



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, October 7, 2013**, at 6:30 PM , in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

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

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

A. OPENING EXERCISES

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

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

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

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

Regular Meeting

September 16, 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 21, 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 DEPUTY SUPERINTENDENT, DR. KIM DYCE

Recommendations submitted by Lead Secondary Instructional Leadership Director, Dr. Oliver Wallace

- E-1.** RECOMMENDATION: Approve Central High School's boys' basketball team to travel to Jefferson City, Missouri, to participate in the Great Eight Classic Basketball Tournament, December 27-29, 2013.

COST AND FUNDING: The total cost not to exceed \$800 will be paid from Central's school activity fund #539.

RATIONALE: The Great Eight Classic Basketball Tournament is one of the most prestigious events in the United States. The event gives student athletes a once-in-a-lifetime experience.

- E-2.** RECOMMENDATION: Approve Central High School's boys' basketball team to travel to Springfield, Missouri, to participate in the Parkview Classic, December 5-7, 2013.

COST AND FUNDING: The total cost not to exceed \$750 will be paid from Central's school activity fund #539.

RATIONALE: The Parkview classic is a great tournament to help expose our student athletes to better help them get scholarships and also helps build a better team atmosphere along with elite competition.

- E-3.** RECOMMENDATION: Approve Washington High School's speech and debate students to travel to Austin, Texas, to participate in the University of Texas Debate Tournament, December 5-8, 2013.

COST AND FUNDING: The total cost not to exceed \$3,000 will be paid from the General Fund, 11-0735-1765-505820-251-000000-000-07-735.

RATIONALE: This trip provides an opportunity for improvement and a reward for years of hard work.

E-4. RECOMMENDATION: Approve Washington High School's speech and debate team to travel to Boston, Massachusetts, to participate in the Harvard Invitational Speech and Debate Tournament, February 13-18, 2014.

COST AND FUNDING: The total cost not to exceed \$7,000 will be paid from the General Fund, 11-0735-1765-505820-251-000000-000-07-735.

RATIONALE: Competing on a high level will provide national recognition for the school and the District.

E-5. RECOMMENDATION: Approve Thoreau Demonstration Academy students to travel to Orlando, Florida, to participate in the Disney Youth Education series program, March 14-20, 2014.

COST AND FUNDING: There is no cost to the District. The cost of \$2,149 per student will be paid by the Thoreau PTSA.

RATIONALE: Students will be given a unique opportunity that will have an impact not attainable in the classroom.

E-6. RECOMMENDATION: Approve Washington High School's speech and debate team to travel to Chicago, Illinois, to participate in the Tournament of Champions Extemporaneous Tournament, May 2-4, 2014.

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

RATIONALE: This is an extremely worthwhile learning experience for students. Competing on a high level will provide national recognition for the school and the District.

E-7. RECOMMENDATION: Approve 45 Edison Preparatory Middle School music students to travel to Orlando, Florida, to participate in the All American Music Festival, May 30-June 3, 2014.

COST AND FUNDING: The total cost not to exceed \$21,400 will be paid from Edison's school activity fund #566.

RATIONALE: The All American Music Festival has provided Edison Preparatory Middle School Chorus students with the most memorable opportunity to learn how to function as a team in new and exciting ways.

E-8. RECOMMENDATION: Approve Washington High School's speech and debate team to participate in the National Forensic League National Speech and Debate Tournament, in Kansas City, Kansas, June 14-21, 2014.

COST AND FUNDING: The total cost not to exceed \$5,000 will be paid from the General Fund, 11-0735-1765-505820-251-000000-000-07-735.

RATIONALE: The competition will allow for personal assessment, improvement, and emersion into diversity on a scale not offered in Oklahoma.

E-9. RECOMMENDATION: Approve 208 Carver Middle School sixth-grade students to travel to Diamond City, Missouri, to participate in a study trip of Dr. George Washington Carver, October 8 and 15, 2013.

COST AND FUNDING: The total cost not to exceed \$6,000 will be paid from Carver's school activity fund #558. Students will pay \$25 each to cover some expenses.

RATIONALE: Students will gain knowledge of some of Dr. Carver's work in the field of agriculture and science. They will also conduct experiments and walk the trail where Dr. Carver gained his inspiration. Half the students will go on October 8 and the remaining half will go on October 15, 2013.

E-10. 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 the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

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

RATIONALE: "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.

E-11. RECOMMENDATION: Approve Memorial Tulsa Engineering Academy students to travel to Fort Smith, Arkansas, to participate in the River Valley BEST Robotics Competition, October 19, 2013.

COST AND FUNDING: The total cost not to exceed \$1,200 will be paid from Memorial's school activity fund #640 and the College and Career Readiness Program.

RATIONALE: The BEST Robotics competition is an integral part of the engineering curriculum for the engineering magnet program.

E-12. RECOMMENDATION: Approve 20 members of the Edison Preparatory School baseball team to travel to Union City, Tennessee, March 17-21, 2014.

COST AND FUNDING: There is no cost to the District. All expenses will be paid through the Edison Baseball Booster Club.

RATIONALE: Participation in this tournament provides students the opportunity to compete with other students at the national level.

Recommendations submitted by Lead Elementary Instructional Leadership Director, Dr. Phyllis Lovett

E-13. RECOMMENDATION: Approve eight Mark Twain Elementary School students to travel to St. Louis, Missouri, to attend the National Council for Social Studies (NCSS) Annual Conference, November 21-24, 2013.

COST AND FUNDING: There is no cost to the District. All expenses will be paid through the Mark Twain PTA and student fundraising.

RATIONALE: Students and teacher Beth Howard will present a workshop at the conference. The ability to learn about social studies issues through hands-on, social studies-based field curriculum has proved to be a positive model through which to reach students.

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

E-14. 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, MS. TRISH WILLIAMS

- E-15.** 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 attorneys for the School District review and approve the appropriate agreement and the proper officers of the Board of Education be authorized to execute the agreement on behalf of the District.

COST AND FUNDING: The 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: 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

- E-16.** RECOMMENDATION: Assign contracts for the transportation building at the McBirney site 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, the construction manager at risk on the project. This project is part of the 2010 bond issue.

- E-17.** 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 one half percent general conditions.

RATIONALE: The employment of a construction manager is necessary to complete the project. This project is part of the 2010 bond issue.

E-18. 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. This is a 2010 Bond project.

RATIONALE: The employment of a construction manager is necessary to complete the project. This project is part of the 2010 bond issue.

E-19. RECOMMENDATION: Enter into contracts with the lowest responsible bidder for the library addition at Lindbergh Elementary School for the following trades.

1D	Demolition	Ark Wrecking	\$16,600
1I	Door Assemblies	Builders Supply	\$48,100
1J	Gypsum Board Assemblies	Green Country Interiors	\$65,520
1K	Flooring & Wall Tile	Architectural Flooring	\$31,170
1L	Epoxy Flooring	Vale Painting	\$12,460
2A	Sitework	Crossland	\$219,000
2C	Precast	Crossland	\$294,000
3A	Concrete	Howard E Struct	\$204,000
4A	Masonry and Reinforcing Steel	Brazeal Masonry	\$134,800
5A	Structural Steel	Crossland	\$74,500
6A	Casework	Maco	\$16,775
7A	Roofing	BRB Roofing	\$86,400
11A	Aluminum Glass	Advantage Glass	\$102,900
15A	Plumbing	Omni Mechanical	\$27,000
15B	Heating and Air Conditioning	American Air	\$65,900
16A	Electrical	2 J's Electric	\$77,490

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 \$1,820,000 will be paid from the 2013B Library Fund, 3B-1522-4700-504500-000-000000-000-12-275-CM042.

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

E-20. 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. This project was included in the 2010 Bond program.

E-21. 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.

Allowances	\$108,978
General Conditions	\$114,706
Management Fees	\$35,439
Reimbursables	\$77,957
Trade Contracts	\$1,482,920
GMP	\$1,820,000

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 \$1,820,000 will be paid from the 2013B Facility Bond Fund.

RATIONALE: The contract for construction manger at risk to Crossland Construction was approved on the September 20, 2010, Agenda, item E-17.

E-22. 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.

E-23. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the classroom and library addition at Mitchell Elementary School.

Public Competitive Bidding Act	Vendor	Base Bid
2A Demolition	Ark Wrecking	\$26,600
2B Sitework	Grindstone	\$106,800
2D Site utilities	Duncan & Sons	\$150,700
2E Asphalt paving and striping	Dunham Asphalt	\$84,494
3A Concrete	Ramco	\$204,820
3B Plant pre-cast structural concrete	Coreslab	\$163,845
4A Masonry and reinforcing steel	Brazeal	\$173,400
5A Structural steel	Bennett Steel	\$134,870
6A Millwork	Fadco	\$117,539
7A Roofing	Atwell	\$198,570
8A Glass and glazing	Advantage Glass	\$118,500
9A Drywall and ceilings	Wiljo	\$163,040
9B Flooring	Interior Concepts	\$106,500
9C Painting	Skyco	\$21,190
15APlumbing	Midwest Mechanical	\$154,000
15BHVAC	Air Comfort	\$168,535
16AElectrical	2 J's Electric	\$144,725
		\$2,238,128

Non-Public Competitive Bidding Act	Vendor	Base Bid
Blinds and shades	Advantage Window Treatment	\$6,067
Epoxy flooring	Vale Painting	\$7,350
Finsish hardware	Builders Supply	\$44,000
FRP doors	Felix Thomson	\$9,478
Hollow metal	Builders Supply	\$16,200
Joint sealants	BLU Waterproofing	\$7,175
Rough carpentry	James Jones	\$31,775
Tackable wall surface	Wiljo Interiors	\$6,612
Toilet partitions	Felix Thomson	\$7,786
Wall protection and corner guards	Wiljo Interiors	\$14,980
Wood doors	Precision Door	\$12,699
		\$164,122

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 \$2,996,000 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.

E-24. 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	\$215,950
General conditions	\$181,542
Management fees	\$111,000
Reimbursables	\$85,258
Trade contracts	\$2,402,250
Total GMP	\$2,996,000

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. The projects are part of the 2010 bond issue.

E-25. 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. This project is part of the 2010 bond issue.

E-26. 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.

E-27. RECOMMENDATION: Approve change order number one to D & D Interiors, Inc., for the drywall and ceiling projects 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 \$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.

E-28. 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.

E-29. 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.

E-30. 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.

E-31. RECOMMENDATION: Enter into a contract with Advantage Glass, the lowest responsible 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 Building Fund 21-0221-4700-504500-000-000000-000-08-037.

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

E-32. 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, MS. TALIA SHAULL

E-33. 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-34. RECOMMENDATION: Approve routine staffing items.

