



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Tuesday, February 18, 2014**, 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. SEATING OF BOARD MEMBER

- D-1. The Board President will read a statement concerning the election of a Board Member to represent School Board Election District Number Seven.
- D-2. School District Attorney Mr. Doug Mann will administer the Oath of Office to newly elected Board Member for Election District Number Seven.
- D-3. The Board President will read a statement concerning the election of a Board Member to represent School Board Election District Number Four.

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 NONROUTINE ITEMS REQUIRING BOARD ACTION

- L-1. Motion and vote on motion to enter into a resignation agreement with Belinda Baldwin and to authorize its execution by the Board President and Board Clerk.
- L-2. Motion and vote on motion to enter into a resignation agreement with Angela McLemore and to authorize its execution by the Board President and Board Clerk.

M. ANNOUNCEMENTS

The next regular scheduled meeting of the Board of Education will be held on Monday, March 3, 2014, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

N. 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 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.

E-2. RECOMMENDATION: Enter into a contract with the Chocolate Fountains of Tulsa to provide services for Edison High School'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 \$300

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

RATIONALE: The chocolate fountain opportunity has been held in years past and has provided students with a fun and delicious desert and it serves as a great memory of the senior prom.

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

E-3. RECOMMENDATION: Approve routine elementary 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: Approve the 2014-2015 Course of Study for the District's secondary schools.

COST: No cost to the District.

RATIONALE: The Course of Study is reviewed and edited yearly for compliance and alignment with the Oklahoma State Department of Education standards for course and graduation requirements. A committee accepts and reviews requests for new courses based on campus recommendations. Schools, students, and parents use the Course of Study to guide and make decisions for students when scheduling classes for the upcoming school year.

- E-5.** RECOMMENDATION: Purchase Cognitive Abilities Test (CogAT) from Riverside Publishing, Rolling Meadows, Illinois, for Spring 2014 assessment.

COST: Not to exceed \$49,821.34

FUND NAME/ACCOUNT: Gifted Education Fund, 11-0000-2240-506140-251-000000-000-06-070 (\$23,500) and Curriculum and Instruction Fund, 11-0000-2240-506140-000-000000-000-06-070 (\$26,321.34)

REQUISITION NUMBER: 11409644

RATIONALE: The Cognitive Abilities Test (CogAT) will serve as the District's second-grade assessment to test for intellectual ability in compliance with the District's gifted identification plan which recommends casting a wide net. The assessment measures general reasoning abilities in three domains: verbal, quantitative, and nonverbal. Proven research studies (Lohman, 2008), more English Language Learners and minority students are identified as possibly eligible for Gifted and Talented programs. The assessment also serves as a screening tool to identify students with potential learning deficits. The CogAT results have been used as documentation to recommend children for Child Study and the individualized Ability Profile Interpretation System provides insights into the way different children learn and links assessment results to classroom instruction which will benefit third-grade teachers with additional support to scaffold weaknesses and differentiate strengths.

E-6. RECOMMENDATION: Purchase student testing licenses from Northwest Evaluation Association, Portland, Oregon, for kindergarten through third grade for the 2014-2015 school year.
COST: Not to exceed \$200,700

FUND NAME/ACCOUNT: Reading Sufficiency Act Fund, 11-3670-2240-505300-424-113000-000-05-093-3670

REQUISITION NUMBER: 11409873

RATIONALE: The Measures of Academic Progress (MAP) and MAP for Primary Grades will serve as the District's kindergarten through third grade formative assessments to comply with the State of Oklahoma's Reading Sufficiency Act (RSA). The MAP and MAP for Primary Grades assessments are also conducive to demonstrating growth and will allow the District the option to determine in the future if the assessments are appropriate for value-added purposes in grades kindergarten through third.

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

E-7. RECOMMENDATION: Revise School Board Policies as listed.
1401 Superintendent of Schools
7201 Child Nutrition Services
9101 Public Information/School Communications Program
9301 Media Relations

RATIONALE: The policies are updated to reflect current language and practice.

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

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

E-8. RECOMMENDATION: Approve Change Order Number One for the McBirney Transportation building with Crossland Construction.

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 \$50,000. This change order is contingent upon the sale and receipt of the 2014A Bond funds.

RATIONALE: The McBirney Transportation building is part of the 2010 bond issue. The original contract was approved on the July 15, 2013, Agenda, item E-24, in the amount of \$661,379. Additional framing and electrical work is required to accommodate city requirements.

E-9. RECOMMENDATION: Enter into a contract with Cotton Trucking, the lowest responsible bidder, for the parking lot upgrades at the Transportation Department.

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 will be approximately \$49,500 and is contingent upon the successful sale and receipt of the 2014A Bond funds.

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

E-10. RECOMMENDATION: Enter into a contract with City of Tulsa for the conveyance of right-of-way for two parcels to the City of Tulsa for the Bridge 234, Project 104063, 4200 South Union Avenue, parcels 1.0 & 1.1 and, parcels 2.0 & 2.21 for the improvement of South Union Avenue. The city will reimburse the District \$15,319.00 for the transaction.

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 agreement will allow the City of Tulsa to proceed with improving South Union Avenue adjacent to ECDC Porter.

E-11. RECOMMENDATION: Approve Supplement Number Ten with Trigon General Contractors and Construction Management for the new library at East Central Junior High.

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 cost will be nine percent general conditions and five percent management fees. The total cost will be approximately \$2,000,000 and is contingent upon the sale and receipt of the 2014B Bond funds.

RATIONALE: The construction of the new library at East Central Junior High is part of the 2010 bond issue. Employment of a construction manager is necessary to complete projects in a timely manner.

E-12. RECOMMENDATION: Approve Supplement Number Seven with Crossland Construction for construction management services for the classroom addition at Edison Preparatory 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 cost will be 7 1/2 percent general conditions and three percent management fee. The total project cost will be approximately \$4,000,000 and is contingent upon the sale and receipt of the 2014B Bond funds.

RATIONALE: The classroom addition at Edison Preparatory School is part of the 2010 bond issue. Employment of a construction manager is necessary to complete the project in a timely manner.

E-13. RECOMMENDATION: Approve Supplement Number Nine with Trigon General Contractors and Construction Management for the repurposing of pools at Anderson, Chouteau, Lewis and Clark, and Hamilton elementary schools and Hale Junior High 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 cost will be seven percent general conditions and four percent management fee . The total project cost will be approximately \$2,000,000 and is contingent upon the sale and receipt of 2014A Bond funds.

RATIONALE: The pool repurposing projects are part of the 2010 bond issue. Employment of a construction manager is necessary to complete projects in a timely manner.

E-14. RECOMMENDATION: Amend item E-13 of the January 6, 2014, Agenda to purchase 69 white fleet vehicles from the providers as listed below for the Transportation Department.

