



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, August 19, 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.
- 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 meeting of the Board of Education.

Regular Meeting

August 7, 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, September 3, 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 LEAD ELEMENTARY INSTRUCTIONAL LEADERSHIP DIRECTOR, DR. PHYLLIS LOVETT

- E-1.** RECOMMENDATION: Enter into a contract with Junior Achievement of Oklahoma, Inc. to provide an instructional service agreement 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 \$50,000 will be paid from various options including PTA, activity fund accounts and Title I funding on a per-pupil basis at each school site.

REQUISITION NUMBER: 41300502

RATIONALE: Junior Achievement provides a hands-on learning environment at the Junior Achievement world facility designed to supplement and reinforce student curriculum in language arts, social studies, math, science and art through the uses of the technology and the real-life application "JA BizTown Program." This integrated entrepreneurial curriculum for students in fourth, fifth and sixth grades culminates a unit of study in a field experience where students run a working city for a day.

ITEMS LISTED BELOW SUBMITTED BY LEAD SECONDARY INSTRUCTIONAL LEADERSHIP DIRECTOR, DR. OLIVER WALLACE

- E-2.** RECOMMENDATION: Approve Hale High School's boys' basketball team to travel to Wichita Falls, Texas, to participate in the Elite 14 Showcase, November 2, 2013.

COST AND FUNDING: The total cost not to exceed \$300 will be paid from Hale's school activity fund #539.

RATIONALE: The Elite 14 Showcase scrimmage is the most prestige event in the United States. The event gives student athletes a once-in-a-lifetime experience.

E-3. RECOMMENDATION: Approve Nathan Hale High School's boys' and girls' basketball teams to travel to Coffeyville, Kansas, to participate in the Interstate Basketball Classic, January 23-25, 2014.

COST AND FUNDING: The total cost not to exceed \$550 will be paid from Hale's school activity fund #539.

RATIONALE: The regional tournament provides an opportunity for both the boys' and girls' basketball teams an opportunity to play outside of their conference and gain valuable experience to better prepare themselves in all competitions.

E-4. RECOMMENDATION: Approve Memorial High School's boys' basketball team to travel to Fayetteville, Arkansas, to participate in a basketball tournament, December 5-7, 2013.

COST AND FUNDING: The total cost not to exceed \$1,600 will be paid from Memorial's school activity fund #539.

RATIONALE: Participation in the tournament will allow team growth by exposure to a competitive and challenging environment by interacting with other students from neighboring states giving them a diverse experience.

E-5. RECOMMENDATION: Approve Washington High School's band to travel to Dallas, Texas, to participate in the Lancaster Battle of the Bands and attend the Cotton Bowl Classic football game, October 4-6, 2013.

COST AND FUNDING: The total cost not to exceed \$14,000 will be paid from Washington's school activity fund #901.

RATIONALE: The trip will allow students to participate in field competitions, tour campuses, visit with college band directors, audition for scholarships and see a college band perform during a game.

E-6. RECOMMENDATION: Approve Washington High School's band to travel to Grambling, Louisiana, to participate in the Grambling State University's homecoming game, November 1-3, 2013.

COST AND FUNDING: The total cost not to exceed \$17,000 will be paid from Washington's school activity fund #901.

RATIONALE: The trip will allow students to perform at a college homecoming game, tour campuses, visit with college band directors, and audition for scholarships.

E-7. RECOMMENDATION: Approve Washington High School's choir students to travel to Chicago, Illinois, to participate in the Performing Arts Consultants Festival, April 10-13, 2014.

COST AND FUNDING: The total not to exceed \$36,300 and will be paid from Washington's school activity fund #566.

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

E-8. RECOMMENDATION: Enter into an agreement with 5 Star Sports Calendar LLC to provide athletic schedule posters and schedule cards for the 2013-2014 school year.

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

COST AND FUNDING: There is no cost to the District. 5 Star agrees to donate 25 percent of collected poster advertising proceeds if a minimum of \$1,500 is collected as specified and it is in accordance with the rebate schedule in the agreement.

RATIONALE: 5 Star will provide 200 athletic posters and schedules cards for sale at athletic events for Washington High School.

E-9. RECOMMENDATION: Enter into an application for conducting a pilot cooperative activities program with KIPP Tulsa Academy and Rogers Junior High School during the 2013-2014 school year.

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

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

RATIONALE: In order to be in compliance with the Oklahoma Secondary School Activities Association, an application must be Board approved to allow junior high students from KIPP Tulsa Academy to participate on the Rogers' Junior High football team.

E-10. RECOMMENDATION: Enter into a memorandum of understanding between the National Math and Science Initiative, Inc. (NMSI) and Memorial High School for the 2013-2014 school year with option to renew for 2014-2015, and 2015-2016 school years.

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

COST AND FUNDING: Total cost not to exceed \$50,000 will be paid from Memorial High School's general fund as applicable.

REQUISITION NUMBER: 41300574

RATIONALE: The National Math and Science Initiative, Inc. is a teacher training program that provides teachers the keys to classroom success, assistance with teaching strategies and content knowledge, along with sharing the tools to get students college ready. The initiative replicates programs on a national scale proved to elevate public education rigor and student performance, utilizing performance-based accountability and rigorous demand for results. NMSI's teacher training program has produced unparalleled success in expanding the number of students enrolled and achieving qualifying scores on Advance Placement (AP) Math, Science, and English (MSE) exams. The overall program goal is the increase in the number of students taking AP MSE exams and receiving qualifying scores as a measure of college preparation.

E-11. RECOMMENDATION: Renew the contract with Project Lead the Way (PLTW) to provide Science, Technology, Engineering, and Math (STEM) education utilizing the PLTW program curriculum.

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

COST AND FUNDING: The total cost not to exceed \$15,000 will be paid from the College and Career Readiness Fund, 11-4120-1000-506810-317-880000-000-05-XXX-4120.

REQUISITION NUMBER: 11400286

RATIONALE: Project Lead the Way (PLTW) is a nationally recognized curriculum for STEM education. The District has partnered with PLTW since 2006. The program is currently offered at Carver, Central Junior High, Edison Middle School, Hale Junior High, McLain Junior High, Memorial Junior High, Rogers College Junior High, McLain High School, and Memorial High School.

E-12. RECOMMENDATION: Renew the contract with the Margaret Hudson Program, Inc. to provide services for students enrolled in the program during 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 \$8,000 will be paid from the General Fund, 11-0000-2410-503400-430-0000-000-07-601.

REQUISITION NUMBER: 4300526/11401029

RATIONALE: The partnership between the Margaret Hudson Program and the District has effectively served a number of students who meet the specified criteria for the program.

ITEMS LISTED BELOW SUBMITTED BY CHIEF ACADEMIC OFFICER, MRS. TRACY BAYLES

E-13. RECOMMENDATION: Enter into an agreement with the Arts and Humanities Council of Tulsa, Tulsa, Oklahoma, to continue the Artists-in-the-Schools and the Harwelden Institute for Arts in Education programs for the 2013-2014 school year.

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

COST AND FUNDING: The total cost not to exceed \$69,000 will be paid from the General Fund, 11-0000-1280-503200-100-000000-000-06-070.

REQUISITION NUMBER: 11400867/41300499

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

- E-14.** RECOMMENDATION: Enter into a contract with Regina Lopez, M.Ed, of the University of Central Oklahoma to provide technical assistance and professional development activities to District administration and faculty during 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 \$54,000 will be paid from Title III LEP Grant, 11-5720-2213-503600-410-000000-000-05-093-5720.

REQUISITION NUMBER: 11400858

RATIONALE: The service will provide technical assistance and training to staff Districtwide on culturally responsive teaching and sheltered instruction techniques and methodologies for providing effective instruction to English Language Learners. This will also provide professional development to administration and faculty Districtwide throughout the school year to improve teaching and learning skills focused on English Language Learners.

- E-15.** RECOMMENDATION: Submit an application for a one-year renewal of the Districtwide waiver to Standard VII concerning staffing of school library media centers.

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

RATIONALE: Originally granted on June 29, 1999, and renewed in 2012, 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-16.** RECOMMENDATION: Purchase language assistance services of interpretation and translation from Sebastian Lantos LLC, Tulsa, Oklahoma, from July 1, 2013, to June 30, 2014.

COST AND FUNDING: The total cost not to exceed \$27,000 will be paid from the ELL Fund, 11-0847-2199-503300-000-000000-000-05-093-0847.

REQUISITION NUMBER: 11400472

RATIONALE: Sebastian Lantos LLC provides certified language interpretation and translation services in a variety of languages. The service facilitates effective communication with the District's Limited English Proficient parents and guardians and compliance with the District's Resolution Agreement with the Office for Civil Rights.

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

E-17. RECOMMENDATION: Purchase postage services from Pitney Bowes, Pittsburgh, Pennsylvania, for the District's mail room.

COST AND FUNDING: The total cost of approximately \$76,500 will be paid from the General Fund, 11-0000-2620-505310-000-000000-08-054.

REQUISITION NUMBER: 11400552

RATIONALE: The services provide postage for the mail room to meet the needs of the District.

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

E-18. RECOMMENDATION: Enter into a contract with The Watts Co., the lowest responsible bidder, to fill in the existing swimming pool at Madison 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 for the contract will not exceed \$46,312. The project is contingent upon the successful sale and receipt of the 2013B bond funds.

RATIONALE: Closing swimming pools was approved on the January 7, 2013, Agenda, item E-13.

E-19. RECOMMENDATION: Purchase sound equipment for the Cheryl Selman Room at the Education Service Center from GC Pro, the lowest responsible bidder.

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 for the contract will not exceed \$49,970.11. The project is contingent upon the successful sale and receipt of the 2013B bond funds.

RATIONALE: The existing sound system is obsolete and in need of upgrading.

E-20. RECOMMENDATION: Renew subscriptions with Safari Montage to provide curriculum-aligned digital video content to all District sites for the 2013-2014 school year.

COST AND FUNDING: The total cost not to exceed \$130,060 will be paid from the applicable bond funds. Bond funding is contingent upon the successful sale and receipt of the 2013B bond funds.

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

E-21. RECOMMENDATION: Approve Change Order Number One with DT Specialized Services, Inc. for demolition at McLain Seventh Grade Academy.

