



AGENDA

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

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

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

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

Regular Meeting

July 21, 2014

August 4, 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.** Receive the Superintendent's written recommendation for the dismissal of Joshua Wire from the Tulsa School District and vote on motion to set a hearing date, time and place to take action on said recommendation and to authorize the Clerk of the Board of Education to notify Joshua Wire of the hearing date, time and place. If relevant the Board will consider and vote to accept any employee resignations that have been submitted since the last Board of Education meeting.

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 Tuesday, September 2, 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: 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: Renew the agreement with Tulsa Technology Center, 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

E-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, 11-0000-2240-506140-251-000000-000-06-070 (\$23,900); and Curriculum and Instruction General Fund, 11-0000-2240-506140-000-000000-000-06-070 (\$31,600)

REQUISITION NUMBER: 11501252, 11501253

RATIONALE: The Cognitive Abilities Test (CogAT) continues to serve as the District's second-grade assessment to test 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.

- E-4.** 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.

- E-5.** 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 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 Individuals with Disabilities Education Act (IDEA) to eligible children attending Head Start.

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

- E-6.** 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.

E-7. 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 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 15 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

REQUISITION NUMBER:

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

E-8. 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 three through ten 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.

- E-9.** 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.

- E-10.** 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: Applicable 2014-2015 school activity fund/account

RATIONALE: The vendor collects 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

E-11. 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-1251-4700-504500-000-000000-000-12-447-T0192 and 3F-1251-4700-504500-000-000000-000-12-180-T0192

REQUISITION NUMBER: 11501770

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

E-12. 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-1522-4700-504500-000-000000-000-12-118-T0223

REQUISITION NUMBER: 11501770

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

E-13. RECOMMENDATION: Purchase classroom furniture from KI (Krueger International) for new classrooms created by the pool repurposing projects at several school sites.

COST: Not to exceed \$150,000

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2014C Bond funds.

RATIONALE: The project is part of the 2010 bond issue. This item appeared on the May 19, 2014, Information Agenda but pricing information was just recently finalized.

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

E-14. 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-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 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 with the university to train and prepare future teachers. Partnering with the university in this manner allows the District to provide feedback on student progress in regard to the success of future employment in an urban school setting and in influencing the knowledge, experiences and practical skills of its future workforce.

F. ACTION AGENDA - Motion and vote on each recommendation

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

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

F-1. RECOMMENDATION: Enter into a contract with Adobe, Inc., San Jose, California, to provide software licensing for all Adobe products for 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: Not to exceed \$107,000

FUND NAME/ACCOUNT: College and Career Readiness/11-4120-1000-507330-XXX-81000-000-05-XXX-4120

REQUISITION NUMBER: 11501337

RATIONALE: Adobe is the global leader in digital marketing and digital media solutions. Their tools and services allow the District to create groundbreaking digital content, deploy it across media and devices, measure and optimize it over time, and achieve greater success. The College and Career Readiness teachers are required to offer industry standard software in our programs. This contract will allow the software to be installed on any District-owned device. This item is appearing for Action because it was recently learned that there will be a large end-of-quarter sale for Adobe and because of that, the District was given special pricing (\$24 per fulltime employee) and the use of the on-demand services that will allow for the creation of mobile apps. If it is not approved by the end of the month, the District will lose this pricing and the on-demand services. This software will be used in all of CareerTech and several Fine Arts programs in the District. Having it will allow students to work with state-of-the-art software that will prepare them to be college and career ready in several industries.

G. INFORMATION AGENDA

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

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

- G-1.** RECOMMENDATION: Enter into a contract with Camp Waluhili, Chouteau, Oklahoma, as the venue for the annual Edison Senior Retreat, September 28-29, 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 \$7,000

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

RATIONALE: This event has been held for seven years and has provided students with the opportunity to become involved with event planning, organization, and teamwork skills. It is intended to promote a sense of togetherness and a sense of becoming aware of college demands that happen during the course of the senior year. Security will be provided and parents and faculty will be in attendance.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

- G-2.** RECOMMENDATION: Enter into a contract with The Teaching Institute for Excellence in STEM (TIES), Cleveland Heights, Ohio, to provide design support to connect, enhance, and accelerate STEM programming for 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: Not to exceed \$158,500

FUND NAME/ACCOUNT: Colege and Career Readiness Fund/11-0175-2213-503200-000-000000-000-05-064-0175

REQUISITION NUMBER: 11501338

RATIONALE: TIES will work with the District to create a platform strategy that will enable the District to be recognized as a home for demonstration sites for new and innovative models, leveraging key assets, and provide greater opportunities for existing and future students, while also providing a rapid prototyping for adoption across a region or the state. This strategy will allow the District to adopt and implement effective practices in STEM to improve outcomes for all District students; adapt programming to the needs of the District/community; connect with partners and workforce demands for college and career readiness; act as a catalyst for regional, state, and national change; connect with other platform STEM schools in the country; and enable a large impact.

- G-3.** RECOMMENDATION: Submit an application for a one-year renewal of the Districtwide waiver to Standard VII concerning staffing of school library media centers.

COST: No cost to the District

RATIONALE: Originally granted on June 29, 1999, and renewed in 2013, the waiver allows the District to create an Intern Library Media Specialist Program and "grow our own" librarians in a time of national and statewide shortages of certified library media professionals.

- G-4.** RECOMMENDATION: Renew or enter into contracts, as applicable, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during the 2014-2015 school year. Agencies may service any school with written permission of the school principal.

- Abundant Grace Counseling Services
- Choices for Life Foster Care
- Essence of Life Counseling Services, LLC
- Inspira Mentoring and Counseling
- Life Strategies International
- LXE Counseling Services
- Restoration Youth and Family Services
- Transcendence, LLC

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: 41300953, 41300954, 41300955, 41300956, 41300957, 41300958, 41300959, 41300960

RATIONALE: These school-based services will include individual counseling, family counseling, referral services, classroom consultation, team intervention and case management which support the academic goals by decreasing out-of-school suspensions, improving attendance and increasing classroom academic learning time.