Danny Beck Chevrolet	\$107,547.00
Bob Moore	\$180,142.00
Jim Glover	\$347,139.05
Bob Hurley Ford	\$937,792.00

COST: Not to exceed \$1,600,000 (no change from the original Agenda item)

RATIONALE: One of the vendors for three of the eight-passenger diesel vans was unable to supply the vehicles, so the bid has been awarded to the next most responsive bidder, Danny Beck Chevrolet, Tulsa, Oklahoma.

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

E-15. RECOMMENDATION: Approve routine staffing items.

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

E-16. RECOMMENDATION: Enter into a contract with Expo Square for the District's Teacher of the Year; Support Employee of the Year; 30-, 35- and 40-year employee recognition; and employee retirement event on May 1, 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 \$35,000

FUND NAME/ACCOUNT: Education Service Center's Activity Fund #584

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

E-17. RECOMMENDATION: Rename the Educational Leadership (EL) Salary Schedule to Educational Grade (EG) Salary Schedule and add two grades at the lower end of the schedule. The salary range for the lowest EG grade (EG-01) is based on the 12-month rate of the lowest step on the teachers' salary schedule. The District paid portion of Teachers' Retirement will continue to be paid for jobs in grades EG-03 and above and will not be paid for jobs in the two new grades (EG-01 and EG-02).

FURTHER RECOMMEND: Rename the Business Leadership (BL) Salary Schedule to Business Grade (BG) Salary Schedule and the Executive Pay (XP) Salary Schedule to Executive Grade (XG) Salary Schedule. There are no changes in the grades of the positions in the BG and XG salary schedules.

COST: There is no cost to the District.

RATIONALE: The new grades on the Educational Grade Salary Schedule will provide the ability to have exempt certified positions at a lower grade than an assistant elementary principal whose current grade is EL-01 and will be EG-03 on the new salary schedule. To be consistent with the proposed Educational Grade (EG) Salary Schedule and renaming of Educational Leadership (EL) Salary Schedule a decision was made to rename the Business Leadership and Executive Pay Salary Schedules.

F. ACTION AGENDA - Motion and vote on each recommendation

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

F-1. RECOMMENDATION: Increase the substitute teacher rates of pay as stated below for the following schools: Anderson Elementary, Burroughs Elementary, Gilcrease Elementary, Penn Elementary, Springdale Elementary, Walt Whitman Elementary, Dual Language Immersion, McLain Junior High and McLain High for the remainder of the 2013-2014 school year.

Under 48 hours of college from \$60/day to \$75/day
Over 48 hours of college from \$65/day to \$80/day
Oklahoma Certified from \$75/day to \$90/day
Long Term Assignment (greater than 90 days) \$90/day to \$110/day

COST: Not to exceed \$16,000

FUND NAME/ACCOUNT: General Fund, 11-0000-50-000000-214-07-XXX (for noncertified substitute teachers) and General Fund, 11-0000-1000-501310-100-000000-214-07-XXX (for certified substitute teachers)

RATIONALE: The ability to maintain 100 percent substitute fill rates within the District is paramount to student achievement. The District's current substitute rate of pay is currently at or slightly below the rates of pay for surrounding districts. All districts within Tulsa County share the same substitute pool. By increasing the substitute rate of a pay, the District will not only remain competitive but will further entice potential substitutes to look at our District first. In addition, it allows the District to retain the quality of substitutes needed in classrooms.

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 an agreement between Edison Preparatory High School and College Board/AP Capstone Program for the 2014-2015 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: \$6,000

FUND NAME/ACCOUNT: General Fund, 11-0172-2213-505820-000-000000-000-07-712 and 11-0172-2213-508600-000-000000-000-07-712

REQUISITION NUMBER: 11410292

RATIONALE: Edison Preparatory High School was one of three high schools in Oklahoma and among 100 in the United States that qualified and were invited to offer the Advanced Placement Capstone Diploma Program. The program offers a unique opportunity for students to distinguish themselves to colleges and universities while allowing the school to demonstrate the highest level of commitment to preparing students for college and career.

- G-2.** RECOMMENDATION: Enter into a contract with Tulsa Technology Center, Peoria campus, to host McLain's JROTC Military Banquet, April 10, 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: \$1,000

FUND NAME/ACCOUNT: McLain's Student Activity Fund #564

RATIONALE: The annual JROTC Military Banquet is the culminating activity for JROTC students and guests.

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

- G-3.** RECOMMENDATION: Purchase Developing Expert Readers products from Catapult Learning for use during the 2013-2014 school year.

COST: \$51,000

FUND NAME/ACCOUNT: Skelly Upper Elementary Title I Fund, 11-5150-1000-506810-494-000000-000-05-410-5150

REQUISITION NUMBER: 11407482

RATIONALE: Developing Expert Readers product kits include supplemental phonological awareness, phonics, and comprehension lessons and literacy center activities for kindergarten through third-grade classrooms. The kits include multiple lessons for all phonological awareness, phonics, and comprehension skills, including multiple copies of the text selected for the explicit instruction of the skills. The kits allow teachers to provide differentiated instruction to small groups of students at their instructional level, supported with literacy center activities that provide practice of previously mastered skills.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

- G-4.** RECOMMENDATION: Enter into a facilities usage agreement with the University of Tulsa to house the high school Kravis Summer Arts Camp 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 Kravis Summer Arts program allows high school students to receive instruction from University of Tulsa professors on the University of Tulsa campus. Students engage in advanced level coursework utilizing state of the art equipment in the art department building. The camp will be offered June 16 through 27, 2014, on the University of Tulsa Campus, Phillips Hall building.

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

- G-5.** RECOMMENDATION: Approve the 2013-2014 Amended School Budget and Financing Plan prepared in accordance with Section 5-154 of the School District Budget Act. The amended budget presents to the Board the details of the estimated revenue and expenditures that total \$_____ and \$_____, respectively for all appropriated funds.

FURTHER RECOMMEND: The Clerk of the Board make available ten copies of the proposed budget and have them available for review or for distribution at the office of the Chief Financial Officer.

RATIONALE: The Board of Education approved the 2013-2014 Preliminary School Budget and Financing Plan on June 17, 2013, and filed the plan before the end of the fiscal year as required by law. The Amended School Budget and Financing Plan supersedes the preliminary document and also complies with the appropriate law. The 2013-2014 Preliminary School Budget and Financing Plan presented to the Board of Education with details of the estimated revenue and expenditures totaled \$554,819,651 and \$536,637,589, respectively for all appropriated funds.

- G-6.** RECOMMENDATION: Approve the sanctioning of additional organizations in accordance with Board Policy 5707 for the 2013-2014 year.
Rogers Basketball Booster Club
Dual Language Immersion PTA
McLain 7th Grade PTA
Tulsa Met PTO

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. The organizations have submitted the required information in support of the applications. The original item was approved on the November 4, 2013, Agenda, item E-9.

