



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, September 15, 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 Rogers College High School JROTC under the direction of Lieutenant Colonel Robert Quint.
- 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.

<u>Regular Meeting</u>	<u>Special Meeting</u>
September 2, 2014	September 2, 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, October 6, 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 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.

E-3. 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 the schools participating.

E-4. 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.

E-5. 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.

E-6. 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 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.

E-7. 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

E-8. 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: Not to exceed \$50,000

FUND NAME/ACCOUNT: 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 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

E-9. 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.

E-10. 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.

E-11. 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.

E-12. 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 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

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. The previous amount of the contract was \$200,000.

E-13. 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

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. The previous contract amount was \$220,950.

- E-14.** 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

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. The previous contract with Metis was \$62,782.

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

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

- E-15.** 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.

- E-16.** 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.

- E-17.** 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

REQUISITION NUMBER: 11503093

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

E-18. 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: Not to exceed \$129,560

FUND NAME/ACCOUNT: \$64,780.00 will come from Building Fund, 21-0000-4300-507160-000-000000-000-08-175 & \$64,780 will come from Facilities Bond Fund, 3F-1225-4700-504500-000-000000-000-12-037.

REQUISITION NUMBER: 11503657

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

E-19. 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.

E-20. 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: Facilities Bond, 3F-1220-4700-504500-000-000000-000-12-710-T0169

REQUISITION NUMBER: 11503084

RATIONALE: The original contract of \$119,900 was approved on the July 15, 2013, Agenda, item E-17.

E-21. 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	Contech	\$70,000.00
2B	Site utilities	Contech	\$66,000.00
3A	Concrete and reinforcing steel	Contech	\$199,200.00
3B	Precast structural concrete	Coreslab	\$242,311.00
4A	Masonry	Brazeal Masonry	\$137,000.00
5A	Structural steel and erection	Bennett Steel	\$48,700.00
7A	Roofing and sheetmetal	Turner Roofing	\$89,639.00
8A	Glass and glazing	Advantage Glass	\$135,200.00
9A	Drywall and ceilings	Southwest	\$69,970.00
15A	Plumbing	J & M	\$61,000.00
15B	Heating and Air Conditioning	Airco	\$154,188.00
16A	Electrical	Iron Electric	\$185,000.00
17A	Low Voltage	Lighthouse Electric	\$58,196.00

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

E-22. 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.

- E-23.** 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	\$203,016.00
General conditions	\$155,897.44
Management fees	\$84,184.56
Reimbursables	\$340,498.00
Trade contracts	\$1,516,404.00
TOTAL GMP	\$2,300,000.00

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 \$2,300,000

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

REQUISITION NUMBER: 11503081

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

- E-24.** RECOMMENDATION: Enter into a contract with American Air Conditioning of Tulsa, Inc., 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: Not to exceed \$2,794,829

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1220-4700-504500-000-000000-000-12-163

REQUISITION NUMBER: 11503092

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

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

E-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.

E-26. RECOMMENDATION: Approve routine staffing items.

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

E-27. 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

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. The previous agreement with Harvard was also \$28,000.

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

E-28. 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.

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 Math Solutions, Sausalito, California, for consulting services as part of the iPD grant from September 1, 2014, through June 30, 2015, to provide Math Design Collaborative (MDC) training to District teachers and administrators participating in the pilot program.

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

COST: Not to exceed \$109,200

FUND NAME/ACCOUNT: iPD Grant, 11-0179-2213-503600-000-000000-000-05-044-0179

REQUISITION NUMBER: 11502280

RATIONALE: The Math Design Collaborative provides schools with instructional tools needed to help teachers understand and implement rigorous standards effectively while allowing teachers the flexibility to select topics and adapt assignments to specific instructional plans. MDC helps teachers embed new standards into instruction and engage students in assignments that address math understanding. Funds will be used to purchase materials and supplies, provide training during the school year and the summer of 2015, support teachers and administrators through classroom modeling and coaching, offer project management support, and cover fees and travel expenses of math solution trainers. Because the iPD grant was just recently finalized and the grant timeline is short, this item is being submitted for Action in order to begin services immediately.

- F-2.** RECOMMENDATION: Enter into a contract with the National Paideia Center (NPC), Asheville, North Carolina, for consulting services as part of the iPD grant from September 1, 2014, through August 30, 2015, to provide Literacy Design Collaborative training to District teachers and administrators participating in the pilot program.

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

COST: Not to exceed \$145,324

FUND NAME/ACCOUNT: iPD Grant, 11-0179-2213-503600-000-000000-000-05-044-0179

REQUISITION NUMBER: 11502883

RATIONALE: The Literacy Design Collaborative provides a teacher-designed and research-proven framework, online tools, and resources for creating literacy-rich assignments and courses across content areas. Funds will be used to purchase materials and supplies, provide training, support teachers and administrators through classroom modeling and coaching, and cover fees and travel expenses of Paideia trainers. Because the iPD grant was just recently finalized and the grant timeline is short, this item is being submitted for Action in order to begin training immediately.

- F-3.** RECOMMENDATION: Enter into a contract with Kelly Montes De Oca, Altadena, California, for consulting services as part of the iPD grant, from September 19, 2014, through August 30, 2015, to provide Literacy Design Collaborative training to District teachers and administrators participating in the pilot program.

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

COST: Not to exceed \$96,250

FUND NAME/ACCOUNT: iPD Grant, 11-0179-2213-503600-000-000000-000-05-044-0179

REQUISITION NUMBER: 11502884

RATIONALE: The Literacy Design Collaborative provides a teacher-designed and research-proven framework, online tools, and resources for creating literacy-rich assignments and courses across content areas. Funds will be used to cover fees and travel expenses of the consultant. Because the iPD grant was just recently finalized and the grant timeline is short, this item is being submitted for Action in order to begin services immediately.

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

F-4. RECOMMENDATION: Approve the special assignment list for the 2014-2015 school year for certified and support employees whose names appear in the special assignment list.

RATIONALE: The special assignment list includes payments in addition to base salary for employees who perform additional duties and responsibilities throughout the school year.

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 the Marriott Tulsa Hotel Southern Hills to provide facilities and catering for the District's Athletic Hall of Fame Banquet, January 15, 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 \$8,100

FUND NAME/ACCOUNT: Athletics' Activity Fund #536

REQUISITION NUMBER: 21502221

RATIONALE: The District's Athletic Hall of Fame Banquet is held to honor students who have achieved success in athletics as well as academics.

- G-2.** RECOMMENDATION: Enter into an agreement with Rank One Sport, LP to provide the license and use of software for District administrators and staff during the school year 2014-2015.

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 \$4,800

FUND NAME/ACCOUNT: General Fund/11-0000-2132-503360-000-000000-000-16-068

REQUISITION NUMBER: 11502945

RATIONALE: This system will increase compliance, simplify collection of athletic forms, increase accountability, reduce risk of lost information and increase the protection of confidentiality on protected health and personal information. It will also reduce copying and duplication costs and paper usage as much will be eliminated by going to an electronic system. This system will also improve communication between coaches and athletic administration on student paperwork as well as between coaches and parents. Athletic schedules will be able to be coordinated and venue conflicts will be able to be identified quicker and easier. This program will also be able to archive records and speed retrieval of medical records if needed in the future.

G-3. RECOMMENDATION: Enter into a contract with Tulsa University to host the Rogers College High School JROTC Military Ball on April 4, 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 \$5,000

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

RATIONALE: The JROTC Military Ball is a part of the JROTC program of instruction. This contract will be for the rental of the facility, entertainment, and catering for up to 200 people.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

G-4. RECOMMENDATION: Enter into individualized education plans (IEP) service agreements with Berryhill Public Schools and Beggs Public Schools to provide a Free Appropriate Public Education (FAPE) for certain students for whom they are unable to do so.

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: 41300991, 41301006

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.

G-5. RECOMMENDATION: Enter into a contract with Advancement VIA Individual Determination (AVID) Center, San Diego, California, a California-based nonprofit educational corporation, to provide support and training to school sites utilizing trademarks, libraries, student materials, etc. for the AVID program. The contract will include the implementation agreement for AVID membership, materials, and training for the 2014-2015 school year for East Central Junior High School and Robertson Elementary School.

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

COST: Not to exceed \$14,395

FUND NAME/ACCOUNT: General Fund, 11-0000-2213-503600-100-000000-000-06-070

REQUISITION NUMBER: 11503095

RATIONALE: The District has used the nationally recognized AVID program for the past four years as a reform strategy for challenging students in the "academic middle" to succeed in rigorous courses to prepare them for college.

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

G-6. RECOMMENDATION: Revise School Board Policies as listed.
2115 Wellness
2620 Student Use of Wireless Telecommunication Devices
3603 Gifted and Talented
4407 Tutoring for Pay
7303 Buildings and Grounds Security
8102 Naming Schools and Facilities
9403 Parent Involvement

RATIONALE: The revision of these policies ensures alignment with current practice and legislation.

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

- G-7.** RECOMMENDATION: Enter into a contract with the most responsive and responsible offeror for teacher and leader professional development services during the 2014-2015 school year in accordance with the terms and conditions of the Request for Proposal (RFP) 15003.

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: Title I, 11-5118-2213-503200-494-000000-000-05-xxx-5118; School Support, 11-5150-2213-503200-494-000000-000-05-xxx-5150

RATIONALE: A previous solicitation (#14102) for a school turnaround partner was not awarded as all responses exceeded budget (item G-5 on the July 21, 2014, Agenda). The revised RFP greatly reduces the requested scope of work. The District is seeking a vendor who will engage deeply with teachers and data on issues of student performance and instructional services quality; develop and engage teachers and the leaders in professional development aligned to programmatic goals with emphasis on effective literacy and math instruction; promote use of engagement strategies to increase student motivation for learning; implement differentiated instructional strategies schoolwide to introduce and reteach content, utilize progress monitoring, and engaging learners in high-level thinking; and coach teachers in development of effective response to intervention systems in order to improve reading and math achievement with all subgroups, including ELL and special education.

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

- G-8.** RECOMMENDATION: Approve Amendment Number Twelve to the construction management contract with Trigon General Contractors and Construction Managers Inc., establishing the guaranteed maximum (GMP) for the East Tulsa expansion project.

Allowances

General conditions

Management fees

Reimbursables

Trade contracts

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: 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-9.** RECOMMENDATION: Assign the contracts for the new East Tulsa expansion project 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-10. RECOMMENDATION: Enter into contract with the lowest responsible bidder for the construction of the new East Tulsa expansion project.