- G-5.** RECOMMENDATION: Enter into individualized education plans (IEP) service agreements with the following Oklahoma school districts to provide a free appropriate public education (FAPE) for certain students for whom they are unable to do so.

- Glenpool Public Schools
- Keystone Public Schools
- Owasso Public Schools
- Skiatook Public Schools
- Union Public 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: 41300965, 41300966, 41300967, 41300968, 41300969

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

Recommendations submitted by Chief Accountability Officer, Mr. Chris Johnson

- G-6.** RECOMMENDATION: Approve the length of the 2014-2015 school year to be calculated in hours as allowed by House Bill 1864.

COST: No cost to the District

RATIONALE: House Bill 1864 provides for calculation of the school year by days or school hours. It also modifies time allowed for professional meetings, the number of hours for parent-teacher conferences to be counted as classroom instruction, and clarifies language relating to the extended-day schedule. Using the school-hour method of calculation will allow calendar flexibility, if needed, and will not impact the District in average daily membership or average daily attendance calculations.

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

G-7. RECOMMENDATION: Enter into a memorandum of understanding between Communities in Schools, the George Kaiser Family Foundation, and Educare to begin a Pregnant and Parenting Teen Pilot Program for the 2014-2015 school year with an option to renew for the 2015-2016 and 2016-2017 school years.

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 will be no cost to the District. George Kaiser Family Foundation will pay for the cost of the program for three years.

RATIONALE: Communities in Schools will provide trained social workers for the pilot school (Hale High School) to counsel and provide programming for pregnant and parenting teens. Program goals are to manage truancy, provide parenting classes and counseling with the goal of increasing graduation rates and college and career readiness. Participation would be a minimum of 12 students. Educare III will offer enrollment priority to parenting teens at Hale High School. During the 2013-2014 school year there were approximately 30 parenting teens at Hale High School and approximately 3,000 pregnant or parenting teenagers within Tulsa Public Schools zip codes at any given time.

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

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

G-8. RECOMMENDATION: Enter into contract with Vale Painting, Tulsa, Oklahoma, the lowest responsible bidder, for painting the floor in the auditorium at Rogers 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 \$33,000

FUND NAME/ACCOUNT: Classroom Bond Fund, 3F-1135-4700-504500-000-000000-000-12-730-T-0203

REQUISITION NUMBER: 11501794

RATIONALE: Improvement to the auditorium is part of the 2010 bond issue.

- G-9.** RECOMMENDATION: Approve Change Order Number Two to Crossland Construction for the interior renovation of the Enrollment Center.

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

COST: Not to exceed \$11,220

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1210-4700-504500-000-000000-000-12-058-CM040

REQUISITION NUMBER: 11501797

RATIONALE: An additional intercom system was needed to complete the project. The original contract in the amount of \$1,721,425 was approved on the September 16, 2013, Agenda, item E-17.

- G-10.** RECOMMENDATION: Approve Supplement No.14 to Gregory S. Helms Architects for the library addition at East Central 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 of the architectural fee is seven percent of the total construction cost of approximately \$1,900,000. The bid process for this award has not been finalized. Final information on amount and awardee will be included when the item is on the Consent Agenda.

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1210-440-503320-000-000000-000-12-658-CM049

RATIONALE: The library addition at East Central Junior High is part of the 2010 bond issue.

- G-11.** RECOMMENDATION: Purchase hardware, software, and maintenance, from Presidio Corporation, Greenbelt, Maryland, for the CommVault Enterprise Backup system upgrade.

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 \$78,912

FUND NAME/ACCOUNT: Technology Bond Fund, 3F-1172-2580-506530-000-000000-000-02-026

REQUISITION NUMBER: 11501742

RATIONALE: The Enterprise Backup system requires an upgrade to accommodate current needs as well as expected increases in utilization throughout the coming year. This system is crucial to the protection of data vital to the operations of the District. This will be the first expansion of the system to meet the increasing backup requirements of the District as the amount of stored data increases.

- G-12.** RECOMMENDATION: Enter into a contract with I4 Systems, Inc., Broken Arrow, Oklahoma, for the purchase and implementation of a Supervisory Control and Data Acquisition (SCADA) system in accordance with the terms and conditions of Request for Proposal #14053. This system will be used by the Campus Police Department for security and fire alarm monitoring for District facilities.

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: Technology Bond Fund, 3E-1179-2580-506530-000-000000-000-02-026

REQUISITION NUMBER: 11501563

RATIONALE: The current SCADA application software reached end of life in 2012 and is no longer supported by the manufacturer. The replacement SCADA system will provide the District with an up-to-date system that provides scalability, integration capabilities, and a redundant architecture, which will allow Campus Police to monitor the District's various surveillance and security systems with greater efficiency and reliability.

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

G-13. 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.

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

G-14. RECOMMENDATION: Approve the charter application and authorize College Bound Academy Charter School to operate as a charter school for grades kindergarten through fourth for the 2015-2016 school year.

FURTHER RECOMMEND: The attorneys for the School District prepare/approve the appropriate charter application 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: College Bound Academy charter school will operate under a slow growth model, beginning only with kindergarten, or 96 students, and adding a grade each subsequent year. This academy seeks to serve the significant academic need within the community in east Tulsa, with an Academic Enterprise Zone of Tulsa Public Schools Board District 4. College Bound Academy Charter School would provide an additional academic option for the students of this area.

G-15. RECOMMENDATION: Approve the charter application and authorize Collegiate Hall Charter School to operate as a charter school for grades four through eight for the 2015-2016 school year.

