



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, October 6, 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 Daniel Webster High School JROTC under the direction of Lieutenant Colonel George Giffin.
- A-3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A-4. Motion and vote to adopt the Agenda.

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

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

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

<u>Regular Meeting</u>	<u>Special Meeting</u>
September 15, 2014	September 15, 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 20, 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 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 \$8100

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.

E-3. RECOMMENDATION: Enter into an agreement with Rank One Sport, LP to provide the license and use of software for District administration and staff 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 \$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.

E-4. 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: The total cost not to exceed \$5,000

FUND NAME/ACCOUNT: Will Rogers' School 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

E-5. 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.

- E-6.** RECOMMENDATION: Enter into a contract with Advancement VIA Individual Determination (AVID) Center, San Diego, California, 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

- E-7.** 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

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

E-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.

	Phase I	Phase II
Allowances	\$463,183.11	\$342,411.01
General Conditions	\$269,856.68	\$168,192.33
Management Fees	\$170,009.71	\$105,961.17
Reimbursables	\$206,290.50	\$137,366.50
Trade Contracts	\$4,887,660.00	\$3,074,069.00
Guaranteed Maximum Price	\$5,997,000.00	\$3,828,000.00

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 \$5,997,000 on Phase I and \$3,828,000 on Phase II.

FUND NAME/ACCOUNT: Classroom Bond Fund, 3F-1220-4720-504500-000-000000-000-12-018-CM051. (Phase I) Phase II is contingent upon the sale and receipt of the 2015A Bond Funds.

REQUISITION NUMBER: 11504991

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

E-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.

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

		Phase I	Phase II	Total
2A	Demolition -Ark Wrecking	\$48,180.00	\$0.00	\$ 48,180.00
2B	Sitework/Grading - D. Kerns	\$420,000.00	\$0.00	\$420,000.00
2C	Site Utilities - Duncan & Sons	\$44,025.00	\$0.00	\$44,025.00
2D	Asphalt Paving/Striping - Dunham's Asphalt	\$43,661.00	\$43,661.00	\$87,322.00
3A	Concrete/Reinforce Steel - D. Kerns	\$649,000.00	\$0.00	\$649,000.00
3B	Structural Concrete - Arrow Precast	\$296,632.00	\$0.00	\$296,632.00
4A	Masonry - Brazeal Masonry	\$308,000.00	\$0.00	\$308,000.00
5A	Structural Steel/Erection - Unique Metals	\$532,696.00	\$0.00	\$532,696.00
6A	Rough Carpentry - Jones Comm. Hrdwr.	\$14,800.00	\$35,000.00	\$49,800.00
6B	Millwork - Woodsystems	\$84,194.00	\$115,804.00	\$199,998.00
7A	Roofing/Sheet Metal - Turner Roofing	\$32,327.00	\$544,845.00	\$577,172.00
7C	Reroofing Adj. Framing - Vanguard Bldrs.	\$81,400.00	\$0.00	\$81,400.00
8A	Glass/Glazing - Advantage Glass	\$40,650.00	\$241,200.00	\$281,850.00
8B	Wood/Metal Doors - Felix Thomson	\$97,000.00	\$90,000.00	\$187,000.00
9A	Drywall/Ceilings - Wiljo	\$223,030.00	\$421,470.00	\$644,500.00
9B	Floor Coverings/Tile - CWC Interiors	\$141,791.00	\$141,791.00	\$283,582.00
9C	Paints/Coating - JM Enterprises	\$28,700.00	\$28,700.00	\$57,400.00
9D	Wall Protection - Vale Painting	\$16,635.00	\$23,780.00	\$40,415.00
10A	Aluminum Canopies - Play by Design	\$52,795.00	\$0.00	\$52,795.00
10B	Metal Lockers - Best Co.	\$17,774.00	\$32,998.00	\$50,772.00
11A	Kitchen Equipment - Oswalt Rest. Supply	\$330,000.00	\$0.00	\$330,000.00
13A	Fire Sprinkler - All American Fire	\$102,000.00	\$85,000.00	\$187,000.00
15A	Plumbing - J&M Plumbing	\$335,000.00	\$315,000.00	\$650,000.00
15B	Heating/Air Conditioning - Anderson Mech.	\$426,600.00	\$341,100.00	\$767,700.00
16A	Electrical - Alliance Electrical	\$418,270.00	\$511,220.00	\$929,490.00
17A	Low Voltage - Lighthouse	\$102,500.00	\$102,500.00	\$205,000.00
		\$4,887,660.00	\$3,074,069.00	\$7,961,729.00