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 for the change order will not exceed \$5,125. The original contract was approved on the June 17, 2013, Agenda, item E-7, in the amount of \$72,788. The funding for the project is contingent upon the successful sale and receipt of the 2013B bond funds.

RATIONALE: Additional demolition is required in the library and cafeteria to accommodate new finishes.

E-22. RECOMMENDATION: Approve Change Order Number One to Trigon General Contractors and Construction Management, Inc. for the interior renovation at East Central High School.

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 for the contract will not exceed \$274,571.37. The original contract was approved on the April 22, 2013, Agenda, item E-15, in the amount of \$2,755,000. The funding for the project is contingent upon the successful sale and receipt of the 2013B bond funds.

RATIONALE: Additional work is required to complete the interior demolition including new stair nosings, corner guards, carpet and plumbing repair.

E-23. RECOMMENDATION: Approve Change Order Number One to Advantage Glass, Inc. for the window replacement at Anderson Elementary School.

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 for the contract will not exceed \$23,900. The original contract was approved on the January 22, 2013, Agenda, item E-14, in the amount of \$623,800. The funding for the project is contingent upon the successful sale and receipt of the 2013B bond funds.

RATIONALE: Additional work is required to complete the window replacement and to repair the existing soffit and fascia.

E-24. RECOMMENDATION: Renew subscriptions for online Internet referenced materials from Gale Cengage, Chicago, Illinois; Grolier, Danbury, Connecticut; ABC Clio, Goleta, California; Rosen Publishing, New York, New York; and Coughlin Companies, North Mankato, Minnesota for District libraries during the 2013-2014 school year.

COST AND FUNDING: The total cost not to exceed \$115,013 will be paid from applicable Bond funds. Bond funding is contingent upon the successful sale and receipt of the 2013B bond funds.

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

E-25. RECOMMENDATION: Extend the contract with Securadyne for installation of security cameras and access doors at Robertson, Lee, Peary, Grimes, Grissom, Springdale, Disney, Salk, ECDC Bunche, ECDC Porter, ECDC Reed, Traice elementary schools and Clinton Middle School.

Bunche ECDC	\$43,065.33
Clinton Middle School	\$95,910.16
Disney Elementary	\$67,836.98
Grimes Elementary	\$52,950.60
Grissom Elementary	\$64,276.76
Lee Elementary	\$62,874.62
Peary Elementary	\$56,459.84
Porter ECDC	\$31,443.83
Reed ECDC	\$65,577.30
Robertson Elementary	\$59,474.68
Salk Elementary	\$66,637.56
Springdale Elementary	\$48,471.96
Traice Elementary	\$75,754.01
Wright Elementary	\$70,991.84
Contingency	\$20,000.00
TOTAL	\$881,725.47

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 for the contract will not exceed \$882,000. The original contract was approved on the April 22, 2013, Agenda. The funding for the project is contingent upon the successful sale and receipt of the 2013B bond funds.

RATIONALE: New security systems and access doors are part of the 2010 bond issue.

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

E-26. 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 department budget.

E-27. RECOMMENDATION: Approve routine staffing items.

RATIONALE: Routine personnel actions implement the various human capital plans and priorities authorized by the Board of Education.

E-28. RECOMMENDATION: Approve an immediate wage increase for District employees (certified teachers, certified administrators, non-certified administrators and support staff) for the 2013-2014 fiscal year. This wage increase will be above and beyond any salary and fringe benefit increases that may be negotiated for teachers and support staff as a part of the 2013-2014 collective bargaining process by their respective collective bargaining agents as well as any Board action of providing any additional salary and fringe benefit increases for administrators for the 2013-2014 fiscal year. The wage increase for employees will be under the following terms and conditions, as may be applicable to each employee group:

- The increase will be provided to all certified personnel who are in the teacher bargaining unit who were employed by the District on the last duty day for the 2012-2013 fiscal year **and** who are re-employed by the District on the first duty day of their 2013-2014 contracts.
- The increase will be provided to all support employees who were employed by the District on the last duty day for the 2012-2013 fiscal year **and** who are re-employed by the District on the first duty day of their 2013-2014 contracts.
- The increase will be provided to all certified/non-certified administrators (excluding the Superintendent of Schools) who were employed by the District on the last duty day for the 2012-2013 fiscal year **and** who are re-employed by the District on the first duty day of their 2013-2014 contracts.
- The increase will be a single payment payable to each eligible employee no later than the first payroll period after the first day of school for the 2013-2014 school year.
- For teachers the single payment will be calculated in an amount equal to a step increase of each certified teacher's prior year's base salary.
- For support staff and certified/non-certified administrators the single payment will be calculated in an amount equal to 1.5 percent of each employee's prior year's base earnings.
- For support employees in calculating "prior year's base earnings" the

District will include all hours for which a support employee is paid or entitled to leave payment, such as sick leave, vacation and personal business leave. That is, when defining the terms and calculating the number of hours worked for each eligible support employee, all paid leave time will be considered as “worked hours.”

- For all employees who were employed less than a complete contract year during the 2012-2013 fiscal year, the single payment will be prorated based on the number of days the employee was employed in the 2012-2013 fiscal year versus the number of days an employee is normally employed for the position held by each employee.
- For teachers and support employees this single payment will immediately be considered to be a part of the 2013-2014 salary schedules for such employees and by means of the single payment this wage increase will be deemed to have been paid in full for the 2013-2014 fiscal year.
- This increase is without prejudice to TCTA and AFT negotiating additional salary and fringe benefits for the 2013-2014 fiscal year for their respective bargaining units and without prejudice to Board action of providing any additional salary and fringe benefit increases for certified administrators for the 2013-2014 fiscal year.
- In case there is a dispute as to the eligibility of any particular employee to such salary increase or the amount or calculation thereof then the Superintendent of Schools shall make the final non-appealable decision as to any such dispute.

COST AND FUNDING: The cost of these increases will be approximately \$2,592,000 [General Fund - \$2,518,000, Building Fund - \$55,000, Child Nutrition Fund - \$19,000] and will not have an adverse impact on the District’s financial status for the 2013-2014 fiscal year.

RATIONALE: This wage increase is appropriate and necessary to retain capable and competent employees for the 2013-2014 fiscal year who are deserving of this raise. Although retention is influenced by many factors, the District must be competitive with other districts to retain talent.

F. ACTION AGENDA - Motion and vote on each recommendation

ITEMS LISTED BELOW SUBMITTED BY CHIEF OF STAFF, MS. AMY POLONCHEK

- F-1.** RECOMMENDATION: Revise School Board Policy as listed.
2119 - Student Bullying Prevention and Intervention

RATIONALE: House Bill 1661 was passed and signed into law during the 2013 Oklahoma Legislature Session amending 70 O.S. § 24-100.3 et seq., the School Bullying Prevention Act. The proposed revised School Board Policy 2119 will align the policy with new requirements and provisions set forth in the law. The amendments to the School Bullying Prevention Act go into effect August 23, 2013. Because of the time constraints presented by the effective date of the law, the Board Policy Committee has recommended the proposed adoption of the revised policy be placed on the Action Agenda and waive Board policy 1201, School Board Policies, which requires two readings for policy revisions.

G. INFORMATION AGENDA

ITEMS LISTED BELOW SUBMITTED BY LEAD SECONDARY INSTRUCTIONAL LEADERSHIP DIRECTOR, DR. OLIVER WALLACE

G-1. RECOMMENDATION: Enter into a contract with Camp Waluhili as the venue for the annual Edison Senior Retreat to Camp Waluhili, Chouteau, Oklahoma, September 21-23, 2013.

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

COST AND FUNDING: The total cost not to exceed \$3,000 will be paid from Edison's school activity fund #864.

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

G-2. RECOMMENDATION: Enter into a memorandum of understanding with Domestic Violence Intervention Services, Inc. (DVIS/Call Rape) to provide teen dating safety education for secondary students during the 2013-2014 school year.

FURTHER RECOMMEND: The attorneys for the School District review and approve 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.

RATIONALE: Domestic Violence Intervention Services, Inc. will educate and train students regarding teen dating violence by participating in the DVIS Call Rape Healthy Relationships Teen Dating Violence Education and Outreach Program. Sessions will be conducted on healthy relationships, boundaries, bullying prevention, cyber and technology safety.

G-3. RECOMMENDATION: Purchase Advanced Placement (AP) tests from Advanced Placement Services for AP tests to be administered at Edison Preparatory School during 2013-2014 school year.

COST AND FUNDING: The total cost not to exceed \$50,000 will be paid from Edison's school activity fund #529. Tests are prepaid by students at a cost of \$89 each.

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

G-4. RECOMMENDATION: Enter into a licensing agreement with The Persimmon Group, LLC to provide project management education utilizing the PM4Youth™ Curriculum program during the 2013-2014 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: The total cost not to exceed \$5,000 will be paid from the College and Career Readiness Fund, 11-4120-1000-506410-317-880000-000-05-725-4120.

REQUISITION NUMBER: 11401191/41300539

RATIONALE: The PM4Youth™ Curriculum is a project management curriculum that will be used across the College and Career Readiness programs at Hale, Memorial, and MET high schools to teach students how to manage a large project from start to finish and meet deadlines.

G-5. RECOMMENDATION: Enter into a contract with the Hyatt Regency Tulsa to host Edison's senior prom, April 18, 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 \$4,000 will be paid from Edison's school activity fund #864.

RATIONALE: Edison's prom is an annual event for the senior class. It is intended to promote a sense of togetherness, while still being fun, right before graduation.

ITEMS LISTED BELOW SUBMITTED BY CHIEF ACADEMIC OFFICER, MRS. TRACY BAYLES

G-6. RECOMMENDATION: Enter into a contract with Advancement VIA Individual Determination (AVID) Center, San Diego, California, a California based nonprofit educational corporation, to provide support and training to school sites utilizing trademarks, libraries, student materials, etc. for the AVID program. The contract will include the implementation agreement for AVID membership, materials, and training for the 2013-2014 school year for the following schools.

