



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Tuesday, September 2, 2014**, at 6:30 PM, in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

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

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

A. OPENING EXERCISES

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

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

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

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

<u>Regular Meeting</u>	<u>Special Meetings</u>
August 18, 2014	August 18, 2014
	August 27, 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

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, September 15, 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: 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

E-3. RECOMMENDATION: Correct the funding source and requisition number for the contract with Resources 4 Classroom Learning, Inc. to serve as project manager for the iPD grant from July 1, 2014, through June 30, 2015, approved on the June 16, 2014, Agenda, item E-20.

FUND NAME/ACCOUNT: Professional Development Fund, 11-3110-2213-503200-271-000000-000-06-044

REQUISITION NUMBER: 11502186

RATIONALE: The wrong funding source and requisition number were inadvertently used in the original agenda item.

- E-4.** 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: College 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.

- E-5.** 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.

E-6. 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.

E-7. 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.

- Coweta Public Schools
- 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: 41300981, 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

- E-8.** 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

- E-9.** 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.

REQUISITION NUMBER: 41300998

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 District zip codes at any given time.

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

- E-10.** RECOMMENDATION: Correct the lease agreement with Ethos Presbyterian Church for the rental of Lee Elementary School for church services for the 2014-2015 fiscal year, approved on the July 21, 2014, Agenda, item E-33, to reflect a total amount of \$18,044 payable in monthly installments of \$1,503.67. Additionally, the reimbursement for custodial services is corrected to reflect a total of \$8,112.

COST: No cost to the District

RATIONALE: The original agenda item was based on last year's lease term of a total of 32 weeks. The new rates reflect this year's lease term for a total of 52 weeks.

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

- E-11.** 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 Rogers auditorium is part of the 2010 bond issue.

E-12. 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.

E-13. 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.

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.

E-14. 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.

- E-15.** 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

E-16. 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-17. 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 Academic Officer, Ms. Tracy Bayles

- F-1.** RECOMMENDATION: Enter into a grant agreement with the Bill and Melinda Gates Foundation, Seattle Washington, to support the District in implementing IPD to provide high quality, personalized professional learning and purposeful collaboration to support and empower effective teachers. Grant timeline is from September 2014 through August 2017.

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: Grant funds will be used to implement grant goals of 1) aligning, unifying, and creating one voice in the offices of Curriculum and Instruction, Professional Development, and Teacher and Leader Effectiveness and redesigning communication and planning processes in order to optimize resources (time, people, and technology) in service of creating the enabling conditions and leadership capacity that support personalization of professional development for all learners and empowering them to be effective educators; and 2) personalize professional learning via the use of multi-modal models that delivery high quality content aligned to a cohesive set of growth goals in service of Higher Academic Standards and Tulsa Model framework expectations; and 3) pilot the provision of additional time for high quality collaborative planning, course design, and professional learning for teachers, made possible through the resource optimization and strategic master scheduling of time and personnel, and driven by the implementation of the Literacy Design Collaborative (LDC) and Math Design Collaborative (MDC) models.

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

F-2. RECOMMENDATION: Increase the substitute teacher rates of pay as stated below for the following schools: Anderson Elementary, Burroughs Elementary, Gilcrease Elementary, Penn Elementary, Springdale Elementary, Walt Whitman Elementary, Dual Language Immersion, McLain Junior High, and McLain High schools, September 2, 2014, through June 5, 2015.

Under 48 hours of college from \$60.00 to \$75.00 per day

Over 48 hours of college from \$65.00 to \$80.00 per day

OK certified from \$75.00 to \$90.00 per day

OK certified, long term assignment (continuous coverage for a single teacher greater than 10 days) \$90.00 to \$110.00 per day

COST: Not to exceed \$50,000

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

RATIONALE: This request will extend the pilot implemented in the winter of 2014 to increase sub pay for a small group of high-need sites. The ability to maintain 100 percent substitute fill rates within the District is paramount to student achievement. The District's substitute rate of pay, is currently at or slightly below the rates of pay from surrounding districts. Because all districts within Tulsa County share the same substitute pool, by increasing a differentiated rate of substitute pay for these sites, the District will not only remain competitive but will further entice potential substitutes to look at the District first. In addition, such an enticement will cause the District's current substitutes to consider accepting positions at high-need sites, allowing the District to retain the quality and quantity of substitutes needed in classrooms.

For the period of February 18, 2014, through the close of school for 2013-2014, 70 percent of the pilot sites saw increases in their fill rates after the pay increase went into effect. The Human Capital team will continue to monitor the effectiveness of this pilot program and provide future recommendations for potential districtwide implementation to be considered.

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

F-3. RECOMMENDATION: Approve sponsorship of College Bound Academy, Inc. and authorize it to operate a charter school known as College Bound Academy Charter School for the 2015-2016 and 2016-2017 school years, subject to a mutually agreeable and fully executed charter school contract between the parties, with the understanding that TPS administration and College Bound intend to enter into good faith negotiations to work toward development of a contract for educational services to be rendered to TPS students.

FURTHER RECOMMEND: The attorneys for the School District prepare and approve the appropriate charter school contract and the proper officers of the Board of Education be authorized to execute the contract 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 with up to 96 kindergarten students in the 2015-2016 school year, and adding a grade level and corresponding number of students (96 students) in each subsequent school year in which it is an authorized charter school. College Bound's long-range enrollment plan envisions it serving grades kindergarten through fourth (K-4) in the year 2019-2020, with a maximum of 96 students in each grade level for a total maximum enrollment of 480 students. College Bound seeks to serve the significant need within the community in East Tulsa with an Academic Enterprise Zone (AEZ) consisting of the geographical attendance zone boundaries served by the following TPS elementary school sites: Columbus, Cooper, Disney, ECDC-Reed, Kerr, Lewis & Clark, Lindbergh, Peary and Skelly. College Bound will provide an additional academic option for the students residing within the AEZ. If there is insufficient enrollment from within the AEZ to fill capacity, then College Bound may elect to enroll students who reside outside the AEZ in compliance with the preferences required by the Charter Schools Act. TPS administration and College Bound intend to negotiate and develop a contract for educational services to be rendered to TPS students that aligns directly with TPS' steps to college and career-readiness, which will be presented to the Board of Education for consideration and possible approval at a future date. This arrangement could be implemented as early as the 2016-2017 school year and would replace College Bound's charter school.

F-4. RECOMMENDATION: Approve sponsorship of Collegiate Hall, Inc. and authorize it to operate a charter school known as Collegiate Hall Charter School for the 2015-2016 and 2016-2017 school years, subject to a mutually agreeable and fully executed charter school contract between the parties, with the understanding that TPS administration and Collegiate Hall intend to enter into good faith negotiations to work toward development of a contract for educational services to be rendered to TPS students.

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

COST: No cost to the District

RATIONALE: Collegiate Hall Charter School will operate under a slow growth model beginning with up to 120 students in fourth and fifth grades (maximum of 60 students per grade) in the 2015-2016 school year, and adding a grade level and a corresponding number of students (60 students) in each subsequent school year in which it is an authorized charter school until it serves students in grades four through eight (4-8). In addition, Collegiate Hall's enrollment plan envisions annually increasing the number of students served in each grade level to 90 students, starting with fourth grade in the 2016-17 school year, for a total maximum enrollment of 420 students in the 2019-2020 school year (*i.e.*, up to 90 students per grade level in 4th – 7th grades and 60 students in 8th grade). Collegiate Hall seeks to serve the significant academic need within the community surrounding 61st and Peoria with an Academic Enterprise Zone (AEZ) consisting of the geographical attendance zone boundaries served by the following TPS elementary school sites: Grimes, Grissom, Key, Marshall, McClure and Salk. Collegiate Hall will provide an additional academic option for the students residing within the AEZ. If there is insufficient enrollment from within the AEZ to fill capacity, then Collegiate Hall may elect to enroll students who reside outside the AEZ in compliance with the preferences required by the Charter Schools Act. TPS administration and Collegiate Hall intend to negotiate and develop a contract for educational services to be rendered to TPS students that aligns directly with TPS' steps to college and career-readiness, which will be presented to the Board of Education for consideration and possible approval at a future date. This arrangement could be implemented as early as the 2016-2017 school year and would replace Collegiate Hall's charter school.

