



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, August 4, 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.
- A-3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A-4. Motion and vote to adopt the Agenda.

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

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

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

Special Meeting
July 9, 2014

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 Vickie Johnson and to authorize its execution by the Board President and Board Clerk.

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, August 18, 2014, at 6:30 p.m. in the Cheryl Selman Room at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

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: Enter into a memorandum of understanding with OU-Tulsa College of Nursing to provide educational sessions for the faculty and students at Hale High School 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: No cost to the District

REQUISITION NUMBER: 41300906

RATIONALE: Faculty and students from the OU-Tulsa College of Nursing will provide a series of educational sessions at Hale High School that will focus on the impact of the environment and the health of individuals and communities.

E-2. RECOMMENDATION: Enter into a contract with Tulsa Officials of Oklahoma Association, Tulsa, Oklahoma, to provide basketball and volleyball game officials as needed 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: Not to exceed \$68,905

FUND NAME/ACCOUNT: General Fund, 11-0000-2199-503430-000-000000-000-16-068 11-0000-2199-503430-000-000000- 000-16-068

REQUISITION NUMBER: 11501246

RATIONALE: The contract will allow the District to pay officials in a more timely manner by making one payment each month to the officials' association. The officials' association will handle all payroll considerations which currently are being processed through the District. Simply stated, the contract will streamline the District's ability to pay officials in a more efficient manner and reduce the amount of work by school personnel.

- E-3.** RECOMMENDATION: Enter into an agreement with Clear Channel Media and Entertainment to provide airtime during the 2014-2015 high school football and basketball seasons.

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: Athletics' Activity Fund #536

RATIONALE: Clear Channel will broadcast live football and basketball high school games. The District's Athletics Office will receive advertising and weekly promos for each week's games and a daily salute to the "Tulsa Public Schools' Athlete of the Week."

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

- E-4.** RECOMMENDATION: Enter into an agreement with Franklin Covey Education to purchase "The Leader in Me" program for use at Hoover Elementary School during 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: Not to exceed \$15,300

FUND NAME/ACCOUNT: Title I, 11-5118-2213-503200-494-000000-000-05-215-5118

REQUISITION NUMBER: 11500892

RATIONALE: "The Leader in Me" is a schoolwide model structured to increase teacher effectiveness, student engagement and academic achievement while preparing students to be leaders.

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

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

- E-5.** RECOMMENDATION: Approve Change Order Number One for the locker room addition at East Central High School to Trigon 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: Not to exceed \$80,000

FUND NAME/ACCOUNT: Facilities Bond Funds, 3F-1220-4700-504500-000-000000-000-12-710-CM041

REQUISITION NUMBER: 11501277

RATIONALE: The original contract did not include low voltage of voice, data, clocks, intercom, fire and security. The original contract of \$2,066,508 was approved on the September 16, 2013, Agenda, item E-14.

- E-6.** RECOMMENDATION: Approve Change Order Number One for the classroom and library addition at Mitchell Elementary School to Trigon 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: Not to exceed \$170,000

FUND NAME/ACCOUNT: Facilites Bond Funds, 3F-1220-4700-504500-000-000000-000-12-330-CM039

REQUISITION NUMBER: 11501276

RATIONALE: The original contract did not include low voltage of voice, data, clocks, intercom, fire and security. The original contract of \$2,996,000 was approved on the October 7, 2013, Agenda, item E-23.

E-7. RECOMMENDATION: Approve Change Order Number Two for the library addition at Lindbergh Elementary School to 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: Not to exceed \$115,000

FUND NAME/ACCOUNT: Facilities Bond Funds, 3F-1522-4700-504500-000-000000-000-12-275-CM042

REQUISITION NUMBER: 11501274

RATIONALE: The original contract did not include low voltage of voice, data, clocks, intercom, fire and security. The original contract of \$1,820,000 was approved on the October 7, 2013, Agenda, item E-21.

E-8. RECOMMENDATION: Approve Change Order Number One for the new turf field at Edison Preparatory High School to Hellas 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: Not to exceed \$24,500

FUND NAME/ACCOUNT: Facilities Bond Funds, 3F-1220-4700-504500-000-000000-000-12-712-T0199

REQUISITION NUMBER: 11501275

RATIONALE: The original contract did not include low voltage of voice, data, clocks, intercom, fire and security. The original contract of \$650,000 was approved on the May 19, 2014, Agenda, item E-5.

E-9. RECOMMENDATION: Renew for an additional one-year term the agreement with Empirical Education, Inc., effective August 7, 2014, for the development, customization and use of an online calibration testing engine of Tulsa evaluators of teachers, which will assess the evaluators' ability to accurately and consistently rate teacher performances.

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 \$25,000

FUND NAME/ACCOUNT: Technology Bond Funds, 3G-1169-2580-507330-000-000000-000-02-026

REQUISITION NUMBER: 11501270

RATIONALE: The agreement will allow the District to assess and certify the evaluators' ability to accurately and consistently rate teacher performances using the Tulsa Model.

E-10. RECOMMENDATION: Enter into an agreement with Scholastic Inc., to purchase a minimum of 16,794 Scholastic Reading Counts licenses annually for a three-year period, July 2014, to June 2017, at the reduced cost of \$1 per license.

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: \$16,794 annually for the three years of the agreement. Total three-year cost will be \$50,382. Note: If additional schools decide to deploy the Scholastic Reading Counts program, they will receive the same discount price of \$1 per license. Therefore, the cost will increase by \$1 per each additional student license purchased.

FUND NAME/ACCOUNT: Library Technology Bond Fund, 3B-1525-2220-506530-000-000000-000-06-069

REQUISITION NUMBER: 11417060

RATIONALE: Currently 41 schools use Reading Counts as a reading incentive program. Combining site server-based purchases into a single Districtwide program on a District server provides the opportunity to obtain a 50 percent reduction in the cost of licenses.

E-11. RECOMMENDATION: Enter into a contract with Cotton's Trucking Inc., the lowest responsible bidder, for unit cost asphalt and concrete paving throughout the District.

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 \$650,000

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1212-4700-504500-000-000000-000-12-037

REQUISITION NUMBER: 11501273

RATIONALE: Improvements to parking lots and paving projects are part of the 2010 bond issue.

E-12. RECOMMENDATION: Enter into a contract with Lighthouse Electric, the lowest responsible bidder, for access doors and security cameras at the following sites: Street School, Helmzar Challenge Course, Lombard Project 12, Margaret Hudson, Grant building, Transportation building, Transportation garage and the Warehouse.

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 \$249,401.09

FUND NAME/ACCOUNT: Technology Bond Fund, 3E-1179-2580-506530-000-000000-000-02-026

REQUISITION NUMBER: 11501608

RATIONALE: The installation of access doors and security cameras are part of the 2010 bond issue.

E-13. RECOMMENDATION: Pay Municipal Finance Services, Edmond, Oklahoma, for services rendered in connection with the Series 2014C and 2014D bond sale in the amount of \$48,000,000.

COST: Not to exceed \$90,000

FUND NAME/ACCOUNT: Technology Bond Fund, 3G-12192511-503300-000-000000-000-12-037 (\$20,342.81) and Facilities Bond Fund, 3F-12192511-503300-000-000000-000-12-037 (\$66,102.82)

REQUISITION NUMBER: 11501268

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

- E-14.** RECOMMENDATION: Pay Hilborne and Weidman, Tulsa, Oklahoma, for services rendered in connection with the Series 2014C and 2014D Bond sale in the amount of \$48,000,000.

