



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, February 4, 2013**, 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.

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

Regular Meeting

January 22, 2013

Special Meeting

January 17, 2013

January 25, 2013

E. CONSENT AGENDA - Motion and vote on recommendation.

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

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS/CONCERNS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NON-ROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

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

N. ANNOUNCEMENTS

The next regular scheduled meeting of the Board of Education will be held on Tuesday, February 19, 2013, 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: Purchase Advanced Placement (AP) tests from Advanced Placement Services for AP tests to be administered at Memorial High School during the 2012-2013 school year.

COST AND FUNDING: The total cost not to exceed \$25,000 will be paid from Memorial's school activity fund #529. Tests are prepaid by students at a cost of \$87 each.

RATIONALE: Administering the AP tests provides student with the opportunity to earn college credit as well as better prepare them for college entrance exams.

E-2. RECOMMENDATION: Enter into a contract with the Stokely Event Center to provide a room for Webster's senior prom, 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: The total cost not exceed \$1,800 will be paid from Webster's school activity fund #878.

RATIONALE: Webster's prom is an annual event for the senior class to provide students with a memorable event right before graduation.

E-3. RECOMMENDATION: Enter into a contract with the Summit Club to provide a room and catering for Central High School's junior/senior prom, April 20, 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 \$6,100 will be paid from Central's school activity fund #878.

RATIONALE: The junior/senior prom is a yearly tradition at Central where the junior and senior classes come together to celebrate and promote school spirit.

E-4. RECOMMENDATION: Approve Edison Preparatory School students to travel to Hefei, China, and the three major cities of Shanghai, Beijing and Xian, March 16-29, 2013.

COST AND FUNDING: The total not to exceed \$3,500 will be paid from Edison's school activity fund #823. The cost per student is estimated at \$3,510 and will be paid by parents 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 an 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-5. RECOMMENDATION: Approve 13 Washington High School students to travel to Dallas, Texas, to attend the District Key Club Convention, April 4-7, 2013.

COST AND FUNDING: Total cost will not exceed \$1,200 will be paid from Washington's school activity fund #815. Students will be responsible for half the registration cost and their own hotel. The remainder of the trip will be paid by the Kiwanis Club.

RATIONALE: Students attending the conference will be considered for the Key Club scholarships. This will be Washington's 10th year to attend the conference.

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

E-6. RECOMMENDATION: Amend the contract with Dayspring Community Services, Inc., Tulsa, Oklahoma, approved on the July 2, 2012, Agenda, item E-87, to provide the English Language Learner (ELL) Parent Outreach Program for parents of ELL students in the District from July 1, 2012, through June 30, 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 \$80,000 (an increase of \$10,000) will be paid from the Title III Fund, 11-5720-2194-503200-410-000000-000-05-093-5720.

REQUISITION NUMBER: 41300229

RATIONALE: Requests for ELL parent outreach services have increased during the fall semester of 2012 and the contract is being increased to ensure adequate funding to provide services throughout the remainder of the 2012-2013 school year.

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

E-7. RECOMMENDATION: Approve the addendum to the contract with Darlene Merry, education leadership consultant, approved on the July 16, 2012, Agenda, item E-27, to include additional executive leadership coaching and consulting work focused on leadership sustainability through June 20, 2013.

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

COST AND FUNDING: The total cost not to exceed \$150,022 (an increase of \$50,022) will be paid as follows: \$30,022 will be paid from the Civic Donor Grant Fund, 11-0844-2340-503200-100-000000-000-05-093-0844; and \$20,000 will be paid from the General Fund, 11-0000-2340-503200-000-000000-000-04-041.

RATIONALE: The expanded scope of services for executive team members will support the continued work on building internal capacity and building a performance-based culture. The individual coaching will be provided by Darlene Merry, a nationally recognized consultant whose clients include the Bill and Melinda Gates Foundation, and will target individual learning needs and academic needs of the schools and offices served. In addition, Darlene Merry will provide consulting support to conduct an assessment of the current organizational structure and make recommendations to improve the District's capacity for leadership sustainability.

E-8. RECOMMENDATION: Revise School Board policies as listed.

4103 - Hiring Employees

4104 - Employee Assignments and Transfers

4202 - Creation/Deletion of Professional and Support Staff Positions

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

RATIONALE: Revise policies to align with current negotiated agreement and Human Capital procedures.

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

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

- E-9.** RECOMMENDATION: Approve the deduction change order with Manhattan Construction Services for the renovations at ECDC Porter.

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

COST AND FUNDING: The total amount of the deduction is \$14,559.43. The original amount of the guaranteed maximum price was \$5,473,888.54.

RATIONALE: The contract allowed for reimbursable and allowance expenses that were not used.

- E-10.** RECOMMENDATION: Pay Hilborne and Weidman, Tulsa, Oklahoma, for services rendered in connection with the Series 2013A bond sale in the amount of \$10,000,000.

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

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

- E-11.** RECOMMENDATION: Pay Municipal Financial Services, Edmond, Oklahoma, for services rendered in connection with the Series 2013A bond sale in the amount of \$10,000,000.

COST AND FUNDING: The total cost not to exceed \$80,000 will be paid from the Facility Bond Fund, 31-1219-2511-503300-000-000000-000-12-037.

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

E-12. RECOMMENDATION: Approve the supplemental agreement with Greg Helms and Associates to provide architectural services to repurpose the existing Eisenhower facility. The total fee will be based upon seven percent of the total construction cost.

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 approximately \$100,000 will be paid from the Facility Bond Fund, 31-1220-4700-504500-000-000000-0000-12-170.

RATIONALE: The existing Eisenhower Facility will be available for repurpose after the 2012-2013 school year.

E-13. RECOMMENDATION: Approve change order number one with Elsworth Construction for the new parking lot at Wilson Teaching and Learning Academy. The original contract was approved on the July 2, 2012, Agenda, item E-104.

COST AND FUNDING: The total amount not to exceed \$69,982.85 will be paid from the Facility Bond Fund.

RATIONALE: Additional work was required to replace the sanitary sewer line, water line and provide additional landscaping and fencing.

E-14. RECOMMENDATION: Purchase Power over Ethernet (POE) switches for the server rooms from the lowest responsible bidder.

COST AND FUNDING: The total cost not to exceed \$450,000 will be paid from the Facility Bond Fund, 31-1220-4700-504500-000-000000-000-12.