F-5. RECOMMENDATION: Approve sponsorship of Tulsa Honor Academy, Inc. and authorize it to operate a charter school known as Tulsa Honor Academy Charter School for the 2015-2016 and 2016-2017 school years, subject to a mutually agreeable and fully executed charter school contract between the parties, with the understanding that TPS administration and Tulsa Honor Academy intend to enter into good faith negotiations to work toward development of a contract for educational services to be rendered to TPS students.

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

COST: No cost to the District

RATIONALE: Tulsa Honor Academy Charter School will operate under a slow growth model beginning with up to 128 students in fifth grade in the 2015-2016 school year, and adding a grade level and corresponding number of students (128 students) in each subsequent school year in which it is an authorized charter school. Tulsa Honor Academy's long-range enrollment plan envisions it serving students in grades fifth through eighth (5-8) in the year 2019-2020, with a maximum of 128 students in each grade level for a total maximum enrollment of 512 students. Tulsa Honor Academy has not designated an Academic Enterprise Zone (AEZ), so it will provide an additional academic option for students throughout the District. Tulsa Honor Academy plans to focus its recruitment efforts on students residing within the 74128, 74129 and 74112 zip codes, which represents a large portion of the feeder patterns of East Central and Nathan Hale high schools. However, Tulsa Honor Academy will not give enrollment preference to those students. It will enroll students in compliance with the preferences required by the Charter Schools Act. TPS administration and Tulsa Honor Academy intend to negotiate and develop a contract for educational services to be rendered to TPS students that aligns directly with TPS' steps to college and career-readiness, which will be presented to the Board of Education for consideration and possible approval at a future date. This arrangement could be implemented as early as the 2016-2017 school year and would replace Tulsa Honor Academy's charter school.

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 Director's Choice Tour & Travel to provide transportation, lodging, meals and registration for Washington High School's choir students who are participating in the Performing Arts Consultants Heritage Festival, New York, New York, March 25-30, 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 \$55,300

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

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

- G-2.** RECOMMENDATION: Enter into a contract with the Marriott Tulsa Hotel Southern Hills to provide facilities and catering for the Tulsa Public Schools' Press Luncheon, December 10, 2014.

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

COST: No cost to the District

RATIONALE: The Tournament of Champions is an annual event occurring for the past 50 years. The press conference/luncheon is held prior to the tournament for the purpose of giving all the necessary information to all the schools participating.

G-3. RECOMMENDATION: Enter into a contract with the "IDL Quad Group LLC," as operator of the IDL Ballroom to host the Edison High School senior prom on April 25, 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 \$8,000

FUND NAME/ACCOUNT: Edison's School Activity Fund #856

RATIONALE: The senior prom is an annual event for the senior class at Edison, attended by Edison students for a night of entertainment to celebrate the end of students' senior year in high school. The senior prom is a culminating tradition that serves as a highlight to students' educational experiences.

G-4. RECOMMENDATION: Enter into a contract with ORU Mabee Center for the 2015 commencement exercises to be held on May 20, 21 and 22, 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 \$50,000

FUND NAME/ACCOUNT: General Fund, 11-0071-2199-504400-000-000000-000-16-077

REQUISITION NUMBER: 11502143

RATIONALE: Graduation is an annual event to celebrate the success of the District's high school seniors. Rental of the above-named facility and other expenses involved in the 2015 ceremonies are included in the contract.

G-5. RECOMMENDATION: Enter into a contract with the Clarion Inn Tulsa International Airport to host Memorial High School's Military Ball on March 28, 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 \$4,000

FUND NAME/ACCOUNT: Memorial's school's activity fund #564

RATIONALE: The Military Ball has been held annually for over 20 years. Approximately 150 student cadets and guests will attend the ball, which is the culminating activity for students participating in JROTC.

- G-6.** RECOMMENDATION: Amend the agreement with College Summit, Inc. and Community Action Project of Tulsa County, Inc. (CAPTC) to remove CAPTC as a party to the contract and replace it with Growing Together, Inc., an Oklahoma nonprofit corporation, and update the student volume and pricing schedule 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: There is no cost to the District. All costs will be paid by Growing Together, Inc.

REQUISITION NUMBER: 41300989

RATIONALE: The 2014-2015 school year is the second year for implementation of College Summit's college access program at designated Growing Together school sites. Based on proven research and extensive experience, College Summit provides a comprehensive system intended to increase college enrollment rates that include college planning courses, attendance at college workshops, and peer support directed at developing a school-wide college-going culture. CAPTC was the financially responsible party under the agreement during the 2013-2014 school year. A separate nonprofit corporation, Growing Together, Inc., has been created which will assume all obligations that CAPTC had for the 2014-2015 and 2015-2016 school years. CAPTC will no longer be a party to the agreement. In addition, the student volume and pricing schedule is being updated for the 2014-2015 school year. The term of the agreement extends through the 2015-2016 school year.

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

- G-7.** RECOMMENDATION: Enter into a contract with Junior Achievement of Oklahoma, Inc. to provide an instructional service agreement 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: The total cost not to exceed \$50,000 will be paid from various options including PTA, activity fund accounts and Title I funding on a per-pupil basis at each school site.

REQUISITION NUMBER: 41300973

RATIONALE: Junior Achievement provides a hands-on learning environment at the Junior Achievement world facility designed to supplement and reinforce student curriculum in language arts, social studies, math, science and art through the uses of the technology and the real-life application "JA BizTown Program." This integrated entrepreneurial curriculum for students in fourth, fifth and sixth grades culminates a unit of study in a field experience where students run a working city for a day.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

- G-8.** RECOMMENDATION: Purchase SAM online learning system from Cengage Learning, Independence, Kentucky, for use in the CareerTech programs.

COST: Not to exceed \$38,000

FUND NAME/ACCOUNT: College and Career Readiness, 11-4120-1000-506530-316-81000-000-05-XXX-4120

REQUISITION NUMBER: 11501290

RATIONALE: The SAM online learning system will allow CareerTech teachers to have a blended learning environment in their classrooms that can be tailored to meet the needs of each student.

G-9. RECOMMENDATION: Renew the memorandum of understanding with the Oklahoma Department of Career and Technology Education, Stillwater, Oklahoma, for High Schools That Work for East Central High School and Webster 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: 41300982

RATIONALE: High Schools That Work is a division of the Southern Regional Education Board and provides professional development and other resources for administration and staff. The agreement with the Oklahoma Department of Career and Technology Education is a joint effort in the pursuit of improved academic and career technical performance for all students through the implementation of the High Schools That Work framework. This partnership has served East Central and Webster high schools for 15 years.

G-10. RECOMMENDATION: Enter into an agreement with Scholastic, Inc. for a filming project called Read 180 to film teachers and students using Read 180.

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: 41300986

RATIONALE: The District and Scholastic will collaborate to provide online professional learning and face-to-face training with the Read 180 program. The Read 180 program is a reading intervention program intended to raise reading achievement for struggling readers in grades 4 through 12. It is designed for any student reading two or more years below grade level. It provides individualized instruction for students and provides data for District use.

G-11. RECOMMENDATION: Renew a one-year agreement with TNTP (formerly known as The New Teacher Project) to provide calibration and feedback training to the District's school leaders. TNTP expert evaluators and feedback specialists will work with school leaders on their teacher observation/feedback skills. This contract pertains to a strategy funded by the new School Leadership Program Grant, October 1, 2014, through September 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 \$225,000. The previous amount of the contract was \$200,000.

FUND NAME/ACCOUNT: School Leadership Program Grant, 11-7789-2573-503600-000-000000-000-05-044-7789

REQUISITION NUMBER: 11502736

RATIONALE: TNTP will provide intensive, high-quality, personalized support to school leaders to improve the ability to observe and provide accurate, actionable and effective feedback to teachers based on the Tulsa Model. The calibration and feedback program for assistant principals will use video recordings and virtual coaching to provide assistant principals with an expert assessment of whether they observe, rate and provide feedback to teachers in an accurate and effective manner. TNTP coaches will use this information to provide one-on-one counsel and support to assistant principals on individual areas of strengths/opportunities for development.

G-12. RECOMMENDATION: Renew the agreement with Battelle for Kids (BKF) to purchase instructional leadership development consulting services to implement strategies funded by the School Leadership Grant, October 1, 2014, through September 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 \$156,000. Previous contract amount was \$220,950.

FUND NAME/ACCOUNT: School Leadership Program Grant Fund, 11-7789-2573-503600-000-000000-000-05-044-7789

REQUISITION NUMBER: 11502734

RATIONALE: Battelle for Kids will provide programming and support critical to the School Leadership Program grant. The key focus areas of the vendor's work will be to (1) support and enhance monthly leadership meetings, (2) provide professional development and coaching for instructional leadership directors, (3) expand the capacity of school leadership to use high-value data and (4) improve the efficiencies of school leaders and their school office teams.

