegie	Personal illness
Salas De Sacucedo, Maria	8/20/12	Custodian-Key	Worker's Comp.
Waller, Jimmie	8/28/12	Heavy Equipment Craftsperson- Maintenance	Personal illness

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Fennell, Salli J.	12/21/12	Assistant Principal-Salk
Hill, Clotilde	8/31/12	Nurse-ESC/Health Services
Sproul, Kenneth	1/02/13	Science Distribution Specialist-Materials Management
Tumleson, Ladonna	7/23/12	Teacher-Lindbergh/Kindergarten
Wood, Paula	9/28/12	Director of School and Community Relations- ESC/Chief of Staff
Support (Hourly):		
Clyma, Michael	9/30/12	Plumber Craftsperson-Maintenance
Donahou, Reba	8/28/12	Bus Driver-Transportation
Pisachubbe, Anna	6/07/12	TA-Hamilton

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Antanaitis, Laura	6/29/12	Teacher-Skelly/Grade 6
Arreola, Tabitha	7/05/12	Teacher-Burroughs/Grade 3
Black, Yonah	7/17/12	Teacher-Kerr/Music
Bodine, Daniel	6/29/12	Teacher-Celia Clinton/ELL
Bryant, Perry	6/29/12	Teacher-East Central/Gifted and Talented
Campbell, Frank	8/23/12	Teacher-Clinton/Art
Carver, Cara	6/29/12	Teacher-Remington/Grade 2
Chandler, Tracie	8/15/12	Teacher-Hale/Math
Clift, Angela	9/04/12	Teacher-Kendall Whittier/Kindergarten
Dilorenzo, Sarah	8/24/12	Librarian-Springdale
Hardwick, Robin	8/15/12	Teacher-Kendall Whittier/Grade 4
Heidingsfelder, Maryann	6/29/12	Teacher-Sequoyah/Special Education
Henderson, Larry	9/02/12	Teacher-Hale Jr. High/Science
Henderson, Yashika	8/25/12	Teacher-Hawthorne/Grade 5
Hendrickson, Austen	6/29/12	Teacher-Grimes/P.E.
Hooks, Linda	9/05/12	Nurse-ESC/Health Services
Horn, Sarah	6/29/12	Teacher-Jones/Grade 2
Hornsby, Ethel	8/31/12	Teacher-Key/Grade 2
Hutson, Candetta	6/29/12	Teacher-Jones/Grade 5
Johnston, Mary	8/31/12	Teacher-Chouteau/Special Education
Lemley, Karen	6/29/12	Teacher-Disney/Grade 3
Oakes, Rhayn	7/17/12	Teacher-Columbus/Grade 4

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Oldham, Kirby	9/14/12	Principal-McClure
Owens, Gervase	6/29/12	Teacher-Cooper/Grade 4
Smith, Jennifer	6/29/12	Teacher-Kerr/Grade 3
White, William	8/14/12	Teacher-Hawthorne/Grade 1
Widener, Moriah	7/16/12	Teacher-Skelly/Grade 5
Williams, James	10/10/12	Teacher-Whitman/Grade 6
Youngberg, Matt	6/29/12	Teacher-McKinley/Grade 3
Zimmerman, Phyllis	6/29/12	Teacher-Lee/Grade 1
Support (Hourly):		
Bachtold, David	8/10/12	Grounds Journeyperson-Maintenance
Bash, Cheryl	8/20/12	CNS Cook II-Hoover
Bielefeld, Alvin	8/21/12	Bus Driver Trainee
Brown, Demarco	8/21/12	Bus Driver Trainee
Carney, Kelley	5/18/12	Autism Paraprofessional-Memorial
Clough, Lisa	8/21/12	Bus Driver
Fyffe, April	5/18/12	TA-MacArthur
Gilbert, Karen	5/08/12	Principal's Secretary-Early College High
Green, Elaine	8/21/12	Site Assistant-Eugene Field/Before and After Care
Guzman Santillian, Juana	8/06/12	Custodian
Hamlin, Amber	5/18/12	Paraprofessional-Lindbergh
Henderson, Brittany	5/18/12	TA-Kerr
Holt, Chase	5/18/12	Parent Involvement Facilitator-Lindbergh