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

F. ACTION AGENDA - Motion and vote on each recommendation

ITEMS LISTED BELOW SUBMITTED BY DEPUTY SUPERINTENDENT, DR. KIM DYCE

Recommendations submitted by Lead Secondary Instructional Leadership Director, Dr. Oliver Wallace

- F-1.** RECOMMENDATION: Enter into a special event permit with the City of Tulsa for blocking off a section of West Edison Street from the 2300 block through the 3100 block, and from the Gilcrease Hills Shopping Center to Central High School's north side parking lot for Central's homecoming parade, October 8, 2013. The South curb eastbound lane of Edison Street will remain open to traffic.

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

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

RATIONALE: The parade has been held for years. The homecoming parade promotes school pride and community involvement.

- F-2.** RECOMMENDATION: Postfact approval to 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 at Washington High School on October 2, 2013.

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

COST AND FUNDING: The total cost not to exceed \$2,500 will be paid from 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.

F-3. RECOMMENDATION: Postfact approval for East Central High School's JROTC to travel to Wichita Falls, Texas, October 5, 2013, to participate in the Top of Texas drill meet.

COST AND FUNDING: The total cost not to exceed \$1,000 will be paid from East Central's school activity fund #564.

RATIONALE: Cadets will compete in drill meets that will provide an opportunity to observe and interact with other teams around the country. This item is being presented as postfact due to clerical error.

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

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

F-4. RECOMMENDATION: Extend the contract with Securadyne for installation of security cameras and access doors at Bell Primary School and the Memorial High School field house.

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

COST AND FUNDING: The total cost for the contract will not exceed \$164,876.78 . The original contract was approved on the June 18, 2012, Agenda, item E-19.

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

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

F-5. RECOMMENDATION: Approve a permanent change in the contract days to reflect all principal positions to be 12 months and for all assistant principal positions to be 210 days, effective in the 2013-2014 school year.

COST AND FUNDING: The total cost not to exceed \$522,000 will be paid from the General Fund, 11-0000-2410-501110-XXX-000000-XXX-07-XXX.

RATIONALE: This increase in contract days will allow for professional development opportunities to be scheduled during the summer months and provide additional time for administrators to plan for the school year.

F-6. RECOMMENDATION: To align the District's practice of rolling unused personal days to sick days with both TCTA and AFT labor associations, all employees within the XP, EL and BL pay grade will be allowed to roll up to five days per year, if not used from personal days to sick days. Further, it is recommended that these employees be allocated five personal days per year, as currently, BL pay grade 1-4 are allocated three days. This change would increase the days to five.

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

RATIONALE: This action would place all employees on the same leave accrual rate and standardize the practice currently agreed to by negotiated agreements.

G. INFORMATION AGENDA

ITEMS LISTED BELOW SUBMITTED BY DEPUTY SUPERINTENDENT, DR. KIM DYCE

Recommendations submitted by Lead Secondary Instructional Leadership Director, Dr. Oliver Wallace

- G-1.** RECOMMENDATION: Enter into a contract with the Clarion Inn Tulsa International Airport to host Memorial High School's Military Ball on April 5, 2014.

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

COST AND FUNDING: The total cost not to exceed \$4,100 will be paid from Memorial school's activity fund #564.

RATIONALE: The Military Ball has been held annually for over 19 years. Approximately 150 student cadets and guests will attend the ball and is the culminating activity for students participating in JROTC.

- G-2.** RECOMMENDATION: Enter into a contract with the Home Builders Association of Tulsa to host Memorial High School's Holly Ball dance on December 14, 2013.

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

COST AND FUNDING: The total cost not to exceed \$2,500 will be paid from Memorial's school activity fund #864.

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

G-3. RECOMMENDATION: Enter into a contract with the Tulsa Event Center to host Washington High School's annual junior/senior prom, April 26, 2014.

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

COST AND FUNDING: The total cost not to exceed \$8,500 will be paid from Washington's school activity fund #856.

REQUISITION NUMBER: The junior/senior prom is a tradition at Washington. The junior and senior classes come together in an elegant setting to celebrate and promote school spirit.

G-4. RECOMMENDATION: Pay Advanced Placement Services for Advanced Placement (AP) exams for students at Washington High School during the 2013-2014 school year.

COST AND FUNDING: The total cost not to exceed \$68,975 will be paid from Washington's school activity fund #529. There will be approximately 775 exams given which are prepaid by students at a cost of \$89 per exam.

RATIONALE: Students at Washington High School experience quality learning in the classroom by participating in AP courses and validating that experience by taking AP exams. Washington High School has administered AP exams for the past 43 years.

G-5. RECOMMENDATION: Enter into a contract with Director's Choice Tour & Travel to provide transportation, lodging, meals and registration for Washington High School's choir students who are participating in the Performing Arts Consultants Festival, Chicago, Illinois, April 10-13, 2014.

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

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

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

G-6. RECOMMENDATION: Enter into a contract with the Tulsa Country Club to host Washington High School's senior dinner and dance, May 16, 2014.

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

COST AND FUNDING: The total cost not to exceed \$14,000 will be paid from Washington's school activity fund #876.

RATIONALE: The senior dinner and dance has been held annually for over 36 years. Approximately 300 seniors and guests will attend.

G-7. RECOMMENDATION: Enter into a contract with ORU Mabee Center for the 2014 commencement exercises to be held on May 21, 22 and 23, 2014.

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

COST AND FUNDING: The total cost not to exceed \$50,000 will be paid from the General Fund, 11-0071-2199-504400-000-000000-000-16-077.

REQUISITION NUMBER: 41300616

RATIONALE: Graduation is an annual event to celebrate the success of the District's high school seniors. Rental of the above-named facility and other expenses involved in the 2014 ceremonies are included in the contract.

G-8. RECOMMENDATION: Amend item E-4 of the July 1, 2013, Agenda to change the date from December 17 to December 6 with the University of Tulsa to provide the Allen Chapman Activity Center Great Hall C for Edison Preparatory School's annual Jingle Bell Ball XXVII.

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: Total cost not to exceed \$1,000 will be paid from Edison's school activity fund #573.

RATIONALE: There was a conflict with Edison Preparatory School's schedule necessitating a need to change the date of the event.

Recommendations submitted by Lead Elementary Instructional Leadership Director, Dr. Phyllis Lovett

- G-9.** RECOMMENDATION: Enter into a contract with Community Action Project of Tulsa County, Inc. (CAP) to implement Oklahoma Parents as Teachers program, including, but not limited to, applying to the Oklahoma State Department of Education for the Oklahoma Parents as Teachers (OPAT) Grant requesting funding for \$84,000 to partially fund the OPAT program, which will require a 25 percent match for cash or in-kind services by the District.

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

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

REQUISITION NUMBER: 41300604

RATIONALE: The program is primarily funded through the Oklahoma Parents as Teachers (OPAT) grant. CAP, a local anti-poverty and Head Start agency, has been a longtime partner in serving Early Head Start and Head Start Children in the District. They serve children and families in the birth to three age group as identified in the OPAT grant requirements. The District's Parents As Teachers program in collaboration with CAP staff served 230 families and 277 children through personal visits, group meetings for families and screening during the 2012-2013 school year.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

- G-10.** RECOMMENDATION: Appoint Gifted and Talented Local Advisory Committee members for the 2013-2014 and 2014-2015 school years as follows:
Linnea Van Eman Ph.D. - Coordinator of Gifted and Talented Services
Pat O'Dea - Site Gifted Coordinator - Title 1 Elementary School (west)
Jesse Guardiola - Community Representative
Holly Raley - Parent Representative
Karen Dotson - Gifted Site Coordinator - Title 1 Elementary School (east)
Teresa Pena - Academic Coordinator - World Languages & Culture
Susan Comfort - Gifted Site Coordinator- Title 1 Elementary School (south)
Shirley Hill - Gifted Site Coordinator - Middle School (east)
Mary Jane Snedeker - Academic Coordinator - Social Studies
Earon Cunningham - Parent/Library-Media Specialist

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

RATIONALE: According to the Education of Gifted and Talented Children Act Section 910.1, the District is required to create a Board approved local advisory committee tasked with the duties to assist in the formulation of district goals for gifted education, to assist in development of the District plan for gifted child education programs, and to perform other advisory duties as may be requested by the Board of Education.

- G-11.** RECOMMENDATION: Enter into individualized education plans (IEP) service agreements with the Glenpool 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 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: 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.

G-12. RECOMMENDATION: Enter into an Agreement with Oklahoma State University to participate in the JUNTOS initiative.

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: 41300610

RATIONALE: Oklahoma State University and the District will collaborate in an effort to develop a stronger relationship with the students of the Latino population. JUNTOS (Together for a Better Education) is a six session workshop series that brings together parents, youth, school staff, and community stakeholders to promote high school graduation and explore possible paths to higher education. The focus of this program is helping parents and youth gain knowledge and resources to prevent 8-12th grade students from dropping out and to encourage families to work together to gain access to college. Hale Jr. High School and East Central Jr. High School will pilot this program during the 2013-2014 school year.

G-13. RECOMMENDATION: Enter into a technical assistance agreement with the Intercultural Development and Research Association (IDRA) to support the Title III Program in a process of programmatic review to ensure implementation of best practices for ELL students and compliance with Title III law and regulations during the 2013-2014 school year.

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

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

REQUISITION NUMBER: 41300611

RATIONALE: The Intercultural Development and Research Association will collaborate with the Title III Office and stakeholders in the District to review the current programmatic structure and procedures of the English Language Development program to ensure that all English Learners receive quality, effective, and appropriate instruction and services and that their families are involved in the education of their children.

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

- G-14.** RECOMMENDATION: Increase the purchase order for the maintenance/supply agreements with Xerox Corporation, Tulsa, Oklahoma, for the Printing Department during the 2013-2014 school year.

COST AND FUNDING: The total cost not to exceed \$28,700 will be paid from the General Fund, 11-0000-2530-504400-000-000000-14-062.

REQUISITION NUMBER: 11402881

RATIONALE: These agreements provide for the maintenance and supplies for a color copier system which is located in the basement at the Education Service Center and is used to support the District's printing needs.

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

- G-15.** RECOMMENDATION: Declare the following vacant lots to be surplus to the needs of the District and authorize the Superintendent to offer the real estate for public sale: Lynn Lane, 1120 S. 177th E. Avenue; Whittier Site, 68 N. Lewis Avenue; Posey, 15 St. & 156 E. Avenue; Russell, 4th Place & 165 E. Avenue; McLain Lot, 49th North Avenue & Peoria; Grant, 7th St & 138th E. Avenue; Harte, 24 St & 130 E. Avenue.

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

- G-16.** RECOMMENDATION: Authorize the sale of the Barnard Site, Lots 1-10 and 33-42, Block 5, Maywood Addition, an addition to the City of Tulsa, Tulsa County, State of Oklahoma, to Lindsay Development LLC, for the purchase price of \$1,005,000, in response to RFP #13081 issued June 20, 2013.

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

COST AND FUNDING: Proceeds from the sale will pay for any costs related to the closing of the property.