- 2A Demolition
- 2B Sitework and grading
- 2C Site utilities
- 2D Asphalt paving and striping
- 3A Concrete
- 3B Precast structural concrete
- 4A Masonry
- 5A Structural steel and erection
- 6A Rough carpentry
- 6B Millwork
- 7A Roofing and sheet metal
- 7B Joint sealers and waterproofing
- 7C Reroofing adjustable framing system
- 8A Glass and glazing
- 8B Hollow metal, finish hardware, wood doors, FRP doors
- 9A Drywall and ceilings
- 9B Floor coverings
- 9C Paints and coatings
- 9D Wall protection
- 10A Aluminum canopies
- 10B Metal lockers
- 11A Kitchen equipment
- 13A Fire sprinkler
- 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 the award has not been finalized. Final information on amount and awardee will be included when the item is on the Consent Agenda.

RATIONALE: The additional classrooms are needed on the east side. This is part of the 2010 bond issue.

G-11. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the renovation of the library at Bell 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.

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

G-12. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the construction of the new classroom addition at Edison High School.

- 1A Site demolition, storm sewer and earthwork
- 1B Landscape, irrigation and sod
- 1C Asphalt
- 1D Site and building concrete
- 1E Precast concrete
- 1F Building demolition
- 1G Structural and miscellaneous steel
- 1H Casework and woodwork
- 1I Roofing and metal panels
- 1J Spray fireproofing
- 1K Joint sealers
- 1L Door assemblies
- 1M Overhead cooling doors
- 1N Aluminum, glass and glazing systems
- 1O Gyp board assemblies and CLG systems
- 1P Flooring and wall tile
- 1Q Epoxy flooring
- 1R Painting
- 1S Specialty items
- 1T Window treatments
- 1U Fire suppression systems
- 1V Plumbing
- 1W HVAC
- 1X Electrical
- 1Y Lecture hall seating
- 1Z 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 the award has not been finalized. Final information on amount and awardee will be included when the item is on the Consent Agenda.

RATIONALE: The classroom addition is part of the 2010 bond issue.

- G-13.** RECOMMENDATION: Approve Amendment Number Eight to the construction management contract with Crossland Construction, Inc., establishing the guaranteed maximum (GMP) for the new Edison classroom addition.

Allowances

General Conditions

Management Fees

Reimbursables

Trade Contracts

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: 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-14.** RECOMMENDATION: Assign the contracts for the Edison classroom addition to the construction manager at risk on the project, Crossland Construction, Inc.

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

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

- G-15.** RECOMMENDATION: Approve Amendment Number Fourteen for the construction of the locker room addition at East Central High School to Trigon Construction.

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

COST: Not to exceed \$375,000

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1250-4700-504500-000-000000-000-12-710-CM041

REQUISITION NUMBER: 41300627

RATIONALE: The completion of the project includes painting, flooring, and weights. These items were not included in Phase I.

- G-16.** **RECOMMENDATION:** Approve Amendment Number Fifteen for the pool repurposing project at Chouteau Elementary School with Trigon Construction.

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

COST: Not to exceed \$35,000

RATIONALE: The repurposing of pools is part of the 2010 bond issue. The existing windows need to be replaced with new insulated glass.

- G-17.** **RECOMMENDATION:** Enter into an agreement with Tulsa Technology Center, Tulsa, Oklahoma, to include eSchool and a membership to the Eighth Floor 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 \$211,353.90 (\$49,500 for The Eighth Floor and \$161,853.90 for eSchool)

FUND NAME/ACCOUNT: Title II Part A Fund, 11-5410-2213-503600-000-000000-000-05-093-5410 (\$49,500); and Instructional Learning Resources, 3G-1177-2220-504440-000-000000-000-02-026 (\$161,853.90)

REQUISITION NUMBER: 11503162

RATIONALE: eSchool will allow for approval of academic credit for mathematics and science courses to be counted for graduation credits. The Eight Floor will provide training for certified staff, to be named, in the integration of educational technology to meet standards. This will provide staff an opportunity to attend professional development training on integration of technology in the classroom and the promotion of effective instructional strategies (e.g., multimedia, computers, audiovisual aids) as a tool to support and improve learning.

- G-18.** RECOMMENDATION: Correct the total cost of the contract with Advantage Glass for the window replacement project at Jackson Elementary School, approved on the July 8, 2014, Agenda, item E-12.

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 \$354,300 (an increase of \$30,000)

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1251-4700-504500-000-000000-000-12-230-T0225

REQUISITION NUMBER: 41300909

RATIONALE: The amount was inadvertently entered incorrectly.

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

- G-19.** 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-20.** RECOMMENDATION: Enter into a one-year agreement with Cambridge Education for the implementation of Tripod student surveys in teacher classrooms across the District for the purpose of providing classroom teachers with student feedback on instructional practices and student engagement and to implement the District's multimeasure teacher evaluation system as required by law.

FURTHER RECOMMEND: The attorneys for the School District review and approve the agreement and the proper officers of the Board of Education be authorized to execute the agreement on behalf of the District.

COST: Not to exceed \$245,000

FUND NAME/ACCOUNT: Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-093-0844

RATIONALE: The Tripod student survey project will provide a significant portion of the District's teachers with direct feedback from students to reflect on and improve teaching practices. Per the Measures of Effective Teaching (MET) project, student feedback has been shown to be a reliable measure of teacher effectiveness especially when complemented with value-added estimates and qualitative evaluation data. Cambridge Education will provide reporting to teachers as well as school and District leaders that can inform professional development decisions at individual schools. It will also provide the District's teachers and the Office of Teacher/Leadership Effectiveness with the data it needs to implement its multiple-measure teacher evaluation policy as required by law.

- G-21.** RECOMMENDATION: Reimburse the cost of registration and certification testing for District paraprofessionals and teaching assistants, to be named, who seek to complete the Oklahoma State Department of Education's paraprofessional to teacher certification route during the 2014-2015 school year.

COST: Not to exceed \$25,190 (\$500 per individual)

RATIONALE: The District continues to retain vacant teaching positions, especially in the area of special education. As the holder of a bachelor's degree AND one year or more in a public school as a teacher assistant or paraprofessional, employees are eligible to receive an Oklahoma teaching certificate in the area for which a license would be requested (i.e. special education teaching assistants and paraprofessionals could receive a certificate in special education; regular classroom teaching assistants and paraprofessionals could receive regular classroom credentials).

If 30 percent (or roughly 55) of the current teacher assistants and/or paraprofessionals had accepted this challenge last year, there would likely have been a surplus of candidates, promising a higher level of quality which can be found with a larger pool of candidates. When this group is approached with the paraprofessional to teacher route to certification, these potential candidates often lament the prohibitive cost of testing as a point of difficulty. Reimbursing these costs is likely to bring additional applicants who have already experienced District classrooms. This offering would have the additional benefit of attracting a higher level of teacher assistant and paraprofessional candidates to the District who would begin to see this route as a viable and successful path to the classroom.

G-22. RECOMMENDATION: Enter into an agreement with Michelle Blosch, independent contractor, to serve as lead learning facilitator and provide technical assistance support for the delivery of professional development services aligned with the Tulsa Model framework during the 2014-2015 school year.

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

COST: Not to exceed \$40,000

FUND NAME/ACCOUNT: 11-5410-2213-503600-000-000000-000-05-041-5410

RATIONALE: Michelle Blosch, independent contractor, will serve as lead learning facilitator and will coordinate the services to be offered by other learning facilitators in the Quest and Tulsa Model Assist (TMA) programs. Quest is a prescribed embedded coaching and observation system for teachers identified as ineffective or needs improvement. TMA is available to teachers at all effectiveness levels and provides customized services with regard to duration and delivery of professional development. Both Quest and TMA are aligned with the Tulsa Model for teacher evaluation and are integral professional development supports of the District's TLE initiative.

G-23. RECOMMENDATION: Pay learning facilitators serving as independent contractors to provide mentoring support to teachers being offered Quest and TMA for the 2014-15 school year.

COST: Additional learning facilitators acting as independent contractors will be determined and the cost will not exceed \$160,000

FUND NAME/ACCOUNT: 11-5410-2213-503600-000-000000-000-05-041-5410

RATIONALE: Learning facilitators acting as independent contractors will provide professional services to educators aligned with the Tulsa Model teacher evaluation system. These services include the programs Tulsa Model Assist (TMA) and Quest. Quest is a prescribed embedded coaching and observation system for teachers identified as ineffective or needs improvement. TMA is available to teachers at all effectiveness levels and provides customized services with regard to duration and delivery of professional development. Both Quest and TMA are integral professional development supports of the District's TLE initiative.

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

G-24. RECOMMENDATION: Amend item E-144 of the June 16, 2014, Agenda to increase the amount of the purchase order with Ricoh Americas Corporation, Tulsa, Oklahoma, for the maintenance/supply agreement of the black and white production unit in the ESC Print Center.

COST: Not to exceed \$60,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2530-504400-000-000000-000-02-031

REQUISITION NUMBER: 11502589

RATIONALE: The number of print jobs processed by the ESC Print Center has increased as a result of the Managed Print Services program. External print jobs are being routed internally to the ESC Print Center and the purchase order for the black and white production unit will need to be increased from \$35,000 to \$60,000 to meet the District's printing needs.

G-25. RECOMMENDATION: Amend item E-156 of the June 16, 2014, Agenda to increase the amount of the purchase order with Ricoh Americas Corporation, Tulsa, Oklahoma, for the maintenance/supply agreement of the color production unit in the ESC Print Center.

COST: Not to exceed \$60,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2530-504400-000-000000-000-02-031

REQUISITION NUMBER: 11502591

RATIONALE: The number of print jobs processed by the ESC Print Center has increased as a result of the Managed Print Services program. External print jobs are being routed internally to the ESC Print Center and the purchase order for the color production unit will be increased from \$35,000 to \$60,000 to meet the District's printing needs.

G-26. RECOMMENDATION: Increase the purchase order for paper and supplies from Xpedx, Tulsa, Oklahoma, for the ESC Print Center during the fiscal year 2014-2015.

COST: Not to exceed \$55,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2530-506110-000-000000-000-02-031

REQUISITION NUMBER: 11502563

RATIONALE: The number of print jobs processed by the ESC Print Center has increased as a result of the Managed Print Services program. External print jobs are being routed internally to the ESC Print Center and the purchase order for paper will be increased from \$10,000 to \$55,000 to meet the District's printing needs.