RESIGNATIONS - Continued

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
Nash, Cinda	8/13/12	CNS Assistant-Mayo
Peterson, Troy	8/14/12	Bus Driver
Robinson, James	8/21/12	Bus Driver Trainee
Sartors, Molly	6/07/12	TA-Chouteau
Smith, James	8/10/12	Bus Driver Trainee
Starks, Tammy	5/18/12	TA-Greeley
Taylor, Jerriann	8/08/12	Bus Driver
Todd, Paula	8/15/12	Bus Driver
Turner, Trinity	9/07/12	Health Assistant-Edison
Wells, DeAnn	8/08/12	Bus Driver
Wiley, Bryan	5/18/12	TA-Emerson
Williams, Loretia	5/18/12	Autism Paraprofessional-Memorial

TERMINATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
Support (Hourly):		
Ellsworth, Marielita	8/24/12	CNS Cook II-Skelly

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Anderson, Tanisha
Bates, Charlotte
Bell, Daniel
Berry, Bailey
Carson, Darcy
Colbert, Elizabeth
Combs, Latoya
England, Neil
Fabion, Melissa
Felton, Janice
Foster, Lindsey
Geir, Rhonda
Gibbs-Zor, Norma
Hagar, Berbyl
Hill, Jazmine
Holmes, Dianne
Jackson, Jan
Jones, James
Jones, Kimberly Sue
Kuck, Robert
Lach, Sonia
Lantz, Kevin
Lawrence, Joan
Leonard, Chris
Martin, Brian
McCoy, Nancy
Minor, Norris
Moore, Barbara
Morgan, Nancy
Mosier, Robert Eugene
Parker, Eric
Pearson, Andrea
Pinkstaff, Stephanie
Rodehaver, Jennifer
Smith, Johnisha
Snow, Hope
Terry, Myshaunna
Tiffany, Susan
Uhlig, James
Van Deusen
Vinson, Joe Anner
White, Dyani
Wilson, LaToya
Yenzer, Dwight

Temporary Educational Staff

Barron, Tammie
Bart, Shelly
Brown, Eli III
Butcher, Steven
Dill, David
Dean, Jennifer
Ebsen, Nicole
Elliott, Rachel
Genis, Jennifer
Green, Larry
Hightower, Suzette
Hutson, Candetta
Lane, Kelsey
Layton, Rebecca
Ligon, Mark
Mashburn, Amber
Mathes, Michele
Murry, Devon
Preston, Todd
Province, Rachael
Reed, Schelle
Rhodes, Margaret
Roark, Douglas
Ross-McKay
Sala, Kendra
Smith, Sherri
Sowers, Megan
Vaughn, Savanna
Wade, Lynwood
Wilson, April
Wooten, Janice

Interpreters

Denney, Ginger
Shaw, Korie
Walker, Lorraine

SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Tutor

Testa, Christine

Clerk

Gilbert, Karen

Custodian

Brown-Harris, Brittany

CNS Workers

Alexander, Catrina
Anderson, Edith
Anderson, Elise f.e.
Galarza De Villegas, Carina
Garnica, Nancy
Jamison, Rochelle
Parker, Shirley
Pugliese, Nico
Tohukubbi, Mary

Adjunct Teachers

Carver-11-000-1000-501930-820-330000-201-07-515

Terrell Knauls, Football @ \$1,373 August 7, 2012, to November 30, 2012.

Central-11-000-1000-501930-820-330000-201-07-705

Bertjuanette Guthery, Basketball Girls @ \$2,577 September 1, 2012, to May 17, 2013.

Central-11-000-1000-501930-820-330000-201-07-705

Bryan Blount, 6th Grade Football @ \$1,373 August 1, 2012, to December 1, 2012.
Bryan Blount, 7th Grade Football @ \$1,373 August 1, 2012, to December 1, 2012.

Central-11-000-1000-501930-820-330000-201-07-705

Jacqueline White, Cross Country Girls @ \$504 September 10, 2012, to May 20, 2013.
Jacqueline White, Track Assistant Girls @ \$2,400 September 10, 2012, to May 20, 2013.

Central-11-000-1000-501930-820-330000-201-07-705

Levi Brown, Basketball Asst. @ \$2,577 August 1, 2012, to May 31, 2013.

