



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, September 16, 2013**, at 6:30 PM , in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

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

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

A. OPENING EXERCISES

- A-1. Call to order and confirm that a quorum of the Board is present.
- A-2. Flag salute led by the Rogers College High School JROTC under the direction of Colonel Ronald E. Fry.
- 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. Swearing in of Campus Police Officers.
- C-2. Superintendent's special presentations and awards.

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

Regular Meeting

September 3, 2013

Special Meeting

September 3, 2013

September 9, 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 Monday, October 7, 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 SECONDARY INSTRUCTIONAL LEADERSHIP DIRECTOR, DR. OLIVER WALLACE

E-1. RECOMMENDATION: Approve Memorial High School's boys' basketball team to travel to Wichita Falls, Texas, to participate in the Wichita Falls Basketball Scrimmage, November 1-2, 2013.

COST AND FUNDING: The total cost not to exceed \$5,000 will be paid from Memorial's school activity fund #539.

REQUISITION NUMBER: There is no cost to the District.

RATIONALE: The basketball scrimmage is an opportunity for students to interact and compete with other students from around the country.

E-2. RECOMMENDATION: Approve Washington High School's speech and debate team to travel to Dallas, Texas, to participate in the St. Mark's Invitational Speech and Debate Tournament, October 17-20, 2013.

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

RATIONALE: Competing on a high level will provide national recognition for the school and the District as well as allowing students to broaden ideas concerning crafts by seeing what the rest of the country has to offer. The tournament will allow for personal assessment, improvement, and emersion into diversity on a scale not offered in Oklahoma.

E-3. RECOMMENDATION: Approve an agreement with Tulsa County Parks to provide access to O'Brien and Chandler parks for athletic events during the 2013-2014 school year.

FURTHER RECOMMEND: The attorneys for the School District prepare 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 \$500 will be paid from the Athletics' activity fund #536.

RATIONALE: The parks will be used during the school year for cross country meets and other athletic events.

- E-4.** RECOMMENDATION: Pay International Baccalaureate (IB) for examination fees for Washington High School during the 2013-2014 school year.

COST AND FUNDING: The total cost not to exceed \$70,000 will be paid as follows: \$35,000 will be paid from Washington's school activity fund #921; and \$35,000 will be paid from Washington's International Baccalaureate Account, 11-0735-1764-506100-251-000000-000-07-735.

REQUISITION NUMBER: 11400384

RATIONALE: Students will register for 2014 IB exams during the month of October. Exam fees must be paid December 15, 2013. There are two fees that must be paid for each candidate who registers to take an exam. The school will pay for the cost of the "Candidate Registration Fee" which is \$157 per student. Students will be responsible for the "Individual Subject Exam Fees," which is \$108 per exam. If a student qualifies for free/reduced lunch, then Washington High School will also assume the cost of the subject fees for that student. Currently, Washington has 136 students enrolled in the full IB diploma program.

- E-5.** RECOMMENDATION: Pay International Baccalaureate (IB) for annual dues for Washington High School during the 2013-2014 school year.

COST AND FUNDING: The total cost not to exceed \$10,660 will be paid from Washington's International Baccalaureate Account, 11-0735-1764-506100-251-000000-000-07-735.

REQUISITION NUMBER: 11400384

RATIONALE: Annual dues allow students from Washington to participate in the IB diploma program. Washington is one of the two schools in the state authorized to offer the IB diploma program. Research shows that students with IB preparations consistently have higher grade point averages at the end of the first year of college. In May 2013, 386 IB exams were given to a total of 152 students.

E-6. RECOMMENDATION: Enter into an agreement with Big Brothers Big Sisters of Oklahoma, Langston University, and Oklahoma State University-Tulsa to mentor the District's at-risk youth.

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

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

REQUISITION NUMBER: 41300578

RATIONALE: Big Brothers Big Sisters operates a mentorship program to benefit at-risk youth. Langston University and Oklahoma State University recruit applicants from their respective student populations to serve as mentors.

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

E-7. RECOMMENDATION: Correct the funding source for purchasing teacher training from Scholastic, Inc., Charles, Illinois, during the 2013-2014 school year approved on the August 7, 2013, Agenda, item E-5 and item F-1.

COST AND FUNDING: The total cost not to exceed \$163,718 will be paid from Title IIA Fund, 11-5410-2213-503200-000-000000-000-05-093-5410.

RATIONALE: In an effort to coordinate funds, the Title I and Title II planning committees opted to move this cost to Title IIA.

E-8. RECOMMENDATION: Correct the funding amount for the contract with Advancement Via Individual Determination (AVID) Center, San Diego, California, approved on the September 3, 2013, item E-10.

COST AND FUNDING: The total amount not to exceed \$60,715 (a decrease of \$3,095) will be paid as follows: \$49,195 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, 11-3110-2573-503200-271-000000-000-06-044.

RATIONALE: Monroe Demonstration School will be in the "planning" phase of AVID implementation. As there is not a cost for this, the contract amount was reduced.

E-9. RECOMMENDATION: Enter into a contract with Kim Collier of Educational Consulting Services, Edmond, Oklahoma, for the period of September 17, 2013, through June 30, 2014, to provide technical assistance and professional development activities to the administration and faculty of selected schools during the 2013-2014 school year. Schools to be served include:

Clinton Middle School	Lindbergh Elementary School
Columbus Elementary School	MacArthur Elementary School
Cooper Elementary School	Mark Twain Elementary School
Disney Elementary School	Mitchell Elementary School
Eliot Elementary School	Park Elementary School
Hamilton Elementary School	Patrick Henry Elementary School
Jackson Elementary School	Remington Elementary School
Jones Elementary School	Sequoyah Elementary School
Key Elementary School	Webster High School
Lee Elementary School	Wright Elementary School

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

COST AND FUNDING: The total cost not to exceed \$155,000 will be paid as follows: \$85,400 will be paid from Title I Site Funds, 11-5118-2213-503200-494-000000-000-05-xxx-5118; \$68,000 will be paid from School Improvement Site Funds, 11-5150-2213-503200-494-000000-000-05-xxx-5150; and \$1,600 will be paid from Gifts and Endowment Funds, 81-2709-7200-50-6810-000-000000-000-07-175.

REQUISITION NUMBER: 11401965

RATIONALE: The services will provide technical assistance, professional development, classroom coaching, and continuous improvement design support to administration and faculty in order to achieve identified school and District strategic goals.

E-10. RECOMMENDATION: Enter into an individualized education plans (IEP) service agreement with Union Public Schools to provide a Free Appropriate Public Education (FAPE) for certain students for whom they are unable to do so.

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

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

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

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

E-11. RECOMMENDATION: Purchase state-adopted textbooks from the state depositories, Thompson School Book Depository and Archway, both of Oklahoma City, Oklahoma, during the 2013-2014 school year.

COST AND FUNDING: Total costs to be determined will be charged to the applicable funds/accounts.

RATIONALE: Expenditures during the 2012-2013 school year totaled approximately \$2,414,863.

E-12. RECOMMENDATION: Amend the agreement with Tyler Technologies, Falmouth, Maine, to remove unused software modules and eliminate maintenance thereon.

COST AND FUNDING: There is no cost for this amendment to the agreement which will result in a credit of \$31,900 applied to the District's account.

REQUISITION NUMBER: 21204084

RATIONALE: This credit is a result of the removal of the Munis Work Order and Fixed Asset modules and will be used as an even exchange for software license fees for the Munis Student Activity Fund Accounting module.

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

E-13. RECOMMENDATION: Enter into contracts with the lowest responsible bidder for the locker room facility at East Central High School for the following trades.

Grindstone Construction	Sitework	\$77,800
Contech	Site utilities	\$138,640
Contech	Concrete	\$139,900
C&N	Masonry and reinforcing steel	\$258,000
Bennett Steel	Structural steel	\$101,800
Murray Womble	Entry canopy	\$49,999
Turner Roofing	Roofing	\$166,355
Murray Womble	Metal lockers	\$21,231
Raper Mechanical	Combined HVAC and plumbing	\$255,042
Bridgepoint	Electrical	\$134,957
Florwright	Stair nosing	\$36,444
Vale Painting	Wall protection	\$29,960
ML Jones	FRP and wall repair	\$26,770
Florwright	Specialty flooring	\$24,296
Raceway Electric	Re-Work existing electrical	\$15,600
Jones Comm. Hrdwr	Rough carpentry	\$13,800
Felix Thomson	Finish hardware	\$17,952
Felix Thomson	FRP doors	\$14,706
KC Woodwork	Display cases and Cabinets	\$11,637
Jero	Stainless steel	\$8,500
Felix Thomson	Toilet accessories	\$8,438
Woodsystems	Toilet partitions	\$8,119
Arnold Bros	Millwork	\$7,744
Felix Thomson	Hollow metal	\$7,145
Alred Glass	Alum storefront and glazing	\$6,930
Trey Waterproofing	Joint sealants	\$6,500
Vale Painting	Paint existing surfaces	\$6,286
James Jones	Installation of marker boards	\$5,070.00
		\$1,599,621.00

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 not to exceed \$2,066,508 will be paid from the 2013B Facility Bond Fund and is contingent upon the successful sale and receipt of bond funds.

RATIONALE: The locker room at East Central is part of the 2010 bond issue.

E-14. RECOMMENDATION: Approve amendment number nine to the construction management contract with Trigon General Contractors and Construction Managers, Inc., establishing the guaranteed maximum price (GMP) for construction of the athletic locker rooms at East Central High School.

Allowances	\$152,874
General conditions	\$154,640
Management fees	\$93,643
Reimbursables	\$65,730
Trade contracts	\$1,599,621
TOTAL GMP	\$2,066,508

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

COST AND FUNDING: The total cost not to exceed \$2,066,508 will be paid from the 2013B Facility Bond Fund and is contingent upon the successful sale and receipt of bond funds.

RATIONALE: The contract for construction manager at risk to Trigon General Contractors and Construction Managers, Inc., was approved on the September 20, 2010, Agenda, item B-17. These projects are part of the 2010 issue.

E-15. RECOMMENDATION: Assign the contracts for the locker room facility at East Central High School to the construction manager at risk on the project, Trigon General Contractors and Construction Managers Inc.

RATIONALE: The individual awarded contracts will be encumbered as one contract to Trigon General Contractors and Construction Managers Inc.

E-16. RECOMMENDATION: Assign the contracts for the interior renovations at the Enrollment Center to the construction manager at risk on the project, Crossland Construction Company, Inc.

RATIONALE: The individual awarded contracts will be encumbered as one contract to Crossland Construction Company, Inc.

E-17. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the interior renovation at the Enrollment Center for the following trades.