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

- G-7.** RECOMMENDATION: Approve deduct Change Order Number Three with Boldt Construction for the classroom and cafeteria addition at Disney 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: Not to exceed \$10,000

FUND NAME/ACCOUNT: Facilities Bond Fund, 31-1210-4700-504500-000-000000-000-12-447-GC003

RATIONALE: The Disney classroom addition is part of the 2010 bond issue. The contractor did not complete the punch list items and the District's Maintenance Department completed the list. The original contract was approved on December 6, 2010, Agenda, item E-15 in the amount of \$3,637,000.

- G-8.** RECOMMENDATION: Approve Change Order Number One with Advantage Glass for the window replacement projects at Celia Clinton, Kerr, and Lindbergh elementary schools, and Memorial Junior High 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: Not to exceed \$5,000

FUND NAME/ACCOUNT: Facilities Bond Fund, 31-1210-4700-504500-000-000000-000-12-447-GC003

RATIONALE: The window replacement project is part of the 2010 bond issue. Additional window coverings were needed to complete the project. The original contract was approved on the May 2, 2011, Agenda, item E-8, in the amount of \$887,180.

G-9. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the replacement of the District's phone system as specified. This contract is being awarded under RFP 14020.

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 approximately \$2,000,000 and will be paid in FY2015, contingent upon the sale of future bonds.

FUND NAME/ACCOUNT: 2014D Bond Funds

REQUISITION NUMBER: E-Rate item

RATIONALE: The existing District phone system is outdated and has been plagued with frequent outages over the last several years. Phone services are critical in the District, especially at school sites. The new phone system will provide the District with reliable state-of-the-art technology. The vendor is required to provide an enterprise class Voice over IP phone system and all labor, equipment, software, technical training, cabling, and licensing necessary to implement a turnkey solution for replacement of the existing District phone system.

G-10. RECOMMENDATION: Approve Change Order Number One with Architectural Materials for the window replacement project at MacArthur 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: Not to exceed \$4,145

FUND NAME/ACCOUNT: Facilities Bond Fund, 31-1210-4700-504500-000-000000-000-12-447-GC003

RATIONALE: The window replacement project is part of the 2010 bond issue. Additional operable windows were required in the kitchen and additional security screens were needs in the courtyard. The original contract was approved on January 22, 2013, Agenda, item E-14, in the amount of \$250,734.

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

G-11. RECOMMENDATION: Enter into a contract with the lowest responsible offeror, effective July 1, 2014, through June 30, 2015, for long distance services at all District sites. This contract, as a result of RFP 14046, includes the option for a maximum of four subsequent annual renewal periods.

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 \$17,500 and will be paid in FY 2015 as soon as the 2014-2015 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2620-505320-000-000000-000-02-026

REQUISITION NUMBER: E-Rate item

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

G-12. RECOMMENDATION: Renew the contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2014, through June 30, 2015, for high-speed data services for Shadow Mountain, Juvenile Detention Center, and North Bus Lot. This exercises the first of four voluntary renewal periods awarded under RFP 13016 on February 25, 2013.

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 \$5,500 and will be paid in FY 2015 as soon as the 2014-2015 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

REQUISITION NUMBER: E-Rate item/41300416

RATIONALE: This will provide high-speed, network connectivity for employees providing services to students at Shadow Mountain, Juvenile Detention Center and North Bus Lot. E-Rate typically provides for these services at approximately 86 percent discount.

G-13. RECOMMENDATION: Renew the contract, exercising the option to increase bandwidth, with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2014, through June 30, 2015, for Internet access services. This exercises the first of four voluntary renewal periods awarded under RFP 13016 on February 25, 2013.

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 393,072 and will be paid in FY 2015 as soon as the FY 2014-2015 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

REQUISITION NUMBER: E-Rate item/41300417

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

G-14. RECOMMENDATION: Renew the contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2014, through June 30, 2015, for basic phone services as specified at Thoreau Demonstration Academy. This exercises the first of four voluntary renewal periods awarded under RFP 13016 on February 25, 2013.

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 \$2,900 and will be paid in FY 2015 as soon as the FY 2014-2015 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2620-505320-000-000000-000-02-026

REQUISITION NUMBER: E-Rate item/41300418

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

G-15. RECOMMENDATION: Renew the contract with Presidio Corporation, Greenbelt, Maryland, effective July 1, 2014, through June 30, 2015, for Uninterruptible Power Supply (APC-UPS) maintenance on certain of the District's E-Rate eligible core APC-UPS system. This exercises the first of four voluntary renewal periods awarded under RFP 13024 on March 5, 2013.

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 \$5,265.92 and will be paid in FY2015 as soon as the 2014-2015 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-504320-000-000000-000-02-026

REQUISITION NUMBER: E-Rate item/41300423

RATIONALE: This will provide the District with maintenance for all core E-Rate eligible APC-UPS hardware not currently under warranty. A maintenance contract provides the best method for providing break fix and troubleshooting resolutions on these critical systems. If approved, E-Rate will provide discounts of approximately 86 percent.

G-16. RECOMMENDATION: Enter into a contract with the lowest responsible offeror, effective July 1, 2014, through June 30, 2015, for telecommunication services for Centrex, DID, PRI, and basic voice services. This contract, as a result of RFP 14046, includes the option for a maximum of four subsequent annual renewal periods.

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 \$250,000 and will be paid in FY2015 as soon as the 2014 - 2015 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2620-505320-000-000000-000-02-026

REQUISITION NUMBER: E-Rate item

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

G-17. RECOMMENDATION: Amend the contract, exercising the option to increase bandwidth, with Cox Business Services, Tulsa, Oklahoma, effective March 2014 through June 30, 2014, for Internet access services.

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: Total cost increase not to exceed \$26,008

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-057

REQUISITION NUMBER: 41300417

RATIONALE: This will provide increased Internet access service to all sites in the District. This increase will be funded by Oklahoma Universal Service Fund at no additional cost to the District.

G-18. RECOMMENDATION: Enter into a contract with the lowest responsible offeror, effective July 1, 2014, through June 30, 2015, for cellular telephone and mobile data services. This contract, as a result of RFP 14046, includes the option for a maximum of four subsequent annual renewal periods.

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 \$160,000 and will be paid in FY2015 as soon as the FY 2014-2015 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505340-000-000000-000-XX-XXX

REQUISITION NUMBER: E-Rate item

RATIONALE: The cellular telephone service allows for immediate contact of supervisors and select employees, enhancing the District's ability to quickly address many issues, including safety issues. Mobile data services are used to access email, contact and dispatch, as well as, to provide instant two-way radio contact capabilities to critical personnel. Utilizing one vendor for these services leverages volume and ensures excellent pricing and a standard quality product, as well as more efficient administration of services. E-Rate funding will help offset these expenses at a discount of approximately 86 percent.