Central-11-000-1000-501930-820-330000-201-07-658

Nevada Titworth, Basketball Boys @ \$1,145 September 1, 2012, to May 13, 2013.

Central-11-000-1000-501930-820-330000-201-07-658

Rashonda King, Basketball Girls @ \$1,145 September 1, 2012, to May 17, 2013.

Central-11-000-1000-501930-820-330000-201-07-658

Terron Galloway, Football Asst. @ \$1,373 August 1, 2012, to December 31, 2012.

East Central-11-000-1000-501930-820-330000-201-07-659

Thomas Hand, Football @ \$2,289 August 20, 2012, to December 31, 2012.

East Central-11-000-1000-501930-820-330000-201-07-710

Brandon Potter, Football @ \$2,877 August 20, 2012, to December 31, 2012.

East Central-11-000-1000-501930-820-330000-201-07-710

Jess Smith, Football @ \$3,335 August 20, 2012, to December 31, 2012.

Edison-11-000-1000-501930-820-330000-201-07-712

Bobby Bomer, Cross Country Girls @ \$504 August 1, 2012, to October 27, 2012.

Edison-11-000-1000-501930-820-330000-201-07-712

Cody House, Soccer Girls @ \$2,171 January 2, 2013, to May 4, 2013.

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Adjunct Teachers – continued

Edison-11-000-1000-501930-820-330000-201-07-712

Terry Bradford, Football @ \$2,887 August 6, 2012, to November 1, 2012.

Hale-11-000-1000-501930-820-330000-201-07-715

Ivy Charles, Basketball @ \$2,119 August 20, 2012, to May 23, 2013.

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

Greta Hawthorne, Basketball @ \$5,152 November 1, 2012, to March 31, 2013.

Memorial-11-000-1000-501930-820-330000-201-07-725

Joanna Bentley, Head Swim Boys @ \$1,391 August 20, 2012, to February 16, 2013.

Joanna Bentley, Head Swim Girls @ \$1,391 August 20, 2012, to February 16, 2013.

Memorial-11-000-1000-501930-820-330000-201-07-725

Maurer Wallace, Cross Country Boys @ \$1,008 August 1, 2012, to October 30, 2012.

Maurer Wallace, Cross Country Girls @ \$1,008 August 1, 2012, to October 30, 2012.

Maurer Wallace, Head Track Boys @ \$2,400 January 13, 2013, to May 24, 2013.

Maurer Wallace, Head Track Girls @ \$2,400 January 13, 2013, to May 24, 2013.

Memorial-11-000-1000-501930-820-330000-201-07-725

Michael Brown, Football @ \$2,877 August 1, 2012, to December 31, 2012.

Memorial-11-000-1000-501930-820-330000-201-07-725

Mikail Lovett, Basketball @ \$1,145 October 1, 2012, to February 1, 2013.

Rogers-11-000-1000-501930-820-330000-201-07-730

Hannah Cosar, Softball @ \$1,387 August 20, 2012, to October 30, 2012.

Rogers-11-000-1000-501930-820-330000-201-07-730

Karina Doyle, Basketball Asst. Girls @ \$1,145 September 1, 2012, to May 17, 2013.

Karina Doyle, Basketball 9th Grade Boys @ \$1,145 September 1, 2012, to May 17, 2013.

Karina Doyle, Basketball 9th Grade Girls @ \$2,119 September 1, 2012, to May 17, 2013.

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

Brian Reed, Softball @ \$1,387 August 13, 2012, to October 30, 2012.

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

Latricia Gunnells, Basketball @ \$2,577 August 20, 2012, to March 20, 2013.

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

Adina Norman, Swim Girls @ \$1,391 July 1, 2012, to May 17, 2013.

Adina Norman, Swim Boys @ \$1,391 July 1, 2012, to May 17, 2013.

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

James Griffith, Football @ \$3,335 August 1, 2012, to December 20, 2012.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Cooper Extra Duties - 11-0000-1000-501700-100-105000-210-07-158

Approve the following Cooper Elementary certified teachers to perform extra duties listed below for the 2012-2013 school year:

Janet Green	Building Facilitator	\$800.00
Silvana Oderisi	Webmaster	350.00
Donna Reiss	Second Chance Facilitator	500.00
Emerance Kapiamba	Second Chance Facilitator	500.00
Kathy Shreve	Parent Involvement for High-Risk/Special Ed Students	587.50
Melissa Ruedy	Parent Involvement for High-Risk/Special Ed Students	587.50
Janet Green	Testing Support	600.00
Haven Zuniga	DIBELS/Reading Sufficiency Coordinator	475.00

Carver Detention – School Activity Fund #520

Pay Carver Middle school certified staff, to be named @ \$18/hr. (total not to exceed \$3,000) to supervise an after school detention program during the 2012-2013 school year.