- | | |
|---------------------------------|-------------------------------|
| Carver Middle School | Hale High School |
| Central High School | MacArthur Elementary School |
| Central Junior High School | McLain Junior High School |
| Clinton Middle School | McLain High School |
| East Central Junior High School | Memorial High School |
| East Central High School | Memorial Junior High School |
| Edison Junior School | Robertson Elementary School |
| Edison High School | Thoreau Demonstration Academy |
| Gilcrease Elementary School | Rogers Junior High |
| Grissom Elementary School | Rogers College High School |
| Hale Junior High | Monroe Demonstration 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 \$63,810 will be paid as follows: \$52,290 will be paid from Title I site funds, 11-5118-2213-503200-494-000000-000-05-xxx-5118; and \$11,520 will be paid from the Teaching and Learning Fund, 11-3110-2573-503200-471-000000-000-06-044.

REQUISITION NUMBER: 11401297

RATIONALE: The District has used the nationally recognized AVID program for the past three years as a reform strategy for challenging students in the "academic middle" to succeed in rigorous courses to prepare them for college.

- G-7.** RECOMMENDATION: Enter into a contract with Practical Parent Education (PPE), McKinney, Texas, to provide professional development for parent facilitators in all Title I schools during the 2013-2014 school year, as well as a Parents as Leaders workshop. PPE services include materials, two days of training, and one year of PPE support services.

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 \$50,000 will be paid from the Title I Fund, 11-5118-2194-503200-494-000000-000-05-093-5118.

REQUISITION NUMBER: 11401313

RATIONALE: PPE's parent educator training is designed to give parent facilitators and parents a comprehensive set of skills, which include strategies for promoting school and community support and understanding of family systems and ways that lifespan development affects families.

ITEMS LISTED BELOW SUBMITTED BY CHIEF OF STAFF, MS. AMY POLONCHEK

- G-8.** RECOMMENDATION: Revise School Board policy as listed.
2209 - Non-Resident, Exchange, and Foreign Exchange Students

RATIONALE: This revision will ensure alignment with updated federal laws.

- G-9.** RECOMMENDATION: Purchase Comfort Audio digital assistive listening devices including receivers, microphones for students with hearing loss.

COST AND FUNDING: The total cost not to exceed \$28,166.52 will be paid from Federal funds, 11-6980-2153-506530-239-000000-000-05-066-6980.

RATIONALE: The digital assistive listening devices will improve the signal to noise ratio in the classroom. This will provide the optimal listening environment for the hearing impaired student so he/she will have access to the information the teacher is presenting. This equipment will help meet individualized education plan recommendations for students with hearing loss.

G-10. RECOMMENDATION: Enter into a memorandum of understanding with Youth Services of Tulsa (YST), Tulsa Campaign to Prevent Teen Pregnancy (TCPTP), and the Tulsa City-County Health Department (THD) to provide a comprehensive pregnancy prevention educational curriculum to the District for September 4, 2013 - July 31, 2014.

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

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

RATIONALE: Youth Services of Tulsa, Tulsa Campaign to Prevent Teen Pregnancy, and the Tulsa City-County Health Department will provide Making Proud Choices: A Safer Sex Approach to HIV/STDs and Teen Pregnancy Prevention curricula to 7th-grade students and Reducing the Risk curricula to 9th- and 11th-grade students in Clinton Middle School, Memorial Junior High, and Memorial and Webster high schools.

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

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

G-11. RECOMMENDATION: Amend the land lease agreement between the District and SBA Towers LLC., a Florida limited liability company, located in Boca Raton, Florida, to provide additional working space around the existing cell tower located on the Edison campus.

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 will add an additional 400 sq. feet to the south and east of the existing space and allow safer working conditions when the equipment is receiving maintenance. The request has been reviewed by the site with no objection. Existing agreement was signed in December of 2005. This amendment will increase the rental \$150 per month, bringing the annual rental total to \$7,800.

G-12. RECOMMENDATION: Approve Supplement Number Five to the master agreement with Crossland Construction Company to provide construction management services for the interior renovation for the new enrollment center.

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 of the project will be \$1,500,000 and is contingent upon the successful sale and receipt of 2013B Bond funds. The fee is based on a five percent profit/overhead and six percent general conditions.

RATIONALE: The employment of a construction manager is necessary to complete the project.

G-13. RECOMMENDATION: Enter into an agreement with the designers of the projects listed below to participate in the 179D Energy Tax allocation under the Energy Policy Act for Green Construction which reduces the carbon footprint.

East Central High School	McIntosh Services of Oklahoma, Inc.
Monroe Middle School	McIntosh Services of Oklahoma, Inc.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate agreement and 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 designers agree to provide a 25 percent split of the tax allocation with the District once all third-party expenses have been paid.

G-14. RECOMMENDATION: Correct the funding source for the contract with Felix Thomson dba Commercial Door and Hardware approved on May 6, 2013.

COST AND FUNDING: The total amount not to exceed \$282,554 will be paid as follows: \$125,000 will be paid from the Qualified School Construction Bond funds and \$157,554 will be paid from the Building Fund, 21-0221-4700-504500-000-000000-000-08-037. Building fund proceeds funded by surplus properties.

RATIONALE: This project completes the Qualified School Construction Bond funds.

- G-15.** RECOMMENDATION: Enter into contract with the lowest bidders for the re-roofing project at Rogers College High 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 for the contract will not exceed \$1,500,000 and is contingent upon the successful sale and receipt of the 2013B Bond funds.

RATIONALE: Roof replacement at Rogers is part of the 2010 bond issue.

- G-16.** RECOMMENDATION: Approve Change Order Number One to Crossland Construction for the classroom and library addition at Salk Elementary School. The change order will provide additional drop-off lanes at the north end of the school and replace sanitary sewer lines in front of the school.

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 for the change order will not exceed \$130,000. The original contract was approved on November 25, 2012, E-23 in the amount of \$2,172,274.08. The funding for this project is contingent upon the successful sale and receipt of the 2013B Bond funds.

RATIONALE: Additional circulation capacity is needed to improve pedestrian safety. The existing sewer lines need to be replaced due to recent problems in the building.

- G-17.** RECOMMENDATION: Renew the subscription for District access to the ELLevation database to provide a system to track and complete the required records and information of students identified as English Language Learners in compliance with state and federal Title III regulations.

COST AND FUNDING: The total cost will not exceed \$48,750 and is contingent upon the successful sale and receipt of the 2013B Bond funds.

RATIONALE: The ELLevation database provides District and site staff with an effective means of tracking, reporting and completing the required records of students identified as English Language Learners as well as those who have attained English language proficiency. The database generates reports, parent notifications, Language Instruction Education Plans (LIEPs), and monitoring reports in compliance with state and federal Title III regulations. parent reports and notifications are also provided in a variety of languages.

G-18. RECOMMENDATION: Enter into contract with the lowest responsible bidders for the construction of the McBirney Transportation Facility.

Alred Glass	Glazing	\$5,930
Builders Supply	Doors	\$17,500
Circle B Mechanical	Mechanical	\$39,688
Midwest Mechanical	Plumbing	\$34,700
National Franchise Resources	Casework	\$7,150
Turner Roofing	Roofing	\$5,000
Universal Painting	Painting	\$5,600
Wiljo Interiors	Gypsum Board	\$31,255

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

COST AND FUNDING: The total cost for the contract will not exceed \$661,379 and is contingent upon the successful sale and receipt of the 2013B Bond funds.

RATIONALE: The replacement of the McBirney transportation building is part of the 2010 bond issue.

G-19. RECOMMENDATION: Approve Supplement Number Seven to the master agreement with Crossland Construction Company to provide construction management services for the classroom and library addition at Mitchell Elementary School.

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 of the project will be \$3,300,000 000 and is contingent upon the successful sale and receipt of the 2013B Bond funds. The fee will be based on a four percent profit/overhead and seven percent general conditions.

RATIONALE: The employment of a construction manager is necessary to complete the project.

G-20. RECOMMENDATION: Enter into a contract with KSQ Architects PC to provide architectural services for the classroom addition at Edison High 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 of the project will be \$4,000,000 and is contingent upon sale and receipt of bond funds. The fee will be based on seven percent of the cost of construction.

RATIONALE: The employment of a construction manager is necessary to complete the project.

G-21. RECOMMENDATION: Approve Supplement Number Six to the master agreement with Crossland Construction Company to provide construction management services for the library addition at Lindbergh Elementary.

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 of the project will be \$1,100,000 and is contingent upon the successful sale and receipt of the 2013B Bond funds. The fee will be based on a five percent profit/overhead and six percent general conditions.

RATIONALE: The employment of a construction manager is necessary to complete the project.

G-22. RECOMMENDATION: Enter into contract with the lowest responsible bidder for a new video system for the Selman Room at the Education Service Center.

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 for the contract will not exceed \$120,000. The project is contingent upon the successful sale and receipt of 2013B Bond funds.

RATIONALE: The existing video equipment is out dated and in need of repair.

G-23. RECOMMENDATION: Approve the purchase of mechanical equipment from Lennox Inc., to replace existing equipment throughout the District.

COST AND FUNDING: The total cost will not exceed \$400,000 and is contingent upon the successful sale and receipt of the 2013B Bond funds.

RATIONALE: Replacing roof top units are part of the 2010 bond issue.

G-24. RECOMMENDATION: Approve the purchase of carpet from Tandus, Inc., to replace existing carpet throughout the District.

COST AND FUNDING: The total cost will not exceed \$200,000 and is contingent upon the successful sale and receipt of the 2013B Bond funds.

RATIONALE: Replacing carpet is part of the 2010 bond issue.

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

G-25. RECOMMENDATION: Enter into a one-year agreement with Cambridge Education for the implementation of Tripod student surveys for approximately 1250 classroom teachers for the purpose of providing them with student feedback on classroom teaching and student engagement in order to improve their instructional practices.

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: The total cost not to exceed \$200,000 will be paid from the Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-093-0844.

REQUISITION NUMBER: 41300560

RATIONALE: The Tripod student survey project will provide a significant portion of the District's teachers with direct feedback from students to reflect on and improve teaching practices. Per the Measures of Effective Teaching (MET) Project, student feedback has been shown to be a reliable measure of teacher effectiveness and can raise overall reliability when combined with other measures of teacher effectiveness, such as value-added estimates and qualitative evaluation data. Cambridge Education will provide reporting to teachers as well as school and District leaders that can inform professional development decisions at individual schools. It will also provide the District's teachers and the Office of Teacher/Leadership Effectiveness with an opportunity to gauge the instrument's suitability for implementation as a possible evaluation metric under Senate Bill 2033's Other Academic Measures (OAMs).