G-19. RECOMMENDATION: Enter into an agreement with Northeast Waste Solutions, LLC, Tulsa, Oklahoma, and Miller Investments & Properties, LLC, Stroud, Oklahoma, for use of a compressed natural gas (CNG) fueling station.

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: 41300682

RATIONALE: The fueling station will be used as an alternative site to fuel CNG powered vehicles on an as-needed basis while the existing fueling infrastructure is being upgraded. The fueling station accepts Fuelman cards. The District currently has a contract in place with Fleetcor Technologies, Charlotte, North Carolina, using the City of Oklahoma City contract for off-site fueling needs.

G-20. RECOMMENDATION: Renew the contract with Windstream Communications, Broken Arrow, Oklahoma, effective July 1, 2014, through June 30, 2015, for Nortel phone switch and call pilot voice mail maintenance on some of the District's core Nortel voice switching hardware as specified. This exercises the second of two voluntary renewal periods awarded under RFP 129810000942090 on February 22, 2012.

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 \$129,972 and will be paid in FY2015 as soon as the 2014-2015 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-504320-000-000000-000-02-026

REQUISITION NUMBER: E-Rate item/41300566

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

G-21. RECOMMENDATION: Renew the contract with Decision One, Devon, Pennsylvania, effective July 1, 2014, through June 30, 2015, for Dell server maintenance on certain District E-Rate eligible network servers as specified. This will exercise the second and last of two voluntary renewal periods awarded under RFP 11940000941826 on February 21, 2012.

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 \$3771.24 and will be paid in FY2014 as soon as the 2013-2014 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-504320-000-000000-000-02-026

REQUISITION NUMBER: E-Rate item/41390032

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

G-22. RECOMMENDATION: Renew the contract with Presidio Corporation, Greenbelt, Maryland, effective July 1, 2014, through June 30, 2015, for Cisco Smartnet software and hardware support and maintenance, on certain of the District's core Cisco switching hardware as specified. This exercises the first of four voluntary renewal periods awarded under RFP 13024 on March 5, 2013.

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 \$69,962.48 and will be paid in FY2015 as soon as the 2014-2015 budget is approved.

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-504320-000-000000-000-02-026

REQUISITION NUMBER: E-Rate item/41300425

RATIONALE: This will provide Cisco Smartnet software and hardware maintenance for all core network switching hardware not currently under warranty. A maintenance contract provides the best method for providing software and hardware resolutions on the critical systems. If approved, E-Rate will provide discounts of approximately 86 percent of the software maintenance portion.

G-23. RECOMMENDATION: Renew the contract with Blue Torch Network Solutions, Inc, d.b.a. School Desk, effective July 1, 2014, through June 30, 2015, for subscription and maintenance for a Districtwide web content management and web hosting solution. This exercises the first of three voluntary renewal periods awarded under RFP 13010 on February 25, 2013.

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 \$73,100 and will be paid in FY 2015 from the as soon as the 2014-2015 budget is approved.

FUND NAME/ACCOUNT: General Fund / 11-0000-2230-504320-000-000000-000-02-056

REQUISITION NUMBER: E-Rate Item/41300427

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

SUPPORTING INFORMATION**CONSENT ITEM E-1****ROUTINE SECONDARY FIELD TRIPS**

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Thoreau Demo. Academy/Exchange Program Students	Students: Parents: Staff:	Thoreau exchange program, Quito, Ecuador	June 3- 13, 2014	0	No cost to the District/ Funding provided by parents/guardians
Washington High School	Students: 6 Parents: 0 Staff: 2	Louder than a Bomb Poetry Slam/ Chicago, Illinois	March 13- 16, 2014	1	No cost to the District/Funding provided by a private grant
Carver Middle School Student's	Students: 200 Parents: 20 Staff: 6	World Fest at Silver Dollar City/Branson, Missouri	May 2, 2014	1	Not to exceed \$21,000/Carver Student Activity #558

SUPPORTING INFORMATION

CONSENT ITEM E-3

ROUTINE ELEMENTARY FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Mayo Demonstration/5 th Grade students	Students: 47 Parents: 36 Staff: 2	Study trip to the Dealey Plaza Museum, Perot Science Museum and the Dallas Zoo, Dallas, Texas	May 15- 17, 2014	2	No Cost to the District

SUPPORTING INFORMATION

CONSENT ITEM E-7

POLICIES/REGULATIONS

TULSA PUBLIC SCHOOLS

Policy 1401

SUPERINTENDENT OF SCHOOLS

PURPOSE: To prescribe the processes for recruitment, appointment, selection, and evaluation of the Superintendent of Schools; to publish qualifications for the position; to define the Board's intent relative to an employment agreement with the Superintendent; to specify the term of employment; to describe general duties and responsibilities; and to encourage continuing professional development of the incumbent.

Recruitment, Appointment and Selection

Upon the declaration of a vacancy in the office of Superintendent of Schools, the Board shall deliberate concerning an appropriate search process consistent with its recruitment desires and objectives. Community participation, consultant support and/or advice and council, timelines, search parameters (including external and internal candidacy expectations), and the specification of desirable qualifications, experience and expertise shall be the prerogative of the Board. After the completion of Board deliberations, appropriate notice and/or advertisement soliciting applicants for the position of Superintendent may be authorized.

The Board may seek the advice and counsel of an advisory committee or it may employ a consultant to assist in its deliberations. Individuals may be invited to submit their credentials for consideration upon approval of the Board. Final selection is reserved for the Board after a thorough consideration of qualified applicants.

A majority of the Board member quorum present at Board meetings for which due notice has been given of the intended action, will be required for the appointment of the Superintendent.

Qualifications

The Superintendent must hold or be eligible for appropriate certification and/or licensure as may be required by the laws of the state of Oklahoma and/or by the regulations of the State Board of Education. In addition, the Superintendent must have a record of recent success in relevant assignments with a demonstrable record of increasingly responsible duties and responsibilities consistent with those identified by the Board in its deliberations.

Employment Agreement

Upon appointment or reappointment of the Superintendent, the Board shall negotiate an employment agreement with the Superintendent that defines the authority of the position, the terms and conditions of employment including compensation and benefits, the Board's performance expectations and evaluation plan/procedure, and other such matters as may be determined to be necessary and/or appropriate by the Board during its deliberations.

Term of Office

Consistent with state law, the term of office specified via the employment agreement will not exceed the current fiscal year plus the succeeding three fiscal years. A fiscal year represents a period of July 1 through June 30.

Evaluation

The Superintendent will be evaluated by the Board during the contract term at such times as the Board determines and consistent with the terms of its employment agreement with the Superintendent.