Carver Study Hall – School Activity Fund #520

Pay Ronald Aaron Myers, certified staff @ \$18/hr. (total not to exceed \$900) to supervise an after school study hall program for Carver athletes during the 2012-2013 school year.

East Central Detention – 11-0000-1000-50-1700-421-440000-210-07-710

Pay certified and support staff, to be named @ \$18/hr. (total not to exceed \$3,100) for monitoring East Central High School's after-school and Saturday detention during the 2012-2013 school year.

Edison Extra Duty – School Activity Fund #520

Pay Stephen Haley, certified staff \$1,200 (total not to exceed \$1,200) for Before/After School Supervision during the 2012-2013 school year.

Edison Supervision – School Activity Fund #520

Pay Edison Preparatory MS teacher, Marcus Hagerdon \$800 (total not to exceed \$800) for Before/After School Supervision during the 2012-2013 school year.

Lee Extra Duties - 11-0000-1000-501700-100-105000-210-07-265

Pay the following Lee Elementary School certified employees the amounts specified below (total not to exceed \$1,500) for performing extra duties for the 2012-2013 school year.

Asriel K. Teegarden	Volunteer Coordinator	\$500.00
Linda Hilsabeck	Assembly Coordinator	\$500.00
Juliana Treat	DIBELS Coordinator	\$500.00

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Memorial Detention – 11-0000-1000-501700-421-105000-210-07-663

Pay Memorial Junior High employees, Krystal Cole and Venus Wilson @ \$18/hr. (total not to exceed \$2,500) to serve as the after school detention coordinators 2 days per week. Detention will be held 1 hour each Tuesday, Wednesday, Thursday and Friday afternoons from September 2012– May 2013.

Rogers Extra Duties – School Activity Fund #520

Pay Rogers College High/Jr High School certified staff, Tonya Williams \$1,200 (total not to exceed \$1,200) for after School detention during the 2012-2013 school year.

Transportation – 11-0000-2720-501210-000-000000-609-03-003

Pay Rosalyn Vann-Jackson, support administrator, a monthly stipend of \$2,000.00 (not to exceed \$20,000), while serving as interim Transportation Director, September 1, 2012 through June 30, 2013.

Washington Extra Duties – 11-5118-50-2213-3200-494-000000-000-05-735

Pay 2 certified staff members as Consultants (Sylvia Chandler, Counselor and Annette Kennedy – teacher) \$18/hr. (total not to exceed \$432) for a total of 12 hours for two sessions – Sept. 24-25, 2012.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

August 20, 2012, Agenda, page 37 – Correct effective date.

Elections

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Fegan, Matt	8/28/12	B-0	\$ 31,217.61	Teacher-Celia Clinton/ Grade 5 Rate: \$32,900.00

September 4, 2012, Agenda, page 26 – Correct assignment, degree/step.

Elections

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Isaacs, James	8/17/12	B-3	33,712.50	Counselor-Hale Rate: \$34,100.00
			1,831.00	Counselor
			1,550.00	Additional days

September 4, 2012, Agenda, page 27 - Correct effective dates.

Elections

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Patterson, Carmeisha	9/17/12	BL-8	\$ 41,500.00	Occupational Therapist-ESC/ Special Education and Student Services Rate: \$47,500.00
Storck, Tracy	08/29/12	EL-03	55,180.00	Area Coordinator-ESC/ Special Education Rate: \$62,000.00

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

September 4, 2012, Agenda, page 44 - Correct site.

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Regnier, Joshua	Assistant Principal-Hale EL-3 200 days	8/03/12	48,884.00	61,868.00	Principal-East Central Jr. High EL-5 12 months

September 4, 2012, Agenda, page 44 – Correct proposed contract amount.