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
Carver Middle School/6 th Grade Students	Students: 110 Parents: 20 Staff: 4	Dr. George Washington Carver National Park Museum--Diamond, Missouri (One-half of 6 th grade class—6-5)	September 30, 2014	1	Not to exceed \$3,300/ Carver Student Activity Fund #558 Scholarships are available
Will Rogers College High School/ JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Top of Texas Drill Meet/Wichita Falls, Texas	October 4, 2014	0	Not to exceed \$2000/ Will Rogers JROTC Activity Fund #564
Will Rogers College High School/ JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Mansfield Drill Meet/Mansfield, Texas	October 4, 2014	0	Not to exceed \$2000/ Rogers JROTC Activity Fund #564
Will Rogers College High School/ JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Bass Pro Classic Air Rifle Match/Ozark, Missouri	October 4, 2014	0	Not to exceed \$2000/ Rogers JROTC Activity Fund #564
Carver Middle School/ 6 th Grade Students	Students: 110 Parents: 20 Staff: 4	Dr. George Washington Carver National Park Museum—Diamond, Missouri (Remaining half of 6 th grade class—6-6)	October 7, 2014	1	Not to exceed \$3,300/ Carver Activity Fund #558. Scholarships are available
Washington High School/Speech and Debate Team	Students: 8 Parents: 0 Staff: 2	Participation in the St. Mark's Invitational Debate Tournament/Dallas, Texas	October 16-18, 2014	0	Not to exceed \$2,500/ Speech and Debate 11-0735-1765-505820-251-000000-000-07-735
Will Rogers College High School/ JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Lawton High School Drill Meet/Lawton, Oklahoma	October 25, 2014	0	Not to exceed \$2000/ Rogers JROTC Activity Fund #564
Will Rogers College High School/ JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Cowtown Classic Drill Meet/FT. Worth, Texas	November 1, 2014	0	Not to exceed \$2000/ Rogers JROTC Activity Fund #564
Washington High School/Speech and Debate Team	Students: 9 Parents: 0 Staff: 2	Participation in the University of Texas Longhorn Classic/ Austin, Texas	December 4-6, 2014	1	Not to exceed \$3000/ Speech and Debate 11-0735-1765-505820-251-000000-000-07-735
Will Rogers College High School/J ROTC Cadets	Students: 30 Parents: 0 Staff: 2	Bayou Classic Rifle March, New Caney, Texas	December 13, 2014	0	Not to exceed \$2000/ Rogers JROTC Activity Fund #564
Washington High School/Speech and Debate Team	Students: 8 Parents: 0 Staff: 2	Harvard University Debate Tournament/ Boston, Massachusetts	February 12-17, 2015	3	Not to exceed \$7000/ Speech and Debate 11-0735-1765-505820-251-000000-000-07-735
Will Rogers College High School/ JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Air Capital Drill Meet/ Wichita, Kansas	March 7, 2015	0	Not to exceed \$2000/ Rogers JROTC Activity Fund #564
Will Rogers College High School/ JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Bataan March/White Sands Missile Range, New Mexico	March 18-23, 2015	1	Not to exceed \$2000/ Rogers JROTC Activity Fund #564
Will Rogers College High School/ JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Western Regional's/ Mesquite, Texas	April 11, 2015	0	Not to exceed \$2000/ Rogers JROTC Activity Fund #564

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Will Rogers College High School/JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Nationals Daytona Beach/Daytona Beach, Florida	May 6-10, 2015	3	Not to exceed \$2000/ Rogers JROTC Activity Fund #564
Thoreau Demo. Academy/French Exchange Program	Students: 12 Parents: 1 Staff: 1	French Exchange Program – Sister School Collège de La Salle Amiens, France	May 26-June 17, 2015	0	No cost to the District/Funding provided by parents/guardians.
Washington High School/Speech and Debate Team	Students: 8 Parents: 0 Staff: 2	National Speech and Debate Tournament/ Dallas, Texas	June 14-20, 2015	0	Not to exceed \$5000/ Speech and Debate 11-0735-1765-505820-251-000000-000-07-735
Will Rogers College High School/JROTC Cadets	Students: 30 Parents: 0 Staff: 2	Daisy Nationals/ Rogers, Arkansas	July 6-8, 2015	0	Not to exceed \$2000/ Rogers JROTC Activity Fund #564

SUPPORTING INFORMATION

CONSENT ITEM E-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: 11-0179- 2213-501110-000-000000- 354-05-044-0179</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.

SUPPORTING INFORMATION

CONSENT ITEM E-26

ROUTINE STAFFING ITEMS

ELECTIONS

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Certificated/Administrative:				
Akbar, Holly	8/14/14 5/26/15	B-0	\$ 32,900.00	Teacher-Celia Clinton/ Grade 1
Akin, Jake	8/14/14 5/26/15	B-0	32,900.00	Teacher-McLain/ELA
Alderton, Rachel	8/14/14 5/26/15	M-0	33,956.00	Teacher-McLain/English
Aleman, Kiley	8/14/14 5/26/15	B-0	32,900.00	Teacher-Memorial/Science
Algeo, Abigail	8/14/14 5/26/15	B-0	32,900.00	Teacher-Skelly/Grade 2
Allen, Debra	8/19/14 5/26/15	B-12	37,371.93	Teacher-Whitman/Grade 5 Rate: \$38,020.00
Backman, Roberta	8/14/14 5/26/15	M-0	33,956.00	Teacher-Thoreau/Math
Bailey, Hannah	8/14/14 5/26/15	B-0	32,900.00	Teacher-Bell/Kindergarten
Baird, Bruce	8/25/14 5/26/15	M-6	34,929.23 1,746.46	Teacher-Jackson/ Special Education Rate: \$36,376.00
Barrack, Gregory	8/04/14 5/26/15	NS	57,496.08	JROTC Instructor-Memorial
Barrett, Dustin	8/14/14 5/26/15	B-10	37,200.00	Teacher-East Central/Math
Batts, Derrick	9/16/14	EG-6	55,880.73	Principal-Hamilton Rate: \$73,000.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Beebe, Steven	8/14/14 5/26/15	B-0	\$ 32,900.00	Teacher-East Central/ English
Bennett, Sonya	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-McClure/ Special Education
Bennett, Vicki	8/14/14 5/26/15	M-3	35,176.00	Teacher-Carver/Spanish
Bent, Toneille	8/14/14 5/26/15	B-5	34,900.00	Teacher-Monroe/Spanish
Bizzell, Olivia	8/14/14 5/26/15	B-9	36,800.00	Teacher-Sequoyah/P.E.
Bowen, Dee	9/03/14	M30-20	49,374.00	Librarian-Hale Return from leave
Bowman, Tiona	8/14/14 5/26/15	M-0	33,956.00	Teacher-Monroe/ Language Arts
Bryant, Kelsey	8/14/14 5/26/15	B-0	32,900.00	Teacher-McKinley/ Kindergarten
Buckley, Larry II	8/14/14 5/26/15	B-0	32,900.00	Teacher-Edison/TRAICE
Burke, Ryan	8/14/14 5/26/15	B-0	32,900.00	Teacher-Whitman/Grade 6
Butler, Madeline	8/14/14 5/26/15	B-0	32,900.00	Teacher-Celia Clinton/ Grade 3
Camacho, Denise	8/14/14 5/26/15	B-0	32,900.00	Teacher-East Central Jr. High/Math
Campbell, Rebekah	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-McLain/ Special Education
Carr, Lisa	8/14/14 5/26/15	M-17	44,406.00	Teacher-McKinley/Grade 3
Caton, Larry	8/14/14 5/26/15	B-24	46,630.00	Teacher-East Central/ Science

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Cephus, Jennifer	8/14/14 5/26/15	B-0	\$ 32,900.00	Teacher-McLain/Science
Chang, Michael	8/14/14 5/26/15	B-0	32,900.00	Teacher-Mitchell/Grade 5
Chavez, Luis	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-East Central Jr. High/ Special Education
Chavez, Mary	8/14/14 5/26/15	B-16	40,800.00	Teacher-Carnegie/Grade 3
Clay, Joseph	8/14/14 5/26/15	B-0	32,900.00	Teacher-East Central/Math
Cobb, Kim	8/14/14 5/26/15	M30-9	39,034.00	Teacher-Bell/Grade 4
Colicchio, Roy	8/14/14 5/26/15	B-0	32,900.00	Teacher-Lindbergh/Grade 4
Connell, Joshua	8/14/14 5/26/15	B-0	32,900.00	Teacher-McLain/Science
Cope, John	8/14/14 5/26/15	M-0	33,956.00	Teacher-Central/ Social Studies
Creekmore, Penny	8/14/14 5/26/15	B-9	36,800.00 1,840.00	Teacher-Memorial Jr. High/ Special Education
Culwell, Mindy	8/22/14 5/26/15	B-10	35,931.82	Teacher-Bell/Grade 3 Rate: \$37,200.00
Curtis, Cori	8/14/14 5/26/15	B-0	32,900.00	Teacher-Owen/Grade 2
Dalton, Mallory	8/14/14 5/26/15	M-0	33,956.00 1,697.80 1,350.51	Teacher-Tulsa Met/ Alternative Education Additional days
Daniels, Hillary	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Mitchell/ Special Education

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Dowling, Sadelina	8/22/14 6/09/15	B-1	\$ 30,272.73	Teacher-Eugene Field/ Kindergarten Rate: \$33,300.00
Downing, Kim	8/14/14 5/26/15	M-6	36,376.00 1,818.80 1,818.00 1,350.51	Teacher-Tulsa Met/ Special Education Alternative Education Additional days
Drummond, Desirae	7/31/14 6/09/15	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 3
Eddins, Mary	8/14/14 5/26/15	B-0	32,900.00	Teacher-Whitman/Grade 6
Fehler, Kasey	8/14/14 5/26/15	D-0	37,105.00	Teacher-Springdale/Grade 5
Fischer, Colleen	8/14/15 5/26/15	B-14	41,206.00	Teacher-Hamilton/ Gifted and Talented, ELD
Fox, Kerry	8/20/14 5/26/15	M-2	20,865.60 1,043.08 3,000.00	Speech Pathologist-Special Education and Student Services 3/5 Time Rate: \$34,776.00 Special Education Speech Pathologist
Friedland, David	8/14/14 5/26/15	B-0	32,900.00	Teacher-McClure/Grade 3
Frierson, Kashima	8/14/14 5/26/15	B-0	32,900.00	Teacher-Central/P.E.
Fujibayashi, Ashley	8/14/14 5/26/15	B-1	33,300.00	Teacher-Hale Jr. High/ Reading
Gambill, John	8/14/14 5/26/15	B-11	37,610.00	Teacher-Edison/ Social Studies
Gernhardt, Lindsay	8/08/14 5/26/15	B-4	34,500.00 1,725.00 1,372.14	Teacher-Tulsa Met/ Alternative Education Additional days