- G-13.** RECOMMENDATION: Renew a one-year agreement for grant program evaluation services with Metis Associates relating to the District's work within the School Leadership Program October 1, 2014, through September 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 \$63,000. Previous contract with Metis was \$62,782.

FUND NAME/ACCOUNT: School Leadership Grant Fund, 11-7789-2573-503600-000-000000-000-05-044-7789

REQUISITION NUMBER: 11502733

RATIONALE: Metis Associates will evaluate the work of the District within the U.S. Department of Education's School Leadership Program as required by the District's grant.

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-14.** RECOMMENDATION: Renew subscriptions with Safari Montage to provide curriculum-aligned digital video content to all District sites 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 \$136,355

FUND NAME/ACCOUNT: Classroom Bond Fund, 3F-1144-1000-506530-100-000000-000-12-037

REQUISITION NUMBER: 11502274

RATIONALE: The Safari Montage System was part of the 2005 bond plan to provide curriculum-aligned digital video content to all schools. Renewal of content licenses will provide continued access for students and staff.

- G-15.** RECOMMENDATION: Purchase licensing from TwoTrees Technologies, Tulsa, Oklahoma, for Sophos antivirus software.

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 \$71,000

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

REQUISITION NUMBER: 11500794

RATIONALE: This will increase the license count from 15,000 to 18,000 for the District's antivirus software and extend system maintenance through June 30, 2015. There was no cost to the District in 2013-2014 because multiple year licensing and maintenance had been prepaid in the initial acquisition.

- G-16.** RECOMMENDATION: Approve the purchase of classroom furniture from the lowest responsible bidders.

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 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.

RATIONALE: This project is part if the 2010 bond issue. Each site will receive bond funds to purchase new furniture.

G-17. RECOMMENDATION: Enter into a contract with Child's Play, the lowest responsible bidder, for the purchase of playground equipment for the new playgrounds at the Enrollment Center and Eliot Elementary School.

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

COST: The 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: Funding to be determined from applicable bond or building fund.

RATIONALE: Playground improvements are part of the 2010 bond issue. A fire destroyed the existing equipment at Eliot Elementary School.

G-18. RECOMMENDATION: Enter into an agreement with McIntosh Services of Oklahoma, Inc., the designers of the projects, for the following schools to participate in the 179D Energy Tax allocation under the Energy Policy Act for Green Construction which reduces the carbon footprint.

- East Central Junior High
- Hale High School
- Thoreau Demonstration Academy
- Washington 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: There is no cost to the District.

RATIONALE: The designers agree to provide a 25 percent split of the tax allocation with the District once all third-party expenses have been paid.

G-19. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the construction of the new East Central Junior High School library addition.

- 2A Site work and grading
- 2B Site utilities
- 3A Concrete and reinforcing steel
- 3B Asphalt paving and stripping
- 3C Precast structural concrete
- 4A Masonry
- 5A Structural steel and erection
- 5B Precast structures
- 7A Roofing and sheetmetal
- 8A Glass and glazing
- 9A Drywall and ceilings
- 15A Plumbing
- 15B Heating and air conditioning
- 16A Electrical
- 17A Low voltage

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 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.

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

G-20. RECOMMENDATION: Approve Amendment Number Eleven to the construction management contract with Trigon General Contractors and Construction Managers Inc., establishing the guaranteed maximum price (GMP) for new East Central Junior High School library expansion.

- Allowances
- General Conditions
- Management Fees
- Reimbursables
- Trade Contracts
- TOTAL GMP

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

COST: Not to exceed \$2,000,000

FUND NAME/ACCOUNT: Classroom Bond Fund, 3F-1522-4700-504500-000-000000-000-12-659-CM045

RATIONALE: This project is part of the 2010 bond issue.

- G-21.** **RECOMMENDATION:** Assign the contracts for the library addition at East Central Junior High to the construction manager at risk on the project, 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.

RATIONALE: The individual awarded contracts will be encumbered as one contract to Trigon Construction. The project was included in the 2010 bond issue.

- G-22.** **RECOMMENDATION:** Approve Change Order Number One for the elevator modernization project at East Central High School to Otis Elevator.

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 change order is \$15,000

FUND NAME/ACCOUNT: 2014C Facilities Bond, 3F-1220-4700-504500-000-000000-000-12-710-T0169

RATIONALE: The contract did not include the low voltage of voice, data, clocks, intercom, fire and security. The original contract of \$119,900 was approved on the July 15, 2013, Agenda, item E-17.

G-23. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the renovation of the Dual Language Immersion facility.

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 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.

RATIONALE: This project is part of the 2010 bond issue.

G-24. RECOMMENDATION: Purchase office furniture from Fenton Office Mart, Stillwater, Oklahoma, for the Education Service Center renovation project.

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 \$75,000

FUND NAME/ACCOUNT: Building Fund, 21-000-2511-506540-000-000000-000-08-037

RATIONALE: New furniture is needed to support the modifications at Education Service Center. This pricing was established through a purchasing agreement.

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

G-25. 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-26. RECOMMENDATION: Renew the one-year agreement with the President and Fellows of Harvard College for the purpose of having two District employees participate in the Strategic Data Project (SDP) at the Center for Education Policy Research at Harvard.

FURTHER RECOMMEND: The attorneys for the School District 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 \$28,000. The previous agreement with Harvard was also \$28,000.

FUND NAME/ACCOUNT: Civic Donors Fund, 11-0844-2542-503200-000-000000-000-05-087-0844

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

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

- G-27.** **RECOMMENDATION:** Enter into a service agreement with Trane U.S. Inc., Broken Arrow, Oklahoma, for the initial period of September 16, 2014, through June 30, 2015, for preventative maintenance and repair of the air conditioning units in the Education Service Center Data Center. This service agreement allows for two voluntary renewal periods.

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

COST: Not to exceed \$18,335

FUND NAME/ACCOUNT: 11-0000-2580-503400-000-000000-000-02-026

REQUISITION NUMBER: 11501001

RATIONALE: The air conditioning units which were installed during the renovation of the Education Service Center are out of warranty. Regular preventative maintenance and repairs by a manufacturer-certified company would ensure continuous operation. The data center on the fifth floor of the Education Service Center houses the servers that run the applications that support the District and require significant cooling to keep them operational.

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
Washington High School/T-Connection Band	Students: 55 Parents: 20 Staff: 3	Participation in the Southern University Homecoming Events/ Baton Rouge, Louisiana	October 3-5, 2014	1	Not to exceed \$17,000/Washington Student Activity Fund #562
Washington High School/T-Connection Band	Students: Parents: Staff:	Participation in the University of Arkansas at Pine Bluff's Homecoming Events/ Pine Bluff, Arkansas	November 7-9, 2014	1	Not to exceed \$13,000/Washington Student Activity Fund #562
Nathan Hale High School/Boys Varsity Basketball Team	Students: 14 Parents: 2 Staff: 2	Participation in the Elite 14 Showcase Regional Scrimmage/ Wichita Falls, Texas	November 8, 2014	0	Not to exceed \$250/Hale Student Activity Fund #539
Nathan Hale High School/Boys and Girls Basketball Team	Students: 28 Parents: 2 Staff: 4	Participation in the Interstate Classic Basketball Tournament/ Coffeyville, Kansas	January 22-24, 2015	2	Not to exceed \$650/Hale Student Activity Fund #539/540

SUPPORTING INFORMATION

CONSENT ITEM E-16

POSITION CREATIONS/DELETIONS

Certificated/Administrative:

Delete:

Position	Salary/Grade	Duties
TPS Fellow –ESC/ Teaching and Learning (2 positions) Annual Budget Impact: \$ 138,000 min. – \$ 208,400 max. <i>Funding Source:</i> 11-0845-2340-501110-000- 000000-109-05-087-0845	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.

Create:

Position	Salary/Grade	Duties
Area Manager –Child Nutrition Services Annual Budget Impact: \$ 34,514 min. – \$ 51,858 max. <i>Funding Source:</i> 22-3850-3120-501210-700- 000000-109-03-053	BG-5 200 days	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.