RATIONALE: POE switches are required for the installation of the new camera and access systems throughout the District that were included in the 2010 Bond.

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

E-15. 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-16. RECOMMENDATION: Correct item E-36 of the August 20, 2012, Agenda to accurately reflect the total cost of the agreement with the Teaching Channel, Inc., or the development and use of a private, online video portal for the District's teachers.

COST AND FUNDING: The total cost not to exceed \$108,000 (an increase of \$8,000) will be paid from the Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-093-0844.

REQUISITION NUMBER: 41300190

RATIONALE: The original Agenda item incorrectly stated the agreement amount as \$100,000. The original total cost is \$108,000 and will allow up to 2800 educators to access and use the site.

E-17. RECOMMENDATION: Amend the agreement with Soar to Success, LLC, approved on the July 2, 2012, Agenda, item E-24, to include professional development to District teachers aligned with the Tulsa Model framework in addition to Quest so long as the costs to the District does not exceed the original contract amount of \$290,000 in 2012-2013.

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: The total cost not to exceed \$290,000 will be paid from Title II Fund, 11-5410-2213-503600-000-000000-000-05-093-5410.

REQUISITION NUMBER: 41300131

RATIONALE: By expanding the scope of services that Soar to Success may provide District teachers beyond Quest, which serves select, struggling teachers identified as Ineffective or Needs Improvement within precise service parameters, the organization and the District will be able to serve more teachers with the professional development they need and in a more flexible and customized manner. Specifically, Soar to Success will develop and provide professional development aligned to the Tulsa Model that is more customized in terms of its duration and delivery, allowing for both group instruction and individual coaching. To differentiate between the two types of professional development, Soar to Success will separately brand the new services provided under the contract and itemize the associated costs in its invoices. This professional development will not require additional encumbrance of funds as the contract amount with Soar to Success will not change.

E-18. RECOMMENDATION: Enter into a memorandum of understanding (MOU) with Teach For America (TFA) to allow the District to interview and select, if appropriate, up to two individuals participating in the TFA leadership fellowship program for employment in key District-level leadership positions during the 2013-2014 school year.

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

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

RATIONALE: By agreeing to consider individuals in the TFA Leadership Fellowship program, the District will increase its exposure to experienced, high-quality professionals in a candidate pool vetted and developed by TFA. The District will not be required to create a position for or hire a TFA Leadership Fellow as a condition of participating in the program. In addition to providing the District with a new pool of well-qualified applicants, the TFA Leadership Fellow program would benefit the District in that TFA Leadership Fellows will receive ongoing support and coaching from TFA at no cost to the District during their first year of employment.

E-19. RECOMMENDATION: Ratify the Educational Assistance Plan for the 2012-2013 school year that allows the District to furnish tuition scholarships for employees to obtain certain Master's or Doctorate degrees from the University of Oklahoma at its Tulsa campus and amend the underlying plan by updating the names of the District personnel who are the plan administrators.

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

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

RATIONALE: The Education Assistance Plan is subject to annual ratification. It is the intention of the District that this plan qualify as a plan providing qualified educational assistance under code section 127 (b)(1), and that the education assistance under this plan be eligible for exclusion from the employees income under code section 127(a). Applications to the program must be approved by the scholarship committee and applicants will be required to sign an Educational Assistance Commitment, which provides for repayment of scholarship funds under certain circumstances.

E-20. RECOMMENDATION: Renew the contract with the Value Added Research Center/Wisconsin Center to provide education research for value-added data analysis through December 31, 2013.

FURTHER RECOMMEND: The attorneys for the School District review and approve the contract and that 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 \$150,000 will be paid from the Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-093-0844.

RATIONALE: With research and evidence suggesting that educator effectiveness is the single largest impact on student achievement, Tulsa continues its strategic initiative to improve the quality of educators in the District. This process includes having strategic measures of effectiveness such as value-added analysis, professional development to understand the information provided within that analysis, and a focus on improvement.

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

E-21. RECOMMENDATION: Increase the contract with Mac Fire Protection, Inc., approved on the October 15, 2012, Agenda, item E-12, to provide site building inspections of fire alarms and fire suppression equipment throughout the District.

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

COST AND FUNDING: The total cost not to exceed \$46,000 (an increase of \$6,000) 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. Necessary repairs have been completed at a number of sites and must be inspected again. The cost for these re-inspections exceeds the original contracted amount.

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

E-22. RECOMMENDATION: Enter into a ground lease agreement with StoneSoup Community Venture, Inc. for the lease of the former Whittier Elementary School site for the construction and operation of a multi-use facility to be known as Whittier Gardens.

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

RATIONALE: This lease will facilitate the repurposing of the Whittier Elementary School site into a multi-use facility consisting of a community cafe, indoor and outdoor educational spaces, a kitchen garden, farmer's market, retail garden center, and community pavilion. Whittier Gardens will be operated on a nonprofit basis with the facilities available for educational use by the District and for the use, education and enjoyment of the Kendall-Whittier neighborhood community.

F. ACTION AGENDA - Motion and vote on each recommendation

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

F-1. RECOMMENDATION: Renew the contract with Shadow Mountain Riverside to conduct diagnostic evaluations for students with severe autism during the 2012-2013 school year.

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

COST AND FUNDING: The total cost not to exceed \$27,000 (\$450 per day per student) will be paid from the General Fund, 11-6980-2132-503360-239-000000-000-05-066-6980.

REQUISITION NUMBER: 41300323

RATIONALE: Shadow Mountain Riverside will accept referrals from the District on a case-by-case basis to provide services to students for up to 60 days at their residential unit. At the conclusion of the diagnostic evaluation, staff from Shadow Mountain Riverside will assist the District in the development of IEPs to determine the appropriate level of services for a given student who has completed the evaluation process.

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: Receive bids for the purchase of \$10,000,000 Combined Purpose Bonds, Series 2013A, and motion and vote to award said bonds to the lowest bidder complying with the notice of sale and instructions to bidders.

RATIONALE: At the January 22, 2013, meeting, the Board authorized the advertisement of bids for the District's \$10,000,000 Combined Purpose Bonds, Series 2013A to fund certain improvements to existing school sites. Consequently, offering documents and other instructions were distributed by the District's Financial Advisor to interested financial institutions and broker dealers to receive bids at 11:00 a.m. on February 4, 2013. A compilation of the bids received will be presented to the Board at the meeting for consideration and action. The action item would be accepting the lowest rate of interest bid to purchase the bonds.