All American Plumbing	Plumbing	\$47,298
Alred Glass	Glass and glazing	\$5,840
BETT Commerical Finishes	Epoxy flooring	\$11,800
BETT Commerical Finishes	Painting	\$45,380
Brazeal Masonry	Masonry	\$27,800
Crossland Construction	Site demo and earthwork	\$57,700
Crossland Construction	Site and bldg concrete	\$82,900
Crossland Construction	Structural steel and erection	\$97,800
Crossland Construction	Specialty items	\$37,100
Dunhams	Asphalt	\$61,777
Felix Thomson	Door assemblies	\$50,987
Interior Concepts	Flooring and wall tile	\$106,500
K&M Shillingford	HVAC	\$180,500
National Franchise Resources	Casework/Woodwork	\$40,700
Raceway Electric	Electric	\$229,950
Simplex	Fire suppression	\$99,369
Total Demolition Specialist	Building demolition	\$52,845
Wiljo Interiors	Gypsum board assembly	\$151,570
		\$1,387,816

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 not to exceed \$1,721,425 will be paid from the 2013B Facility Bond Fund and is contingent upon the successful sale and receipt of bond funds.

RATIONALE: The interior renovation at the Enrollment Center is part of Phase III of Project Schoolhouse.

E-18. RECOMMENDATION: Approve amendment number six to the construction management contract with Crossland Construction establishing the guaranteed maximum price (GMP) for construction of the Enrollment Center.

Allowances	176,972
General conditions	111,211
Management fees	45,426
Trade contracts	1,387,816
TOTAL GMP	1,721,425

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

COST AND FUNDING: The total cost not to exceed \$1,721,425 will be paid from the 2013B Facility Bond Fund and is contingent upon the successful sale and receipt of bond funds.

RATIONALE: The contract for construction manager at risk to Crossland Construction was approved on the September 20, 2010, Agenda, item E-17. These projects are part of the 2010 bond issue.

E-19. RECOMMENDATION: Approve change order number one to Vargas Construction for the renovation of Eisenhower International School at the Nimitz campus.

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 \$380,000. The original contract was approved on the December 17, 2012, Agenda, item E-20, in the amount of \$5,691,138. The funding of this change order is contingent upon the successful sale and receipt of 2013B Bond funds.

RATIONALE: The renovation of the Eisenhower International School at the Nimitz campus is part of the 2010 bond issue. Additional items were needed to facilitate additional security and the new library.

E-20. RECOMMENDATION: Purchase natural gas products for qualifying sites from Tiger Natural Gas, Tulsa, Oklahoma, in accordance with specifications outlined in Request for Proposal 14008.

COST AND FUNDING: The total cost to be determined will be charged to the General Fund, 11-0300-2620-506270-000-000000-000-03-025.

REQUISITION NUMBER: 41300582

RATIONALE: The contract period is effective October 1, 2013, through June 30, 2014, with the option to renew for three additional annual terms. Pricing is based on an independent third party index for product only plus a margin. Several other districts in northeastern Oklahoma piggyback on the District's contract as well as Oklahoma City Public Schools. The contract is for gas commodities only. Oklahoma Natural Gas will continue to provide product transportation to District sites. Expenditures for 2012 were approximately \$606,000.

E-21. RECOMMENDATION: Enter into contracts with ES2 Engineered System and Energy Solutions, Inc., to provide a new energy management system for Eisenhower International School at the Nimitz campus.

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 contacts will not exceed \$41,335 and is contingent upon the successful sale and receipt of 2013B Bond funds.

RATIONALE: Existing equipment is not currently hooked up to an energy management system. Updating energy management is a part of the 2010 Bond issue.

E-22. RECOMMENDATION: Correct the funding source for the contract with Advantage Glass approved on the March 5, 2012, Agenda, item E-29.

COST AND FUNDING: The total amount not to exceed \$31,790 from the original \$271,058 will be paid from the 2013B Facility Bond Fund and is contingent upon the successful sale and receipt of bond funds.

RATIONALE: Replacing windows is part of the 2010 bond issue. The original contract was funded through the Qualified School Construction Bond Program.

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

E-23. 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-24. RECOMMENDATION: Approve routine staffing items.

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

E-25. RECOMMENDATION: Enter into agreements with the following universities setting forth the terms under which they will place student interns (student teachers) with teachers within the District for purposes of fulfilling teacher preparation requirements for the 2013-2014 school year.

Brown-Mackie College
Texas Women's University
Belmont University

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

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

RATIONALE: These agreements will allow the District to partner with area universities in their efforts to train and prepare future teachers. Partnering with universities in this manner allows the District to provide valuable feedback on student progress in regards to the success of future employment in an urban school setting and in addition to influencing the knowledge, experiences and practical skills of its future workforce and applicant pool.

E-26. RECOMMENDATION: Correct the funding source for Teach For America to supply the District with 75 teachers for the 2013-2014 school year. The original item was approved on the February 25, 2013, Agenda, item E-19.

COST AND FUNDING: The total cost not to exceed \$4,000 per year per teacher will be paid to Teach For America from the Title IIA Fund, 11-5410-2213-503600-000-000000-000-05-093-5410.

RATIONALE: In an effort to coordinate funds, the Title I and Title II planning committees opted to move this cost to Title IIA.

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

- E-27.** RECOMMENDATION: Purchase new vehicle tires and recapping services from T & W Tire, Inc., Oklahoma City, Oklahoma, for the Transportation Department during the 2013-2014 school year.

COST AND FUNDING: The total cost not to exceed \$175,000 will be paid from the General Fund, 11-0000-2740-506120-000-000000-000-03-003.

REQUISITION NUMBER: 11401626

RATIONALE: Michelin closed the previously approved supplier, TCI, Inc., and has extended pricing support to this local supplier, only. These purchases are necessary to maintain the District's transportation fleet.

F. ACTION AGENDA - Motion and vote on each recommendation

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

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

F-1. RECOMMENDATION: Pay Hilborne and Weidman, Tulsa, Oklahoma, for services rendered in connection with the Series 2013B and 2013C bond sale in the amount of \$40,000,000.

COST AND FUNDING: The total amount not to exceed \$17,000 will be paid from the Facility Bond Fund, 31-1219-2511-503300-000-000000-000-12-037.

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

F-2. RECOMMENDATION: Pay Municipal Financial Services, Edmond, Oklahoma, for services rendered in connection with the Series 2013B and 2013C bond sale in the amount of \$40,000,000.

COST AND FUNDING: The total cost not to exceed \$127,536.76 will be paid from the Facility Bond Fund, 31-1219-2511-503300-000-000000-000-12-037.

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

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

F-3. RECOMMENDATION: Approve and ratify the negotiations agreement and approve the execution of the agreement between the School District and the Tulsa Classroom Teachers Association (TCTA) for the 2013-2014 school year.

RATIONALE: Agreements have been reached with Tulsa Classroom Teachers Association (TCTA) for the 2013-2014 school year.

F-4. RECOMMENDATION: Approve the negotiations agreement and the execution of the agreement between the School District and the American Federation of Teachers (AFT) 6049 Oklahoma for the 2013-2014 school year.

RATIONALE: Approval of this agreement will further support the District's position to continue to provide safe schools and a quality learning experience for all children through employing, promoting and adequately compensating excellent employees.

F-5. RECOMMENDATION: Approve the new Executive Pay (XP) compensation schedule.

COST AND FUNDING: The total cost not to exceed \$140,000 will be paid by private donor funds.

RATIONALE: The Board of Education recently commissioned a leadership sustainability study with the purpose of developing a strong leadership pipeline at the executive level and ensure continuity of vision for the District. One of the key recommendations made in this study also included a comprehensive review of executive pay scales in order to recruit and retain top talent in key leadership positions of high strategic impact, significant scope of responsibility and risk management. The compensation schedule was developed with assistance from Battelle for Kids and the recommendations were prepared in alignment with the District's compensation policies.

F-6. RECOMMENDATION: Approve salary increases for the 2013-2014 school year for administrative and noncertified employees, in the educational leadership and business leadership pay grades, excluding the executive pay grade, to include career increments and other adjustments.

RATIONALE: Employee salary adjustments include a three percent increase. The three percent salary increase will be applied to the employee's base salary only. Employees above the adjusted salary range maximum will receive 50 percent of the increase amount. This wage increase is aligned with the District's efforts to remain competitive and improve its capacity to recruit and retain talent.

F-7. RECOMMENDATION: Adopt the 2013-2014 salary books for administrative and noncertified employees not covered by collective bargaining units; certified employees covered by collective bargaining; and support employees (hourly paid) covered by collective bargaining.

RATIONALE: The salary books support the information authorized by the Board of Education regarding salary increases for administrative, noncertified, and support employees.

F-8. RECOMMENDATION: Approve the special assignment list for the 2013-2014 school year for certified and support employees whose names appear in the special assignment list.

RATIONALE: The special assignment list includes payments in addition to base salary for employees who perform additional duties and responsibilities throughout the school year.

G. INFORMATION AGENDA

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

- G-1.** RECOMMENDATION: Enter into an agreement with Brandon Lee White of Let It Move, Inc. to be the motivational speaker at the Oklahoma Association of Student Councils District 6 fall meeting 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 \$2,500 will be paid from Washington's school activity fund #573.

RATIONALE: The meeting provides many leadership opportunities for students involved in the planning of the event. Students will gain experience in leadership, team building, problem solving, and acceptance of different opinions and ideas.

- G-2.** RECOMMENDATION: Enter into to a contract with the Tulsa City County Health Department to administer the "It's All about Kids Physical Education" program to elementary school students during the 2013-2014.

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

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

RATIONALE: "It's All about Kids Physical Education" program is a school health program that will be offered to sites to assist the physical education teacher with issues such as eating healthy, active lifestyles, physical education and nutrition. The CATCH Curriculum (Child and Adolescent Trial for Cardiovascular Health) is a toolbox that current physical educators could access at no cost to the District as part of this program.

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

- G-3.** RECOMMENDATION: Revise School Board policies as listed.
2108 Tobacco Use or Possession by Students
4402 Tobacco Use/Smoking on School Premises by Employees and Patrons

RATIONALE: The current policies add language to further define District expectations for students, staff, and patrons in compliance with state law.

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

- G-4.** RECOMMENDATION: Enter into a lease agreement with Harvard Avenue Christian Church for the rental of Grimes Elementary School for church services during the 2013-2014 fiscal year.

FURTHER RECOMMEND: The attorney 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 rental amount is \$7,335, payable in monthly installments of \$815.

RATIONALE: The organization will operate a church in the building indicated. The rental rate is based on hourly usage per room. The reimbursement for custodial services is \$2,025 of the rental charges. Utilities are included in the hourly rental rate. Note: Rental payments are reduced on the occasional Sabbaths when the facility is not used. Security concerns have been reviewed and waived by the District's Campus Police Chief.