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Gharibvand, Cynthia	8/14/15 5/26/15	B-17	\$ 42,220.00	Teacher-Washington/Art
Gilreath, Patrick	8/14/14 5/26/15	B-0	32,900.00	Teacher-McLain/Math
Griggs, Tammy	8/28/14 5/26/15	B-10	35,086.36	Teacher-McLain/Tech Ed Rate: \$37,200.00
Gruver, Raelynn	8/14/14 5/26/15	B-0	32,900.00	Teacher-Jones/Grade 6
Hales, Laurel	8/14/14 5/26/15	B-0	32,900.00	Teacher-Monroe/Math
Hall, Bobby Jr.	8/14/14 5/26/15	M-0	33,956.00	Teacher-Bell/Grade 4
Hamel, Carissa	8/14/14 5/26/15	B-1	33,300.00 1,665.00	Teacher-Marshall/ Special Education
Hardin, Laura	8/27/14 5/26/15	B-14	37,356.00 1,968.50	Teacher-Skelly/ Special Education Rate: \$39,370.00
Harjadi, Olivia	8/14/14 5/26/15	B-0	32,900.00	Teacher-Whitman/ Kindergarten
Harrington, Beverly	8/14/14 5/26/15	B-5	34,900.00 1,745.00 1,745.00	Teacher-Shadow Mountain Behavioral Health/ Special Education Alternative Education
Harris, Valerie	8/14/14 5/26/15	B-2	33,700.00 1,685.00	Teacher-Hale Jr. High/ Special Education
Holland, Felica	8/14/14 5/26/15	B-0	32,900.00	Teacher-McClure/ Kindergarten
Hope, Leonard	8/20/14 5/26/14	B-0	32,900.00	Teacher-Hale/Art

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Horner, Katharine	8/14/14 5/26/15	M-0	\$ 33,956.00	Teacher-Jones/Grade3
Horowitz, Cory	8/14/14 5/26/15	B-0	32,900.00	Teacher-East Central/ Science
House, Janie	8/14/14 5/26/15	B-25	47,130.00	Teacher-Edison/Music
Humphrey, Christa	8/14/14 5/26/15	B-5	34,900.00	Teacher-Washington/ Career Tech
Humphrey, Shelley	8/25/14	M-7	35,332.52	Teacher-Mark Twain/ Grade 3 Rate: \$36,796.00 Return from leave
Hunter, Cassandra	9/03/14 5/26/15	B-11	34,831.99 1,741.60	Teacher-Skelly/ Special Education Rate: \$37,610.00
Imeson, Roxanne	8/14/14 5/26/15	B-0	32,900.00	Teacher-Penn/Grade 6
Jackson, Timothy	8/14/14 5/26/15	B-0	32,900.00	Teacher-McLain Seventh Grade Academy/Math
Janzen, Bettie	8/14/14 5/26/15	B-9	36,800.00	Teacher-Jackson/Grade 4
Johnson, Charlene	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-McLain Seventh Grade Academy/ Special Education
Johnson, Kakia	8/14/14 5/26/15	B-0	32,900.00	Teacher-Burroughs/Grade 1
Jones, Harmony	8/14/14 5/26/15	B-0	32,900.00	Teacher-Hamilton/Grade 3
Jones-Sosa, Linda	8/14/14 5/26/15	B-0	32,900.00	Teacher-Mitchell/Grade 2

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Keithley, Catherine	8/20/14 5/26/15	B-0	\$ 32,152.27	Teacher-Wright/Kindergarten Rate: \$32,900.00
Kim, Hannah	8/14/14 5/26/15	B-0	32,900.00	Teacher-Celia Clinton/ Grade 1
Kirk, Robin	8/14/14 5/26/15	B-0	32,900.00	Teacher-Lindbergh/Grade 5
Kramer, Katelyn	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-McLain/ Special Education
Kutschke, Deborah	8/14/14 5/26/15	B-0	32,900.00	Teacher-Memorial Jr. High/ Math
Lari, Jonathan	8/14/14 5/26/15	B-0	32,900.00	Teacher-McLain/ Social Studies
Launius, Heidi	8/18/14 5/26/15	B-7	35,294.32	Teacher-Washington/ Science Rate: \$35,700.00
Laurore, Christine	8/22/14 5/26/15	M-6	35,135.91	Teacher-Grimes/Grade 5 Rate: \$36,376.00
Lewallen, Amber	8/14/14 5/26/15	M-1	34,366.00	Teacher-Memorial/Art
Little-Masterson, Sara	8/14/14 5/26/15	B-1	33,300.00	Teacher-Lindbergh/Grade 6
Lykins, Mary	8/14/14 5/26/15	M-17	44,406.00 1,831.00 2,523.10	Counselor-Washington Counselor Additional days
Mannell, Karen	8/14/14 5/26/15	B-11	37,610.00	Teacher-Owen/Art
Martello, Jay	8/14/14 5/26/15	B-0	33,956.00	Teacher-Jackson/Grade 4

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Martin, Danielle	8/14/14 5/26/15	M30-0	\$ 34,964.00 1,748.20	Teacher-Monroe/ Special Education
Martin, Sheila	9/08/14	M30-20	43,976.37 4,397.64	Instructional Coach-Wilson/ Teaching and Learning Rate: \$48,374.00 Additional days
McDonnell, Kathryn	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-McClure/ Special Education
McGlin, Jenna	8/14/14 5/26/15	B-0	32,900.00	Teacher-McKinley/Grade 6
Medina, Peggy	8/04/14	B-14	39,370.00	Teacher-Hale/ Return from leave
Mendoza, Manuel	8/14/14 5/26/15	B-0	32,900.00	Teacher-Hale/Science
Merritt, Crystal	8/14/14 5/26/15	B-3	34,100.00 1,705.00	Teacher-Hale Jr. High/ Special Education
Mitchell, Dinnia	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Central/ Special Education
Montgomery, Stacy	8/14/14 5/26/15	B-0	32,900.00	Teacher-Monroe/ Language Arts
Moorer, Cristle	8/14/14 5/26/15	B-0	32,900.00	Teacher-Celia Clinton/ Grade 4
Myrick, Evelyn	8/18/14 5/26/15	B-12	38,020.00 1,879.40 1,512.16	Teacher-Margaret Hudson/ Alternative Ed Additional days
Neves, Danielle	9/22/14	XG-1	80,013.05	Executive Director of Curriculum and Instruction- ESC/Teaching and Learning Rate: \$107,000.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Noordyke, Elizabeth	8/14/14 5/26/15	B-0	\$ 32,900.00	Teacher-McLain Seventh Grade Academy/Math
Padek, Randall	9/02/14	M-7	51,291.00	Teacher-Webster/ Special Education Rate: \$55,044.00 Return from leave
Perez-Machado, Encarnacion	9/02/14 5/26/15	M-10	35,712.87	Teacher-Eisenhower/ Kindergarten Rate: \$38,326.00
Perkins, Marshalle	8/14/14 5/26/15	B-0	32,900.00	Teacher-Jones/Kindergarten
Petersen, Elijah	8/14/14 5/26/15	B-0	32,900.00	Teacher-Whitman/Grade 4
Phillips, Duggan	8/14/14 5/26/15	M30-0	34,964.00	Teacher-Hale/English
Phillips, Kelsey	8/14/14 5/26/15	B-0	32,900.00	Teacher-Whitman/Grade 2
Pollard, Michelle	8/14/14 5/26/15	B-0	32,900.00	Teacher-Jackson/Grade 3
Powell, Ashley	9/03/14 5/26/15	B-0	30,469.88	Teacher-Owen/Pre-K Rate: \$32,900.00
Primo-Perez, Nuria	9/02/14 5/26/15	B-10	34,633.62	Teacher-Zarrow/Grade 2 Rate: \$37,200.00
Proctor, Brandon	8/14/14 5/26/15	B-0	32,900.00	Teacher-McLain/ Social Studies
Ramsey, Krystal	8/14/14 5/26/15	B-9	36,800.00	Teacher-Celia Clinton/ Grade 2
Rausch, Heather	8/14/14 5/26/15	B-0	32,900.00	Teacher-Mitchell/Grade 3

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Robinson, Caitlin	9/04/14	M-1	\$ 31,632.35 3,124.18	Instructional Coach-Wilson/ Teaching and Learning Rate: \$34,366.00 Additional days
Rollins, Casey	8/14/14 5/26/15	B-0	32,900.00	Teacher-Whitman/Grade 1
Roselle, Rebecca	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Whitman/ Special Education
Saner, Krystal	8/14/14 5/26/15	B-0	32,900.00	Teacher-Celia Clinton/ Kindergarten
Schnuck, Liesl	8/14/14 5/26/15	B-0	32,900.00	Teacher-Whitman/Grade 3
Sebastian, Gabrielle	8/14/14 5/26/15	B-0	32,900.00	Teacher-Houston/ Kindergarten
Smith, Amber	9/08/14	M-1	31,241.82 3,241.18	Instructional Coach-Wilson/ Teaching and Learning Rate: \$34,366.00 Additional days
Smith, Heather	8/14/14 5/26/15	B-0	32,900.00	Teacher-Lindbergh/Grade 4
Spears, Christy	9/03/14	M60-21	45,145.24	Instructional Coach-Wilson/ Teaching and Learning Rate: \$50,755.00
Storm, Ami	9/08/14	B-6	35,3000	Supervising Nurse- Columbus Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Tew, Monica	9/04/14	B-8	\$ 33,412.50	Instructional Coach-Wilson/ Teaching and Learning Rate: \$36,412.50
Trusty, Gayla	8/14/14 5/26/15	B-0	32,900.00	Teacher-Mitchell/Grade 2
Valliere, Kara	8/14/14 5/26/15	B-0	32,900.00	Teacher-Springdale/Pre-K
Walters, Brooke	8/14/14 5/26/15	B-0	32,900.00	Teacher-McClure/Grade 5
Ward, Penny	8/14/14 5/26/15	B-5	34,900.00 1,745.00	Teacher-Carnegie/ Special Education
White, Denita	8/14/14 5/26/15	B-0	32,900.00	Teacher-McClure/Grade 1
Wilkinson, Carolyn	8/14/14 5/26/15	B-18	43,430.00	Teacher-Hamilton/Grade 4
Williams, Kathryn	8/14/14 5/26/15	D-21	51,861.00 2,593.05	Teacher-McKinley/ Special Education Former Employee (f.e.)
Williams, Kenika	8/14/14 5/26/15	B-0	32,900.00	Teacher-Jackson/Grade 1
Wills, Evyn	8/27/14	BL-5	33,071.05	Social Services Specialist- Celia Clinton Rate: \$35,500.00
Wills, Kathryn	8/14/14 5/26/15	B-0	32,900.00	Librarian-McClure
Wood, Logan	8/14/14 5/26/15	B-0	32,900.00	Teacher-Jackson/ Grade 5
Woodbury, Amber	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Jackson/ Special Education
<u>Rescind:</u> Woodhead, Abigail	8/14/14 5/26/15	B-0	32,900.00	Teacher-Celia Clinton/ Grade 3