COST: Not to exceed \$20,000

FUND NAME/ACCOUNT: Technology Bond Fund, 3G-1219-2511-503300-000-000000-000-12-037 (4,500) and Facilities Bond Fund, 3F-1219-2511-503300-000-000000-000-12-037 (\$15,000)

REQUISITION NUMBER: 11501267

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

- E-15.** RECOMMENDATION: Pay Moody's Investor Service, New York, New York, for services rendered in connection with the Series 2014C and 2014D Bond sale in the amount of \$48,000,000.

COST: Not to exceed \$60,000

FUND NAME/ACCOUNT: Technology Bond Fund, 3G-1219-2511-503300-000-000000-000-12-037 (\$28,025) and Facilities Bond Fund, 3F-1219-2511-503300-000-000000-000-12-037 (\$28,025)

REQUISITION NUMBER:

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

- E-16.** RECOMMENDATION: Correct the funding sources for the license renewal with SearchSoft Solutions, the provider of the software supporting Mid-Continent Research for Education and Learning (McREL), approved on the June 16, 2014, Agenda, item E-75.

COST: Not to exceed \$30,000 (no change from the original Agenda item)

FUND NAME/ACCOUNT: Technology Bond Fund, 3G-1173-2580-506530- 000-000000-000-02-026

RATIONALE: The incorrect funding source was inadvertently submitted in error.

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

E-17. 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-18. RECOMMENDATION: Approve routine staffing items.

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

F. ACTION AGENDA - Motion and vote on each recommendation

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

Recommendations submitted by Chief Accountability Officer, Mr. Chris Johnson

- F-1.** RECOMMENDATION: Modify the school instructional day to allow for an early release for students on the first Friday of each month, with the exception of January and May 2015 for traditional calendar schools, and with the exception of January and March 2015 for continuous learning calendar schools (which will release early on May 1) during the 2014-2015 school year pending approval from the Oklahoma State Department of Education.

COST: No cost to the District

RATIONALE: The modified instructional days will provide an early release for students of approximately two hours on the first Friday of each month beginning September 5, 2014, with the exception of January and May, 2015, for the traditional school calendar and January and March, 2015, for the continuous learning school calendar. This schedule will be implemented on a Districtwide basis to enable teachers, staff, and administrators to have additional time to engage in Professional Learning Communities (PLC) where effective teaching methods and techniques can be shared. Parent and staff support was confirmed by results from surveys. This item is submitted on the Action Agenda to allow for sufficient time to seek State Board of Education approval and to implement on September 5, 2014.

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

- F-2.** RECOMMENDATION: Post-fact approval to enter into an agreement with the University of Tulsa to provide temporary housing to select teachers from the guest teacher program.

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: No cost to the District

RATIONALE: A group of ten teachers will be arriving from Spain and will need temporary housing arrangements from July 28 through August 8. The University of Tulsa will provide lodging at its dormitories for a fee to be paid by the individual teachers.

ITEMS LISTED BELOW SUBMITTED BY THE BOARD OF EDUCATION

- F-3.** RECOMMENDATION: Discussion, motion and vote on motion to nominate and elect a member of the Board of Education to serve on the Board of Directors of the Oklahoma State School Boards Association for a two-year term, August 2014 through August 2016.

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: Renew the agreement with Tulsa Technology Center District #18, the "Tulsa Tech Career Academy" program, to provide dropout recovery and dropout prevention services, July 1, 2014, through June 30, 2015.

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 \$154,647

FUND NAME/ACCOUNT: General Fund, 11-0956-1000-505990-100-000000-000-08-600-XXXX

REQUISITION NUMBER: 1150122

RATIONALE: The goal of the Tulsa Tech Career Academy Program (TTCA) is to prepare students for the world of work by providing an opportunity to earn a high school diploma and obtain occupational training and employability skills.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

- G-2.** RECOMMENDATION: Enter into an agreement with the Arts and Humanities Council of Tulsa, Tulsa, Oklahoma, to continue the Artists-in-the-Schools and the Harwelden Institute for Arts in Education programs for the 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: Not to exceed \$69,000

FUND NAME/ACCOUNT: General Fund 11-0000-1280-503200-100-000000-000-06-070

REQUISITION NUMBER: 11500911

RATIONALE: The Artists-in-the-Schools program allows classroom teachers to invite community guest artists to the classroom for classroom arts integration. The Harwelden Institute takes the stage performing arts into the schools as extended units of study to promote performing arts, art appreciation, and the connection between art and literature. The Harwelden Institute program also provides extensive teacher-training to representatives from participating schools over a two-week period in the summer.

- G-3.** RECOMMENDATION: Purchase Cognitive Abilities Test (CogAT) from Riverside Publishing, Rolling Meadows, Illinois, to test all District second graders in late September or October 2014.

COST: Not to exceed \$55,500

FUND NAME/ACCOUNT: Gifted Education Fund, \$23,900, 11-0000-2240-506140-251-000000-000-06-070; and Curriculum and Instruction General Fund, \$31,600, 11-0000-2240-506140-000-000000-000-06-070

REQUISITION NUMBER: 11501252, 11501253

RATIONALE: The Cognitive Abilities Test (CogAT) continues to 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 CogAT measures general reasoning abilities in three domains: verbal, quantitative, and nonverbal. Proven research studies report that more English Language Learners and minority students are identified as possibly eligible for Gifted and Talented programs using the CogAT (Lohman, 2008). The CogAT has proven to identify the District's under-represented gifted students at sites where other existing District gifted identification assessments have not uncovered giftedness. Additionally, according to Riverside Publishing, data collected from the CogAT can be correlated with OCCT reading and math to predict future academic success. This 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. The individualized Ability Profile Interpretation System provides insights into the way different children learn. It links assessment results to classroom instruction which will also benefit third-grade teachers with additional support to scaffold weaknesses and differentiate strengths.

- G-4.** RECOMMENDATION: Renew the collaborative agreement with the Native American Coalition of Tulsa for eligible children, ages three through five, identified as having disabilities and attending the following Head Start program during 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: No cost to the District

RATIONALE: The proposed agreement establishes the operating procedures for the way the District implements IDEA to eligible children attending Head Start.

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

- G-5.** **RECOMMENDATION:** Enter into a memorandum of understanding with Youth Services of Tulsa, Tulsa Campaign to Prevent Teen Pregnancy, Tulsa City-County Health Department, and Health Outreach Prevention Education, Inc. to provide pregnancy prevention educational curricula to the District's seventh- and ninth-grade students during the 2014-2015 school year. This program will be offered at all District secondary schools.

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: No cost to the District

REQUISITION NUMBER: 41300937

RATIONALE: Teen pregnancy is a significant issue today. At any given time there are approximately 3,000 pregnant or parenting teen moms within the zip codes served by the District. The goal of this program is to increase high school graduation career or college ready, reduce the number of secondary teen pregnancies and increase the number of babies to teens enrolled in high quality early childhood education programs. Data collection and analysis will ensure efficacy of curricula and implementation.

- G-6.** **RECOMMENDATION:** Enter into a collaboration with IMPACT!Tulsa, which is organizing leaders in the Tulsa area from education, business, philanthropy, and the faith community to coordinate and align their efforts to serve Tulsa area children. Together, these organizations will build upon existing efforts, collect and analyze data to identify best practices and better focus the scope of services to youth and families. Approximately fifteen different school systems from the Tulsa area will participate.