Certificated/Administrative Position Creations/Deletions - Continued

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>

Create:

Position	Salary/Grade	Duties
<p>Field Training Manager–Child Nutrition Services</p> <p>Annual Budget Impact: \$ 30,796 min. – \$ 46,194 max.</p> <p><i>Funding Source:</i> 22-3850-3120-501210-700-000000-109-03-053</p>	<p>BG-4 200 days</p>	<p>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.</p>

Certificated/Administrative Position Creations/Deletions - Continued

Delete:

Position	Salary/Grade	Duties
<p>Assistant Area Manager–Child Nutrition Services</p> <p>Annual Budget Impact: \$ 27,434 min. – \$ 41,238 max.</p> <p><i>Funding Source:</i> 22-3850-3120-501210-700- 000000-109-03-053</p>	<p>BG-3 200 days</p>	<p>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.</p>
<p>Field Training Supervisor–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- 000000-109-03-053</p>	<p>BG-3 190 days</p>	<p>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.</p>

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>

SUPPORTING INFORMATION

CONSENT ITEM E-17

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Akins, Randall	8/14/14 5/26/15	M60-0	\$ 36,005.00	Teacher-Webster/Biology
Andrews, Rachel	8/14/14 5/26/15	B-0	32,900.00	Teacher-Penn/Grade 3
Arbizu, Miren	8/14/14 5/26/15	B-3	34,100.00	Teacher-Eisenhower/ Grade 2
Avila, Talina	8/14/14 5/26/15	B-0	32,900.00	Teacher-Dual Language Immersion Program/Pre-K
Azahara Soyol Lopez, Maria	8/14/14 5/26/15	B-5	34,900.00	Teacher-Dual Language/ Grade 1
Bain, Lindsey	8/14/14 5/26/15	B-1	33,300.00	Teacher-Sequoyah/Grade 6
Baldridge, Derek	8/14/14 5/26/15	B-1	33,300.00	Teacher-McClure/Grade 4
Ballard, Molly	8/14/14	M-0	33,596.00	Teacher-Hamilton/Grade 2 Return from leave
Benitez Buitrago, Santiago	8/14/14 5/26/15	B-3	34,100.00	Teacher-Zarrow/Grade 1
Bennett, Pennie	8/14/14 5/26/15	M-3	35,176.00 1,758.80	Teacher-Anderson/ Special Education
Berral-Navarette, Raquel	8/14/14 5/26/15	B-3	34,100.00	Teacher-Skelly/Grade 1
Billingsley, Jasmine	7/31/14 6/09/15	B-0	32,900.00	Teacher-Chouteau/Grade 2

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Brandt, Deven	8/14/14 5/26/15	B-2	\$ 33,700.00	Teacher-Whitman/Grade 3
Brewear, Sarah	8/14/14 5/26/15	B-0	32,900.00	Teacher-Chouteau/Pre-K
Bugay, Sarah	8/14/14 5/26/15	B-0	32,900.00	Teacher-Anderson/Grade 5
Canaday, Danielle	8/14/14 5/26/15	B-0	32,900.00	Teacher-Anderson/Grade 3
Carr, Colleen	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Kerr/ Special Education
Cesar Garcia-Morales	8/14/14 5/26/15	M-9	37,916.00	Teacher-Eisenhower/ Grade 3
Chakravarthi, Srinivasaraghavan	8/14/14 5/26/15	B-0	32,900.00	Teacher-Gilcrease/Grade 6
Chaney, Larry	7/01/14 6/30/15	BG-3	38,730.00	Driver Trainer-Transportation Return from leave
Clark, Amanda	7/31/14 6/09/15	B-0	32,900.00	Teacher-Chouteau/Art
Columbus, Joy	7/31/14 6/09/15	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 1
Craig, Courtney	7/31/14 6/09/15	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 4
Crowe, Julie	7/31/14 6/09/15	M-8	37,406.00	Teacher-Gilcrease/Grade 5
Davis, Susan	8/12/14 6/09/15	B-0	31,404.55	Teacher-Kendall Whittier/ Grade 3 Rate: \$32,900.00
Dodge, Carol	8/14/14	M-23	49,436.00	Teacher-Grimes/Grade 3 Return from leave
Duncan, Lanette	8/14/14 5/26/15	M-14	41,206.00	Teacher-Webster/ Career Tech

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Emmitt, Susan	8/18/14 5/26/15	M-0	\$ 33,763.07 1,688.15	Teacher-Academy Central/ Special Education Rate: \$33,956.00
Fernandez Miguelez, Christina	8/14/14 5/26/15	M30-2	35,764.00	Teacher-Dual Language Immersion/Pre-K
Fernandez-Romas, Laura	8/14/14 5/26/15	B-3	34,100.00	Teacher-Monroe Dual Language/Grade 3
Filhiol, Doyne	8/14/14 5/26/15	B-0	32,900.00	Teacher-Burroughs/Grade 5
Fleming, Andrea	7/31/14 6/09/15	B-9	36,800.00	Teacher-Chouteau/Grade 2
Fox, Anne	8/14/14 5/26/15	B-5	34,900.00	Teacher-Cooper/Grade 2
Fox, Kerry	8/20/14 5/26/15	M-2	20,865.60	Speech Pathologist- Enrollment Center/Special Education and Student Services 3/5 Time Rate: \$34,169.14
Frazier, Jenifer	7/31/14 6/09/15	B-0	32,900.00	Teacher-Chouteau/Grade 1
Fuller, Barbara	8/14/14 5/26/15	B-0	32,900.00	Teacher-Peary/Grade 3
Gates, Alexander	8/14/14 5/26/15	M-0	33,956.00	Librarian-Whitman
Giffhorn, Matthew	8/22/14 5/26/15	M-27	25,324.20	Teacher-Thoreau/ELD Half-Time Rate: \$52,436.00
Gilkey, Jennifer	8/14/14 5/26/15	B-10	37,200.00	Teacher-Burroughs/Grade 2
Gilstrap, Ashley	8/14/14 5/26/15	B-4	34,900.00	Teacher-Penn/Grade 3
Haley, Raquel	8/14/14 5/26/15	M-18	45,016.00	Teacher-Zarrow/Grade 3

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hawkins, Robin	7/31/14 6/09/15	B-0	\$ 32,900.00	Teacher-Kendall Whittier/ Kindergarten
Hayes, Brian	8/14/14 5/26/15	B-16	40,800.00	Teacher-Webster/Music
Hill, Sandra	8/21/14 5/26/15	M60-29	57,979.69 4,859.96	Teacher-Bell/ Special Education
Hoxie, Catharine	8/14/14 5/26/15	B-0	32,900.00	Teacher-Penn/Grade 4
Hurlbut, Stephen	8/11/14 6/09/15	B-1	31,591.48	Teacher-Marshall/Grade 4 Rate: \$33,300.00
Jackson, Bonnie	8/21/14 5/26/15	B-0	31,965.34	Teacher-Grimes/Grade 2 Rate: \$32,900.00
Jefferson, Erika	8/14/14 5/26/15	B-0	32,900.00	Teacher-Kerr/Grade 3
Jolliff, Kathryn	8/14/14 5/26/15	M-0	33,956.00	Teacher-Clinton/Technology
Jones, Darla	8/14/14 5/26/15	B-20	45,430.00	Teacher-Burroughs/Grade 5
Jordan, Andrew	8/14/14 5/26/15	B-0	32,900.00	Teacher-Hawthorne/Grade 6
Kelley, Poppy	8/14/14 5/26/15	M-19	45,526.00	Teacher-Rogers Jr. High/ French
Keogh, Timothy	7/31/14 6/09/15	B-0	32,900.00	Teacher-Gilcrease/Grade 6
Kirby, Karen	8/14/14 5/26/15	M-6	36,376.00 1,831.00	Counselor-Penn/Counselor
Kirkley, Garry	8/11/14 5/26/15	M60-30	43,933.49	Teacher-E.Field, C.Clinton/ Technology, Gifted and Talented 3/4 Time \$56,175.00 rate
Law, Lara	8/14/14 5/26/15	B-0	32,900.00	Teacher-MacArthur/Grade 5