General Duties and Responsibilities

The Superintendent shall be responsible for the myriad of duties within generally accepted categories of leadership competency. Examples of these duties by category are provided below. This list is not meant to be all-inclusive nor exhaustive of the duties and responsibilities of the Superintendent. Other duties and responsibilities may be specifically identified during the course of employment consistent with the Board's employment agreement with the Superintendent.

Instruction

- Directs the planning of school programs directed toward both effective and efficient delivery of educational programs, services and activities.
- Provides for the development and implementation of teaching and learning strategies to include provision of special courses as may be required.
- Attends to the demands for appropriate physical accommodation for all students in safe, secure and comfortable environments.
- Keeps abreast of educational trends and makes appropriate recommendations regarding adjustments to current practice as may be appropriate.

Communications

Keeps the Board and public informed, using a variety of strategies on all relevant matters of significance related to the District.

Human Resources

- Delegate's duties and responsibilities to appropriate subordinates as may be required based upon individual technical skill and ability.
- Assigns, reassigns, and/or modifies as required the duties, responsibilities and authority of subordinates as may be necessary consistent with the demands of the organization.
- Provides oversight to the recruitment and selection process for all District employees and recommends all candidates for employment.
- Transfers, suspends, places on probation, and recommends promotion or dismissal for subordinates consistent with Oklahoma law and State Board of Education rules and regulations.

Organizational Management

- Periodically reviews the administrative and supervisory organization of the overall District and its respective subordinate organizational entities and recommends revisions as may be appropriate.
- Works cooperatively with all legislative agencies to advance the cause and interest of public education in the state and nation.
- Exercises general supervision over individual schools and administrative units.
- Recommends the establishment and alteration of school attendance boundaries.
- Serves as the chief executive officer of the Board on all matters pertaining to the District.
- Makes recommendations regarding Board policies.
- Attends meetings of the Board as required.
- Implements the established policies of the Board and develops and publishes administrative regulations as required.
- Informs the Board of planning and progress of various educational projects and developments within the school program.
- Closes schools in cases of emergency.
- Interprets policies and exercises discretion in the application of such policies in the best interests of the District.
- Performs other duties and exercises authority as may be required by law, State Board of Education regulations, or by the Board.

Fiscal

- Accounts for funds and makes financial reports to the Board and other agencies as may be required.
- Demonstrates strong fiscal management skills including the skill to develop and maintain appropriate levels of reserves.
- Proposes an annual budget to the Board and administers the budget after adoption recommending revisions as may be required by fiscal circumstances as they become known.
- Recommends salary and wage schedules for employees of the District.

Superintendent's Professional Development Opportunities

The Board encourages the Superintendent to seize opportunities for individual professional growth and development. Therefore, the Board encourages the Superintendent to attend educational conferences, seminars and workshops, visit other school districts, and use other means to keep abreast of modern educational thoughts and practices.

The Board expects the Superintendent to provide leadership to other school districts in current educational practices and matters related to federal and state legislation. Such leadership not only enhances the position of the District, but also grants the Superintendent many opportunities to develop professionally.

Adopted: November 1982
Revised: February 2014

1401 Page 3 of 3

CHILD NUTRITION SERVICES

PURPOSE: To prescribe food services for District students.

The District will provide procedures for the operation of a food service program in each school. The food service program shall participate in the National School Lunch Program and at a minimum comply with all federal and state regulations pertaining to the program.

The Child Nutrition Services program will provide adequate, appetizing, nutritious meals to all students uniformly throughout the system. The program is subject to centralized control and regulation. While not intended as a profit-making operation, the District's cafeterias are expected to be self-supporting.

Funds derived from the sale of meals, and reimbursement from the Child Nutrition programs should be adequate to pay most direct cafeteria expenses including salaries, maintenance and replacement of equipment, food and supply purchases, but not building utilities and support provided by other departments, e.g., Treasurer, Warehouse, and Information Technology. The price of meals must be reviewed annually and approved by the Board to assure adequate funding for the program. The operation is to be administered as efficiently as possible to minimize the cost to parents/guardians and students.

Food Purchasing/Selection

The Director of Child Nutrition Services, working cooperatively with the Director of Materials Management, will establish standards of quality for the foods purchased and detailed specifications of equipment items required to meet the needs of the program. Sampling and comparing of foods from various suppliers will be undertaken to determine costs, quality, and appropriateness for school use.

The purchase of food and supplies will be made in conformity with bidding requirements as established by law. Central purchasing and warehousing procedures will be exercised to promote efficiency of operations.

Records and Reports

The Child Nutrition Services will establish and maintain proper accounting procedures, and provide records and reports as required by law. Controls will assure proper collection and money handling procedures; timely payment of salaries and suppliers; the safeguarding of assets; and accurate, timely reports of the operation.

Food Service Sanitation Program

All cafeterias will maintain sanitation standards in compliance with federal, state, and local health codes. Basic requirements for sanitation include: daily cleaning of work areas and equipment; food handlers' permits for all cafeteria employees; monthly inspections by the City Health Department; daily garbage service by city or private refuse haulers; bimonthly service of a licensed, bonded exterminating company; and training classes for employees emphasizing cleanliness and good housekeeping habits.

Free and Reduced-Price Food Services

Students attending schools within the District classified as economically deprived will be provided free or reduced-cost meals. The procedure used for establishing economic deprivation will be determined by the Family Applications section of the Child Nutrition Office, based upon criteria provided by the Director of Child Nutrition Services, and in accordance with regulations of the Oklahoma State Department of Education and the U.S. Department of Agriculture.

Adopted: November 1982

Revised: February 2014

7201 Page 2 of 2

COMMUNICATIONS / SCHOOL COMMUNICATIONS PROGRAM

PURPOSE: To define the responsibility to communicate with the public.

A climate of mutual understanding and cooperation between the schools and employees, students, parents, and community is essential if the education program is to best meet student and community needs and expectations.

An effective two-way communications program is vital to active and constructive participation of employees, students, parents, and community in the decision-making process. Employees, students, parents, and community are entitled to complete, accurate and continual information about school policies, regulations, programs, operations, finances, achievements, goals, problems, needs, and other information schools are required by federal and state laws, and regulations to make available.

All feasible forms of communications, including personal, print, and electronic, will be used to supply this information. Responsibility to develop the means to make this commitment effective is delegated by the Board to the Superintendent, as is the responsibility to maintain an on-going, systematic, two-way communication program.

Adopted: November 1982
Revised: February 2014

MEDIA RELATIONS

PURPOSE: To inform and guide the media and District staff in the proper manner of informing the public of District business.

The District will comply with all state and federal laws and regulations regarding open meetings and open records and respond to all media inquiries in a prompt, cooperative manner. Media requests received by the Communications Office will be responded to in a timely manner.

The Director of Communications is the spokesperson for the District. All contacts and press releases concerning matters of District-wide interest and controversial topics should be conducted by Communications Staff. Any staff member, in addition to Communications staff, should respond to questions from news media with accurate information and within the scope of their jobs. Principals will inform the Director of Communications of existing or potential problems at their school.