G-26. RECOMMENDATION: Renew the one-year agreement with Teaching Channel Inc., to continue the use of a private, online video portal with expanded services for the District's teachers and leaders.

COST AND FUNDING: The total cost not to exceed \$126,000 will be paid from Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-093-0844.

REQUISITION NUMBER: 41300565

RATIONALE: This portal will continue to support the professional development of the District's teachers and principals with respect to the Tulsa Model framework and strategies for implementing common core. It will maximize the effective use of the District's library of master teacher videos and the Teaching Channel's extensive video library. Expanded services will include opportunities for increased teacher collaboration through online learning groups and resource sharing.

G-27. RECOMMENDATION: Enter into a licensing contract with Efficacy-Based Technical Assistance, L.L.C. to authorize it to serve as a certified trainer of career tech school districts in the state of Oklahoma using the District's Tulsa Model for Observation and Evaluation framework for teachers.

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

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

REQUISITION NUMBER: 41300564

RATIONALE: Numerous career tech school districts in Oklahoma have adopted the Tulsa Model framework for use with their teachers and adapted it for use in their schools. Efficacy-Based Technical Assistance will be authorized by this agreement to provide ongoing support and training to the career tech centers in the use of the Tulsa Model.

G-28. 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 department budget.

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

G-29. RECOMMENDATION: Amend the contract with Lighthouse Academies of Tulsa, Inc., approved on the July 1, 2013, item E-82, whereby the District will provide transportation equipment and services to transport Lighthouse Charter School students 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: There is no cost to the District.

REQUISITION NUMBER: 41300450

RATIONALE: The District has available sufficient buses and drivers to provide this transportation. Lighthouse will pay all costs incurred by the District in providing transportation in the amount of \$119,130.57.

SUPPORTING INFORMATION

CONSENT ITEM E-26

POSITION CREATIONS/DELETIONS

Administrative/Certificated Position Creations

Delete:

Position	Salary/Grade	Duties
Associate Superintendent for Elementary Schools ESC/Office of the Superintendent	EL-9 12 Months	Provide the leadership necessary to ensure the provision of the best possible educational opportunities for all elementary school students within Tulsa Public Schools service area.
<i>Annual Budget Impact:</i> \$84,400 min. – \$126,600 max.		
<i>Funding Source:</i> 11-0000-2340-501110- 000-000000-107-16-079		
Associate Superintendent for Secondary Schools ESC/Office of the Superintendent	EL-9 12 Months	Provide the leadership necessary to ensure the provision of the best possible educational opportunities for all secondary school students within Tulsa Public Schools service area.
<i>Annual Budget Impact:</i> \$84,400 min. – \$126,600 max.		
<i>Funding Source:</i> 11-0000-2340-501110- 000-000000-107-16-077		

Administrative/Certificated Position Creations - Continued

Delete:

Position	Salary/Grade	Duties
Executive Assistant to the Associate Superintendent for Elementary Schools ESC/Office of the Superintendent (2 positions)	EL-6 12 Months	Assist the Associate Superintendent for Secondary Schools and provide the leadership necessary to ensure the provision of the best possible educational opportunities for all secondary school students within Tulsa Public Schools service area.
<i>Annual Budget Impact:</i> \$134,800 min. – \$202,400 max.		
<i>Funding Source:</i> 11-0000-2340-501110- 000-000000-107-16-079		
Executive Assistant to the Associate Superintendent for Secondary Schools ESC/Office of the Superintendent (3 positions)	EL-6 12 Months	Assist the Associate Superintendent for Secondary Schools and provide the leadership necessary to ensure the provision of the best possible educational opportunities for all secondary school students within Tulsa Public Schools service area.
<i>Annual Budget Impact:</i> \$202,200 min. – \$303,600 max.		
<i>Funding Source:</i> 11-0000-2340-501110- 000-000000-107-16-077		

SUPPORTING INFORMATION

CONSENT ITEM E-27

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Adkins, Linda	8/05/13 6/12/14	B-3	\$ 34,100.00 852.50	Teacher-Eugene Field/ Special Education, ELD
Allen, Carly	8/05/13 6/12/14	B-0	32,900.00	Teacher-Marshall/Grade 1
Allison, Emery	8/05/13 6/12/14	B-0	32,900.00	Teacher-Eugene Field/ Grade 2
Bachlor, David	8/19/13 5/29/14	B-10	37,200.00	Teacher-Clinton/Math
Blackman, Diane	8/19/13 5/29/14	M-11	39,476.00	Speech Pathologist-ESC/ Special Education and Student Services
Chalakee, Kimberlee	8/19/13 5/29/14	B-0	32,900.00	Teacher-Academy Central/Kindergarten
Collins, JaNell	8/19/13 5/29/14	B-0	32,900.00	Teacher-McLain Seventh Grade Academy/ Social Studies
Cowan, Randi	8/05/13 6/12/14	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 2
Durst, Laura	8/19/13 5/29/14	B-0	32,900.00	Teacher-MacArthur/Grade 5
Ellis, Angie	8/19/13 5/29/14	B-0	32,900.00	Teacher-Washington/Math
Ellis, Clark	8/19/13 5/29/14	B-0	32,900.00	Teacher-Washington/ Physics

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Frankel, Max	8/19/13 5/29/14	B-0	\$ 32,900.00	Teacher-MacArthur/ Grade 6
Gerrard, Leslie	8/05/13 6/12/14	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 1
Gibson, Bryan	8/19/13 5/29/14	M-3	35,176.00 1,758.80	Teacher-Jones/ Special Education
Glascocock, Audrey	8/05/13 6/12/14	M-8	37,406.00	Teacher-Kendall Whittier/ Kindergarten
Green, Tiffany	8/12/13 6/27/14	EL-4	58,000.00	Principal-Bell
Greeson, Kelly	8/19/13 5/29/14	M-0	33,956.00	Teacher-ECDC Reed/Pre-K
Hallford, Abby	8/19/13 5/29/14	M-6	36,376.00 1,831.00	Counselor-Key Counselor Former Employee (f.e.)
Harper, Trista	8/15/13 6/30/14	EL-7	73,433.79 8,400.00 7,343.38	Principal-McLain Jr. High and High School Rate: \$83,582.00 Additional duties Innovation School
Harrod, Kelly	8/19/13 5/29/14	B-0	32,900.00	Teacher-Margaret Hudson/ Social Studies
Hart, Julianne	8/19/13 5/29/14	B-0	32,900.00	Teacher-Springdale/Grade 5
Hartman, Britta	8/05/13 6/12/14	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 1
Henley, Dawn	8/12/13 6/27/14	EL-4	65,000.00	Principal-Grimes
Hoffman, Ashley	8/19/13 5/29/14	B-5	34,900.00	Teacher-Carnegie, Eliot/ Pre-K

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hoge, Shelby	8/05/13 6/12/14	B-5	\$ 34,900.00	Teacher-Kendall Whittier/ Grade 4
Husting, Annette	8/19/13 5/29/14	B-0	32,900.00	Teacher-Canton/ Language Arts
Javaher, Soraya	8/19/13 6/12/14	B-1	33,300.00	Teacher-Kendall Whittier/ Grade 1
Jones, Alicia	8/19/13 5/29/14	B-5	34,900.00	Teacher-Jones/Pre-K
Kimery, Nancy	8/05/12 6/12/14	B-8	36,300.00	Teacher-Kendall Whittier/ Grade 5
Kwanza, Evelyn	8/19/13 5/29/14	M-1	33,956.00	Teacher-Park, Grissom/ Enrichment
Lenaburg, Christel	8/19/13 5/29/14	B-13	38,660.00	Teacher-Park/Grade 4 f.e.
Matthew, Susan	8/19/13 6/12/14	B-3	34,100.00	Teacher-Kendall Whittier/ Grade 3
Megli, Tracy	8/19/13 5/29/14	B-20	44,430.00	Teacher-MacArthur, Mayo/Enrichment
Meier, Sarah	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/ Social Studies
Mena, Shalim	8/19/13 5/29/14	B-0	32,900.00	Psychologist-Burbank
Moll, Emily	8/19/13 5/29/14	B-0	32,900.00	Teacher-Springdale/ Grade 3
Narvaez, Michelle	8/05/13 6/12/14	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 3
Nazari, Patricia	7/24/13 5/29/14	M-26	49,936.00 2,696.80	Teacher-McLain/ Special Education f.e.

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Price, Jan	8/05/13 6/12/14	M-17	\$ 44,406.00 2,220.30	Teacher-Kendall Whittier/ Special Education f.e.
Radford, Ashley	8/05/13 5/29/14	B-0	32,900.00	Teacher-Anderson/ Grade 4
Richardson, Jamie	8/19/13 5/29/14	B-0	32,900.00	Teacher-Celia Clinton/ Grade 5
Ritchie, Stephanie	8/05/13 6/12/14	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 6
Rivera, Andralid	8/19/13 5/29/14	M-0	33,956.00 1,831.00	Counselor-Springdale Counselor
Robinson, Linda	7/30/13	M60-22	51,975.00	Teacher-Memorial Jr. High/ Special Education Return from leave
Rutherford, Demetria	8/19/13 5/29/14	B-0	32,900.00	Teacher-Central/Science
Sawyer, Jamie	8/05/13 6/12/14	M-0	33,956.00 1,831.00	Counselor-Marshall Counselor
Schulze, Kellie	8/19/13 5/29/14	M60-2	37,015.00 1,831.00 525.78	Counselor-Monroe Dual Language Counselor Additional days
Stewart, Janice	8/19/13 5/29/14	B-3	34,100.00	Teacher-Jones/Grade 4
Thomas, Starla	8/19/13 5/29/14	B-6	35,300.00	Teacher-Park/Grade 3
Tracy, Debra	8/05/13 6/12/14	B-10	37,200.00	Teacher-Marshall/Grade 2
Vesley, Daniel	8/19/13 5/29/14	D-5	39,335.00	Teacher-Central/Science f.e.