FURTHER RECOMMEND: The attorneys for the School District prepare/approve the appropriate charter application 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: Collegiate Hall will operate under a slow growth model, beginning only with the 4th and 5th grades, or 120 students, and adding a grade each subsequent year. Collegiate Hall seeks to serve the significant academic need within the community surrounding 61st and Peoria. This academic option will provide additional support to an area facing many challenges.

G-16. RECOMMENDATION: Approve the charter application and authorize Tulsa Honor Academy to operate as a charter school for grades five through eight for the 2015-2016 school year.

FURTHER RECOMMEND: The attorneys for the School District prepare/approve the appropriate charter application 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: Tulsa Honor Academy will operate under a slow growth model, beginning only with the fifth grade, or 128 students, and adding a grade each subsequent year. This charter school aims to offer comprehensive programs that align directly with the District's steps to college and career readiness and to improve student growth and achievement with recruitment focused on feeder patterns of East Central and Hale high schools.

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
Edison High School/String Musicians	Students: 75 Parents: 2 Staff: 2	Participation in New York City's Carnegie Hall/New York City, New York	March 13-17, 2015	1	No cost to the District

SUPPORTING INFORMATION

CONSENT ITEM E-14

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>

SUPPORTING INFORMATION

CONSENT ITEM E-15

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Andrus, Janelle	7/31/14 6/09/15	B-0	\$ 32,900.00	Teacher-Marshall, McClure/ Art
Beard, Elizabeth	8/14/14 5/26/15	B-0	32,900.00	Teacher-MacArthur/Grade 5
Boccard, Briana	7/31/14 6/09/15	B-0	32,900.00	Teacher-Chouteau/ Kindergarten
Brooks, John	8/14/14 5/26/15	B-0	32,900.00	Teacher-Cooper/Grade 4
Dennis, Nicolette	8/04/14	EG-9	98,000.00 8,400.00	Principal-Rogers Jr. High, High School Rate: \$98,000.00 Additional Duties
Edwards, Donna	8/14/14	M-19	45,526.00	Teacher-Jones/Grade 3 Return from leave
Evins, Donna	7/31/14 6/09/15	B-7	35,700.00	Teacher-Mark Twain/ Grade 5
Fezer, Tyler	7/31/14 6/09/15	B-0	32,900.00	Teacher-Mark Twain/ Grade 6
Flora, Judy	7/31/14 6/09/15	B-0	32,900.00	Teacher-Kindergarten/ Chouteau
Herring, Amy	8/14/14 5/26/15	B-14	39,370.00	Teacher-Cooper/Grade 2
Hesley, Lana	8/14/14 5/26/15	M-25	51,436.00 1,831.00	Counselor-Columbus Counselor

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hughes, Alex	7/31/14 6/09/15	B-0	\$ 32,900.00	Teacher-Chouteau/Grade 4
Jiang, Hui Ting	8/14/14 5/26/15	B-0	32,900.00	Teacher-Cooper/Grade 5
Jones, Hazel	6/04/14	BL-5	36,034.00	Social Services Specialist- McKinley Return from leave
Lanfersieck, Kay	7/31/14 6/09/15	B-0	32,900.00	Teacher-Marshall/ Kindergarten
McLeod, Brendan	8/14/14 5/26/15	B-0	32,900.00	Teacher-Cooper/Grade 2
Ombasic, Arnela	8/14/14 5/26/15	B-0	32,900.00	Teacher-Cooper/Grade 1
Ombasic, Sanela	8/14/14 5/26/15	B-0	32,900.00	Teacher-Cooper/ Kindergarten
Owen, Lisa	8/04/14	B-12	38,020.00	Instructional Coach-Wilson/ Teaching and Learning
Pierce, Gentry	8/05/14	M-6	36,376.00 3,000.00 1,446.77	Principal Intern-Sequoyah Principal Intern Additional days
Read, Charlotte	8/04/14	M-18	51,154.54	Instructional Coach-Wilson/ Teaching and Learning
Rippey, Matthew	7/31/14 6/09/15	M-0	33,956.00	Teacher-Chouteau/Grade 1
Rogers, Angela	8/14/14 5/26/15	M-19	45,526.00	Teacher-Cooper/Enrichment
Schwickerath, Cynthia	8/14/14 5/26/15	B-0	32,900.00	Teacher-Cooper/Grade 2
Soper, Todd	8/14/14 5/26/15	M-0	33,956.00	Teacher-Cooper/Grade 3

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Watson, Paula	8/04/14 6/09/15	B-0	\$ 32,529.13	Teacher-Mark Twain/ Grade 1 Rate: \$32,900.00
Williams, Craig	7/31/14 6/09/15	M-5	35,976.00	Librarian-Chouteau
Woodhead, Abigail	8/14/14 5/26/15	B-0	32,900.00	Teacher-Celia Clinton/ Grade 3
Support (Hourly):				
Brown, Jennifer	8/01/14 5/22/15	MT-2	\$ 10.73	Child Nutrition Services (CNS) Cook I-Skelly
Clark, Janet	8/19/14 6/30/15	MT-3	9.21 .46	Custodian-Owen Shift differential Return from leave
Dugas, Dorothy	8/18/14 5/26/15	MT-2	9.71	CNS Cook I-ECDC Reed
Ellis, Carole	9/29/14 5/22/15	IS-6	12.28	Teacher Assistant (TA)- McClure Return from leave
Goudeau, Natalie	8/15/14 5/22/15	MT-2	9.20	CNS Cook I-McClure
Jones, Amanda	8/04/14 6/08/15	IS-6	10.81	TA-Eugene Field
Lang, James	7/21/14 6/30/15	MT-3	10.15 .50	Custodian-Frost Shift differential
Lydzustre, Darlene	8/18/14 5/26/15	MT-2	9.20	CNS Cook I-ECDC Reed
McClellan, Deborah	8/08/14 5/27/15	CA-5	12.92	Health Assistant-Gilcrease Return from leave
Morton, Keri	8/18/14 6/11/15	TS-5	12.66	Communications Specialist- ESC/Campus Police
Richmond, Holly	8/04/14 6/08/15	IS-6	10.81	TA-Marshall