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Lester, Rachel	8/14/14 5/26/15	B-0	\$ 32,713.07	Teacher-Cooper/Music Rate: \$32,900.00
Lewis, Brooke	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Anderson/ Special Education
Loh, Alexander	8/14/14 5/26/15	B-0	32,900.00	Teacher-McLain Seventh Grade Academy/Math
Lopez, Christopher	8/14/14 5/26/15	B-0	32,900.00	Teacher-Dual Language Immersion Program/ Grade 2
Lopez, Susan	8/14/14 5/26/15	B-4	34,500.00	Teacher-Salk/Grade 6
McDaniel, Wendy	8/15/14 5/26/15	M-9	37,700.57	Teacher-Thoreau/Reading Rate: \$37,916.00
McKeeman, Mary	8/18/14 5/26/15	B-4	34,107.95	Teacher-Cooper/ Special Education Rate: \$34,500.00
Milem, Brianna	8/12/14 6/09/15	BG-5	34,169.14	Social Services Specialist- Kendall Whittier Rate: \$36,240.00
Mendenhall, Amanda	8/14/14 5/26/15	B-5	34,900.00	Teacher-Whitman/ Grade 2
Meredith, Samantha	8/14/14 5/26/15	B-1	33,300.00	Teacher-Mayo/Grade 5
Morris, Terry	7/28/14 6/30/15	BG-3	31,100.00	Driver Trainer-Transportation
Nielsen, Kimberly	8/01/14 6/09/15	B-0	32,713.07	Teacher-Marshall/Grade 2 \$32,900.00 rate
Noble, Eric	8/18/14 5/26/15	M-0	33,570.00	Teacher-Central/Band Rate: \$33,956.00
Nuckels, Leah	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-McLain/ Special Education

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Parnell, Melissa	8/12/14 6/09/15	B-22	\$ 44,510.45	Teacher-Eugene Field/ Grade 1 Rate: \$46,630.00
Perpignan, Tara	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Burroughs/ Special Education
Phillips, Derek	8/14/14 5/26/15	B-0	32,900.00	Teacher-Webster/Algebra
Ray, Shelbie	8/14/14 5/26/15	B-0	32,900.00	Teacher-McLain/ELD
Render, Morgan	8/14/14 5/26/15	B-0	32,900.00	Teacher-ECDC Bunche/ Kindergarten
Rhodes, Shalawnda	8/14/14	M-6	36,376.00 1,818.80	Teacher-Rogers College High/ Special Education Return from leave
Rippey, Matthew	7/31/14 6/09/15	M30-0	34,964.00	Teacher-Chouteau/Grade 1
Roberts, Robyn	8/14/14 5/26/15	M-9	37,916.00 1,895.80	Teacher-Webster/ Special Education
Robertson, Pierre	8/14/14 5/26/15	B-0	32,900.00	Teacher-Hawthorne/Grade 4
Ruark, Samantha	8/14/14 5/26/15	B-4	34,500.00	Teacher-Peary/Grade 5
Santella, Anthony	8/14/14 5/26/15	B-0	32,900.00	Teacher-MacArthur/Grade 6
Serrins, Hayley	8/14/14 5/26/15	B-0	32,900.00	Teacher-ECDC Bunche/ Kindergarten
Skaggs, Hilary	8/14/14 5/26/15	B-0	32,900.00	Teacher-Mayo/Kindergarten
Snelson, Carmen	8/18/14 5/26/15	B-11	37,182.62	Teacher-Patrick Henry/ Grade 3 Rate: \$37,610.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Stambeck, Donald	8/14/14 5/26/15	M60-19	\$ 49,335.00	Teacher-Sequoyah/Music
Strubhar, Anna	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Hawthorne/ Special Education
Stuart, Lori	7/31/14 6/09/15	B-0	32,900.00	Teacher-Chouteau/ Grade 5
Sweet, Kayla	8/14/14 5/26/15	B-0	32,900.00	Teacher-McLain Seventh Grade Academy/ Science
Taylor, Elizabeth	8/14/14 5/26/15	B-0	32,900.00	Teacher-ECDC Bunche/ Kindergarten
Todorova, Ana	8/01/14 6/09/15	B-0	32,713.07	Teacher-Kendall Whittier/ Grade 5 Rate: \$32,900.00
Tuder, Alana	8/20/14 5/26/15	M-19	44,491.33 2,224.57	Teacher-Academy Central/ Special Education Rate: \$45,526.00
Vargas-Lopez, Alma	8/14/14 5/26/15	B-0	32,900.00	Teacher-Dual Language Immersion Program/ Kindergarten
Vesper, Karen	8/14/14 5/26/15	M-8	37,406.00	Teacher-Columbus/ Kindergarten
Wilson, Becky	8/15/14 5/26/15	B-10	36,988.64	Teacher-Patrick Henry, Lanier/ELD Rate: \$37,200.00
Young-Hoffman, Kristin	8/14/14 5/26/15	B-2	33,700.00	Teacher-McLain Seventh Grade Academy/ELD
Rescind: Fricker, Vaughn	8/14/14 5/26/15	M-1	34,366.00	Teacher-McClure/Grade 4

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Support (Hourly):				
Adams, Kimberly	8/18/14 5/22/15	IS-10	\$ 13.11	ED Paraprofessional-East Central
Black, Christopher III	8/18/14 5/22/15	MT-6	10.72	Bus Driver
Bonner, Kandis	8/18/14 5/22/15	MT-6	10.72	Bus Driver
Bowman, Huey IV	7/30/14 6/30/15	MT-3	9.21 .46	Custodian-Clinton Shift differential
Brown, Lance	8/18/14 5/22/15	MT-6	10.72	Bus Driver
Brown, Tasha	8/06/14 6/01/15	CA-8	12.83	Principal's Secretary-Grimes
Caskey, Jenneth	8/20/14 5/27/15	CA-3	12.00	Clerk-Salk Return from leave
Cabrero, Regino	8/11/14 6/30/15	MT-3	10.21	Custodian-Eliot Return from leave
Cichon, Jerry	8/18/14 5/22/15	MT-4	9.63	Bus Driver
Cobb, Chester	8/18/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Cowan, Daniel	8/13/14 5/22/15	MT-NS	8.17	Site Assistant-Patrick Henry/Before and After Care
Crocker, Keontay	8/05/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Dodd-Johnson, Marsha	8/12/14 6/01/15	CA-8	14.18	Principal's Secretary-Park
Ellis, Vivian	8/18/14 5/22/15	IS-6	14.30	Paraprofessional-Anderson Return from leave
Faulks, Elmer	7/25/14 6/30/15	MT-3	9.21	Custodian-Plant Operations

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Floyd, Latrecia	8/19/14 5/22/15	IS-6	\$ 10.81	Paraprofessional-Penn
Fultz, Terrill	8/14/14 5/22/15	TS-3	11.57	Campus Security Officer-ESC/ Campus Police
Gamble, Carre	8/18/14 5/22/15	IS-6	10.81	Paraprofessional-Sequoyah
Hale, Ruth	8/18/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Hayes, Jammie	8/18/14 5/22/15	IS-10	13.11	Autism Paraprofessional- Hoover
Hill, Linda	8/11/14 5/27/15	CA-5	11.71	Health Assistant-Street School
Jaimes De Benitez, Rubiela	8/08/14 5/27/15	CA-5	10.95	Health Assistant-Bell
Jimenez, Anthony	9/01/14 5/22/15	TS-3	12.15	Campus Security Officer- ESC/Campus Police Former Employee (f.e.)
Keen, Stephanie	8/12/14 5/27/15	CA-3	10.15	Clerk-Hoover
Kelley, Julie	8/18/14 5/22/15	MT-4	9.63	Bus Driver
King, Kasey	8/19/14 5/22/15	IS-10	13.11	Autism Paraprofessional- Carnegie
King, Lavon	8/18/14 5/26/15	CA-3	15.02	Clerk-Edison Return from leave
King, Shantel	8/18/14 5/22/15	MT-4	9.63	Bus Driver
Kisler, Krystal	8/06/14 6/01/15	CA-8	13.50	Principal's Secretary-Kerr
Knutson, Barbara	8/18/14 5/22/15	IS-6	10.81	Paraprofessional-Edison

