



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, November 4, 2013**, at 6:30 PM , in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

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

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

A. OPENING EXERCISES

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

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

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

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

Regular Meeting
October 21, 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, November 18, 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: Amend item E-7 of the October 7, 2013, Agenda to correct the dates that Edison Preparatory Middle School music students travel to Orlando, Florida, to participate in the All American Music Festival from May 30-June 3, 2014, to May 29-June 4, 2014.

COST: Not to exceed \$21,400

FUND NAME/ACCOUNT: Edison's School Activity Fund #566

RATIONALE: The incorrect dates were submitted on the original item.

- E-2.** RECOMMENDATION: Enter into a contract with the University of Tulsa to host the Rogers College High School JROTC Military Ball at the Allen Chapman Activity Center, April 12, 2014.

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

COST: Not to exceed \$5,000

FUND NAME/ACCOUNT: Rogers' School Activity Fund #564

RATIONALE: The annual military ball is the culminating activity for students participating in JROTC.

- E-3.** RECOMMENDATION: Approve routine secondary field trips.

RATIONALE: Board Policy 3314 requires that all out-of-state field/study trips and travel have prior authorization by the Board of Education.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

- E-4.** RECOMMENDATION: Enter into a contract with the Oklahoma State Board of Career and Technology Education to provide funding for the extended salaries, equipment, materials, and professional development for College and Career Readiness programs in middle and high schools for the 2013-2014 school year.

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

COST: There is no cost to the District.

REQUISITION NUMBER: 41300622

RATIONALE: Oklahoma Career and Technology Education funds will be used to assist in the development and maintenance of College and Career Readiness Education programs that meet the standards, provisions, and requirements, contained in the State Plan for Career and Technology Education.

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

- E-5.** RECOMMENDATION: Renew the contract for services with Columbia TeenScreen of Mental Health Association in Tulsa to provide voluntary mental health checkups to students at Central, East Central, Edison, Hale, McLain, Memorial, Rogers, Webster, and Washington high schools during the 2013-2014 school year.

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

COST: There is no cost to the District.

RATIONALE: TeenScreen is a health screening program developed by Columbia University to identify teens who may suffer from depression or other emotional problems and to help their parents connect teens in need with professional health resources in the community.

E-6. RECOMMENDATION: Enter into an agreement with the City of Tulsa/Veterans Day Parade Committee to participate in the 2013 Veterans' Day Parade.

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

COST: There is no cost to the District.

RATIONALE: The Veterans Day Parade will be held on Monday, November 11, 2013. Tulsa Public Schools will create floats with materials provided by the Maintenance Department.

E-7. RECOMMENDATION: Enter into an agreement with the Martin Luther King Jr. (MLK) Committee to participate in the 2014 MLK Day Parade.

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

COST: There is no cost to the District.

RATIONALE: The MLK Day Parade and Rally will be held on January 20, 2014. Tulsa Public Schools will create floats with materials provided by the Maintenance Department.

E-8. RECOMMENDATION: Enter into an agreement with the Tulsa Downtown Parade of Lights Committee to participate in the 2013 Parade of Lights parade.

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

COST: \$55

FUND NAME/ACCOUNT: ESC Activity Fund

RATIONALE: The Parade of Lights will be held on Saturday, December 14, 2013. Tulsa Public Schools will create a float with materials provided by the Maintenance Department.

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

E-9. RECOMMENDATION: Approve sanctioning the following booster clubs and parent-teacher associations in accordance with Board Policy 5707 for the 2013-2014 fiscal year.

Booster Clubs

- | | |
|---------------------------------------|----------------------------|
| BTW Hornet Baseball | Edison Soccer |
| BTW Basketball | Edison Tennis |
| BTW Cheer | Edison Track & Field |
| BTW Golf Club | Edison Wrestling |
| BTW Pom | Hale Band Booster |
| BTW Hornet Speech/Debate | McLain Titans Booster |
| BTW Soccer | TMC Football Club |
| BTW T-Connection Band Parents | Memorial Army JROTC |
| BTW Touchdown | Memorial Band |
| BTW Volleyball | Memorial Baseball |
| East Central Cardinal Basketball | Memorial Boys Basketball |
| East Central Cardinal Lady Basketball | Memorial Charger Pom |
| East Central Kickoff Club | Memorial Charger Cheer |
| East Central Cardinal Soccer | Memorial Robotics |
| Edison Boys Basketball | Memorial Soccer |
| Edison Cross Country | Memorial Softball |
| Lady Eagles Booster Club | Memorial Vocal Music |
| Edison Eagles Home Run Club | Memorial Volleyball |
| Edison Eagles Pom | Memorial Womens Basketball |
| Edison Eagles Quarter Note Club | Rogers Football |
| Edison String | Webster Band Booster Club |
| | Webster Lady Basketball |

Parent-Teacher Associations

- | | | | |
|------------|------------------|---------------|-----------|
| Anderson | Emerson | Lanier | Peary |
| Bell | Gilcrease | Lee | Penn |
| Carnegie | Grimes | MacArthur | Remington |
| Carver | Hoover | Mayo | Rogers |
| Cooper | Jackson | Memorial | Salk |
| Disney | Jones | Owen | Thoreau |
| Edison | Kendall-Whittier | Park | Webster |
| Eisenhower | Key | Patrick Henry | Zarrow |
| Eliot | | | |

RATIONALE: Sanctioned status provides organization exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the District and are beneficial to students under the guidelines established in Board Policy 5707. These organizations have submitted the required information in support of their applications.

E-10. RECOMMENDATION: Enter into a lease agreement with Devotional Associates of Yogeshwar (D.A.Y.) for the rental of Thoreau Demonstration Academy for cultural classes, November 3, 2013 - June 30, 2014.

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

COST: There is no cost to the District. The rental amount is \$3,920 payable in monthly installments of \$490.

RATIONALE: This organization will operate classes in the building indicated. The rental rate is based on hourly usage per room. The reimbursement for custodial services is \$904 of the rental amount. Utilities are included in the hourly rental rate. Note: Rental payments are reduced on the occasional Sundays when the facility is not used. Security concerns have been reviewed and waived by the District's Police Chief.

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

E-11. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the construction of the McBirney transportation facility.

Electrical	Blue Star Electric	\$49,900
Epoxy Flooring	Universal Painting	\$5,500
Flooring	Interior Concepts	\$8,000
Metal Building Systems	Crossland Construction	\$60,000
Painting	Brothers United	\$5,600
Site & Building Concrete	Crossland Construction	\$125,000
Site Demo & Earthwork	Crossland Construction	\$80,000
Specialty Items	Builders Supply	\$10,900
Window Treatments	Advantage Glass	\$1,060

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

COST: The contracts are part of the previously approved guaranteed maximum price that was encumbered through the construction manager, Crossland Construction.

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

- E-12.** RECOMMENDATION: Approve developers' contracts for the City of Tulsa for the following projects.
Athletic locker rooms at East Central High School
Restroom addition at ECDC Bunche
Classroom/Library addition at Mitchell Elementary School
Library addition at Lindbergh Elementary School

COST: There is no cost to the District.