RATIONALE: Five proposals were received and opened on September 19, 2013. The surplus property committee reviewed the proposals and bids and recommended Lindsay Development LLC for Board approval.

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

- G-17.** RECOMMENDATION: Enter into contract with the lowest responsible bidder to provide and install data and voice cabling throughout the District.

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

COST AND FUNDING: The total cost for the contract will not exceed \$250,000. Individual requisitions will be entered for each site.

RATIONALE: Additional cabling is required to support new technology included in the 2013 Bond program.

- G-18.** RECOMMENDATION: Enter into contract with the lowest responsible bidder to provide and install the fire sprinkler system in the restrooms at ECDC Bunche.

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

COST AND FUNDING: The total cost for the contract will not exceed \$120,000. The cost of the project was part of the previously approved guaranteed maximum price.

RATIONALE: The restroom improvements at ECDC Bunche is part of the 2010 Bond issue.

- G-19.** RECOMMENDATION: Enter into contract with the lowest responsible bidder to provide and install a new walk-in freezer at Salk Elementary.

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

COST AND FUNDING: The total cost for the contract will not exceed \$49,750 and will be paid from the applicable fund.

RATIONALE: The improvement of the school's cafeteria is part of the 2010 bond issue.

G-20. RECOMMENDATION: Accept a letter of commitment from Field Turf to replace synthetic turf at LaFortune and S.E. Williams stadiums pursuant to existing warranty and replace warranty for an additional eight years.

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

COST AND FUNDING: The total cost for the contract will not exceed \$374,000 from the 3B bond funds.

RATIONALE: The existing turf is seven years old and part of an eight-year warranty. There have been problems with the fiber maintaining its original g-force. The manufacture will replace the turf and provide District with a new eight-year warranty.

G-21. RECOMMENDATION: Enter into contract with the lowest responsible bidder to remove and replace existing parking lot at Thoreau Demonstration School.

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

COST AND FUNDING: The total cost for the contract will not exceed \$49,875 and will be paid from the applicable fund.

RATIONALE: The improvement of the school's parking lot is part of the 2010 bond issue.

ITEMS LISTED BELOW SUBMITTED BY CHIEF HUMAN CAPITAL OFFICER, MS. 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.

G-23. RECOMMENDATION: Approve the following teachers for adjunct status of one class.

Nancy Riphahu	Sixth Grade Music	Hamilton Elementary
Linda Curtis	Sixth Grade Art	Salk Elementary

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

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

G-24. RECOMMENDATION: Enter into a one-year agreement with the President and Fellows of Harvard College for the purpose of having two District employees participate in the Strategic Data Project (SDP) at the Center for Education Policy Research at Harvard.

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

COST AND FUNDING: Total cost not to exceed \$28,000.00 will be paid from the Civic Donors Fund, 11-0844-2542-503200-000-000000-000-05-093-0844.

RATIONALE: By participating in the Strategic Data Project at the Center for Education Policy Research at Harvard, the District will receive extensive support in its continued commitment to using high quality research methods and data analysis to bear on strategic management and policy decisions. The SDP program has already allowed the District to place highly qualified data fellows in the District's Accountability and TLE offices. By participating in the SDP, the District's data fellows will receive extensive in-person and remote professional development and guidance in District-centered data projects. The program anticipates a two-year partnership upon the mutual agreement of the parties. Harvard provides travel and other incidental costs associated with the in-person trainings.

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

G-25. RECOMMENDATION: Adopt a Resolution calling a Board Member Election for Election District Number 4 and Election District Number 7 on February 11, 2014; authorizing publication of Legal Notice of Board Member Election; posting of Legal Notice of Board Member Election at the Education Service Center and at the Wagoner County Election Board Office; and authorizing a press release of filing period for Board Member Election; and to take all other actions required by law.

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

RATIONALE: The Annual School Election resolution must be filed with the Tulsa County Election Board no later than November 15, 2013. Payment for expenses includes equipment, supplies, postage, etc.

SUPPORTING INFORMATION

CONSENT ITEM E-14

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

CONSENT ITEM E-33

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		

SUPPORTING INFORMATION

CONSENT ITEM E-34

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Aaron, Miranda	9/03/13 5/29/14	B-0	\$ 31,030.68	Teacher-Skelly/ Grade 2 Rate: \$32,900.00
Ballard, Robin	9/05/13 5/29/14	B-0	31,056.82	Teacher-ECDC Bunche/ Pre-K Rate: \$32,900.00
Beavers, Dwayne	9/12/13 5/29/14	M30-0	15,793.41	Teacher-Edison/Chemistry Half-Time Rate: \$17,482.00
Clark, Paul	9/03/13 5/29/14	NS	58,639.42 1,485.38	JROTC-Edison/ Leadership Rate: \$65,691.00/\$1,664.00
Comino, Aaron	8/30/13 5/29/14	B-0	31,217.61	Teacher-Cooper/Grade 5 Rate: \$32,900.00
Craig, Tina	10/07/13	B-22	37,192.77	Teacher-MacArthur/ELD Return from leave Rate: \$46,360.00
Davis, Susan	9/06/13 5/29/14	B-0	30,469.88	Teacher-MacArthur/Grade 6 Rate: \$32,900.00
Dedke, Donna	10/22/13	B-12	28,353.90	Teacher-Patrick Henry/ Kindergarten Rate: \$38,020.00 Return from leave
Donaldson, Natalie	9/04/13 5/29/14	B-0	30,843.75	Teacher-Sequoyah/Grade 6 Rate: \$32,900.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Dorsey, Alicia	9/05/13 5/29/14	B-0	\$ 30,656.82	Teacher-Lindbergh/Grade 3 Rate: \$32,900.00
Elmore, Sarah	9/16/13 5/29/14	B-0	29,348.30	Teacher-Grimes, Skelly/ Enrichment, ELL Rate: \$32,900.00
English, Kathryn	9/09/13 5/29/14	M-0	31,254.95	Teacher-MacArthur/ Grade 1 Rate: \$33,956.00
Freeman, Whitney	8/19/13 5/29/14	B-1	30,843.75	Teacher-Burroughs/Grade 2 Rate: \$33,300.00
Hamilton, Jack	9/20/13 5/29/14	M-14	35,821.13 2,403.00 1,404.75	Dean-McLain Rate: \$41,206.00 Dean Additional days
Hendren, Karen	8/19/13 5/29/14	B-0	32,900.00	Teacher-Skelly/Grade 1
Henretty, Bethany	8/27/13	B-1	31,983.05	Teacher-Patrick Henry/ Grade 2 Rate: \$33,300.00 Return from leave
Hollingshead, Joseph	8/21/13 6/12/14	B-0	30,656.82	Teacher-Eugene Field/ Grade 4 Rate: \$32,900.00
Leach, Cheryl	9/13/13	B-8	32,403.39	Teacher-Memorial Jr. High/ Math Return from leave Rate: \$36,300.00
Lee, Pamela	9/09/13 5/29/14	BL-5	43,016.95	Community School Coordinator-Marshall Rate: \$47,000.00
Legall, Lacey	10/22/13	B-22	27,819.93	Speech Pathologist- Springdale Return from leave Rate: \$37,304.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Long, James	9/11/13 5/29/14	M-23	\$ 43,783.95 2,189.20	Teacher-Monroe, Dual Language/ Special Education Rate: \$48,436.00/\$2,421.00
Medina, Elizabeth	9/02/13 5/29/14	BL-5	31,212.69	Occupational Therapy Assistant-Special Education Return from leave Rate: \$33,281.00
Merchant, Roxanne	8/28/13 5/29/14	B-0	31,591.47	Teacher-McClure/Grade 2 Rate: \$32,900.00
Mulkins, Rosemary	9/30/13 5/29/14	D-30	47,842.65 4,253.81 2,392.13	Psychologist-Roosevelt/ Special Education and Student Services Psychologist Special Education Rate: \$57,281.00/\$2,517.42
Ogunsanya, Mariam	8/19/13 5/29/14	B-0	32,900.00 1,645.00	Teacher-Burroughs/ Special Education
Parker, Bonnie	9/16/13	BL-4	35,674.17	Specialist-ESC/Materials Management Return from leave Rate: \$45,372.00
Pennington, Amy	9/04/13	EL-3	46,863.18	Assistant Principal-Central Return from leave Rate: \$53,162.00
Phares, Veva	9/04/13 5/29/14	B-5	32,718.75	Teacher-Hawthorne/ Grade 6 Rate: \$34,900.00
Raines, Lana	8/21/13 5/29/14	M-24	48,379.91 1,831.00	Counselor-Burroughs/ Counselor Rate: \$48,936.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Randolph, Jennifer	9/23/13	B-2	\$ 28,940.11	Teacher-Kendall Whittier/ Kindergarten Return from leave Rate: \$33,700.00
Robertson, Ella	1/07/13	BL-5	19,808.50	Social Service Specialist- Mark Twain Return from leave Rate: \$39,617.00
Samara, Naji	9/09/13 5/29/14	M-14	37,928.25	Teacher-Webster/Math Rate: \$41,206.00
Samsel, Crystal	8/19/13 5/29/14	M-10	38,326.00	Teacher-Hawthorne/ Grade 3
Smith, Judy	8/19/13	B-12	38,202.00	Teacher-Remington/ Kindergarten Return from leave
Steel, Jamie	9/03/13 5/29/14	B-0	29,161.36	Teacher-Marshall/Grade 1 Rate: \$32,900.00
Stewart, Kendra	9/18/13 5/29/14	B-0	28,974.00	Teacher-McLain Seventh Grade Academy/English Rate: \$32,900.00
Stolz, Kristy	9/09/13 5/29/14	M-0	31,254.95	Teacher-Springdale/ Kindergarten Rate: \$33,956.00
Terry, Christina	9/19/13 5/29/14	B-0	28,787.50	Teacher-Jones/Grade 5 Rate: \$32,900.00
Thao, Lisa	9/12/13 5/29/14	M-0	30,676.16	Teacher-Penn/Grade 3 Rate: \$33,956.00
Thomas, Kirshner	8/06/13 6/12/14	B-0	32,713.07	Teacher-Eugene Field/ Grade 6 Rate: \$32,900.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Vaughn, Wanda	8/19/13 5/29/14	M-0	\$ 33,956.00	Teacher-Burroughs/Grade 6
Wabaunsee, Will	8/19/13 5/29/14	M-0	33,956.00	Teacher-Whitman/P.E.
Whitlock, Shavon	8/20/13 5/29/14	B-0	30,843.75	Teacher-Gilcrease/Grade 1 Rate: \$32,900.00
Wieckiewicz, Ashley	8/19/13 5/29/14	B-0	32,900.00	Teacher-Kerr/Grade 1
Williams, Kathryn	9/30/13	D-19	41,891.68 2,094.58	Teacher-McKinley/ Special Education Rate: \$50,441.00/\$2,522.05 Return from leave
Wright, Sarah	9/10/13 5/29/14	B-0	30.096.02	Teacher-Lee/ Enrichment, Art Rate: \$32,900.00
Yeazel, Sandra	8/19/13 5/29/14	M-30	56,936.00 2,696.80	Teacher-Whitman/ Special Education
Support (Hourly):				
Adair, Selma	9/09/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Arledge, Sharon	9/16/13 5/28/14	MT-1	9.45	Child Nutrition Services (CNS) Assistant-Bell
Armstrong, Jason	9/19/13 6/05/14	TS-11	17.46	Leadership Instructor- TRAICE Former Employee (f.e.)
Bell, Denesha	8/23/13 5/28/14	IS-3	9.21	Teacher Assistant (TA)- ECDC Reed
Bell, DeShanna	8/12/13 6/02/14	CA-5	9.75	Health Assistant-Patrick Henry
Bermudez De Ybarra, Maria	9/13/13 5/28/14	MT-3	10.68	CNS Cook II-Anderson