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Support (Hourly):				
Baldrige, Kathryn	8/28/14 5/26/15	CA-3	\$ 10.15	Clerk-East Central
Barnard, Savannah	8/22/14 5/22/15	IS-6	10.81	Paraprofessional-Cooper
Beard, Dawn	8/21/14 5/22/15	MT-6	11.63	Bus Driver Return from leave
Bouwkamp, Ivy	8/19/14 5/27/15	CA-3	9.61	Clerk-Key
Brians, Mary	8/18/14 5/22/15	IS-3	9.21	Teacher Assistant (TA)- Lewis and Clark
Bryant, Brandon	8/18/14 6/30/15	MT-3	9.34	Custodian-Emerson Return from leave
Caskey, Jenneth	8/14/14 5/27/15	CA-3	12.00	Clerk-Salk Return from leave
Chancey, Carmelita	8/11/14 5/27/15	CA-4	11.20	Health Assistant-East Central Jr. High Return from leave
Davis, Cheniqua	8/19/14 5/22/15	MT-6	10.72	Bus Driver Trainee
Delgado, Marianela	8/20/14 6/30/15	MT-3	9.21	Custodian-Zarrow
Espino-Diaz, Blanca	8/18/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Forcum, LuRhonda	9/02/14 6/30/15	CA-8	14.18	Compliance Monitor Technician-ESC/Special Education and Student Services
Gibbs, Precious	9/01/14 5/22/15	MT-1	8.74	Child Nutrition Services (CNS) Assistant-Eugene Field

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Harris, Ronda	8/15/14 5/22/15	MT-NS	\$ 10.81	Site Supervisor- Robertson/Before and After Care
Haynes, John	8/25/14 5/22/15	MT-A	8.17	Bus Assistant- Transportation
Herbert, Kelly	8/28/14 5/27/15	CA-3	10.15	Clerk-Key
Hill, Linda	8/11/14 5/27/15	CA-5	11.71	Health Assistant-Street School
Jackson, Shawn	8/18/14 5/22/15	IS-6	10.81	Teacher Assistant (TA)- Project Accept
James, Mary	8/23/14 5/22/15	IS-6	11.04	Paraprofessional-Grimes
Jerome, Robert	9/15/14 5/22/15	TS-9	16.37	Campus Police Officer- ESC/Campus Police
Jordan, Freda	8/12/14 6/30/15	MT-10	15.18	Head Custodian-Margaret Hudson Return from leave
Kennedy, Shoua	8/18/14 5/22/15	IS-6	10.81	TA-East Central
Konga, Pierina	8/18/14 5/22/15	IS-6	10.81	TA-Lewis and Clark
Manuel, Karen	8/18/14 5/22/15	IS-10	15.36	Paraprofessional-Hale Jr. High Return from leave
Manuel, Karen	6/19/14 5/22/15	IS-10	15.36	MD Paraprofessional- Hale Jr. High Return from leave
McCane, Michelle	8/13/14 5/26/15	CA-3	9.91	Clerk-Edison Return from leave
McDaniel, Sharon	8/21/14 5/22/15	IS-10	13.11	Autism Paraprofessional- Lee

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
McIntosh, Ruebin	8/19/14 5/22/15	IS-6	\$ 10.81	Paraprofessional-Tulsa Met High
Munoz, Melissa	8/25/14 5/26/15	CA-3	9.61	Clerk-East Central
Myers, Joshua	9/02/14 6/30/15	IS-9	16.97	PC Technician-ESC/Client Services
Pavey, David	8/20/14 6/30/15	MT-3	9.21	Custodian-McClure
Payton, De'Angela	8/19/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Perryman, Lillie	8/20/14 6/30/15	MT-3	9.21	Custodian-ECDC Bunche
Poole, Kaley	8/18/14 5/22/15	IS-3	9.21	TA-Lanier
Rippe, Lori	8/08/14 5/27/15	CA-5	10.08	Health Assistant-Remington
Sanchez, Marisela	8/25/14 6/30/15	MT-3	9.79	Custodian-Memorial Return from leave
Seay, Arius	8/19/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift Differential
Smith, Brandon	8/18/14 5/22/15	IS-6	10.81	Paraprofessional-McLain Jr. High
Thompson, Dorothy	8/19/14 5/27/15	CA-03	10.15	Clerk-Burroughs
Wilford, Kathleen	8/25/14 5/22/15	IS-6	10.81	Parateacher-Thoreau
Williams, Clarke	8/20/14 6/30/15	MT-3	9.21	Custodian-Whitman

ELECTIONS - Continued

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Williams, Harriet	8/25/14 6/30/15	IS-6	\$ 10.81	Paraprofessional-McLain
Williams, Siera	8/18/14 6/30/15	IS-10	13.11	MD Paraprofessional-Edison
Willis, Warnetta	9/02/14 5/26/15	CA-3	9.61	Clerk-Hale
Wilson, Robert	9/08/14 6/30/15	MT-15	19.29	Lead HVAC-Maintenance Return from leave
<u>Rescind:</u> Harris, Kewanna	8/14/14 6/30/15	MT-3	10.66	Custodian-Disney Return from leave

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Bowling, Dawn	Payroll Accounting Supervisor-ESC/ BG-7	9/16/14	\$ 56,542.00	\$ 67,000.00	Payroll Services Manager-ESC/Payroll BG-8
Emmitt, Susan	Teacher- Academy Central/ Special Ed M-0	8/15/14	33,763.07 1,688.15	36,586.94 1,829.35	M-7 Special Education
Fernandez Miguelez, Christina	Teacher-Dual Language/Pre-K M30-3	8/14/14	35,794.00	37,415.00	M60-3
Folker, Lindsay	TA-Disney IS-6	8/14/14 5/26/15	10.81/hr.	32,900.00/yr	Teacher-Disney/ Grade 3
Gober-Reeves, Dala	Teacher-Rogers/ Technology M-13	8/14/14	40,286.00	41,914.00	M30-13
Kessler, Kate	Teacher- Whitman/ Grade 5 B-0	8/14/14	32,900.00	32,900.00 1,645.00	Teacher-Whitman/ Special Education
Mahmood, Saadiya	Teacher- Anderson/ Special Ed B-1	8/14/14	33,300.00 1,665.00	33,300.00	Teacher-Anderson/ Grade 3 Special Education
Merchant, Kristine	Librarian-Carver M-16	8/14/14	42,936.00	44,864.00	M30-16
Myers, Stacey	Speech Pathologist- Enrollment Center/Special Ed and Student Services M-0	8/14/14	33,956.00 1,697.000	33,956.00 1,697.00 5,000.00	Special Education Certification

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
O'Brien, Sherri	Teacher-Owen/ Grade 1 B-0	8/14/14	\$ 32,900.00	\$ 32,900.00 1,645.00	Teacher-Owen/ Special Education
Pierce, Gentry	Principal Intern- Sequoyah M-6	8/22/14	36,376.00 3,000.00 1,446.77	43,554.11	Assistant Principal- Sequoyah EG-3 Rate: \$49,174.00 Principal Intern Additional days
Presley, Karen	Teacher-Key/ Grade 3 M-3	8/14/14	35,116.00	37,406.00	M-8
Riggs, Karlena	Teacher-Bell/ Special Education B-1	8/14/14	33,300.00 1,665.00	33,300.00	Teacher-Bell/ Grade 5 Special Education
Schulze, Kellie	Counselor-Dual Language M60-3	8/14/14	37,415.00	38,515.00	D-3
Taylor, Cindy	Principal- Hamilton EG-6	9/16/14	77,550.00	62,500.55	Human Capital Partner-ESC/Human Capital BG-10 Rate: \$80,715.00
Support (Hourly):					
Barnes, Oni	Principal's Secretary-Key CA-8	8/18/14 5/22/15	\$ 13.06	\$ 14.11	Autism Paraprofessional- Chouteau IS-10
Barnett, Cicily	Bus Driver MT-6	8/18/15 5/22/15	11.53	11.53 .30	Bus Driver Special needs
Cichon, Jerry	Bus Driver Trainee MT-4	8/18/15 5/22/15	9.63	10.72	Bus Driver MT-6

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Delvaux, Tristan	CNS Cook I- Wright MT-2	9/01/14 5/22/15	9.53	10.19	CNS Cook II-Wright MT-3
Depaz-Villanueva, Jennifer	Bus Driver Trainee MT-4	8/18/15 5/22/15	9.63	10.87	Bus Driver MT-6
Derrick, Leon	Bus Driver MT-6	8/18/14 5/22/15	10.72	10.72 .30	Bus Driver Special needs
Durbin, Melanie	CNS Cook I- Memorial MT-3	9/01/14 5/22/15	9.35	10.00	CNS Cook II- Memorial MT-3
Elliott, Stephen	Bus Driver MT-6	8/18/14 5/22/15	11.87	11.87 .30	Bus Driver Special Needs MT-6
Garcia, Martha	CNS Cook II- ECDC Reed MT-3	9/01/14 5/22/15	9.60	8.89	CNS Assistant- ECDC Reed MT-1
Hard, Lois	Bus Driver Trainee MT-4	8/18/14 5/22/15	9.63	10.72 .30	Bus Driver MT-6 Special Needs
Hawkins, Leonard	Team Driver- Transportation MT-6	8/18/14 5/22/15	11.38	13.00	Coach Driver- Transportation MT-8
Hendrix, Deana	Registrar-Clinton CA-6 195 days	8/08/14 5/22/15	11.32	10.39	Parent Involvement Facilitator-Clinton IS-3 176 days
Montero, Rafael	Bus Driver MT-6 6hrs/day	7/28/14	10.72 .30	10.72 .30	8hrs/day Special needs
Moore, Aretha	Custodian-Plant Operations MT-3	7/29/14 6/30/15	9.21 .46	10.05	Head Custodian- Marshall MT-5 Shift differential
Osborn, Summer	CNS Assistant- Skelly MT-1 7hrs/day	8/18/14 5/22/15	8.74	8.74	6hrs/day

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Owens, Henrietta	CNS Assistant- Clinton MT-1	8/18/14 5/22/15	\$ 8.74	\$ 9.35	CNS Cook I – Robertson MT-2
Pena, Jose	Bus Driver MT-6 8hrs/day	8/18/14 5/22/15	12.12 .30	12.12 .30	6hrs/day Special needs
Penny, Lawana	Registrar- Enrollment Center/District Accountability CA-6	8/20/14 6/30/15	11.53	13.29	Service Desk Analyst-ESC/IT TS-6
Smith, Steve	Bus Driver MT-6 6hrs/day	8/18/14 5/22/15	11.04 .30	11.04 .30	8hrs/day Special needs
Starks, Leslie	Bus Driver MT-6	7/31/14	11.04	11.04 .15	Bus Driver Lead Driver
Switzer, Andrea	CNS Cook II- Kerr MT-3	8/18/14 5/22/15	9.71	10.58	CNS Assistant Manager-Kerr MT-6
Vann, Darla	Purchasing Technician- ESC/Materials Management CA-11	8/01/14 6/30/15	15.14	16.35	Inventory Analyst- ESC/Materials Management CA-13