RATIONALE: It is a requirement of the City of Tulsa to obtain developer contracts on all projects to issue building permits.

- E-13.** RECOMMENDATION: Correct item E-18 of the October 7, 2013, Agenda, item E-18, the supplement to the master agreement with Trigon General Contractors and Construction Management, to reflect a nine percent general conditions fee for the construction of the East Central locker room.

COST: The total cost of the project will remain the same at \$2,000,000. The fee will be based on five percent profit/overhead and nine percent (an increase of four percent) general conditions.

RATIONALE: The general conditions fee was incorrectly submitted on the original Agenda item.

- E-14.** RECOMMENDATION: Approve Supplement No.12 to the master agreement with Gregory S. Helms to provide architectural services on the library addition at Lindbergh Elementary School.

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

COST: The total construction cost is approximately \$1,820,000. The architect will be paid on a floating fee schedule of seven percent.

FUND NAME/ACCOUNT: Library Bond Fund, 3B-1522-4400-503320-000-000000-000-275-CM042.

REQUISITION NUMBER: 11405022

RATIONALE: Employing architects is required by law on construction projects in the State of Oklahoma. The new library was included in the 2010 bond issue.

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

E-15. 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-16. RECOMMENDATION: Approve routine staffing items.

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

E-17. RECOMMENDATION: Enter into agreements with Drexel and Mansfield universities setting forth the terms under which they will place student interns (student teachers) with teachers within the District for purposes of fulfilling teacher preparation requirements for the 2013 – 2014 school year.

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

COST: There is no cost to the District.

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

E-18. RECOMMENDATION: Engage in services of independent contractors to serve as hearing officers to review student suspensions and to attend training as required for the 2013 - 2014 school year.

COST: Not to exceed \$2,500 (at the rate of \$250 per hearing)

FUND NAME/ACCOUNT: General Fund, 11-0000-2199-503200-000-000000-000-09-092

RATIONALE: The Board has directed that out-of-school suspensions of 11 to 45 days be reviewed by a hearing officer in appropriate cases, which is outlined in Regulation 2619-R. Expenditures for 2012-2013 totaled \$1,250.

E-19. RECOMMENDATION: Enter into an agreement with MetLife, Dallas, Texas, to provide Life and Accidental Death and Disability insurance for eligible District employees in accordance with the terms and conditions of the Request for Proposal.

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

COST: Approximately \$381,884.77 on covered payroll.

FUND NAME/ACCOUNT: General Fund/Applicable Account

RATIONALE: Life insurance is an employee benefit provided by the District for the purpose of hiring and retaining qualified employees.

E-20. RECOMMENDATION: Continue the agreement with Lincoln Financial Group, Fort Wayne, Indiana, to provide Long Term Disability insurance to eligible District employees in accordance with the terms and conditions of the Request for Proposal.

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

COST: Approximately \$507,017.94 on covered payroll.

FUND NAME/ACCOUNT: General Fund/Applicable Account

RATIONALE: Disability insurance is an employee benefit provided by the District for the purpose of hiring and retaining qualified employees.

F. ACTION AGENDA - Motion and vote on each recommendation

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

F-1. RECOMMENDATION: Adopt School Board Policy as listed and waive Board Policy 1201 requiring two readings.

4804 - Teacher Leader Effectiveness Evaluation -- Other Academic Measures (OAM)

COST: There is no cost to the District.

RATIONALE: The proposed new school board policy is necessary to comply with state law requirements regarding the adoption of an Other Academic Measures policy and the piloting of that policy in 2013-2014. See Okla. Stat. tit. 70, Section 6-101.10. This policy pertains solely to the 2013-2014 school year and the OAM pilot. It does not alter or affect any evaluation requirements or formulas for any teacher or leader. The pilot is no-stakes, and OAM scores generated as a result of the pilot for the participating teachers and leaders are for their information only. All 2013-2014 District principals and Assistant Principals will participate in the pilot. In addition, all teachers from four select District sites will participate: ECDC Porter, Remington Elementary, Memorial Junior High and Washington High School. Due to the limited application and context of the policy; the time constraints presented in the development of such a complex policy, which included extensive collaboration with teacher and leader groups; and the need to deploy the policy as soon as feasible to ensure an optimal pilot, the Board Policy Committee has recommended the proposed adoption of the policy and that it be placed on the Agenda for Action and waive Board policy 1201.

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 Disney Youth Programs for 45 Edison Preparatory Middle School music students to participate in the All American Music Festival, Orlando, Florida, May 29-June 4, 2014.

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

COST: \$21,400

FUND NAME/ACCOUNT: Edison's School Activity Fund #566

RATIONALE: The contract will include hotel rooms, and a recording of performances with awards and medals for students.

- G-2.** RECOMMENDATION: Amend item E-2 of the August 7, 2013, Agenda to increase the amount of the contract with the DoubleTree by Hilton at Warren Place to host the District's Athletic Hall of Fame Banquet on January 16, 2014.

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

COST: Not to exceed \$6,000 (an increase of \$3,600)

FUND NAME/ACCOUNT: Athletics' School Activity Fund #536

RATIONALE: The original Agenda item in the amount of \$2,400 was for room rental only. The cost of catering should have been included when the item was submitted.

G-3. RECOMMENDATION: Amend item E-7 of the September 3, 2013, Agenda to increase the amount of the contract with the Hyatt Regency Tulsa to host Edison's senior prom, April 18, 2014.

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

COST: Not to exceed \$4,800 (an increase of \$880)

FUND NAME/ACCOUNT: Edison's School Activity Fund #864

RATIONALE: The original agenda item in the amount of \$4,000 did not include a 22 percent service charge.

G-4. RECOMMENDATION: Enter into a contract with the DoubleTree by Hilton Hotel Tulsa Downtown to provide the venue for Edison Preparatory School's senior breakfast, May 21, 2014.

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

COST: Not to exceed \$9,500

FUND NAME/ACCOUNT: Edison's School Activity Fund #864

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

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

- G-5.** RECOMMENDATION: Approve the custodial services agreement with Tulsa Educare Inc., a not-for-profit Oklahoma corporation, for the purpose of providing custodial services at the three early childhood facilities operated by Tulsa Educare, Inc.

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

COST: There is no cost to the District. The anticipated annual costs for custodial services including labor and custodial supplies will be approximately \$104,000 for each location and will be paid by Educare, Inc.

RATIONALE: Tulsa Educare, Inc. and Tulsa Public Schools have entered into ground lease and sublease agreements that include custodial services for three Educare locations: Educare I, west of Kendall-Whittier Elementary; Educare II, north of Hawthorne Elementary; and Educare III, west of Hale Jr. High School. The custodial services agreement provides for separate and specific detail and related costs for these services. In furthering of the mutual commitment to produce positive outcomes from the early childhood education programs at Tulsa Educare, Inc. the parties agree that the educational environment must be conducted in clean, safe facilities and this is imperative to the wellbeing of young children. The parties further agree to enter into this agreement for Tulsa Public Schools to provide custodial services to Tulsa Educare, Inc.