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Berry, Eron	9/03/13 5/28/14	IS-6	\$ 10.81	TA-Lindbergh
Boyd, Courtney	9/23/13 5/28/14	MT-1	8.74	CNS Assistant-Owen Return from leave
Brownell, Samantha	9/13/13 6/11/14	IS-3	9.21	TA-Chouteau
Buggs, Brian	9/13/13 5/28/14	IS-6	10.81	Paraprofessional-McLain Seventh Grade Academy f.e.
Butler, Victoria	8/09/13 5/28/14	IS-6	10.97	TA-TRAICE Academy
Campbell, Robert III	9/11/13 5/28/14	IS-6	10.81	TA-Kerr
Carranza, Mayra	8/30/13 5/28/14	IS-3	9.21	TA-Springdale
Childs, Diana	9/13/13 5/28/14	IS-6	10.81	Parent Involvement Facilitator-Clinton
Clemmons, Jakortnee	9/18/13 6/30/14	MT-3	8.94 .44	Custodian-Plant Operations Shift differential
Connor, Tony	10/08/13 6/30/14	MT-14	17.98	Plumber Craftsperson- Maintenance
Cordoba, Myra	8/22/13 5/28/14	IS-3	9.21	TA-McKinley
David, Michael	8/29/13 5/28/14	IS-6	10.81	Attendance and Safety Officer-McLain
Dayton, Bailey	8/30/13 5/28/14	IS-6	10.81	TA-Skelly
Delaney, Jacqueline	9/23/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Delgado, Marianelo	9/19/13 6/30/14	MT-3	8.94 .44	Custodian-Eastgate Shift differential

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Derrick, Leon Jr.	9/16/13 5/28/14	MT-6	\$ 10.72	Bus Driver Trainee
Diaz-Medrano, Teresita	9/26/13 5/28/14	MT-1	8.99	CNS Assistant-Kerr Return from leave
Drink, Audrey	8/23/13 5/28/14	IS-6	10.81	TA-McKinley
Duensing, Cindy	9/20/13 5/28/14	MT-3	9.61	CNS Cook II-McClure
Edelmann, John	9/11/13 5/28/14	IS-6	11.92	TA-Thoreau
Epperson, Brianna	9/30/13 5/28/14	MT-2	9.34	CNS Cook I-Grissom
Flanders, Carolanne	8/30/13 5/28/14	IS-6	10.81	TA-Anderson
Fry, Larry	9/03/13 6/30/14	MT-3	9.85	Custodian-Plant Operations
Gaines, Latasha	9/04/13 5/28/14	MT-6	12.44	Bus Driver Return from leave
Gestland, Katherine	9/23/13 6/12/14	IS-6	10.81	Paraprofessional-Mark Twain
Green, Kenneth	9/16/13 5/28/14	MT-3	9.63	CNS Cook II-Remington
Green, Shannon	8/26/13 5/28/14	IS-6	10.81	Parent Involvement Facilitator-Key
Guess, Delois	9/03/13 6/16/14	CA-6	13.00	Registrar-Webster
Gyant, Lamonika	8/30/13 5/28/14	IS-6	10.81	TA-Skelly
Hafemann, Donald	9/17/13 6/30/14	MT-11	13.63	Carpentry Craftsperson- Maintenance

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hawkins, Leonard	9/23/13 5/28/14	MT-4	\$ 9.35	Bus Driver Trainee
Hendrix, Deana	9/05/13 6/16/14	CA-6	11.32	Registrar-Clinton
Henley, Essence	8/26/13 5/28/14	IS-3	9.21	TA-Burroughs
Ingram, Thomas	8/17/13 6/30/14	MT-8	11.23	Grounds Journeyperson- Maintenance
Jackson, Glenn	9/23/13 5/28/14	IS-6	10.81	TA-Cooper
Johnson, Barbara A.	8/22/13 5/28/14	IS-6	12.03	TA-Remington
Johnson, Cameron	9/20/13 5/28/14	IS-3	9.21	TA-Edison
Johnson, Marquis	9/30/13 5/28/14	MT-4	9.63	Bus Driver Trainee
Johnson, Wendy	9/04/13 5/28/14	IS-6	10.81	TA-Hamilton
Kaelke, Megan	8/22/13 5/28/14	IS-3	9.21	TA-McClure
Landrum, Donerica	8/26/13 5/28/14	IS-6	10.81	TA-Tulsa Met Jr. High
Lara Para, Virginia	8/30/13 6/30/14	MT-3	8.94 .44	Custodian-Carver Shift differential
Largent, Sherry	9/20/13 5/28/14	MT-1	9.76	CNS Assistant-Rogers
Lawrence, Sandra	9/23/13 5/28/14	MT-1	8.74	CNS Assistant-Edison
Lee, Donna	9/20/13 5/30/14	CA-3	10.68	Clerk-Grimes

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
MacCourt, Nancy	9/30/13 5/28/14	MT-1	\$ 8.60	CNS Assistant-Skelly
Marshall, Doris	8/22/13 5/28/14	IS-6	10.81	TA-Tulsa Met High School
McFarland, Taylor	9/06/13 5/28/14	IS-3	9.21	TA-Hale Jr. High
McGee, Kirsty	9/30/13 6/02/13	MT-6	11.24	Help Desk Technician-CNS
McHenry, Teresa	9/03/13 6/11/14	IS-6	10.81	TA-Chouteau
McLafferty, Michael	9/30/13 6/16/14	CA-3	9.21	Clerk-Hale
McQueen, Megan	9/27/13 5/28/14	MT-1	8.74	CNS Assistant-MacArthur Return from leave
Miles, Kanesha	9/09/13 5/28/14	MT-6	10.72	Bus Driver Return from leave
Miranda, Yolanda	7/30/13 6/30/14	MT-3	8.94 .44	Custodian-East Central Shift differential
Moore, Leata	8/30/13 5/28/14	MT-1	9.09	CNS Assistant-Edison f.e.
Morgan, Julia	9/12/13 5/28/14	MT-NS	7.25	Site Assistant-Robertson/ Before and After Care
Morgan, Quinton	8/28/13 5/28/14	IS-6	10.81	Attendance and Safety Officer-McLain
Morrow, Jeanie	8/19/13 6/30/14	MT-1	8.94	Custodian-Skelly Return from leave
Mukes, Darla	9/03/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Myers, Laci	8/22/13 5/28/14	IS-6	10.81	TA-Jones

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Niedermeyer, Susan	8/27/13 5/28/14	IS-6	\$ 10.81	TA-Carnegie
Ortega De Mares, Ubalдина	9/05/13 6/30/14	MT-4	8.94 .44	Custodian-Edison Shift differential
Palmer, Martin	8/22/13 5/28/14	IS-6	11.13	Attendance Facilitator- McLain Jr. High
Peacock, Patricia	9/23/13 5/28/14	MT-1	8.32	CNS Assistant-Wright Return from leave
Pedersen, Angela	9/12/13 5/28/14	IS-6	10.81	TA-MacArthur
Penney, Nicole	9/06/13 5/28/14	IS-6	10.81	TA-Springdale
Perryman, Christopher	9/09/13 5/28/14	IS-6	10.81	TA-Whitman
Pollard, Robin	9/09/13 6/02/14	CA-5	11.37	Health Assistant-Marshall
Price, Melinda	9/30/13 5/28/14	MT-1	8.74	CNS Assistant-Bell
Righthouse, Allison	8/22/13 5/28/14	IS-6	10.81	TA-Anderson
Roberts, Patricia	8/19/13 5/28/14	IS-3	10.27	Paraprofessional-Lindbergh Return from leave
Rollins, Mario	10/07/13 5/28/14	TS-3	11.50	Campus Security Officer- ESC/Campus Police
Sala, Michael	9/24/13 5/28/14	IS-6	10.81	TA-Academy Central
Salcedo, Lizbet	9/16/13 5/28/14	IS-3	9.21	TA-Dual Language Immersion Program
Sanchez Chacon, Suyin	8/27/13 5/28/14	IS-6	10.81	TA-Dual Language Immersion

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Santiago-Ortiz, William	9/13/13 5/28/14	MT-4	\$ 10.56	Bus Driver Return from leave
Schaumleffle, Eileen	8/22/13 5/28/14	IS-6	10.81	Parateacher-Zarrow
Schmidt, Kinderson	8/26/13 5/28/14	IS-6	10.81	TA-Sequoyah
Scott, Holly	9/17/13 6/30/14	MT-11	15.14	Painter/Plasterer Craftsperson-Maintenance
Sheffey, Joanne	9/23/13 5/28/14	IS-3	9.21	TA-Carnegie
Silva, Maria	9/05/13 5/28/14	IS-6	10.81	Parent Involvement Facilitator-East Central
Spence, Erika	9/12/13 5/28/14	IS-6	10.97	Paraprofessional-Skelly
Sweet, Kristi	9/12/13 5/28/14	MT-NS	9.81	Site Assistant-Eisenhower/ Before and After Care
Tallent, Lori	9/09/13 5/28/14	CA-5	11.37	Health Assistant-Kendall Whittier
Terrazas Valero, Karen	8/22/13 5/28/14	IS-3	9.21	TA-Owen
Thomas, Cody	8/22/13 5/28/14	CA-3	9.21	Clerk-Springdale
Torres, Sandra	9/20/13 5/28/14	MT-1	9.81	CNS Assistant-Hamilton Return from leave
Tyler, Mary	8/08/13 5/28/14	IS-6	10.81	TA-Carnegie
Van Duyne, Esperanza	8/26/13 5/28/14	IS-3	10.37	Paraprofessional-Grimes