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Schmidt, Darin	Principal-East Central Jr. High EL-5	8/03/12	83,179.00	93,249.00	Principal-Memorial EL-7

August 20, 2012 Agenda, page 45 – Correct proposed title. A decision was made to change the title from Assistant Superintendent for Curriculum and Instruction/Federal Programs/and Professional Development to Assistant Superintendent for Teaching and Learning prior to final board approval of the position.

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Bayles, Tracy	Executive Director of Federal Programs and Special Projects- ESC/Finance EL-8	8/21/12	91,448.00	97,162.00	Interim Assistant Superintendent for Teaching and Learning-ESC/ Superintendent EL-10 Rate: \$112,500.00 (Pending Board approval of position)

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

July 16, 2012 Agenda, page 50 – Add end date to “acting” status of proposed assignment.
ADJUSTMENTS

<u>Name</u>	<u>Position Grade/Step (if applicable)</u>	<u>Effective Date</u>	<u>Present Contract</u>	<u>Proposed Contract</u>	<u>Reason</u>
Srader, Alicia	Senior Financial Analyst-ESC/ Finance BL-7	7/17/12 6/30/13	50,884.00	56,990.00	Acting General Accounting Manager- ESC/ Accounting BL-8

August 20, 2012 Agenda, page 36 – Add “acting” status and end date to proposed assignment.

ELECTIONS

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Brown, Michael	8/21/12 6/30/13	BL-7	50,087.79	Acting Senior Financial Analyst-ESC/Budget Rate: \$58,000.00 f.e.

TULSA PUBLIC SCHOOLS

Policy 2607

STUDENT DISCIPLINE

PURPOSE: To provide standards for student conduct.

The District will establish uniform standards and expectations for student conduct. The Board will adopt these standards and expectations annually, and will publish them in the Behavior Response Plan, formerly known as the Code of Student Conduct.

The expected standards of student behavior within the Behavior Response Plan shall be applied to support the educational mission of the District and to foster constructive social behavior by and among students. The expected standards of student behavior is to be applied without discrimination as to race, religion, gender, age, national origin, or disability. These behavioral expectations for students are critical to academic development and shall not be punitive.

It shall be the responsibility of each student to comply with these expected behavioral standards while on or adjacent to District premises, on any District-provided transportation, or in the course of any school or District sponsored class, function, or activity, whether on or off District premises. As provided for in the Behavior Response Plan, appropriate disciplinary referrals or actions will result from student violations of these behavioral standards. .

The Behavior Response Plan will describe means by which any student subject to disciplinary referrals or actions may respond to and appeal such referrals or actions.

A copy of the Behavior Response Plan will be provided to each student during the student's first week of each school year. Copies will also be available at every school site, at the Education Service Center, and will be posted on the District's web site for public review and access.

Adopted: November 1982

Revised:

Cross Reference: 2112, Corporal Punishment
2618, Student Detention
2619 and 2619-R, Student Suspension

INTERNET PROTECTION AND SAFETY

PURPOSE: To comply with requirements of the Children's Internet Protection Act (CIPA) and the Protecting Children in the 21st Century Act.

Definitions

The term "technology protection measure" means a specific technology that blocks or filters Internet access to visual descriptions that are:

Obscene, as that term is defined in Section 1460 of Title 18, United States Code; or

Child pornography, as that term is defined in Section 2256 of Title 18, United States Code; or harmful to minors, as that term is defined herein.

- Any picture, image, graphic image file or other visual depiction that, taken as a whole and with respect to minors, appeals to a prurient interest in nudity or sex; or
- Depicts, describes or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual conduct, actual or simulated normal or perverted sexual acts; or
- Taken as a whole, lacks serious literary, artistic, political or scientific value as to minors.

The District provides its students and employees with access to the District's computer network system, including Internet access, in an effort to expand the informational and communication resources in furtherance of the District's goal of promoting educational excellence. The Board recognizes that the use of the Internet can be a valuable tool for student learning. It is hoped that the expanded use of these resources will enhance student research capabilities, increase faculty and employee productivity and result in better communication between the District and its patrons. At the same time, the Board recognizes that there is a vast amount of material available on the Internet which students should not be permitted to access.