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

G-6. RECOMMENDATION: Purchase 100 time clocks with touch ID from Kronos Incorporated, Chelmsford, Massachusetts.

COST: \$250,000

FUND NAME/ACCOUNT: Bond Fund, 37-3801-2511-507330-000-000000-000-12-037 (\$92,000); and Bond Fund, 37-3802-2511-507330-000-000000-000-04-041 (\$158,000) PO 21204084

REQUISITION NUMBER: 11406096

RATIONALE: To update time clocks district wide with new hardware that allows the district to use the full functionality of the latest version of the Kronos Time Reporting software which accomodates a more mobile workforce by leveraging mobile devices.

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

G-7. RECOMMENDATION: Purchase a network firewall solution from Presidio Corporation, Greenbelt, Maryland, for the Information Technology Department in accordance with the terms and conditions of the Request for Proposal.

COST: Not to exceed \$180,000

FUND NAME/ACCOUNT: Bond Fund, 3C-1176-2580-507330-000-000000-000-02-026

REQUISITION NUMBER: 11405599

RATIONALE: The new firewall solution will provide the District with scalable Internet infrastructure needed to meet growing demands of digital-based information in the classroom while also providing needed throughput for online testing and other Internet-based assessments.

G-8. RECOMMENDATION: Approve Change Order Number Two to Crossland Construction for the Classroom/Library addition at Salk Elementary School.

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

COST: The total cost for Change Order Number Two will not exceed \$90,312. The original contract was approved on November 5, 2012, in the amount of \$2,172,274.08 and Change Order Number One was approved on August 19, 2013, in the amount of \$122,396.22.

FUND NAME/ACCOUNT: Building Fund, 21-0221-4700-504500-000-000000-000-12-402-CM032

REQUISITION NUMBER: 11405746

RATIONALE: The installation of a sanitary lift station is needed after the additional restrooms were added to the system.

G-9. RECOMMENDATION: Purchase furniture from KI for the Accountability Office at the new Enrollment Center.

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

COST: Not to exceed \$170,000

FUND NAME/ACCOUNT: Building Fund/21-0221-4700-504500-000-000000-000-12-058-CM040

REQUISITION NUMBER: 11405749

RATIONALE: The Enrollment Center is part of Phase III of Project Schoolhouse. New furniture is part of the project to better serve the needs of our patrons. The manufacture provides a lifetime warranty on all products.

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

- G-10.** RECOMMENDATION: Pay eligible retiring teachers and applicable administrators a \$1,000 incentive for early notice of an irrevocable and written notification of retirement according to the requirements set forth by the Oklahoma Teachers' Retirement System to become effective no sooner than the end of a retiring employee's employment contract term for the 2013-2014 fiscal year. The written notification must be received by the Human Capital Department no later than close of business on April 1, 2014.

RATIONALE: By knowing who is planning to retire, the District will be able to recruit and fill key positions earlier in 2014. Early hiring practices will result in giving the District a higher quality of candidates from which to select. The early notice of retirement incentive pay will be issued in the June paycheck. The term "administrator" is a certified position which requires an Oklahoma Teacher's Certification and whose position is graded within the Education Level (EL) salary schedule; or an administrative position which is graded within the Business Leader (BL) salary schedule grade 10 and above. The term "teacher" is a person, other than an administrator, who is employed on a certified contract for the 2013-2014 fiscal year. In case of a dispute as to whether any teacher or administrator qualifies for an early retirement incentive payment, such dispute shall be resolved by the Chief Human Capital Officer, whose decision is final and with no appeal.

ITEMS LISTED BELOW SUBMITTED BY THE BOARD OF EDUCATION

- G-11.** RECOMMENDATION: Adopt the schedule of regular meetings of the Board of Education for the 2014 calendar year.

RATIONALE: The Open Meeting Law requires that the 2014 schedule of regular meetings of the Board of Education be on file with the County Clerk of Tulsa County on or before December 15, 2013.

SUPPORTING INFORMATION

CONSENT ITEM E-3

ROUTINE SECONDARY FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST/ FUNDING SOURCE
Washington High School/World Language Classes	Students: 16 Parents: 0 Staff: 2	Educational Tour Trip to Spain and Italy	March 14-22, 2014	1-2 days	No Cost to the District (\$3130 per person/parent not to exceed \$50,080)
Memorial Tulsa Engineering Academy	Students: 25 Parents: Staff: 2	Frontier Trails BEST Regional Championship – Ft. Smith, Arkansas	December 5-7, 2013	2 days	Not to exceed \$2500/Memorial Activity Fund #640 and College and Career Readiness Program Assistance.
Memorial Tulsa Engineering Academy	Students: 20 Parents: Staff: 2	Greater Kansas City Regional FIRST Robotics Competition – Kansas City, Kansas	March 12-16, 2014	3 days	Not to exceed \$8000/Memorial Activity Fund #640 and College & Career Readiness Program Assistance.
Edison Varsity Cheer Team	Students: 16 Parents: Staff:	National Cheer Competition – Dallas, Texas	January 24, 2014	1 day	Not to exceed \$8,000/Edison's Cheer Booster Club.

SUPPORTING INFORMATION

CONSENT ITEM E-15

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
Principal Coach for Leadership Development - ESC/ Teacher and Leadership Effectiveness (2 positions) <i>Annual Budget Impact:</i> \$ 129,200 min. – \$ 194,000 max. <i>Funding Source:</i> 11-7789-2573-501110-000-000000-110-05-093-7789	EL-5 12 Months	Provide needed support and mentoring to novice principals, thereby accelerating their effectiveness. Support principals' development in regards to instructional leadership, school culture and climate, performance management and data-driven decision practices in alignment with Tulsa's leadership effectiveness framework. Assist the school leader in goal setting activities. Provide high quality, relevant professional development for new principals through New Principal Academy modules and study groups. Collaborate with the Teacher and Leadership Effectiveness Office, Professional Development and others to insure the delivery of high-quality, job embedded, just-in-time professional learning for District and school administrators.