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Burks, LaMar	8/01/14	Teacher-Springdale/Art	Personal illness
Garren, Sonja Lee	8/14/14	Teacher-McLain/ Math	Personal illness
Grimm, Lisa	8/20/14	Counselor-Lewis and Clark	Personal illness
Humphrey, Shelly	7/18/14	Teacher-Mark Twain/ Grade 3	Personal illness
Ross, Lauren	8/26/14	Teacher-Jones/ Grade 2	Maternity
Troglin, Samuel	8/05/14	Security Systems Manager-ESC/ Campus Police	Worker's Comp
Support (Hourly):			
Krienke, Rebecca	8/300/14	TA-Chouteau	Personal illness
Lopez, Xiomara	8/18/14	CNS Assistant-Skelly	Personal illness
Ortega, Ma Conception	9/02/14	Custodian-Academy Central	Maternity
Palmer, Yolanda	7/01/14	Bus Driver	Personal illness
Shannon, Victoria	8/25/14	Accountability Specialist-Enrollment Center	FMLA
Stay, Paula	8/15/14	TA-Owen	Personal illness
Stroud, Janet	7/18/14	Head Custodian-Rogers College High	Personal illness
Villavicencio, Blanca	8/26/14	Custodian-Academy Central	Maternity

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Campbell, Jaime	8/06/14	Staff Development Teacher-Wilson/Teaching and Learning
Harmon, Angela	8/15/14	Teacher-Disney/Grade 1
Hishaw, Daniel	8/20/14	Behavioral Coach-Hale Jr. High
Ledbetter, Stephanie	8/22/14	Librarian-Kerr
Powers, Debra	11/9/14	Teacher-Eugene Field/Special Education
Scott, Brent	8/14/14	Teacher-McLain/TRAICE
Wigington, Charles	8/13/14	Staff Development Teacher-Wilson/Teaching and Learning
Wire, Joshua	9/22/14	Teacher-Math/Hale
Support (Hourly):		
Bailey, Genevieve	8/07/14	Clerk-Burroughs
Barnes, Vernon	8/01/14	Bus Driver Trainee
Beard, Lordly	8/14/14	HC Specialist-ESC/Human Capital
Bullock, Jan	8/25/14	CNS Assistant-Springdale
Dunaway, Emily	7/17/14	TA-Carnegie
Everman Turner, Wanda	8/06/14	Health Assistant-Kerr
Ferguson, Amber	7/09/14	TA-Mark Twain
Fields, Kathryn	7/28/14	Clerk-Cooper
Fouts, Rachel	9/05/14	Parent Involvement Facilitator-Lewis and Clark
Johnson, Caron	7/17/14	TA-Carnegie
Josey, Sharon	8/04/14	Bus Driver Trainee

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Knauls, Montelle	7/29/14	Parateacher-Monroe
Knauls, Tony	7/29/14	Parateacher-Monroe
Lewis, Dyane	6/12/14	TA-ECDC Reed
Looney, Shawna	8/22/14	Health Assistant-Edison
Lucas, Brandon	7/11/14	HVAC Craftsperson-Maintenance
McCoy, Amy	8/01/14	TA-Kendall Whittier
Mills, Kari	8/16/14	CNS Cook II-McClure
Penney, Nicole	8/18/14	TA-Springdale
Rebollar, Matilde	8/25/14	CNS Cook II-Robertson
Sanders, Pamela	8/29/14	Traveling Manager-CNS
Segovia, Juan Martha	8/25/14	Custodian-Hale
Shirley, Lacey	6/02/14	Clerk-Key
Torres, Griselda	8/20/14	CNS Assistant-Celia Clinton
Velasco, Irma	8/04/14	Custodian-Plant Operations
Yang, Stella	7/29/14	Bus Driver

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Carter, Cheryl	9/30/14	Assistant Principal-McLain

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Alarcon Arzate, Ascension	7/21/14	Custodian-Memorial
Bowman, Huey	8/01/14	Custodian-Clinton

SUBSTITUTE AND TEMPORARY EMPLOYEES

Substitute Teachers

Almonte, Jeffrey	Dolan, Valerie	Lee, Amy	Schumpert, Arthenia
Anderson, Demetrice	Doss, Lydia	Legg, Sarah	Sheets, Leslie
Bailey, Mary	Downs, Jill	Lewis, Terri	Shields, James
Baldwin, Lynna	Drake, Erica	Light, Davis	Sims, Charles
Ball-Hicks, Lorri	Driver, Bre'Ana	Littles, Wynetta	Soper, Paula
Banks, Julia	Dunning, Ian	Looney, Gabrielle	Stampley, Martin
Barbour, Janice	Edwards, Tanaya	Lovan, Ginger	Stanford, Julie
Barnes, Benita	Felton, Janice	Luna, Nicole	Stansell, Michelle
Beck, Cindy	Foreman, Dorothy	MacDonald, Kim	Stellerine, Flavian
Bell, Danielle	Givens, Jacob	Machado, Joe	Swenson, Jennifer
Bell, Deborah	Gober, Jared	Martin, Rachel	Tate, Mark
Berg, Katelyn	Goble, Paul	Mass, Cheryl	Taylor, Melody
Birkett, Anna	Goodman, Nathaniel	McClary, Emily	Taylor, Melva
Boatman, Stephanie	Graf, Kilmyn	McClary, Georgia	Teague, Sharra
Bowen, Dee	Griffan, Tristan	McQueen, Bernadette	Tejeda, Priscila
Boyd, Shawnique	Griffith, T. 'Lee'	McShane, Michael	Thomas, Deborah
Braggs, Vanessa	Gunningham, Doris	Mitchell, Shannon	Thompson, Kristian
Brint, Mary	Patricia	Mixon, Jim	Thompson, Rita
Brophy, Christopher	Hagar, Berbyl	Morrow, David	Vance, Darla
Brown, Greg	Haight, Judy	Murphy, Linda	Varmecky, David
Brown, Julie	Hasse, Cynthia	Nunneley, Ray	Verneti-Morgan, Lisa
Buckley, Elfreda	Helfenbein, Connie	ODEan, Patrick	Wainwright, Susan
Burch, Robert	Hodge, Taylor	Ogint, Malinda	Watkins, Brett
Carpenter, Juanita	Holland, Sarah	Ousely, Amber	Watson, Linda
Carrel-Johnston, Danna	Holt, Sarah	Owens, Michael	Watson, Matthew
Carson, Brittiany	Hoover, Hannah	Parker, Chere	Weaver, Susan
Chandler-Smith, Tiffany	Horn, Brittani	Parton, Jayne	Whayne, Kimberly
Chaney, Opa	Hunter, Kanyell	Pogue, Rachel	Wightman, Katrina
Coates, John	Ijams, Clay	Pontious-Wells,	Williams, Erwin
Colfax, Harry (Dean)	Jackson, Jan	Whitney	Williams, Jennifer
Collins, Clarissa	Johal, Navi	Ray, Lillian	Williams, Resha
Cribbs, Justin	Johnson, Angela	Razmus, Gary	Williams, Robert
Cronin, Tonya	Johnson, Jennifer	Reed, Eunice	Wilson, Deborah
Daniels, Kerry	Jones, Lacresha	Roberts, Corry	Wilson, Karen
DeLeon, Melissa	Jordan, June	Robertson, Tiffany	Wise, Barbara
Demolle, Dana	Kearse, Christine	Ryan-Johnson, Eric	
Dill, Kim	Kittrick, Lillie	Salim, Taalibdin	
Doby, Beverly	Kruse, Sara	Saunders, Kara	

SUBSTITUTE AND TEMPORARY EMPLOYEES - Continued

Nurse

Ethriedge, Audrey

Artists-in-Residence

Graham, Nicole
Hamilton, Bryant
McLerran, Joseph

Tutors

Bigelow, Virginia
Blank, Kathryn
Carby, Leona
Chandler, Joann
Coker, Emma
Dudding, Barbara
Finch, Crystal
Harle, Jon
Hayes, Denise
Huber, Barbara
Littlejohn, Barbara
Rader, Mary
Story, Patsy
Turner, Margaret

Clerks

Huntington, Helen
Redard, Anita

CNS Workers

Avalos-Zuniga, Juana
Baugher, Sammie
Brooks, Dorothy
Canady, Tamela
Damm, Patricia
Fellows, Trineka
Hare, Angela
Jamison, Helga
Johnson, Helania
Keen, Krystal
Laird, Ester
Lorton, Diona
Lyon, Beatrice
O'Kelly, Mary
Patton, Kathleen
Pierce, Patricia
Riofrio, Janellys
Rose, Tincy
Stevens, Shannon

Any Given Child Professional Development - 11-0165-2213-503200-000-000000-000-14-020

Pay outside vendors Steve Liggett and Arien Christopher, and retired principal Neal Pascoe \$23/hr. (total not to exceed \$600) to present a three-hour professional development workshop to teachers for the Any given Child program for the 2014-2015 school year.

Owen – 11-0000-2410-501110-000-000000-112-07-345

Pay retired principal Michael Howe, @ \$333.33/day (total not to exceed \$10,000) as acting principal September 8, 2014, through October 20, 2014.

SUBSTITUTE AND TEMPORARY EMPLOYEES - Continued

Adjunct Coaches

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

Dakota Smith, Wrestling @ \$2,142 September 1, 2014,-May 22, 2015

Dakota Smith, Head Baseball @ \$2,667 September 1, 2014,-May 22, 2015

Central– 11-000-1000-501930-820-336000-201-07-705

Elliott Lyles, Baseball @ \$1,387 September 1, 2014,-May 22, 2015

Central – 11-000-1000-501930-810-330000-201-07-705

Raegene Riggs, Track @ \$1,200 September 1, 2014,-May 22, 2015

Raegene Riggs, Cross Country @ \$504 September 1, 2014,-May 22, 2015

Clinton – 11-000-1000-501930-820-136000-201-07-530

Laquanta Monroe, Football @ \$1,373 September 1, 2014,-May 22, 2015

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

Alfred Humphrey, Football @ \$3,335 September 1, 2014,-May 22, 2015

Memorial – 11-000-1000-501930-820-330000-201-07-715

11-000-1000-501930-810-330000-201-07-715

Joanna Bentley, Boys Head Swim @ \$1,391 September 1, 2014,-May 22, 2015

Joanna Bentley, Girls Head Swim @ \$1,391 September 1, 2014,-May 22, 2015

Monroe – 11-000-1000-501930-810-13600-201-07-563

Kaleb Logan, Cheerleading @ \$2,060 September 1, 2014,-May 22, 2015

Thoreau – 11-000-1000-501930-820-330000-201-07-573

Scott Childers, Football @ \$1,373 September 1, 2014,-May 22, 2015

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

Latricia Gunnells, Basketball @ \$2,577 September 1, 2014,-May 22, 2015

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

Franklin Carr, Girls Basketball @ \$2,577 September 1, 2014,-May 22, 2015

Franklin Carr, Cross Country @ \$504 September 1, 2014,-May 22, 2015

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

BTW Freshman Parental Workshop – 11-5118-50-2213-3200-494-000000-000-05-735

Pay certified staff members Sylvia Chandler, Annette Kennedy, and Anthony Marshall @ \$18/hr. (total not to exceed \$414) to serve as consultants for a Freshmen Parental Workshop on September 22, 2014, and September 24, 2014.