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Van Patton, Meredith	8/22/13 5/28/14	IS-6	\$ 10.81	Parateacher-Thoreau
Vann, Darla	9/23/13 6/30/14	CA-11	15.16	Acting Purchasing AP Technician-ESC/Materials Management
Wamsley, Melissa	9/09/13 5/28/14	IS-6	10.81	Paraprofessional-Salk
Watson, Charlotte	8/26/13 5/28/14	MT-4	9.35	Bus Driver Trainee
White, Tenika	9/09/13 5/29/14	CA-3	10..37	Clerk-McLain Seventh Grade Academy
Whitlatch, Amber	8/30/13 5/28/14	IS-3	9.21	TA-Mayo
Williams, Mario	9/16/13 6/30/14	MT-3	9.99	Custodian-Edison Return from leave
Williams, Regina	9/09/13 5/28/14	MT-4	9.35	Bus Driver Trainee
Wilson, Calvin	9/18/13 6/30/14	MT-3	8.94 .44	Custodian-Plant Operations Shift differential
Yarbough, Edwin	9/09/13 6/30/14	MT-3	11.53	Custodian-Grimes Return from leave
Yarbrough, Amelia	9/13/13 5/28/14	MT-3	9.33	CNS Cook II – Park
Yaryan, Lee Ann	9/13/13 5/28/14	MT-1	8.48	CNS Assistant-Salk

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Adams, Jeffrey	Teacher- McClure/ Academic Engagement B-17	8/19/13	\$ 42,200.00	\$ 43,430.00	Salary Book Correction B-18
Asberry-Clark, Shelia	Teacher-OSU Medical Center/ Special Ed M-14	9/23/13	41,206.00 2,060.30 2,060.30	41,206.00 2,060.30	Teacher-McLain Seventh Grade Academy/ Special Education Alternative Education
Blair, Michael	Teacher-Rogers/ Social Studies B-12	8/19/13	37,610.00	38,020.00	Salary Book Correction B-13
Branscum, Jennifer	Teacher-Mark Twain/ Special Ed, ELL M-6	9/13/13	36,376.00 909.00	36,376.00 1,818.00	Teacher-Mark Twain/ Special Education
Call, Ashly	Teacher-Celia Clinton/ Kindergarten B-6	8/19/13	35,300.00	36,376.00	M-6
Cathey, Crystal	Teacher-Lee/ Grade 1 B-0	8/19/13	32,900.00	33,300.00	Salary Book Correction B-1
Cuellar, Cassy	Teacher- McClure/ Kindergarten M-7	9/12/13	36,796.00	36,796.00 1,839.00 209.07	Teacher-Project Accept/ Alternative Additional days
Dandy, Zanda	Teacher- Springdale/ Pre-K M-4	8/19/13	35,576.00	37,494.00	M30-6

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Dennis, Kay	Teacher- TRAICE M30-14	9/06/13	\$ 42,834.00 2,055.70 1,703.63	\$ 40,938.79 2,222.75 1,768.10	M60-14 Alternative Education Additional days Rate: \$44,455.00
Gibson, Bryan	Teacher-Jones/ Special Ed M-3	8/19/13	35,176.00	34,776.00	Salary Book Correction Special Education M-2
Gray, Linda	Teacher- Burroughs/ Grade 1 Full-Time M-9	8/19/13	37,916.00	18,958.00	Reading Interventionist- Burroughs Half-Time
Holmes, Brian	Teacher- Whitman/ Academic Engagement B-20	8/19/13	45,430.00	45,430.00	M-20
Jackson, Molly	Teacher- Juvenile Detention Ctr./Special Ed M-23	9/24/13	48,436.00 2,471.80 2,471.80 1,926.43	48,436.00 2,471.80	Teacher-Hale/ Special Education Alternative Education Additional days
King, Karl	Teacher- Anderson/ Grade 6 B-9	8/19/13	36,800.00	37,610.00	Salary Book Correction B-11
LaBass, Bob	Director of Bond Projects and Energy Management BL-11	7/01/13	91,518.00	103,350.00	Executive Director of Bond Projects and Energy Management XP-1
Marse, Juanita	Teacher- Anderson/ Gifted and Talented, Special Ed M-5	8/19/13	35,976.00	38,986.00	Salary Book Correction M-11 Special Education

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Miller, Mickey	Teacher- Washington/ History B-6	9/16/13	\$ 34,300.00	\$ 36,376.00	M-6
Muskrat, Kathleen	Teacher- Washington/ Spanish M-0	9/10/13	33,956.00	38,326.00	Credit for Experience M-10
Owen, Marsha	Purchasing Projects Manager/ Materials Management BL-4	9/10/13 11/1/13	49,853.00	8,382.36	Manager on Special Assignment-ESC/ Materials Management Rate: \$49,853.00
Price, Jan	Teacher-Kendall Whittier/ Special Ed M-18	8/05/13	45,016.00	46,736.00	Salary Book Correction M-20 Special Education
Segovia, Lezlie	Parateacher- Eisenhower IS-6	8/19/13	11.72/hr.	32,900.00	Global Exchange Coordinator- Eisenhower BL-3
Shannon, Janet	Teacher- Cooper/ Enrichment Half-Time B-2	8/19/13	16,850.00	33,700.00	Teacher-Cooper/ELD Full-Time
Taylor, Holly	Teacher-Mark Twain/Grade 2 B-7	8/13/13	35,700.00	36,796.00	M-7
Vaughn, Rosemary	Teacher-Key/ ELL, Enrichment M30-28 Full-Time	9/12/13	53,544.00	29,272.00	Teacher-Key/ELL Half-Time

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Vejraska, Rachael	Associate Buyer-ESC/ Materials Management BL-3	9/10/13	\$ 31,465.00	\$ 31,099.24	Purchasing Projects Manager-ESC/ Materials Management BL-4 Rate: \$38,800.00
Yevtushenko, Maria	Teacher-Edison Jr. High and High/Russian B-12	8/19/13	38,020.00	19,010.00	Teacher-Edison High/ Russian Half-Time
Rescind:					
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
Support (Hourly):					
Akridge, Stephanie	Paraprofessional Skelly IS-3	8/22/13 5/28/14	\$ 9.31	\$ 13.11	MD Paraprofessional- Skelly IS-10
Austin, Judy	CNS Assistant- Penn MT-1	9/03/13 5/28/14	9.12	9.84	CNS Cook II-Carver MT-3
Aviles, Bobbie	CNS Assistant- East Central MT-1	9/09/13 5/28/14	8.89	9.51	CNS Cook I-East Central MT-2
Cook, Rita	CNS Assistant- Hale MT-1 6hrs/day	9/03/13 5/28/14	10.37	10.37	4hrs/day
Cooper, Rosa	Autism Paraprofessional McClure IS-10	9/24/13 5/28/14	14.92	13.37	TA-Patrick Henry IS-6
Edwards, Regina	Bus Driver Trainee MT-4	8/26/13 5/28/14	9.35	10.72	Bus Driver MT-6

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Evans, Christopher	CNS Cook II- Jones MT-3	9/09/13 5/28/14	\$ 10.37	\$ 12.28	CNS Manager in Training MT-6
Forshee, Tony	Painter, Plasterer Craftsperson- Maintenance MT-11	9/17/13 6/30/14	14.79	16.12	Painter, Plasterer Lead-Maintenance MT-14
Fraley, Lonnie	Plumber Craftsperson- Maintenance MT-14 4-CI	9/17/13 6/30/14	22.50	25.36	Plumber Foreperson- Maintenance MT-16 4-CI
Goddard, Virginia	Paraprofessional Mitchell IS-6	8/22/13 5/28/14	11.30	13.11	Autism Paraprofessional- Memorial IS-10
Grisby, Dawn	Assistant CNS Manager- Washington MT-6 6.5hrs/day	9/09/13 5/30/14	12.28	12.28	CNS Manager in Training MT-6 8hrs/day
Helzer, Diane	Paraprofessional Mark Twain IS-6	9/16/13 6/12/14	11.30	13.11	Autism Paraprofessional- Mark Twain IS-10
Hightower, Vickie	Principal's Secretary- Webster CA-9	8/12/13 6/16/14	11.73	13.57	Salary Book Correction
Holm, Teresa	CNS Assistant- Lindbergh MT-1 6hrs/day	9/16/13 5/28/14	8.91	9.53	CNS Cook I – Lindbergh MT-2 7hrs/day
Huffman, John	Bus Driver MT-6 6hrs/day	9/12/13 5/28/14	11.04	11.04 .30	Bus Driver Special needs MT-6 8hrs/day

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Hunt, Edythedia	Custodian-East Gate Head Start MT-3	9/03/13 6/30/14	\$ 8.94 .44	\$ 8.94	Custodian-Central Shift differential
Jean-Francois, Ernest	Bus Driver MT-6	9/03/13 5/28/14	10.72	10.72 .30	Bus Driver Special Needs
Leonard, Nancy	Bus Driver Trainee MT-4	8/12/13 5/28/14	9.35	10.72	Bus Driver MT-6
Lutz, Danny	Plumber Craftsperson- Maintenance MT-14	9/17/13 6/30/14	15.93	17.05	Plumber Lead- Maintenance MT-15
Martinez, Jesus	Grounds Laborer- Grounds MT-4	9/17/13 6/30/14	9.49	11.23	Grounds Journey-person- Grounds MT-8
Martinez, Katherine	Site Supervisor- Eugene Field MT-3 6hrs/day	9/05/13 5/29/14	10.81	10.81	4hrs/day
May, Douglas	Police Captain- ESC/Campus Police 195 days TS-11	7/01/13 5/30/14	17.84	17.84	200 days
McCondiche, Howard	TA-Academy Central IS-6	8/22/13 5/28/14	10.97	13.11	MD Paraprofessional- Academy Central IS-10
McCullough, Crystal	Bus Driver MT-6	8/13/13 5/28/14	10.70 .15	10.70	Lead Driver
McDugle, Thomas	Bus Driver MT-6	8/19/13 5/28/14	11.44	11.44 .15	Lead Driver
Murillo, Julio	Custodian- Wilson Teaching and Learning Academy MT-3	9/03/13 6/30/14	9.33	9.33 .47	Custodian-Wilson Teaching and Learning Shift differential

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Newby, Ernest	TA-Clinton IS-6	9/11/13 5/28/14	\$ 11.13	\$ 13.11	Autism Paraprofessional- Webster IS-10
Norberg, Bonnie	Assistant CNS Manager-Bell MT-6 7hrs/day	9/09/13 5/30/14	10.58	10.58	CNS Manager in Training MT-6 7hrs/day
Oxford, Andrea	Clerk-Grimes CA-3 181 days	9/23/13 6/30/14	9.67	10.54	Accountability Registrar-ESC/ District Accountability CA-6 12 months
Perez, Delores	CNS Assistant- Skelly MT-1	9/30/13 5/28/14	9.86	10.55	CNS Cook I-Skelly MT-2
Rezzaq, Fadail	Custodian-Plant Operations MT-3	9/03/13 6/30/14	8.94	8.94 .44	Custodian- Eisenhower Shift differential
Ricard, Maurice	Bus Driver Trainee MT-6	9/06/13 5/28/14	15.09	15.09 .30	Bus Driver Special Needs
Robertson, Debra	CNS Assistant- Mitchell MT-1	9/02/13 5/28/14	9.39	10.14	CNS Cook II-Mitchell MT-3
Saldivar, Esther	CNS Assistant- Sequoyah MT-1 4.5hrs/day	9/16/13 5/28/14	9.18	9.18	6hrs/day
Stewart, Carissa	Site Assistant- Grimes/Before and After Care MT-NS	9/05/13 5/29/14	7.72	9.81	Site Supervisor- Grimes/Before and After Care MT-NS
Sundquist, Joshua	Bus Driver Trainee MT-4	8/29/13 5/28/14	9.35	10.72	Bus Driver MT-6

