



## **AGENDA**

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, October 1, 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 East Central JROTC under the direction of Major Mike McGuire.
- A-3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A-4. Motion and vote to adopt the Agenda.

**B. RECOGNITION OF VISITORS**

**C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS**

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

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

Regular Meetings

September 4, 2012

September 17, 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**

**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 15, 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 SECONDARY SCHOOLS, DR. OLIVER WALLACE**

**E-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 13-15, 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. 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.

**E-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.

**E-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.

**E-4.** RECOMMENDATION: Approve 210 Carver Middle School sixth-grade students to travel to Diamond City, Missouri, to participate in a study trip of Dr. George Washington Carver, October 9 and 16, 2012.

COST AND FUNDING: The total cost not to exceed \$6,000 will be paid from Carver's school activity fund #558. Students will pay \$15 each to cover some expenses.

RATIONALE: Carver Middle School students have participated in a study trip of Dr. George Washington Carver for the past 15 years. Students will gain knowledge of some of Dr. Carver's work in the field of agriculture and science. They will also conduct experiments and walk the trail where Dr. Carver gained his inspiration. Half the students will go on October 9 and the remaining half will go on October 16, 2012.

**E-5.** RECOMMENDATION: Approve approximately 50 Thoreau Demonstration students to travel to New York City, New York, to participate in educational and cultural events, May 18-21, 2013.

COST AND FUNDING: There is no cost to the District. Parents/Guardians will pay a fee of \$1,569 per person directly to Show Me Tours.

RATIONALE: Students will visit a variety of colleges in the New York City area, as well as a Broadway play, a major league baseball game and the 9/11 Memorial Pools.

**E-6.** RECOMMENDATION: Approve 48 Washington High School "Men of Power" students travel to Texas, Louisiana and Mississippi to participate in a college bus tour, March 17-22, 2013.

**COST AND FUNDING:** The total cost not to exceed \$12,000 will be paid from Washington's school activity fund #984. Students will pay their hotel cost. Monies will be deposited into the Washington's Men of Power account #984. A grant from the Booker T. Washington Foundation for Excellence will cover the cost of the bus.

**RATIONALE:** The trip will assist students in making decisions and will provide an opportunity to visit noted historical sites located near the schools on tour. Students will visit Houston, Texas; Prairie View, Texas; New Orleans, Louisiana; and Jackson, Mississippi.

**E-7.** RECOMMENDATION: Approve Washington High School varsity cheerleaders to travel to Dallas, Texas, to participate in the National Cheer Association (NCA) Finals, January 11-13, 2013.

**COST AND FUNDING:** The total not to exceed \$10,000 will be paid from Washington's school activity fund #634 to cover the cost of meals and tickets to a local high school game. The Washington Booster Club will pay for the cost of hotel and bus.

**RATIONALE:** The varsity squad received a nomination for participation in the NCA finals as a result of their stellar performance in the NCA summer cheer camp.

**E-8.** RECOMMENDATION: Amend item E-11 approved on July 16, 2012, Agenda to correct the travel dates to October 22-26, 2012, for Webster High School's Future Farmers of America (FFA) chapter to travel to Indianapolis, Indiana, for the 85th National FFA convention.

**COST AND FUNDING:** The total cost not to exceed \$3,500 will be paid from Webster's school activity fund #865.

**RATIONALE:** The wrong date was submitted in error.

**ITEMS LISTED BELOW SUBMITTED BY ASSISTANT SUPERINTENDENT FOR TEACHING AND LEARNING, MRS. TRACY BAYLES**

**E-9.** 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.

**E-10.** 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.

**E-11.** 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**

**E-12.** 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: The \$55 entry fee will be paid from the Education Service Center/Activity Fund, #584.

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



**E-13.** 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 agreements on behalf of the District.

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

REQUISITION NUMBER: XXXXX

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.

**E-14.** 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.

- E-15.** 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 serves to align the policy with current internal procedures. Revision of Policy 6501 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**

- E-16.** 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, 31-1135-4700-504500-000-000000-000-12-XXX.

REQUISITION NUMBER: 41200023

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

- E-17.** 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**

**E-18.** 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 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.

**E-19.** 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-20.** 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.

**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 an agreement with Tulsa County Parks to provide access to O'Brien Chandler Park for athletic events 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 contract on behalf of the District.

COST AND FUNDING: Total cost not exceed \$500 will be paid from Athletics General school activity fund #536.

RATIONALE: The park will be used during the school year for cross country meets and other athletic events. The athletics department recently received agreement not allowing adequate time for processing for board agenda deadlines and before first event on September 27, 2012.

**F-2.** RECOMMENDATION: Enter into a contract with Brothers & Company to take footage, both motion and stills at Washington High School's football game on October 5, 2012 and Edison High School's football on October 18, 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: There is no cost to the District.

RATIONALE: Brothers & Company will be taking pictures of Northeast Oklahoma for a commercial for CommunityCare and have shown an interest in including random shots of Washington's and Edison's football game. This will provide positive public relations of District athletic programs.

**F-3.** RECOMMENDATION: Enter into a contract with DoubleTree by Hilton at Warren Place host Tulsa Public School's Athletic Hall of Fame Banquet on January 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 will not exceed \$2,400 will be paid from Athletics General school activity fund #536.

RATIONALE: The Tulsa Public Schools Athletic Hall of Fame Banquet is to honor former students who have achieved success in athletics as well as academics.

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

**F-4.** RECOMMENDATION: Terminate the lease agreement dated March 2, 2012, between the District and Tulsa School of Arts and Sciences, Inc. for lease of Barnard Elementary School effective September 5, 2012.

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

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

RATIONALE: Barnard Elementary School was destroyed or substantially damaged by fire on September 5, 2012. The District has the right to terminate the lease agreement if the property is destroyed or substantially damaged by an insured casualty, which includes fire. Under the lease, the property is deemed to be "substantially damaged" if, by the exercise of reasonable diligence on the part of the contractor or contractors involved, such damage could not be reasonably expected to be repaired within six months after the occurrence of such damage. Termination of the lease is necessary to protect the District's claim to the insurance proceeds on the property.

**F-5.** RECOMMENDATION: Postfact approval of entering into a lease agreement with Tulsa School of Arts and Sciences, Inc., (TSAS) for the rental of Sequoyah Elementary School beginning September 6, 2012, and ending June 30, 2013.

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

COST AND FUNDING: The monthly rental amount to be paid by TSAS is \$2,522.

RATIONALE: As a result of the fire at Barnard Elementary School on September 5, 2012, TSAS was relocated under emergency circumstances to Sequoyah Elementary School. TSAS has been operating a charter school out of Sequoyah Elementary School since September 6, 2012. Postfact approval is required because the unforeseen and urgent events did not allow for Board approval prior to TSAS's use and occupancy of the Sequoyah building and property. The rental rate is a negotiated rate based upon square footage and does not include custodial, security or utility charges.

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

**F-6.** RECOMMENDATION: Discussion, consideration, and vote to enter into an emergency contract with DT Specialized Services, the lowest responsible bidder, for the demolition and removal of the former Barnard Elementary School building located at 2324 East 17th Street, Tulsa, Oklahoma, pursuant to the Board's Resolution declaring an emergency.

FURTHER RECOMMEND: The attorney 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 \$214,000 will be paid from the Building Fund, 21-0290-2620-504900-000-000000-000-08-115.