Care and Prevention – School Activity Fund #536

Pay Coordinator of Sports Medicine Steve Friebus a total not to exceed \$2,500 for teaching Care and Prevention Courses to Tulsa Public Schools' coaches August 1, 2014, through August 30, 2014. This is a requirement of the State Department of Education in order to coach.

Cooper Extra Duties - 11-0000-501700-100-105000-210-07-158

Pay the following Cooper elementary certified teachers (total not to exceed \$4,400) to perform extra duties listed below for the 2014-2015 school year.

Carolyn Wise	Transition Coordinator	\$900.00
Carolyn Wise	Second Chance Facilitator	500.00
Melissa Coday	Second Chance Facilitator	500.00
Amy Gonzalez (Pearson)	Second Chance Facilitator	500.00
Kathy Shreve	Parent Involvement for High- Risk/Special Ed Students	587.50
Melissa Ruedy	Parent Involvement for High- Risk/Special Ed Students	587.50
Haven Zuniga	Reading Sufficiency Coordinator	475.00

East Central Detention – 11-0000-1000-501110-421-400000-210-07-710
11-0000-1000-501210-421-400000-409-07-710

Pay East Central certified staff, to be named, @ \$18/hr. and support employees to be paid @ their current hourly rate or overtime rate where applicable (total not to exceed \$2,700) for monitoring East Central High School's after-school detention during the 2014-2015 school year.

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

Pay the following Lee Elementary School employees the amount specified below for performing extra duties for the 2014-2015 school year.

Julie Treat	Literacy Team Coordinator	\$500
Cara Gibson	Volunteer Coordinator	\$500

Honor Choir – 11-0000-1299-503200-100-000000-000-06-070

Pay certified staff Karen Miller and Paul Sweet @ \$200 each (not to exceed \$400) to serve as piano accompanists for the Tulsa Public Schools Honor Choir on November 18, 2014.

Memorial Saturday School – 11-0000-1000-501700-421-4000000-000-07-725

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

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Native American After-School Tutoring - 11-5610-1000-501700-429-000000-415-05-604-5610

Pay certified teachers, to be named, @\$23/hr. (total not to exceed \$21,000) to provide after-school tutoring for Native American students October 1, 2014, through May 13, 2015.

Rogers Detention – School Activity Fund #520

Pay Rogers teacher Scott Williams a total not to exceed \$1,200 for after school detention during the 2014-2015 school year.

Rogers Extra Custodial Services – School Activity Fund #520

Pay Rogers custodians Kevin Moore and Janet Stroud @ their current hourly rate, or overtime rate where applicable, (total not to exceed \$2,500) for Saturday school custodial services during the 2014-2015 school year.

Rogers Extra Duties – School Activity Fund #520

Pay Rogers teacher Evan James a total not to exceed \$1,500 to serve as Building Activity Coordinator for the 2014-2015 school year.

Rogers Saturday School – School Activity Fund #520

Pay Rogers teacher Rolanya Daniels a total not to exceed \$1,500 for Saturday School supervision during the 2014-2015 school year.

Rogers and East Central Extra Duties - 11-4240-2213-502310-390-00000-210-05-064-424

Pay certified staff, to be named, not to exceed \$2,000 to coordinate High Schools That Work contract agreement activities November 1, 2014, through June 30, 2015.

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

Pay Child Nutrition Services Employee Jenny Hyams at her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 36 weeks (total not to exceed \$7,137) to complete the following tasks: ordering, pricing comparison, product selection and cost spending analysis for the USDA Fresh Fruit and Vegetable Program for 2014-2015. 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 Child Nutrition Services Employee Andrea Lynch at her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 36 weeks (total not to exceed \$6,218) to complete the following tasks: developing nutritional education and promotions for the USDA Fresh Fruit and Vegetable Program for 2014-2015. 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 Child Nutrition Services Employee Tammy Christman at 1.5 times her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 40 weeks (total not exceed \$9,142) to administrate and supervise the USDA Fresh Fruit and Vegetable Program for 2014-2015. Funding provided by 2014-15 USDA Fresh Fruit and Vegetable Program.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

September 2, 2014, Agenda, page 59 – Correct site

SUBSTITUTE AND TEMPORARY PAYMENTS TO EMPLOYEES

Memorial – 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.

August 4, 2014 Agenda, page 25 – Correct title to reflect Security Administration

Create:

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

July 8, 2014 Agenda, page 62 - Correct effective date

LEAVES OF ABSENCE

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>	<u>Reason</u>
Certificated/Administrative:			
McIntyre, Jennifer	8/04/14	Staff Development Teacher-Bell	Maternity

SUPPORTING INFORMATION

INFORMATION ITEM G-6

POLICIES/REGULATIONS

TULSA PUBLIC SCHOOLS

Policy 2115

WELLNESS

PURPOSE: To foster a healthy school environment by promoting the importance of good nutrition and physical activity to support the academic achievement, performance, and good health of students and staff.

The District will establish a School Wellness Council to develop, publish, and monitor implementation of the Wellness policy. The School Wellness Council will consist of a cross section of District employees, parents, students, and residents of the District.. The School Wellness Council was established on September 1, 2006. The Superintendent or designee will annually provide a report of the Wellness policy/regulation implementation.

The District will provide appropriate professional development and education to staff members, students, parents and school volunteers on the importance of good nutrition and physical activity and the relationship to academic and job performance and healthy lifestyles.

The principal will be responsible for administering the school's program in accordance with Child Nutrition and USDA regulations and will provide for the inclusion of program components within areas of instruction, as appropriate. School sites will report their yearly progress in the annual District Accountability Report.

Each school site will establish and maintain a Healthy and Fit School Advisory Committee (Safe and Healthy Schools Committee). This committee will meet and make recommendations regarding health education, nutrition, health services, physical education and physical activity to the principal. The principal shall give consideration to recommendations made by the Healthy and Fit School Advisory Committee.

The Superintendent or his/her designee will develop a regulation to support and provide specific procedures for implementation of this policy.

Adopted: July 2006

Revised: September 2014

Legal Reference: Oklahoma Senate Bill 265, Oklahoma Senate Bill 312, Oklahoma Senate Bill 1627

Child Nutrition and WIC Reauthorization Act of 2004

Reference: USDA Regulations

Child Nutrition Programs Agreement

Healthy, Hungry-Free Kids Act of 2010

STUDENT USE OF WIRELESS TELECOMMUNICATION DEVICES

PURPOSE: To limit the use of wireless telecommunication devices by students.

The District recognizes the benefits of communications during emergencies; however, the use of cell phones, pagers, or other unapproved electronic devices during the academic day is prohibited unless otherwise indicated as an exception per the Behavior Response Plan, policy, and regulation.

Wireless communication devices include, but are not limited to cell phones, pagers, personal digital assistants, or other unapproved electronic devices.

Students in violation of any part of this policy will be subject to discipline procedures for inappropriate personal property and/or disruptive behavior and confiscation of the device.

Revised: September 2014

Legal Reference: Oklahoma State Law Title 70 § 24-101

Cross Reference: Behavior Response Plan

GIFTED AND TALENTED EDUCATION

PURPOSE: To establish the requirement for the Board to annually approve the District Plan for Gifted and Talented Education to specifically comply with the state statute.

The District Plan shall include:

- Procedures for establishing gifted/talented committees at each school site.
- Processes for selection and assessment of children who demonstrate high performance capability in intellect, creative thinking, leadership, visual arts, and specific academic subjects.
- A description of differentiated curriculum that is consistent for grades one through twelve in pace, depth, scope and sequence.
- Criteria to annually evaluate the effectiveness of services provided in accordance with an approved site plan.
- Procedures for providing written notification to parents/guardians and a summary of the services offered to qualifying students.
- Establishment of a Gifted and Talented Advisory Board members to serve two-year terms.
- Evidence of participation by the local gifted/talented advisory committee.
- Establish qualification standards, required competencies, and duties of gifted instructional staff.
- Procedures to comply with required reports.
- A budget for District gifted child educational programs and services.
- A calendar of required meetings.

The Gifted and Talented Education Department will develop the District Plan, and once the Plan is adopted, the District Plan shall serve as the regulations for operation of Gifted and Talented services until the next annual plan is approved.

Adopted: November 1982

Revised: September 2014

Legal Reference: Title 70 O.S., 1210.301 - 1210.306

TUTORING FOR PAY

PURPOSE: To establish the parameters for teachers to charge a fee for tutoring.

The District Board of Education encourages teachers to give assistance to their students for the purposes of remediation and/or enrichment provided they do not use school time (teacher contract time) or their position to influence and/or persuade such individuals to engage, purchase or contract with the individual, agency or company for whom they work. Teachers engaged in tutoring or providing other educational services for a fee with principal approval will be expected to pay prevailing facilities use charge when the use of the classroom extends beyond the regular school day. Teachers using school facilities for tutoring or non-school sponsored group instruction will be responsible for the supervision of the participating students.

Issued (as regulation): November 1982
Adopted (as policy): May 2005
Revised: September 2014

BUILDINGS AND GROUNDS SECURITY

PURPOSE: To provide for the establishment of procedures for the security of District property in order to preserve the safety and welfare of students, employees, and patrons.

The Board recognizes school buildings constitute one of the greatest investments of this community. In the interest of protecting this investment and preserving the safety and welfare of students, employees and patrons, the Superintendent or designee will develop regulations that will:

- Protect students, employees, and patrons on District property.
- Protect against vandalism and burglary and provide for prosecution of offenders.
- Encourage employees to be responsible for all furniture, textbooks, materials, equipment, and supplies assigned to the employee's care.
- Minimize fire hazards.
- Ensure buildings have a controlled access system/plan and are secured during and after school hours.

The Superintendent has employed Campus Police Officers to provide a safe and orderly environment for employees and students and protection of school property during the regular school day or during special events held at night.

Adopted: November 1982
Revised: September 2104

NAMING FACILITIES

PURPOSE: To establish a process for naming a District facility, or a portion of a facility and establish a process for formal recognition for a District facility or a portion of a facility.