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Allen, Timothy	TRAICE Satellite Advisor-Edison B-26	8/14/14	\$ 47,630.00 2,381.50 1,894.38	\$ 47,630.00	Teacher-Edison/ Science Alternative Education Additional days
Aviles, Bobbie	Manager in Training MT-6	8/07/14	11.42/hr.	18,725.00/yr.	Traveling Manager- CNS BG-A
Baker, Rebecca	Staff Development Teacher-Wilson M-12 176 days	8/04/14	39,476.00	48,169.88	District Assessment Coordinator- Enrollment Center/ Accountability EG-2 12 months Rate: \$53,627.00
Blackman, Diane	Speech Pathologist- Emerson M-14 Full-Time	8/14/14	41,206.00 2,060.30 5,000.00	32,964.80 1,648.24 4,000.00	4/5 Time Special Education Speech Pathologist
Boone, Mindy	Manager in Training MT-6	8/07/14	12.74/hr.	18,809.00/yr.	Traveling Manager- CNS BG-A
Bottello, Rita	Manager in Training MT-6	8/07/14	11.68/hr.	18,809.00/yr.	Traveling Manager- NS BG-A
Carter, Monte	Dean-McLain Seventh Grade Academy M-5	8/05/14	35,976.00 2,175.00 1,022.05	49,045.54 4,904.55	Assistant Principal- McLain EG-5 Rate: \$51,757.00 Academic Assistant Rate: \$5,175.00 Dean Additional days

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Dancy, Enna	Assistant Principal-McLain EG-5	8/04/14	56,000.00	71,0177.50 7,107.55 7,700.00	Principal-McLain EG-9 Rate: \$78,000.00 Academic Assistant Rate: \$7,800.00 Additional Responsibilities
Dean, Maribeth	Wise Coach- ESC/Federal Programs and Special Projects M-15	8/14/14	42,216.00	43,844.00	M30-15
Eddy, Bradley	Director of Teacher Talent- ESC/Human Capital BG-10	8/18/14	80,713.00	79,506.00	Director of Certified Talent-ESC/Human Capital BG-11 Rate: \$90,864.00
Gilkey, Eschelle	ACE Student Coordinator- Enrollment Center/ Accountability EG-3	8/18/14	63,681.00	59,590.97	EG-4 Rate: \$68,104.00
Hahn, DaNell	Speech Pathologist- Special Education and Student Services M-13 4/5 Time	8/14/14	32,228.80 1,611.44 4,000.00	42,216.00 2,110.80 5,000.00	Full-Time Special Education Speech Pathologist
Henson, Susanah	Title I Reading Interventionist- Cooper M-15	8/14/14	42,216.00	42,216.00 2,110.00	Teacher-Owen/ Special Education
Lewis, Lana	Principal Intern- Mitchell M-16	7/21/14	42,936.00 3,000.00 1,707.68	44,864.00 3,000.00 1,707.68	Principal Intern- Jackson M30-16 Intern Additional days

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
McGrew, Barbara	Teacher- MacArthur/ Kindergarten M30-20 176 days	8/11/14	\$ 48,374.00	\$ 53,596.19	Instructional Coach- Wilson/Teaching and Learning M30-20 200 days Rate: \$54,970.45
Mendenhall, Ginger	Staff Development Teacher- Tulsa Met High School D-19	8/14/14	50,441.00	50,441.00 1,261.03 143.30 1,831.00	Teacher-Tulsa Met Jr. High, High School/ ELD/ Alternative Education Additional days Staff Development
Miller, Tammi	Speech Pathologist-Hale Jr. High M-27 4/5 Time	8/14/14	40,348.80 2,117.44 4,000.00 1,500.00	50,436.00 2,521.80 5,000.00 1,500.00	Full-Time Special Education Speech Pathologist Additional duties
Moore, Linda	Teacher-Tulsa Met Jr. High/ P.E. M-28 Half-Time	8/08/14	25,468.00	50,936.00 1,831.00 289.40 2,546.80	Counselor-Tulsa Met Jr. High, High School/ Counselor Additional days Alternative Education
Naftzger, William	Director of Support Talent- ESC/Human Capital BG-10	8/18/14	104,362.00	96,566.72	BG-11 Rate: \$110,362.00
Nolan, Teresa	Teacher-Mark Twain/ Special Education M30-8	7/31/14	38,524.00	39,645.00	M60-8
Norris, Berri	Manager in Training MT-6	8/07/14	11.08/hr.	18,168.00/yr.	Traveling Manager- CNS BG-A
Peer, Jessica	Teacher- Hawthorne/ Grade 3 B-0	8/19/13	32,900.00	33,700.00	Credit for Experience B-2

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Potter, Garry	Director of Compensation and Benefits- ESC/Human Capital BG-10	8/18/14	\$ 94,349.300	\$ 89,117.91	BG-11 Rate: \$101,849.00
Roberson, Alan	Teacher-Peary/ Music M30-29	8/14/14	56,044.00	57,675.00	M60-29
Rowley, Kathryn	Paraprofessional Owen IS-6	8/14/14	11.30/hr.	32,900.00/yr. 1,645.00	Teacher-Mark Twain/ Special Education
Schmitz, Kathleen	Director of Budget- ESC/Financial Services BG-11	8/18/14	84,307.00	83,496.00	BG-12 Rate: \$95,424.00
Schroepfer, Claire	Teacher-Tulsa Met Jr. High/ Special Education, Alternative Education B-1	8/05/14	33,300.00	39,018.46	TLE Project Specialist-ESC/ Teacher and Leader Effectiveness BG-4 Rate: \$42,760.00
Watkins, Janice	Counselor- Hawthorne D-30	8/11/14	57,271.00 1,831.00	57,271.00 1,831.00 325.40	Counselor-Monroe Counselor Additional days