F-3. RECOMMENDATION: Consider and vote on a resolution providing for the issuance of general obligation bonds in the sum of \$10,000,000 by the School District, authorized at an election duly called and held for such purpose; designating the bonds as "Combined Purpose Bonds, Series 2013A," providing for registration thereof; providing for levy of an annual tax for the payment of principal and interest on the same; and fixing other details of the issue.

RATIONALE: The resolution authorizes the issuance of the 2013A Bonds in the amount and for the purpose so indicated and outlines key components related to the Bonds as well as providing for the levy of an annual tax to make principal and interest payments when due. The Bonds will mature on March 1, 2018, reflecting a five-year term. The appropriate action item is passing the resolution authorizing the issuance of the 2013A bonds.

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

F-4. RECOMMENDATION: Consideration, motion and vote for a Board member to represent Tulsa Public Schools on the Community Action Project of Tulsa County (CAPTC).

FURTHER RECOMMEND: That Andy McKenzie, Assistant to the Superintendent for Early Childhood, serve as an appointed representative to the CAPTC Board on behalf of the elected Board of Education member.

RATIONALE: CAPTC has requested that Tulsa Public Schools provide a representative to serve on the Board of Directors as a representative of the public sector. The Board is responsible for administering and participating in the development, planning implementation and evaluation of programs to serve low-income communities.

G. INFORMATION AGENDA

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

G-1. RECOMMENDATION: Approve Mayo Demonstration School fifth-grade students to travel to Shreveport, Louisiana, to participate in a study trip, May 8-10, 2013.

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

RATIONALE: The Sci-Port Science Museum and the 8th Air Force Museum, among other activities will extend students learning. The ability to learn about science and social studies issues through hands-on, science-based field curriculum has proved to be a positive model through which to reach students.

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

G-2. RECOMMENDATION: Enter into a contract with the Citiplex Towers to host Hale High School's junior and senior prom, April 27, 2013.

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

COST AND FUNDING: The total cost not to exceed \$5,000 will be paid from Hale's school activity fund #878.

RATIONALE: The prom is a long-standing annual event for juniors and seniors and an activity many look forward to at the end of the year.

G-3. RECOMMENDATION: Enter into a contract with the Doubletree Hotel Downtown to provide the venue for Edison Preparatory School's senior breakfast, May 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: The total cost not to exceed \$8,500 will be paid from Edison's school activity fund #866.

RATIONALE: The senior breakfast is an annual event for graduating seniors and their parents to celebrate the completion of 12 years in school.

G-4. RECOMMENDATION: Enter into a contract with Tams-Whitmark Music Library Inc., to provide rental materials and performing rights for the stage performance of "Dreamgirls" at Central High School, April 25 - 26, 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 will not exceed \$830 will be paid from Central's school activity funds #611 & #520.

RATIONALE: In order for students to perform "Dreamgirls," a performing rights license is necessary.

G-5. RECOMMENDATION: Allow students to take courses during the summer months not offered or above and beyond what is offered through TFA Summer School toward graduation on the Education 20/20 system.

COST AND FUNDING: There is no cost to the District. Money collected will go into account number 11-0000-1000-501700-100-000000-210-07-643 in order to pay teachers. Students will pay \$250 for each semester course and be assigned a teacher to provide online instructional support if needed.

RATIONALE: To further assist the District in achieving its vision of a quality learning experience for every student and District goal of student achievement, this will allow opportunities for students to continue their education during the summer months for credit accrual or for credit recovery and will aid in their attainment of a high school diploma.

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

G-6. RECOMMENDATION: Purchase computer hardware from Dell, Inc., Roundrock, Texas, with which pricing has been negotiated, during the remainder of the 2012-2013 school year.

COST AND FUNDING: The total cost not to exceed \$500,000 will be paid from each site's individual Title I, Part A, and/or Title I, Part A School Improvement funds, 11-5118-1000-506530-494-000000-000-05-XXX-5118 and/or 5150-1000-506530-494-000000-000-05-XXX-5118.

RATIONALE: In order to meet the minimum technology requirements of Read 180, increase student engagement, and integrate technology into the curriculum, several sites have included computers and laptops into their Title I and School Improvement budgets.

G-7. RECOMMENDATION: Increase the contract approved on the August 20, 2012, Agenda, Item E-16, Page 11, with Kim Collier of Educational Consulting Services, Edmond, Oklahoma, to provide technical assistance and training to the faculty at Eliot 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 increase to the contract not to exceed \$1,600 will be paid from Eliot Elementary School's Gifts and Endowments Professional Development Fund, 81-2709-7200-506810-000-000000-000-07-175. This brings the total contract amount for Kim Collier, Education Consulting Services, to \$195,000.

REQUISITION NUMBER: 41300163

RATIONALE: The contract will provide assistance and training to faculty at Eliot Elementary School through awareness training, implementation strategies, and continuous improvement design. It will also provide professional development activities to administration and faculty at the site through June 30, 2013, to improve teaching and learning skills.

G-8. RECOMMENDATION: Enter into a member user license agreement with SchoolSpring, Inc., South Burlington, Vermont, for a period of one year to provide online recruiting and applicant management services to the District.

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 \$5,800 will be paid from Title II, Part A Fund, 11-5410-2571-505300-000-000000-000-05-093-5410.

REQUISITION NUMBER: 41300320

RATIONALE: SchoolSpring will provide an excellent venue for the School District's Human Capital Department to further the talent search for the highest quality of candidates to fill personnel vacancies across the District. SchoolSpring is an online recruiting and applicant management company that provides recruitment services to over 650 school districts nationwide; and another 1500 districts in "single point job postings." SchoolSpring maintains an active talent candidate pool of over 80,000 applicants and whose website last year netted over 12 million visitor/job seekers.

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

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

- G-9.** RECOMMENDATION: Approve Amendment #2 to the construction management contract with Manhattan Construction, approved on June 20, 2011, Agenda item E-122, establishing the guaranteed maximum price (GMP) for ECDC Bunch at the Houston site.

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

COST AND FUNDING: The total cost not to exceed approximately \$1,700,000 will be paid from the Facility Bond Fund, 32-1220-4700-504500-000-000000-0000-12-XXX. The project is contingent upon the sale and receipt of 2013A bond funds.

RATIONALE: The existing Houston facility is part of the 2010 bond.