REQUISITION NUMBER: 41300251

RATIONALE: The facility was damaged from a fire and presents a dangerous liability to the public. This was declared an emergency by passage of the Barnard Resolution approved on the September 17, 2012, Agenda, item F-2.

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

- F-7.** RECOMMENDATION: Approve and ratify the negotiated master contract changes and the execution of the contract with the Tulsa Classroom Teachers Association.

RATIONALE: The master contract ensures that the District will continue to provide safe schools and a quality learning experience for all children through employing, promoting and adequately compensating excellent employees.

- F-8.** RECOMMENDATION: Approve salary increases for the 2012-2013 school year for administrative and non-certified employees not covered by collective bargaining units to include career increments and other adjustments.

RATIONALE: Employee salary adjustments include a 1.5 percent increase. The 1.5 percent salary increase will be applied to the employee's base salary only. Administrative and non-certified salary ranges not covered by collective bargaining units will be adjusted 1.5 percent. Employees above the adjusted salary range maximum will receive 50 percent of the increase amount.

**G. INFORMATION AGENDA**

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

**G-1.** RECOMMENDATION: Purchase four mobile laptop computer labs from Dell Marketing for Hale High School during the 2012-2013 school year.

COST AND FUNDING: The total cost not to exceed \$88,600 will be paid from the Site Improvement Grant Fund, 11-5370-1000-506430-494-000000-000-05-710-5370.

REQUISITION NUMBER: 113034444 and 113034445

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

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

**G-2.** RECOMMENDATION: Enter into an agreement with the Dr. Martin Luther King Commemoration Society and the City of Tulsa to participate in the 2013 Martin Luther King Parade.

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.

RATIONALE: The Martin Luther King Parade will be held on Monday, January 21, 2013. The District will create a float with materials provided by the Maintenance Department.

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

**G-3.** RECOMMENDATION: Declare the Alcott and Bunche school sites to be surplus to the needs of the District and authorize the Superintendent to offer the real estate for public sale.

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



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

- G-4.** RECOMMENDATION: Enter into a one-year agreement with The New Teacher Project (TNTP) for the development and use of a video-driven, expert-feedback system to improve teacher practices that is aligned with the evaluation framework and delivered by a normed group of TNT expert reviewers.

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 contract on behalf of the District.

COST AND FUNDING: Total cost not to exceed \$80,000 will be paid from the Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-093-0844.

RATIONALE: The "Great Teaching, Great Feedback" (GTGF) project will provide the District's teachers with direct, formative feedback to improve practices. GTGF allows teachers to independently record and upload their own video to the GTGF platform, and to thereafter manage thier own feedback and development process. Additionally, GTGF will generate aggregate performance data, providing that individual anonymity can be maintained.

- G-5.** RECOMMENDATION: Enter into agreement with the University of Southern (USC) California Rossier Online Program setting forth the terms under which they will place student interns with the District for purposes of fulfilling preparation requirements for 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.

RATIONALE: This agreement will allow the District to partner with the USC Rossier Online Education Program in the efforts to train and prepare future teachers. Partnering with the university 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 the future workforce and applicant pool. Also, it allows some influence over teacher education expectations with those students that reside in Oklahoma yet receiving a degree through the online USC Rossier curriculum.

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

**G-6.** RECOMMENDATION: Enter into a contract with Mac Fire Protection, Inc., Tulsa, Oklahoma, to provide site building inspections of District fire alarms and fire suppression equipment for the 2012-2013 school year, in accordance with the terms and conditions of the Request for Proposal (RFP Number 13000) with two annual renewal options.

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 \$40,000 will be paid from the Building Fund, 21-0000-2660-504300-000-000000-000-17-049.

REQUISITION NUMBER: 41300250

RATIONALE: All public school buildings are required by state law to have an annual certified fire inspection. The District does not have certified licensed personnel to provide this service.

**G-7.** RECOMMENDATION: Approve the amendment of the memorandum of understanding (MOU) with the City of Tulsa regarding jurisdiction, mutual aid, support and responsibilities of the District's Campus Police and Tulsa Police Department.

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

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

REQUISITION NUMBER: 41300180

RATIONALE: Oklahoma statutes allow for campus police agencies of educational institutions to enter into local agreements with other law enforcement agencies and their governing bodies. This provides these agencies with mutual aid and support of law enforcement functions. The amended agreement redefines and expands the responsibility of the District's Campus Police personnel to assume a greater role in crime reporting. It further states Tulsa Police Department will be the primary law enforcement at the charter school sites, not the District's Campus Police.

**G-8.** RECOMMENDATION: Adopt the District's 2012-2013 Emergency Operations Plan.

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

RATIONALE: This plan provides a framework in which various District departments can design and perform emergency functions during a natural or man-made disaster.

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

**G-9.** RECOMMENDATION: Adopt a Resolution calling a Board Member Election for Election District Number 2 and Election District Number 3 on February 12, 2013; authorizing publication of Legal Notice of Board Member Election; posting of Legal Notice of Board Member Election at the Education Service Center and at the Osage County Election Board Office; and authorizing a press release of filing period for Board Member Election; and to take all other actions required by law.

FURTHER RECOMMEND: Reimburse the Tulsa County Election Board for expenses associated with the election, not to exceed \$25,000, chargeable to the General Fund, 11-0000-2314-503100-000-000000-09-091.

RATIONALE: The Annual School Election resolution must be filed with the Tulsa County Election Board no later than November 16, 2012. Payment for expenses includes equipment, supplies, postage, etc. Expenses for the 2012 February election were \$16,919.32.

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: October 2012

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 21<sup>st</sup> 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: October 2012

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 21<sup>st</sup>  
Century Act, 15 United States Code § 6551

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**SUPPORTING INFORMATION**

**CONSENT ITEM E-19**

**POSITION CREATIONS/DELETIONS**

Administrative/Certificated

**Create:**

Position	Salary/Grade	Duties
<p><b>Manager of Community and School Relations – ESC/Public Information</b></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><b>Director of Community and School Relations- ESC/Public Information</b></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><b>Parent, Schools and Community Engagement Officer- Monroe/Academic Achievement Zone</b></p> <p>Annual Budget Impact: \$ 66,500 min. – \$ 99,700 max.</p> <p><i>Funding Source:</i> <i>(Pending state approval)</i> 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><b>School Transformation and Turnaround Officer</b> –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><b>School Improvement Officer</b>-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><b>School Transformation and Turnaround Officer, Elementary Schools-Monroe/Academic Achievement Zone</b></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><b>School Transformation and Turnaround Officer, Elementary Schools-ESC/Curriculum and Instruction</b></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><b>School Transformation and Turnaround Officer, Secondary Schools –Monroe/ Academic Achievement Zone</b></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><b>School Transformation and Turnaround Officer, Secondary Schools-ESC/ Curriculum and Instruction</b></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><b>Response to Intervention (RTI) Coordinator</b>–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><b>Dual Language Program Specialist</b>-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><b>Executive Secretary–</b>                      ESC/Assistant                      Superintendent for                      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><b>Dual Language                      Program Parent                      Liaison-ESC/Federal                      Programs and Special                      Projects</b></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
<b>Security Systems Lead Technician-ESC/</b> 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
<b>Surveillance and Security Support-ESC/</b> 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.