Media on campus will be subject to all rules for visitors and should contact the Communications Office before going to a school site. Once on site, clearance from the principal and/or the main office is necessary. If principals have questions about releasing information, they will contact the Communications Office.

Parents/guardians may request in writing that no photographs or identifiable information of their child be obtained by the media. Photography of students in a classroom setting is permitted with parental consent and as long as the classroom is not disrupted.

Crises and emergency information will be coordinated between the Communications Office, Campus Police Chief and Emergency Management coordinator.

Adopted: November 1982
Revised: December 2013

SUPPORTING INFORMATION

CONSENT ITEM E-15

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Brown, Laura	1/07/14	B-13	\$ 20,647.95	Teacher-Hawthorne/Grade 2 Rate: \$38,660.00 Return from leave
Daramus, Courtney	1/27/14 6/12/14	B-0	15,141.48	Teacher-Eugene Field/ Grade 1 Rate: \$32,900.00
Dill, Tom	1/22/14	B-15	19,181.59	Teacher-Kerr/Grade 5 Rate: \$40,190.00 Return from leave
Eddleman, Erin	1/27/14	B-1	15,325.57	Teacher-Eugene Field/ Grade 6 Rate: \$33,300.00 Return from leave
Glenn, Judy	1/27/14 6/03/14	BL-3	12,786.00	Global Exchange Coordinator-Eisenhower Rate: \$28,500.00
Hannaford, Eileen	2/10/14 5/29/14	B-7	14,401.70 608.52 720.08	Teacher-Margaret Hudson/ English Rate: \$35,700.00 Additional days Alternative Education
Hegdale, Pamela	1/27/14 5/29/14	M-8	17,215.26 860.77	Teacher-Kerr, Lewis and Clark/ Special Education Rate: \$37,406.00 Return from leave
Hester, Jay Lynn	1/16/14 5/29/14	B-0	15,515.34	Indian Education Resource Advisor-Indian Education Rate: \$32,900.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Mackey, Jennifer	1/23/14 6/12/14	M-1	\$ 8,103.35	Teacher-Chouteau/ELD Half-Time Rate: \$34,366.00 Return from leave
Mason, Jennifer	2/03/14 5/29/14	B-4	17,250.00	Teacher-Thoreau/Math Rate: \$34,500.00
Rad, Katherine	1/29/14 5/29/14	M30-21	11,251.66	Itinerant Teacher-Rogers Half-Time Rate: \$50,134.00 Return from leave
Ray, Faith	1/15/14 5/29/14	M-28	26,968.00	Teacher-Walt Whitman/ Grade 2 Rate: \$53,936.00
Rosario, Melanie	1/27/14 5/29/14	BL-5	20,127.94	Social Worker-Webster Rate: \$34,505.00 Return from leave
Spanich, Stephen	1/14/14	B-26	26,108.35	Teacher-Grimes/PE Rate: \$51,630.00
Thomas, Veronica	1/21/14 5/29/14	B-0	15,889.20	Teacher-Burroughs/ Grade 3 Rate: \$32,900.00
Vaughan-Harrison, Savanna	1/21/14	B-1	16,082.39	Teacher-Lindbergh/ Grade 1 Rate: \$33,300.00 Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Support (Hourly):				
Beard, Lordly	2/28/14 6/30/14	CA-12	\$ 15.00	Human Capital Specialist- ESC/Human Capital
Bell, Cynthia	1/02/14 6/30/14	MT-8	13.79	Head Custodian-Springdale Return from leave
Billingsley, Keiah	1/20/14 5/28/14	MT-1	8.74	Child Nutrition Services (CNS) Assistant-Jackson
Black, Deborah	2/03/14 6/30/14	CA-12	15.87	Human Capital Specialist- ESC/Human Capital Return from leave
Branch, Diana	1/21/14 5/28/14	IS-6	10.34	Teacher Assistant (TA)- Clinton Return from leave
Brown, Patricia	1/20/14 5/28/14	MT-1	8.90	CNS Assistant-Monroe
Burk, Karen	2/03/14 5/29/14	CA-3	10.68	Clerk-Edison
Burks, Demario	1/24/14 6/30/14	MT-3	9.21	Custodian-Disney Shift differential
Clayton, Amber	1/30/14 6/04/14	CA-8	12.83	Principal's Secretary- Whitman
Cochran, Jeri	2/03/14 6/11/14	IS-6	12.28	TA-Marshall
Curtis-Lipford, Cori	1/27/14 5/28/14	IS-6	10.81	TA-Sequoyah
Darwin, Spencer	1/21/14 6/30/14	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Devaux, Tristen	1/23/14 5/28/14	MT-1	8.90	CNS Assistant-Wright

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Dobson, Dwight	1/30/14 6/30/14	MT-14	\$ 22.34	Electrician-Maintenance Return from leave
Durbin, Melanie	1/21/14 5/28/14	MT-1	8.74	CNS Assistant-Marshall
Frank, Jana	2/03/14 5/28/14	MT-1	8.74	CNS Assistant-Penn
Hacker, John	1/02/14 6/30/14	MT-3	11.37	Custodian-Webster Return from leave
Kaup, Sherry	1/07/14 5/28/14	MT-1	9.37	CNS Assistant-Kerr Return from leave
Lawson, Kandice	1/23/14 5/28/14	IS-6	10.81	TA-Whitman
Lewis, Camille	2/03/14 5/28/14	MT-1	8.74	CNS Assistant-Penn
Million, Kylie	2/19/14 6/30/14	CA-12	14.00	Human Capital Specialist- ESC/Human Capital
Murphy, Leah	1/21/14 5/28/14	IS-6	12.28	TA-Marshall Return from leave
Najera, Nadia	1/27/14 5/28/14	IS-6	10.81	Parateacher-Zarrow
Pena, Jose	1/08/14 5/28/14	MT-6	11.77	Bus Driver Return from leave
Phillips, William	1/21/14 6/30/14	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Smith, Johnisha	1/07/14 5/28/14	IS-6	10.81	TA-McLain Seventh Grade Academy
Ward, Karissa	1/14/14 5/28/14	IS-10	13.71	MD Paraprofessional- Remington Return from leave