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Villavicencio, Agustin	Custodian- Wilson Teaching and Learning Academy MT-3	9/03/13 6/30/14	\$ 11.75 .58	\$ 11.75	Custodian-Wilson Teaching and Learning Academy Shift differential
Yarbrough, Amelia	CNS Cook II- Park MT-3	9/30/13 5/28/14	9.61	10.52	CNS Assistant Manager-Clinton MT-6

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Balthis, Jamie	8/15/13	Teacher-Carver/Science	Maternity
Broadwell, Daniel	9/05/13	Teacher-Owen/Grade 5	FMLA
Craig, Tina	8/26/13	Teacher-MacArthur/Grade 1	Personal illness
Crockett, Lynne	09/11/13	Teacher-Owen/Enrichment	FMLA
Dedeke, Donna	8/19/13	Teacher-Patrick Henry/ Kindergarten	Personal illness
Dill, Tommy	8/19/13	Teacher-Kerr/Grade 5	Personal illness
Hill, Andrea	8/07/13	Teacher-Kendall Whittier/ Special Education	Personal illness
Jellison, Stacey	9/12/13	Staff Development Teacher- Memorial	Personal illness
Kittinger, Laura	9/02/13	Teacher-Thoreau/Music	Child Care
Krigel, Stephanie	10/01/13	Teacher-Dual Language Immersion/Kindergarten	Maternity
Leach, Cheryl	8/19/13	Teacher-Memorial Jr. High/ Math	Personal illness
Manduano, Lindsey	8/19/13	Teacher-Washington/ Spanish	Maternity
Prevett, Deidre	9/23/13	Principal-Lindbergh	Personal illness
Terronez, Andrea	8/06/13	Speech Pathologist- Robertson	Maternity
Whittenburg, Hannah	8/30/13	Teacher-Grissom/ Grade 2	Maternity
Williams, Kathryn	9/13/13	Teacher-McKinley/ Special Education	Personal illness
Wood, Emily	9/12/13	Teacher-Chouteau/ Gifted and Talented	FMLA

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Support (Hourly):			
Allen, Chris	9/09/13	Head Custodian-Memorial Jr. High	FMLA
Barnes, Balleigh	9/04/13	CNS Assistant-Webster	Maternity
Barnett, Cicily	8/02/13	Bus Driver	Personal illness
Converse, Kimberly	10/07/13	TA-Eugene Field	Maternity
Drake, Earlene	9/03/13	CNS Cook I-McKinley	Personal illness
Farley, Sandra	9/02/13	Assistant CNS Manager-Edison	Personal illness
Gallo, Jean	8/19/13	Cook I-Salk	Personal illness
Jones, Nykoa	8/28/13	Bus Driver	Personal illness
McQueen, Megan	8/29/13	CNS Assistant-MacArthur	Personal illness
Peacock, Patricia	8/19/13	CNS Assistant-Wright	Personal illness
Pena, Jose	9/11/13	Bus Driver	Personal illness
Suarez, Arnita	9/04/13	CNS Cook I – Memorial	Personal illness

DECEASED

Name	Effective Date	Assignment
Certificated/Administrative:		
Lewis, Reuben	8/23/13	Teacher-Project Accept
Support:		
Barrera, Barbara	9/09/13	CNS Cook I-Disney

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Ayers, Molly	5/01/13	Teacher-Grissom/Art
Heroux, Elisa	7/01/13	AVID Instructor-Rogers Jr. High
Hogan, Terrence	9/17/13	Teacher-Thoreau/Language Arts
Huffman, Shannon	9/17/13	Teacher-Whitman/Grade 3
Jones, Hollie	9/06/13	CNS Manager-Washington
King, Stephen	8/31/13	JROTC-Edison
Nevills, Leah	8/21/13	Teacher-Wright/Kindergarten
Palmer, Kristi	6/01/13	Teacher-Eisenhower/Grade 1
Summy-Lewis, Telia	9/12/13	Counselor-Key
Zegart, Darla	5/17/13	Teacher-Hawthorne/Grade 6
Support (Hourly):		
Adair, Selma	9/17/13	Bus Driver Trainee
Anderson, Amy	8/21/13	TA-Hale Jr. High
Asberry, Rayfield	8/22/13	MD Paraprofessional-Academy Central
Bailey, Kina	8/22/13	CNS Assistant-Rogers
Beck, Debbie	8/22/13	Autism Paraprofessional-Hamilton
Browder, Steven	9/09/13	Bus Driver
Carillo, Bernadette	9/13/13	CNS Assistant-Lanier
Cowan, Dallas	8/12/13	Bus Driver
Cox, Shelly	8/22/13	TA-Burroughs
Cramton, Michael	8/02/13	Clerk-Springdale
Davis, Lisa	8/22/13	CNS Assistant-Thoreau

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Fisher, Gregory	8/19/13	Bus Driver
Ford, Carlos	8/19/13	Custodian-Plant Operations
Freeman, Joe	9/06/13	Bus Driver Trainee
Glover, Sherry	8/26/13	Custodian-East Central
Green, Lucretia	7/19/13	Bus Driver Trainee
Hurd, Charmayne	9/16/13	Assistant CNS Manager-Jackson
Jasper, Arlando	8/19/13	Bus Driver
Jennings, Topeka	8/08/13	Site Assistant-Patrick Henry/Before and After Care
Jones, Donald	8/30/13	Bus Driver Trainee
Jones, Pamela	8/22/13	CNS Cook II – Jones
Landeros, Guadalupe	9/09/13	CNS Assistant-Skelly
Lewallen, Betsy	9/20/13	Paraprofessional-ECDC Reed
Lewis, William	8/22/13	Paraprofessional-McKinley
Martinez, Katherine	9/06/13	Site Supervisor-Eugene Field/Site Supervisor
McArter, Jennifer	8/29/13	Bus Driver
Montalvo, Laticia	8/22/13	CNS Assistant-Mitchell
Moore, Rebecca	8/14/13	Bus Driver
Noriah, Danielle	8/19/13	Bus Driver
Ornder, Debbie	8/19/13	Paraprofessional-Skelly
Perryman, Essie	7/19/13	Bus Driver
Rentie, Monique	8/19/13	Bus Driver
Reyes, Maria	8/02/13	Custodian-Wilson

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Rosiji, Gabrielle	9/05/13	Bus Driver
Sanchez, Anisa	8/08/13	Registrar-East Central
Sanders, Sherry	8/14/13	Bus Driver
Stanberry, Lawrence	8/12/13	Bus Driver Trainee
Stanley, Stephanie	7/26/13	Bus Driver Trainee
Thurston, Karen	9/06/13	Bus Driver
Tottress, Norma	9/23/13	CNS Assistant-Monroe
Varnell, Brian	9/13/13	Bus Driver Trainee
Ward, Chantele	8/15/13	TA-Academy Central
Ware, LaQuesha	8/16/13	Custodian-Educare II
Washington, James	8/22/13	Custodian-Plant Operations
Watson, Charlotte	9/09/13	Bus Driver Trainee
Wells, DeAnn	8/27/13	Bus Driver Trainee
Wrather, Sylvester	8/30/13	Bus Driver

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Burns, Nathaniel	9/23/13	Custodian-Plant Operations
Harris-Bell, Patricia	8/13/13	Assistant CNS Manager-Frost
Ortiz, Enediana	9/06/13	Paraprofessional-Sequoyah
Oxom, Azucena	7/24/13	Custodian-Key
Tanner, Tiffani	8/22/13	CNS Assistant-Washington

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Adekunle, Adesoji	Madden, Christabell
Blocker, Jacqueline	Madison, Angela
Brophy, Christopher	May, Kendra
Brown Moore, Barbara	McCray, Kawesta
Buggs, Randy	McElroy, Herman
Burrus, Stephen	Meadows, Tyrone
Carson, Brittany	Miller, Katherine
Carson, Darcy	Moore, Karen
Clapp, Lynda	Morris, Tiffany
Colbert, Elizabeth	Mullenax, jane
Colbert, Tammie	Murrell, James
Coleman, Cornelius	Nightengale, Steve
Commander, Kristopher	Owen, Suzanne
Crosby, Michael	Phillips, Tiffany
Dooley, Crystal	Pinney, Christy
Golden-Reed, Andrea	Poellinger, Brooke
Goolsby, Annie	Prewett, Jimmy
Gresham, Alexa	Reed, Maria
Grieshaber, James	Richmond, Stephanie
Hagar, Berbyl	Roberts, Holly
Haley, Eddy	Schupack, Dore
Harrison, William	Sheets, Joe
Hart, Ebony	Smith, Sherri R.
Hawkins, Roberta	Stampley, Martin
Helmerich, Audrey	Stevens, Michelle
Henderson, Queta	Story, Patsy
Hill, Sandra	Taylor, Stephanie
Howard, Yolanda	Tiemann, Shawn
Howe Jr., Elliott	Todd, Lydia
Hughes-Morris, Melanie	Vann, Alvin
Hurd, Demetra	Waite, Jaime
Hurt, Carlie	Whayne, Kimberly
Johnson, Nikia	Williams, Dewilda
Johnson, Stephanie	Williams, Eboni
Jones, Veronica	Williams. Jordan
Kratzert, Vivien	Williamson, Joyce
Livingstone, Lynetta	Wilson, Latoya
Lundy, Shelly	Wise, Barbara

SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Temporary Educational Staff

Lundy, Shelly
Myers, Pamela
Ramirez, Shana

Tutors

Coker, Emma Jean
Harle, Jon
Hogan-Horton, Jennie
Klahr, Susan
Story, Patsy

Campus Police Officer

Welch, Misti

Communications Specialist-
Campus Police

Barley, Coleta

Teacher Assistant

Hill, Nilsa

Custodians

Castaneda, Jesus
Diaz, Victor II
Glover, Sherry

Site Assistant
Before and After Care

Rosander, Amber

CNS

Baker, Teresa
Bell, Tonnyell
Hatten, Erin
Jackson, Azania
Jackson, Jennifer
Jones, Etoya
Lyons, Kristal
Mullins, Keonta
Owens, Henrietta
Price, Melinda
Priddy, Jennifer
Robertson, Radiance
Rodriguez, Patricia
Smiles, Beverly
Soberanis, Rita
Weaver, Zenaida
Wells, David
White, Brittney
Ybarra, Ashley