Facility – For the purpose of this policy “facility” refers to a District-owned site, school or a portion of a school or site. Examples of a portion of a facility may include, but not be limited to, auditoriums, theaters, conference areas, cafeterias, media centers/libraries, gymnasiums, athletic fields/structures, etc.

Formal Recognition – For the purpose of this policy will include, but not be limited to, plaques, statues, and signs.

The naming or renaming of a facility must be approved by the Board of Education. In addition, the Board must approve all decisions relative to formal recognition plaques or other forms of formal recognition for the donation of real property, equipment, or furnishings by private sources, including those items acquired by the District from donated funds.

The Board of Education recognizes that the name selected for a facility is a vital factor in the public image of the school system and the community. Naming a facility is an important matter that deserves thoughtful attention. The selection of a facility namesake is intended to be the highest honor bestowed upon an individual, corporation, foundation, organization or entity that has made an everlasting impact on the community.

In cases when facilities are named after individuals, the credentials, character and reputation of each individual for whom the facility is to be named shall be carefully scrutinized and evaluated. The Board expects discretion of the highest caliber to be exercised in such deliberations. Personal prejudice, favoritism, political pressure, or temporary popularity should not be an influence in choosing a name. Highest consideration should be given to a name with educational significance or inspiration. Recognizing that the ethnic and cultural composition of a local school community will change, the name selected should have broad acceptance in a multicultural society.

Names selected for facilities or for formal recognition should reflect substantial achievements of extraordinary and lasting distinction. Except for compelling reasons, names to be considered shall be persons who are deceased. When unusual circumstances or compelling reasons prevail, facilities may be named for a living person who had a positive, direct, substantial and active association with the District. District facilities will not be named after a current employee of the District or an elected official while serving in office. A new facility that replaces an existing facility on the same or on a different site will be given the name of the school facility it replaces. To move an existing school or program from one site to another, the name of the school or site will follow that move unless the Board and Superintendent recommend otherwise.

A facility that is repurposed following a closure or relocation of a school may be renamed subject to the nomination process set forth herein.

The following criteria may be considered in recommending and adopting names for facilities or for formal recognition.

- a. To honor a person, foundation, corporation, organization or other entity that has made a significant contribution or given outstanding service to the District, the city, the nation, or society.
- b. To recognize the geographic section of the city in which the facility is located.
- c. To recognize the academic theme of the school, or the function of the facility in the case of non-instructional facilities.

Nominations must be made in writing. Any person or group who wishes to recommend a name for a facility or for formal recognition must present the request to the Superintendent accompanied by supporting documentation. Once a request has been made, the Board President will appoint an ad hoc advisory committee that will be chaired by the Board member who represents the district in which the facility is located. This committee will be comprised of members representing the diversity of the community and will include, but not be limited to, the following:

- A Board member who represents the district in which the facility is located
- An administrative employee of the District representing facilities
- A teacher currently employed by the District
- A parent with at least one child currently enrolled in the District
- An alumnus of the affected school/facility
- A student currently attending the affected school/facility

The committee will review nomination requests and seek community input prior to a recommendation to the Board of Education.

The Board of Education may, at any time, consider action to rescind an approved name of a facility or formal recognition. Sufficient cause to rescind the name of a facility or portion thereof exists when, as determined by the Board, the individual, corporation, foundation, or entity for which the facility is named has been convicted of a felony, engages in acts involving moral turpitude, has engaged in behavior which has brought the name of the individual, corporation, foundation, or entity into ill repute for any reason.

Adopted: August 1998
Revised: September 2014

Page 2 of 2

PARENT INVOLVEMENT

PURPOSE: Tulsa Public Schools shall promote parent involvement in all schools and work as equal partners with parents in providing quality learning experiences for every student, every day, without exception, as mandated by Title I, Part A, of the Elementary and Secondary Education Act of 1965, reauthorized by the No Child Left Behind Act of 2001.

The Board believes and acknowledges that parent involvement raises the academic achievement level of students. Additionally, parents become empowered, teacher morale improves, and communities grow stronger when parents take an active role in educating their children. Schools shall involve parents in the education of their children at all grades levels.

The Superintendent or designee shall provide coordination, technical assistance, and other support necessary to assist all schools in planning and implementing effective parent involvement activities to improve student academic achievement and school performance. Section 1118 of the Elementary and Secondary Education Act, Title I, Part A, Parent Involvement, establishes that to build capacity for parent involvement within schools, a district is to “develop jointly with, agree on with, and distribute to parents of participating children a written parent involvement policy.” This policy and subsequent policies regarding building parent’s capacity for involvement will be implemented throughout Tulsa Public Schools.

Building Parents Capacity for Involvement

The Board believes that empowering parents to insist on improvement, giving schools extra incentive to do so, and by giving parents options regarding their children’s education helps the district to realize its vision of “Excellence and High Expectations with Commitment to All” for patrons of the community. As a result of this belief, the Board shall create an environment of supportive and collaborative parent involvement.

1. **Program Information for Parents:** Tulsa Public Schools shall provide assistance to parents of all children in understanding such topics as the state’s academic content, achievement standards, the assessments being used, the requirements of Title 1, Part A, of the Elementary and Secondary Education Act, and how to monitor their children’s progress and work with educators to improve their achievement.
2. **Materials and Training:** Tulsa Public Schools shall provide materials and training, such as literacy training and training on how to use technology, to help parents work with their children to improve achievement.
3. **Educate Educators:** Tulsa Public Schools shall educate teachers, pupil services personnel, principals, and other staff, with the assistance of parents, in the value and utility of contributions of parents, in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school.

4. **Preschool Coordination:** Tulsa Public Schools shall, “to the extent feasible and appropriate,” coordinate and integrate parental involvement programs with Head Start, Even Start, and other preschool programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children.
5. **Understandable Communication:** Tulsa Public Schools shall ensure that information related to school and parent programs, meetings, and other activities is sent to the parents of all children in a format, and, to the extent practicable, in a language the parents can understand.
6. **Other Requested Activities:** Tulsa Public Schools shall provide such other reasonable support for parental involvement activities as parents may request.

Adopted: July 2007
Revised: September 2014

Legal Reference: Elementary and Secondary Education Act as reauthorized by the No Child Left Behind Act of 2001, P.L. 107-110, § 115, Stat. 1425 (2002)

SUPPORTING INFORMATION

INFORMATION ITEM G-19

POSITION CREATIONS/DELETIONS

Certificated/Administrative

Create:

Position	Salary/Grade	Duties
<p>Strategic School Design Specialist-ESC/Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 69,400 min. – \$ 104,200 max.</p> <p><i>Funding Source:</i> 11-0179-2213-501110-000-000000-354-05-044-0179</p>	<p>EG-8 12 months</p>	<p>Train with TimeWise/Center for Reform of School Systems to develop a deep understanding of and become the District expert in efficient resource optimization and scheduling to include understanding the processes and opportunities. Skilled in audit/analysis of current master schedules district-wide and school-by-school and use data to evaluate District allocations. Utilize scenarios as a strategy element prior to developing a school schedule. Include analytic data as well as design and creativity. Evaluate for strengths/weaknesses/issues/questions as well as hard data/reporting. Work with and train pilot school principals, non-pilot principals, and assistant principals to build capacity to optimize their resources and create schedules providing their teachers with more collaborative planning and learning time. Work with school leaders/teams to explore options for master schedule improvements based on audit data and scenario options.</p>
<p>Instructional Technology Coach-ESC/Teaching and Learning (7 positions)</p> <p><i>Annual Budget Impact:</i> \$ 261,704 min. – \$ 455,565 max.</p> <p><i>Funding Source:</i> 11-0000-2213-501110-000-000000-211-06-044</p>	<p>Teacher's Salary Schedule 200 days</p>	<p>Inspire and participate in the development and implementation of a shared vision for the comprehensive integration of technology to promote excellence and support transformational change throughout the instructional environment. Coach classroom teachers through observation, mentoring, and assisting teachers in the development of lesson plans that encompass the use of technology in meeting District, state, and national standards for subject-area and technology learning objectives. Assist teachers in using technology effectively for assessing student learning, differentiating instruction, and providing rigorous, relevant, and engaging learning experiences for all students. Coach teachers in and model effective use of technology tools and resources to continuously assess student learning and technology literacy by applying a rich variety of formative and summative assessments aligned with content and student technology standards.</p>

Certificated/Administrative Position Creations/Deletions - Continued

Delete:

Position	Salary/Grade	Duties
<p>Grants Management Administrator- ESC/Federal Programs and Special Projects (2 positions)</p> <p><i>Annual Budget Impact:</i> \$ 135,200 min. – \$ 194,000 max.</p> <p><i>Funding Source:</i> 11-7860-2330-501110-000-000000-110-05-093-7860</p>	<p>EG-5 12 months</p>	<p>Work in a collaborative environment to monitor program implementation and provide quality technical assistance to improve planning, budgeting, coordination of funds and needs analysis for various federal programs, under the general guidance of the Executive Director of Federal Programs & Special Projects.</p>
<p>Director's Secretary- ESC/Federal Programs and Special Projects</p> <p><i>Annual Budget Impact:</i> \$ 25,126 min. – \$ 33,738 max.</p> <p><i>Funding Source:</i> 11-7860-2330-501210-000-000000-615-05-093-7860</p>	<p>CA-9 \$12.08/hr. to \$16.22/hr. 12 months</p>	<p>Demonstrate experience performing executive or administrative secretarial duties; considerable knowledge of business office management, grammar, spelling, and business correspondence; advanced computer skills including Power Point, Excel spreadsheets, complex word processing, and templates. Serve as secretary and assistant to the administrator at the assigned department/division with minimal direction.</p>

Position Creations/Deletions - Continued

Support:

Create

Position	Salary/Grade	Duties
Accounting Technician-ESC/Accounting <i>Annual Budget Impact:</i> \$ 27,643 min. – \$ 37,232 max. <i>Funding Source:</i> 11-0000-2511-501210- 000-000000-601-08-052	CA-11 \$13.29/hr. to \$17.90/hr. 12 Months	Oversee District equipment and other assets. Perform physical inventories at various district sites during the school year on a rotating basis and scan barcodes on equipment. Upload and scan inventory to District inventory management system; verify counts and investigate discrepancies; perform special audits of inventories.

Delete

Position	Salary/Grade	Duties
Title I Accounting Technician – ESC/Accounting <i>Annual Budget Impact:</i> \$27,643 (min.) – \$37,232 (max.) <i>Funding Source:</i> 11-0000-2511-501210- 000-000000-601-08-052	CA-11 \$13.29/hr. to \$17.90/hr. 12 Months	Oversee District equipment and other assets purchased with Title I funding. Perform physical inventories at various district sites during the school year on a rotating basis and scan barcodes on equipment purchased with Title I funds. Upload and scan inventory to district inventory management system; verify counts and investigate discrepancies; perform special audits of inventories.