- G-10.** RECOMMENDATION: Assign the contract for the renovation of ECDC Bunche at the Houston site to Manhattan Construction, the construction managers at risk on the project.

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

RATIONALE: The individual awarded contracts will be encumbered as one contract to Manhattan Construction, the construction manager at risk on the project.

- G-11.** RECOMMENDATION: Pay Asbestos Handlers to remove asbestos containing materials from the Nimitz facility.

COST AND FUNDING: The total cost not to exceed \$49,469 will be paid from the Facility Bond Fund, 31-1220-4700-504500-000-000000-000-12-565.

REQUISITION NUMBER: 41300332

RATIONALE: Removal of asbestos containing materials is required before beginning a renovation project.

G-12. RECOMMENDATION: Approve Amendment #3 to the construction management contract with Vargas Construction, approved on the June 6, 2011, Agenda, item E-31, establishing the guaranteed maximum price (GMP) for phase 3 of the Eisenhower International School relocation project at the Nimitz site.

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

COST AND FUNDING: The total cost not to exceed approximately \$2,000,000 will be paid from the Facility Bond Fund, 32-1220-4700-504500-000-000000-000-12-565.

RATIONALE: Renovating the existing Nimitz facility is part of the 2010 bond.

G-13. RECOMMENDATION: Assign the contract for the renovation of Eisenhower International School at the Nimitz Campus to Vargas Construction, the construction managers at risk on the project.

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

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

G-14. RECOMMENDATION: Award the contract for the renovation of Eisenhower International School at the Nimitz site for the following trades.

- Interior concrete
- Kitchen
- equipment

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

RATIONALE: The individual awarded contracts will be encumbered as one contract to Vargas Construction, the construction manager at risk on the project.

G-15. RECOMMENDATION: Enter into agreement with the bonding company Granite Re, Inc., Oklahoma City, Oklahoma, regarding the bankruptcy of Summit Civil Contractors LLC., on the Lee cafeteria project.

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

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

RATIONALE: Summit Civil Contractors has filed bankruptcy and the project has not been completed. The bonding company, Granite Re, is taking responsibility for the remainder of the project.

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

G-16. RECOMMENDATION: Enter into a contract with Expo Square for the District's Teacher of the Year, Support Employee of the Year, 30-, 35- and 40-year employee recognition, and employee retirement event on April 18, 2013.

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

COST AND FUNDING: The total cost not to exceed \$30,000 will be paid from the Education Service Center's Activity Fund #584 and the Gifts and Endowments Fund, 71-2296-6100-507200-000-000000-09-082.

RATIONALE: This event highlights and honors teachers and support employees along with retiring employees.

G-17. RECOMMENDATION: Pay certified staff (to be named), who meet the State Department of Education criteria and who have received National Board Certification, an annual bonus based on funds provided by the state and subject to lawful withholdings. Bonuses are to be paid by the State Department of Education through the district's payroll service.

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

RATIONALE: The Internal Revenue Service regulations require that the money be paid through individual districts.

G-18. RECOMMENDATION: Pay fifteen certified staff (to be named) who have received National Board Certification (NBC) and meet all eligibility requirements but are currently holding non-teaching positions an annual bonus based on funds provided by the district and subject to lawful withholdings.

COST AND FUNDING: The total cost not to exceed \$92,000 will be paid from the General Fund, 11-3120-xxxx-501700-000-000000-xxx-xx-xxx.

RATIONALE: These individuals are not eligible to receive bonuses under state funding because they are non-classroom teachers. Historically we have paid a number of non-classroom teachers who held the NBCT certification. Our philosophy has been that the district benefits from their expertise even if they are not teaching in a classroom.

G-19. RECOMMENDATION: Approve the memorandum of understanding (MOU) with YMCA GO Club of Tulsa, to provide an extended summer school program for kindergarten through fifth-grade students enrolled at Skelly, Hawthorne, McClure, and Robertson elementary schools for a total of 200 students at each site for the 2013 summer school session.

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

COST AND FUNDING: There is no cost to the District. The District will include the use of District space at each site and the sharing of data collected for evaluation purposes. The YMCA will cover the entire cost to offer the program free to students.

REQUISITION NUMBER: 41300322

RATIONALE: The District and the YMCA have collaborated to offer GO Club programs for several years. These programs are currently serving students at Gilcrease, McClure and Jackson as an extended day offering. Children who are healthy and feel better about their individual safety and well-being have a better chance to do well in each grade and complete high school. GO Club staff will utilize the CATCH Kids Club after school curriculum. This coordinated approach will help children adopt healthy dietary and physical activity behaviors by positively changing the health environments of recreational programs, schools, and home. The results from this project will help us better understand out of school time programs and the impact on children and their success in school.

G-20. RECOMMENDATION: Renew the contract with Teach For America to supply the District with 75 teachers for the 2013-2014 school year.

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

COST AND FUNDING: The total cost not to exceed \$4,000 per year per teacher will be paid to Teach For America from the Title I Fund, 11-5118-2213-503200-494-000000-000-05-093-5118.

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

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

G-21. RECOMMENDATION: Enter into a contract with AT&T, Tulsa, Oklahoma, for telecommunication services for Centrex, DID, PRI, and basic voice services as specified for FY 2013-2014.

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 \$250,000 will be paid in FY 2014 from the General Fund, 11-0000-2620-505320-000-000000-000-02-057 as soon as the FY 2013-2014 budget is approved.

REQUISITION NUMBER: 41300330

RATIONALE: These services represent the basic inbound and outbound telephone services used by the District. If approved, E-Rate funding will help offset these expenses at a discount of approximately 86 percent.

G-22. RECOMMENDATION: Enter into a contract with AT&T, Tulsa, Oklahoma, for long distance services at all District sites for FY 2013-2014 as specified.

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 \$17,500 will be paid in FY 2014 from the General Fund, 11-0000-2620-505320-000-000000-000-02-057 as soon as the FY 2013 - 2014 budget is approved.

REQUISITION NUMBER: 41300326

RATIONALE: This will provide long distance service to all sites within the District. E-Rate discounts are expected to be approximately 86 percent.

G-23. RECOMMENDATION: Enter into a contract with BlueTorch Network Solutions, Inc, d.b.a. SchoolDesk, for an annual subscription and maintenance for a District-wide web content management and web hosting solution, contingent upon E-Rate funding approval.