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: No cost to the District.

RATIONALE: By participating in the IMPACT!Tulsa collaborative, the District will gain important education data, resources and expertise to better serve its students and community.

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

- G-7.** **RECOMMENDATION:** Purchase supplemental Read 180 and System 44 classroom materials to provide remediation and intervention for struggling readers.

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 \$500,000

FUND NAME/ACCOUNT: Title IA/School Support, 11-5118-1000-506810-495-113000-000-05-xxx-5118, and 11-5150-1000-506810-495-113000-000-05-xxx-5150

RATIONALE: Continued support of intensive reading intervention programs (System 44/Read 180) is needed to support struggling readers. The District currently owns Scholastic intervention materials to service all students in grades third through tenth in need of reading intervention. Sites need to purchase consumable materials annually, and some sites wish to expand their classroom System 44/Read 180 libraries to provide supplemental materials. The total cost to set up the program in Title I schools last year was \$1,900,000.

- G-8.** **RECOMMENDATION:** Enter into a lease agreement with Devotional Associates of Yogeshwar (D.A.Y.) for the rental of Thoreau Demonstration Academy for cultural classes for the 2014-2015 fiscal year.

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

COST: The rental amount is \$5,880, 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 \$1,352 of the rental amount. Utilities are included in the hourly rental rate. Note: Rental payments are reduced on the occasional Sunday when the facility is not used.

G-9. RECOMMENDATION: Renew the contract with Shannon Suratt Photography, of Tulsa, Oklahoma, for student school pictures 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: No cost to the District.

FUND NAME/ACCOUNT: Purchases will be charged to the applicable 2014-2015 school activity fund/account.

RATIONALE: The vendor collect funds from students for pictures/yearbooks and then a commission check is sent to the school for deposit into the appropriate school activity fund account. Actual expenditures are determined by individual sale choices regarding quantity, features and services.

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

G-10. RECOMMENDATION: Approve Change Order Number One with Advantage Glass for the window replacement projects at Disney and Emerson elementary schools.

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 \$62,220

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1522-4700-504500-000-000000-000-12-118-T0223

RATIONALE: Additional security screens and window coverings were needed at Disney and Emerson elementary schools. The original contract of \$593,000 was approved on the October 7, 2013, Agenda, item E-31.

G-11. RECOMMENDATION: Enter into contract with The Watts Company, the lowest responsible bidder, for Phase II of the library remodel project at Bell Primary 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 \$49,920

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1251-4700-504500-000-000000-000-12-447-T0192 and 3F-1251-4700-504500-000-000000-000-12-180-T0192

RATIONALE: Improvements to the libraries is part of the 2010 bond issue.

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

G-12. RECOMMENDATION: Approve position creations/deletions.

RATIONALE: Positions to be effective after Board approval unless otherwise indicated. Funding for each new position listed will originate from and be included in the applicable department budget.

G-13. RECOMMENDATION: Enter into an agreement with The University of Central Oklahoma setting forth the terms under which the university will place student interns (student teachers) with teachers within the District for purposes of fulfilling teacher preparation requirements 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: No cost to the District

REQUISITION NUMBER: 41300933

RATIONALE: This agreement will allow the District to partner the University of Central Oklahoma in efforts to train and prepare future teachers. Partnering with the university 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.

SUPPORTING INFORMATION

CONSENT ITEM E-17

POSITION CREATIONS/DELETIONS

Administrative/Certificated Positions

Create:

Position	Salary/Grade	Duties
Lead Human Capital Partner- ESC/Human Capital	BG-11 12 Months	Lead, create, implement all Human Capital Partner processes, in order to develop and grow collaborative relationships with principals and Instructional Leadership Directors (ILD). Serve as the primary point of contact to the ILDs in the development of processes effecting evaluations, support assistance, PDP reviews, onboarding, new hire selection and personnel sustainment.
<i>Annual Budget Impact:</i> \$77,900 min. – \$116,900 max.		
<i>Funding Source:</i> 11-0000-2572-501210- 000-000000-337-04-041		

Delete:

Position	Salary/Grade	Duties
Lead Human Capital Partner- ESC/Human Capital	EG-9 12 Months	Lead, create, implement all Human Capital Partner processes, in order to develop and grow collaborative relationships with principals and Instructional Leadership Directors (ILD). Serve as the primary point of contact to the ILDs in the development of processes effecting evaluations, support assistance, PDP reviews, onboarding, new hire selection and personnel sustainment.
<i>Annual Budget Impact:</i> \$74,900 min. – \$112,300 max.		
<i>Funding Source:</i> 11-0000-2572-501110-000- 000000-107-04-041		

Administrative/Certificated Position Creations/Deletions – Continued

Create:

Position	Salary/Grade	Duties
Human Capital Partner-ESC/Human Capital (4 positions) <i>Annual Budget Impact:</i> \$277,600 min. – \$416,800 max. <i>Funding Source:</i> 11-0000-2572-501210-000-000000-337-04-041	BG-10 12 Months	Enhance principals' abilities to effectively and deficiently manage human capital within their school by providing human resources data and related counsel and advice on a broad range of human resource issues, including school employee staffing and retention, employee performance management, employee training and development, labor relations and employee relations.

Delete:

Position	Salary/Grade	Duties
Human Capital Partner-ESC/Human Capital (4 positions) <i>Annual Budget Impact:</i> \$277,600 min. – \$416,800 max. <i>Funding Source:</i> 11-0000-2572-501110-000-000000-107-04-041	EG-8 12 Months	Enhance principals' abilities to effectively and deficiently manage human capital within their school by providing human resources data and related counsel and advice on a broad range of human resource issues, including school employee staffing and retention, employee performance management, employee training and development, labor relations and employee relations.

Administrative/Certificated Position Creations/Deletions – Continued

Create:

Position	Salary/Grade	Duties
<p>Principal and ILD Pipeline Manager-ESC/Teacher and Leader Effectiveness</p> <p><i>Annual Budget Impact:</i> \$43,800 min. – \$65,800 max.</p> <p><i>Funding Source:</i> 11-0190-2575-501210-000-000000-109-087-0190</p>	<p>BG-6 12 Months</p>	<p>Manage coordination and management of projects relating to the maintenance of the Wallace Foundation grant and SLP grant. Extensively document project related activities and findings. Perform project management duties, including planning, prioritizing, and coordinating the implementation of other leadership pipeline-related projects as appropriate. Determine and deploy resources required to successfully complete projects on schedule and within budget, ensuring project objectives are fulfilled. Assess project risks on a regular basis, taking appropriate action to ensure project objectives are timely and successfully met. Maintain and provide regular comprehensive status reports and project schedules. Attend various meetings to communicate information, advise, recommend, and make presentations created to present technical proposals/plans/documentation. Other duties as assigned.</p>

Administrative/Certificated Position Creations/Deletions – Continued

Create:

Position	Salary/Grade	Duties
<p>School Support Specialist-ESC/Federal Programs and Special Projects (3 positions)</p> <p><i>Annual Budget Impact:</i> \$109,355 min. – \$ 190,361 max.</p> <p><i>Funding Source:</i> 11-7860-2330-501110-000-000000-110-05-093-7860</p>	<p>Teacher's Salary Schedule 195 days</p>	<p>Design, distribute and monitor site Title I Comprehensive Needs Assessment. Assist sites with acquisition of data for assessment. Work with internal departments to develop new accessibility points for data. Maintain an awareness of current state requirements pertaining to new data reporting and Elementary Secondary Education Act (ESEA) Flexibility Waiver Requirements. Align Needs Assessment to include site specific and District initiatives/interventions which address data driven goal attainment. Educate and support site leaders as to the completion of and updates to all state reports as required by the ESEA Flexibility Waiver located on the WISE Planning Tool. Collaborate with internal stakeholders to align data needs and accessibility. Build the capacity of school teams to inform, sustain, monitor and document school improvement activities based upon the WISE structure. Create and maintain the WISE resource page located on the District website. Serve as a liaison to the School Improvement office of the Oklahoma State Department of Education (OSDE). Assist sites in response to feedback and assignments from the State Support Team regarding the WISE Plan and its implementation. Communicate with the WISE tool technical system (currently Indistar) as to suggestions to the current program, trouble-shooting, site adjustments and updates. Provide site-specific professional development based on Needs Assessment and in alignment with continuous improvement plans. Collaborate with OSDE School Support Leaders in developing effective supports for school, teachers, and leaders. Collaborate with site and Title I/Federal Programs office to ensure effective alignment of WISE, Title I Schoolwide Plan, and all relevant school improvement funding sources.</p>

Administrative/Certificated Position Creations/Deletions – Continued

Delete:

Position	Salary/Grade	Duties
<p>WISE Coach- ESC/Federal Programs and Special Projects (5 positions)</p> <p><i>Annual Budget Impact:</i> \$164,500 min. – \$ 286,355 max.</p> <p><i>Funding Source:</i> 11-5118-2213-501110-494- 000000-211-05-093-5118</p>	<p>Teacher's Salary Schedule 176 days</p>	<p>Provide direct Ways to Improvement School Effectiveness (WISE). Build the capacity of school teams to inform, sustain, track and report school improvement activities based upon the WISE structure. Work with the sites' instructional leadership team, the principals and WISE Indicator and Implementation teams to create and monitor the efficacy of the schools' site improvement plans. Provide technical assistance and support to collect and analyze data (graduation and/or attendance rates, District, building level, classroom assessments, and discipline incidents) for incorporation into the WISE reporting structure that result in designing instructional strategies and interventions to identify and help meet the learning needs of all students. Plan and implement relevant professional development opportunities that address both current research and future needs of the assigned buildings. Serve as a coach and trainer through the demonstration of effective teaching strategies and the provision of in service experiences as required. Assist in planning, implementing and monitoring curriculum and instructional programs. Maintain an awareness of current research and curricula trends to provide job-embedded professional development on classroom instructional improvement strategies to teachers.</p>

Create:

Position	Salary/Grade	Duties
<p>Secondary Graduation Coach- ESC/McLain</p> <p><i>Annual Budget Impact:</i> \$ 25,514 min. – \$ 38,351 max.</p> <p><i>Funding Source:</i> 11-0000-2120-501210-000- 000000-203-07-720</p>	<p>BG-3 186 days</p>	<p>Provide assistance to identified middle school and high school students, individually and in groups, which includes but is not limited to analyzing data to identify students or subgroups with potential high school graduation problems, including math course completion; planning, implementing, and tracking individual high school graduation plans. Identify and resolve barriers to graduation. Facilitate smooth transitions from middle school to high school.</p>

Support Position Creations/Deletions

Create:

Position	Salary/Grade	Duties
Service Desk Analyst- ESC/Information Technology <i>Annual Budget Impact: \$27,643 min. – \$37,232 max.</i> <i>Funding Source: 11-0000-2560-501210-000- 000000-02-057</i>	TS-6 \$13.29/hr. to \$17.90/hr. 12 Months	Create badges and update the DNA Fusion application appropriately. Assist users over the telephone email to troubleshoot access issues. Maintain the DNA Fusion application as needed and required. Create role-based user groups granting approved access for District employees and contractors. Provide support to other groups as required. Train and mentor others on administrative functions of security access system. Any other duties as assigned. Provide day to day customer support as part of the Service Desk Team.

Delete:

Position	Salary/Grade	Duties
Business Machine Technician- ESC/ Information Technology <i>Annual Budget Impact: \$31,761 min. – \$43,035 max.</i> <i>Funding Source: 21-0000-2640-501210-000- 000000-607-01-002</i>	TS-9 \$15.27/hr. to \$20.69/hr. 12 Months	Reassemble machines after making repairs or replacing parts. Reinstall software programs or adjust settings on existing software to fix machine malfunctions.

SUPPORTING INFORMATION

CONSENT ITEM E-18

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Ashford, Pamela	8/01/14	M-14	\$ 41,206.00	Teacher-Carver/Math Return from leave
Billingsley, Jasmine	7/31/14 6/09/15	B-0	32,900.00	Teacher-Chouteau/Grade 2
Boardman, Austin	8/14/14 5/26/15	B-0	32,900.00	Teacher-Academy Central/ Grade 5
Bulmer, Stephen	8/14/14 5/26/15	B-0	32,900.00	Teacher-McKinley/Grade 4
DePalma, Cynthia	8/14/14 5/26/15	B-15	40,190.00	Teacher-Mayo/Gifted and Talented
Essley, Cathy	8/01/14	B-11	37,610.00	Teacher-Carnegie/Grade 3 Return from leave
Fauchier, Ashlie	8/14/14 5/26/15	B-0	32,900.00	Teacher-Hawthorne/Grade 5
Fincannon, Larry	8/14/14 5/26/15	B-17	42,220.00	Teacher-Webster/History Return from leave
Frank, Patty	7/21/14	BG-A	17,497.00	CNS Manager-Monroe Demonstration Academy Return from leave
Gilstrap, Ashley	8/14/14 5/26/15	B-5	34,900.00	Teacher-Penn/Grade 3
Johnson, Theodore	8/14/14	B-16	40,800.00	Teacher-Academy Central/ P.E. Return from leave

ELECTIONS – Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Lindsay, Michael	7/09/14	B-2	\$ 33,700.00	Teacher-Webster/English Return from leave
Lombardi, Samantha	8/14/14 5/26/15	B-0	32,900.00	Teacher-Academy Central/ Grade 2
Lonsdale, Amy	8/14/14 5/26/15	B-14	39,370.00	Teacher-Jackson/Grade 5
McDonald, Carolyn	8/04/14	M-28	54,936.00 2,746.80	Teacher-Memorial/ Special Education Return from leave
Dean, Milton	8/14/14	B-4	34,500.00	Teacher-Central Jr. High/ Math Rate: \$34,500.00 Return from leave
Mischnick, Sarah	8/14/14 5/26/15	B-0	32,900.00	Teacher-Mayo/Grade 1
Powell, Heather	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Jackson/ Special Education
Regnier, Lindsay	8/14/14	B-1	33,300.00	Teacher-Mayo/Kindergarten Return from leave
Scott, Sharon	7/02/14	NS	43,113.00 1,664.00	JROTC Instructor, Noncertified-McLain JROTC
Woodbury, Michelle	8/14/14 5/26/15	M-1	34,366.00 1,718.30	Teacher-Mayo/ Special Education
<u>Rescind:</u> Lindstrom, Christen	8/14/14	M-9	\$ 37,916.00	Teacher-Central/History Return from leave