**SUPPORTING INFORMATION**

**CONSENT ITEM E-20**

**ROUTINE STAFFING ITEMS**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
<b>Certificated/Administrative:</b>				
Barron, Tammie	9/06/12	B-0	\$ 30,096.02	SIG Behavior Modification Coach-Clinton Rate: \$32,900.00 Former Employee (f.e.)
Bart, Shelly	9/04/12	B-18	41,690.95	Teacher-Hale Jr. High/Science Rate: \$45,016.00
Bartholomew, Stefani	8/15/12	M60-12	42,725.00	Teacher-Eliot/Grade 3 Return from leave
Beard, Erica	9/13/12	B-0	29,161.36	Teacher-Springdale/Grade 5 Rate: \$32,900.00
Brown, Eli	9/05/12	B-0	30,282.95	Teacher-Central/Speech Rate: \$32,900.00 f.e.
Buckendorf, George M.	9/10/12	M-0	30,676.16	Teacher-East Central/Fine Arts Rate: \$33,956.00 f.e.
Buescher, Candyce	8/15/12	B-4	35,400.00	Teacher-Jackson/Grade 3
Butcher, Steven	8/30/12	M30-21	46,063.12	Counselor-Dual Language Immersion, Monroe Rate: \$49,134.00
Cockrell, Sheila	9/26/12	B-20	40,784.54	Teacher-Key/Grade 2 Rate: \$45,430.00 Return from leave
Custer, Deven	9/10/12	B-10	33,606.82 1,849.00	Nurse-Various Sites Rate: \$37,200.00 Supervisor

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Dean, Jennifer	9/11/12	B-0	\$ 29,535.22	Teacher-Lee/Kindergarten Rate: \$32,900.00
Dill, David	8/28/12	B-0	31,217.61	Teacher-Central/Music Rate: \$32,900.00
Ebsen, Nicole	9/06/12	B-0	30,096.02	Teacher-Robertson/ Kindergarten Rate: \$32,900.00
Elliott, Rachel	9/14/12	B-0	28,974.43	Teacher-McClure/ Kindergarten Rate: \$32,900.00
Fields, Kathy	8/15/12	B-19	44,930.00	Teacher-Central Jr. High/ Social Studies Return from leave
Goodrich, Victoria	9/14/12	B-8	32,587.50	Teacher-McClure/Grade 1 Rate: \$36,300.00 Return from leave
Green, Larry	8/15/12	B-0	32,900.00 2,289.00	Teacher-Central/ Career Tech
Greenwood, Ashley	9/20/12	B-0	14,113.35	Teacher-Hale Jr. High/Music Half-Time Rate: \$16,450.00
Hilsheimer, Linda	8/15/12	B-3	34,100.00	Teacher-Jones/Grade 1
Holcomb, Stephanie	9/10/12	D-12	39,591.91	Teacher-Lanier/Grade 2 Rate: \$43,825.00 f.e.
Hurt, Megan	9/12/12	B-2	30,061.93	Teacher-Eugene Field/ Grade 2 Rate: \$33,700.00 Return from leave
Hutson, Candetta	9/10/12	B-3	30,806.25	Teacher-Jones/Kindergarten Rate: \$34,100.00
Jarrard, Tony	9/24/12	EL-1	36,403.41	Assistant Principal-Hoover Rate: \$43,000.00



ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Kollmorgen, Mary	9/06/12	B-15	\$ 36,764.72	Teacher-Hale Jr. High/ Language Arts Rate: \$40,190.00 f.e.
Kramer, Todd	9/04/12	B-0	30,049.88 2,289.00	Teacher-Hale/Career Tech Rate: \$32,900.00 Career Tech
Lane, Kelsey	9/12/12	B-1	29,705.11	Teacher-Kerr/Grade 6 Rate: \$32,900.00
Layton, Rebecca	9/06/12	B-0	30,096.02	Teacher-Monroe/Science Rate: \$32,900.00
Leech, Billie	9/05/12	B-6	32,492.05	Teacher-East Central/ Science Rate: \$35,300.00 f.e.
Ligon, Mark	9/06/12	B-0	30,096.02	Teacher-Eisenhower/P.E. Rate: \$32,900.00
Louie, Jamar	9/06/12	B-0	29,535.23	Teacher-McLain/P.E. Rate: \$32,900.00
Mashburn, Amber	9/11/12	B-0	29,535.22	Teacher-Disney/Grade 1 Rate: \$32,900.00
Mathes, Michele	9/11/12	B-4	30,971.59	Teacher-Celia Clinton/ Grade 5 Rate: \$34,500.00
Murray, Devon	9/13/12	M-0	30,097.36	Teacher-Rogers/P.E. Rate: \$33,956.00
Noble, Pamela	8/20/12	M-9	37,269.70 1,895.00 1,508.02	TRAICE Advisor-Hale Jr. High Rate: \$37,916.00 Alternative Education Additional days Return from leave
Province, Rachael	9/11/12	B-2	30,253.40	Teacher-Salk, Disney/ELL Rate: \$33,700.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Rayfield, Amanda	9/10/12	M-14	\$ 37,225.88	Librarian-Jones Rate: \$41,206.00 Return from leave
Reed, Schelle	9/05/12	B-0	30,282.95	Teacher-Lindbergh/Grade 3 Rate: \$32,900.00
Rhodes, Margaret	9/05/12	M30-12	37,843.57	Teacher-Rogers Jr. High/ Language Arts Rate: \$41,114.00
Roark, Douglas	9/07/12	M-0	30,869.09 1,831.00 964.66	Counselor-Central Counselor Additional days Rate: \$33,956.00
Ross, Lauren	9/13/12	B-0	29,161.36	Teacher-Jones/Grade 4 Rate: \$32,900.00
Sala, Kendra	9/13/12	B-0	29,161.36	Teacher-Jones/Grade 3 Rate: \$32,900.00
Smith, Cathy	9/24/12	B-2	28,913.06 1,445.65	Alternative School Advisor- TRAICE Alternative Education Rate: \$33,700.00 Return from leave
Smith, Sherri	9/06/12	B-0	30,096.02	Teacher-Peary/Grade 3 Rate: \$32,900.00 f.e.
Sowers, Megan	9/10/12	B-0	29,722.16	Teacher-Kerr/Grade 2 Rate: \$32,900.00
Statham, Eric	9/06/12	B-0	30,096.02	Teacher-McLain Jr. High/ Geography Rate: \$32,900.00 f.e.
Tennyson, Leila	9/12/12	B-0	29,348.29	Teacher-McLain/English Rate: \$32,900.00
Vaughan, Savanna	9/06/12	B-0	30,096.02	Teacher-Lindbergh/ Grade 1 Rate: \$32,900.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Wade, Lynwood	9/11/12	B-2	\$ 30,253.41	TRAICE Satellite Advisor- Rogers Jr. High Rate: \$33,700.00
			1,512.67	Alternative Education
			765.91	Additional days
Wilson, April	9/06/12	B-0	30,096.02	Teacher-Lindbergh/Grade 2 Rate: \$32,900.00
Wooten, Janice	9/06/12	B-0	30,096.02	Teacher-Clinton/Art Rate: \$32,900.00
<b>Support (Hourly):</b>				
Banuelos, Cathleen	9/17/12 5/23/13	IS-3	\$ 10.12	Parent Involvement Facilitator-Kerr Return from leave
Barnett-Shook, Sandra	9/14/12 5/23/13	MT-1	8.36	Child Nutrition Services (CNS) Assistant-Mayo
Bartlett, Vanda	8/17/12 5/23/13	IS-6	10.81	Teacher Assistant (TA)- Disney
Boyaci, Sandra	9/06/12 5/23/13	IS-6	10.81	TA-Eliot f.e.
Burch, Derrick	8/31/12 5/28/13	CA-3	8.81	Clerk-East Central
Burke, Amber	9/17/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Carter, Gayla	9/06/12 5/23/13	IS-6	10.81	TA-Bell
Chamberlin, Angela	9/12/12 5/23/13	IS-3	9.21	Paraprofessional-Hoover
Choate, Myrtle	9/13/12 5/23/13	MT-1	8.99	CNS Assistant-Robertson
Cruz Escobar, Marisol	9/12/12 5/23/13	MT-1	8.99	CNS Assistant-Hoover