SUPPORTING INFORMATION

CONSENT ITEM E-16

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Ambrocio, Kathy	10/09/13 5/29/14	B-13	\$ 30,752.27	Teacher-Jackson/Kindergarten Rate: \$38,660.00
Ashworth, Kasha	8/19/13 5/29/14	M-0	33,956.00	Teacher-Kerr/Grade 3
Berry, Bailey	10/15/13 5/29/14	B-0	25,422.00	Teacher-Memorial/Physics Rate: \$32,900.00
Bertelli, Cheryl	10/22/13 5/29/14	B-0	24,675.00	Teacher-Central/Art Rate: \$32,900.00
Buckley, Terence	10/18/13 5/29/14	B-0	24,861.93	Teacher-Jackson/P.E. Rate: \$32,900.00
Crew, April	8/19/13 5/29/14	B-0	32,900.00	Teacher-McClure/Grade 3
Curtis, Dawn	8/30/13 5/29/14	M-8	35,493.19	Teacher-Jones/Kindergarten Rate: \$37,406.00
Davis, Francis	10/28/13	BL-B	19,472.01	Child Nutrition Services (CNS) Manager-Hawthorne Rate: \$27,350.00 Return from leave
Erivin, Jonathan	11/04/13	M-25	51,436.00	Teacher-Springdale/ Enrichment Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Gilliland, Teresa	9/23/13	M-19	\$ 39,095.77	Teacher-Columbus Rate: \$45,526.00 Return from leave
Green, Stella	10/07/13 5/29/14	B-0	24,675.00	Teacher-Gilcrease/Grade 3 Rate: \$32,900.00
Grimmett, Luke	10/03/13 5/29/14	B-0	25,048.86	Teacher-Kendall Whittier/ Grade 2 Rate: \$32,900.00
Holt, Anna	10/11/13	BL-10	57,099.24	Data Fellow-ESC/School and District Accountability Rate: \$80,000.00
Kerr, Alexis	10/02/13 5/29/14	M-0	27,975.11	Teacher-Skelly/Grade 3 Rate: \$33,956.00
Lambert, Linda	8/19/13 5/29/14	M-18	45,016.00	Teacher-McClure/Grade 4
Mendenhall, Christina	8/19/13 5/29/14	M-5	35,976.00	Librarian-Gilcrease
Moberly, Rebecca	8/19/13 5/29/14	B-0	32,900.00	Teacher-Kerr/Kindergarten
Parry, Audrey	10/07/13 5/29/14	B-0	26,544.32	Teacher-Cooper/Kindergarten Rate: \$32,900.00
Pearson, Amy	8/19/13 5/29/14	B-0	32,900.00	Teacher-Cooper/Grade 3
Shrewsbury, Linda	10/02/13	BL-5	13,593.75	Community School Coordinator-Hawthorne Half-Time Rate: \$16,500.00
Smith, Cathy	10/23/13 5/29/14	B-4	25,678.97	Teacher-Lewis and Clark/ELD Rate: \$34,500.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Thompson, Jennifer	10/07/13 5/29/14	B-0	\$ 26,544.32	Teacher-McLain/English Rate: \$32,900.00
Trimble, Jeanette	11/04/13 6/30/14	BL-3	22,038.11	Associate Buyer-ESC/ Materials Management Rate: \$33,766.00
Wood, Emily	11/04/13	M60-30	20,213.35	Teacher-Chouteau/Gifted and Talented Half-Time Rate: \$56,175.00 Return from leave
Woodson, Geoffrey	9/25/13	EL-3	47,198.70	Safe Schools Coordinator- ESC/Constituent Services Rate: \$62,414.00 Return from leave
Support (Hourly):				
Ackley, Gail	10/22/13 5/28/14	IS-6	\$ 10.81	Paraprofessional-Mayo
Alarcon-Arzate, Ascensioin	10/14/13 6/30/14	MT-3	9.21 .46	Custodian-Memorial Shift differential
Amador Diaz, Oscar	10/09/13 5/28/14	IS-3	9.21	Teacher Assistant (TA)-Skelly
Barnes, Baileigh	10/22/13 5/28/14	MT-1	8.63	CNS Assistant-Webster Return from leave
Brannon, Haley	10/17/13 5/28/14	IS-6	10.81	Paraprofessional-Memorial Jr. High
Bringier, Ma Eden	10/14/13 5/28/14	IS-6	10.81	TA-Key
Cole, Stefanie	10/10/13 5/28/14	IS-6	\$ 10.81	TA-Hamilton

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Folker, Lindsay	10/14/13 5/28/14	IS-6	\$ 10.81	TA-Disney
Grace, Joyce	10/07/13 5/28/14	IS-6	10.81	TA-Memorial Jr. High
Gunnells, Jeremie	10/17/13 5/28/14	IS-6	10.81	TA-Project Accept
Harris, Carissa	10/22/13 5/28/14	IS-6	11.33	TA-ECDC Porter
Harris, Jameelah	9/30/13 5/30/13	MT-6	10.52	Assistant CNS Manager- McLain Seventh Grade Academy
Hart, Jessica	10/17/13 5/28/14	IS-6	10.81	TA-Carver
Heidenreich, Joseph	11/05/13 6/30/14	MT-9	12.08	Grounds Lead-Maintenance
Hudson, Tiffany	10/16/13 5/28/14	IS-10	13.11	MD Paraprofessional- Disney
Keim, Shane	10/07/13 5/28/14	IS-10	13.11	ED Paraprofessional-Hale
King, Dorothy	10/07/13 6/04/13	CA-8	12.57	Principal's Secretary-Lanier Return from leave
Kosterlistzky, April	10/22/13 5/28/14	IS-3	9.21	TA-Kerr
Lindsey, Kimberly	10/10/13 5/28/14	IS-6	10.81	TA-Eisenhower
McDavid, John	9/19/13 5/28/14	IS-6	9.21	TA-Clinton

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Mendoza Morales, Maria	10/09/13 6/30/14	MT-3	\$ 9.21 .46	Custodian-Plant Operations Shift differential
Moore, Rebecca	10/16/13 5/28/14	MT-6	10.72	Bus Driver Trainee
Moore, Wendell	10/23/13 5/28/14	IS-10	13.11	ED Paraprofessional- Memorial Jr. High
Newton, Richard	10/16/13 6/30/14	MT-3	9.21 .46	Custodian-Skelly Shift differential
Packer, Deborah	10/09/13 5/29/14	CA-3	11.21	Clerk-Clinton
Richardson, David	10/14/13 6/30/14	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Richardson, Justin	10/14/13 6/30/14	MT-3	9.21 .46	Custodian-Monroe Shift differential
Rodriquez, Andrus	10/14/13 5/28/14	IS-6	10.81	Paraprofessional-Memorial Jr. High
Ruthledge, Chad	10/10/13 5/28/14	IS-10	13.11	ED Paraprofessional-East Central
Sanders, Angela	10/23/13 5/28/14	IS-10	13.11	ED Paraprofessional- Webster
Sims, Cathy	10/24/13 5/28/14	IS-6	10.81	TA-Penn
Smith, Gabriel	10/08/13 6/30/14	MT-3	9.21 .46	Custodian-Edison Shift differential
Wilks, Kimberly	10/15/13 6/30/14	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Zuniga, Maria	10/16/13 6/30/14	MT-3	9.50	Custodian-Memorial Return from leave

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Branscum, Jennifer	Teacher-Mark Twain/Special Education, ELD M-6	8/05/13	36,376.00 909.00	36,376.00 1,818.00	Teacher-Mark Twain/ Special Education
Gibson, Bryan	Teacher-Jones/ Special Ed M-2	8/19/13	34,766.00 1,758.00	35,576.00 1,778.00	Credit for Experience M-4 Special Education
Goodrich-Falkner, Urma	Teacher- TRAICE/Special Education B-26	8/19/13	47,630.00	49,936.00	M-26
Kalbe, Dana	Teacher- Hawthorne/ Academic Engagement M-5	8/20/13	35,771.59	42,692.05	Credit for Experience M-16 Rate; \$42,936.00
McCormick, Sabrina	TA-Hoover IS-6	10/07/13	11.30/hr.	13,272.00/yr.	Teacher-Hoover/ Enrichment B-0 Half-Time Rate: \$32,900.00
Megli, Tracy	Teacher- MacArthur, Mayo/Music B-22	8/19/13	46,630.00	48,736.00	M-22
Peregrina, Amanda	Teacher- Hamilton/Staff Development B-20	10/11/13	44,430.00 1,831.00	34,640.34	Teacher-Celia Clinton, Skelly/ELD Rate: \$44,430.00 Staff Development
Warrior, John	Teacher- Springdale/ELD M-0	8/19/13	33,956.00	35,976.00	Credit for Experience M-5