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Whitty, Caitlin	8/05/13 6/12/14	B-0	\$ 32,900.00	Teacher-Marshall/ Grade 4
Wolfe, Jessica	8/19/13 5/29/14	B-0	32,900.00	Teacher-MacArthur/ Grade 4
Support (Hourly):				
Allen, Thomasina	8/21/13 5/28/14	MT-1	\$ 8.91	Child Nutrition Services (CNS) Assistant- Celia Clinton Return from leave
Avelino, Lucas	8/20/13 6/30/14	MT-8	11.23	Grounds Journeyperson- Maintenance
Carter, Heather	8/01/13 6/17/14	CA-3	9.33	Clerk-Mark Twain
Collins, Mia	8/15/13 5/28/14	IS-6	10.97	Paraprofessional-McKinley Return from leave
Darling, Cleo	8/17/13 5/28/14	MT-1	9.57	CNS Assistant-Disney Return from leave
Griffin, Mary	8/22/13 5/28/14	IS-6	10.81	Paraprofessional-McClure
Hatton, Marsha	7/29/13 6/30/14	MT-6	13.03	Head Custodian-Disney Return from leave
Konkler, Patricia	8/19/13 5/29/14	CA-3	10.03	Clerk-East Central Jr. High Return from leave
Martin, Danielle	8/22/13 5/28/14	IS-6	10.81	Paraprofessional-Hale Jr. High
McCarthy, Jessica	8/20/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Monroe, Wendy	8/22/13 5/28/14	IS-3	9.21	Paraprofessional-Rogers Jr. High

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Sells, Keiawana	8/20/13 5/28/14	MT-6	\$ 10.72	Bus Driver Trainee
Shakir, Emad	8/20/13 5/28/14	MT-4	9.35	Bus Driver Trainee f.e.
Spillers, Lawrence	8/05/13 6/30/14	MT-10	16.17	Head Custodian-Skelly Return from leave
Stanton, Johnthan	8/20/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Todd, Detri	8/02/13 6/30/14	MT-3	8.94 .44	Custodian-McLain Shift differential
Walker, Shelly	8/06/13 5/28/14	TS-3	11.50	Campus Security Officer- ESC/Campus Police
West, Ashakie	8/07/13 5/24/14	TS-3	11.50	Campus Security Officer- ESC/Campus Police
Ziegler, Zeke	8/05/13 6/30/14	MT-3	8.94 .48	Custodian-Key Shift differential
Zuniga, Maria	8/16/13 6/30/14	MT-3	9.50	Custodian-Memorial Return from leave

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Armstrong, Sheila	Principal-Bell EL-4 210 days	8/12/13	\$ 57,786.00	\$ 61,699.18	Principal Coach-ESC/ Teacher and Leader Effectiveness Rate: \$69,651.00 EL-5 12 months
Bob, Sonya	Teacher-Hoover/ Art M-6	8/19/13	36,376.00	36,376.00 1,818.00 1,446.77	Teacher-TRAICE/Art Alternative Additional days
Bright, Dian	SIG Remediation Coach-Central B-3	8/19/13	34,100.00	34,100.00 1,831.00 1,937.50	Transitional Interventionist- Central Counselor Additional days
Buckley, Shayla	Counselor-Salk M-4 Half-Time	8/19/13	17,788.00 1,831.00	35,576.00 1,831.00 1,010.68	Counselor-McLain Seventh Grade Academy Full-Time Counselor Additional days
Charlot, Sherry	Counselor- Hamilton M-25	8/19/13	49,436.00 1,831.00	49,436.00 1,831.00 2,808.86	Counselor-Rogers Counselor Additional days
Cole, Krystal	Teacher- Memorial/ Special Education M-3	8/19/13	35,176.00 1,758.80	35,176.00 1,831.00	Counselor-MacArthur Counselor Special Education
Craig, Cherie	Teacher-Key/ ELD, Special Education B-21	8/19/13	45,430.00 1,135.75	45,430.00 2,271.50	Teacher-Key/ Special Education
Ferrell, Robin	Librarian- Mitchell M60-17	8/19/13	48,085.00 925.00	48,085.00 925.00 1,366.05	Librarian-McLain Seventh Grade Academy Librarian Additional days

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Gilley, Jason	Teacher-McLain/ Music B-2	8/07/13	\$ 33,700.00	\$ 51,289.00	Assistant Principal- Central EL-3
Hayes, Barbara	Counselor-Key M30-27	8/19/13	55,044.00 1,183.00	55,044.00 915.50	Teacher-ECDC Porter/Enrichment, Counselor
Hughes, Elizabeth	Counselor- Webster M30-8	8/19/13	38,524.00 1,831.00 2,188.86	38,524.00 1,926.20 1,831.00 2,188.86	Counselor-TRAICE Alternative Counselor Additional days
Johnson, Judy	Teacher- Memorial/ English M-4 Full-Time	8/19/13	35,576.00	17,788.00	Half-Time
Lester, Erin	Principal-Grimes EL-4	8/12/13	54,136.00	54,136.00	Administrator on Special Assignment- ESC/School and District Accountability
Litterell, Rebecca	Site Supervisor- Eliot/Before and After Care MT-NS	8/01/13	11.58/hr.	26,800.00/yr.	Team Leader-Before and After Care BL-2
Mansker, Michelle	TA-Jones IS-6	8/19/13	11.76/hr.	32,900.00/yr.	Teacher-Jones/ Grade 2
McMillen, Patricia	Teacher-Jones/ Special Education B-5 Full-Time	8/19/13	34,900.00	17,450.00	Half-Time
McWhirt, Deborah	Teacher-Kendall Whittier/Grade 6 B-1	8/05/13	33,300.00	33,300.00 1,831.00	Staff Development Teacher-Kendall Whittier Staff Development
Nelson, Tamey	Counselor- TRAICE M-17	8/19/13	44,406.00 1,831.00 2,523.07 2,220.30	44,406.00 1,831.00 2,523.07	Counselor-Hale Counselor Additional days Alternative Ed

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Ojeda, Abbey	SIG Parent Liaison-Hale B-2 Full-Time	8/19/13	\$ 33,700.00	\$ 16,850.00	Teacher-East Central/ELD Half-Time
Owen, Denise	Teacher-Park/ Enrichment, Special Education M-13	8/19/13	40,286.00 1,007.14	40,286.00 2,014.30	Teacher-Park/ Special Education
Pennington, Amy	Assistant Principal-East Central EL-3	8/07/13	52,662.00	52,662.00	Assistant Principal- Central
Phillips, Danny Jr.	Preventative Maintenance Craftsperson- Maintenance MT-14	8/01/13	17.45/hr.	36,749.44/yr.	Zone Manager-Plant Operations Rate: \$40,652.00 BL-4
Potts, Dianna	Teacher- Sequoyah/ Enrichment B-22	8/06/13	45,630.00	53,863.00	School Administrative Manager-Sequoyah EL-1
Rutledge, Lisa	Teacher- Remington/ Special Education M-14 Full Time	8/19/13	41,206.00 2,060.30	20,603.00	Librarian-ECDC Porter Half-Time Special Education
Schmitz, Margaret	Teacher- Columbus/ Gifted and Talented B-0 Half-Time	8/19/13	16,450.00	32,900.00	Teacher-Columbus/ Kindergarten Full-Time
Stafford, Lisa	Counselor- Mark Twain M30-13	8/19/13	41,914.00 1,831.00	41,914.00 1,831.00 1,190.74	Counselor-Rogers Counselor Additional days
Taliaferro, Rena	Teacher-Jones/ Grade 5 B-1 Full-Time	8/19/13	33,300.00	16,650.00	Teacher-Gilcrease/ Gifted and Talented Half-Time

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Tolbert, Jacqueline	Principal-Central EL-7 12 months	8/07/13	\$ 80,693.00 8,400.00	\$ 65,919.00	Assistant Principal- Hale EL-3 200 days Additional duties
Wright, Mia	Teacher-Hale/ Art M-0	8/19/13	33,956.00	33,956.00 1,697.80 1,350.52	Teacher-Street School Alternative Additional days
Support (Hourly):					
Abreu, Daniel	Bus Driver Trainee MT-4	7/15/13 6/30/14	\$ 9.35	\$ 10.72 .30	Bus Driver Special needs MT-6
Amos, Lisa	CNS Assistant- Bell MT-1 6hrs/day	8/22/13 5/28/14	9.77	9.77	CNS Assistant- Carnegie MT-1 6.5hrs/day
Clark, Jacqueline	Bus Driver MT-6 6hrs/day 9 months	7/15/13 6/30/14	11.02 .30	11.02 .30	Bus Driver Special needs MT-6 8hrs/day 12 months
Fannin, Rita	Unassigned Head Custodian- Plant Operations MT-7	5/17/13 6/30/14	13.84	14.91	Head Custodian- Wright MT-9
Gritts, Sharon	Clerk-Eliot CA-3 181 days	8/22/13 5/29/14	9.06	9.06	Clerk-Edison 195 days
Henderson, Brittany	Registrar-Clinton CA-6 195 days	8/09/13 5/30/14	10.21	9.37	Clerk-Cooper CA-3 181 days
Hightower, Vickie	Principal's Secretary- Remington CA-9 185 days	8/12/13 6/16/14	11.73	11.73	Principal's Secretary- Webster 12 months

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Kennedy, Marcia	Principal's Secretary- Grissom CA-9 185 days	8/20/13 6/30/14	\$ 14.15	\$ 15.57	Administrative Secretary-ESC/ Instructional Leadership CA-12
King, Dorothy	Parent Involvement Facilitator-Lanier IS-6	8/08/13 6/04/14	11.30	12.20	Principal's Secretary- Lanier CA-8
Mims, Roderick	Bus Driver MT-6	7/15/13 5/29/14	11.05 .30	13.00	Coach Driver MT-8 Team driver
Paiz, America	CNS Cook I – Zarrow MT-2	8/22/13 5/28/14	10.25	10.96	CNS Cook II – Zarrow MT-3
Rolland, Tina	Clerk-Memorial CA-3 170 days	8/08/13 6/16/14	11.65	11.65	195 days
Smith, Christopher	Bus Driver MT-6	7/15/13 5/29/14	10.72 .30	13.00	Coach Driver MT-8 Team driver
Vise, Jill	TA-Carnegie IS-6	8/22/13 5/29/14	10.81	9.91	Clerk-Edison CA-3
Wilson, Cody	Preventative Maintenance Craftsperson- Maintenance MT-14	7/01/13 6/30/14	16.21	16.45	Salary book correction