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Lamer, Richard	8/18/14 5/22/15	MT-4	\$ 11.95	Bus Driver Return from leave
Luther, Elizabeth	8/11/14 5/22/15	MT-6	12.89	Site Supervisor-ECDC Porter/Before and After Care
Martinson, Cassidy	8/18/14 5/22/15	IS-3	9.21	Paraprofessional-Lee
Miller, Rhonda	9/03/14 6/30/15	CA-9	13.44	Receptionist/Secretary-ESC/ Superintendent's Office
Mireles, Ronda	8/18/14 5/22/15	MT-6	10.72	Bus Driver
Monroe, Wendy	8/20/14 5/22/15	IS-3	9.21	Paraprofessional-Rogers JHS Return from leave
Moore, Aretha	7/23/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Nightingale, Courtney	8/07/14 5/27/15	CA-3	9.61	Clerk-Patrick Henry
O'Dell, Christopher	8/18/14 5/22/15	IS-10	13.11	ED Paraprofessional-East Central Jr. High
Ortiz-Perez, Alejandra	8/18/14 5/22/15	MT-2	9.39	CNS Assistant-Academy Central
Paulsen, Dobrina	8/18/14 5/22/15	MT-6	10.72	Bus Driver
Perez, Joseph	8/18/14 5/22/15	MT-6	10.72	Bus Driver
Peterson, Dara	8/11/14 5/27/15	CA-5	11.12	Health Assistant-Skelly
Phillips, Austen	8/18/14 5/22/15	MT-4	9.63	Bus Driver
Phillips, Danyell	8/06/14 6/30/15	MT-3	9.21 .46	Custodian-Memorial/ Shift differential
Rice, Mark	8/15/14 5/22/15	MT-3	10.15	Child Nutrition Services (CNS) Cook II-ESC/

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Rouse, Carey	8/18/14 5/22/15	MT-6	\$ 10.72	Bus Driver
Sepulveda, Eufracia	7/28/14 6/30/15	MT-5	9.61 .48	Custodian-Zarrow Shift differential
Shannon, Sheila	8/04/14 6/30/15	MT-3	9.61 .48	Custodian-Plant Operations Shift differential
Slater, Patty	8/19/14 5/22/15	IS-3	10.79	Teacher Assistant (TA)- Grissom Return from leave
Small, Julia	8/15/14 5/22/15	MT-1	8.17	Site Assistant-Eliot/ Before and After Care
Thomas, Felicia	8/18/14 5/22/15	MT-4	9.63	Bus Driver
Treagresser, Jeffrey	8/18/14 5/22/15	IS-10	13.11	MD Paraprofessional-Hamilton
Turner, John	8/15/14 6/30/15	MT-14	16.18	Preventive Maintenance Craftsperson-Maintenance
Villegas-Escobedo, Nalleli	8/06/14 5/27/15	CA-3	10.15	Clerk-Zarrow
Ward, Jeremiah	8/18/14 5/22/15	MT-4	9.21	Bus Assistant-Transportation
Washington, Tonetta	8/18/14 5/22/15	MT-6	10.72	Bus Driver
Welch, Emanuel	7/21/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
White, Ann	8/18/14 5/22/15	IS-6	12.28	Paraprofessional-Skelly
Wolfenberger, Elizabeth	8/11/14 5/27/15	CA-4	9.63	Health Assistant-Kerr
Yang, Seng	8/20/14 5/22/15	MT-4	10.72	Bus Driver Trainee

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Briggs, Kathleen	Teacher- Carnegie/ Grade 2 B-15	8/14/14	\$ 40,190.00	\$ 20,095.00	Teacher-Jones/ Reading Half-Time Rate: \$40,190.00
Brown, Melissa	Teacher-Skelly/ Grade 3 B-6 176 days	8/14/14	35,300.00	40,113.64	Instructional Coach- Wilson/Teaching and Learning B-6 200 days
Bull, Audra	Teacher- Thoreau/ Reading M30-13	8/08/14	41,914.00	41,914.00 3,000.00 1,667.03	Principal Intern-Salk Intern Additional days
Busby, LaTina	Parent Involvement Facilitator- McLain IS-6	8/14/14	12.25/hr.	31,000.00/yr.	Graduation Coach- McLain High School BG-3
Cook, Trisha	Dean-East Central Jr. High M30-25	8/14/14	54,044.00 2,175.00 1,535.34	55,675.00 2,175.00 1,581.68	M60-25 Dean Additional days
Dean, Maribeth	Wise Coach- ESC/Federal Programs and Special Projects M-15 176 days	8/12/14	43,844.00	48,577.16	School Support Specialist-ESC/ Federal Programs and Special Projects M-15 195 days
Friebus, Steven	Athletic Director- Rogers M-6	8/01/14	37,409.00	53,000.00	Coordinator of Sports Medicine-ESC/ Athletics BG-6
Gaines, Stephanie	Teacher- Hamilton/ Grade 1 B-0	8/14/14	32,900.00	33,956.00	M-0

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Graham, Jeffery	Teacher- Memorial/ Special Ed B-11	8/14/14	\$ 37,610.00 1,880.50	\$ 37,610.00	Teacher-Memorial/ Reading Special Education
Griggs, Priscilla	Teacher-Hale Jr. High/Special Ed D-3	8/14/14	38,515.00 1,925.75	38,515.00	Teacher-Edison/Math Special Education
Harrington, Beverly	Teacher-Tulsa Met Jr. High/ Alternative B-5	8/14/14	34,900.00 1,745.00	34,900.00 1,745.00	Teacher-Shadow Mountain Behavioral Health, Juvenile Detention Center/ Special Education Alternative Education
Hill, Shirley	Teacher-East Central Jr. High/ Gifted and Talented M-12	8/14/14	39,476.00	42,725.00	M60-12
Holden, Mary	Teacher-Hale Jr. High/ELD M30-4	8/14/14	36,694.00	37,825.00	M60-4
Jones, Angela	Teacher- Memorial/ B-5	8/14/14	34,900.00	37,094.00	M30-5
Lawrence, Sandra	Librarian- Whitman M30-25	8/14/14	54,044.00	55,675.00	M60-25
Rabovssky, Renee	Teacher- Rogers/Math B-5 176 days	8/14/14	34,900.00	39,659.09	Instructional Coach- Wilson/Teaching and Learning B-5 200 days
Rice, Randall	Teacher-Hale Jr. High/Language Arts B-18	8/11/14	43,430.00	43,430.00 2,171.50 1,727.32	Teacher-Hale Jr. High/TRAICE Alternative Education Additional days

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Smith, Janet	Wise Coach- ESC/Federal Programs and Special Projects M-28 176 days	8/12/14	\$ 54,936.00	\$ 60,434.77	School Support Specialist-ESC/ Federal Programs and Special Projects M-28 195 days
Swar, Cherietta	Teacher- Robertson/ Special Education B-15	8/14/14	40,190.00	42,216.00	M-15
Vickers, Pamela	Wise Coach- ESC/Federal Programs and Special Projects M-28 176 days	8/12/14	55,936.00	61,434.77	School Support Specialist-ESC/ Federal Programs and Special Projects M-28 195 days
Support (Hourly):					
Barnes, Oni	Principal's Secretary-Key CA-8	8/04/14 6/08/15	\$ 13.06	\$ 12.09	Paraprofessional- Chouteau IS-6
Bentley, Wade	CNS Assistant- Washington MT-1	7/15/14 6/30/15	8.73	11.04	Head Custodian- MacArthur MT-7
Bridges, Rudy	TA-McLain Seventh Grade Academy IS-6	8/20/14 5/22/15	11.30	13.11	ED Paraprofessional- McLain Seventh Grade Academy IS-10
Carbajal, Margarita	Parent Facilitator-East Central Jr. High IS-6	8/01/14 5/26/15	12.39	11.37	Clerk-East Central Jr. High CA-3
Conwell, Kelly	TA-Lee IS-3 176 days	8/08/14 5/27/15	10.14	10.95	Health Assistant-Lee CA-5 181 days
Garrett, Kaitlin	Clerk-Zarrow CA-3	8/06/14 6/01/15	11.33	12.58	Principal's Secretary- Zarrow CA-8

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Langston, Lakeisha	CNS Cook II- Penn MT-3 6hrs/day	8/18/14 5/22/15	\$ 9.45	\$ 10.52	Assistant CNS Manager-Carver MT-6
Mathews, Lisa	Parent Facilitator-Celia Clinton IS-3	7/31/14 6/01/15	9.63	11.57	Principal's Secretary- Celia Clinton CA-8
Stegall, Donna	Clerk-Mayo CA-3	8/06/14 6/01/15	10.32	11.57	Principal's Secretary- Project Accept CA-8
Taylor, Jerriann	Bus Driver MT-6	7/31/14 5/22/15	10.72	13.00	Coach Driver- Transportation MT-8
Terrazas, Karen	TA-Owen IS-3 176 days	8/07/14 5/27/15	9.21	9.21	Clerk-Robertson CA-3 181 days
Waldie, Susan	Autism Paraprofessional Carnegie IS-10 176 days	8/07/14 5/27/15	13.71	12.13	Clerk-Eliot CA-3 181 days