ELECTIONS – Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Support (Hourly):				
Baker, Teresa	8/18/14 5/22/15	MT-4	\$ 9.63	Bus Driver Trainee
Banks, Marilyn	7/08/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Bell, Sandra	7/28/14 6/16/15	CA-8	12.81	Principal's Secretary- Chouteau
Bush, Marla	8/18/14 5/22/15	MT-6	10.72	Bus Driver Trainee
Cherry, Kyle	8/18/14 5/22/15	IS-6	13.11	MD Paraprofessional-Edison
Connel, Cathy	8/18/14 5/22/15	IS-6	10.81	Paraprofessional-Grissom
Cortes-Pacheco, Elizabeth	7/15/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Dalrymple, Brittany	8/18/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Dulaney, Randy	8/18/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Dumas, Neisha	8/18/14 5/22/15	MT-6	10.72	Bus Driver Trainee
Flores, Julia	8/18/14 5/22/15	MT-1	8.90	Child Nutrition Services (CNS) Assistant-Rogers
Gaeta, Ma Del Rosario	8/11/14 6/30/15	MT-3	9.21	Custodian-Plant Operations Return from leave
Harris, Kewanna	8/14/14 6/30/15	MT-3	10.66	Custodian-Disney Return from leave
Hill, Nilsa	8/08/14 5/29/14	IS-3	11.77	Parent Involvement Facilitator-Jones

ELECTIONS – Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Laws, Jeffrey	8/18/14 5/22/15	MT-6	\$ 10.72	Bus Driver
Littlejohn, Ricky	8/18/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Maximo, Rlvira	8/18/14 5/22/15	MT-6	9.63	Bus Driver Trainee
McAlpin, Justin	9/23/13 5/28/14	TS-9	15.27	Campus Police Officer-ESC/ Campus Police Return from leave
Parker, Sandra	6/23/14 6/30/14	MT-3	11.12	Custodian-Lee Return from leave
Savage, Korina	8/18/14 5/22/15	IS-3	9.63	Teacher Assistant (TA)-Celia Clinton
Schultes, Ken	8/18/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Smith, Matthew	5/27/14 6/30/14	MT-11	15.37	Locksmith Craftsperson- Maintenance Return from leave
Stewart, Joanna	7/17/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Suarez, Doris	7/08/14 6/30/15	MT-3	9.21 .46	Custodian-Carver Shift differential
Turney, Autumn	8/18/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Vanbuskirk, Deloris	8/18/14 5/22/15	MT-1	10.37	CNS Assistant-McClure
Waters, LaTonya	8/18/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Williams, Joe'Nathan	8/18/14 5/22/15	MT-6	9.63	Bus Driver Trainee

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Abad-Quiroz, Leticia	Teacher-Skelly/ Grade 3 B-5 176 days	8/04/14	\$ 34,900.00	\$ 39,659.00	Instructional Coach- Wilson/Teaching and Learning B-5 200 days
Asberry-Clark, Sheila	Teacher-McLain Seventh Grade Academy/ Special Education M-14	8/14/14	41,206.00 2,060.30	41,206.00 2,060.30 2,060.30	Teacher-OSU Medical Center/ Special Education Alternative Education
Austin, Elfreda	Staff Development Teacher-Wilson/ Teacher and Learning D-11 176 days	8/04/14	43,335.00 1,831.00	49,244.32	Instructional Coach- Wilson/Teaching and Learning D-11 200 days Staff Development
Baker, Rebecca	Staff Development Teacher-Wilson/ Teaching and Learning M-12 176 days	8/04/14	39,476.00 1,831.00	44,859.10	Instructional Coach- Wilson/Teaching and Learning M-12 200 days Staff Development
Brewer, Kenneth	PC Technician- ESC/Information Technology TS-10	7/01/14 6/30/15	17.76	41,374.00	Applications Support Analyst-ESC/ Information Technology BG-5
Cannizzaro, Sally	Staff Development Teacher-Wilson/ Teaching and Learning M-8 176 days	8/04/14	37,406.00 1,831.00	42,506.82	Instructional Coach- Wilson/Teaching and Learning M-8 200 days Staff Development
Chandler, Sylvia	Counselor- Washington M60-4	8/14/14	37,825.00 1,831.00 2,149.15	38,925.00 1,831.00 2,211.65	D-4 Counselor Additional days

ADJUSTMENTS – Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Clay, Susan	Staff Development Teacher-Wilson/ Teaching and Learning B-16 176 days	8/04/14	\$ 40,800.00 1,831.00	\$ 46,363.64	Instructional Coach- Wilson/Teaching and Learning B-16 200 days Staff Development
Dautermann, Sharon	Staff Development Teacher-Wilson/ Teaching and Learning M-10 176 days	8/04/14	38,326.00 1,831.00	43,552.28	Instructional Coach- Wilson/Teaching and Learning M-10 200 days Staff Development
Dover, Mark	Teacher- Memorial/ Alternative Education B-1	8/14/14	33,300.00 1,665.00 1,324.43	33,300.00	Teacher-Memorial/ Social Studies Alternative Education Additional days
Flanagan, Kimberly	Counselor- Celia Clinton M-13 Full-Time	8/14/14	40,286.00 1,831.00	20,143.00 915.50	Counselor-Salk Half-Time Rate: \$40,286.00 Counselor
Geier, Linda	PBS Coordinator- ESC/Special Education and Student Services EG-5	7/16/14	71,090.00	72,919.58	Equity Adjustment Rate: \$76,090.00
Gerber, Misty	Staff Development Teacher-Wilson/ Teaching and Learning M30-6 176 days	8/04/14	37,494.00 1,831.00	42,606.82	Instructional Coach- Wilson/Teaching and Learning M30-6 200 days Staff Development

ADJUSTMENTS – Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Ghylin, Nancy	Staff Development Teacher-Wilson/ Teaching and Learning M60-27 176 days	8/04/14	\$ 56,675.00 1,831.00	\$ 64,130.68	Instructional Coach- Wilson/Teaching and Learning M60-27 200 days Staff Development
Gul, Afsheen	Manager in Training-CNS MT-6	8/07/14	10.52/hr.	17,328.00	Traveling Manager- CNS BG-A
Hargrove, Theresa	Title I Reading Interventionist- McClure M-5 176 days	8/04/14	35,976.00	40,881.82	Instructional Coach- Wilson/Teaching and Learning M-5 200 days
Lyons, Kristal	Manager in Training MT-6	8/07/14	10.52	17,328.00	Traveling Manager- CNS BG-A
McIntyre, Jennifer	Staff Development Teacher-Wilson/ Teaching and Learning M-11 176 days	8/04/14	38,986.00 1,831.00	44,302.28	Instructional Coach- Wilson/Teaching and Learning M-11 200 days Staff Development
McKenney, Lynn	Staff Development Teacher-Wilson/ Teaching and Learning B-26 176 days	8/04/14	50,630.00 1,831.00	57,125.00	Instructional Coach- Wilson/Teaching and Learning B-26 200 days Staff Development
McKenzie, Janet	Staff Development Teacher-Wilson/ Teaching and Learning M60-30 176 days	8/04/14	60,175.00 1,831.00	67,835.22	Instructional Coach- Wilson/Teaching and Learning M60-30 200 days Staff Development