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Davis, Felicity	9/07/12 5/23/13	IS-3	\$ 9.21	Paraprofessional- Lewis and Clark
Diaz-Medrano, Teresita	9/06/12 5/23/13	MT-1	8.99	CNS Assistant-Kerr
Dickson, Israel	8/24/12 5/23/13	IS-10	13.11	Autism Paraprofessional- Remington
Downing, Karen	9/12/12 5/23/13	IS-6	10.81	Parateacher-Thoreau
Ferguson, Amber	9/14/12 5/23/13	MT-NS	7.25	Site Assistant-Patrick Henry/Before and After Care
Fish, Andrea	8/27/12 5/23/13	MT-1	8.52	CNS Assistant-Mark Twain
Galvan, Joe	9/05/12 6/30/13	MT-3	8.81 .44	Custodian-Skelly Shift differential
Gee, Hope	9/04/12 5/23/13	MT-1	8.36	CNS Assistant-Roosevelt
Geeta, Ma	9/10/12 6/30/13	MT-3	8.81 .44	Custodian-ESC Shift differential
Gonzalez-Montano, Lorenzo	9/10/12 6/30/13	MT-3	8.81 .44	Custodian-Patrick Henry Shift differential
Gregory, Kristen	8/28/12 5/23/13	IS-6	10.81	TA-Cooper
Harrell, Shelley	8/06/12 5/28/13	CA-3	10.19	Clerk-Disney
Henderson, Evonne	8/20/12 5/23/13	IS-6	13.42	Paraprofessional-Jackson f.e.
Hightower, Suzette	8/20/12 5/23/13	IS-6	10.81	Parateacher-Thoreau
Jackson, Emmanuel	9/10/12 6/30/13	MT-3	8.81 .44	Custodian-Rogers College High Shift differential

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Johnson, Barbara	9/24/12 6/30/13	CA-9	\$ 13.50	HC Finisher I-ESC/ Human Capital f.e.
Johnson, Frances	9/10/12 6/30/13	MT-3	8.81	Custodian-McClure
Johnson, Takesha	9/05/12 5/23/13	IS-6	10.81	TA-Burroughs
Jones, Coquestia	9/17/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Jones, Tettra	8/28/12 5/24/12	CA-3	10.81	Clerk-East Central
Kifer, Natausha	9/05/12 5/23/13	IS-3	9.21	TA-East Central
Lindwall, Linda	9/13/12 5/23/13	MT-1	9.46	CNS Assistant-Robertson
Littlejohn, Latrisha	9/04/12 5/23/13	MT-1	8.52	CNS Assistant-Edison
Martin, Kimberly	8/28/12 5/23/13	IS-6	10.81	Paraprofessional-Lindbergh
Martin, Krystal	9/10/12 5/23/13	MT-NS	10.81	Site Supervisor-Eugene Field/Before and After Care
McCallie, Carl	9/17/12 5/23/13	MT-6	10.56	Bus Driver
McGriff, Dexter	9/13/12 5/23/13	IS-6	10.81	TA-Tulsa Met High
McKinley, Sarah	9/10/12 5/23/13	MT-1	8.36	CNS Assistant-Eugene Field
Meyer, Emilie	9/07/12 5/23/13	IS-6	10.81	Parateacher-Thoreau
Miller, Keith	9/06/12 5/23/13	IS-6	10.81	TA-Peary

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Moreton, Lauryn	9/11/12 5/23/13	IS-3	\$ 9.21	TA-Disney
Mougell, Larry	8/17/12 5/23/13	IS-10	13.11	Autism Paraprofessional-Memorial Jr. High f.e.
Myers, Molly	8/20/12 5/23/13	IS-6	10.81	TA-Lindbergh
Nero, Karin	9/17/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Newton, Sy	9/11/12 5/28/13	CA-3	8.81	Clerk-Kerr
Odom, Sheila	9/13/12 5/23/13	MT-NS	7.25	Site Assistant-Columbus/ Before and After Care
Ozakaya, Ayse	9/06/12 5/23/13	IS-6	11.74	TA-Eisenhower
Paul, Therionna	9/13/12 5/23/13	MT-NS	7.25	Site Assistant-Key/ Before and After Care
Pittman, Kimberly	8/27/12 5/28/13	CA-3	9.20	Clerk-Robertson
Redmond, Joseph	8/22/12 5/23/13	IS-6	10.81	TA-Washington
Rogers, Wendi	9/07/12 5/23/13	MT-1	10.04	CNS Assistant-Owen
Ruffin, Ashley	9/17/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Samuels, Jacqueline	9/18/12 5/23/13	MT-1	8.36	CNS Assistant-Cooper
Santiago-Ortiz, William	9/10/12 5/23/13	MT-6	10.56	Bus Driver Trainee
Schnell, Elizabeth	8/30/12 5/23/13	IS-3	9.21	TA-Emerson

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Smetana, Angela	8/13/12 5/23/13	IS-6	\$ 10.81	TA-Cooper
Stanley, Nancy	8/27/12 5/23/13	MT-1	8.99	CNS Assistant-Marshall
Tillery, James	9/17/12 5/23/13	MT-4	9.21	Bus Driver Trainee
Townsend, Jonathan	9/05/12 5/23/13	IS-6	10.81	TA-Burroughs
Vise, Jill	9/04/12 5/23/13	IS-6	10.81	TA-Carnegie
Whiteside, Roderick	9/10/12 5/23/13	MT-4	9.21	Bus Driver Trainee

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
<b>Certificated/Administrative:</b>					
Bennett, Megan	Staff Development Teacher-Salk, Grissom M-5	8/15/12	\$ 35,976.00	\$ 35,976.00	Mentor Teacher/ Staff Development and Leadership- Wilson/ Mentor Teacher Staff Development
			1,831.00	1,831.00	
Blackwood, Kathy	Teacher- Robertson/Music Half-Time B-21	9/04/12	22,565.00	42,722.67	Full-Time Rate: \$46,130.00
Blakney, Kimberly	Teacher- TRAICE/ Special Education B-6	8/15/12	35,300.00 1,765.00 1,765.00	36,376.00 1,818.80 1,818.80	M-6 Alternative Ed Special Education
Braun, Martha	Teacher-Salk/ ELL Half-Time B-20	9/11/12	22,815.00	40,704.04	Teacher-Jones/ ELL Full-Time Rate: \$45,630.00
Bull, Audra	Teacher- Thoreau/Reading B-10	8/15/12	37,200.00	38,326.00	M-10
Coffelt, Kristen	Staff Development Teacher- Curriculum and Instruction B-6	8/15/12	35,300.00	36,376.00	M-6
Cross, Tessa	Assistant Principal-McLain Jr. High EL-2 190 days	9/18/12	46,779.00	47,428.62	Principal-McLain Jr. High EL-5 12 Months Rate: \$62,319.00
Cullom, Michelle	Assistant Principal-Hoover EL-1	9/24/12	48,549.00	40,412.87	Teacher-Monroe/ Math M-20 Rate: \$47,736.00



ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Davis, Tamberlin	Teacher-Project Accept/ Special Education B-6	8/15/12	\$ 35,300.00 1,765.00 1,765.00 1,403.98	\$ 35,300.00 1,765.00 1,765.00	Teacher-Shadow Mountain/ Special Education Alternative Ed Additional days
Delso, James	Teacher- Shadow Mountain/ Special Education B-17	8/15/12	42,220.00 2,111.00 2,111.00	42,220.00 2,111.00	Teacher-Shadow Mountain/All Subjects Special Education Alternative Education
Dugan, Kristine	Teacher- Thoreau/ Special Education B-0	9/12/12	32,900.00 1,598.27	31,965.34	Teacher-Thoreau/ Language Arts Rate: \$32,900.00 Special Education
Fennell, Charles	Counselor-Hale M60-15	8/15/12	45,475.00 1,831.00 2,583.81	45,475.00 6,831.00	SIG Curriculum Technology Coach- Hale SIG Stipend Counselor Additional days
Gestland, Ramona	Staff Development Teacher-Patrick Henry, Wright M30-27	9/17/12	57,044.00 1,831.00	49,913.50 2,625.00 2,269.00	Principal Intern- Celia Clinton Rate: \$57,044.00 Staff Development Intern Additional days
Gilkey, Eschelle	Counselor- Central M60-12	8/15/12	42,725.00 1,831.00 2,427.56	42,725.00	SIG Graduation Coach-Central Counselor Additional days
Graham, Angela	Teacher-Eugene Field/Grade 3 B-2	8/15/12	33,700.00	34,776.00	M-2

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Hightower, Suzette	Parateacher- Thoreau IS-6	9/07/12	\$ 10.81	\$ 29,909.09	Teacher-Key/ Kindergarten Rate: \$32,900.00
Hollas, Bonnie	Teacher-Wright/ Special Education B-0	8/15/12	32,900.00 1,645.00	33,700.00 1,685.00	Credit for Experience B-2 Special Education
Khattab, Marsha	Staff Development Teacher-Mitchell B-4	8/15/12	34,500.00	35,576.00	M-4
King, Esther	Teacher- Carnegie/Gifted and Talented Half-Time B-23	8/15/12	24,565.00	48,630.00	Full-Time
Langva, Leesa	Teacher- Columbus/ Special Education B-13	8/15/12	38,660.00 1,933.00	40,286.00 2,014.00	M-13 Special Education
Leake, Harriet	Advisor-Tulsa Met Jr. High M60-1	9/10/12	53,475.00 2,673.75 2,087.07	53,475.00	Teacher-Disney/ Grade 6 Alternative Education Additional days
Lower-Barre, Etta	Teacher- McClure/ Special Education Half-Time M60-19	8/15/12	24,667.50 1,233.38	25,497.50 1,274.88	Credit for Experience M60-20 Special Education
Meachem, Katera	Teacher- Washington/ Math B-4	8/15/12	34,500.00	35,576.00	M-4

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Peaslee, Cynthia	Mentor Teacher- Wilson/Staff Development and Leadership Training B-12	8/15/12	\$ 38,020.00	\$ 39,476.00	M-12
Pillow, Marcia	Teacher-Peary/ Special Education B-15	8/15/12	40,190.00 2,009.50	45,430.00 2,271.50	Credit for Experience B-20 Special Education
Redmond, Joseph	TA-Washington IS-6	9/01/12	10.81/hr.	38,162.38	TRAICE Teacher- Washington M-14 Rate: \$41,206.00
Rogers, Vicki	Teacher- Columbus/ELL M-14	9/06/12	41,206.00	28,847.06	Half-Time Rate: \$20,603.00
Shahadi, Alexis	Teacher- Hamilton/Gifted and Talented B-2	8/15/12	33,700.00	34,776.00	M-2
Swets, Tamara	Teacher-Kerr/ Grade 5 B-10	8/17/12	37,200.00	38,326.00	M-10
Tuell, Gary	Teacher-Rogers/ Science M-6	8/15/12	36,376.00	36,376.00 1,831.00 2,066.82	Counselor-Rogers Counselor Additional days
Wayman, Kacie	Teacher-Celia Clinton/PreK B-1	8/15/12	33,300.00	34,366.00	M-1
Wesley, Willie	Network Systems Engineer I-ESC/ ISS BL-9	10/02/12	73,120.00	61,211.83	Network Systems Engineer II-ESC/ISS BL-11 Rate: \$81,834.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Williams, Kitty	Teacher- Whitman/ Special Education M60-23	8/15/12	\$ 53,475.00  2,623.75	\$ 53,475.00  2,623.75 2,623.75 2,087.05	Teacher-Project Accept/ Special Education Alternative Education Additional days
Woods, Jacki	Teacher-Tulsa Center for Adolescent Treatment/ Special Education B-11	8/15/12	37,610.00 1,880.50 1,880.50	38,986.00 1,949.30 1,949.30	M-11 Special Education Alternative Education
Yeager, Rebecca	Clerk-Hale CA-3	8/15/12	10.84/hr.	33,956.00/yr. 1,831.00 1,929.32	Counselor-Hale Counselor Additional days
Youngberg, Jennifer	Teacher- Lindbergh/ Grade 5 B-4	8/15/12	34,500.00	35,576.00	M-4
<b>Support (Hourly):</b>					
Anderssen, Paul	Bus Driver MT-6 9 months	9/10/12 6/30/13	\$ 10.56 .30	\$ 10.56 .30	12 months Special Needs
Cardenas- Rodriguez, Norma	CNS Assistant- East Central MT-1	9/18/12 5/23/13	8.60	9.21	CNS Cook I-East Central MT-2
Chappell, Steve	Bus Driver Trainee MT-4	9/10/12 5/23/13	10.56	10.56 .30	Bus Driver Special Needs MT-6
Clark, Jacqueline	Bus Driver Trainee MT-4	8/20/12 5/23/13	9.21	10.56	Bus Driver MT-6
Clark, Jacqueline	Bus Driver MT-6	9/10/12 5/23/13	10.56	10.56 .30	Special Needs
Crespo-Burgos,	CNS Assistant-	9/18/12	8.78	9.40	CNS Cook I-East