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Support (Hourly):					
Arreola, Marco	Head Custodian- Marshall MT-5	6/23/14 6/30/15	\$ 10.95	\$ 11.57	Laundry Driver MT-8
Cullars, Sandra	CNS Cook I- Edison MT-2 .5hrs/day	8/18/14 5/22/15	10.09	11.09	CNS Assistant Manager-Edison MT-6 7.5hrs/day
Estrada-Lozano, Maria	CNS Cook II- ESC MT-3 8hrs/day	7/15/14 6/30/15	12.34	12.34	7hrs/day
Garcia, Martha	CNS Assistant- ECDC Reed MT-1 6hrs/day	8/18/14 5/22/15	8.89	9.60	CNS Cook II-ECDC Reed MT-3 7.5hrs/day
Goudeau, Loretta	Bus Driver MT-6 6hrs/day	7/21/14 5/22/15	10.72	10.72	8hrs/day
Gutierrez, Maria	CNS Assistant- Edison MT-1 6hrs/day	8/18/14 5/22/15	9.13	9.76	CNS Cook I-Edison MT-2 6.5hrs/day
Lamb, Martha	CNS Cook II- Eugene Field MT-3 8hrs/day	8/18/14	13.44	12.54	CNS Assistant- Eugene Field MT-1 7hrs/day
Ledford, Judith	CNS Cook I- Sequoyah MT-2	8/18/14 5/22/15	9.53	10.19	CNS Cook II-Bell MT-3
Lewis, Camille	CNS Assistant- Penn MT-1 6hrs/day	8/18/14 5/22/15	8.74	9.43	CNS Cook II-Penn MT-3 6.5hrs/day
Poreda, Teri	Communications Specialist- ESC/Campus Police MT-5 10 months	8/18/14 6/30/15	14.38	14.38	12 months

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Pyle, Candetta	CNS Assistant- Eisenhower MT-1 5.5hrs/day	5/29/14	\$ 9.37	\$ 9.37	6hrs/day
Tatum, Robert	CNS Cook II – Bell MT-3	8/18/14 8/22/15	10.68	11.64	CNS Assistant Manager-Bell MT-6
Tillery, Deborah	CNS Assistant- Roosevelt MT-1	8/18/14 5/22/15	8.61	9.21	CNS Cook I-Central MT-2
Wells, Darin	Bus Driver MT-6 8hrs/day	7/21/14 5/22/15	11.04	11.04 .15	6hrs/day Lead
Wright, Deborah	CNS Assistant Manager-Kerr MT-6	8/18/14	11.37	10.24	CNS Assistant- Mitchell MT-1

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Burkeen, Sarah	8/14/14	Teacher-Gilcrease/ Grade 2	Maternity
Parker, Erica	8/19/14	Teacher-Chouteau/ Fine Arts	Maternity
Smith, Jessica	8/04/14	Teacher-Eugene Field/Kindergarten	FMLA
Wilson, Venus	8/14/14	Teacher-Memorial/ P.E.	Personal illness
Support (Hourly):			
Beard, Dwan	8/15/14	Bus Driver	Personal illness
Caskey, Jenneth	8/07/14	Clerk-Salk	Personal illness
Jeremiah, Vicki	7/15/14	CNS Manager B- Eugene Field	FMLA
McCleahhan, Rickey	8/15/14	Bus Driver	FMLA

RETIREMENTS

Name	Effective Date	Assignment
Support (Hourly):		
Farley, Sandra	5/30/14	CNS Assistant Manager-Edison
Stephan, Carol	7/01/14	Head Custodian-MacArthur

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Beadle, Andrea	8/13/14	Teacher-Key/Music
Beavers, Dwayne	7/22/14	Teacher-Edison/Science
Chary, Parvathi	7/30/14	Teacher-Washington/Chemistry
Cruice, Todd	8/01/14	Teacher-Hale Jr. High/Social Studies
Evans, Daniale	7/25/14	Teacher-Key/Grade 4
Faber, Sara	7/24/14	Teacher-Edison/Music
Goode, Micheal	7/30/14	Teacher-East Central/Math
Groshans, Amanda	8/13/14	Librarian-Owen
Henderson, Susan	7/24/14	Speech Pathologist-Special Education and Student Services
Hilborne, Laura	7/31/14	Teacher-Patrick Henry/Kindergarten
Hill, James D.	8/14/14	Campus Police Chief-ESC/Campus Police
Jarrard, Tony	8/07/14	Assistant Principal-Salk
Johnson, Vickie	7/21/14	Executive Director of Curriculum and Instruction-ESC/Teaching and Learning
Jones, Geraldine	8/04/14	Teacher-Kerr/Grade 2
Maddux, Beth	9/04/14	Teacher-Marshall/ELD
Odon, Lisa	8/04/14	Teacher-Cooper/Music
Penuel, Erika	7/28/14	Teacher-Celia Clinton/Grade 5
Puckett, Cherie	7/26/14	CNS Manager-Hale
Shreve, Brenda	8/11/14	Teacher-ECDC Bunche/Academy Central/Pre-K
Smith, Jason	7/24/14	Teacher-Edison/Career Tech
Sory, Cassie	7/21/14	Social Services Specialist-Celia Clinton
Yoder, Spencer	7/30/14	Teacher-Washington/Career Tech

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Support (Hourly):		
Burns, Catherine	7/28/14	CNS Assistant-Remington
Collins, Sha'Mil	7/28/14	TA-Burroughs
Jackson, Shae	7/28/14	Library Assistant-Park
Miller, Keith	7/24/14	Autism Paraprofessional-Peary
Parker, Erica	7/28/14	CNS Cook I-Clinton
Rigsby, Rita	7/17/14	TA-Chouteau
Troglin, Sherry	7/23/14	Autism Paraprofessional-Kendall Whittier