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Brown, Linda Lou	8/19/13	Teacher-Grissom/ Grade 5	Personal illness
Erivin, Jonathan	8/08/13	Teacher-Springdale/ Enrichment	Personal illness
Farley, Renee	8/05/13	Teacher-Chouteau/ Special Education	Maternity
Palmer-Ellis, Susan	2013-2014	Teacher-Lewis and Clark/Grade 5	FMLA
Pennington, Amy	7/29/13	Assistant Principal- East Central	Personal illness
Randolph, Jennifer	8/02/13	Teacher-Kendall Whittier/Kindergarten	Maternity
Reed, Karen	8/19/13	Teacher-Academy Central/Grade 5	FMLA
Reiter, Jennifer	8/19/13	Teacher-Carver/ Social Studies	Personal illness
Samaroo, Jessica	11/12/13	Librarian-Monroe	Maternity
Smith, Jessica	8/08/13	Teacher-Eugene Field/Kindergarten	Child Care
Whisenhunt, Jackie	10/07/13	Teacher-Marshall/ Special Education	Maternity
Support (Hourly):			
Lins, Pamela	7/29/13	CNS Cook I-Edison	Personal illness
Redfearn, Amber	7/17/13	Bookkeeper- ESC/Treasurer's Office	Personal illness
Sizemore, Wanda	7/10/13	Clerk-ESC/ Treasurer's Office	Personal illness

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Tolbert, Marquita	6/10/13	Parent Involvement Facilitator-Central	FMLA
Tyes, Rose	7/15/13	Transportation Craftsperson-Transportation	Personal illness
Webb, Erin	11/02/13	Video Production Specialist-ESC/ISS	Maternity
Yarbough, Edwin	7/08/13	Custodian-Grimes	Personal illness
Young, Marcus	8/01/13	Bus Driver-Transportation	Personal illness

DECEASED

Name	Effective Date	Assignment
Support:		
Brent, Henry	7/30/13	MD Paraprofessional-Academy Central

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Arant, Steven	7/11/13	Mentor Teacher-Teaching and Learning
Burnett, Joe	7/22/13	Teacher-Edison/Chinese
Elder, Adrienne	7/12/13	Teacher-Memorial/Biology
Ennis, Jennifer	8/05/13	Teacher-Penn/Grade 1
Forman, Kathy	9/01/13	Teacher-ECDC Porter/Pre-K
Gould, David	8/01/13	Teacher-Hale/Math
Hawk, Regina	8/14/13	Teacher-Hale/ELD
Jones, Lori	8/18/13	Teacher-Skelly/Grade 3
LaMay, Edith	8/02/13	Psychologist-Burbank
McNeel, Autumn	8/06/13	Assistant CNS Manager-Robertson
Mendenhall, Amanda	8/01/13	Teacher-Celia Clinton/Grade 1
Murray, Jessica	7/23/13	Teacher-Skelly/Grade 1
Poteete, Amanda	7/18/13	Teacher-Anderson/Grade 6
Reather, Sheila	7/23/13	Teacher-Skelly/Grade 5
Richardson, Amber	7/29/13	Teacher-Skelly/Pre-K
Russell, Crystal	7/29/13	Teacher-Sequoyah/Pre-K
Smith, Barbara	7/24/13	Teacher-Hale/English
Stephens, Marie	7/26/13	Traveling Manager-CNS
Westfall, John	8/01/13	Teacher-Project Accept/Alternative
<u>Rescind:</u>		
Gilley, Jason	6/03/13	Teacher-McLain/Music

RESIGNATIONS – Continued

Name	Effective Date	Assignment
Support (Hourly):		
Forshee, Cynthia	7/19/13	Custodian-McLain
Hill, Nilsa	8/01/13	Parent Involvement Facilitator-Disney
Martin, Krystal	8/01/13	Site Supervisor-Eugene Field
Moore, Leata	5/16/13	CNS Assistant-Edison
Overton, Tyrie	8/05/13	Parateacher-Thoreau
Price, Allison	7/26/13	Community School Coordinator-Hamilton
Redard, Anita	5/16/13	Parent Involvement Facilitator-Memorial
Reece, Rachel	7/22/13	Principal's Secretary-McClure
Teague, Joy	7/31/13	Bus Driver Trainee
Wheatley, Sheri	8/06/13	MD Paraprofessional-Hamilton
White, Odessa	8/06/13	Paraprofessional-Grimes
Yirsa, Marquis	8/01/12	Teacher Assistant (TA)-Owen

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Acton, Joe	Edelmann, John	Lewis, Terri
Allis, Louise	Erivin, John	Lewis, Willa
Armstrong, Ingrid	Evans Kathleen	Long, Virtlee
Austin, Roshelle	Fabian, Melissa	Mace, Paula
Ayodele, Phyllis	Farrar-Ailsworth, Monalisa	Martin, Nola
Baker, Lynetta	Fidler, Judith	Maslanka, Ann
Ballard, Nora	Fitzhugh, David	McCready, LeAnn
Ball-Hicks, Lorri	Forbes, John	McDonald, Megan
Banks, Julia	Foster, Rebecca	McHenry, Onis
Barre, Brenda	Fourie, Sara	Meek, Elaine
Basnett, Patricia	Francis, Maurine	Mills, Patricia
Berens, Nicholas	Frohock, Marvin	Mongold, Mary
Bishop, Vivian	Garrison, Samuel	Monson, Michael
Boord, Carolyn	George, John Michael	Morain Chang, Brook
Brown, Levi	Godsey, Nancy	Morgan, Tim
Brown, Lydia	Grace, Joyce	Morris Jr, Haskell
Brown, Martha	Graham, Nancy	Morton, Nancy
Buckley, Terrance	Green, Joni	Musungayi, Joyce
Butler, Mary	Green, Michael	Musungayi, Kazadi
Buyckes, Willa	Green, Patricia	Nixon, Jean
Cartwright, Ashley	Grimmett, Luke	Norman, Johnnie
Chapman, Debra	Hale, Linda	Ogint, Malinda
Chrisostom, Margaret	Hamlin, Amber	Olorunda, Margaret
Clark, Gregory	Harrison, Kevin	Parker, Mary Ann
Clark, Lorelei	Henderson, Larry	Parrett, James
Cloer, Martha Susan	Henny, Melowe	Paschall, Jeana
Cobbins, Shirley	Hernandez, Raul	Pegues, Luther
Coffin, Cindy	Holland, Rebekah	Perdue, Melissa
Conklin, Angela	Holman, Barbara	Perine, Daryll
Corn, Dani	Hudson, Jeffrey	Peters, Bonnie
Cott, Kathryn	Humphrey, Brenda	Peterson, Joyce
Crabbe, JoLynn	Ivory, Ebon	Polk, Beth
Crenshaw, Marsha	Jefferson, Brenda	Popillion-Lemon, Janice
Cumby, Barbara	Johnson, Angela	Raulston, Patricia
Daugherty, Phoebe	Johnson, Dorris	Ray, Faith
Davis, Barbara	Johnson, Katrina	Reins, Mitch
Davis, George	Johnson, Robin	Reins, Ray
Davis, Petronella	Jones, Sharon	Richardson-Pruitt, Tina
Day, Sharon	Kasssieh, Peggy	Rigsby, Elzbieta
Derr, Brian	Kearney, Jason	Rollerson, Leon
Diaz, Julia	Kelley, Jacqueline	Rooney, Kelsey
Dickinson, Eunice	Kelley, Roberta	Rowe, Janetta
Dowd, Pam	Kelly, Mona	Rucker, Kelly
Driver, Shawn	Kenagy, Tamara	Saladin, Paul
Dunlap, Richard	Kennett, Viola	Salehi, Saimac
Earl, Roger	Kidd, Lacey	Sanders, Andrea
Echols, Dewey	Lauen, Leland	Saxman, Ann

SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Substitute Teachers-continued

Sherman, Joan
Shouse, Linda Gayle
Shreve, Robert
Shreve, Vada
Sism, Cathy
Smith, Patricia A
Smith, Steven
Spahr, Leesa
Steenhoek, Elijah
Tannehill, Denise

Taylor, Melody
Taylor, Melva
Tennant, Melvin
Thomas, Cody
Thomas, Delores
Thurman, Lucretia
Toma, Matthew
Tottress, Janiace
Townsend, Charles
Townsend, Joy

Trim, Toni
Turner, Margaret
Valdes, Albert
Wade, Donna
West, Sarah
Worthley, Phylliss
Zaller, Delores
Zitzman, Pamela

Artist in Residence – Hale

Barton, Jared

Deaf Interpreters

Ingram, Judy
King, Sherrolyn

Interpreter – Wright

Bowen, Sarah

Clerks

Geurin, Sandra
Guess, Delois
Straessle, Rhonda

Before and After Care

Bates, Rae Ann
Devereaux, Gayle
Joelle, Mike
Rendon, Joe Jr.
Sweet, Amber

Bus Driver Trainee

McCarthy, Jessica
Sells, Keiawana
Shakir, Emad
Stanton, Johnthan

CNS

Arledge, Sharon
Daniels, Jessica
Jackson, Angela
Love, Jennifer
Scivally, Erica

Adjunct Teachers

Edison – 13-11-000-1000-501930-820-330000-201-07-597

Isaiah Irvin, Football Assistant @ \$1,373, August 1, 2013 – December 1, 2013

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

Lauren Rogers, Volleyball Assistant @ \$1,202, August 1, 2013 – November 30, 2013

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

Mickey Collins, Football Assistant @ \$3,335, August 1, 2013 – December 1, 2013

Student Evaluations - 6210-2140-501700-239-000000-205-05-066-6210

Pay retired psychologists/psychometrists Mary Lu Cochran, Karen Reese, Vicki Hill and Dale Hartman to provide psychological evaluations to TPS students at the rate of \$250 per evaluation plus mileage (total not to exceed \$25,000) during the 2013-2014 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Child Nutrition - 22 -3850-3120-501210-700-000000-958-03-053

Pay the following Cafeteria Employees listed below their current hourly rate for additional days worked August 12, 2013, through August 16, 2013, and August 19, 2013, through August 20, 2013.