DRS Student Workers

Acosta, Victor
Belcher, Saliene
Brooks, Nicole
Brookshire, Daniel
Brown, Curtannia
Conners, Alonzo
Deflin, Elizabeth
Dodrill, Nikolaus
Dunn, Joseph
Forest, Holly
Goalsby, Jerod
Guess, Marquez
Harris, Kemonte
Harley, Atlesha
Hill, Dorothy
Hawkins, Demetrius
Kebodeaux, Ashley
Logan, Connell
Mularski, Travis
Payne, Joshua
Pigeon, Wesley
Reed, Jodee
Rivera, Nijha
Stubbs, Jamil
Stapleton, Atomos
Stubbs, Jamil
Tellez, Diego
Tellez, Paulina
Weber, Samantha
Wimberly, Dumaria
Young, Brooke
Zamarripa, Braylan

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Adjunct Teachers

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

Levi Brown, Eighth Grade Basketball @ \$1,145, September 1, 2013–May 25, 2014

East Central – 13-11-000-1000-501930-820-330000-201-07-659

Thomas Hand, Football @ \$2,877, September 1, 2013–May 25, 2014

Edison – 13-11-000-1000-501930-820-330000-201-07-537

Barbariae Wright, Girls Basketball @ \$1,145, September 1, 2013–May 25, 2014

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

Jared St. John, Football @ \$3,335, September 1, 2013–May 25, 2014

Edison – 13-11-000-1000-501930-810-330000-201-07-537

Jeannetta Elliott, Girls Basketball @ \$1,145, September 1, 2013–May 25, 2014

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

Ramon Hinds, Boys Tennis @ \$357, September 1, 2013–May 25, 2014

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

Ramon Hinds, Girls Tennis @ \$357, September 1, 2013–May 25, 2014

McLain – 13-11-000-1000-501930-820-330000-201-07-659

Angela Armstrong, Pom Sponsor @ \$2,877, September 1, 2013–May 25, 2014

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

Leighton Monroe, Football @ \$1,373, September 1, 2013–May 25, 2014

Monroe – 13-11-000-1000-501930-820-330000-201-07-663

Laquanta Monroe, Football @ \$1,373, September 1, 2013–May 25, 2014

Rogers – 13-11-000-1000-501930-820-330000-201-07-730

Brian Reed, Baseball @ \$1,387, September 1, 2013–May 25, 2014

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

Nathan Burkhalter, Football @ \$2,289, September 1, 2013–May 25, 2014

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

Reginald Thomas, Football @ \$1,387, September 1, 2013–May 25, 2014

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

Valerie Nierenberg, Football @ \$1,202, September 1, 2013–May 25, 2014

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Arts Integration Workshop – 11-0165-2213-503200-000-000000-000-16-079

Pay four teachers, to be named \$90 each (total not to exceed \$540) for 1-2 presentations in an Arts Integration workshop series for teachers in the 2013-14 school year.

Care and Prevention – School Activity Fund #536

Pay Justin Laird, Coordinator of Sports Medicine, @ \$150 per coach for the 2013-2014 school year to teach the Care and Prevention course to Tulsa Public Schools' coaches. The course is a requirement of the State Department of Education in order to coach.

Carver Detention – School Activity Fund #520

Pay Carver Middle School certified staff, to be named, @ \$18/hr. (total not to exceed \$3,000) to supervise an after school detention program during the 2013-2014 school year.

Clinton and Webster Professional Development- 11-0590-2213-501700-100-xxxxxx-210-05-xxx-0590

Pay certified instructional personnel, to be named, @ \$18/hr. (total not to exceed \$191,500) to attend professional development provided by Talent Development/Johns Hopkins University during the 2013-2014 fiscal year.

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

Approve the following Cooper Elementary certified teachers to perform extra duties listed below (total not to exceed \$4,400) for the 2013-2014 school year:

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

Leader in Me Training - 11-2992-2213-501700-239-105000-210-07-185
11-2992-2213-501800-000-000000-958-03-185

Pay Eugene Field certified staff (to be named) @ \$23/hr. and support staff (to be named) @ their current hourly rate, total not to exceed \$16,896.41, to attend Leader in Me Training during the 2013-2014 school year.

Memorial Jr. High Detention - 11 0000 1000 501700 421 105000 210 07 663

Pay Memorial Junior High employees, Abraham Kamara and Clark Lowry \$23/hr. (total not to exceed \$1,500) to serve as the after school detention coordinators. Detention will be held one hour after school Monday through Friday from September 15-May 29, or the last day of classes, 2013-2014.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Parental Involvement Title I School - 11-5150-2194-501700-494-000000-05-000-xxx-5150
11-5150-2194-501800-494-000000-05-000-xxx-5150

Pay certified staff (to be named) @ \$18/hr. and support staff, (to be named) @ their current hourly rate (total not to exceed amount budgeted in each site 5150 School Improvement budget) to participate in parent events and make home visits with parents to better serve students during the 2013-2014 school year.

Professional Development -Title I School - 11-5150-2213-501700-494-000000-05-000-xxx-5150
11-5150-2213-501800-494-000000-05-000-xxx-5150

Pay certified instructional and noninstructional staff, to be named @ \$18/hr. and support staff, to be named @ their current rate of pay (total not to exceed amount budgeted in each site 5150 School Improvement budget) to attend professional development in allowable areas during the 2013-2014 school year.

Professional Development - Title I School - 11-5150-2573-501700-494-000000-000-05-xxx-5150
11-5150-2573-501800-494-000000-05-000-xxx-5150

Pay certified non-instructional staff (to be named) @ \$23/hr. and support staff, to be named @ their current rate of pay (total not to exceed amount budgeted in each site 5150 School Improvement budget) to provide professional development in allowable areas during the 2013-2014 school year.

Rogers Detention – School Activity Fund #520

Pay Bryan Warren, certified staff member, a total not to exceed \$1,200 for after school detention during the 2013-2014 school year.

Speech Pathologists - 11-6210-2152-501700-239-000000-000-05-066-6210

Pay Nationally Certified speech pathologists that hold Certificate of Clinical Competence and state licensure \$30/hr. (total not to exceed \$17,000) to substitute for current speech pathologist employees out for long term illnesses.

Supplemental Tutoring Title I School -11-5150-1000-501700-494-000000-05-000-xxx-5150
11-5150-1000-501800-494-000000-05-000-xxx-5150

Pay certified staff, to be named @ \$23/hr. and support staff, to be named, @ their current hourly rate (total not to exceed amount budgeted in each site 5150 School Improvement budget) to provide before school, after school, or weekend academic tutoring in allowable content areas outside of contract hours during the 2013-2014 school year.

Thoreau Lottery - 11-0000-2410-501800-000-000000-609-07-573

Pay LaRinda Bassman @ her current hourly rate or overtime where applicable (total not to exceed \$1,500) to work after hours to be the Thoreau Lottery coordinator for the 2013-2014 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Thoreau Micro Society - 11-0000-2410-501800-000-000000-615-07-573

Pay Connette Ruhl @ her current hourly rate of pay or overtime where applicable (total not to exceed \$3,016) to work after hours to coordinate all Micro Society purchases during the 2013-2014 school year.

Washington Community Liaison – School Activity Fund #520

Pay Ernestine Hendrix @ her current hourly rate of pay or overtime rate where applicable to work after hours (total not to exceed \$3,000) to be the Community Liaison for the 2013-2014 school year to ensure effective involvement of parents and support a partnership among the school, parents, and community to improve student academic achievement within the school.

Washington Curriculum Design – School Activity Fund #520

Pay Annette Kennedy, certified staff member, a total not to exceed \$3,000 for curriculum design for the Teachers as Advisors program during the 2013-2014 school year.

Zarrow Technology Curriculum Coordinator - 81-2167-7200-506810-000-000000-000-07-112

Pay certified staff, to be named, @ \$23/hr. (total not to exceed \$10,000) to develop lesson plans, facilitate the lessons in a computer lab setting, assist teachers in entering digital citizenship scores for students in PowerSchool and monitor data outside of contract hours during the 2013-2014 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

September 16, 2013, page 45 – Correct proposed contract amount

Adjustments

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Pruitt, Latricia	TRAICE Satellite Advisor-Tulsa Met B-24	8/19/13	46,630.00	46,630.00	Interim LTI Coordinator-Tulsa Met B-24 Additional Duties Alternative Education Additional days
			8,088.00		
			2,431.50		
			1,854.60		

September 3, 2013 Agenda, page 41 - Correct proposed rate

Elections

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hendrickson, Lynda	8/22/13 5/29/14	CA-3	12.50	Clerk-Rogers

August 16, 2013 Agenda, page 35 - Correct hourly rate and degree and step

Elections

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Monroe, Wendy	8/22/13 5/28/14	IS-10	\$ 13.11	Paraprofessional-Rogers Jr. High

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

September 3, 2013 Agenda, page 30 – Correct salary/grade

Create:

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
Community School Coordinator-Hawthorne <i>Annual Budget Impact:</i> \$15,186 min. – \$22,818 max. <i>Funding Source:</i> 81-2230-2194-501210- 000000-322-07-200	BL-5 Half-Time 176 days	Develop community relationships/services which connect to school, student/family opportunities for success. Develop, coordinate, and supervise afterschool programming building on academic and enrichment opportunities for students and families.

SUPPORTING INFORMATION

INFORMATION ITEM G-22

POSITION CREATIONS/DELETIONS

Certificated/Administrative

Create:

Position	Salary/Grade	Duties
Lead Human Capital Partner-ESC/Human Capital <i>Annual Budget Impact:</i> \$74,900 min. – \$112,300 max. <i>Funding Source:</i> 11-0000-2572-501110- 000-000000-107-04-041	EL-7 12 Months	Cultivate awareness among school administrators and Human Capital (HC) team members that a core function of HC is to support the growth of Human Capital at the school level. Lead and direct HC Partner processes. Develop and grow collaborative relationships with principals by serving as the primary business partner contact. Establish effective ongoing professional development opportunities to help principals manage human capital, including “just in time” training to principals on human capital related topics as requested. Enhance principals’ abilities to effectively and efficiently manage Human Capital within their school by providing human capital data and related counsel and advice that will allow principals to more effectively manage human capital issues within their schools. Be actively involved in the Teacher Leader Effectiveness (TLE) process, to include a review of all Personal Development Plans (PDP) and oversee corrective measures. Monitor, project and plan for specific unit and FTE instructional needs for assigned schools. Assist principals in finding high-quality candidates to meet individual school needs. Provide guidance regarding teacher dismissal procedures. Attend relevant meetings including professional conferences and School Board meetings as necessary. Participate in local, state and national organizations and maintain a high level of expertise.