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Woodard, Ashley	Teacher-Kendall Whittier/Grade 3 B-2	8/05/13	\$ 33,700.00	\$ 34,776.00	M-2
Support (Hourly):					
Behles, Jeffrey	Security Technician-ESC/ Campus Police TS-8	9/08/13 6/30/13	\$ 17.28	\$ 18.48	Credit for Certification TS-9
Bernal, Diana	CNS Assistant- Rogers MT-1	9/30/13 5/28/14	9.39	10.04	CNS Cook I-Rogers MT-2
Lugo, Yaitza	CNS Cook II- Webster MT-3 6hrs/day	9/30/13 5/28/14	10.48	10.48	7hrs/day
McManus, Justin	Custodian- Monroe MT-3 1-CI	10/11/13 6/30/14	11.28 .56	11.28	Custodian-Plant Operations Shift differential
Murphy, Leah	Teacher- Hawthorne/ Grade 3 B-0	8/08/13 5/28/14	16,450.00/yr.	11.92/hr.	TA-Marshall IS-6
Patterson, Michelle	CNS Assistant- Rogers MT-1	9/30/13 5/28/14	8.74	9.35	CNS Cook I – Rogers MT-2
Plascencia, Ericka	CNS Assistant- Webster MT-1	10/14/13 5/28/14	8.91	9.53	CNS Cook I-Webster MT-2
Schnell, Elizabeth	TA-Emerson IS-3	10/04/13 5/28/14	9.21	10.81	Paraprofessional- Emerson IS-6
Zolarek, Egda	CNS Assistant- Eugene Field MT-1	10/22/13 5/28/14	8.99	10.82	TA-Penn IS-6

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Browning, Yovanda	10/28/13	Supervisor of Mail Services-ESC/ Materials Management	Personal illness
Davis, Francis	9/12/13	CNS Manager B-Hawthorne	Personal illness
Deardorff, Malarie	11/04/13	Teacher-Hamilton/ Special Education	Maternity
Dodge, Carol	8/19/13	Teacher-Grimes/ Grade 6	Personal illness
Gilliland, Teresa	10/21/13	Teacher-Columbus/ P.E.	Personal illness
Jones, Regina	10/14/13	Social Services Specialist-McKinley	Worker's Comp
Mackey, Jennifer	10/27/13	Teacher-Chouteau/ ELD	Maternity
Meadows, Susan	9/24/13	Teacher-Memorial/ Special Education	Personal illness
Roblyer, Andie	9/30/13	Counselor-Memorial	Personal illness
Rosario, Melanie	11/04/13	Social Services Specialist-Webster	Maternity
Sanders, Pamela	8/19/13	CNS Manager-McLain	Personal illness
Thomas, Arianne	9/28/13	Teacher-Kendall Whittier/Grade 6	Personal illness

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Support (Hourly):			
Gutierrez, Sara	10/15/13	CNS Cook I-ESC	Maternity
Henderson, Augustus	10/07/13	Bus Driver Trainee	Personal illness
Jimenez, Mirna	10/06/13	Custodian-Skelly	Personal illness
Jones, Diana	10/02/13	Clerk-CNS	Personal illness
Palmer, Yolanda	9/16/13	Bus Driver	Personal illness
Salas De Arredondo, Silvia	9/13/13	CNS Assistant-McClure	Maternity
Vargas, Eduardo	10/06/13	Head Custodian-Eliot	FMLA

RETIREMENTS

Name	Effective Date	Assignment
Support (Hourly):		
Hushbeck, Robbie	10/10/13	TA-Penn

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Strachan, Karen	10/09/13	Paraprofessional-OSU Medical Center

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Darling, Karen	10/16/13	Teacher-Whitman/Grade 5
Fairless, DeLynn	10/21/13	Teacher-Thoreau/Art
Mott, Tina	7/01/13	SIG Instructional Coach-Clinton
Murray, Devon	10/11/13	Teacher-Rogers/TRAICE Satellite
Woodson, Geoffrey	10/23/13	Safe Schools Coordinator-ESC/Constituent Services
Support (Hourly):		
Barnett, Alysses	10/08/13	Custodian-Plant Operations
Davis, Natalie	9/27/13	ED Paraprofessional-Memorial Jr. High
Iervolino, Mary	10/11/13	Autism Paraprofessional-Hale Jr. High
Largent, Sherry	10/04/13	CNS Assistant-Rogers
Marastani, Kholoud	10/04/13	CNS Assistant-Eisenhower
Mougell, Larry	10/11/13	Autism Paraprofessional-Memorial Jr. High
Parks, Todd	10/02/13	Custodian-Skelly
Rinkosky, Denise	9/06/13	MD Paraprofessional-Central
Thompson, Patricia	8/22/13	CNS Assistant-Emerson
Ward, Charles	10/04/13	ED Paraprofessional-Central
<u>Rescind:</u>		
Rangi, Manpreet	9/27/13	CNS Assistant-Springdale

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Ackerson, Queshenia
Bailey, Tonya
Barnes, Benita
Batson, Willie
Beck, Cindy
Bell, Aaron
Berkowitz, Cinda
Camp, Natalie
Cephus, Gloria
Chatman, NuTayla
Collins, Lani
Collins, William
Craige, Brenda
Davis, Crystal
DeLong, Ellyce
Donaldson, William
Finley, Lucille
Flippo, Maryanne
Flores, Helen
Frisbee, Judith
Geilfuss, Jennifer
Gregory, Ashle
Guthery, Bertuanette
Hall, Karleshia
Hammock, Katie
Henderson, Brandi
Humphrey, Rasheda
Hunt, Katy
Hurst, Jordan
Johnson, Charles
Katta, Vineela
Krkomer, Ryan

Ladd, Joy
Lafayette, Kennyale
Ledoux, Stefani
McKenzie, Cathy
McKerley, Craig
Metcalf, Debbie
Meza, Cristina
Moody, Tina
Murphy, Laverne
Murray, Devon
Musungayi, Rolanda
Payne, Lashaunda
Pruitt, Tracy
Pullen, Norman
Reidy, Michael
Sandridge, Kristina
Singleton, Dinetria
Smith, Johnisha
Spessard, Robert
Swartz, Taylor
Turner, Lucas
Ulrich, Monte
Wadley, Laura
Walker, Christina
Ware, Ericka
Weber, Joseph
Wetherington, Shelby
Wheeler, Victoria
Wilson, Nikki
Wilson-Smith, Rochelle
Winkle, Danielle
Wright, Margaret

SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Tutors

Banks, Nancy
Barnett, Shirley
Day, Sharon
Juergens, Jacqueline
Martin, Patrick
Mitchell, Yolanda
Parsons, Carrie
Roach, Janice
Saxman, Ann

Communications Specialist-Campus Police

Loomis, Bryan

Site Assistant – Before and After Care

Stay, Katlyn

Child Nutrition Workers

Bolton, Amarylis
Dumas, Lee
Green, Lucretia
Hill, Dayshaela
McVay, Latoya
Murphy, Jenna

Clerk

Fariyike, Shawna

Custodians

Armstrong, Mark
Graves, Gregory

DRS Student Workers

Alexander, Tyler
Bennett, Anthony
Covington, Dante
Crocker, Phillip
Harris, Tyscenthia
Johns, Andre
Logan, Connell
Mathis, Precious
Milarski, Travis
Morrow, Dishea
Morrow, Dontae
Payne, Joshua
Powdrill, Jeremiah
Price, Lindsey
Reed, Nathaniel
Smith, DeAngelo
Smith, Zachary
Spears, Stephanie
Wimberly, Dumaria
Younger, Demeko

SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Adjunct Teachers

Central – 13-11-000-1000-501000-820-136000-201-07-705

Clarence Glover, Basketball @ \$2,119, September 1, 2013 – May 24, 2014

East Central – 13-11-000-1000-501930-820-13600-201-07-659

William Childs, Basketball @ \$2,290, September 1, 2013 – May 24, 2014

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

James Shields, Wrestling @ \$2,142, September 1, 2013 – May 24, 2014

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

Bobby Bomer, Cross Country @ \$504, September 1, 2013 – May 24, 2014

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

Renard Johnson, Football Assistant @ \$3,335, September 1, 2013 – May 24, 2014

McLain – 13-11-000-1000-501000-100-330000-201-07-720

Brandon Smith, Instrumental Music Assistant @ \$1,572, September 1, 2013 – May 24, 2014

Memorial – 13-11-000-1000-501930-820-330000-201-07-725

Joshua Bentley, Swim Assistant @ \$1,392, September 1, 2013 – May 24, 2014

Rogers – 13-11-000-1000-501000-100-330000-201-07-730

Lindsey Spreiter, Instrumental Music Assistant @ \$1,572, September 1, 2013 – May 24, 2014

Webster – 13-11-000-1000-501930-820-330000-201-07-725

Michael Marshall, Basketball @ \$2,119, September 1, 2013 – May 24, 2014

Webster Broadcast – School Activity Fund #520

Pay Marlise Irby, broadcast student with TCC, a total not to exceed \$2,400 for anchoring a :30-minute show produced twice a month and for producing field stories on her own to be aired inside the show. The show will be taped at the District studio located at Webster High School during the 2013-2014 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Carver Speech - 11-0000-1000-501700-100-112000-210-07-515

Pay Fran Frakes, certified staff, a total not to exceed \$2,414 to act as speech instructor during the 2013-2014 school year.

Edison Saturday School – School Activity Fund #520

Pay Edison certified staff member Harold Slatton a total not to exceed \$1,500 to serve as Saturday School Supervision during the 2013-2014 school year

Edison Before and After School Supervision – School Activity Fund #520

Pay Edison Preparatory certified staff member Marcus Hagerdon a total not to exceed \$800, for Before/After School Supervision during the 2013-2014 school year.

Edison Track – School Activity Fund #520

Pay Anthony Carpenter a total not to exceed \$800 to serve as the Edison Track coach during the 2013-2014 school year.

Eugene Field Intersession – 1-11-5118-1000-501700-494-113000-415-05-185 81-2921-1000-502410-239-113900-413-07-185

Pay certified staff, to be named, @ their current daily rate of pay and support staff @ their current hourly rate (total not to exceed \$17,049.56 for Fall Intersession –October 21 to November 1st during the school year 2013-2014.

Lee Extra Duty - 11-0000-1000-501700-100-105000-210-07-265

Pay Lee Elementary certified staff Cara Gibson a total not to exceed \$500 for performing extra duty as Volunteer Coordinator for the 2013-2014 school year.

Monroe Micro Society – 81-2969-1000-506810-000-000000-000-07-563

Pay Karolyn Gaines, certified staff, a total not to exceed \$1500 to coordinate MicroSociety for the 2013-2014 school year.

Professional Development School Leadership -11-7789-xxxx-501800-000-000000-05-000-xxx-7789

11-7789-2410-501700-000-000000-05-000-xxx-7789

Pay Assistant Principals, to be named, at their current rate of pay (total not to exceed \$97,200) and select building support staff, to be named, at their current rate of pay to attend professional development outside of contract hours as outlined in the School Leadership Grant during the 2013 – 2014 school year

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

School Leadership Recruitment Bonus -11-7789-2410-501700-000-000000-000-05-XXX-7789

Pay three Assistant Principals, to be named, \$10,000 each (total not to exceed \$30,000) as a recruitment bonus at the time of hire, as outlined in the School Leadership Grant. Assistant Principals will be recruited from schools that have a history of successful turnaround efforts.

Rogers Extra Duty – School Activity Fund #520

Pay Rogers Campus Police Officer, Antonio Martinez @ his current hourly rate (total not to exceed \$3,930) to secure the building for Rogers College High/Jr High School during the school year 2013-2014 for additional extended coverage.

Teaching American History Grant - 12-5440-2213-501700-000-000000-000-05-093

Pay Tim Smith a total not to exceed \$7,500 to serve as Project Director for the District's Teaching American History grant for the 2013-2014 school year.

SUPPORTING INFORMATION

ACTION ITEM F-1

BOARD POLICIES/REGULATIONS

TULSA PUBLIC SCHOOLS

POLICY 4804

TEACHER LEADER EFFECTIVENESS (TLE) EVALUATION OTHER ACADEMIC MEASURES

Purpose: To establish a written policy of evaluation for teachers and administrators consistent with the requirements of state law.

It is the policy of the Board of Education to maintain and annually review, following consultation with or involvement of representatives selected by local teachers, a written policy of evaluation for all teachers and administrators. The procedure for evaluating members of the Tulsa Classroom Teachers Association (TCTA) and any standards of performance and conduct proposed for adoption beyond those established by the State Board of Education are negotiable items under the District's collective bargaining agreement. Nothing in this section shall be construed to annul, modify or to preclude the renewal or continuing of any existing agreement heretofore entered into between the District and TCTA.

This policy has limited application and pertains solely to the state-mandated pilot of Other Academic Measures (OAM) in 2013-14. It pertains to all 2013-2014 Tulsa Public School principal and assistant principals. It also applies to all 2013-2014 teachers at ECDC Porter, Remington Elementary, Memorial Junior High, and Washington High School, but no others. The policy regarding the pilot's implementation for these select teachers and leaders shall be as follows:

Other Academic Measures Pilot 2013-2014

All certified teachers and leaders will comply with the requirements of the District's Teacher and Leader Effectiveness evaluation models. In the 2013-2014 school year, qualitative components of the evaluation will count for 100 percent of the employee's total score. Specifically, teachers' evaluation scores will be derived from the procedures as described in the Tulsa Model for the Observation and Evaluation of Teachers, and leaders' evaluations will be derived from the use of the McREL instructional leader evaluation model.