The Board adopts this policy of Internet protection that protects against access, through computers with Internet access, to visual depictions that are contrary to this policy. This policy includes measures to block or filter Internet access for both minors and adults to certain visual depictions and provides for monitoring the on-line activities of minors. This policy also includes educating minors about appropriate on-line behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

The Superintendent or designee(s) are authorized to certify that the District is in compliance with all legal requirements. Further the Superintendent or designee(s) shall adopt procedures to enforce this policy.

Adopted: October 2001

Revised:

Legal Reference: Children's Internet Protection Act (2001 Public Law 106-554)

47 United States Code 254(h)(5); 47 CFR 54.520 Protecting Children in the 21st
Century Act, 15 United States Code § 6551

6501 Page 2 of 2

SUPPORTING INFORMATION

INFORMATION ITEM G-15

POSITION CREATIONS/DELETIONS

Administrative/Certificated

Create:

Position	Salary/Grade	Duties
<p>Manager of Community and School Relations – ESC/Public Information</p> <p>Annual Budget Impact: \$ 60,800 min. – \$ 87,400 max.</p> <p><i>Funding Source:</i> 11-0000-2560-501210- 000-000000-109-14-082</p>	<p>BL-9 12 Months</p>	<p>Develop, implement and refine plans that increase the level of meaningful community and family engagement in District and school planning and activities. Oversee the planning of District-wide events and meetings. Collaboratively develop, implement and refine plans to improve climate and customer service at the Education Service Center. Provide accurate, timely and complete marketing and public relations information concerning the District, its personnel, programs, plans and activities. Serve as marketing and community engagement manager for Tulsa Public Schools with its various communities of interest.</p>

Delete:

Position	Salary/Grade	Duties
<p>Director of Community and School Relations- ESC/Public Information</p> <p>Annual Budget Impact: \$ 68,100 min. – \$ 98,100 max.</p> <p><i>Funding Source:</i> 11-0000-2560-501210- 000-000000-109-14-082</p>	<p>BL-10 12 Months</p>	<p>Serve as marketing and community engagement director for Tulsa Public Schools with its various communities of interest. Develop, implement and refine plans that increase the level of meaningful community and family engagement in District and school planning and activities. Develop, implement, and refine marketing plans designed to accomplish the District Strategic Plan goals. Oversee the planning of District-wide events and meetings. Collaboratively develop, implement and refine plans to improve climate and customer service at the Education Service Center. Oversee the development and publication of electronic and published documents designed to enhance the image and outreach of the District. Provide accurate, timely and complete marketing and public relations information concerning the District, its personnel, programs, plans and activities.</p>

Administrative/Certificated Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Parent, Schools and Community Engagement Officer- Monroe/Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 66,500 min. – \$ 99,700 max.</p> <p><i>Funding Source:</i> (Pending state approval) 11-5118-2194-501110- 494-000000-322-05-093- 5118.</p>	<p>EL-6 12 Months</p>	<p>Work with community, schools and parents to coordinate and create activities, events, programs, and services that lead to student achievement, stronger families and healthier neighborhoods for the students and their families enrolled in the Academic Achievement Zone with the goal of increasing student graduation rates preparing students for college and career readiness. Meet regularly with higher education, and community groups while collaborating with parents, civic and community/business agencies regarding ways to address the academic needs of the students and parents within the academic zone.</p>

Administrative/Certificated Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>School Transformation and Turnaround Officer –Monroe/ Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 66,500 min. – \$ 99,700 max</p> <p><i>Funding Source:</i> (Pending state approval) 11-5118-2213-501110-494-000000-211-05-093-5118</p>	<p>EL-6 12 Months</p>	<p>Work under the direction of the Assistant Superintendent for Academic Achievement Zone to support school improvement efforts in the Academic Achievement Zone (as defined by the Oklahoma State Department of Education list of Priority Schools) and build the instructional capacity of the principal and teachers. Required to be at the site level 75% of the time to provide support and professional development to principals, leadership teams, professional learning communities, and teachers. Maintain an effort log required to identify the activities and time spent at each school. Extensive knowledge, experience, and successful implementation of a school turn-around model are required.</p>

Delete:

Position	Salary/Grade	Duties
<p>School Improvement Officer-ESC/Curriculum and Instruction</p> <p>Annual Budget Impact: \$ 77,200 min. – \$ 115,800 max</p> <p><i>Funding Source:</i> 11-5118-2213-501110-494-000000-211-05-093-5118</p>	<p>EL-8 12 Months</p>	<p>Support the school improvement efforts of the District's lowest performing schools and build the instructional capacity of the principal and teachers. Required to be at the site level 85% of their time to provide support and professional development to principals, leadership teams, professional learning communities and teachers.</p>

Administrative/Certificated Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>School Transformation and Turnaround Officer, Elementary Schools-Monroe/ Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 66,500 min. – \$ 99,700 max</p> <p><i>Funding Source:</i> (Pending state approval) 11-5118-2213-501110- 494-000000-211-05-093- 5118</p>	<p>EL-6 12 Months</p>	<p>Work under the direction of the Assistant Superintendent for Academic Achievement Zone to support school improvement efforts of the elementary schools identified in the Academic Achievement Zone (as defined by the Oklahoma State Department of Education list of Priority Schools) and build the instructional capacity of the principal and teachers. Required to be at the site level 75% of their time to provide support and professional development to principals, leadership teams, professional learning communities, and teachers. A time and effort log is required to identify the activities and time spent at each school. Extensive knowledge, experience, and successful implementation of a school turn-around model are required.</p>

Delete:

Position	Salary/Grade	Duties
<p>School Transformation and Turnaround Officer, Elementary Schools-ESC/ Curriculum and Instruction</p> <p><i>Annual Budget Impact:</i> \$66,500 min.- \$99,700 max.</p> <p><i>Funding Source:</i> 11-5410-2213-501110- 100-000000-211-05-093- 5410</p>	<p>EL-6 12 Months</p>	<p>Conduct focus groups, interviews, classroom observations, and document reviews. Assure the effective implementation of the school improvement plan. Use the WISE planning and coaching tool to ensure effective and efficient implementation. Align the use of funds to support research-based strategies that improve teaching and learning. Provide professional development to ensure that all subgroups, including English language learners and special education students, receive effective interventions for improving academic learning within specific timelines. Facilitate the assessment of areas of need based on the Oklahoma Nine Essential Elements Performance Indicators and rubrics. Facilitate the Data Review process to identify areas that impede students' academic growth. Provide professional development to principals and teachers on using the data from benchmark/formative assessments to inform instruction. Provide follow-up coaching activities to principals, leadership teams, professional learning communities, and teachers that are designed to ensure effective implementation of District/school learning goals.</p>

Administrative/Certificated Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>School Transformation and Turnaround Officer, Secondary Schools –Monroe/ Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 66,500 min. – \$ 99,700 max.</p> <p><i>Funding Source:</i> (Pending state approval) 11-5118-2213-501110- 494-000000-211-05-093- 5118</p>	<p>EL-6 12 Months</p>	<p>Work under the direction of the Assistant Superintendent for Academic Achievement Zone to support school improvement efforts of the Secondary schools identified in the Academic Achievement Zone (as defined by the Oklahoma State Department of Education list of Priority Schools) and build the instructional capacity of the principal and teachers. Required to be at the site level 75% of their time to provide support and professional development to principals, leadership teams, professional learning communities, and teachers. A time and effort log is required to identify the activities and time spent at each school. Extensive knowledge, experience, and successful implementation of a school turn-around model are required.</p>

Delete:

Position	Salary/Grade	Duties
<p>School Transformation and Turnaround Officer, Secondary Schools-ESC/ Curriculum and Instruction</p> <p>Annual Budget Impact: \$66,500 min.- \$99,700 max.</p> <p><i>Funding Source:</i> 11-5410-2213-501110- 100-000000-211-05-093- 5410</p>	<p>EL-6 12 Months</p>	<p>Conduct focus groups, interviews, classroom observations, and document reviews. Assure the effective implementation of the school improvement plan. Use the WISE planning and coaching tool to ensure effective and efficient implementation. Align the use of funds to support research-based strategies that improve teaching and learning. Provide professional development to ensure that all subgroups, including English language learners and special education students, receive effective interventions for improving academic learning within specific timelines. Facilitate the assessment of areas of need based on the Oklahoma Nine Essential Elements Performance Indicators and rubrics. Facilitate the Data Review process to identify areas that impede students' academic growth. Provide professional development to principals and teachers on using the data from benchmark/formative assessments to inform instruction. Provide follow-up coaching activities to principals, leadership teams, professional learning communities, and teachers that are designed to ensure effective implementation of District/school learning goals.</p>