Elizabeth East Central 5/23/13 Central  
 MT-1 MT-2  
ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Crosby-White, Marie	Bus Driver MT-6 6hrs/day	9/10/12 5/23/13	\$ 10.89 .30	\$ 10.89 .30	8hrs/day Special Needs
Cunningham, Lakisha	CNS Assistant- Clinton MT-1 6hrs/day	9/13/12 5/23/13	8.36	8.36	7hrs/day
Czeschin, Nancy	CNS Assistant- MacArthur MT-1 5.5 hrs/day	9/17/12 5/23/13	9.64	9.64	6hrs/day
Gavin, Ralph	CNS Cook II- McClure MT-3	9/18/12 5/23/13	9.08	8.41	CNS Assistant- McClure MT-1
Kidd, Vera	Librarian- Anderson IS-6 6hrs/day	8/17/12 5/23/13	11.13	11.13	Librarian-East Central 8hrs/day
Lawrence, Alesha	CNS Assistant Manager- Mitchell MT-6	9/16/12 5/23/13	10.58	9.71	CNS Cook II-Mitchell MT-3
Love, Junina	Bus Driver- Transportation MT-6 6hrs/day	9/10/12 5/23/13	10.89 .30	10.89 .30	8hrs/day Special needs
McQueen, Megan	CNS Assistant- MacArthur MT-1 7hrs/day	9/17/12 5/23/13	8.36	8.36	6.5hrs/day
Morton, Judy	CNS Manager- Springdale BL-8	10/01/12 5/23/12	23,495.00/yr.	11.62/hr.	CNS Cook II-ESC MT-3
Portillo De Flores, Bertha	CNS Assistant- Cooper MT-1 6hrs/day	9/18/12 5/23/13	8.97	8.97	6.5hrs/day
Pouncil, Arthetta	Paraprofessional Hale Jr. High	8/17/12 5/23/13	12.13	13.11	Autism Paraprofessional-

IS-6 6hrs/day

Hale Jr. High  
IS-10 7hrs/dayADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Robinson, Julie	CNS Assistant- Chouteau MT-1	9/04/12 5/23/13	\$ 8.76	\$ 9.21	Paraprofessional- Chouteau IS-3
Sandoval, Marisel	CNS Assistant Manager- Memorial Jr. High MT-6	9/06/12 5/23/13	11.10	10.19	CNS Cook II-Salk MT-3
Shinault, Pamela	Bus Driver Trainee MT-6	9/10/12 5/23/13	10.56	10.56 .30	Special Needs
Simmons, Judith	Head Custodian- Central MT-11 3-CI	7/01/10 6/30/12	19.23	19.71	Salary Book Correction MT-11 4-CI
Smith, Dennis	Bus Driver MT-6	9/10/12 5/23/13	10.56	10.56 .30	Team Driver
Smith, Steve	Bus Driver MT-6 6hrs/day	9/10/12 5/23/13	10.56 .30	10.56 .30	8hrs/day
Switzer, Kelly	Bus Driver Trainee MT-4	9/10/12 5/23/13	9.21	10.56 .30	Bus Driver MT-6 Team Driver
Thomas, Clifford Jr.	Custodian-Skelly MT-3	9/05/12 6/30/13	8.81 .44	8.81	Custodian-Wilson Teaching and Learning Shift differential
Thompson, Wendy	CNS Cook II- Kerr MT-3 7.5hrs/day	9/04/12 5/23/13	9.52	10.06	Assistant CNS Manager-Edison MT-6 8hrs/day
Trammel, Mary	CNS Cook II- ECDC Bunche MT-3 6hrs/day	9/14/12 5/23/13	9.68	9.68	7hrs/day
Vasquez, Jorge	Bus Driver Trainee	9/10/12 5/23/13	10.56	10.56 .30	Bus Driver Special Needs

MT-4

MT-6

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Walker, Jacqueline	Bus Driver Trainee MT-6	9/10/12 5/23/13	\$ 10.56	\$ 10.56 .30	Bus Driver Special Needs
Walker, Shalonda	CNS Cook II- McLain MT-3 8hrs/day	9/18/12 5/23/13	11.62	10.86	CNS Cook I-McClure MT-2 7.5hrs/day
Washington, Julia	CNS Assistant- MacArthur MT-1 5hrs/day	9/17/12 5/23/13	8.78	8.78	7.5hrs/day
Yang, Stella	Bus Driver Trainee MT-4	9/10/12 5/23/13	9.21	10.56 .30	Bus Driver Special Needs MT-6

## LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
<b>Certificated/Administrative:</b>			
Fowler, Shannon	9/04/12	Teacher-Hoover/ Special Education	Personal illness
Luna De Snipes, Josephina	8/31/12	Teacher-Springdale/ Pre-K	Personal illness
Melendez, Jaime	2012-2013	Teacher-Carver/ Spanish	Personal illness
Mendenhall, Ginger	9/24/12	Staff Development Teacher-Thoreau	Personal illness
Skelton, Ann	9/17/12	Teacher-Springdale/ Pre-K	FMLA
<b>Support (Hourly):</b>			
Cook, Rita	8/15/12	CNS Assistant-Hale	Personal illness
Davis, Petronella	9/05/12	TA-Remington	Personal illness
Edens, Jim	8/21/12	Bus Driver-Transportation	Personal illness
Ibarra, Xochitl	8/23/12	Paraprofessional-Kerr	FMLA
Jones, Donald	9/05/12	Bus Driver-Special Needs	Personal illness
Neibling, Mary	9/04/12	Clerk-Central	FMLA
Short, Sarah	2012-2013	Paraprofessional-Clinton	Child Care
Thurston, Karen	9/07/12	Bus Driver	Personal illness



## RESIGNATIONS

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Beckman, Amanda	9/07/12	Teacher-Kendall Whittier/Special Education
Butler, Kimberly	9/24/12	Teacher-Skelly/Kindergarten
Campbell, Jennifer	9/27/12	Teacher-Academy Central/Special Education
Doke, Julia	8/29/12	Teacher-Skelly, Hoover/P.E.
Wilson, Gail	9/06/12	Teacher-McClure/Grade 2
<b>Support (Hourly):</b>		
Brambila, Martha	8/20/12	CNS Assistant-Edison
Brown, Jessie	5/18/12	Autism Paraprofessional-Hale
Claxton, Krystal	8/07/12	Paraprofessional-Marshall
Colby, Kraston	9/28/12	Culinary Coordinator-CNS
Coleman, Shaquita	9/12/12	Bus Driver Trainee
Costa, Jennifer	5/18/12	TA-Celia Clinton
Derrick, Leon	8/31/12	Bus Driver
Flesher, Kathryn	5/18/12	Parateacher-Thoreau
French, Jessica	5/18/12	Clerk-Wright
Goff, Arika	5/18/12	TA-Burroughs
Gonzalez, Celia	9/10/12	CNS Assistant-Edison
Hamilton, Lorrie	5/18/12	Library Assistant-Celia Clinton
Hutton, Kristy	5/18/12	TA-Tulsa Met
Lashley, Crickett	9/06/12	Bus Assistant
Long, Shantel	8/20/12	CNS Assistant-Owen
Major, Erin	5/18/12	TA-Lindbergh

RESIGNATIONS - Continued

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
McGonigal, Jennifer	8/20/12	CNS Cook II-Robertson
Mester, Bradley	5/18/12	TA-Lindbergh
Peterson, Natalie	9/04/12	TA-Academy Central
Prevett, Melanie	5/18/12	Paraprofessional-Lindbergh
Rich, Dawna	9/28/12	CNS Assistant-Grimes
Ruemler, Kelsey	5/18/12	Parateacher-Thoreau
Soumare, Mary	8/22/12	Parent Involvement Facilitator-Hamilton
Teague, Nicole	9/13/12	Custodian-Educare III
Welch, Alma	5/18/12	TA-Owen
Williams, Loretta	5/18/12	Autism Paraprofessional-Bell

RETIREMENTS

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
<b>Certificated/Administrative:</b>		
Calmus, Linda	1/04/13	Nurse-Webster
Slodek, Cathy	8/31/12	Teacher-Skelly/Special Education