In the 2013-2014 school year, the District will conduct a pilot with respect to other academic measures (OAMs) as defined and required by state law, but OAM scores will not be a part of the employee's final evaluation score. This pilot will involve a representative sample of the District's teachers and leaders. All teachers and leaders identified for participation in the pilot by the Office of Teacher and Leader Effectiveness (TLE) are required to participate in

the pilot OAM program. (As noted above such teachers and leaders are: all principals and assistant principals in the District, plus all teachers at ECDC Porter, Remington Elementary, Memorial Junior High, and Washington High School.) This policy pertains to the 2013-2014 piloting of the OAMs and shall be reviewed and revised after the pilot to ensure the optimum OAM policy in the 2014-2015 school year when all teachers and leaders will participate. The Office of Teacher and Leader Effectiveness will work with the leadership of Tulsa Classroom Teachers Association (TCTA) and the officers of the Tulsa Association of Elementary School Principals (TAESP) and Tulsa Association of Secondary School Principals (TASSP) to adopt any necessary regulations providing greater detail to the procedures and requirements of the pilot year implementation, including, but not limited to, the scaling of OAMs, the procedures for collecting the teacher and leaders' OAM selections and the reporting of this information.

Board Approved Other Academic Measures

The Board of Education adopts the attached list of OAMs as its Preferred OAM List. These OAMs, selected from the options approved by the State Board of Education with the input from the District's working groups of teachers and leaders, are deemed to be the most valid, reliable, fair and workable options for the District's teachers and leaders. The Preferred OAM List is intended to provide maximum flexibility for the District's teachers and leaders and high quality feedback.

Each employee is entitled to select one (1) OAM from the Preferred List relating to the teacher or leader's position. The Preferred List is intended to include at least two (2) OAMs for each type of teacher and leader on the list. To the extent that the Preferred List fails to include at least two (2) OAM options, the Superintendent shall make a recommendation to the Board of Education for approval of additional OAMs. The Superintendent will not make recommendations to the Board regarding adopting additional OAMs if two (2) approved, appropriate OAMs are already on the Preferred List.

Because of the difficulty in amassing, reviewing and analyzing data regarding OAMs, no employee will be permitted to use more than one OAM per school year.

For the pilot implementation of OAMs in 2013-2014, the scale details applicable to each OAM will be determined in consultation with the leadership of TCTA, TAESP and TASSP after OAM performance data has been collected at the end of the 2013-2014 school year, or the fall of 2014, as relevant. To aid teachers in selecting an OAM, the general attributes of the scale are described on the Preferred List as well as the teachers/leaders for whom the OAM options pertain.

Selection of Other Academic Measures

Each teacher and leader, in conjunction with their supervisors, will select an OAM from the Preferred OAM List. The OAM selected must meet the following criteria:

- be specific to the employee's job assignment (for employees teaching multiple subjects, the employee may select an OAM which is relevant to any of the subjects);
- reflect student performance that is impacted by the teacher/leader; and
- be objectively quantifiable.

Selection and Approval of OAM and Related Processes

For the 2013-2014 pilot of the OAM policy, teachers and leaders shall have until the last work day before winter break to submit their OAM selections to the Office of Teacher and Leader

Effectiveness. The Office of Teacher and Leader Effectiveness shall provide advance notice to all teachers and leaders participating in the pilot of the start date of the selection period and the required procedures and forms for submitting their selected OAMs. If the OAM selected requires a SMART plan, the employee must also submit the SMART plan on the template provided by the Office of Teacher and Leader Effectiveness at the time of the selection.

The Office of Teacher and Leader Effectiveness shall provide supervisors with five (5) working days to verify that the teacher or leader selected an OAM relating to his or her job assignment; that the assessment or data collection relating to the OAM is readily available and will not require unanticipated testing or expenditures at the school; and with regard to all OAMs requiring a SMART plan, that the goals are challenging yet attainable.

The Board respects each individual employee's right to select an appropriate OAM. The metrics on the Preferred OAM List provide ample choice to teachers while maintaining the District's need for workability and consistency. The Preferred List items are also deemed to be the most reliable and valid options of those approved by the State Board of Education.

Upon written request to the Office of Teacher and Leader Effectiveness, a teacher or leader may request to use an OAM metric approved by the State Board of Education that is not on the Preferred OAM List relating to his or her job assignment. The written request must be received within ten (10) days of the first day of the selection period. The request shall describe in detail (1) the rationale for why the items on the Preferred List are not appropriate; (2) how the item identified by the teacher will be a valid, reliable and workable option for the teacher/leader and their supervisor; (3) how the OAM metric relates to an assessment or activity already deployed at his or her school; (4) how the item meets all of the other required criterion described above in "Selection of Other Academic Measures;" and (5) a proposed a complete, challenging and reasonable scale for assessing the teacher's performance on the OAM with an accompanying SMART goal relating to the OAM.

The Office of Teacher and Leader Effectiveness, in consultation with TCTA, TAESP and TASSP will review the OAM proposal and notify the teacher or leader making the request of whether the proposed OAM is approved within fourteen (14) calendar days.

Employees Who Teach Multiple Grades / Subjects

In the event an employee teaches multiple grades/subjects, the employee will not select an OAM for each grade/subject. Employees teaching multiple grades/subjects are only guaranteed two (2) OAM choices total, not two (2) choices per grade/subject.

Employees and supervisors are expected to work together collegially through this process. If an impasse develops at any point during this process, the employee and the supervisor will begin a mediation process.

Mediation Process

If an employee and supervisor are unable to agree on the appropriateness of the OAM, data sources and/or SMART plan, either party can request that the Executive Director of Teacher and Leader Effectiveness meet with the parties to determine an appropriate outcome. In order to request mediation, either party may email burkja@tulsaschools.org to request mediation. The Executive Director will promptly schedule a meeting with both parties and at the conclusion of the conference if the parties still have not reached an agreement the Executive Director will make a determination. The Executive Director will provide a written report of the agreement reached or decision made within two (2) school days of the meeting. The Executive Director's decision is final and non-appealable.

Extenuating Circumstances

In the event an extenuating circumstance (e.g., student teacher, extended illness, natural disaster, etc.) impacts student achievement after approval of the OAM, a reflective analysis will be used in lieu of the OAM score. The analysis must be in depth and provide information regarding the data which is available, the factors which contributed to the data, and the employee's assessment of all factors surrounding the OAM.

Evaluation Timing

Because it is impossible to obtain all necessary OAM assessment data before the end of the 2013-2014 school year, OAM scores will be released to employees, for information only, in the fall of 2014 as the data becomes available.