Administrative/Certificated Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Response to Intervention (RTI) Coordinator–Monroe/ Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 47,168 min. – \$ 71,415 max.</p> <p><i>Funding Source:</i> (Pending state approval) 11-5118-2213-501110-494-000000-211-05-093-5118</p>	<p>EL-3 200 days</p>	<p>Provide a comprehensive continuum of training related to RTI (Response to Intervention) through consultation, coaching, and planned professional development for District and site certified personnel regarding the implementation of academic and behavior interventions designed to enhance student learning.</p>
<p>Dual Language Program Specialist-ESC/Federal Programs and Special Projects</p> <p>Annual Budget Impact: \$ 37,386 min. – \$ 63,376 max.</p> <p><i>Funding Source:</i> 2-11-5720-502213-1210-410-0000-322-05-163</p>	<p>Teachers Salary Schedule Plus Stipend 200 days</p>	<p>Assist teachers and administrators in employing appropriate research-based strategies to ensure students achieve linguistically and academically in English and Spanish including assistance in developing and using Dual Language instructional strategies, curriculum products, implementation plans and assessment tools. Exhibit theoretical and research-based knowledge of language acquisition and child development. Work collaboratively with teachers in recognizing and responding to the multiple needs of the diverse learners. Assist teachers in utilizing a variety of on-going, instructionally based assessment approaches to inform and differentiate instruction; Research, teach, and model best practices used to address the needs of students participating in a Dual Language Program. Assist with implementing a balanced approach of direct teaching using authentic, literature based reading and writing opportunities throughout the content areas in both English and Spanish. Assist with District and school-wide instructional initiatives. Assist in monitoring the District's effectiveness and compliance with local, state, federal and court ordered requirements related to Dual Language programs. Perform all other duties as assigned.</p>

Administrative/Certificated Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Executive Secretary– ESC/Teaching and Learning</p> <p>Annual Budget Impact: \$ 30,400 min. – \$ 43,800 max.</p> <p><i>Funding Source:</i> 11-0950-2340-501210- 000-000000-615-05-093- 0950</p>	<p>BL-3 12 Months</p>	<p>Plan meetings, invite attendees, and draft agendas. Organize and file confidential payroll/personnel information. Process requisitions for travel, supplies, and equipment through the efficient usage of the Munis system. Maintain Administrator's calendars and ensure timely attendance of meetings. Interface with the Munis, NOVUS and FACET systems. Other duties as assigned by Administrators.</p>

Support Positions

Create:

Position	Salary/Grade	Duties
<p>Dual Language Program Parent Liaison-ESC/Federal Programs and Special Projects</p> <p>Annual Budget Impact: \$ 14,096 min. – \$ 21,472 max.</p> <p><i>Funding Source:</i> 2-11-5720-502213-1110- 410-0000-211-05-163</p>	<p>Highly Qualified by Testing IS-3 \$8.81/hr. to \$11.62/hr. Highly Qualified by Education IS-6 \$10.02/hr. to \$13.42/hr. 200 days</p>	<p>Facilitate communication and involvement between English speaking families, Spanish speaking families and the Dual Language Program to encourage high levels of student achievement and to promote increased parental involvement.</p>

Support Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
Security Systems Lead Technician-ESC/ Campus Police Annual Budget Impact: \$ 33,405 min. – \$ 45,344 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-961-10-049	TS-11 \$16.06/hr. to \$21.80/hr. 12 Months	Install, support and provide maintenance to security systems throughout the District and act as a resource for contractors and the Bond department on construction projects. Supervise Security Technicians.

Delete:

Position	Salary/Grade	Duties
Surveillance and Security Support-ESC/ Campus Police Annual Budget Impact: \$ 30,389 min. – \$ 41,163 max. <i>Funding Source:</i> 11-0000-2660-501210- 000-000000-961-10-049	TS-9 \$14.61/hr. to \$19.79/hr. 12 Months	Implement camera security system and the inclusion of magnetic doors on buildings District wide. Sustain a service of maintenance and support. Responsible for maintaining support for these electronic security systems including but not limited to cleaning, repairs, replacement installation, video download for Court/DRC Hearings and will assist in training and support of site personnel to access video security systems.