## SUBSTITUTE AND TEMPORARY ELECTIONS

### Substitute Teachers

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Alvarado, Mandy	Miller, Leslie
Belvins, Melissa	Monson, Michael
Bowen, Dee	Moore, Beverly
Bradshaw, Katherine	Moore, Edgar
Burkholder, Yelena	Morris, Tiffany
Burton, Audrey	Mullinax, Simone
Chandler, Pamela	Murphy, Glenda
Cleveland, Shevonne	Olden, Tamara
Clunis-Cormack, Chadean	Paulin, James
Codwell, Robert	Phillips, Hannah
Coleman, Keith	Plaster, Jenni
Corn, Dani	Pruitt, Beola
Cosby, Sharyn	Ramirez, Alma
Crenshaw -Parker, Sharon	Rodgers, Sheran
Cumming, Edward	Rolling, Cynthia
Elliot, Kirk	Sanders, Andrea
Evans, Barbara	Scalzo, Paula
Ferguson, Betty	Sheng, Michale
Gresham, Karen	Slate, Teresa
Gunnells, Latricia	Sutton, Tesia
Harris, Regina	Tennant, Corene
Hefton, Billy	Tennant, Melvin
Helzer, Tracee	Thomas, Delores
Hernandez, Raul	Thomas, Sarah
Higgins, Anita	Tooman, Paige
Holton, Mark	Urbanek, Dana
Hope, Leonard	Verner, Shaquia
Jellison, stacy	Vinson, Joe Anner
Johnson, Angela	Weber, Christie
Jones, Monieka	Wellington, Carla
Kester, Chiara	West, Linda
Koopman, Iva	Williams, Martin, BEA
Lach, Sonia	Yadon, Karen
Leach, Julius	Youngberg, Matt
Lehnus, Zacharia	Zhu, Jianhong
McHenry, Onis	Zor- Gibbs, Norma
Millan, Gabriella	

SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Temporary Educational Staff

Amanda Mendenhall  
Christina Bayouth  
Christina Capps  
Christina Diaz  
Elena Stout  
Elizabeth Lovejoy  
Erin Wood  
Jennifer Genis  
Julie Lewis  
Kaleena Delk  
Kitty Allen  
Laura Duvall  
Lisa Henderson  
Reanna Abarca  
Susan Hendricks  
VaLynda Black

Homebound Teacher

Powell, Jane

Tutors

Hayes, Denise  
Littlejohn, Barbara  
Mitchell, Yolanda

Avid Tutor

Jones, Maye

Artists in Residence-Central

Barton, Jared  
Gregory, Desiree  
Hamilton, Cassie  
Hertensteiner, Mark  
McMahan, Nicole

Human Capital Finisher I

Johnson, Barbara f.e.

Clerk

Morris, Angela f.e.

CNS Workers

Blackwell, Carolyn  
Grigsby, Dawn  
Jordan, Nancy  
Landeros, Nancy  
Montalvo, Laticia  
Pace, Elizabeth  
Palma De Garcia, Maria  
Smith, Tanisha  
Strong, Roberta  
Tottress, Norma  
Whitecloud, Veronicah

Custodian

Thompson, Jerrice

DRS Student Worker

James-Stokes, Nadia

Adjunct Teachers

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

Jason Harris, Football @ \$3,335 August 1, 2012 to December 31, 2012.

Edison -11-000-1000-501930-820-330000-201-07-537

Andrew Jones, 9<sup>th</sup> Grade Football @ \$2,877 August 1, 2012 to November 5, 2012.

Edison-11-000-1000-501930-820-330000-201-07-537

Barbariae Wright, 6<sup>th</sup> Grade Girls Basketball @ \$1,145 November 1, 2012 to February 1, 2013.  
Barbariae Wright, 7<sup>th</sup> Grade Girls Basketball @ \$1,145 November 1, 2012 to February 1, 2013.  
Barbariae Wright, 8<sup>th</sup> Grade Girls Basketball @ \$1,145 November 1, 2012 to February 1, 2013.

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

Jermaine Brown, Football @ \$1,500 May 21, 2012 to May 17, 2013.

Edison-11-000-1000-501930-820-330000-201-07-537

Kyle Giangreco, Football @ \$1,373 August 20, 2012 to November 30, 2012.

Edison -11-000-1000-501930-820-330000-201-07-537

Schellonda Jones, Cheerleading @ \$2,060 November 1, 2012 to March 31, 2013.  
SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

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

Blake Williford, Football Assistant @ \$3,335 August 20, 2012 to December 31, 2012.

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

Schellonda Jones, Cheerleading @ \$2,060 November 1, 2012 to March 31, 2013.

Hale-11-000-1000-501930-870-330000-201-07-661

11-000-1000-501930-870-330000-201-07-661

Jamiece McClellan, Volleyball HS @ \$1,202 August 1, 2012 to May 31, 2013.

Jamiece McClellan, Volleyball MS @ \$1,602 August 1, 2012 to May 31, 2013.

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

Brandon Queen, Boys Basketball @ \$2,119 October 1, 2012 to March 1, 2013.

McLain -11-000-1000-501930-820-330000-201-07-662

Curtice Williams, Football Assistant @ \$3,335 August 1, 2012 to May 20, 2013.

McLain-11-000-1000-501930-820-330000-201-07-662

David Harris, Basketball Boys @ \$1,145 November 2, 2012 to February 15, 2013.

McLain-11-000-1000-501930-820-330000-201-07-662

Edward Blackwell, Football @ \$1,373 August 20, 2012 to November 1, 2012.

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

Michael Jamerson, Boys Basketball @ \$2,577 November 1, 2012 to March 31, 2013.

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

Anthony Booth, Wrestling @ \$2,142 October 1, 2012 to March 1, 2013.

Rogers-11-000-1000-501930-820-330000-201-07-664

Reginald Thomas, Football Assistant @ \$1,373 August 1, 2012 to December 3, 2012.

Thoreau-11-000-1000-501930-820-330000-201-07-573

Ramon Watkins, Basketball @ \$1,145 November 1, 2012 to February 1, 2013.

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

Michael Terwilliger, Soccer Boys @ \$1,202 August 20, 2012 to May 17, 2013.

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

Joshua Vasquez, Cross Country Boys @ \$504 August 1, 2012 to October 30, 2012.

Joshua Vasquez, 9<sup>th</sup> Grade Boys Basketball @ \$2,119 October 1, 2012 to March 31, 2013.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Alternative Education – 11-0000-2340-501110-000-000000-107-16-077

Pay Kenneth Rodriquez, certified staff, \$750/mo. (total not to exceed \$7,500) for his work regarding the National Magnet School Convention, September 1, 2012-June 30, 2013.

Anderson and Burroughs Incentive - 11-0844-1000-501700-100-000000-210-05-135-0844  
11-0844-1000-501700-100-000000-210-05-103-0844

Pay a one-time sign-on stipend to each certified staff member at Anderson and Burroughs employed as of 09/07/12 @ \$1000 (not to exceed a total of \$65,000). Staff who are less than 1.0 FTE at these sites will receive a pro-rated amount.

Cafeteria Managers Extra Duties - 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following CLS Cafeteria Managers a stipend based on their daily rate, for days worked during the Fall Intersession, 10-23-12 thru 11-2-12 and Spring Intersession 3-13-13 thru 3-15-13 and 3-25-12 thru 3-29-12.