Tammy Neel
Maria Estrada-Lozano

Interpreter Services – 11-0000-2575-501210-000-0000-328-06-066

Pay ASL certified staff, to be named their current hourly rate (total not to exceed \$35,000) to provide interpreter services to students, parents and staff for professional development with hearing impairments after hours during the 2013-2014 school year.

IPD professional development - 11-xxxx-2213-501700-000-000000-000-05-xxx-xxxx

Pay District teachers, to be named, \$18/hr. to attend PLC meetings and/or professional development after contract hours, pending award of IPD grant. Cost not to exceed \$50,000.00.

Multi Café Site Management– 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria managers a stipend of \$800/month from August 2013, to May 2014, (total not to exceed \$24,000) to manage all operational and administrative café duties for the dual sites listed below for the 2013-2014 school year.

Julie Wilson: Edison Middle and Edison High schools
Francis Edwards: Skelly Primary and Skelly Elementary
Mary Neely: Hale Jr. High and MacArthur Elementary

Rogers Extra Duties – School Activity Fund #520

Pay Rogers College High/Jr. High School certified staff Rolayna Daniels a total not to exceed \$1,500 for Saturday School Supervision during the 2013-2014 school year.

Rogers Extra Duties – School Activity Fund #520

Pay certified staff member Renee Rabovsky a total not to exceed \$1500 to serve as Building Activity Coordinator for Rogers College High/Jr. High School during the 2012-2013 school year.

Rogers Saturday School – School Activity Fund #520

Pay Rogers College High/Jr. High School custodians Kevin Moore, Janet Stroud and Teresa Barnett their current hourly rate (total not to exceed \$2,500) for Saturday School supervision during the 2013-2014 school year.

START Training - 11-6210-2213-501700-239-000000-XXX-05-066-6210

Pay three Specially Trained Autism Resource Teachers (START), to be named, \$1,500 each (total not to exceed \$4,500) to serve as the START Autism Training Team for the 2013-2014 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Thoreau – School Activity Fund #536

Pay support employee Carlos Godoy \$1000 and Keith Hinds \$500, a total not to exceed \$1500, for extra coaching duties.

Thoreau – School Activity Fund #536

Pay Wilner Domond a total not to exceed \$250 for extra summer coaching duties.

WISE Coach Extension - 11-5118-2213-501700-000-000000-000-05-093-5118

Pay WISE Coaches their current hourly rate of pay for ten additional work days (not to exceed \$10,000) from August 20, 2013, to June 30, 2014. New and increased State reporting requirements require this temporary extension of days.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

August 7, 2013 Agenda, page 34 – Add additional pay

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Allen, Quanda	Teacher- TRAICE/Special Education M-26	8/19/13	\$ 51,936.00 2,596.80 2,596.80 2,065.64	\$ 54,544.00 2,727.20 2,727.20 2,169.36	M30-26 Special Education Alternative Additional days

August 7, 2013 Agenda, page 36 – Correct proposed title

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Mehagan, Paul	Warehouse Supervisor- Materials Management BL-4	7/01/13	49,735.00	59,800.00	Warehouse Manager- Materials Management BL-7

August 7, 2013 Agenda, page 40 – correct proposed department

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Saldivar, Palmira	Bilingual Receptionist- ESC/Office of the Superintendent CA-9	7/01/13 6/30/14	12.69	14.83	District Language Interpreter- ESC/Federal Programs and Special Projects CA-14

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

July 15, 2013 Agenda, page 36 – Correct degree/step and contract amount

Elections

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Knowles, William	8/19/13	D-21	53,071.00 5,093.00	Psychologist-Burbank Psychologist

July 15, 2013 Agenda, page 50 - Correct effective date

Resignations

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
Roulac, Aimee	7/15/13	Teacher-Carver/Language Arts

SUPPORTING INFORMATION

ACTION ITEM F-1

BOARD POLICIES/REGULATIONS

TULSA PUBLIC SCHOOLS

Policy 2119

STUDENT BULLYING PREVENTION AND INTERVENTION

PURPOSE: To address student bullying behavior effectively through a multi-faceted approach that includes education and the promotion of a positive school atmosphere.

The Board expressly prohibits any form of bullying behavior by students at school as well as active or passive support for acts of bullying. In addition, the Board prohibits bullying behavior by students outside of the regular school day if it causes a substantial and material disruption at school or an interference with rights of students and personnel to be secure. This includes but is not limited to bullying through electronic communication, whether or not such communication originated at school or with school equipment, if the communication is specifically directed at students or school personnel and concerns bullying at school.

The Superintendent or his/her designee will develop a regulation to support and provide specific procedures for implementation of this policy. The Superintendent or designee will also ensure that each site principal implements administrative regulations in furtherance of this policy. Students who engage in bullying behavior shall be subject to school discipline, up to and including suspension out of school in accordance with the policies, rules and regulations of the District's Board of Education.

Student and Staff Education and Training

The District is committed to providing appropriate and relevant training annually to students and staff regarding preventing, identifying, responding to and reporting incidents of bullying. A full copy of this policy will be posted on the District's website and included in all District handbooks. Parents, guardians, community members, and volunteers will be notified of the availability of this policy through the District's annual written notice of the availability of the district's anti-bullying policy. Written notice of the policy will also be posted at various places in all District school sites.

Students and staff will be periodically reminded throughout the year of the availability of this policy, the District's commitment to preventing bullying, and help available for those affected by bullying. Anti-bullying programs will be incorporated into the District's other violence prevention efforts.

All staff will receive annual training regarding preventing, identifying, reporting, and managing bullying. The district's bullying coordinator and individuals designated as school site investigators will receive additional training regarding appropriate consequences and remedial action for bullies, helping targets of bullies, and the District's strategy for counseling and referral for those affected by bullying.

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Students will receive annual education regarding behavioral expectations, understanding bullying and its negative effects, disciplinary consequences for infractions, reporting methods, and consequences for those who knowingly make false reports. Any person who knowingly makes false accusations against another person will be appropriately disciplined pursuant to District policy. Any accusations confirmed to be false will be removed from the falsely-accused student's file. Parents and guardians may participate in a parent education component.

Student Reporting

Students are encouraged to inform school personnel if they are the target of or a witness to bullying. To make a report, students should notify a teacher, counselor, or principal. The employee will give the student an official report form, and will help the student complete the form, if needed. Reports can also be made by any student, parent, or patron through the District's TIPS (Threat Assessment, Incident Management and Prevention Services) online reporting system found on the District's website or by telephone at 918-746-6868.

Students may make an anonymous report of bullying, and such report will be investigated as thoroughly as possible. However, it is often difficult to fully investigate claims which are made anonymously and disciplinary action cannot be taken against an alleged bully solely on the basis of an anonymous report.

Staff Reporting

Staff members will encourage students to report bullying. All employees are required to report acts of bullying to the school principal or his/her designee on an official report form. Any staff member who witnesses, hears about, or has reliable information that would lead a reasonable person to suspect that a student is a target of bullying is required to submit a report.

Bullying Investigators

Each school site will have a designated individual and an alternate to investigate bullying reports. These individuals will be identified in the site's student and staff handbooks, on the District's website, and in the bullying prevention education provided annually to students and staff. The District's anti-bullying program is coordinated at the District level by the District's Safe School Coordinator.

Investigating Bullying Reports

For any alleged incidents of bullying reported to school officials, the designated school official will investigate the alleged incident(s) and determine (i) whether the bullying conduct occurred, (ii) the severity of the incident(s), and (iii) the potential for future violence.

In conducting an investigation, the designated official shall interview relevant students and staff and review any documentation of the alleged incident(s). School officials may also work with outside professionals, such as local law enforcement, as deemed appropriate by the investigating official. In the event the investigator believes a criminal act may have been committed or there is a likelihood of violence, the investigator will immediately call local law enforcement and the superintendent or his/her designee.

At the conclusion of the investigation, the designated employee will document the steps taken to review the matter, the conclusions reached and any additional action taken, if applicable. Further, the investigator will notify the district's bullying coordinator that an investigation has occurred and the results of the investigation.

Upon completion of an investigation, the school may recommend that available community mental health care or substance abuse options be provided to a student, if appropriate. The school may provide a student with information about the types of support services available to the student bully, target, and any other students affected by the prohibited behavior. These resources will be provided to any individual who requests such assistance or will be provided if a school official believes the resource might be of assistance to the student/family. No school employee is expected to evaluate the appropriateness or the quality of the resource provided, nor is any employee required to provide an exhaustive list of resources available. All school employees will act in good faith.

The school may request the disclosure of information concerning students who have received substance abuse or mental health care (pursuant to the previous paragraph) if that information indicates an explicit threat to the safety of students or school personnel, provided the disclosure of the information does not violate the requirements and provisions of the Family Educational Rights and Privacy Act of 1974, the Health Insurance Portability and Accountability Act of 1996, OKLA. STAT. tit. 12 § 1376, OKLA. STAT. tit. 59 §1376 of the Oklahoma Statutes, or any other state or federal laws regarding the disclosure of confidential information. The school may request the disclosure of information when it is believed that the student may have posed a danger to him/herself and having such information will allow school officials to determine if it is safe for the student to return to the regular classroom or if alternative education arrangements are needed.

Parental Notification

The assigned investigator will notify the parents of a target within two (2) school days that a bullying report has been received. Within two (2) school days of the conclusion of the investigation, the investigator will provide the parents of a target with the results of the investigation and any community resources deemed appropriate to the situation.

If the report of bullying is substantiated, within two (2) school days of the conclusion of the investigation, the investigator will contact the parents of the bully to discuss disciplinary action and any community resources deemed appropriate to the situation.

Parental Responsibilities

All parents/guardians will be informed in writing of the District's program to stop bullying and will be given a copy of this policy upon request. An administrative response to a reported act of bullying may involve certain actions to be taken by parents. Parents will be informed of the program and the means for students to report bullying acts toward them or other

students. They will also be told that to help prevent bullying at school they should encourage their children to:

- Report bullying when it occurs;
- Take advantage of opportunities to talk to their children about bullying;
- Inform the school immediately if they think their child is being bullied or is bullying other students;
- Watch for symptoms that their child may be a target of bullying and report those symptoms; and
- Cooperate fully with school personnel in identifying and resolving incidents.