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

- G-5.** RECOMMENDATION: Approve supplement number eight to the master agreement with Trigon General Contractors and Construction Management to provide construction management services for the athletic locker room project at East Central High School.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate documents 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 \$2,000,000 and is contingent upon the successful sale and receipt of the 2013B Bond Funds. The fee will be based on five percent profit/overhead and five percent general conditions.

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

- G-6.** RECOMMENDATION: Assign contracts for the transportation building at the McBirney site to the construction managers at risk on the project, Crossland Construction.

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

- G-7.** RECOMMENDATION: Approve supplement number three to the master agreement with Crossland Construction Company to provide construction management services for the transportation building at the McBirney site.

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

COST AND FUNDING: The total cost of the project will be \$661,379 and is contingent upon the successful sale and receipt of the 2013B Bond Funds. The fee is based on five percent profit/overhead and ten and a half percent general conditions.

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

G-8. RECOMMENDATION: Correct the total amount not to exceed for the contract with Cotton Trucking, approved on July 15, 2013, item E-25, for the Phase II exterior paving project at Eisenhower International School at the Nimitz site.

COST AND FUNDING: The total amount will not exceed \$137,533.50 (an increase of \$7,533.30) and is contingent upon the successful sale and receipt of 2013B Bond Funds.

RATIONALE: The parking lot improvements are part of the 2010 bond issue.

G-9. RECOMMENDATION: Enter into contract with the lowest responsible bidder for the library addition at Lindbergh Elementary School for the following trades.

2A Sitework

2B Site utilities

3A Concrete

4A Masonry and reinforcing steel

5A Structural steel

6A Rough carpentry

6B Entry canopies

7A Roofing

11A Metal lockers

15A Plumbing

15B Heating and air conditioning

15C Combined HVAC and plumbing

16A Electrical

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 not to exceed \$1,100,000 will be paid from the 2013B Library Fund and is contingent upon the successful sale and receipt of bond funds.

RATIONALE: The library addition at Lindbergh Elementary School is part of the 2010 bond issue.

G-10. RECOMMENDATION: Assign the contracts for the library addition at Lindbergh Elementary School to the construction manager at risk on the project, Crossland Construction.

RATIONALE: The individual awarded contracts will be encumbered as one contract to Crossland Construction.

G-11. RECOMMENDATION: Approve amendment number seven to the construction management contract with Crossland Construction establishing the guaranteed maximum price (GMP) for construction of the library addition at Lindbergh Elementary School.

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

COST AND FUNDING: The total cost not to exceed \$1,100,000 will be paid from the 2013B Facility Bond Fund and is contingent upon the successful sale and receipt of bond funds.

RATIONALE: The contract for construction manager at risk to Crossland Construction was approved on the September 20, 2010, Agenda, item E-17. These projects are part of the 2010 bond issue.

G-12. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the classroom and library addition at Mitchell Elementary School.

- 2A Sitework
- 2B Site utilities
- 3A Concrete
- 4A Masonry and reinforcing steel
- 5A Structural steel
- 6A Rough carpentry
- 6B Entry canopies
- 7A Roofing
- 11A Metal lockers
- 15A Plumbing
- 15B Heating and air conditioning
- 15C Combined HVAC and plumbing
- 16A Electrical

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 not to exceed \$3,300,000 will be paid from the 2013B Facility and Library Fund and is contingent upon the successful sale and receipt of bond funds.

RATIONALE: The classroom and library addition at Mitchell Elementary School is part of the 2010 bond issue.

G-13. RECOMMENDATION: Assign the contracts for the classroom and library at Mitchell Elementary School to the construction manager at risk on the project, Trigon General Contractors and Construction Managers, Inc.

RATIONALE: The individual awarded contracts will be encumbered as one contract to Trigon General Contractors and Construction Managers, Inc.

G-14. RECOMMENDATION: Approve amendment number eight to the construction management contract with Trigon General Contractors and Construction Managers Inc. establishing the guaranteed maximum (GMP) for construction of the classroom and library at Mitchell Elementary School.

Allowances

General conditions

Management fees

Reimbursables

Trade contracts

TOTAL GMP

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

COST AND FUNDING: The total cost not to exceed \$3,300,000 will be paid from the 2013B Facility Bond Fund and is contingent upon the successful sale and receipt of bond funds.

RATIONALE: The contract for the construction manager at risk to Trigon General Contractors and Construction Managers, Inc. was approved on the April 22, 2012, Agenda, item E-15. These projects are part of the 2010 bond issue.

G-15. RECOMMENDATION: Approve change order number one for Trigon General Contractors and Construction Managers, Inc. for the renovations at Rogers College 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 change order will not exceed \$35,000. The original contract was approved on the May 24, 2013, Agenda, item E-11, in the amount of \$850,000.

RATIONALE: Renovation of Rogers College High School is part of the 2010 bond issue. Additional painting was required on all classroom doors.

G-16. RECOMMENDATION: Approve change order number one to Lighthouse Electric for the electrical improvements at the 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 \$18,450. The original contract was approved on the June 17, 2013, Agenda, item E-7 in the amount of \$123,000.

RATIONALE: Renovations of the McLain Seventh Grade Academy is part of Phase III of Project Schoolhouse. Additional electrical was required to update the school.

G-17. RECOMMENDATION: Approve change order number one to D & D Interiors, Inc. for drywall and ceilings at the McLain Seventh Grade Academy.

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

COST AND FUNDING: The total cost for the change order will not exceed \$5114.75. The original contract was approved on the June 17, 2013, Agenda, item E-7 in the amount of \$59,819.

RATIONALE: Renovations of the McLain Seventh Grade Academy is part of Phase III of Project Schoolhouse. Additional framing and wall coverings were required around existing plumbing fixtures.

G-18. RECOMMENDATION: Enter into a contract with American Air, the lowest responsible bidder, to provide and install a new HVAC unit at the maintenance building.

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

COST AND FUNDING: The total cost will not exceed \$129,492 and will be paid from the applicable fund.

RATIONALE: Replacing outdated HVAC equipment is part of the 2010 bond issue.

G-19. RECOMMENDATION: Enter into a contract with Builders Supply Inc., the lowest responsible bidder, to replace doors at Disney, Columbus, Emerson, and Cooper elementary schools.

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

COST AND FUNDING: The total cost not to exceed \$220,000 will be paid from the appropriate fund.

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

G-20. RECOMMENDATION: Enter into a contract with Advantage Glass, the lowest bidder, to replace windows at Disney, Columbus, Emerson and Cooper elementary schools.

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

COST AND FUNDING: The total cost not to exceed \$593,000 will be paid from the applicable fund.

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

G-21. RECOMMENDATION: Approve the request of Architectural Glass and Metal to withdraw its bid of \$165,648 for door replacement at various sites.

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.

RATIONALE: The contractor did not understand that the bid was not going to be awarded separately from the windows and has requested to withdraw the bid.

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

G-22. 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.

SUPPORTING INFORMATION

CONSENT ITEM E-23

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
Executive Director of Curriculum and Instruction-ESC/Teacher and Learning Effective 7/1/13 <i>Annual Budget Impact:</i> \$67,400 min. – \$101,200 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06-070	EL-6 12 Months	Participate in ongoing review of proposed programs to assess their effectiveness and alignment with current District initiatives. Facilitate curriculum development centered on the District school improvement initiatives. Facilitate curriculum mapping and the development of a viable curriculum for Tulsa Public Schools. Facilitate the selection of textbooks and resource materials. Analyze data to evaluate curriculum for improvement of instruction and student achievement. Work cross-functionally with other departmental staff to support individual student needs.

Delete:

Position	Salary/Grade	Duties
Director of Curriculum and Instruction-ESC/Teacher and Learning <i>Annual Budget Impact:</i> \$67,400 min. – \$101,200 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06-070	EL-6 12 Months	Facilitate curriculum development centered on the District school improvement initiatives. Facilitate curriculum mapping and the development of a viable curriculum for Tulsa Public Schools. Facilitate the selection of textbooks and resource materials. Analyze data to evaluate curriculum for improvement of instruction and student achievement. Work cross-functionally with other departmental staff to support individual student needs.

SUPPORTING INFORMATION

CONSENT ITEM E-24

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Adams, Johnna	8/19/13 5/29/14	B-24	\$ 49,630.00	Academic Engagement Teacher-Burroughs
Alexander, Amber	8/14/13 6/12/14	B-0	32,900.00	Teacher-Marshall/Grade 1
Alexander, Terri	8/19/13 5/29/14	M-26	49,936.00	Teacher-Burroughs/Grade 2
Allen, Janine	8/26/13 5/29/14	B-0	31,784.75	Teacher-Central/Art Rate: \$32,900.00
Almaraz, Cynthia	8/29/13 5/29/14	M-6	34,722.54	Teacher-Whitman/Grade 3 Rate: \$36,376.00
Bailey, Sarah	8/19/13 5/29/14	B-0	32,900.00	Teacher-McKinley/Grade 3
Barrett, Bill	8/26/13 5/29/14	B-24	46,305.29	Academic Engagement Teacher-Penn/ Rate: \$48,630.00
Beckman, Amanda	8/19/13 5/29/14	B-5	34,900.00	Teacher-Mayo/Pre-K Former Employee (f.e.)
Bell, Stephen	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/Science
Ben Yosef, Hava	8/19/13 5/29/14	B-0	32,900.00	Teacher-Bell/Grade 1