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Stuart, Kyshawnie	7/09/14	TA-Peary

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Acton, Joe	Everidge, Barbara	Kelley, Jacqueline	Pinkstaff, Stephanie
Alexander, Thomasine	Farmer, Brenda	Kelley, Roberta	Pinney, Christy
Allis, Louise	Farrar-Ailsworth,	Kelly, Mona	Polk, Beth
Anderson, Noel	Monalisa	Kennett, Viola	Pullen, Norman
Anderson, Tanisha	Finley, Lucille	Kerr, Donna	Raulston, Patricia
Armstrong, Ingrid	Fitzhugh, David	Koebelen, Larry	Reidy, Michael
Ayodele, Phyllis	Francis, Maurine	Ladd, Joy	Rodgers, Robert
Baker, Lynetta	Frohock, Marvin	Lawrence, Joan	Rose, Rutha
Balcom, Bill	Gant, Ainura	Lee, Linda	Ross, Alice
Ballard, Nora	Garrison. Samuel	Lyles-Daniel, Shatina	Saxman, Ann
Bartholomew, Marilyn	Geier, Rhonda	Madden, Christabell	Scott, Amanda
Basnett, Patricia	Glass, Tianna	Markham, Debra	Sherman, Joan
Bishop, Vivian	Godsey, Nancy	Martin, Nola	Shouse, Linda Gayle
Blalock, Victoria	Gonzalez, Deborah	Martinez, Hui	Smith, Patricia
Blocker, Jacqueline	Grace, Joyce	Maslanka, Ann	Smith, Sherri
Bradshaw, Katherine	Green, Encarasion	McElroy, Herman	Spahr, Leesa
Bright, Thomas	Green, Patricia	McKerley, Craig	Tannehill, Denise
Brown, Levi	Grieshaber, James	Middlebrook, Barbara	Thomas, Delores
Brown, Charlene	Griggs, Lillian	Miller-Davis, Joy	Thomas, Erika
Burton, Audrey	Hale, Linda	Mills, Jessie	Tottress, Janiace
Butler, Mary	Harris, Trina Marie	Mills, Patricia	Townsend, Charles
Buyckes, Willa	Harrison, Kevin	Minor, Drew	Townsend, Joy
Cairl, Judy	Hawkins, Roberta	Minor, Norris	Vann, Alvin
Carter, Patricia	Helton, Harold	Miskell, Darrell	Vaughns, Bettye
Conkin, Katie	Henderson, Larry	Moore, Karen	Vess, Carla
Conner, Kathleen	Henderson, Queta	Morgan, Tim	Vogel, Kathryn
Cott, Kathryn	Hendrson, Janet M	Mullins, Curtis	Ward, Shannon
Crenshaw, Marsha	Holland, Rebekah	Munoz, Ramona	West, Curtis
Cumby, Barbara	Horwedel, Diana	Musungayi, Kazadi	West, Sarah
Danley, Melody	Howard, Johnetta	Nixon, Jean	Williams, Dewilda
Davis, Barbara	Howard, Linda	Norman, Johnnie	Wilson, Deborah
Davis, George	Humphrey, Brenda	Olden, Tammara	Wold, Debra
Day, Sharon	Ivory, Ebon	Olorunda, Margaret	Worthley, Phyllis
Dickinson, Eunice	Jefferson, Brenda	Parrett, James	Yingst, Haylee
Dixon, Tina	Johnson, Gregory	Paschall, Jeana	Zaller, Delores
Dowd, Pamela	Johnson, Robin	Peters, Bonnie	Zeigler, Taulease
Driver, Shawn	Juarez, Jennifer	Peterson, Joyce	
Elliot, Kirk	Katta, Vineela	Pick, Deborah	

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Artists-In-Residence

Bradford, Davontai
Fischer, Valerie
Northrop, Jason
Rollerson, Leon

Interpreter

Campbell, Gayle

Tutors

Finch, Crystal
Turner, Margaret

Campus Security Officer

Fultz, Terrill

Clerk

Mangold, Raelee

CNS Workers

Avalos, Darien
Barnes, Allyson
Fielding, Charlotte
Medrano, Griselda
Price, Melinda
Shade, Rebecca
Witt, Mary

Adjunct Coaches

Edison– 11-000-1000-501920-810-130000-201-07-537

Jeannetta Elliott, Girls Basketball @ \$1,145, September 1, 2014 – May 22, 2015

Edison– 11-000-1000-501920-810-330000-201-07-712

Terry Bradford, Football @ \$3,335, September 1, 2014 – May 22, 2015

Edison– 11-000-1000-501920-810-136000-201-07-537

Barbariae Wright, Girls Basketball @ \$1,145, September 1, 2014 – May 22, 2015

Edison– 11-000-1000-501930-810-330000-201-07-712

Isaiah Irvin, Football @ \$3,335, September 1, 2014 – May 22, 2015

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

Bobby Bomer, Boys Cross Country @ \$504, September 1, 2014 – May 22, 2015

Edison– 11-000-1000-501930-810-330000-201-07-712

Cody House, Soccer @ \$1,202, September 1, 2014 – May 22, 2015

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

Alexander McLaurin, Soccer @ \$2,171, September 1, 2014 – May 22, 2015

Edison– 11-000-1000-501930-810-330000-201-07-712

Michael Deckard, Baseball @ \$2,667, September 1, 2014 – May 22, 2015

Edison– 11-000-1000-501930-810-330000-201-07-712

Sierra Williams, Head Girls Volleyball @ \$3,371, September 1, 2014 – May 22, 2015

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Adjunct Coaches (Continued)