E-11 - continued			
Non-Public Competitive Bid Act			
Termite Treatment - Arrow	\$3,450.00	\$0.00	\$3,450.00
Weather Barrier - Wiljo	\$0.00	\$32,610.00	\$32,610.00
Joint Sealant/Fire Caulk - Blu Waterproofing	\$7,070.00	\$14,700.00	\$21,770.00
Chain Link Fence - Owasso Fence	\$11,500.00	\$0.00	\$11,500.00
Landscape/Irrigation - Tulsa Sod & Mulch	\$5,750.00	\$5,750.00	\$11,500.00
Coiling Doors/Grilles - TOD	\$42,351.00	\$0.00	\$42,351.00
Sod - Tulsa Sod & Mulch	\$12,325.00	\$12,325.00	\$24,650.00
Marker/Tack Boards - Murray Womble	\$6,844.00	\$6,844.00	\$13,688.00
Toilet Partitions - Felix Thomson	\$13,100.00	\$13,870.00	\$26,970.00
Flag Poles/Bases - Murray Womble	\$0.00	\$9,827.00	\$9,827.00
Playground Pad - D. Kerns	\$25,000.00	\$0.00	\$25,000.00
Signage - EMG	\$ 9,397.50	\$9,397.50	\$18,795.00
Fire Ext./Cabinets - Woodsystems	\$2,368.00	\$991.00	\$3,359.00
Toilet Accessories - Woodsystems	\$2,930.00	\$3,062.00	\$5,992.00
Sealed Concrete - JM Enterprises	\$0.00	\$2,500.00	\$2,500.00
Exterior Athletic Equip. - Play by Design	\$11,566.00	\$0.00	\$11,566.00
Interior Athletic Equip. - Murray Womble	\$8,124.00	\$0.00	\$8,124.00
Exterior Athletic Striping - Play by Design	\$11,025.00	\$0.00	\$11,025.00
Voice Enhancement System - Lighthouse	\$4,000.00	\$2,000.00	\$6,000.00
Intercom System - Lighthouse	\$12,000.00	\$6,000.00	\$18,000.00
Resinous Flooring - Vale Painting	\$13,382.50	\$13,382.50	\$26,765.00
Roller Shades - Contract Drapery	\$4,107.50	\$4,107.50	\$8,215.00
	\$206,290.50	\$137,366.50	\$343,657.00

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

E-11. RECOMMENDATION: Enter into a contract with Watts Company, Sand Springs, Oklahoma, 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: Not to exceed \$117,711

FUND NAME/ACCOUNT: Library Bond Fund, 3F-1522-4720-504500-000-000000-000-12-118-T0223

REQUISITION NUMBER: 11504485

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

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

1A & 1D	D. Kerns Construction	\$750,000.00
1B	Headrick Landscape	\$28,858.00
1C	Ellsworth Construction	\$16,570.00
1E	Coreslab	\$250,690.00
1F	Crossland Construction	\$12,000.00
1F	Crossland Construction	\$460,000.00
	Brazeal Masonry	\$22,500.00
1H	Wood Systems	\$167,760.00
1I	Atwell Roofing	\$219,016.00
1IA	Vanguard	\$216,600.00
1J	APEX True Fireproofing	\$9,879.00
1K	Commercial Waterproofing	\$20,245.00
1L	Felix Thomson	\$99,998.00
1N	APAX Glass	\$469,800.00
1O	WILJO Interiors	\$359,480.00
1R	J&M Enterprises	\$25,000.00
1T	Draper Mfg.	\$5,616.00
1U	Simplex Grinnell	\$52,769.00
1V	All American Plumbing	\$147,998.00
1W	HVAC Systems	\$347,638.00
1X	Lighthouse Electrical	\$874,950.00
1Y	TECHSICO	\$85,255.66

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 classroom addition is part of the 2010 bond issue.

- E-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.

General Conditions	\$360,002
Management Fees	\$139,579
Reimbursables	\$147,406
Trade Contracts	\$4,652,623
Total GMP	\$5,299,610

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 \$5,299,610.

FUND NAME/ACCOUNT: Classroom Bond Fund, 3F-1210-4720-504500-000-000000-000-12-712-CM050

REQUISITION NUMBER: 11504985

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

- E-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.

- E-15.** RECOMMENDATION: Approve Amendment Number 14 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.

- E-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

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1220-4720-504500-000-000000-000-12-155-CM047

REQUISITION NUMBER: 11504490

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

- E-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 Eighth 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.

- E-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

- E-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.

- E-20.** RECOMMENDATION: Approve routine staffing items.

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

E-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)

FUND NAME/ACCOUNT: General Fund, 11-0000-2571-508100-000-000000-000-04-041

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.

E-22. 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 \$258,000

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.

- E-23.** RECOMMENDATION: Pay Michelle Blosch, independent contractor, to serve as lead learning facilitator and to provide technical assistance support for the delivery of professional development services aligned with the Tulsa Model framework during the 2014-2015 school year.

COST: Not to exceed \$40,000

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

REQUISITION NUMBER: 11504267

RATIONALE: Michelle Blosch, independent contractor, will serve as lead learning facilitator and 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.