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Beltran, Laura	8/07/14	Teacher-Emerson/ Gifted and Talented	Maternity
Fisher, Jackie	8/19/14	Teacher-Robertson/ Grade 2	FMLA
Freeman, Crucina	8/14/14	Teacher-Patrick Henry/Special Education	Personal illness
Gaines, Stephanie	8/14/14	Teacher-Hamilton/Grade 1	Maternity
Goodridge, Beth	2014-2015	Teacher-Gilcrease/ Special Education	Child Care
Hilsheimer, Linda	8/14/14	Teacher-Jones/ Kindergarten	Personal illness
Maddux, Beth	8/12/14	Teacher-Marshall/ ELD	Maternity
Marshall, Tina	8/12/14	Librarian-Grimes	FMLA
Padek, Randy	8/18/14	Teacher-Webster/ Special Education	FMLA
Peregrina, Amanda	8/14/14	Teacher Coach-Wilson/ Teaching and Learning	Personal illness
Rhodes, Tonya	2014-2015	Teacher-East Central Jr. High/Music	Child Care
Rine, Albert	7/02/14	Teacher-Rogers/ Gifted and Talented	Personal illness
Skipper-Reynolds, Courtney	8/06/14	Assistant Principal-McLain Jr. High	Personal illness
Stidham, Crystal	8/14/14	Teacher-Skelly/Grade 2	Personal illness
Tucker, Cynthia	8/07/14	Speech Pathologist- Hoover	Personal illness
Walton, Sherrie	9/11/14	Teacher-Academy Central/ Grade 6	Worker's Comp

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Support (Hourly):			
Adedokun, Felicia	8/05/14	CNS Assistant-Disney	Personal illness
Cabrero, Regino	8/01/14	Custodian-Eliot	FMLA
Clemmons, Tyla	8/14/14	Custodian-Plant Operations	Personal illness
Geranen, Denise	7/07/14	Principal's Secretary-Central	Personal illness
King, Lavon	8/18/14	Clerk-Edison	Personal illness
Loveless, Angela	8/20/14	Autism Paraprofessional-Kendall Whittier	Personal illness
Miller, Loretta	7/14/14	Head Custodian-ESC	Personal illness
Stroud, Janet	7/18/14	Head Custodian-Rogers College High	Personal illness
Turley, Paula	8/20/14	TA-Key	FMLA
Young, Brenda	7/16/14	Craftsperson-Transportation	Personal illness

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Adcock, Amanda	8/05/14	Teacher-Wright/Pre-K
Archer, Kelly	6/09/14	Teacher-Burroughs/Grade 3
Bardell, Kandis	7/25/14	Teacher-Penn/Music
Beach-Hobson, Keri	8/01/14	Teacher-Webster/Career Tech
Blair, Michael	7/14/14	Teacher-Rogers/Social Studies
Boshers, Tracy	7/24/14	Teacher-McLain/Spanish
Coffelt, Kristen	8/01/14	Staff Development Teacher-Hamilton
Covington, Maria	8/11/14	Counselor-Anderson
Daman, Ashley	6/30/14	Teacher-Kendall Whittier/Grade 3
Daramus, Courtney	6/06/14	Teacher-Eugene Field/Grade 1
Davis, Betsy	7/15/14	Counselor-Penn
Dill, David	8/06/14	Teacher-Central Jr. High/Band
Dryke, Caitlin	8/11/14	Teacher-Cooper/Special Education
Eby, Stacey	7/07/14	Teacher-Sequoyah/Grade 2
Eddleman, Erin	7/22/14	Teacher-Eugene Field/Grade 6
Fagala, Ashley	7/31/14	Teacher-Salk/Grade 2
Forbes, Delois	8/08/14	Teacher-Hale Jr. High/Special Education
Green, Stella	6/06/14	Teacher-Gilcrease/Grade 1
Greenburg, Paula	8/11/14	Librarian-McKinley
Harris, Angela	7/14/14	Teacher-Sequoyah/Art
Henrichs, Allysa	6/23/14	Teacher-Chouteau/Grade 5

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Hoffman, Susan	7/25/14	Teacher-Springdale/Grade 4
Horton, Janna	8/12/14	Teacher-Shadow Mountain/Special Education
Hunter, Traci	8/08/14	Teacher-Anderson/Kindergarten
Jones, Brandy	8/13/14	Reading Interventionist-Hamilton
Layton, Rebecca	7/21/14	Teacher-Monroe/Math, Science
Leib, Nichole	8/13/14	Teacher-Wright/Grade 1
Lindberg, Lindsey	7/15/14	Teacher-Eugene Field/Kindergarten
Maddeen-Meyer, Rebecca	7/16/14	Dean-Rogers
Marsh, Pauline	8/11/14	Teacher-Kerr/ELL
Matthews, Tiffany	7/31/14	Teacher-Penn/Grade 4
McMillen, Patricia	7/30/14	Teacher-Jones/Special Education
Muhammad, Marcia	8/04/14	Teacher-McLain/Math
Newton, Jennifer	6/25/14	Teacher-Anderson/Grade 3
Niland, Lareina	8/13/14	Teacher-Wright/Grade 5
Northcutt, Lori	7/30/14	Teacher-Remington/Grade 2
Skiles, Haley	8/05/14	Teacher-Kendall Whittier/Grade 5
Smith, Demenda	8/06/14	Teacher-Academy Central/Grade 4
Stone, Sharon	7/08/14	Teacher-Eugene Field/Kindergarten
Tilson, Judy	6/01/14	Teacher-McLain/Math
Uhrynysz, Lauren	7/09/14	Teacher-Kendall Whittier/Kindergarten
Warren, Johnson	8/02/14	Teacher-Springdale/Grade 5
Wells, Peggy	8/14/14	Teacher-Central/Special Education

RESIGNATIONS - Continued

Name	Effective Date	Assignment
West, Mary	8/11/14	Teacher-Hamilton/Art
White, Kristin	8/01/14	Teacher-Clinton/Special Education
<u>Rescind:</u>		
Maddux, Beth	9/04/14	Teacher-Marshall/ELD
Support (Hourly):		
Amador Diaz, Oscar	6/30/14	TA-Skelly
Bernal, Michael	8/12/14	CNS Assistant Manager-Hamilton
Caywood, Megan	7/24/14	Compliance Monitoring Technician-ESC/Special Education and Student Services
Cox, Steven	8/18/14	Paraprofessional-Memorial
Cremin, Missy	8/20/14	Autism Paraprofessional-Chouteau
Hammons, Danisha	8/13/14	CNS Cook II-Washington
Hicks, Carolyn	8/25/14	CNS Cook II-ECDC Bunche
Jordan, Sheree	7/14/14	Principal's Secretary-Patrick Henry
Ramsey, Erin	8/07/14	Autism Paraprofessional-Lee
Rodriguez, Laura	8/07/14	CNS Assistant-Cooper
Ziegler, Kimberly	8/01/14	Paraprofessional-Disney
<u>Rescind:</u>		
Parker, Erica	7/28/14	CNS Cook I-Clinton