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 \$73,100 will be paid in FY 2014 from the General Fund, 11-0000-2230-504320-000-000000-000-02-056 as soon as the FY 2013- 2014 budget is approved.

REQUISITION NUMBER: 41300325

RATIONALE: This will provide support for the District adopted web content management and web hosting solution for use in all schools by District teachers and administrators. This solution will provide relevant teacher, course and school site information for use by parents, students and patrons. This solution will enable the District to make course, calendar, assignment, etc. information available to parents and students via the Internet. A portion of these services (approximately 91 percent) are E-Rate eligible. If approved, E-Rate will provide discounts of approximately 86 percent on eligible expenses.

G-24. RECOMMENDATION: Enter into a services agreement with TEKsystems, Hanover, Maryland, for the period of February 20, 2013, through June 30, 2013. TEKsystems will provide a Help Desk technician resource, as specified, to supplement the Information Systems Services (ISS) Help Desk staff.

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

COST AND FUNDING: Total cost not to exceed \$23,000 will be paid from the General Fund, 11-0000-2580-503400-000-000000-000-02-057.

REQUISITION NUMBER: 41300310

RATIONALE: One help desk technician position became vacant on December 28, 2012, and this agreement provides for a full-time help desk technician for the period of February 20, 2013, through June 30, 2013. ISS intends to fill the vacant position in fiscal year 2013-2014. With the increasing utilization of technology in the classroom, it is even more important that ISS be fully staffed to provide timely support to teachers and staff.

G-25. RECOMMENDATION: Renew the contract, exercising the first of two renewal options, with Windstream Communications, Broken Arrow, Oklahoma, for Nortel phone switch and call pilot voice mail maintenance on some of the District's core Nortel voice switching hardware as specified for FY 2013-2014.

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 of approximately \$125,928 will be paid from the General Fund, 11-0000-2580-504320-000-000000-000-02-057 as soon as the FY 2013-2014 budget is approved.

REQUISITION NUMBER: 41300037

RATIONALE: This will provide the District with maintenance for all core voice network switching software and hardware not currently under warranty. A maintenance contract provides the best method for providing break fix and trouble resolutions on these critical systems. The Nortel voice network switches provide critical voice network services. If approved, E-Rate will provide discounts of approximately 86 percent.

G-26. RECOMMENDATION: Enter into a service agreement with Coventa 4Recovery, L.P, Morristown, New Jersey, for special waste disposal.

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 of approximately \$978.75 will be paid in FY 2013 from the General Fund, 11-0000-2580-503400-000-000000-000-02-057.

REQUISITION NUMBER: 41300321

RATIONALE: These services will provide the disposal of legacy mainframe backup tapes by incineration. Proper disposal of tapes will ensure that District data stored on the tapes remains confidential.

G-27. RECOMMENDATION: Enter into a contract with Cox Business Services for basic phone services at Thoreau Demonstration Academy for FY 2013-2014 as specified.

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 \$2,900 will be paid in FY 2014 from the General Fund, 11-0000-2620-505320-000-000000-000-02-057 as soon as the FY 2013-2014 budget is approved.

REQUISITION NUMBER: 41300329

RATIONALE: This will provide basic telecom service for security/fire panels and backup circuits at Thoreau Demonstration Academy. E-Rate typically provides for these services at approximately 86 percent discount.

G-28. RECOMMENDATION: Enter into a contract with Cox Business Services, Tulsa, Oklahoma, for high-speed data services for FY 2013-2014 for Shadow Mountain, Gilcrease Juvenile Detention Center, Frost, Lakeside Home, and the north and west bus lots.

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 \$10,455 will be paid in FY 2014 from the General Fund, 11-0000-2580-505320-000-000000-000-02-057 as soon as the FY 2013 - 2014 budget is approved.

REQUISITION NUMBER: 41300327

RATIONALE: This will provide high-speed, network connectivity for employees providing services to students at Shadow Mountain, Gilcrease, Frost, Lakeside Home, and the north and west bus lots. E-Rate typically provides for these services at approximately 86 percent discount.

G-29. RECOMMENDATION: Enter into a contract with Cox Business Services, Tulsa, Oklahoma, for Internet access services for FY 2013-2014 as specified.

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 \$101,868 will be paid in FY 2014 from the General Fund, 11-0000-2580-505320-000-000000-000-02-057 as soon as the FY 2013-2014 budget is approved.

REQUISITION NUMBER: 41300328

RATIONALE: This will provide Internet access service to all sites in the District. E-Rate typically provides for these services at an 86 percent discount and the balance is funded by OUSF.

G-30. RECOMMENDATION: Renew the contract, exercising the first of two renewal options, with Decision One, Devon, Pennsylvania, for Dell Server maintenance on certain of the District's E-Rate eligible network servers as specified for FY 2013-2014.

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 \$3,771.24 will be paid from the General Fund, 11-0000-2580-504320-000-000000-000-02-057 as soon as the FY 2013-2014 budget is approved.

REQUISITION NUMBER: 41300032

RATIONALE: This will provide the District with maintenance for all E-Rate eligible network servers not currently under warranty. A maintenance contract provides the best method for providing break fix and trouble resolutions on these critical systems.

SUPPORTING INFORMATION

CONSENT ITEM E-8

POLICIES/REGULATIONS

TULSA PUBLIC SCHOOLS

Policy 4103

HIRING EMPLOYEES

PURPOSE: To establish guidelines for the recommendation of hiring employees.

All nominations for positions, except that of the Superintendent of Schools, will be made to the Board, in writing, by the Superintendent or designee. The District may employ personnel on a part-time, substitute and/or temporary basis as needed. Each nomination will be made with reference to position and salary based on the job description and job classification to which the nomination is being made. The first day of employment for new hire personnel will not occur until the day immediately following final board approval. New hire personnel will be required to complete a criminal background check and drug screening prior to their first day of employment.

Limited exceptions to this policy may be granted by the Superintendent or designee when there is an absolute critical need to fill the vacant position.

Adopted: November 1982

Revised:

Cross Reference: TPS Policy 4102, Criminal Record Search for Employees and Prospective Employees
TPS Policy 4409, Employee Conflict of Interest

EMPLOYEE ASSIGNMENTS AND TRANSFERS

PURPOSE: To establish guidelines for employee voluntary and involuntary administrative assignments and transfers.