Monitoring and Compliance

In order to assist the State Department of Education with compliance efforts pursuant to the *School Safety and Bullying Prevention Act*, 70 OKLA. STAT. § 24-100.2 *et seq.*, the district will identify a bullying coordinator who will serve as the District contact responsible for providing information to the State Board of Education. The bullying coordinator shall maintain updated contact information on file with the State Department of Education and the School District will notify the State Department of Education within fifteen (15) days of the appointment of a new bullying coordinator.

A copy of this policy will be submitted to the State Department of Education by December 10th of each school year as part of the District's Annual Performance Report.

The Administration recognizes that there are many motivations behind the act of bullying, one of which may be for a discriminatory purpose. If the bullying behavior constitutes discriminatory harassment, intimidation or bullying (i.e., it is targeted toward an individual because of race, color, religion, sex, sexual orientation, age, national origin, marital status, veteran status, disability or genetic information), the misconduct is prohibited pursuant to District Policy 4902 regarding Discriminatory Harassment, Intimidation and Bullying and is subject to the procedure and protections specified in 4902 in addition to this policy. Retaliation is expressly prohibited against any person who participates in reporting, investigating or addressing any incident of bullying behavior.

Legal reference: "School Safety and Bullying Prevention Act, 70 O.S. § 24-100.2, et seq." ;
Cross reference: 4902, Harassment, Intimidation, and Bullying
Adopted: May 2011
Revised August 2013

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TULSA PUBLIC SCHOOLS

Policy 2209

NON-RESIDENT, EXCHANGE, AND FOREIGN EXCHANGE STUDENTS

PURPOSE: To define the admission of non-resident, exchange, and foreign exchange students.

Definitions as used in this policy:

Non-resident students are students who are not residents of the United States.

Exchange students are students visiting for short periods of time through sister school programs.

Foreign Exchange students are students from other countries in the United States through foreign exchange programs.

The District will accept students from other countries through student exchange programs, exchanges from sister city schools and non-resident students.

Nonresident students may be permitted to attend school in the District through prepayment of tuition. However, admission of such students must be approved by the Office of Accountability.

Exchange students from sister city school programs and Foreign Exchange Programs must have an affidavit of custodianship on file in the Office of Accountability showing who has legal custody for school purposes.

The District will accept foreign exchange students from other countries coming to the city via student exchange programs recognized by the Council on Standards for International Education Travel and approved by the Office of Accountability. In compliance with federal law, the District will only accept students with J-1 visas. A J-1 visa is for individuals approved to participate in a work-based and study-based exchange visitor program, any student applying to enroll in Tulsa Public Schools must meet the following conditions: Such students may only enroll in grades 9-12, and may not remain longer than 12 months. Students must be enrolled for a full academic school year, single semester enrollments will not be approved. The students may enroll only if sponsored by a patron residing in the District, and if the student pays the District in advance for the full, unsubsidized per capita cost of education for the intended period of study. Students with J-1 visas may not enroll in any District Program offering credit outside the traditional school day. Students with J-1 visas are not eligible to graduate or receive a High School Diploma from Tulsa Public Schools. Any credit earned while enrolled will be recorded on the student's Tulsa Public Schools' transcript. Credit earned prior to enrollment in Tulsa Public Schools will not be recorded on the student's Tulsa Public Schools' transcript.

Adopted: November 1982

Revised: July 2013

SUPPORTING INFORMATION

INFORMATION ITEM G-28

POSITION CREATIONS/DELETIONS

Administrative/Certificated Position Creations/Deletions

Create:

Position	Salary/Grade	Duties
<p>Executive Director of Accountability-ESC/ School and District Accountability</p> <p><i>Annual Budget Impact:</i> \$67,400 min. – \$101,200 max.</p> <p><i>Funding Source:</i> 11-0000-2240-501110-000-000000-108-14-058</p>	<p>EL-6 12 months</p>	<p>Provide leadership and strategic direction for accountability planning and the Enrollment Center. Manage Accountability Department processes to include: student enrollment, student records, transfers, attendance, graduation/credit requirements, transcripts, suspension, dropouts/truancy reports, trend data reports, and state reports and ensure accuracy. Assist with research projects as may be required. Communicate on a positive basis with patrons and school personnel and students.</p>

Delete:

Position	Salary/Grade	Duties
<p>Director of Pupil Accounting and Accreditation-ESC/ School and District Accountability</p> <p><i>Annual Budget Impact:</i> \$67,400 min. – \$101,200 max.</p> <p><i>Funding Source:</i> 11-0000-2240-501110-000-000000-108-14-058</p>	<p>EL-6 12 months</p>	<p>Oversee the management of the Enrollment Center and provide direct supervision of 28 District employees. Facilitate the enrollment of foreign exchange students, DHS and foster placement students, homeless students, Early Childhood contract site enrollment, and medical and lockdown facility enrollment. Oversee the daily operation of the student transfer process, both in-district and out-of-district. Develop, plan and facilitate attendance clerk training sessions. Develop and implement Accountability Office processes; oversee the collection of data as requested by District users or directory information requests; coordinate and monitor the verification of the District retention list; coordinate and monitor the end-of-school checkout. Facilitate data verification between the student information system, the OSDE WAVE and the data warehouse. Assist with the preparation of the annual School Profiles and student membership forecast. Perform other duties as assigned.</p>

Administrative/Certificated Position Creations/Deletions – Continued

Create:

Position	Salary/Grade	Duties
<p>Executive Director of Information Technology-ESC/ISS</p> <p><i>Annual Budget Impact:</i> \$85,000 min. – \$127,600 max.</p> <p><i>Funding Source:</i> 11-0000-2580-501110-000-000000-109-02-026</p>	<p>BL-12 12 months</p>	<p>Lead the Information Technology (IT) Department in the delivery of IT systems and services that support the District's five core goals. Develop, manage and support technology for student achievement, safe and secure schools, and teacher leadership effectiveness. Manage a technology budget to ensure financial sustainability in all areas of information technology. Develop and support a performance-based culture through department score cards, enterprise dashboards, and providing data to all departments to support results.</p>

Delete:

<p>Director of Systems Architecture-ESC/ISS</p> <p><i>Annual Budget Impact:</i> \$85,000 min. – \$127,600 max.</p> <p><i>Funding Source:</i> 11-0000-2580-501110-000-000000-109-02-026</p>	<p>BL-12 12 months</p>	<p>Establish and direct infrastructure implementation consistent with technology plan. Deliver services to District. Manage network and communication services and ISS departments. Evaluate and recommend new technologies. Optimize and leverage resources and assist preparation and presentation of plans to Board. Assist in the preparation and evaluation of technology requests for information and proposals. Participate in vendor relations and management.</p>
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Create:

Position	Salary/Grade	Duties
<p>Community School Coordinator-Hawthorne</p> <p><i>Annual Budget Impact:</i> \$18,000 min. – \$27,000 max.</p> <p><i>Funding Source:</i> 81-2230-2194-501210-000000-322-07-200</p>	<p>Teacher's Salary Schedule Half-Time 176 days</p>	<p>Develop community relationships/services which connect to school, student, family opportunities for success. Develop, coordinate, supervise afterschool programming building on academic and enrichment opportunities for students and families.</p>

Support Position Creations/Deletions

Create:

Position	Salary/Grade	Duties
Receptionist/Secretary-ESC/Office of the Superintendent	CA-9 \$11.73/hr. to \$15.75/hr. 12 Months	Serve as receptionist to the Office of the Superintendent. Greet and direct incoming patrons. Perform secretarial duties as assigned for the offices of the Superintendent and the Staff Attorney. Communicate with parents, patrons and District personnel in a positive, professional manner. Compose and edit correspondence, memoranda and forms required; maintain records and filing systems and computer databases as required.
<i>Annual Budget Impact:</i> \$24,398 min. – \$32,760 max.		
<i>Funding Source:</i> 11-0000-2312-501210- 000-000000-614-09-091		

Delete:

Position	Salary/Grade	Duties
Receptionist/Bilingual Secretary-ESC/Office of the Superintendent	CA-9 \$11.73/hr. to \$15.75/hr. 12 Months	Serve as receptionist in the Superintendent's Office area and perform various office duties as assigned. Greet and direct incoming patrons. Provide verbal and written translation in Spanish. Certified in Spanish by testing through the American Council on the Teaching of Foreign Languages (ACTFL). Provide clerical assistance to the Assistant to the Superintendent for School Oversight and to the Assistant Superintendent for School Innovation. Must be proficient in general office duties and maintain confidentially in school/business matters.
<i>Annual Budget Impact:</i> \$24,398 min. – \$32,760 max.		
<i>Funding Source:</i> 11-0000-2312-501210- 000-000000-614-09-091		

Support Position Creations/Deletions

Create:

Position	Salary/Grade	Duties
Accountability Registrar-ESC/School and District Accountability <i>Annual Budget Impact:</i> \$21,236.80 min. – \$28,329.60 max. <i>Funding Source:</i> 11-0000-2240-501110-000-000000-615-14-058	CA-6 \$10.21/hr. to \$13.62/hr. 12 months	Assist with Accountability Department processes to include: student enrollment, student records, transfers, attendance, graduation/credit requirements, transcripts, assessment, suspension, dropouts/truancy reports, trend data reports, state reports, and surveys and ensure accuracy. Assist with research projects as may be required. Communicate on a positive basis with patrons and school personnel and students.

Delete:

Position	Salary/Grade	Duties
Accountability Specialist-ESC/School and District Accountability <i>Annual Budget Impact:</i> \$23,358.40 min. – \$31,200.00 max. <i>Funding Source:</i> 11-0000-2240-501110-000-000000-615-14-058	CA-8 \$11.23/hr. to \$15.00/hr. 12 months	Assist with Accountability Department processes to include: student enrollment, student records, transfers, attendance, graduation/credit requirements, transcripts, assessment, suspension, drop-outs/truancy reports, trend data reports, state reports, and surveys. Ensures accuracy. Assists with research projects as may be required. Communicates on a positive basis with patrons and school personnel and students.