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

Taylor Hodge, Football @ \$2,877, September 1, 2014 – May 22, 2015

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

11-000-1000-501930-810-330000-201-07-725

Maurer Wallace, Boys Cross Country @ \$1,008, September 1, 2014 – May 22, 2015

Maurer Wallace, Girls Cross Country @ \$1,008, September 1, 2014 – May 22, 2015

Maurer Wallace, Boys Head Track @ \$2,400, September 1, 2014 – May 22, 2015

Maurer Wallace, Girls Head Track @ \$2,400, September 1, 2014 – May 22, 2015

Memorial– 11-000-1000-501930-820-330000-201-07-705

Steven Irvine, Head Baseball @ \$2,667, September 1, 2014 – May 22, 2015

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

Michael Jamerson, Basketball @ \$2,577, September 1, 2014 – May 22, 2015

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

Brian Reed, Baseball @ \$1,387, September 1, 2014 – May 22, 2015

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

Jonathan Brown, Football @ \$3,335, September 1, 2014 – May 22, 2015

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Child Nutrition – 22-3850-3180-501210-700-000000-955-03-053

Pay the following support staff @ their current hourly rate (total not to exceed \$15,000) to teach Nutrition Education Classes as requested by schools during the 2014-2015 school year.

Carrino, Neta
Hough, Carla
Lyons, Susan

East Central Detention – 2-11-0000-1000-501700-421-113000-210-07-659

Pay East Central Jr. High certified staff member @ \$18/hr to supervise an after school detention and \$23.00/hr. to supervise Saturday school (total not to exceed \$2,493) during the 2014-2015 school year,

Edison Extra Duties – School Activity Fund #520

Pay Edison Preparatory certified staff Susan Griffin (total not to exceed \$1,500) to serve as Building Activity Coordinator during the 2014-2015 school year.

Edison Detention – School Activity Fund #520

Pay Edison Preparatory certified staff Marcus Hagerdon a total not to exceed \$800 for before and after school supervision during the 2014-2015 school year.

Whitman Extra Duties - 11-0000-1000-501210-100-1050000-413-07-435

Pay teacher assistant Sandra Johnson for five extra contract days (total not to exceed \$810.13) from August 11, 2014, to August 15, 2014, to assist teachers with computer needs and room setup before school begins.

Whitman Extra Duties - 11-0000-2410-501210-000-0000000-615-07-435

Pay secretary Amber Clayton for five extra contract days (total not to exceed \$800.56) throughout the year to assist principal and assistant principal.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

July 21, 2014 Agenda, page 55 – Rescind

USDA Fresh Fruit & Vegetable Program 2014-2015

Child Nutrition FFVP Admin Duties-22-7680-3120-501210-700-000000-511-03-053

Pay support staff Jenny Hyams a stipend @ \$975 per month (total not to exceed \$10,800) for ordering, pricing comparison, product selection and cost spending analysis for the USDA Fresh Fruit and Vegetable Program from August 1, 2014, to May 31, 2015. Funding provided by 2014-15 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3180-501210-700-000000-953-03-053

Pay support staff Andrea Lynch a stipend @ \$975 per month (total not to exceed \$10,800) for developing nutritional education and promotions for the USDA Fresh Fruit and Vegetable Program from August 1, 2014, to May 31, 2015. Funding provided by 2014-15 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3120-501210-700-000000-609-03-053

Pay support staff Tammy Christman a stipend @ \$1950 per month (total not to exceed \$21,600) for administration and supervision of the USDA Fresh Fruit and Vegetable Program from August 1, 2014, to June 30, 2015. Funding provided by 2014-15 USDA Fresh Fruit and Vegetable Program.

Cafe Managers FFVP Training - 22-3850-3120-501210-700-000000-953-03-xxx

Pay cafe managers a stipend based on their daily rate, for USDA Fresh Fruit and Vegetable Program training being held August 6, 2014.

Child Nutrition FFVP Operational Duties– 22-7680-3120-501210-700-000000-953-03-xxx

Pay Child Nutrition cafe managers a stipend of \$25 each day they service the Fresh Fruit and Vegetable Program at their site September 2014 - June 2015 (Total not to exceed \$100,000). Funding provided by 2014-15 USDA Fresh Fruit and Vegetable Program.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

May 19, 2014 Agenda, page 18 - Correct step and contract amount

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Johnson, Ashley	8/14/14 5/26/15	B-1	\$ 33,300.00	Teacher-Remington/Grade 5

July 8, 2014 Agenda, page 54 - Correct proposed contract amount and step

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
DePalma, Daniel	Assistant Principal-Skelly EG-3	8/14/14	60,922.00	51,755.00	Teacher-Kerr/Art M60-21

August 4, 2014 Agenda, page 29 - Correct contract amount

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Williams, Joe'Nathan	8/18/14 5/22/15	MT-6	10.72	Bus Driver Trainee

SUPPORTING INFORMATION

INFORMATION ITEM G-13

POSITION CREATIONS/DELETIONS

Certificated/Administrative:

Create:

Position	Salary/Grade	Duties
Teaching and Learning Fellow -ESC/Teaching and Learning Annual Budget Impact: \$ 77,900 min. – \$ 116,900 max.	BG-11 12 months	Under the direction of the Chief Academic Officer and in collaboration with the Curriculum and Instruction teams, assist in the development, implementation, and evaluation of the District's PreK-12 academic programming, curricula and assessment system. Work with cross-functional teams to support key academic initiatives across the District.

Funding Source:

Civic Donors Grant
11-0844-2212-501110-000-
000000-204-05-070-0844

Delete:

Position	Salary/Grade	Duties
TPS Fellow -ESC/ Teaching and Learning (2 positions) Annual Budget Impact: \$ 138,000 min. – \$ 208,400 max.	BG-10 12 months	Lead major projects, with a special focus on professional and leadership development. Work with teams of professionals with experience in human capital, operations, finance, strategic planning and other critical school business areas. Work in close collaboration with District-level managers to ensure the full implementation of the evaluation system. Work collaboratively with District leaders, directors, principals, and all others in coordinating the implementation of District priority initiatives. Perform other tasks or services consistent with the duties defined in the position summary.