The basic consideration in the assignment and transfer of employees is the well-being of instructional programs and the impact to the overall best interest of the District. Appropriateness of such assignments and transfers has a significant impact on educational and operational effectiveness and as such, warrants administrator's utmost consideration.

Assignments and transfers may be initiated by the Superintendent or another administrative officer for any purpose if, in the judgment of either, they are for the welfare of the employee or in the best interest of the District. A voluntary administrative transfer or reassignment will be made only after concurrence with both the losing and gaining administrator and conference between the employee involved and the Superintendent or designee. Upon approval, the employee will be notified of the new assignment and the reasons for and date of the transfer. In the determination of a reassignment or transfer request, the convenience and wishes of the individual employee will be considered to the extent they do not conflict with the best interests of the students and the District.

Members of the same family, husband/wife, or persons related to the extent of son, daughter, brother, sister, father, mother, and corresponding in-laws may be assigned to work in the same school or office if such assignment will maintain or enhance the educational program. Such assignments will not be made where one member of the family will have supervisory or evaluative responsibilities over another member. Should conflicts or relationships develop that create school-community or intra-staff problems, the Administration reserves the right to make such administrative transfers as is necessary to resolve the problem.

The Superintendent or designee reserves the right to appoint employees to "acting" and "interim" positions on a temporary basis. For the purpose of this policy an "acting" position is defined as one in which the appointee will carry out or perform the duties of another, when the incumbent is unavailable to do so; such as during a period of a leave of absence. An "interim" position is defined as one in which the appointee is placed to serve temporarily within a vacant position until a permanent replacement can be elected or appointed. Employees appointed in "interim" positions must apply for full time consideration of the position and will not be permanently placed into the position without following the policies of job postings and hiring.

For more detailed information the negotiated agreements should be consulted.

Adopted: November 1982

Revised:

Reference: TCTA Negotiated Agreement 2012

CREATION / DELETION OF PROFESSIONAL AND
SUPPORT STAFF POSITIONS

PURPOSE: To establish the process for creating and deleting professional and support staff positions.

All professional and support staff positions will be created or deleted by the Board on recommendation from the Superintendent or designee. A completed create/delete request must be submitted to the Human Capital Department, Director of Compensation and Benefits. Upon receipt, the request will be submitted to the Job Classification Review Committee for staffing and approval. All new positions must have final board approval before posting the position. The Superintendent or designee will maintain an up-to-date record of all positions, via the official Tulsa Public Schools organizational chart.

An increase in duties or an addition/change to a job description as a basis for a recommendation for increased compensation will be deemed to be a “new” position.

Adopted: February 1999
Revised:

SUPPORTING INFORMATION

CONSENT ITEM E-15

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Barker, Tisha	1/11/13	B-3	\$ 16,275.00	Teacher-Hoover/ Social Studies Rate: \$34,100.00
Bence, Toni	1/08/13	B-0	16,450.00	Teacher-Whitman/Grade 2 Rate: \$32,900.00
Benitez, Paula	1/09/13	B-0	16,076.14	Teacher-Zarrow/Math, Science Rate: \$32,900.00
Black, John	1/24/13	M60-2	15,806.70 988.43	Teacher-Central High/ Career Tech Rate: \$36,605.00
Buchanan, Rachel	1/07/13	B-0	16,450.00	Teacher-Lee/Grade 5 Rate: \$32,900.00
Cottrell, Lisa	1/07/13	B-0	16,450.00	Teacher-Marshall/Grade 5 Former Employee (f.e.) Rate: \$32,900.00
Crocker, Dana	1/23/13	B-6	15,443.75	Teacher-East Central/ Financial Literacy Rate: \$35,300.00
Daman, Ashley	1/11/13	B-0	15,702.27	Teacher-Kendall Whittier/ Grade 3 Rate: \$32,900.00
Edwards, Dale	1/14/13	M60-28	14,188.99	Teacher-Webster/ELL Half-Time Rate: \$30,087.50 f.e.
Geary, Allison	1/14/13	M-0	8,006.67	Teacher-Salk/Enrichment Half-Time Rate: \$16,978.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Grantham, Carmela	1/14/13	B-0	\$ 15,515.34	Teacher-Key/Art, Computers Rate: \$32,900.00
Horton, Janna	1/14/13	B-8	17,118.75 855.94	Teacher-Rogers/ Special Education Rate: \$36,300.00
McFarland, Courtney	1/14/13	B-0	15,515.34	Teacher-Cooper/Grade 5 Rate: \$32,900.00
McIntosh, Amber	1/07/13	B-5	17,450.00	Teacher-Central/ Gifted and Talented Rate: \$34,900.00 Return from leave
McVay, Rana	1/22/13	B-14	33,703.36	College and Career Readiness Specialist-ESC/ College and Career Readiness Rate: \$50,555.00 Return from leave
Nance, Lea	1/10/13	B-0	15,889.20	Teacher-ECDC/Pre-K Rate: \$32,900.00
O'neal, Starr	1/14/13	B-0	15,515.34	Teacher-Hamilton/Grade 5 Rate: \$32,900.00
Prestridge, Amanda	1/10/13	B-0	15,889.20	Teacher-Anderson/Grade 5 Rate: \$32,900.00
Putnam-Carney, Kelley	1/16/13	B-0	15,141.48	Teacher-Key/Grade 6 Rate: \$32,900.00
Saplin, Leah	1/07/13	B-0	16,450.00	Teacher-Hawthorne/Grade 3 Rate: \$32,900.00
Severino, Lidia	1/23/13	B-2	14,743.75	Teacher-Zarrow/Grade 2 Rate: \$33,700.00 Return from leave
Strawn, Erin	1/17/13	B-0	14,954.55	Teacher-Hale Jr. High/ Science Rate: \$32,900.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Tillou, Arielle	1/07/13	B-0	\$ 16,450.00	Teacher-Lee/Grade 3 Rate: \$32,900.00
Vaughn, Rosemary	1/23/13	M60-28	12,944.53	Teacher-Key/ELL Half-Time f.e. Rate: \$27,587.50
Walker, Barbara	10/29/12	BL-B	14,126.41	Child Nutrition Services (CNS) Manager-KIPP Rate: \$19,889.99 Return from leave
Williams, Shannan	1/22/13	B-5	15,467.05	Teacher-Kendall Whittier/ Grade 1 Rate: \$ 34,900.00 Return from leave
Wynn, Emily	1/11/13	B-0	15,702.27	Teacher-Edison/ELL Rate: \$32,900.00
Support (Hourly):				
Aguilar, Noe Jose	2/05/13 6/30/13	MT-11	\$ 12.90	Carpentry Craftsperson- Maintenance
Bailey, Bertabitha	1/14/13 5/23/13	IS-6	10.81	Paraprofessional-Anderson
Ballard, Andrea	1/14/13 5/23/13	IS-6	10.81	Teacher Assistant (TA)- Hoover
Biggs, Dortha	1/07/13 6/07/13	IS-6	10.81	Paraprofessional-Kendall Whittier
Blakley, Antonio	1/07/13 5/23/13	IS-10	13.11	Autism Paraprofessional- Clinton f.e.
Burrell, James	1/07/13 6/03/13	TS-11	18.79	Leadership Instructor- TRAICE Return from leave
Butler, Latoyia	1/22/13 5/23/13	MT-A	7.93	Bus Assistant- Transportation
Casiano, Erika	1/07/13 6/30/13	MT-3	8.94 .44	Custodian-East Central Shift differential