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Bliar, Michael	8/26/13 5/29/14	B-11	\$ 36,541.54	Teacher-Rogers/ Social Studies Rate: \$37,610.00
Boen, Kathy	8/19/13 5/29/14	M-6	36,376.00	Teacher-Cooper/Grade 2
Brown, Ava	8/19/13 5/29/14	M-17	44,406.00	Teacher-Owen/Grade 6
Brown, Shelley	8/19/13	B-12	38,020.00	Teacher-Disney/Grade 1 Return from leave
Bruno, Marcia	8/19/13 5/29/14	B-0	32,900.00	Teacher-McLain/English
Burgess, Merilee	8/29/13 5/29/14	B-24	22,255.23	Teacher-McLain/ELD Half-Time Rate: \$23,315.00
Burton, Emily	8/27/13 5/29/14	B-0	31,227.12	Teacher-Hale/Math Rate: \$32,900.00
Cadley, Wyatt	8/19/13 5/29/14	B-0	32,900.00	Teacher-McLain Seventh Grade Academy/Math
Calderon, Monica	8/19/13 5/29/14	B-0	32,900.00 1,645.00	Teacher-Hale Special Education
Callahan, Sherry	8/19/13 5/29/14	B-0	32,900.00	Teacher-Lee/Grade 1
Carl, Teena	8/19/13 5/29/14	B-0	32,900.00	Teacher-Academy Central/ Grade 5
Carr, Joy	8/19/13 5/29/14	M-0	33,956.00	Librarian-McKinley
Carter, Billy	8/23/13 5/29/14	M-26	48,525.38	Teacher-Edison/English Rate: \$49,936.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Cathey, Crystal	8/19/13 5/29/14	B-0	\$ 32,900.00	Teacher-Lee/Grade 1 f.e.
Cerar, Andrea	8/19/13 5/29/14	B-0	32,900.00	Teacher-East Central/ English
Chritie, Sophia	8/14/13 5/30/14	BL-A	19,500.00	Traveling Manager-CNS
Clair, Dallas	8/19/13 5/29/14	B-0	32,900.00	Teacher-McKinley/Grade 1
Clemons, Nicole	8/19/13 5/29/14	M-18	45,016.00	Teacher-Academy Central/ Grade 1
Cluts, Rebecca	9/03/13 5/29/14	B-0	31,030.68	Teacher-Jones/Kindergarten Rate: \$32,900.00
Coday, Melissa	8/19/13 5/29/14	B-0	32,900.00	Teacher-Cooper/Grade 3
Combs, Lisa	8/19/13 5/29/14	B-0	32,900.00	Teacher-Bell/Grade 1
Dancy, Enna	9/03/13 6/12/14	EL-3	47,266.69 4,963.03 2,667.00	Assistant Principal-McLain Rate: \$53,333.00 Innovation School Rate: \$5,600.00 Additional days
Debrosse, Toli	8/05/13 6/12/14	B-0	32,900.00	Teacher-Kendall Whittier/ Kindergarten
Dickherber, Steven	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/Math
Flynn, Daniel	8/19/13 5/29/14	B-0	32,900.00	Teacher-McLain/Math
Garbuz, Julia	8/19/13 5/29/14	B-0	32,900.00	Teacher-Clinton/English

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Goodwin, Brenda	8/19/13	M30-16	\$ 44,864.00	Teacher-McKinley/ELL Return from leave
Grether, Elke	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/Science
Gustoson-Berkstresser, Elizabeth	8/19/13 5/29/14	B-0	32,900.00	Teacher-Central/English
Harrington, Gale	8/19/13 5/29/14	B-0	32,900.00	Teacher-McLain Seventh Grade Academy/English
Hickson, Jacob	8/19/13 5/29/14	B-0	32,900.00	Teacher-Monroe/Math
Hishaw, Daniel	9/03/13 5/29/14	BL-5	31,614.53 1,542.77	Behavior Coach-Hale Rate: \$32,900 Special Education Rate: \$1,645.00
Huffman, Shannon	8/29/13 5/29/14	B-0	31,404.54	Teacher-Whitman/Grade 1 Rate: \$32,900.00
Jones, Amy	8/09/13	M30-8	40,712.00	Librarian-Central Return from leave
Kifer, Tammy	8/14/13	BL-3	28,653.84	Support Operations Supervisor-Transportation Return from leave Rate: \$32,783.00
Kraft, Daniel	8/19/13 5/29/14	B-0	32,900.00 1,645.00	Teacher-Central/ Special Education
Kudla, Anna	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/Biology
Lais, Rebecca	8/19/13 5/29/14	B-0	32,900.00 1,645.00	Teacher-Monroe/ Special Education

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
LaMay-Hilderbrand, Alexander	8/27/13 5/29/14	B-0	\$ 31,598.87 1,588.92	TRAICE Advisor-Tulsa Met Alternative Education Rate: \$32,900.00
Leach, Lawana	8/29/13 5/29/14	M30-10	37,651.08 1,882.55	Teacher-McLain Seventh Grade Academy/ Special Education Rate: \$39,444.00
Lepine, John	8/19/13 5/29/14	B-0	32,900.00	Teacher-McLain Jr. High/ English
Lowe, John	8/23/13 5/29/14	B-0	31,970.62	Teacher-East Central/Music Rate: \$32,900.00
Luneau, Tyson	8/19/13 5/29/14	B-0	32,900.00	Teacher-East Central/ Social Studies
Maxwell, Michelle	8/29/13 5/29/14	B-6	33,695.46	Teacher-McLain/English Rate: \$35,300.00
McClain, Joseph	8/19/13 5/29/14	M-0	33,956.00	Teacher-McLain/Science
McGeachy, Val	8/27/13 5/29/14	M-10	34,149.24 1,777.77	Teacher-Hamilton/ Rate: \$35.555/38 Special Education Rate: \$1,850.97
Meeker, Jasey	8/19/13 5/29/14	M-0	33,956.00	Teacher-Webster/English
Menon, Raghu	8/19/13 5/29/14	B-0	32,900.00	Teacher-Webster/Math
Mitchell, Holden	8/19/13 5/29/14	B-0	32,900.00	Teacher-Rogers/Science
Morgan, Brian	8/19/13 5/29/14	B-0	32,900.00	Teacher-McLain Seventh Grade Academy/ Science

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Muhammad, Marcia	8/27/13 5/29/14	M30-8	\$ 37,210.69	Teacher-McLain/Grade 8 Rate: \$38,524.00
Myers, Brooke	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/English
Neshat, Armeen	8/19/13 5/29/14	B-0	32,900.00	Teacher-McLain Jr. High/ Social Studies
Neufeld, Mark	8/19/13 5/29/14	B-0	32,900.00	Teacher-Monroe/Math, Science
O'Brien, Kelly	8/27/13 5/29/14	B-0	31,778.41	Teacher-Key/Grade 1 Rate: \$32,900.00
Parker, David	9/03/13 5/29/14	B-7	33,671.59 1,683.58	Teacher-Academy Central/ Special Education Rate: \$35,300.00
Perine, Daryll	8/19/13 5/29/14	B-0	31,965.34 1,598.27	Teacher-McLain/TRAICE Rate: \$32,900.00 Alternative Education
Perry, Edward	8/27/13 5/29/14	B-0	31,778.41	Teacher-McLain Seventh Grade Academy/ English Rate: \$32,900.00
Plank, Holly	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/Science
Powell, Denice	5/18/13	B-18	43,430.00	Nurse-Academy Central Return from leave
Price, Louie	8/23/13 5/29/14	B-24	45,312.77	Teacher-Hale/Science Rate: \$46,630.00
Rachels, Stephanie	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/English

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Roberts, Jessica	8/19/13 5/29/14	M-0	\$ 33,956.00	Teacher-Clinton/English
Sato, Colin	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/Math
Schlosser, Ana	8/13/13 6/02/14	M-0	33,956.00 1,831.00 1,929.32	Counselor-East Central Counselor Additional days
Schmutz-Beltran, Laura	8/19/13 5/29/14	B-5	17,450.00	Teacher-Emerson/ Gifted and Talented Half-Time
Smith, Rachel	8//21/13	B-5	34,308.47	Teacher-Sequoyah/Grade 5 Rate: \$34,900 Return from leave
Staab, Taylor	8/19/13 5/29/14	B-0	32,900.00	Teacher-Central/English
Stassel, Christie	8/19/13 5/29/14	B-0	32,900.00	Teacher-Webster/English
Stephens, Matthew	8/19/13 5/29/14	B-0	32,339.00	Teacher-Hamilton/Grade 6 Rate: \$32,900.00
Takabatake, Nathalia	8/19/13 5/29/14	B-0	32,900.00	Teacher-Hale/Math
Taylor, Amanda	8/19/13 5/29/14	B-0	32,900.00	Teacher-McLain/English
Taylor, Emilee	8/19/13 5/29/14	B-0	32,900.00	Teacher-East Central/ Science
Thomas, Mary Ellen	8/27/13 5/29/14	B-0	15,889.20	Teacher-Eliot/ Grade 3 Half-Time Rate: \$16,450.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Torpy, Eileen	8/19/13 5/29/14	B-0	\$ 32,900.00	Teacher-Rogers/ Social Studies
Usiak, Brittany	8/19/13 5/29/14	B-0	32,900.00	Teacher-Central/Math
Warrior, John	8/26/13 5/29/14	M-0	32,991.34	Teacher-Springdale/ELD Rate: \$33,956.00
Williford, Josh	8/19/13 5/26/14	B-0	32,900.00	Teacher-McLain/Math
Wright, Jacob	8/19/13 5/29/14	B-0	32,900.00	Teacher-Central/Math
Yarbrough, Jessica	8/19/13 5/29/14	B-0	32,900.00	Teacher-East Central/ Science
Support (Hourly):				
Akaruwiese, Stephanie	8/19/13 5/28/14	MT-4	\$ 9.35	Bus Driver Trainee
Alexander, Shonta	8/19/13 5/28/14	MT-NS	7.25	Site Assistant-Lanier/ Before and After Care Return from leave
Banks, Sharrice	8/28/13 5/28/14	IS-6	10.81	Paraprofessional-ECDC Porter
Barnett, Kelsey	8/20/13 5/28/14	MT-6	12.14	Bus Driver Return from leave
Bates, RaeAnn	8/19/13 5/28/14	MT-NS	7.25	Site Assistant-Wright/ Before and After Care
Bell, Leonard	8/26/13 6/30/14	MT-3	8.94 .44	Custodian-Carver Shift differential

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Bell, Neva	8/19/13 5/28/14	MT-1	\$ 8.48	CNS Assistant-Edison
Carter, Donald	8/21/13 6/30/14	MT-5	9.75	Head Custodian-McClure
Cooper-Hinson, Linda	8/22/13 5/29/14	CA-3 1-CI	12.51	Clerk-Memorial Return from leave
Crosby, Bobbie	8/20/13 5/29/14	MT-NS	10.81	Site Supervisor-Grimes/ Before and After Care
Czeschin, Nancy	8/22/13 5/28/14	MT-1	9.78	CNS Assistant-MacArthur Return from leave
De Ortiz, Cecilia	8/13/13 5/28/14	MT-1	8.49	CNS Assistant-Hale Return from leave
DeJesus, Magali	8/20/13 6/30/14	MT-3	8.94 .44	Custodian-Key Shift differential
Van Duyne, Esperanza	8/26/13 5/28/14	IS-3	9.21	Paraprofessional-Grimes
Eastman, Chase	8/26/13 5/28/14	IS-10	13.11	Autism Paraprofessional- Remington
Edwards, Regina	8/26/13 5/28/14	MT-6	10.72	Bus Driver Trainee
Evans, Christopher	8/16/13 5/28/14	MT-3	10.37	CNS Cook II-Jones
Farrell, Sharayah	8/22/13 5/29/14	CA-3	9.33	Clerk-Thoreau
Flesher, Kathryn	8/28/13 5/28/14	IS-6	11.13	Paraprofessional-Memorial