Funding Source:

11-0845-2340-501110-000-
000000-109-05-087-0845

Certificated/Administrative Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Area Manager–Child Nutrition Services</p> <p>Annual Budget Impact: \$ 34,514 min. – \$ 51,858 max.</p> <p><i>Funding Source:</i> 22-3850-3120-501210-700-000000-109-03-053</p>	<p>BG-5 200 days</p>	<p>Supervise Child Nutrition Managers at multiple production and service sites. Respond to customer concerns about meal service and or customer service. Contribute to Child Nutrition Department mission and goals.</p>

Delete:

Position	Salary/Grade	Duties
<p>Assistant Operations Manager–Child Nutrition Services</p> <p>Annual Budget Impact: \$ 32,098 min. – \$ 48,228 max.</p> <p><i>Funding Source:</i> 22-3850-3120-501210-700-000000-109-03-053</p>	<p>BG-5 186 days</p>	<p>Evaluate snack programs for compliance with program requirements. Process snack program applications and contracts and conduct training. Conduct initial visit for annual Food Self-Inspections at all sites. Assist with opening and closing of school sites through assistance in development of procedures. Provide training for new area manager team members as directed by Director of Operations. Conduct cashier audit at determined sites. Other duties as requested.</p>

Certificated/Administrative Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
Field Training Manager –Child Nutrition Services	BG-4 200 days	Train Child Nutrition employees in the areas of food preparation and administrative duties. Conduct District Comprehensive Food Safety audits. Assist with snack audits as needed.
Annual Budget Impact: \$ 30,796 min. – \$ 46,194 max.		
<i>Funding Source:</i> 22-3850-3120-501210-700-000000-109-03-053		

Delete:

Position	Salary/Grade	Duties
Assistant Area Manager –Child Nutrition Services	BG-3 200 days	Assist and coach cafeteria managers in organizational skills, menu production scheduling, and employee descriptions and duties. Assist and coach cafeteria managers in child nutrition policies and procedures, daily operations of school cafeteria, computer usage, and effective cost controls. Assist and coach hourly employees in proper techniques in quantity food production and customer service skills.
Annual Budget Impact: \$ 27,434 min. – \$ 41,238 max.		
<i>Funding Source:</i> 22-3850-3120-501210-700-000000-109-03-053		
Field Training Supervisor –Child Nutrition Services	BG-3 190 days	Provide training at sites as requested. Monitor manager in training program. Develop training materials. Identify trainers for manager in training program. Assist with opening and closing of school sites through assistance in development of procedures, provision of training and on-site follow-up as needed. Other duties as assigned.
Annual Budget Impact: \$ 26,062 min. – \$ 39,176 max.		
<i>Funding Source:</i> 22-3850-3120-501210-700-000000-109-03-053		

Position Creations/Deletions - Continued

Support:

Create:

Position	Salary/Grade	Duties
<p>Warehouse Distribution Specialist III–Child Nutrition Services</p> <p>Annual Budget Impact: \$ 24,066 min. – \$ 32,136 max.</p> <p>Funding Source: 22-3850-3130-501210-700-000000-902-03-054</p>	<p>MT-8 \$11.57/hr. to \$15.45/hr. 12 months</p>	<p>Deliver supplies to schools. Unload and place materials in schools. Obtain signature for deliveries. Assemble orders, load and unload trucks. Pickup and deliver items as necessary. Receive, account for and stock materials as required. Take inventory and organize existing stock as required. Package materials as required. Receive, stock, and withdraw food items as necessary. Perform other duties as required by the Warehouse Manager or his/her designee.</p>
<p>Child Nutrition Personnel Clerk–Child Nutrition Services</p> <p>Annual Budget Impact: \$ 20,833 min. – \$ 27,810 max.</p> <p><i>Funding Source:</i> 22-3850-3120-501210-700-000000-109-03-053</p>	<p>CA-5 \$10.04/hr. to \$13.37/hr. 12 months</p>	<p>Work in Munis for hiring, transfers, and termination of employees. Contact applicants to do interviews and arrange all pre-employment activities. Distribute and submit employee contracts to Human Capital. Maintain all substitute paperwork. Participate in department orientation for substitute employees. Assign substitute staffing for daily absences at sites.</p>

Support Position Creations/Deletions - Continued

Delete:

Position	Salary/Grade	Duties
<p>Substitute Coordinating Clerk– Child Nutrition Services</p> <p>Annual Budget Impact: \$ 26,062 min. – \$ 39,176 max.</p> <p><i>Funding Source:</i> 22-3850-3120-501210-700- 000000-609-03-053</p>	<p>CA-5 \$10.14/hr. to \$13.37/hr. 186 days</p>	<p>Perform routine office activities to include answering and forwarding calls on substitute desk. Contact applicants to set up appointments with Human Capital. Maintain records of hiring process. Keep schedules for Child Nutrition orientation. Keep substitute contact list files up to date. Manage uniform shirts inventory. Timekeeping manager for Kronos. Other duties as assigned.</p>
<p>ILD Administrative Secretary–ESC/Deputy Superintendent</p> <p>Annual Budget Impact: \$ 28,954 min. – \$ 39,062 max.</p> <p><i>Funding Source:</i> 11-0166-2490-501210-000- 000000-615-05-080-0166</p>	<p>CA-12 \$13.92/hr. to \$18.78/hr. 12 months</p>	<p>Assist the Department Manager. Compose and edit correspondence, memoranda, and forms required of the department. Maintain department records and filing systems and computer databases as required. Communicate with parents, patrons, and district personnel in a positive, professional manner.</p>