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Chavez, Martha	1/08/13 5/23/13	IS-3	\$ 9.21	Parateacher-Zarrow
Exendine, Tami	1/07/13 6/13/13	CA-5	10.23	Health Assistant-Marshall Return from leave
Fields, Marvejean	1/10/13 6/13/13	CA-4	9.33	Health Assistant- Kendall Whittier
Harris, Jason	1/18/13 5/23/13	IS-10	13.11	Autism Paraprofessional- Bell
Horn, Helen L.	1/14/13 6/17/13	CA-9	15.92	Principal's Secretary- Kendall Whittier Return from leave
Long, Anthony	1/22/13 5/23/13	MT-A	8.84	Bus Assistant- Transportation
Marrufo De Rodriguez, Maria	1/14/13 6/30/13	MT-3	8.94 .44	Custodian-Plant Operations Shift differential
Mims, Roderick	1/09/13 5/23/13	MT-6	11.05	Bus Driver Return from leave
Money, Janelle	1/18/13 5/23/13	IS-3	9.21	TA-McKinley
Morrow, Jeanie	1/07/13 6/30/13	MT-3	8.94 .44	Custodian-Skelly Shift differential
Moses, Chrisandria	1/22/13 5/23/13	MT-4	9.35	Bus Driver Trainee
Newby, Ernest	1/17/13 5/23/13	IS-6	10.81	TA-Clinton
Osborn, Christy	1/21/13 5/23/13	MT-1	10.73	CNS Assistant-Ross
Reyes, Maria	1/10/13 6/30/13	MT-3	8.94	Custodian-Wilson
Sayre, Charmaine	1/07/13 5/23/13	MT-1	8.98	CNS Assistant-Hoover

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Smiley, Sandra	1/18/13 5/23/13	MT-3	\$ 10.37	CNS Cook II-Anderson
Traylor, Joe Ann	1/18/13 5/23/13	MT-4	9.92	CNS Cook I-Key
Vang, See	1/07/13 5/23/13	MT-1	8.48	CNS Assistant-Hamilton
Walker, Maresha	1/22/13 5/23/13	MT-4	9.35	Bus Driver Trainee
Wells Seaborough, Alisha	1/07/13 6/30/13	MT-3	8.94	Custodian-Mayo

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Cook, Lori	Teacher-Hoover/ Grade 6 B-23	1/11/13	\$ 48,130.00	\$ 48,130.00 1,148.56	Teacher-Hoover/ Special Education
Lomax, Jamie	SIG Transformation Coach-Central High School EL-3 200 days	2/05/13	52,662.00	33,699.99	Director of Title I- ESC/Federal Programs and Special Projects EL-6 12 months Rate: \$67,400.00
McWhirt, Deborah	Teacher-Kendall Whittier/Special Education B-1	1/07/13	33,300.00 1,665.00	33,300.00	Teacher-Kendall Whittier/Grade 6 Special Education
Rogers, Vicky	Teacher- Columbus/ELL Half-Time M-14	1/22/13	21,108.00	18,709.36	Full-Time Rate: \$42,216.00
Schmitz, Margaret	TA-Cooper IS-6	1/22/13	10.81	7,290.34	Teacher-Columbus/ Gifted and Talented Half-Time B-0 Rate: \$16,450.00
Support (Hourly):					
Abreau, Daniel	Bus Driver Trainee MT-4	1/07/13 5/23/13	\$ 9.35	\$ 8.84	Bus Assistant- Transportation MT-A
Dixon, Angela	CNS Assistant- Grissom MT-1 6.5hrs/day	1/21/13 5/23/13	8.73	9.34	CNS Cook I-Rogers MT-2 7.5hrs/day
Dixon, Virginia	Bus Driver Trainee MT-4	1/07/13 5/23/13	9.35	7.93	Bus Assistant- Transportation MT-A

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Duval, Laura	Teacher- Cooper/Grade 3 B-0	1/09/13 6/30/13	\$32,900.00	\$ 11.04	Bus Driver MT-6
Gary, Misty	Bus Driver MT-6	1/11/13 6/30/13	10.72 .60	10.72 .30	Bus Driver Area Lead Driver Lead Driver
Hardman, Marlene	Bus Driver MT-6	1/07/13 6/30/13	11.37 .30	11.37 .60	Bus Driver Lead Driver Area Lead Driver
Lazalde De Gomez, Beatriz	CNS Assistant- Cooper MT-1 6hrs/day	1/07/13 5/23/13	8.97	8.97	6.5hrs/day
Medianero Bracamonte, Jessica	TA-Kendall Whittier IS-6 6hrs/day	1/07/13 6/07/13	12.03	13.23	Autism Paraprofessional- Kendall Whittier IS-10 7hrs/day
Norwood, Judith	Autism Paraprofessional Bell IS-10 7hrs/day	1/07/13 5/23/13	13.69	12.45	Paraprofessional- Hamilton IS-6 6hrs/day
Oxom, Azucena	Custodian-Plant Operations MT-3	12/20/12 6/30/13	8.94	8.94 .44	Custodian-Key Shift differential
Rosiji, Gabrielle	Bus Driver Trainee MT-4	1/18/13 5/23/13	9.21	10.70	Bus Driver MT-6
Tillery, James	Bus Driver Trainee MT-4	11/27/12 5/23/13	9.35	10.70	Bus Driver MT-6
Walker, Veo	Custodian- Tulsa Met MT-3	1/14/13 6/30/13	9.07 .45	10.72	Laundry Foreperson- Maintenance Shift differential