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Davis, Tamberlin	Teacher-Shadow Mountain/ All Subjects B-9	8/19/13	\$ 36,800.00 1,840.00	\$ 37,916.00 1,840.00	M-9 Alternative Education
Etherlberth, Tammy	Teacher-Hale/ Special Education M-7	1/017/14	36,796.00 1,839.80	19,522.50 976.12	M60-7 Rate: \$39,045.00 Special Education Rate: \$1,952.25
Gerber, Misty	Staff Development Teacher-Curriculum and Instruction M-6	8/19/13	36,376.00	37,494.00	M30-6
Gray, Michael	Teacher-Hale/ Social Studies B-9	8/19/14	36,800.00	37,916.00	M-9
Griffin, Raymond	Teacher-Hamilton/ELD M-7	1/07/14	36,796.00	18,957.00	M30-7 Rate: \$37,914.00
Hill, Terri	Compliance Monitoring Specialist-ESC/ Special Education and Student Services B-10	1/07/14	37,200.00 1,860.00 3,593.18	19,163.00 958.15 1,959.85	M-10 Rate: \$38,326.00 Special Education Rate: \$1,916.30 Additional days Rate: \$3,701.94
Lamb, Rhiannon	Teacher-Kendall Whittier/ Kindergarten B-1	1/07/14	33,300.00	17,183.00	M-1 Rate: \$34,366.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Murray, Devon	Teacher- TRAICE Academy M-2	1/06/14	\$ 34,776.00 1,738.80 1,383.13	\$ 17,879.19	Teacher-Rogers/P.E. Alternative Education Additional days
Ortega, Whitney	TA-Zarrow IS-6	1/14/14 5/29/14	11.13/hr.	16,636.93/yr.	Teacher-Zarrow/ Grade 1 B-0 Rate: 32,900.00
Parnosky, Joy	Staff Development Teacher- Curriculum and Instruction M-9	2/19/14	37,916.00 1,831.00	19,544.09	Learning Director- Central Jr. High EL-2 Rate: \$48,257.00 Staff Development
Roybal, Senlin	Teacher-Hale/ Math B-2	1/24/14	33,700.00	17,783.18	M-2 Rate: \$34,776.00
Sandoval, Irma	Teacher-Dual Language Immersion Program/ Grade 2 B-2	1/07/14	33,700.00	17,388.00	M-2 Rate: \$34,776.00
Trotter, Anna	Librarian-Lewis and Clark B-18	1/07/14	47,154.00	24,392.50	M60-18 Rate: \$48,785.00
Whtie, Dionea	Teacher- Gilcrease/ Grade 6 B-5	2/15/14	34,900.00	12,601.76	M-5 Rate: \$35,976.00
Wyble, Julia	TA-Kendall Whittier IS-6	2/04/14 5/29/14	10.81/hr.	14,019.69	Teacher-Hawthorne/ Grade 2 Rate: \$32,900.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Support (Hourly):					
Connell, Debra	Bus Driver MT-6	11/07/13 5/28/14	\$ 11.97 .30	\$ 11.97 .30	Interim Routing and Scheduling Supervisor- Transportation Special Needs Additional duties MT-6
Gestland, Kathryn	Paraprofessional Cooper IS-6	1/13/14 5/28/14	10.81	13.11	Autism Paraprofessional- Mark Twain IS-10
Goode, Pamela	Clerk-Cooper CA-8 8hrs/day	1/27/14 5/30/14	10.57	10.57	TA-Eliot IS-3 6hrs/day
Hicks, Carol	CNS Cook I-Bell MT-2	12/09/13 5/28/14	9.80	10.48	CNS Cook II-ECDC Bunche MT-3
Patten, Carmen	CNS Assistant Manager-Celia Clinton MT-6	1/21/14 5/30/14	10.52	10.52 2.75/hr.	Interim CNS Manager Additional duties
Trammell, Mary	CNS Cook II – ECDC Bunche MT-3 7hrs/day	12/23/14 5/28/14	10.12	10.12	CNS Cook II – McLain MT-3 8hrs/day
Vaquera, Velma	Custodian- Rogers College High MT-5	11/04/13 6/30/14	11.19 .55	10.36 .51	Custodian-Rogers College High Shift differential MT-3
Williams, Terri	Paraprofessional Cooper IS-6 6hrs/day	1/27/14 5/	12.39	11.37	Clerk-Cooper CA-3 8hrs/day

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Craig, Tina	1/17/14	Teacher-MacArthur/ELD	Personal illness
Gilkey, Eschelle	1/02/14	ACE Coordinator-ESC/ Accountability	Personal illness
Hempel, Mang	1/27/14	Teacher-Cooper/ Kindergarten	Maternity
Nein, John	1/29/14	JROTC Instructor-East Central	Personal illness
Noble, Pamela	1/24/14	Teacher-Hale/Art	FMLA
Plumlee, Alana	1/07/14	Teacher-East Central/ Career Tech	Personal illness
Tillis, Sheryl	1/27/14	Teacher-Sequoyah/ Special Education	Personal illness
Support (Hourly):			
Alberty, Dana	1/09/14	CNS Assistant-McLain	FMLA
Clark, Christin	1/14/14	Paraprofessional-Gilcrease	Personal illness
Elliott, Stephen	1/02/14	Bus Driver	Personal illness
Risenhoover, John	1/07/14	CNS Cook II- East Central	Personal illness

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Blackmon, Raynard	1/20/14	Bus Driver Trainee

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Adkins, Linda	1/20/14	Teacher-Eugene Field/ELD
Boen, Kathy	1/27/14	Teacher-Cooper/Grade 2
Cochran, Jeri	1/31/14	Teacher-Academy Central/Grade 5
Grinder, Devonny	1/27/14	Teacher-Hawthorne/Pre-K
Knowels, William	1/29/14	Psychologist-Burbank
Reyes, Leovaldo	1/27/14	Teacher-McLain/Grade 7
Rutherford, Demetria	2/03/14	Teacher-Central Jr. High/Science
Support (Hourly):		
Alberty, Dana	1/31/14	CNS Assistant-McLain
Cordova, Soyla	2/07/14	Custodian-Educare II
Eisenach-Caudle, Diane	12/09/14	Bus Driver
Guthery, Damon	1/24/14	Paraprofessional-Central
Hefley, John	2/09/14	Campus Police Officer-ESC/Campus Police
Henry, Floyd	1/29/14	Bus Driver Trainee
McGeeley, Alyssa	2/14/14	ED Paraprofessional-Wright
Riley, Leah	2/14/14	TA-Marshall
Stanley, Nancy	12/21/13	CNS Assistant-Marshall
Stuart, Lori	1/21/14	Paraprofessional-Eliot
Sweet, Kristi	2/07/14	Site Assistant-Eisenhower/Before and After Care
Taylor, Bonnie	1/24/14	TA-Jackson/Pre-K
Teasley, Khadijah	2/04/14	Custodian-Educare II
Wells, DeAnn	1/13/14	Bus Driver Trainee

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Barnes, Xavier
Carian, Julia
Guess, Vanessa
Henderson, Lawrence Travis
Holland, Sarah
McIntosh, Reubin
Paschal, Clara
Wiley, Bryan
Wojciechowski, Michael

Speech Pathologist

Bartko, Roxanne

Tutor

Bradshaw, Katherine
Cairl, Judith
Collier, Brenda
Freese, Jennifer
Roccasalva, Megan
Taldo, Kay
Tierney, Kay
Wahl, Cynthia

CNS

Johnson, Ceaira
Morgan, Linda
Salas, Abel

Adjunct Coach

East Central– 13-11-000-1000-501930-820-330000-201-07-710

Samuel Stacy, Boy's Track @ \$2,577, March 1, 2014 – May 25, 2014

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

Jordan Ware, Boy's Soccer @ \$1,202, February 1, 2014 – May 25, 2014

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics - 11-0000-2132-503360-000-000000-000-16-068

Pay certified staff Steve Friebus a total not to exceed \$1,500 and support staff Lee Day a total not to exceed \$1,000 to provide athletic training for sporting events during the 2013-2014 school year.