ADJUSTMENTS – Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
McKenzie, Lacy	Teacher- Carnegie/ Grade 3	8/14/14	\$ 35,700.00	\$ 35,700.00 1,785.00 1,419.89	Teacher-TRAICE Academy/ Alternative Education Additional days
McKenzie, Rashelle	Staff Development Teacher-Wilson/ Teaching and Learning B-9 176 days	8/04/14	36,800.00 1,831.00	41,818.18	Instructional Coach- Wilson/Teaching and Learning B-9 200 days Staff Development
Millan, Kari	Teacher-Cooper/ Grade 5 B-10 176 days	8/04/14	37,200.00	42,272.72	Instructional Coach- Wilson/Teaching and Learning B-10 200 days
Miller-Takawira, Lenore	Staff Development Teacher-Wilson/ Teaching and Learning M-8 176 days	8/04/14	37,406.00 1,831.00	42,506.82	Instructional Coach- Wilson/Teaching and Learning M-8 200 days Staff Development
Morris, Nathaniel	Teacher-Tulsa Met High School/ Alternative Education B-1	8/14/14	33,300.00 1,665.00 1,324.43	33,300.00	Teacher-Hale/ English Alternative Education Additional days
Ornelas, Mary	Staff Development Teacher-Wilson/ Teaching and Learning M30-20 176 days	8/04/14	49,374.00 1,831.00	55,970.46	Instructional Coach- Wilson/Teaching and Learning M30-20 200 days Staff Development
Paine, Joan	Staff Development Teacher-Wilson/ Teaching and Learning M60-23 176 days	8/04/14	53,475.00 1,831.00	60,630.68	Instructional Coach- Wilson/Teaching and Learning M60-23 200 days Staff Development

ADJUSTMENTS – Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Pepper, LeeAnne	Teacher-Bell/ Grade 5 M-6 176 days	8/04/14	\$ 36,376.00	\$ 41,336.36	Instructional Coach- Wilson/Teaching and Learning M-6 200 days
Peregrina, Amanda	Teacher-Skelly/ Grade 3 B-20 176 days	8/04/14	45,430.00	51,488.64	Instructional Coach- Wilson/Teaching and Learning B-20 200 days
Rogers, Vicky	Teacher Columbus/ELD M-17	8/14/14	44,406.00	46,434.00	M30-17
Southerland, Clara	Staff Development Teacher-Wilson/ Teaching and Learning B-26 176 days	8/04/14	50,630.00 1,831.00	57,125.00	Instructional Coach- Wilson/Teaching and Learning B-26 200 days Staff Development Teacher
Vanden Bos, Denise	Teacher-Hale Jr. High/Science B-6	8/14/14	35,300.00	35,300.00 1,765.00	Teacher-Shadow Mountain/ Alternative Education
Whitfield, Patricia	Staff Development Teacher-Wilson/ Teaching and Learning B-10 176 days	8/04/14	37,200.00 1,831.00	42,272.72	Instructional Coach- Wilson/Teaching and Learning B-10 200 days Staff Development Teacher
Williams, Mary	Staff Development Teacher-Wilson/ Teaching and Learning B-21 176 days	8/04/14	46,130.00 1,831.00	52,284.00	Instructional Coach- Wilson/Teaching and Learning B-21 200 days Staff Development Teacher
Wirth, Shawnda	Teacher-Wright/ Grade 3 B-10 176 days	8/04/14	37,200.00	42,272.72	Instructional Coach- Wilson/Teaching and Learning B-10 200 days

ADJUSTMENTS – Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Worrell, Brian	Teacher-Project Accept/P.E. B-7	8/14/14	\$ 35,700.00 1,785.00 1,419.89	\$ 35,700.00	Teacher-Memorial/ P.E. Alternative Education Additional days
Support (Hourly):					
Albiter, Maria	CNS Cook II- Columbus MT-3 6hrs/day	8/18/14 5/22/15	\$ 9.70	\$ 9.06	CNS Cook I-Rogers MT-2 6hrs/day
Bargine, Beverly	CNS Cook II- Central MT-3 1-CI 7hrs/day	8/18/14 5/22/15	11.20	11.20	7.5hrs/day
Brown, Connie	Bus Driver MT-6	8/18/14 5/22/15	10.72	10.72 .15	Bus Driver Lead Driver
Cremin, Gayla	Principal's Secretary-TRAICE CA-8 1-CI 195 days	7/01/14 6/30/15	14.45	14.45	Principal's Secretary- TRAICE Academy 12 months
Das, Erwin	Bus Driver Trainee MT-6	8/15/14 5/22/15	9.63	10.72 .30	Bus Driver Special Needs
Flores, Ivan	CNS Assistant- Rogers MT-1	7/02/14 6/30/15	8.74	9.91	Custodian-Plant Operations MT-3
Goudeau, Loretta	Bus Driver MT-6	8/18/14 5/22/15	10.72	10.72 .15	Lead Driver
Humphrey, Anna	Bus Driver MT-6	8/18/14 5/22/15	10.72	10.72 .15	Lead Driver
Jones, Nykoa	Bus Driver MT-6	8/15/14 5/22/15	11.87	11.87 .30	Special Needs
Kramer, Dianna	Bus Driver MT-4	8/15/14 5/22/15	9.63	10.72 .30	Bus Driver MT-6 Special Needs

ADJUSTMENTS – Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Sanchez, Free	Bus Driver Trainee MT-6	8/18/14 5/22/15	\$ 10.72	\$ 10.72 .30	Bus Driver MT-6 Lead Driver
Stanton, Johnthan	Bus Driver MT-6 6hrs/day	8/18/14 5/22/15	10.72	10.72	8hrs/day
Thompson, Barhi	Bus Driver MT-6 6hrs/day	8/15/14 5/22/15	11.71 .30	11.71 .30	Bus Driver 8hrs/day Special Needs
Thompson, Tina	CNS Assistant- Hamilton MT-1 5hrs/day	8/20/14 5/22/15	9.13	9.13	CNS Assistant- Hamilton 6hrs/day
Urizar, Gershom	Bus Driver MT-6 6hrs/day	8/18/14 5/22/15	11.02	11.02	8hrs/day
Vang, See	CNS Assistant- Hamilton MT-1 5hrs/day	8/20/14 5/22/15	8.73	9.34	CNS Cook I-Hamilton MT-2 6hrs/day
Welch, Jimmy	Bus Driver MT-6 6hrs/day	8/18/14 5/22/15	10.72	10.72	8hrs/day
Wells, Darin	Bus Driver MT-6 6hrs/day	8/18/14 5/22/15	11.04	11.04	8hrs/day
Williams, Regina	Bus Driver MT-6 6hrs/day	8/18/14 5/22/15	10.72	10.72 .30	Bus Driver 8hrs/day Lead

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Clayberg, Sharyl	2014-2015	Teacher-Kendall Whittier/Grade 3	FMLA
Kungu, Rosemary	8/14/14	Teacher-Hawthorne/Pre-K	Child Care
Parnell, Chastity	8/14/14	Teacher-Grissom/Pre-K	Maternity
Storm, Ami	7/03/14	Nurse Supervisor-Health Services	Maternity

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Fowler, Shannon	4/01/14	Teacher-Hoover/Special Education