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

A'Neal, Sharon	Fabian, Melissa C	Mayo, Zenobia
Archer, Christopher S	Frank, Adrian	McKenzie, Cathy
Austin, Roshelle P	Franklin, T. Dawn	Meadows, Tyrone
Bailey, Bethabitha	Frisbee, Judith	Miller, Katie
Barnett, Cerita	Fuller, Nancy	Miller, Mollie
Bates, Charlotte J	Ging, Kiley	Mischnick, Sarah
Benuzzi, Erin	Glenn, Jo	Monhollan, Susan
Bibb, Sharon	Godd, Timanatha	Morain, Brook Chang
Bond, Sandra	Goff, Carmelitha	Morris, Haskell Jr
Boudrey, Lisa	Grady, Tamiko	Morton, Nancy
Bowman, tiona	Gregory, Ashle'	Murray, Mary
Boyles, Vivian	Gresham, Alexa	Musungay, Rolande
Bradley, Cheryl	Haley, Eddy	Neafus, Katherine
Brown, Lydia K	Hamilton, Alyse	Okoduwa, Nicholas
Brown, Tae'zhon	Hampton, Sandra	Perdue, Melissa L
Buggs, Randy	Harper, Benjamin	Pipkin, Jocelyn
Burgess, Hope	Harrison, William	Primovic, Paige
Carr, Terry	Hart, James H	Reins, Ray
Cartwright, Ashley	Hayes, John	Richmond, Stephanie
Chapman, Debra Sue	Henderson, Betty	Robertson, Tracie
Clark, Gregory L	Henderson, Aaron	Rodehaver, Jennifer
Clark, Lorelei	Hendrick, Lynda	Rodgers, Sheran
Cloer, Martha Susan	Higgins, Anita	Shaw, Renee'
Clopp, Lynda	Hill, Arvella J	Shreve, Vada A
Cluck, Stephen	Houghton, Spring	Simpson, Shawna
Coates, John	Howe, Elliott Hampton Jr	Smith, Jamie Lee
Cobbins, Shirley	Hudson, Jeffrey Alan	Stevens, Deena
Coffin, Cynthia	Hurd, Carlie	Tatum, Maria
Coker, Emma Jean	Hurd, Demetra	Tiemann, Shawn
Coleman, Keith D	Hutson, Betsy	Timmons, Sandra
Collins, Mia	Irvine, Steven R	Toma, Matt
Cooper, Sean	Jackson, Delana	Tonquest, Charles
Cotton Oliver, Mary Lee	Johnson, Courtney	Townsend, Joyce
Crosby, Michael	Johnson, Diane	Traw, Linda
Curry-Armstrong, Sharon	Johnson, Rachel Garland	Troxell, Vickie
Curtis, Cori	Jones, Diane	Vo, Resha (Williams)
Darden, Robert	Jones, Princiz	Waddell, Joshua
Dean, Tonya	Jones, Sharon Kay	Walton, Lenora
Derr, Brian	Kasssieh, Peggy Renee'	Wandres, Pamela
Dillard, Pamela	Kenagy, Tamara	Ward, Jeanie
Doctor, Sandra	Kuck, Robert	Watkins, Ruth
Earl, Roger	Kutschke, Deborah	Wetherington, Shelby
Edwards, Susan	Lach, Sonia	White, Phyllis
Ellison, Christina	Lawrence, Donna	Williams, Bryan
Emmitt, Susan	Lemon, Jeanice	Williams, Jordan
England, John Neil	Malloy, Carolyn	Williams, Ora L
Evans, Christine	Marcus, Charity	Wilson, Shellie
Evans, Kathleen	Mayo, Kaicee	Winston, Sean

SUBSTITUTE AND TEMPORARY ELECTIONS Continued

Artists in Residence

Graham, Nicole
Hamilton, Bryant
Robertson, Jayson

Tutors

Blank, Kathryn
Coker, Emma
Finch, Crystal
Story, Patsy
Turner, Margaret

Health Assistant

Morris, Susan

Clerks

Bouwkamp, Ivy
Coffey, Donna
Munoz, Melissa
Thompson, Dorothy

CNS

Brown, Sarah
Carroll, Lori
Ducummon, Jillian
Gibbs, Precious
Grounds, Catherine
Holland, Mary
Hoskins, Antonio
Martinez, Cinthia

Bus Drivers

Black, Christopher III
Bonner, Kandis
Brown, Lance
Cichon, Jerry
Frazier, ShaNae
Hale, Ruth
Kelley, Julie
King, Shantel
Mireles, Ronda
Paulsen, Dobrina
Perez, Joseph
Phillips, Austen
Rouse, Carey
Thomas, Felicia
Ward, Jeremiah
Washington, Tonetta

Adjunct Coaches

Central Jr. High – 11-000-1000-501930-820-336000-201-07-658

Elliott Lyles, Football @ \$2,289, September 1, 2014 – May 22, 2015

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

Allen Toppah, Football @ \$2,877 September 1, 2014 – May 22, 2015

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

Thomas Hand, Football @ \$2,877 September 1, 2014 – May 22, 2015

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

Martin Robinson, Football @ \$3,335, September 1, 2014 – May 22, 2015

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

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

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

Jared St. John, Football @ \$3,335, September 1, 2014 – May 22, 2015

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

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

Ramon Hinds, Boys Head Tennis @ \$713 September 1, 2014 – May 22, 2015

Ramon Hinds, Girls Head Tennis @ \$713 September 1, 2014 – May 22, 2015

SUBSTITUTE AND TEMPORARY ELECTIONS Continued

Adjunct Coaches (Continued)

Hale – 11-000-1000-501000-820-330000-201-07-715

Terrell Wyland, Football @ \$3,335 September 1, 2014 – May 22, 2015

McLain – 11-000-1000-501930-810-330000-201-07-720

Keith Miller, Basketball @ \$2,119 September 1, 2014 – May 22, 2015

Rogers – 11-000-1000-501930-810-330000-201-07-730

Hannah Cosar, Softball @ \$1,387, September 1, 2014 – May 22, 2015

Washington – 11-000-1000-501000-820-330000-201-07-735

David Reece, Wrestling @ \$4,285 September 1, 2014 – May 22, 2015

Washington – 11-000-1000-501930-810-330000-201-07-735

Jeffrey Kirby, Softball @ \$1,391 September 1, 2014 – May 22, 2015

Webster – 11-000-1000-501930-820-330000-201-07-740

Eddie Massey, Cross Country @ \$504 September 1, 2014 – May 22, 2015

Webster – 11-000-1000-501930-810-330000-201-07-740

11-000-1000-501930-810-330000-201-07-740

James Asberry, Girls Cross Country @ \$1,008 September 1, 2014 – May 22, 2015

James Asberry, Girls Head Basketball @ \$7,041 September 1, 2014 – May 22, 2015

Webster – 11-000-1000-501930-820-330000-201-07-740

Ronald Bowman, Basketball @ \$2,577 September 1, 2014 – May 22, 2015

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Any Given Child Curriculum Writing – 11-0165-2212-501700-000-000000-210-14-020

Pay 30 certified teachers, to be named, \$23/hr. (total not to exceed \$15,000) for a total of ten hours to write arts integration lesson plans for the Any Given Child program for the 2014-2015 school year.

Any Given Child

Professional Development Presenters – 11-0165-2213-503200-000-0000000-000-14-020

Pay certified teachers, to be named, \$23/hr. (total not to exceed \$600) to provide a three-hour professional development workshop to Tulsa teachers for the Any Given Child program for the 2014-2015 school year.

Campus Police and Security Services – 11-0000-2660-501210-000-000000-959-17-049

Pay Assistant Police Chief Dwight Jackson a monthly stipend of \$1259.10 (not to exceed \$2,518.20), for additional department responsibilities August 15, 2014, through October 15, 2014.

Carver Extra Duties – School Activity Fund #520

Pay Carver Middle school certified staff to be named \$18/hr. (total not to exceed \$3,000) to supervise an after school detention program during the 2014-2015 school year.

Edison Saturday School – School Activity Fund #520

Pay Edison Preparatory School custodians their current hourly rate, or overtime rate where applicable, (total not to exceed \$3,800) to supervise the building on Saturday mornings from 7:00 a.m.-12:00 p.m. for Saturday School. Evelyn Townsley, Eric Stuckey, Jeff McIntyre, and Floyd Ramsey will rotate to make sure one custodian per week is on duty for the 2014-2015 school year.

Hale Extra Duties – 11-0000-10000-501700-421-400000-210-07-715

Pay Nathan Hale High School certified staff, to be named, \$18/hr. (total not to exceed \$4,400) to provide After School/Saturday School detention for students during the 2014-2015 school year.

Washington Extra Duties – School Activity Fund #520

Pay certified personnel, to be named, a total not to exceed \$2000 for the 2014-2015 school year to maintain Washington's web page.

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

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

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

Pay CNS managers \$25/day (total not to exceed \$100,000) for each day they service the Fresh Fruit and Vegetable Program at their site September 2014-June 2015. Funding provided by 2014-2015 USDA Fresh Fruit and Vegetable Program.

Lee Detention – School Activity Fund #520

Pay Memorial certified staff, to be named, \$18/hr. (total not to exceed \$3,000) to provide before and after school detention for students during the 2014-2015 school year.

SUPPORTING INFORMATION

INFORMATION ITEM G-25

POSITION CREATIONS/DELETIONS

Certificated/Administrative:

Create:

Position	Salary/Grade	Duties
Director of Teacher Development- ESC/Teaching and Learning <i>Annual Budget Impact: \$ 74,900 min. – \$ 112,300 max.</i> <i>Funding Source: 11-0084- 2213-501110-000-000000- 354-05-044-0084</i>	EG-9 12 Months	Plan, develop, organize, and direct professional development for current and new teachers to ensure that all professional development is comprehensive, evaluated for effectiveness, resources are utilized appropriately, and programs are aligned with the overall vision of the District and its strategic objectives. Supervise Instructional Coaches and New Teacher Mentors.