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Flynn, Pamela	8/14/13 6/30/14	CA-13 3-CI	\$ 18.91	SAF Bookkeeper-ESC/ Treasurer's Office Return from leave
Foster, Tracy	8/22/13 5/28/14	MT-NS	7.25	Site Assistant-Lanier/ Before and After Care
Franklin, Douglas	8/19/13 5/28/14	MT-6	11.77	Bus Driver Return from leave
Fruh, Jonathan	9/03/13 5/28/14	IS-10	13.11	Autism Paraprofessional- Hamilton
Furrh, Ronnie	9/03/13 5/28/14	MT-4	10.72	Bus Driver Trainee
Gallion, Aaron	9/03/13 6/30/14	TS-9	18.00	Communications Technician- ESC/Initiatives Management
Gaylor, Jamie	8/26/13 6/04/14	CA-8	13.11	Principal's Secretary-Salk
George, John	9/03/13 5/28/14	IS-6	10.81	Paraprofessional-Memorial
Hardy, Teresa	8/16/13 5/29/14	CA-3	9.33	Clerk-Hale
Harris, Andrew	9/23/13 5/28/14	MT-6	12.32	Bus Driver-Transportation Return from leave
Henderson, Augustus	8/21/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Henderson, Nicole	8/28/13 5/28/14	IS-6	13.35	Paraprofessional-Eliot
Hendrix, Ernestine	8/13/13 6/16/14	CA-9	16.15	Principal's Secretary- Washington Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hess, Cherice	8/22/13 5/29/14	CA-3	\$ 8.94	Clerk-Thoreau
Hornbeck, Mary	9/03/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Jackson, Eleanor	8/26/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Jackson, Tonya	9/03/13 5/28/14	IS-10	14.41	MD Paraprofessional-ECDC Reed f.e.
Joyce, Justina	9/03/13 5/28/14	IS-10	13.11	Autism Paraprofessional- Carnegie
Kepford, Zaida	9/03/13 6/30/14	CA-14	17.46	District Language Interpreter ESC/Federal Programs and Special Projects
Knauls, Montelle	8/26/13 5/28/14	IS-6	10.81	Parateacher-Monroe
Martin, Zachary	8/26/13 6/30/14	MT-3	8.94 .44	Custodian-Memorial Jr. High Shift differential
Mike, Joelle	8/19/13 5/28/14	MT-NS	7.81	Site Assistant-Lanier/ Before and After Care
Miller, Billye	8/22/13 5/28/14	MT-1	9.23	CNS Assistant-Rogers Return from leave
Murillo, Julio	8/19/13 6/30/14	MT-3	9.33	Custodian-Wilson
Ortiz Claudio, Eirandeni	8/15/13 5/30/14	CA-3	8.94	Clerk-McClure
Ortiz, Enediana	8/23/13 5/28/14	IS-3	9.21	Paraprofessional-Sequoyah

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Owens, Dakota	8/27/13 5/28/14	IS-10	\$ 13.11	ED Paraprofessional-Key
Redfearn, Amber	8/26/13 6/30/14	CA-12	16.25	Treasury Bookkeeper-ESC/ Treasurer's Office Return from leave
Rendon, Joe	8/19/13 5/28/14	MT-NS	7.81	Site Assistant-Eisenhower/ Before and After Care
Ricard, Mause Jr.	8/26/13 5/28/14	MT-6	15.09	Bus Driver f.e.
Richins, Jaxon	8/27/13 5/28/14	IS-10	13.11	ED Paraprofessional-Edison
Sizemore, Wanda	8/22/13 6/30/14	CA-5 CI-3	14.32	Clerk-ESC/Treasurer's Office Return from leave
Stanley, Gloria	8/29/13 5/28/14	MT-1	9.48	CNS Assistant-East Central
Sweet, Amber	8/19/13 5/28/14	MT-NS	7.25	Site Assistant-Zarrow/ Before and After Care
Tobble, Rodrecus	8/20/13 6/30/14	MT-3	8.94 .44	Custodian-Patrick Henry Shift differential
Tolbert, Marquita	9/16/13 5/28/14	IS-6	10.97	Parent Involvement Facilitator-Central Return from leave
Velazquez, Udocia	8/20/13 6/30/14	MT-3	8.94 .44	Custodian-McLain Seventh Grade Academy Shift differential
Whitaker, Karen	9/17/13 6/30/14	CA-9	14.43	Receptionist, Secretary-ESC/ Office of the Superintendent
Williams, Nicole	8/12/13 5/28/14	MT-6	11.81	Bus Driver Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Williams, Stephen	9/17/13 5/28/14	TS-9	\$ 17.50	Campus Police Officer-ESC/ Campus Police
Wilson, Terlisha	8/19/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Wixon, Samantha	8/29/13 5/29/14	CA-3	8.94	Clerk-Clinton

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Allyn, Rachel	Paraprofessional Eugene Field IS-6	8/05/13 6/12/14	\$ 10.81	\$ 32,900.00	Teacher-Eugene Field/Pre-K B-0
Barton, Lisa	Teacher-Penn/ Grade 6 M60-3	8/19/13	37,415.00	35,976.00	Credit for Experience M60-4
Bayles, Tracy	Chief Academic Officer-ESC/ Teaching and Learning EL-10	7/01/13	114,188.00	131,473.00	Chief Academic Officer-ESC/ Teaching and Learning XP-5 *
Beaty, Tasha	SIG Attendance Officer-East Central M-6	8/19/13	36,376.00 6,831.00	36,376.00	Teacher-Hale/ English SIG
Bull, Audra	Teacher- Thoreau/ M-13	8/19/13	38,986.00	41,914.00	M30-13
Burk, Jana	Executive Director of Teacher and Leadership Effectiveness- ESC/Teacher and Leadership Effectiveness BL-11	7/01/13	94,982.00	107,805.00	Executive Director of Teacher Leadership Effectiveness-ESC/ Teacher and Leader Effectiveness XP-1 *
Burnett, Larry	Teacher-Shadow Mountain Behavioral Health B-2	8/19/13	33,700.00 1,685.00	38,925.00 1,685.00	D-4 Alternative Education

*Pending Board approval of Executive Pay Schedule

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Calhoun, Kenneth	Executive Director of Human Capital- ESC/ Human Capital BL-11	7/01/13	\$ 106,575.00	\$ 114,568.00	Executive Director of Human Capital- ESC/Human Capital XP-1 *
Dyce, Kim	Deputy Superintendent- ESC/ Office of the Superintendent EL-12	9/03/13	170,900.00	141,405.54	Deputy Superintendent- ESC/Office of the Superintendent XP-8 * Rate: \$170,900.00
Farnsworth, Kris	Teacher-McLain/ Science B-0	8/19/13	32,900.00	32,900.00 1,645.00 1,308.52	Teacher-Tulsa Met/ Science Alternative Education Additional days
Frazier, Tracee	Innovation Instructional Leadership Director-ESC/ Instructional Leadership EL-8	7/01/13	102,900.00	\$105,987.00	Innovation Instructional Leadership Director- ESC/Instructional Leadership XP-3 *
Geary, Allison	Teacher-Salk/ Enrichment M-0	8/19/13	16,978.00	17,482.00	M30-0
Haight, Jessica	Instructional Leadership Director-ESC/ Instructional Leadership EL-8	7/01/13	103,000.00	106,060.00	Instructional Leadership Director- ESC/Instructional Leadership XP-3 *

*Pending Board approval of Executive Pay Schedule

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Hamilton, Connie	Dean-Memorial Jr. High M30-26	8/13/13	\$ 52,544.00 2,175.00 1,492.73	\$ 56,175.00 2,175.00 1,595.88	M60-26 Dean Additional days
Hammer, Jill	Teacher-Central/ Social Studies B-7	8/19/13	35,700.00	35,700.00 907.50 709.94	Teacher Advisor- Tulsa Met Alternative Education Additional days
Hendricks, Jill	Executive Director of Federal Programs and Special Projects- ESC/Federal Programs and Special Projects EL-8	7/01/13	84,245.00	100,227.00	Executive Director of Federal Programs and Special Projects- ESC/Federal Programs and Special Projects XP-2 *
Holt, Rhonda	Teacher- Chouteau/ Grade 6 M30-6	8/05/13	36,694.00	38,635.00	M60-6
Hordubay, James	Teacher-East Central/Math B-21	8/19/13	44,930.00	48,236.00	M-21
Johnson, Christopher	Chief Accountability Officer-ESC/ District Accountability EL-9	7/01/13	100,252.00	118,383.00	Chief Accountability Officer-ESC/District Accountability XP-4 *

*Pending Board approval of Executive Pay Schedule

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Johnson, Vicky	Director of Curriculum and Instruction-ESC/ Teaching and Learning EL-6	7/01/13	\$ 91,000.00	\$ 102,830.00	Executive Director of Curriculum and Instruction-ESC/ Teaching and Learning XP-1 *
Jones, Kettisha	Instructional Leadership Director-ESC/ Instructional Leadership EL-8	7/22/13	104,000.00	100,578.32	Instructional Leadership Director- ESC/Instructional Leadership XP-3 * Rate: \$107,120.00
Lindsey, Dale	Teacher-Rogers/ TRAICE M-17	8/19/13	48,085.00 2,404.25 1,912.47	48,085.00	Teacher-Rogers/ P.E. Alternative Education Additional days
Lovett, Phyllis	Lead Instructional Leadership Director-ESC/ Instructional Leadership EL-9	7/01/13	109,765.00	121,499.00	Lead Instructional Leadership Director- ESC/ Instructional Leadership XP-3 *
Murray, Devon	Teacher-Rogers/ P.E. M-2	8/19/13	34,776.00	34,776.00 1,697.80 1,383.14	Teacher-Rogers/ TRAICE Alternative Education Additional days

*Pending Board approval of Executive Pay Schedule

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Pain, Joan	Staff Development Teacher-Staff Development and Leadership M-23	8/19/13	\$ 48,236.00 1,831.00	\$ 51,844.00 1,831.00	M30-23 Staff Development
Payne, Christopher	Executive Director of Communications ESC/ Chief of Staff BL-10	7/01/13	99,572.00	114,882.00	Executive Director of Communications- ESC/Chief of Staff XP-1 *
Pearson, Andrea	TA-Whitman IS-6	8/19/13	10.81	32,339.20	Teacher-Whitman/ Grade 3 Rate: \$32,900.00
Peaslee, Cynthia	Teacher Coach- Teaching and Learning M-13	8/19/13	40,286.00	40,286.00 2,014.30	Teacher-Mitchell/ Special Education
Polonchek, Amy	Chief of Staff- ESC/Office of Superintendent BL-14	7/01/13	160,400.00	165,212.00	Chief of Staff-ESC/ Office of the Superintendent XP-7 *
Price, Jan	Teacher-Kendall Whittier/ Special Education M-17	8/05/13	44,406.00 2,220.30	45,016.00 2,250.00	Credit for Experience M-18 Special Education
Pruitt, Latricia	TRAICE Satellite Advisor-Tulsa Met B-24	8/19/13	46,630.00 8,088.00 2,431.50 1,854.60	64,905.00	Interim Learning Through Interests/ Internships Coordinator-Tulsa Met Additional Duties Alternative Education Additional days BL-8