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Barnes, Michelle	7/21/14	Teacher-Eisenhower/Grade 5
Barton, Lisa	7/14/14	Teacher-Penn/Grade 5
Bolterstein, Jessica	6/11/14	Teacher-Chouteau/Kindergarten
Butler, Laura	7/23/14	Teacher-Hamilton/Special Education
Carter, Billy	7/21/14	Teacher-Edison/English
Cooper, Courtney	7/26/14	Teacher-Mitchell/Grade 3
Dickey-Evans, Kim	6/24/14	Teacher-Kendall Whittier/Special Education
Goff, Kathy	8/01/14	Teacher-Grimes/Grade 1
Gray-Fox, Naomi	6/04/14	Teacher-Hawthorne/Grade 2
Haro, Laura	8/11/14	Teacher-Owen/Kindergarten
Hartman, Britta	6/24/14	Teacher-Kendall Whittier/Grade 1
Hensch, Victoria	8/14/14	Teacher-Owen/Special Education
Herman, Jennifer	7/22/14	Teacher-Marshall/Grade 5
Herring, Macey	6/09/14	Teacher-Kendall Whittier/Grade 1
Hill, Harmony	7/14/14	Teacher-Cooper/Grade 3
Hobson, Jericho	7/15/14	Teacher-Anderson/Grade 2
Hollingsworth, Susan	6/30/14	Teacher-Memorial/ELD
Holt, Rhonda	8/01/14	Teacher-Chouteau, Bell/Gifted and Talented
Hornbuckle, Jime	8/01/14	Indian Resource Advisor-Indian Pupil Education
Hunter, Mylie	7/15/14	Teacher-Jackson/Grade 5
King, Keary	7/14/14	Teacher-Hale/English
Kirk, Gregory	7/15/14	Teacher-McLain/Math

RESIGNATIONS – Continued

Name	Effective Date	Assignment
Lambert, Linda	7/11/14	Teacher-McClure/Grade 4
Lee, Alicia	7/21/14	Teacher-McClure/Grade 2
Mason, Jennifer	7/19/14	Teacher-Thoreau/AVID Instructor
Melewski, Jenna	7/22/14	Teacher-Tulsa Met Jr. High/Alternative Education
Metcalf, Marsha	7/09/14	Teacher-Academy Central/Special Education
Pulford, Kristian	6/09/14	Teacher-Clinton/English
Uhrynowcz, Lauren	7/09/14	Teacher-Kendall Whittier/Kindergarten
Waggoner, Tresa	6/26/14	Teacher-Rogers/Music
Webb, Emily	7/08/14	Teacher-Bell/Grade 2
Wigington, Charles	8/21/14	Staff Development Teacher-Park, Key

Support (Hourly):

Archie, Chelsea	7/21/14	Autism Paraprofessional-Hoover
Gilliland, Nancie	7/08/14	Bus Driver
McCalister, Shawniqua	6/25/14	Bus Driver Trainee
McKinley, Sarah	7/30/14	CNS Assistant-Eugene Field
Phillips, Traci	8/04/14	Paraprofessional-Chouteau
Polasek, Marie	6/30/14	Clerk-Chouteau
Ramsey, Jennifer	7/01/14	Bus Driver Trainee
Williams, Tolbert	7/11/14	Bus Driver

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Baker, James
Buchanan, Dixie
Coleman Sr., Cornelius
Echols, Dewey
Henderson, Percy
Hernandez, Raul
Holland, Taylor
Johnson, Angela
Long, Virtlee
McHenry, Onis
Parker, Mary Ann
Pegues, Luther
Roberts, Debbie
Saladin, Paul
Thompson Jr., Lester
Wade, Donna
Wilson, Lonnie

Interpreter

Lane, Darla

Nurse

Perkins, Carolyn

Artists-In-Residence

McLerran, Joseph
Robertson, Jayson

Tutors

Martin, Patrick
Prater, Barbara
Soper, Paula
Tierney, Kay

Bus Driver

Baker, Teresa
Bush, Marla
Dalrymple, Brittany
Dulaney, Randy
Dumas, Neisha
Laws, Jeffrey
Littlejohn, Ricky
Maximo, Elvira
Schultes, Ken
Tumey, Autumn
Waters, LaTonya
Williams, Joe'Nathan

CNS Workers

Enriquez, Antonio
De Freitas, Andrew
Salazar, Miriam
Shemereko, Nina
Call, Elizabeth
Hussein, Thoolfuqar
Mendoza-Lopez, Rosa
Black, Micheal

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

Travis Stallings, Football Assistant @ \$3,335, September 1, 2014 – May 22, 2015

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

Mickey Collins, Football @ \$3,335, September 1, 2014 – May 22, 2015

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

Nino Williams, Football @ \$3,335, September 1, 2014 – May 22, 2015

Webster– 11-000-1000-501930-820-330000-201-07-730

Marchiquita Jones, Volleyball Assistant @ \$1,202, September 1, 2014 – May 22, 2015

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Home Based Programs – 11-0067-1000-501700-422-XXXXXX-210-06-XXX
11-0067-1000-505810-422-000000-000-06-XXX

Pay teachers, to be named, @ \$23/hr. plus travel (total not to exceed \$103,843) to teach in the Home-Based Program after hours, during the 2014-2015 school year.

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

Pay three Specially Trained Autism Resource Teachers (START), to be named, a stipend of \$1,500 each to serve as the START Autism Training Team for the 2014-2015 school year.

Transportation Extra Duties - 11-0000-2720-501210-000-000000-801-03-003

Pay Free Sanchez, support staff, @ \$0.50/primary assignment hours worked for serving as site interpreter from July 1, 2014, to June 30, 2015, at the Transportation sites.

Tutoring Service for Special Education - 11-6210-1000-5017000-239-XXXXXX-210-05-XXX-6210

Pay special education teachers, to be named, @ \$23/hr., to provide instructional and/or tutoring services for special education students, in the before and/or after school tutoring program during the 2014-2015 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

July 8, 2014 Agenda, page 44 – Correct salary/grade and annual budget impact

Create:

Position	Salary/Grade	Duties
Instructional Coach- Wilson/Teaching and Learning (40 positions)	Teacher's Salary Schedule 200 days	Plan, develop and use assessment strategies to determine staff learning needs. Design and deliver professional development programs to meet District priorities. Work with academic coordinators to critically examine the curriculum and identify adjustments to better meet the needs of each particular school population. Assist in the development of an annual professional development plan. Engage teachers in the development of a culture that fosters professional learning communities and promotes teachers as leaders and learners in acquiring and building a repertoire of skills to meet the needs of every student. Facilitate teacher growth in instructional strategies and content knowledge in the areas of literacy and mathematics. Demonstrate high expectations and model effective strategies for continuous improvement. Communicate and support implementation of curriculum maps and other curricular initiatives. Support the implementation of school improvement plans.
<i>Annual Budget Impact:</i> \$ 1,495,454 min. – \$ 2,603,227 max.		
<i>Funding Source:</i> 11-5118-2213-501110-494- 000000-211-05-093-5118		

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

July 21, 2014 Agenda, page 41 - Correct effective date

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
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Certificated/Administrative:

Hutton, Emily	7/28/14	BG-4	42,493.80	Project Coordinator-ESC/ Deputy Superintendent Rate: \$45,300.00
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July 21, 2014 Agenda, page 50 - Correct effective date

RETIREMENTS

Name	Effective Date	Assignment
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Support (Hourly):

Fenimore, Allen	9/10/14	Carpentry Craftsperson-Maintenance
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SUPPORTING INFORMATION

INFORMATION ITEM G-12

POSITION CREATIONS/DELETIONS

Certificated/Administrative:

Create:

Position	Salary/Grade	Duties
Director of Budget- ESC/Finance <i>Annual Budget Impact:</i> \$ 87,600 min. – \$ 131,400 max. <i>Funding Source:</i> 11-0000-2511-501210-000- 000000-109-08-098	BG-12 12 months	Coordinate the development of the preliminary school budget and financing plan and related amendments. Manage the budgetary transfer and budget amendment processes. Maintain and control the budget session reports. Monitor the District allocations and adjust them as required by the school budget and financing plan or by revenue receipts. Coordinate the preparation of the proposed budget work papers for analysis, distribution and revision. Manage the process to initiate the approved operating budget systemically for the new fiscal year.