RSA Summer Institute - 11-3670-1000-501700-424-113000-441-05-XXX-3670

Pay certified teachers, to be named, \$23 per hour (total not to exceed \$32,775 including benefits) in June 2014 to provide summer instruction to students not reading on grade level in grade 3 or below.

RSA Summer Institute - 11-3670-1000-501700-424-113000-441-05-XXX-3670

Pay certified teachers, to be named, \$23 per hour (total not to exceed \$32,775 including benefits) in July 2014 to provide summer instruction to students not reading on grade level in grade 3 or below.

TFA Summer Institute - 11-0844-2340-501700-000-000000-112-05-XXX-0844

Pay assistant principals and principal interns, to be named, @ their current hourly rate of pay (total not to exceed \$7,620 including benefits) in June 2014 to serve as principals at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2340-501700-000-000000-112-05-XXX-0844

Pay assistant principals and principal interns, to be named, @ their current hourly rate of pay (total not to exceed \$7,620 including benefits) in July 2014 to serve as principal at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2490-501800-000-000000-601-05-XXX-0844

Pay support staff, to be named, @ their current hourly rate of pay (total not to exceed \$26,060.40 including benefits) in June 2014 to serve as clerks at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2490-501800-000-000000-601-05-XXX-0844

Pay support staff, to be named, @ their regular hourly rate of pay (total not to exceed \$26,060.40 including benefits) in July 2014 to serve as clerks at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2660-501800-000-000000-959-05-XXX-0844

Pay security staff, to be named, @ their regular hourly rate of pay (total not to exceed \$5,791.20 including benefits) in June 2014 to provide security at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2660-501800-000-000000-959-05-XXX-0844

Pay security staff, to be named, @ their current hourly rate of pay (total not to exceed \$5,791.20 including benefits) in July 2014 to provide security at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2340-501700-000-000000-112-05-XXX-0844

Pay assistant principals, to be named, @ their current hourly rate of pay (total not to exceed \$23,000 including benefits) in June 2014 to serve as assistant principals at the participating TFA Summer Institute schools.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

TFA Summer Institute - 11-0844-2340-501700-000-000000-112-05-XXX-0844

Pay assistant principals and principal interns, to be named, @ their current hourly rate of pay (total not to exceed \$16,000 including benefits) in July 2014 to serve as assistant principals at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2340-501700-000-000000-112-05-XXX-0844

Pay principal interns, to be named, \$750 (plus applicable benefits) to assist with administration of the TFA Summer Institute schools during June 2014.

TFA Summer Institute - 11-0844-2340-501700-000-000000-112-05-XXX-0844

Pay principal interns, to be named, \$750 (plus applicable benefits) to assist with administration of the TFA Summer Institute schools during July 2014.

TFA Summer Institute - 11-0844-2410-501700-000-000000-112-05-XXX-0844

Pay certified staff on teacher contracts, to be named, @ \$23 per hour or assistant principals, to be named, at their current hourly rate of pay (total not to exceed \$952.50 including benefits) in June 2014 to serve as testing coordinators at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2410-501700-000-000000-112-05-XXX-0844

Pay certified staff on teacher contracts, to be named, @ \$23 per hour or assistant principals, to be named, at their current hourly rate of pay (total not to exceed \$952.50 including benefits) in July 2014 to serve as testing coordinators at the participating TFA Summer Institute schools.

TFA Summer Institute ACE - 11-3620-1000-501700-424-000000-210-05-093-3620

Pay certified teachers, to be named, @ \$23 per hour (total not to exceed \$50,000 plus benefits) in June 2014 to provide remediation to students who have failed an EOI or OCCT in grades 6-12.

TFA Summer Institute ACE - 11-3620-1000-501700-424-000000-210-05-093-3620

Pay certified teachers, to be named, @ \$23/hr. (total not to exceed \$50,000 plus benefits) in July 2014 to provide remediation to students who have failed an EOI or OCCT in grades 6-12.

TFA Summer Institute ACE - 11-3620-1000-501800-424-000000-210-05-093-3620

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$10,000 plus benefits) in June 2014 to work with highly qualified teachers and provide remediation to students who have failed an EOI or OCCT in grades 6-12.

TFA Summer Institute ACE - 11-3620-1000-501800-424-000000-210-05-093-3620

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$10,000 plus benefits) in July 2014 to work with highly qualified teachers and provide remediation to students who have failed an EOI or OCCT in grades 6-12.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

TFA Summer Institute ACE - 11-3620-2660-501210-424-00000-959-05-093-3620

Pay security staff, to be named, @ their regular hourly rate of pay (total not to exceed \$6,000 including benefits) in June 2014 to provide afternoon security at the participating TFA Summer Institute schools.

TFA Summer Institute ACE - 11-3620-2660-501210-424-00000-959-05-093-3620

Pay security staff, to be named, @ their regular hourly rate of pay (total not to exceed \$6,000 including benefits) in July 2014 to provide afternoon security at the participating TFA Summer Institute schools.

TFA Summer Institute Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$23 per hour (total not to exceed \$245,000 plus benefits) in June 2014 to serve as faculty advisors who will be responsible for supervision of two classrooms and mentoring/coaching of up to eight TFA Corps Members.

TFA Summer Institute Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$23 per hour (total not to exceed \$75,000 plus benefits,) in July 2014 to serve as Faculty Advisors who will be responsible for supervision of two classrooms and mentoring/ coaching of up to eight TFA Corps Members.

TFA Summer Institute Title II - 11-5410-2213-501700-000-000000-210-05-093-5410

Pay certified teachers, to be named, @ \$18 per hour (total not to exceed \$60,000 plus benefits) in June 2014 to attend professional development training regarding differentiated instruction and effective coaching and instructional practices.

TFA Summer Institute Title II - 11-5410-2573-501700-000-000000-105-05-093-5410

Pay assistant principals and principal interns, to be named, @ their current hourly rate of pay (total not to exceed \$20,000 plus benefits) practices in June 2014 to attend professional development training outside of their contract hours/days regarding differentiated instruction and effective coaching and instructional.