*Pending Board approval of Executive Pay Schedule

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Reynolds, Lora	Teacher- Webster/ Career Tech B-7	8/19/13	\$ 35,700.00	\$ 35,700.00 2,403.00 2,028.41	Dean-East Central Dean Additional days
Robinson, Kayla	Instructional Leadership Director-ESC/ Instructional Leadership EL-8	7/01/13	106,000.00	109,150.00	Instructional Leadership Director- ESC/Instructional Leadership XP-3 *
Rothman, Mary	Teacher-Owen/ Kindergarten B-13	8/19/13	37,610.00	40,286.00	M-13
Rutherford, Demetria	Teacher-Central/ Science B-0	8/19/13	32,900.00	33,700.00	Credit for Experience B-2
Serna, Kris	Director of Pupil Accounting and Accreditation- ESC/District Accountability EL-6	7/01/13	78,378.00	95,036.00	Executive Director of Accountability- ESC/District Accountability XP-1 *
Shaull, Talia	Chief Human Capital Officer- ESC/Human Capital BL-13	7/01/13	108,605.00	119,049.00	Chief Human Capital Officer-ESC/Human Capital XP-4 *
Simpson, Pamela	Teacher Advisor-Tulsa Met M-2	8/19/13	34,776.00	34,776.00 1,738.80 1,383.14	Teacher Advisor- Tulsa Met Alternative Education Additional days

*Pending Board approval of Executive Pay Schedule

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Stout, Ben	Chief Information and Operations Officer-ESC/ISS BL-15	7/01/13	\$ 146,160.00	\$ 155,938.00	Chief Information and Operations Officer- ESC/ISS XP-5 *
Taylor, Julia	SIG Coordinator- Central	8/19/13	44,430.00 1,940.63 520.17 3,029.32	44,430.00	Teacher-East Central/English SIG Counselor Additional days
Thomas, Janet	Counselor- McLain Full-Time M-5	8/19/13	35,976.00	17,988.00	Half-Time
Thomas, Janet	Counselor- McClure Half Time	8/19/13	17,988.00 915.00	35,976.00 1,831.00 1,022.05	Counselor-McLain Jr. High Full-Time Counselor Additional days
Vannoy, Liliane	Dual Language Specialist-Dual Language Immersion Program M-16	9/05/13	47,083.00	52,354.11	Principal-Dual Language Immersion Program EL-4 Rate: \$59,429.00
Vernon, Stacey	Growing Together Instructional Leadership Director-ESC/ Instructional Leadership EL-8	7/01/13	103,746.00	106,828.00	Growing Together Instructional Leadership Director- ESC/Instructional Leadership XP-3 *

*Pending Board approval of Executive Pay Schedule

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Wade, Lynwood	TRAICE Satellite Advisor-Rogers B-2	8/19/13	\$ 30,253.41 1,512.67 765.91	\$ 33,700.00	Teacher-East Central/ Credit Recovery Alternative Education Additional days
Wallace, Oliver	Lead Instructional Leadership Director-ESC/ Instructional Leadership EL-9	7/01/13	108,598.0	117,872.00	Lead Instructional Leadership Director- ESC/ Instructional Leadership XP-3 *
Whisnant, John	TRAICE Advisor- Tulsa Met M-15 Full-Time	8/19/13	45,475.00 2,110.80 1,808.60	21,107.00 1,055.40 839.52	Half-Time Alternative Education Additional days
Williams, Patricia	Chief Financial Officer-ESC/ Financial Services BL-13	7/01/13	151,396.00	155,938.00	Chief Financial Officer-ESC/Financial Services XP-5 *
Williamson, Theresa	Counselor- Thoreau D-28	8/19/13	56,271.00 1,831.00 1,598.61	56,271.00 1,831.00	Counselor-Bell Counselor Additional days
Young, Blaine	Director of Information Technology-ESC/ Information and Operations BL-12	7/01/13	120,302.00	127,520.00	Executive Director of Information Technology- ESC/Information and Operations XP-2 *
Rescind:					
Bridgeman, Elisa	Teacher-Central/ Special Ed B-7	8/19/13	35,700.00 1,785.00	35,700.00	Teacher-Memorial/ English, Reading Special Education

*Pending Board approval of Executive Pay Schedule

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Support (Hourly):					
Alexander, Shonta	Site Assistant- Lanier/Before and Care MT-NS 5hrs/day	8/26/13 5/28/14	\$ 7.25	\$ 7.25	Site Assistant-Eliot/ Before and After Care MT-NS 6hrs/day
Berryman, Jane	Clerk-Grissom CA-3 2-CI	8/20/13 6/04/14	13.05	14.38	Principal's Secretary- Grissom CA-8 2-CI
Blalock, Lushuna	TA-Jones IS-6	8/14/13 5/29/14	11.76	10.79	Clerk-Hale CA-3
Brown, Patricia	Site Supervisor- Patrick Henry/ Before and After Care Program MT-NS	8/19/13 5/28/14	10.81	9.81	Site Assistant-Key/ Before and After Care
Brown, Stacy	CNS Cook I – McLain MT-2	8/28/13 5/28/14	9.26	10.21	CNS Assistant Manager-McLain MT-6
Dixon, Virginia	Bus Driver Trainee MT-4	8/14/13 5/28/14	9.35 .30	10.72	Bus Driver Special Needs MT-6
Gee, Hope	CNS Assistant- Chouteau MT-1	8/19/13 5/28/14	8.36	8.94	CNS Cook I- Chouteau MT-2
Guinn, Alicia	Clerk-Thoreau CA-3 195 days	8/22/13 5/29/14	11.45	11.45	Clerk-Memorial CA-3 170 days
Jeffries, Fabian	Head Custodian- McLain MT-10 1-CI	8/21/13 6/30/14	15.60	16.62	Head Custodian- Central MT-11 1-CI

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Jeffries, Roderic	Bus Driver MT-6	8/02/13 5/28/14	\$ 11.05 .15	\$ 11.05	Lead Driver
Johnson, Katrina	Clerk-Plant Operations CA-5 1-CI	8/23/13 6/30/14	13.17	14.44	Secretary-Plant Operations CA-9
Kelley, Jacqueline	Site Supervisor- Key/Before and After Care MT-NS 6hrs/day	8/19/13 5/29/14	11.75	11.75	8hrs/day
McCarthy, Jessica	Bus Driver Trainee MT-4	8/05/13 5/28/14	9.35	10.72	Bus Driver MT-6
Parker, Bonnie	Head Custodian- Eisenhower MT-5	7/15/13 6/30/14	10.86	11.73	Head Custodian- Eisenhower MT-7
Perry, Rebecca	Site Assistant- Skelly/Before and After Care MT-NS 5hrs/day	8/26/13 5/28/14	7.25	7.25	Site Assistant- Eliot/Before and After Care MT-NS 7hrs/day
Pierce, Tammy	CNS Assistant- Hawthorne MT-1	9/02/13 5/28/14	8.91	9.53	CNS Cook I – Frost MT-7
Snider, Josh	Custodian- Memorial Jr.High MT-3	8/19/13 5/28/14	10.04	10.84	Assistant Head Custodian-Memorial High School MT-5
Valdivia De Jimenez, Maria	CNS Assistant- East Central MT-1 5hrs/day	8/19/13 5/28/14	9.12	9.12	6hrs/day
Whisman, Norma	CNS Cook I- Chouteau MT-2	9/03/13 5/28/14	10.20	9.53	CNS Assistant- Eugene Field MT-1

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Farr, Lisa	8/15/13	CNS Manager A-Wright	Personal illness
Hall, Donette	7/30/13	SIG Transformation Coach-Hale	Further Study
Kifer, Tammy	6/13/13	Support Operations Supervisor-Transportation	FMLA
McMillen, Patricia	10/17/13	Teacher-Jones/ Special Education	Maternity
Medina, Elizabeth	8/19/13	Occupational Therapist- Chouteau	Further Study
Widowski, Sarah	8/26/13	Teacher-Emerson/Grade 1	Maternity
Wright, Jeanna	9/14/13	Buyer-ESC/Materials Management	Personal illness
Support (Hourly):			
Bellis, Linda	8/30/13	CNS Assistant-Webster	Personal illness
Bledsoe, Sarah	8/28/13	TA-Mark Twain	Further Study
Boone, Mindy	8/23/13	Culinary Coordinator-ESC/ CNS	Maternity
Decasas, Irma	7/02/13	Custodian-Edison	FMLA
Diaz-Medrano, Teresita	8/26/13	CNS Assistant-Kerr	Personal illness
Duran, Ma Teresa	6/21/13	CNS Assistant-Cooper	Personal illness
Luviano, Ana Maria	7/16/13	Custodian-Marshall	Worker's Comp
McAlpin, Justin	9/01/13	Campus Police Officer- ESC/Campus Police	Military

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Miles, Kanesha	8/15/13	Bus Driver	FMLA
Miles, Robert	8/21/13	Warehouse Specialist- Materials Management	Personal illness
Olmos, Pascual	8/03/13	Custodian-McKinley	Personal illness
Ross, Jerry	6/25/13	Bus Driver	Personal illness
Shavers, Felecia	8/22/13	CNS Assistant-Bell	Personal illness
Thompson, Barhi	8/28/13	Bus Driver	FMLA
Torres, Sandra	8/13/13	CNS Assistant-Hamilton	Personal illness
Walker, Natasha	8/08/13	CNS Cook II-Park	Personal illness

DECEASED

Name	Effective Date	Assignment
Certificated/Administrative:		
Lance, Linda	8/28/13	Dean-Edison
Support:		
Brent, Henry	7/30/13	MD Paraprofessional-Academy Central

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Ballard, Tiffany	6/11/13	SIG Transformation Coach-East Central
Carter, Zachary	8/19/13	Teacher-Central/Math
Fields, Kathy	9/19/13	Teacher-Central/TRAICE
Hall, Lealyn	6/30/13	SIG Behavior Modification Coach-East Central
Hardy, Anita	8/23/13	Teacher-Central/Drama
Meier, Robert	8/28/13	Teacher-Hale/Math
Michie, Sheila	8/20/13	Staff Development Teacher-Patrick Henry
Moss, Peggy	8/26/13	Principal-Dual Language Immersion
Overton, Aqueisha	8/18/13	Nurse-ESC/Health Services
Parker, Pamela	8/23/13	CNS Traveling Manager
Pittman-Bryant, Tamara	8/19/13	Teacher-Celia Clinton/Grade 1
Privalsky, Jill	8/28/13	Teacher-MacArthur/Pre-K
Resendiz, Kristin	6/04/13	Teacher-Marshall/Grade 1
Smith, Holly	6/30/13	Teacher-Remington/Grade 1
<u>Rescind:</u>		
Forrest, Karen	5/17/13	Teacher-East Central/Language Arts