Barnes, Vicki	Jeremiah, Vicki
Boone, Delores	Jones, Margie
Jensen, Stephanie	Sabala, Margaret

Campus Police Additional Duties – 11-0000-2660-501210-000-000000-959-17-049

Pay Dwight Jackson, certified staff @ \$250/mo. (total not to exceed \$3,000) for performing site asset manager duties in addition to regular duties for the 2012 – 2013 school year.

Child Nutrition - 2-22-3850-3120-501210-700-000000-513-03-687

Pay Gennett McElroy, Cafeteria Manager, for CAP meal service, a onetime stipend, based on her daily rate, for additional days worked as listed: 10-18/19-12, 11-21-12, 1-2/3/4-13, 2-15-13, 2/18/13, 3/15/13.

Child Nutrition - 22-3850-3120-501210-700-000000-953-03-687

Pay the following Cafeteria Employees for CAP meal service, based on their current hourly rate, for the following days as listed below: 10-18/19-12, 10-22-12, 11-21-12, 1-2/3/4-13, 2-15-13, 2/18/13, 3/15/13.

Davis, Liddie	Lee, Beverly
Harris, Pat	Walker, Sharon
Jones, Leon	Walton, Terri
Washington, Connie	

Child Nutrition - 22-3850-3120-501210-700-000000-513-03-975

Pay Barbara Walker, cafeteria manager, for Saturday school meal service, a stipend based on her daily rate, for working 8 additional days beginning 9/22/12.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Child Nutrition– 22-7680-3120-501210-700-000000-513-03-xxx

Pay Child Nutrition Cafe Managers a stipend of \$25.00 every day the Fresh Fruit and Vegetable Program is served at their site September 2012-June 2013 (Total not to exceed \$55,800). Funding provided by 2012-13 USDA Fresh Fruit and Vegetable Program.

Child Nutrition - 22-7680-3120-501210-700-000000-601-03-053

Pay Tammy Christman support staff a stipend @ \$4.03/hr (total not to exceed \$10,000.00) for direct inventory monitoring, requisitions entries and payroll duties for the Fresh Fruit and Vegetable Program from September 1, 2012 to June 30, 2013. Funding provided by the 2012 – 2013 USDA Fresh Fruit and Vegetable Program.

Child Nutrition - 22-3850-3120-501210-700-000000-513-03-053

Pay Allyson Barnes, a stipend of \$300/month for temporary assignment of Training Manager from September 1, 2012 to November 30, 2012 .

First Class Limited Engineer License – 11-0000-2620-501210-000-000000-954-01-xxx

Pay Head Custodians, Joe Pettella, Roy Hightower and Judith Simons a stipend of \$.35/hr for having the First Class Limited License. July 1, 2012 to June 30, 2013.

Native American Tutoring - 11-5610-1000-501700-429-000000-210-05-093-5610

Pay Certified teachers to be named @ \$23/hr.(total not to exceed \$30,000) to provide after-school tutoring for Native American students, October 1, 2012-May 10, 2013.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Site Interpreters

Pay support staff, listed below @ \$0.50/primary assignment hours worked, for serving as site interpreters, July 2, 2012 – June 30, 2013

Bell	Jaimes De Benitez, Rubiella	11-0000-2410-501210-000-000000-609-07-118
Celia Clinton	Clay, Nurian C	11-5118-2194-501210-494-000000-322-05-145
Central	Rhine, Francisca	11-0000-2410-501210-000-000000-614-07-705
Columbus	Hernandez, Esmeralda	11-0000-2132-501210-000-000000-614-07-156
Disney	Pagan, Nilsa	11-5118-2194-501210-494-000000-322-05-447
East Central Jr High	Carbajal, Margarita	11-5118-2194-501210-494-000000-322-05-659
ECDC-Bunche	Pimentel, Marisol	11-0000-1000-501210-100-101300-413-07-167
ECDC-Reed	Hernandez, Patricia	11-0000-2410-501210-000-000000-609-07-169
Edison HS	Lissonnet, Hilda	11-0000-2410-501210-000-000000-609-07-712
ESC-Campus Police	Martinez, Antonio A	11-0000-2660-501210-000-000000-959-17-730
Hale HS	Breeding, Eddie W	11-0000-2660-501210-000-000000-959-17-715
Hale HS	Luviano, Erendira	11-0000-2410-501210-000-000000-609-07-661
Hale HS	Trevino, Edith B	11-0000-2410-501210-000-000000-609-07-715
Jackson	Sagel, Georgia M	22-3850-3120-501210-700-000000-958-03-230
Kendall-Whittier	Mejia, Maria D	11-0000-2410-501210-000-000000-609-07-251
Kerr	Banuelos, Cathleen M	11-5118-2194-501210-494-000000-322-05-252
Lewis & Clark	Lopez, David	11-5118-2194-501210-494-000000-322-05-269
MacArthur	Bello, Maria M	11-0000-2132-501210-000-000000-614-07-305
Maint/Plant Op	Chairez, Raul H	21-0000-2620-501210-000-000000-706-01-002
Maint/Plant Op	Elizalde, Raul C	21-0000-2620-501210-000-000000-707-01-002
Marshall	Castaneda, Diana B	11-0000-2410-501210-000-000000-609-07-310
McKinley	Arenas, Rosendo	11-0000-2620-501210-000-000000-954-01-325
McKinley	Cordoba, Myra	11-0000-1000-501210-100-105000-413-07-325
Memorial	Lara, Edgar	11-0000-2660-501210-000-000000-959-17-725
Mitchell	Vivar, Violeta V	11-5118-2194-501210-494-000000-322-05-330
Peary	Hernandez, JoAnn	11-0000-2410-501210-000-000000-609-07-351
Penn	Espinoza, Maria N	11-0000-2620-501210-000-000000-954-01-355
Rogers Jr High	Garfio, Veronica G	11-0000-2410-501210-000-000000-609-07-664
Skelly	Gonzalez, Alejandra	11-0000-1000-501210-100-105000-413-07-410
Skelly	Pena, Erika	11-0000-2410-501210-000-000000-609-07-410
Skelly	Vallejo, Maria	11-0000-2410-501210-000-000000-609-07-410
Springdale	Myers, Elia	11-5118-2194-501210-494-000000-322-05-415
Springdale	Rocha, Sylvia A	11-0000-2410-501210-000-000000-609-07-415
Thoreau	Ramirez, Jesus	11-0000-1000-501210-100-105000-414-07-573
TRAICE	Serna, Mario	11-0000-1000-501210-430-276000-414-07-750
Wright	Ramos, Leticia	11-6210-1000-501210-239-105000-414-05-444
Zarrow	Ancira, Eva	11-0000-2410-501210-000-000000-615-07-112



CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

**September 4, 2012 Agenda, page 25 – Correct effective date and contract amount.**

Elections:

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
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**Certificated/Administrative:**

Friday, Thomas	8/27/12	M-25	50,436.00	Teacher-Edison High/ History f.e. Rate: \$52,436.00
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**August 20, 2012 Agenda, page 47 - Correct proposed contract amount. The College and Career Transition Specialist position was created on a 176 contract day in error. The correction to the create was on the September 4, 2012 Agenda, page 45 to a 12 month position.**

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
McVay, Rana	Teacher-Edison/ Business B-13	8/21/12	38,660.00	49,643.00	College and Career Transition Specialist- ESC/College and Career Readiness