Board Approved

Preferred List of Other Academic Measures

Teachers and Leaders

Most Common Teacher Positions (Non-Enrichment, non-special ed, etc.)	Approved Measures	Time Period Measured/Compared
PK classroom teachers	<ul style="list-style-type: none"> ▪ SMART goal related to one or more academic standards (growth or attainment) ▪ Currently administered “off the shelf” test (growth or attainment) 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013- Spring 2014, or Spring 2013 to Spring 2014. ▪ If Attainment: Spring 2014 results
K-6 classroom teachers	<ul style="list-style-type: none"> ▪ Tripod Student Survey <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013 to Spring 2014 ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in relevant NWEA MAP/MPG assessment 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in SRI Results, as appropriate 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant OCCT scores 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
7-8 classroom teachers	<ul style="list-style-type: none"> ▪ Tripod Student Survey <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013 to Spring 2014 ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in SRI results, as appropriate 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant OCCT/EOI results 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant EXPLORE results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
9-12 classroom teachers	<ul style="list-style-type: none"> ▪ Tripod Student Survey <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013 to Spring 2014 ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in SRI results, as appropriate 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant OCCT/EOI scores 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant PLAN/ACT results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant ACT Workkeys results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014

Less Common Types of Teacher Positions	Approved Measures	Time Period Measured/Compared
Arts/Music	<ul style="list-style-type: none"> ▪ Tripod Student Survey ▪ Portfolio with SMART Goals (relating to teacher's contribution to student academic growth) ▪ Growth in School-Wide Attendance ▪ Growth in Fine Arts Assessment (existing, standardized test) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
AVID	<ul style="list-style-type: none"> ▪ Same as all teachers grades 7-12 ▪ SMART Goal work (relating to teacher's contribution to student academic growth relating to pre-AP) 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades 7-12 ▪ Growth/Attainment over 2013-2014
Career Tech	<ul style="list-style-type: none"> ▪ Same as all teachers grades 7-12 ▪ SMART Goal work (relating to teacher's contribution to student academic growth or project based learning modules) 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades K-12 ▪ Growth/Attainment over 2013-2014
Counselor	<ul style="list-style-type: none"> ▪ Oscar Goals (an existing SMART goal-type process) ▪ Portfolio with SMART Goals (relating to teacher's contribution to student academic growth) ▪ Growth in School-Wide Attendance 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Dean	<ul style="list-style-type: none"> ▪ Portfolio with SMART Goals (relating to discipline and/or attendance) ▪ Growth in School-Wide Attendance 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
ELL	<ul style="list-style-type: none"> ▪ Tripod Student Survey (if self-contained class with 10 or more students) ▪ Growth in Access Objectives ▪ SMART Goal work (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Gifted and Talented	<ul style="list-style-type: none"> ▪ Same as all teachers grades K-12 ▪ Portfolio with SMART Goals (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades K-12 <p>Growth/Attainment over 2013-2014</p>

Less Common Types of Teacher Positions	Approved Measures	Time Period Measured/Compared
Librarian	<ul style="list-style-type: none"> ▪ Survey (to be developed by working group; a single-item portfolio) ▪ Growth in SRI results, as appropriate ▪ SMART Goal work (relating to teacher's contribution to student academic growth) ▪ Portfolio with SMART goals (relating to teacher's contribution to student academic growth) ▪ Growth in School-Wide Attendance 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Nurse	<ul style="list-style-type: none"> ▪ SMART Goal work (relating to teacher's contribution to student academic growth) ▪ Portfolio (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Physical Education	<ul style="list-style-type: none"> ▪ Tripod Student Survey ▪ Fitness Gram ▪ Growth in School-Wide Attendance 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Read 180	<ul style="list-style-type: none"> ▪ Same as all teachers grades K-12, as appropriate 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades K-12
ROTC	<ul style="list-style-type: none"> ▪ Tripod Student Survey ▪ SMART goal relating to Superintendent Review 	<ul style="list-style-type: none"> ▪
Staff Development Teacher	<ul style="list-style-type: none"> ▪ Teacher Survey (to be developed by working group, a single-item portfolio) ▪ SMART Goal work (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Special Ed	<ul style="list-style-type: none"> ▪ Same as teachers grades K-12, as appropriate ▪ SMART Goal work (relating to teacher's contribution to student academic growth) ▪ Portfolio (if class is comprised of students for whom the other OAMs are not appropriate; relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades K-12 ▪ Growth/Attainment over 2013-2014
Speech Path/Psych	<ul style="list-style-type: none"> ▪ Survey (to be developed by working group, a single-item portfolio) ▪ SMART Goal work (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
TRAICE	<ul style="list-style-type: none"> ▪ SMART Goal work (relating to teacher's contribution to student academic growth) ▪ Portfolio (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014

Leader Positions	Approved Measures	Time Period Measured/Compared
Principals	<ul style="list-style-type: none"> ▪ District-Approved Teacher Perception Survey (a single item portfolio) <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013- Spring 2014, or Spring 2013 to Spring 2014. ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in NWEA MAP/MPG results (all subjects) 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant PLAN/EXPLORE/ACT results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ OCCT/EOI growth (all relevant subjects) 	<ul style="list-style-type: none"> ▪ Spring 2013-Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in SRI Results 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant ACT Workkeys results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
Assistant Principals	<ul style="list-style-type: none"> ▪ District-Approved Teacher Perception Survey Modified for APs (a single-item portfolio) <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013 to Spring 2014 ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in NWEA MAP/MPG (all subjects) 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant PLAN/EXPLORE/ACT results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ OCCT/EOI growth (all relevant subjects) 	<ul style="list-style-type: none"> ▪ Spring 2013-Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in SRI Results, as appropriate 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant ACT Workkeys results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014

SUPPORTING INFORMATION

INFORMATION ITEM G-11

2014 REGULAR MEETING SCHEDULE

BOARD OF EDUCATION
TULSA PUBLIC SCHOOLS
INDEPENDENT SCHOOL DISTRICT NUMBER ONE
TULSA COUNTY, OKLAHOMA
2014 REGULAR MEETING SCHEDULE

All meetings will be held in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

January 6 (Monday)	6:30 p.m.
January 21 (Tuesday)	6:30 p.m.
February 3 (Monday)	6:30 p.m.
February 18 (Tuesday)	6:30 p.m.
March 3 (Monday)	6:30 p.m.
March 13 (Thursday)	6:30 p.m.
April 8 (Tuesday)	6:30 p.m.
April 21 (Monday)	6:30 p.m.
May 5 (Monday)	6:30 p.m.
May 19 (Monday)	6:30 p.m.
June 2 (Monday)	6:30 p.m.
June 16 (Monday)	6:30 p.m.
July 8 (Tuesday)	6:30 p.m.
July 21 (Monday)	6:30 p.m.
August 4 (Monday)	6:30 p.m.
August 18 (Monday)	6:30 p.m.
September 2 (Tuesday)	6:30 p.m.
September 15 (Monday)	6:30 p.m.
October 6 (Monday)	6:30 p.m.
October 20 (Monday)	6:30 p.m.
November 3 (Monday)	6:30 p.m.
November 17 (Monday)	6:30 p.m.
December 1 (Monday)	6:30 p.m.
December 15 (Monday)	6:30 p.m.