Certificated/Administrative Creations/Deletions - Continued

Delete:

Position	Salary/Grade	Duties
<p>Program Management Officer-ESC/ Accountability and Program Management</p> <p>Annual Budget Impact: \$80,600 min. – \$121,000 max</p> <p><i>Funding Source:</i> 0-11-0950-50-2340-1110- 000-0000-109-05-093</p>	<p>EL-8 12 Months</p>	<p>Oversee and evaluate existing instructional programs. Review existing programs and make recommendations to the Superintendent in regards to programs that need to be added or eliminated based on District initiatives. Oversee and supervise the Program Management Office. Design and deliver initiative communications. Coordinate with other departments.</p>
<p>Accountability School Improvement Partner-ESC/School and District Accountability</p> <p><i>Annual Budget Impact:</i> \$ 69,400 min.- \$ 104,200 max.</p> <p><i>Funding Source:</i> 11-0000-2213-501110- 000-000000-211-16-058</p>	<p>EL-6 12 Months</p>	<p>Work as a team to support the school improvement efforts of the District’s lowest performing schools and build the capacity of the principal and teachers to utilize Oklahoma Core benchmark, and other student achievement data to improve student achievement. Work at the site level 75 percent of the time to provide support and professional development to principals, leadership teams, professional learning communities and teachers.</p>

Certificated/Administrative Creations/Deletions - Continued

Delete:

Position	Salary/Grade	Duties
<p>Coordinator of Community Based Services-ESC/Special Education and Student Services</p> <p><i>Annual Budget Impact: \$ 55,200 min. – \$ 82,800 max.</i></p> <p><i>Funding Source: 11-62-3050-2122-1210- 239-000-109-05066</i></p>	<p>BL-8 12 Months</p>	<p>Coordinate the monitoring, implementation and evaluation of contracts issued by the Department of Special Education and Student Services with state and community social services organizations and mental health agencies as assigned. Coordinate the implementation and monitoring of the PBIS program initiative within the School District. Coordinate the day-to-day supervision of the team members assigned to the community team and the evaluation of School psychologist/psychometrist and speech therapist assigned to the team. Ensure that facilities which contract with the District for the provision of special education services maintain compliance with all special education policies and procedures. Maintain ongoing working relationships with the community systems of the care team as well as the community service council and its respective membership. Coordinate the delivery of services provided by assigned behavior coaches. In partnership with principal, completes performance evaluation of assigned ESC staff.</p>

Certificated/Administrative Creations/Deletions - Continued

Delete:

Position	Salary/Grade	Duties
<p>Data Analyst-ESC/Teacher and Leader Effectiveness</p> <p><i>Annual Budget Impact:</i> \$ 31,000 min. – \$ 46,600 max.</p> <p><i>Funding Source:</i> 11-0844-2340-501210-000-00000-305-05-093-0844</p>	<p>BL-3 12 months</p>	<p>Support the Teacher and Leader Effectiveness (TLE) department with analytical competency, database management, and research development. Analyze teacher evaluation data. Conduct research and write briefs and reports for a range of audiences. Compute and analyze data, using statistical formulas and computers or calculators. Compile statistics from source materials, evaluation data, value added estimates and other performance data. Compile reports, charts, or graphs that describe and interpret findings of analyses. Participate in the publication of data or information.</p>
<p>Intern Occupational Therapist-ESC/Special Education and Student Services</p> <p><i>Annual Budget Impact:</i> \$5,000</p> <p><i>Funding Source:</i> 0-11-6210-50-2135-1210-239-0000-334-05-066</p>	<p>Non-Scheduled (NS) \$2,500 upon completion of internship</p>	<p>Work within the District and receive practical training under the direct supervision of a certified occupational therapist to assist schools in the full implementation of IDEA with an emphasis upon the delivery of the highest quality service to children within the least restrictive environment. Provide comprehensive school occupational services to children consistent with the established Office of Special Education and Student Services Policies and Procedures.</p>
<p>Intern Occupational Therapy Assistant-ESC/Special Education and Student Services</p> <p><i>Annual Budget Impact:</i> \$2,000</p> <p><i>Funding Source:</i> 0-11-6210-50-2135-1210-239-0000-334-05-066</p>	<p>Non-Scheduled (NS) \$1,000 upon completion of internship</p>	<p>Work within the District and receive practical training under the direct supervision of a certified occupational therapist to assist schools in the full implementation of IDEA with an emphasis upon the delivery of the highest quality service to children within the least restrictive environment. Provide comprehensive school occupational services to children consistent with the established Office of Special Education and Student Services Policies and Procedures.</p>

Creations/Deletions - Continued

Support

Create:

Position	Salary/Grade	Duties
Administrative Secretary-Wilson/Teaching and Learning Effective 7/01/13 <i>Annual Budget Impact:</i> \$28,953 min. – \$ 39,062 max. <i>Funding Source:</i> 11-0000-2212-501210- 000-000000-615-06-070	CA-12 \$13.92/hr. to \$18.78/hr. 12 Months	Serve as secretary with minimal supervision. Compose and edit correspondence, memoranda, and forms. Receive and screen callers in a professional, polite and tactful manner and refer callers to other employees, officials or departments when warranted. Maintain department records and filing systems and computer databases as required. Ensure the smooth and efficient office operations by performing a variety of complex secretarial and administrative duties.

Delete:

Position	Salary/Grade	Duties
Director's Secretary-Wilson/Teaching and Learning Effective 7/01/13 <i>Annual Budget Impact:</i> \$25,126 min. – \$ 33,738 max. <i>Funding Source:</i> 11-0000-2212-501210- 000-000000-615-06-070	CA-9 \$12.08/hr. to \$16.22/hr. 12 Months	Serve as secretary with minimal direction from administrator. Compose and edit correspondence, memoranda and forms. Maintain records and filing systems and computer databases as required. Perform secretarial duties as assigned.

Support Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Administrative Secretary-ESC/Communications</p> <p>Effective 7/01/13</p> <p><i>Annual Budget Impact:</i> \$28,953 min. – \$ 39,062 max.</p> <p><i>Funding Source:</i> 11-0000-2560-501210- 000-000000-615-14-062</p>	<p>CA-12 \$13.92/hr. to \$18.78/hr. 12 Months</p>	<p>Serve as secretary with minimal supervision. Compose and edit correspondence, memoranda, and forms. Receive and screen callers in a professional, polite and tactful manner and refer callers to other employees, officials or departments when warranted. Maintain department records and filing systems and computer databases as required. Ensure the smooth and efficient office operations by performing a variety of complex secretarial and administrative duties.</p>

Delete:

Position	Salary/Grade	Duties
<p>Director's Secretary-ESC/Communications</p> <p>Effective 7/01/13</p> <p><i>Annual Budget Impact:</i> \$25,126 min. – \$ 33,738 max.</p> <p><i>Funding Source:</i> 11-0000-2560-501210- 000-000000-615-14-062</p>	<p>CA-9 \$12.08/hr. to \$16.22/hr. 12 Months</p>	<p>Serve as secretary with minimal direction from administrator. Compose and edit correspondence, memoranda and forms. Maintain records and filing systems and computer databases as required. Perform secretarial duties as assigned.</p>

Support Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Finisher I-ESC/Human Capital (2 positions)</p> <p><i>Annual Budget Impact:</i> \$50,252 min. – \$ 67,476 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210- 000-000000-337-04-041</p>	<p>CA-9 \$12.08/hr. to \$16.22/hr. 12 Months</p>	<p>Manage all phases of the personnel hiring process for prospective employees, including candidate selection, background and eligibility verification, new-hire documentation, orientation, HRIS data entry, and employment contract preparation. Ensure active and inactive personnel files for employee groups are organized, accurate, up-to-date, and in compliance with applicable law and regulations. Is the primary HC point of contact for staffing position control and allocations and provide timely, accurate, and customer-friendly administration of processes relating to transfers, demotions, promotions, leaves of absence, disciplinary issues, other employment related processes, and processing association membership set up and withdrawal information, as well as responses to inquiries regarding such processes. Dependable, punctual attendance and completion of assigned projects and responsibilities. Assist HR peers in the performance of related duties and responsibilities as needed.</p>

Delete:

Position	Salary/Grade	Duties
<p>Finisher II-ESC/Human Capital</p> <p><i>Annual Budget Impact:</i> \$26,333min. – \$ 35,402 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210- 000-000000-337-04-041</p>	<p>CA-10 \$12.66/hr. to \$17.02/hr. 12 Months</p>	<p>Provide timely, accurate and customer serviced administrative support within the Human Capital Department. Responsible for the completion and submission of all Board of Education agenda items, monitor all Board actions for accurate submission and ensure timely submission of all agenda items. Monitor and track all unemployment related matters and provide timely notification of issues related to unemployment. Serve as the assets manager for the Human Capital Department. Provide backup and support to all Human Capital Finisher I and perform additional duties as required.</p>

Support Creations/Deletions - Continued

Delete:

Position	Salary/Grade	Duties
<p>Administrative Secretary-ESC/ Accountability and Program Management</p> <p><i>Annual Budget Impact:</i> \$28,953 min. – \$39,062 max.</p> <p><i>Funding Source:</i> 0-11-7787-50-2330-0000- 000-0000-110-05-093</p>	<p>CA-12 \$13.92/hr. to \$18.78/hr. 12 months</p>	<p>Serve as secretary with minimal supervision. Compose and edit correspondence, memoranda, and forms. Receive and screen callers in a professional, polite and tactful manner and refer callers to other employees, officials or departments when warranted. Maintain department records and filing systems and computer databases as required. Ensure the smooth and efficient office operations by performing a variety of complex secretarial and administrative duties.</p>
<p>Pressman-ESC/ Printing, Mail Services (4 positions)</p> <p><i>Annual Budget Impact:</i> \$133,203 min. - \$180,627 max.</p> <p><i>Funding Source:</i> 11-0000-2530-501210- 000-000000-615-14-062</p>	<p>MT-15 \$16.01/hr. - \$21.71/hr. 12 months</p>	<p>Examine job ticket and/or printing department requisitions to determine quantity, paper requirements; ink color(s) and any special printing instructions. Operate press, perform visual examination of printed copy for ink density, registration, and make necessary adjustments needed to ensure specific registration and color density. Perform routine and daily maintenance in addition to cleaning, wash-ups, and oiling, also including necessary adjustment to ensure trouble free operation. Prepare finished printed jobs. Perform other tasks as assigned by Printing Department Supervisor.</p>
<p>Secretary-ESC/ Printing, Mail Services</p> <p><i>Annual Budget Impact:</i> \$20,883 min. - \$27,684 max.</p> <p><i>Funding Source:</i> 11-0000-2530-501210- 000-000000-615-14-062</p>	<p>CA-5 \$10.04/hr. - \$13.31/hr. 12 months</p>	<p>Perform various secretarial tasks as assigned.</p>