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Buell, Jenna	2/19/13	Teacher-Zarrow/Grade 5	Maternity
Burns, Olivia	12/20/12	Teacher-Wright/ Special Education	Personal illness
Dill, Tommy	12/12/12	Teacher-Kerr/Grade 6	Personal illness
Dowell, Linda	1/07/13	Teacher-Kerr/ Language Arts	Personal illness
Edwards, Donna	1/22/13	Teacher-Jones/Grade 3	FMLA
McClellan, Diahanne	12/17/12	Teacher-Key/Grade 6	Personal illness
Pate, Brenda	1/18/13	Teacher-Mitchell/ Special Education	FMLA
Roberts, Ruth	2/25/13	Teacher-Marshall/Grade 1	Maternity
Sicking, Lauren	1/09/13	Teacher-Eliot/Grade 3	Personal illness
<u>Rescind:</u>			
Rimer, Christie	11/05/12	Teacher-Lee/Grade 1	FMLA (Approved December 3, 2012, page 28)
Support (Hourly):			
Bryant, SyDonna	1/14/13	Registrar-McLain	Personal illness
Cox, Theresa	2/01/13	Bus Driver	FMLA
Espinoza, Guadalupe	2/05/13	CNS Assistant-Disney	Personal illness
Ingram, Larry	1/04/13	Custodian-Owen	Personal illness
Morrow, Jeanie	1/11/13	Custodian-Skelly	Workers Comp
Ramires Gonsales, Maria	1/22/13	CNS Cook II-Kendall Whittier	Personal illness
Rathbone, Melissa	1/28/13	Deaf Interpreter-Edison	Maternity
Ray, Connie	1/17/13	Clerk-McLain	Worker's Comp

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Roberts, Betty	1/07/13	Assistant CNS Manager-Carver	FMLA
Romero, Johanna	1/15/13	Clerk-ESC/School and District Accountability	Personal illness
Sizemore, Juan	1/07/13	Bus Driver	Workers Comp
Verner, Jacqueline	1/29/13	TA-McLain	Maternity

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Brackeen, Anita	1/29/13	CNS Manager A-Lee
Griffin, Kenneth	1/15/13	Teacher-Key/Grade 6
Luna De Snipes, Josefina	2/04/13	Teacher-Springdale/Pre-K
Osborn, Billenda	1/31/13	Teacher-Disney/Grade 3
Synar, Edwyna	1/23/13	Teacher-Hale Jr. High/Special Education
Tannehill, Mary Jo	1/18/13	Teacher-Cooper/Art, Gifted and Talented
Support (Hourly):		
Boggs, Evert L.	2/01/13	Accountability Specialist-ESC/ District Accountability and Program Management
Brown, Darian	2/01/13	Health Assistant-Emerson
Carson, Lenise	1/11/13	Bus Driver
Chavez, Gustavo	1/29/13	Grounds Lead – Maintenance
Jackson, Emmanuel	1/14/13	Custodian-Rogers
Martinez, Maria	1/15/13	CNS Assistant-Cooper
Slimp, Stacey	12/21/12	TA-Kendall Whittier
Stephen, Levi	1/02/13	Custodian-Roosevelt
Tippin, Benjamin	1/22/13	Light/Sound Technician-Maintenance
Walton, Shanetta	11/20/12	TA-Jackson
Williams, Tandra	1/07/13	Custodian-Skelly

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Hill, Johnell	6/01/13	Teacher-McLain/Music
Hubbard, Karla	6/01/13	Teacher-East Central/Social Studies
Pate, Brenda	1/20/13	Teacher-Mitchell/Special Education

TERMINATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Lyon, Margo	1/17/13	Teacher-Shadow Mountain Behavioral Health/ Special Education
Support (Hourly):		
Smith, Nashae	1/16/13	Autism Paraprofessional-Hale

SUBSTITUTE AND TEMPORARY ELECTIONS

Temporary Educational Staff

Benson, John
Morton, Amanda
Sullivan, Joanne

Interpreter

Rogers, Beth Ann

Tutor

Morgan, Terra

Avid Tutor

Cochran, Melissa

Light/Sound Technician

Tippin, Benjamin

CNS Workers

Bernal, Diana
Delorey, Sheila
Garcia, Martha
Rebollar, Matilde
Watson, Lisa

DRS Student Workers

Adams, Dorilsa
Brown, Carolyn
Chambers, Devon
Chambers, Alonzo
Cruel, Sanarah
Fortenberry, Larry
Goolsby, Jerod
Green, Katelyn
Houser, Kristina
Logan, Connell
Malone, Katrina
McGee, Derrika
Morrow, Dontae
Morrow, Dishea
Payne, Joseph
Shaw, Dontae
Sims, Zoria
Smith, Zachary
Tilley, Shaunte
Toler, Cherry
Vigil, Justin
Warren, Reginald
Warrior, Joseph
Williams, JaMichael

Adjunct Teachers

Edison- 11-0000-501930-810-1360-201-07-705

Willis Ray, Girls Head Track @ \$2,400 January 22, 2013 to May 12, 2013

Hale- 11-0000-501000-820-330000-201-07-661

Anthony Owens, Girls Golf @ \$713 January 22, 2013 to May 12, 2013.

Anthony Owens, Boys Golf @ \$713 January 22, 2013 to May 12, 2013

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Advanced Placement Testing – Edison's School Activity Fund #529

Pay Rachael Stacy, certified staff member, a stipend not to exceed \$300 as Advanced Placement Coordinator.

Pay Kathy Yingst, support staff a stipend not to exceed \$200 for assisting with the Advanced Placement testing during the 2011-2012 school year.

Memorial High School Football Coach – School Activity Fund #520

Pay Brandon Swain, paraprofessional, a stipend of \$500 to assist in coaching Memorial's football team during the 2012-2013 school year. (Helps in developing team and athletes but is not being paid a coaching stipend from the District.)

Reading Sufficiency Act

Professional Development - 11-3670-2213-501700-000-000000-210-05-XXX-3670

Pay certified teachers, to be named, @ \$18/hr. (total not to exceed \$55,000) to attend professional development outside of contract hours on differentiation of reading instruction in small groups.

Training will occur at Wilson Learning and Teaching Academy during the 2012-2013 school year.