Delete:

Position	Salary/Grade	Duties
Director of Budget- ESC/Finance <i>Annual Budget Impact:</i> \$ 77,900 min. – \$ 116,900 max. <i>Funding Source:</i> 11-0000-2511-501210-000- 000000-109-08-098	BG-11 12 months	Coordinate the development of the preliminary school budget and financing plan and related amendments. Manage the budgetary transfer and budget amendment processes. Maintain and control the budget session reports. Monitor the District allocations and adjust them as required by the school budget and financing plan or by revenue receipts. Coordinate the preparation of the proposed budget work papers for analysis, distribution and revision. Manage the process to initiate the approved operating budget systemically for the new fiscal year.

Certificated/Administrative Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Director of Support Talent- ESC/Human Capital</p> <p><i>Annual Budget Impact:</i> \$ 77,900 min. – \$ 116,900 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210-000-000000-513-04-041</p>	<p>BG-11 12 months</p>	<p>Coordinate with the Director of Certified Talent, principals, other work site managers and appropriate Division of Human Capital staff for employment, placement, transfer and termination of employees. Assist principals and other work site managers in performance management and documentation. Assesse the District’s support staffing needs, formulating and implementing a strategy to improve recruit of personnel. Supervise and evaluate HC Partner for Support Talent and HC Specialists. Work with professional development staff to develop programs of continuing education for support personnel. Assist Directors and other Division Supervisors in responding to support personnel human capital needs for each school site.</p>

Delete:

Position	Salary/Grade	Duties
<p>Director of Support Talent- ESC/Human Capital</p> <p><i>Annual Budget Impact:</i> \$ 69,400 min. – \$ 104,200 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210-000-000000-513-04-041</p>	<p>BG-10 12 months</p>	<p>Coordinate with the Director of Certified Talent, principals, other work site managers and appropriate Division of Human Capital staff for employment, placement, transfer and termination of employees. Assist principals and other work site managers in performance management and documentation. Assesse the District’s support staffing needs, formulating and implementing a strategy to improve recruit of personnel. Supervise and evaluate HC Partner for Support Talent and HC Specialists. Work with professional development staff to develop programs of continuing education for support personnel. Assist Directors and other Division Supervisors in responding to support personnel human capital needs for each school site.</p>

Certificated/Administrative Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Director of Certified Talent-ESC/Human Capital</p> <p><i>Annual Budget Impact:</i> \$ 77,900 min. – \$ 116,900 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501110-000-000000-107-04-041</p>	<p>BG-11 12 months</p>	<p>Assist in assessing the District's certified staffing needs, formulating and implementing a strategy to improve recruitment of instructional and personnel. Supervise the verification and maintenance of certification and other personnel records. Process personnel changes as required. Interact with District Management Committees. Disseminate personnel changes to appropriate individuals, schools, and departments. Maintain application files for teachers and other appropriate certificated personnel. Assist the Chief Human Capital Officer in interpreting personnel policies, procedures, rules and regulations to certificated employees and to the public. Counsel with certified employees and applicants concerning vacancies, certificates, evaluations, employment, transfer and terminations.</p>

Delete:

Position	Salary/Grade	Duties
<p>Director of Teacher Talent- ESC/Human Capital</p> <p><i>Annual Budget Impact:</i> \$ 69,400 min. – \$ 104,200 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501110-000-000000-107-04-041</p>	<p>EG-8 12 months</p>	<p>Assist in assessing the District's certified staffing needs, formulating and implementing a strategy to improve recruitment of instructional and personnel. Supervise the verification and maintenance of certification and other personnel records. Process personnel changes as required. Interact with District Management Committees. Disseminate personnel changes to appropriate individuals, schools, and departments. Maintain application files for teachers and other appropriate certificated personnel. Assist the Chief Human Capital Officer in interpreting personnel policies, procedures, rules and regulations to certificated employees and to the public. Counsel with certified employees and applicants concerning vacancies, certificates, evaluations, employment, transfer and terminations.</p>

Certificated/Administrative Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Director of Compensation and Benefits-ESC/Human Capital</p> <p><i>Annual Budget Impact:</i> \$ 77,900 min. – \$ 116,900 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210-000-000000-513-04-041</p>	<p>BG-11 12 months</p>	<p>Review and insure compliance with District policy on all Administrator and Professional Services requests for hire. Insure compliance with District policy on all salary offers for Administrators and Professional Services employees. Set up and oversee the collection and compilation of all salary surveys (internal and external). Responsible for compilation of Compensation Manual. Research and establish new salary programs for the District. Supervise and evaluate Compensation and Benefits staff.</p>

Delete:

Position	Salary/Grade	Duties
<p>Director of Compensation and Benefits-ESC/Human Capital</p> <p><i>Annual Budget Impact:</i> \$ 69,400 min. – \$ 104,200 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210-000-000000-513-04-041</p>	<p>BG-10 12 months</p>	<p>Review and insure compliance with District policy on all Administrator and Professional Services requests for hire. Insure compliance with District policy on all salary offers for Administrators and Professional Services employees. Set up and oversee the collection and compilation of all salary surveys (internal and external). Responsible for compilation of Compensation Manual. Research and establish new salary programs for the District. Supervise and evaluate Compensation and Benefits staff.</p>

Certificated/Administrative Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>ACE Student Coordinator- Enrollment Center/District Accountability</p> <p><i>Annual Budget Impact:</i> \$ 51,700 min. – \$ 77,500 max.</p> <p><i>Funding Source:</i> 11-0000-2199-501110-000-000000-110-16-058</p>	<p>EG-4 12 months</p>	<p>Coordinate ACE compliance mandates; testing, curriculum, remediation and interventions, and all documentation pertaining to ACE compliance standards for student success toward high school graduation. Act as project coordinator for all students choosing to meet End of Instruction (EOI) requirements through state approved projects. Deliver District directives to meet compliance and student services per Student Services Coordinator for Secondary Schools. Collaborate with building personnel to facilitate a student graduation plan. Serve as a student advocate to encourage and support high school graduation through ongoing review of student graduation progress, development and implementation of individual learning plans designed to remediate areas of academic weaknesses, and assist in development of student appeals presented to the State Board of Education Committee as required.</p>

Delete:

Position	Salary/Grade	Duties
<p>ACE Student Coordinator- Enrollment Center/District Accountability</p> <p><i>Annual Budget Impact:</i> \$ 48,000 min. – \$ 72,000 max.</p> <p><i>Funding Source:</i> 11-0000-2199-501110-000-000000-110-16-058</p>	<p>EG-3 12 months</p>	<p>Coordinate ACE compliance mandates; testing, curriculum, remediation and interventions, and all documentation pertaining to ACE compliance standards for student success toward high school graduation. Act as project coordinator for all students choosing to meet End of Instruction (EOI) requirements through state approved projects. Deliver District directives to meet compliance and student services per Student Services Coordinator for Secondary Schools. Collaborate with building personnel to facilitate a student graduation plan. Serve as a student advocate to encourage and support high school graduation through ongoing review of student graduation progress, development and implementation of individual learning plans designed to remediate areas of academic weaknesses, and assist in development of student appeals presented to the State Board of Education Committee as required.</p>