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Support (Hourly):		
Acevedo, Natalie	8/22/13	CNS Assistant-Wright
Blandon, James	9/04/13	Campus Security-ESC/Campus Police
Calvert, Melisha	8/22/13	CNS Assistant-Penn
Castro, Garcia	8/23/13	Custodian-Patrick Henry
Cavin, Amanda	8/22/13	TA-Carnegie
Ellman, Amy	8/26/13	TA-Carnegie
Gill, Virginie	5/24/12	TA-Eisenhower
Humphrey, Aaron	7/23/13	Custodian-Key
Lytle, Gladys	8/09/13	TA-Sequoyah
Martin, Othella	8/19/13	TA-Anderson
Murrie, Linda	8/22/13	Clerk-Clinton
Overton, Tyrie	8/05/13	Parateacher-Thoreau
Pugliese, Nico	8/21/13	CNS Assistant-Remington
Suggs, Steven	8/22/13	Autism Paraprofessional-Edison
Taylor, Linda	8/29/13	Custodian-Edison
Wade, Felicia	8/14/13	TA-McLain
Wheatly, Sheri	6/11/13	MD Paraprofessional-Hamilton
White, Odessa	8/05/13	Paraprofessional-Grimes

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Clayton, Bette	8/26/13	Psychologist-ESC/Special Education and Student Services
Support (Hourly):		
McBee, Joe	7/31/13	Business Machine Technician-Maintenance

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Knight, Tracey	8/28/13	Custodian-Carver
Thompson, Sarah	9/03/13	Custodian-Plant Operations

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Aaron, Miranda	McCormack, Joshua
Allday, Molly	Merchant, Roxanne
Allen, Janine	Mills, Jessie Mae
Berry, Bailey	Mize, Chelsea
Bowman, Tiona	Monhollon, Susan
Brewer, Cabrone	Munoz, Ramona
Buckley, Elfreda	Nail, Dustyn
Burgess, Hope	Parker, Eric
Burton, Kaylee	Perry, Azael
Cluts, Rebecca	Phillips, Duggan
Coleman, Keith	Pimentel, Rachelle
Cope, John	Pinkstaff, Stephanie
Cullinan, Margaret	Reimers, Beverly
Dabney, Tiffany	Ritter, Kylie
Duke, Charlotte	Roberts, Jared
Dunaway, Emily	Rodehaver, Jennifer
England, John Neil	Rodgers, Robert
Evans, Christine	Rolling, Cynthia
Felton, Janice	Rose, Rutha
Henderson, Amelia	Scott, Amanda
Horn, Brittani	Sicking, Lauren
Jackson, Jan	Smith, Cassandra
Johnson, Cameron	Thao, Lisa
Johnson, Diane	Thomas, Cathleen
Johnson, Jennifer	Traw, Linda
Jones, LaCresha	Vogel, Kathryn
Klahr, Susan	Wade, Cozetta
Koebelen, Larry	Wert, Willard Ray
Lowe, Christopher	Whitekiller, Jeffrey
Markham, Debra	Wilson, Lonnie
McCondichie, LaDonna "Joi"	

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Artist in Residence – Central

Rollerson, Leon

Homebound Teacher

Powell, Jane

Attendance & Safety Officers

Morgan, Quinton

David, Michael

Clerks

Casey, Kiah

Hickman, Mary

Mason, Doris

Health Assistants

Pollard, Robin

Tallent, Lori

Painter Craftsperson

Holly, Scott

Carpenter Craftsperson

Hafemann, Donald

Grounds Journeyperson

Thomas Ingram

Teacher Assistant

Landrum, Donerica

Bus Driver Trainee

Mukes, Darla

Custodian

Long, Demarco

CNS

Aul, Norma

Crawford, Janis

Davison, Allean

Horton, Jill

Mason, Mary

Adjunct Teachers

Carver– 13-11-000-1000-501930-820-330000-201-07-515

Sterling Ramsey, Boys Basketball @ \$1,145, September 1, 2013-May 25, 2014

Carver– 13-11-000-1000-501930-810-330000-201-07-515

Sterling Ramsey, Girls Basketball @ \$1,145, September 1, 2013-May 25, 2014

Central– 13-11-000-1000-501930-820-330000-201-07-705

James Griffith, Assistant Football @ \$3,335, September 1, 2013-May 25, 2014

Central– 13-11-000-1000-501930-820-330000-201-07-658

Bryan Blount, Football Assistant @ \$1,373, September 1, 2013-May 25, 2014

Central– 13-11-000-1000-501930-820-330000-201-07-661

Jamiece McClellan, Volleyball Assistant @ \$1,202, September 1, 2013-May 25, 2014

Central– 13-11-000-1000-501930-820-330000-201-07-705

Blake Williford, Football Assistant @ \$3,335, September 1, 2013-May 25, 2014

SUBSTITUTE AND TEMPORARY ELECTIONS/Adjunct Teachers – Continued

Clinton– 13-11-000-1000-501930-820-330000-201-07-530

Marcus Morrow, Girls Basketball @ \$2,290, September 1, 2013-May 25, 2014

Clinton– 13-11-000-1000-501930-820-330000-201-07-530

Elliott Lyles, Football Assistant @ \$1,373, September 1, 2013-May 25, 2014

Clinton– 13-11-000-1000-501930-820-330000-201-07-530

Terrell Knauls, Football Assistant @ \$1,373, September 1, 2013-May 25, 2014

Edison– 13-11-000-1000-501930-820-330000-201-07-712

Cody House, Soccer @ \$2,171, September 1, 2013-May 25, 2014

Hale– 13-11-000-1000-501930-820-330000-201-07-715

Simone Fields, Football Assistant @ \$3,335, September 1, 2013-May 25, 2014

McLain– 13-11-000-1000-501930-820-330000-201-07-720

David Harris, Head Basketball @ \$5,152, September 1, 2013-May 25, 2014

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

Michael Jamerson, Girls Basketball @ \$2,577, September 1, 2013-May 25, 2014

Monroe– 13-11-000-1000-501930-820-330000-201-07-563

Kaleb Logan, Cheerleading @ \$2,060, September 1, 2013-May 25, 2014

Memorial– 13-11-000-1000-501930-820-330000-201-07-715

Joanna Bentley, Head Swim Boys @ \$1,391, September 1, 2013-May 25, 2014

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

Joanna Bentley, Head Swim Girls @ \$1,391, September 1, 2013-May 25, 2014

Rogers– 13-11-000-1000-501930-820-330000-201-07-664

Brandi Lantz, Cheerleading @ \$4,349, September 1, 2013-May 25, 2014

Thoreau– 13-11-000-1000-501930-820-330000-201-07-573

Scott Childers, Football Assistant @ \$1,373, September 1, 2013-May 25, 2014

SUBSTITUTE AND TEMPORARY ELECTIONS/Adjunct Teachers – Continued

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

Jermaine Brown, Football Assistant @ \$3,335, September 1, 2013-May 25, 2014

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

Latricia Gunnells, Girls Basketball @ \$2,577, September 1, 2013-May 25, 2014

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

Franklin Carr, Girls Basketball @ \$2,577, September 1, 2013-May 25, 2014

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

Franklin Carr, Girls Cross Country @ \$504, September 1, 2013-May 25, 2014

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

Troy Ludlow, Softball @ \$1,387, September 1, 2013-May 25, 2014

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

John McDavid, Football Assistant @ \$3,335, September 1, 2013-May 25, 2014

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

Ronald Bowman, Basketball @ \$2,577, September 1, 2013-May 25, 2014

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

David Reece, Assistant Wrestling @ \$2,142, September 1, 2013-May 25, 2014

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Edison Extra Duty – School Activity Fund #520

Pay Edison certified staff Florenda Roberts and Marty Peters \$750 each (total not to exceed \$1,500) for supervision of Saturday school during the 2013-2014 school year.

Edison Saturday School – School Activity Fund #520

Pay Edison custodians Evelyn Townsley, Larry Sewell, Jeff McIntyre and Floyd Ramsey @ their regular rate of pay (total not to exceed \$3,800) to supervise the building on Saturday mornings from 7:00 a.m. to 12:00 p.m. for Saturday school during the 2013-2014 school year.

Freshman Parental Workshop - 1-11-5118-50-2213-3200-494-000000-000-05-735

Pay certified staff Sylvia Chandler, Annette Kennedy and Anthony Marshall \$18/hr. (total not to exceed \$776.24) to work as consultants for the Freshman Parental Work shop October 8-14, 2013.

Edison Building Coordinator – School Activity Fund #520

Pay certified staff, Gayle Wallace a total not to exceed \$1,500 to serve as building activity coordinator during the 2013-2014 school year.

Lee Reading Intervention – 11-0000-1000-501700-100-105000-210-07-265

Pay certified staff, Julie Treat a total not to exceed \$500 to serve as the Lee Reading Intervention Coordinator during the 2013-2014 school year.

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

Pay Certified teachers, to be named, \$23/hr. (total not to exceed \$30,000) to provide after-school tutoring for Native American students, October 1, 2013-May 14, 2014.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

September 3, 2013 Agenda, pages 29 and 30 – Add effective date

Administrative/Certificated Position Creations/Deletions

Create:

Position	Salary/Grade	Duties
<p>Executive Director of Accountability-ESC/ School and District Accountability</p> <p>Effective 7/1/13</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>
<p>Executive Director of Information Technology-ESC/ISS</p> <p>Effective 7/1/13</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>

September 3, 2013 Agenda, page 40 - Correct proposed amount and site

Elections

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Williams, Sharon	8/19/13 5/29/14	B-0	32,900.00	Teacher-Clinton, Whitman/ELD

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

September 3, 2013 Agenda, page 43 - Correct effective date

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Arterberry, Chenani	SIG Curriculum Coach-Central EL-3	8/07/13	52,792.00	48,305.00	Learning Director- Central EL-2

September 3, 2013 Agenda, page 53 - Correct funding source

Substitute and Temporary Payments to Employees

Memorial Saturday School – 11-0000-1000-501700-421-400000-000-07-725

Pay Memorial certified staff to be named @ \$18/hour (total not to exceed \$3,000) to provide Saturday School for students during the 2013-2014 school year.

August 19, 2013 Agenda, page 42 - Correct effective date

Leaves of Absence

Name	Effective Date	Assignment	Reason
Pennington, Amy	8/07/13	Assistant Principal- East Central	Personal illness

August 19, 2013 Agenda, page 47 - Correct amount

Adjunct Teachers

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

Isaiah Irvin, Football Assistant @ \$3,335, August 1, 2013 – December 1, 2013

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

August 7, 2013 Agenda, page 42 - Correct effective date

Leaves of Absence

Name	Effective Date	Assignment	Reason
Berryman, Jane	9/03/13	Principal's Secretary-Grissom	FMLA

July 15, 2013 Agenda, pages 38 and 40 – Correct effective date

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Bayles, Tracy	Assistant Superintendent for Teaching and Learning-ESC/ Teaching and Learning EL-10	7/01/13	\$114,188.00	\$109,135.00	Chief Academic Officer-ESC/Deputy Superintendent Rate: \$114,188.00
Johnson, Chris	Assistant Superintendent for District Accountability-ESC/ School and District Accountability EL-9	7/01/13	100,252.00	95,816.00	Chief Accountability Officer-ESC/ Deputy Superintendent Rate: \$100,252.00

May 20, 2013 Agenda, page 27 - Correct effective date

Leaves of Absence

Name	Effective Date	Assignment	Reason
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Certificated/Administrative:

Brogan, Kimberly	8/19/13	Staff Development Teacher-Grimes	Personal illness
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SUPPORTING INFORMATION

INFORMATION ITEM G-3

BOARD POLICIES/REGULATIONS

TULSA PUBLIC SCHOOLS

Policy 2108

SMOKING OR THE POSSESSION OR USE OF TOBACCO BY STUDENTS

PURPOSE: To prohibit smoking or the possession or use of tobacco by students.

Smoking or the possession or use of tobacco products by all students while on school property, or school sponsored events, 24 hours a day, seven days a week, is prohibited. Prohibited products include, but are not limited to: cigarettes, cigars, loose tobacco, rolling papers, snuff, chewing tobacco, e-cigarettes, personal vaporizers, and electronic delivery systems, or any other form of tobacco product.

Smoking means the carrying by a person or having access to a lighted cigar, cigarette, pipe or other lighted smoking article. Smoking also includes using products which mimic or simulate smoking behavior, regardless of whether such products actually contain tobacco. This prohibition includes but is not limited to e-cigarettes, personal vaporizers, and electronic nicotine delivery systems.

Appropriate disciplinary action will be taken in accordance with the Behavior Response Plan.

Adopted: May 1987

Revised: August 2013

Cross Reference: 4402, Tobacco Use - Smoking on School Premises by Employees and Patrons

Legal Reference: Title 21 O.S., 1241, 1242

TOBACCO USE
SMOKING ON SCHOOL PREMISES BY EMPLOYEES AND PATRONS

PURPOSE: To prohibit smoking and the use of tobacco products on District property and in District vehicles.

Smoking and the use of all tobacco products is prohibited on District property, including in District vehicles and at District sponsored events 24 hours a day, seven days a week. If patrons and visitors refuse to abstain from using tobacco, they will be asked to leave the property.

Prohibited products include, but are not limited to: cigarettes, cigars, loose tobacco, rolling papers, snuff, chewing tobacco, e-cigarettes, personal vaporizers, and electronic delivery systems, or any other form of tobacco product.

Smoking means the carrying by a person or having access to a lighted cigar, cigarette, pipe or other lighted smoking article. Smoking also includes using products which mimic or simulate smoking behavior, regardless of whether such products actually contain tobacco. This prohibition includes but is not limited to e-cigarettes, personal vaporizers, and electronic nicotine delivery systems.

Site managers and supervisors are responsible for the enforcement of this policy. Employee violations will be addressed using disciplinary policies and regulations inclusive of due process for employees.

Adopted: June 1987

Revised: August 2013

Cross Reference: 2108, Tobacco Use or Possession by Students

Legal Reference: Title 63 O.S., 1-1521, 1522, 1523, 1524, 1525, 1526, 1527

SUPPORTING INFORMATION

INFORMATION ITEM G-22

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Executive Director of Bond Projects and Energy Management-ESC/Finance</p> <p>Effective 7/1/13</p> <p><i>Annual Budget Impact:</i> \$75,700 min.- \$113,500 max.</p> <p><i>Funding Source:</i> 11-0000-2620-501210- 000-000000-109-08-037</p>	<p>BL-11 12 Months</p>	<p>Oversee and administer the District's bond, construction, and energy management programs. Administer annual bond issues averaging \$40-\$60 million. Oversee bids and contract administration, long-range facility planning, and supervise multiple construction projects.</p>

Delete:

Position	Salary/Grade	Duties
<p>Director of Bond Projects and Energy Management-ESC/Finance</p> <p><i>Annual Budget Impact:</i> \$75,700 min.- \$113,500 max.</p> <p><i>Funding Source:</i> 11-0000-2620-501210- 000-000000-109-08-037</p>	<p>BL-11 12 Months</p>	<p>Provide overall administration of District's Bond Program and coordination of energy conservation efforts of District.</p>
<p>Literacy Coach-ESC/ Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$32,900 min.- \$54,771 max.</p> <p><i>Funding Source:</i> 1-11-6230-50-2212-1110- 239-0000-211-05-220</p>	<p>Teacher's Salary Schedule</p>	<p>Implement and coordinate reading/literacy for elementary and secondary school sites; provide instructional leadership, along with the principal, in the area of reading; and provide direct support to teachers.</p>

Position Deletions – Continued

Position	Salary/Grade	Duties
<p>Assistant Superintendent for Academic Achievement Zone/Special Programs and Projects-ESC/Office of the Superintendent</p> <p>Annual Budget Impact: \$ 84,400 min. – \$ 126,600 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110-000-000000-107-09-081</p>	<p>EL-9 12 Months</p>	<p>Provide support for the school turnaround efforts of all schools in the Achievement Zone and oversee the implementation of special District projects/programs. Monitor all efforts to ensure improved student achievement in the Academic Achievement Zone. Build the instructional capacity of the principal and teachers, resolve situations between schools and parents that are not resolved at the building level. Collaborate with network support team concerning curriculum, program implementation, and policies/regulations. Collaborate with community stakeholders regarding development of the Academic Achievement Zone. Provide bold leadership and innovative management for the staffing, activities, program implementation, and professional development associated with the Achievement Zone. Provide support and professional development to principals, leadership teams, professional learning communities, community engagement, and leadership networking meetings. Extensive knowledge, experience, and successful implementation of strategic planning, school improvement plan implementation, as well as knowledge of research and principles of school turnaround is required.</p>
<p>Parent, Schools and Community Engagement Officer-Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 67,400 min. – \$ 101,200 max.</p> <p><i>Funding Source:</i> 11-5118-2194-501110-494-000000-322-05-093-5118</p>	<p>EL-6 12 Months</p>	<p>Work with community, schools and parents to coordinate and create activities, events, programs, and services that lead to student achievement, stronger families and healthier neighborhoods for the students and their families enrolled in the Academic Achievement Zone with the goal of increasing student graduation rates preparing students for college and career readiness. Meet regularly with higher education, and community groups while collaborating with parents, civic and community/business agencies regarding ways to address the academic needs of the students and parents within the academic zone.</p>

Position Deletions – Continued

Position	Salary/Grade	Duties
<p>School Transformation and Turnaround Officer--Monroe/ Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 67,400 min. – \$ 101,200 max</p> <p><i>Funding Source:</i> 11-5118-2213-501110-494-000000-211-05-093-5118</p>	<p>EL-6 12 Months</p>	<p>Work under the direction of the Assistant Superintendent for Academic Achievement Zone to support school improvement efforts in the Academic Achievement Zone (as defined by the Oklahoma State Department of Education list of Priority Schools) and build the instructional capacity of the principal and teachers. Required to be at the site level 75% of their time to provide support and professional development to principals, leadership teams, professional learning communities, and teachers. A time and effort log is required to identify the activities and time spent at each school. Extensive knowledge, experience, and successful implementation of a school turn-around model are required.</p>
<p>School Transformation and Turnaround Officer, Elementary Schools--Monroe/ Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 67,400 min. – \$ 101,200 max</p> <p><i>Funding Source:</i> 11-5118-2213-501110-494-000000-211-05-093-5118</p>	<p>EL-6 12 Months</p>	<p>Work under the direction of the Assistant Superintendent for Academic Achievement Zone to support school improvement efforts of the Elementary schools identified in the Academic Achievement Zone (as defined by the Oklahoma State Department of Education list of Priority Schools) and build the instructional capacity of the principal and teachers. Required to be at the site level 75% of their time to provide support and professional development to principals, leadership teams, professional learning communities, and teachers. A time and effort log is required to identify the activities and time spent at each school. Extensive knowledge, experience, and successful implementation of a school turn-around model are required.</p>

Position Deletions – Continued

Position	Salary/Grade	Duties
<p>School Transformation and Turnaround Officer, Secondary Schools-Monroe/ Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 67,400 min. – \$ 101,200 max.</p> <p><i>Funding Source:</i> 11-5118-2213-501110-494-000000-211-05-093-5118</p>	<p>EL-6 12 Months</p>	<p>Work under the direction of the Assistant Superintendent for Academic Achievement Zone to support school improvement efforts of the Secondary schools identified in the Academic Achievement Zone (as defined by the Oklahoma State Department of Education list of Priority Schools) and build the instructional capacity of the principal and teachers. Required to be at the site level 75% of their time to provide support and professional development to principals, leadership teams, professional learning communities, and teachers. A time and effort log is required to identify the activities and time spent at each school. Extensive knowledge, experience, and successful implementation of a school turn-around model are required.</p>
<p>Response to Intervention (RTI) Coordinator-Monroe/ Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 47,168 min. – \$ 71,415 max.</p> <p><i>Funding Source:</i> 11-5118-2213-501110-494-000000-211-05-093-5118</p>	<p>EL-3 200 days</p>	<p>Provide a comprehensive continuum of training related to RTI (Response to Intervention) through consultation, coaching, and planned professional development for district and site certified personnel regarding the implementation of academic and behavior interventions designed to enhance student learning.</p>
<p>Executive Secretary- Monroe/ Academic Achievement Zone</p> <p>Annual Budget Impact: \$ 30,200 min. – \$ 45,200 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501210-000-000000-615-09-081</p>	<p>BL-3 12 Months</p>	<p>Plan meetings, invite attendees, and draft agendas. Organize and file confidential payroll/personnel information. Process requisitions for travel, supplies, and equipment through the efficient usage of the Munis system. Maintain Administrator's calendars and ensure timely attendance of meetings. Interface with the Munis, NOVUS and FACET systems. Other duties as assigned by Administrators.</p>

Position Deletions – Continued

Position	Salary/Grade	Duties
Alternative Education Secretary-ESC/ Associate Superintendent for Secondary Schools	CA-8 11.23/hr. to 15.00/hr. 12 Months	Ensure the smooth and efficient operation of the department by performing complex secretarial and administrative duties to include, but not limited to performing special projects for the executive. Proficient with the student database and maintain administrative security for Power School
Annual Budget Impact:		
\$ 23,358 - min.		
\$ 31,200 - max.		
<i>Funding Source:</i>		
11-0000-2340-501210-		
430-000000-615-16-076		