- E-24.** RECOMMENDATION: Pay Learning Facilitators serving as independent contractors to provide mentoring support to teachers being offered Quest and Tulsa Model Assist (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

REQUISITION NUMBER: 11504266, 11504420, 11504219, 11504384, 11504734, 11504387, 11504225

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 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 INTERIM CHIEF INFORMATION AND OPERATIONS OFFICER, MR. BLAINE YOUNG

- E-25.** 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.

- E-26.** 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.

- E-27.** 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.

F. ACTION AGENDA - Motion and vote on each recommendation

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

F-1. RECOMMENDATION: Approve the job description for the Superintendent of Schools.

RATIONALE: As part of the Leadership Sustainability Committee's efforts, the job description for the Superintendent of Schools was reviewed. The Committee, along with the assistance of Oklahoma State School Boards Association Executive Director Mr. Shawn Hime discussed priorities with the entire Board of Education in special session. The result of the discussion was the updated job description which is attached to the Agenda.

F-2. 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: Pay CollegeBoard for Advanced Placement (AP) exams for students at Edison Preparatory School during the 2014-2015 school year.

COST: No cost to the District. There will be approximately 500 exams given, which are prepaid by students at a cost of \$89 per exam.

FUND NAME/ACCOUNT: Edison's School Activity Fund #529

RATIONALE: Students at Edison Preparatory School experience quality learning in the classroom by participating in AP courses and validating that experience by taking AP exams.

- G-2.** RECOMMENDATION: Enter into an agreement with the Shadow Mountain Behavioral Health System, LCC adding the Joint Commission Human Resources standards 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: 41301009

RATIONALE: The Joint Commission Human Services Resource standards for Shadow Mountain Behavioral, Riverside and Hope sites will provide a continuation of educational services for qualified residential students participating at the three sites for the 2014-2015 school year.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

- G-3.** RECOMMENDATION: Appoint Gifted and Talented Local Advisory Committee members for the 2014-2015 and 2015-2016 school years as follows:
Linnea Van Eman, Ph.D. - Coordinator of Gifted and Talented
Pat O'Dea - Site Gifted Coordinator - Title 1 Elementary School (west)
Jesse Guardiola - Community Representative/Hispanic Outreach
Holly Raley - Parent/Magnet Elementary and Magnet MS (midtown,north)
Karen Dotson - Gifted Site Coordinator - Title 1 Elementary School (east)
Teresa Pena - Academic Coordinator - Any Given Child, World Languages
Susan Comfort - Gifted Site Coordinator- Title 1 Elementary School (south)
Shirley Hill - Gifted Site Coordinator - Jr High (east)
Jennifer Beck-Parent/Elementary and Jr High (south, midtown)
John Folks-Parent/Elementary (south)
Debra Carroll-Gifted Site Coordinator-Jr High (south)

COST: No cost to the District

RATIONALE: According to the Education of Gifted and Talented Children Act, Section 910.1, the District is required to create a Board approved local advisory committee tasked with the duties to assist in the formulation of District goals for gifted education, to assist in development of the District plan for gifted child education programs, and to perform other advisory duties as may be requested by the Board of Education.

- G-4.** RECOMMENDATION: Enter into a contract with Jenifer Albright-Borts, independent consultant, to provide professional development and target leadership growth for Title III Specialists through coaching and modeling strategies to work with adult learners and educators 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: Title III LEP Grant Fund, 11-5720-2213-503200-410-000000-000-05-0707-5720

REQUISITION NUMBER: 11504516

RATIONALE: This support will provide professional development and coaching to increase the leadership capacity and effectiveness of Title III specialists. Support will involve consulting, modeling, observing, and coaching on techniques to support adult and peer learning strategies with the context of Title III, English language development, and dual language.

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

G-5. RECOMMENDATION: Enter into an agreement with the City of Tulsa/Veterans Day Parade Committee to provide a hold harmless agreement for District participation.

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: 41301020

RATIONALE: The Veterans Parade will be held on Tuesday, November 11, 2014. The District will create a float based on the 2014 Veterans Day theme and materials will be provided by the Maintenance Department. Other participants may include JROTC, drill teams, pom squads, bands and student participation.

G-6. RECOMMENDATION: Approve renewal of the Charter School Contract with KIPP Tulsa College Preparatory Academy, Inc. and authorize it to continue to operate a charter school for grades five through eight during the 2015-2016, 2016-2017 and 2017-2018 school years, subject to a mutually agreeable and fully executed charter school contract between the parties, and decline KIPP's request for 2016-2017 and 2017-2018 expansion to other grade levels and increased student enrollment at this time because the plans have not been finalized.

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: KIPP was established as an academically intensive college preparatory, upper elementary and middle school. KIPP has achieved positive academic results for students, and continued implementation of KIPP Tulsa College Preparatory Academy as a charter school will allow TPS parents and students to benefit from this option. Under the renewal charter, KIPP will continue to serve grades four through eight (4-8) during the 2015-2016, 2016-2017 and 2017-2018 school years with a total maximum enrollment of 430 students, in an Academic Enterprise Zone (AEZ) consisting of the geographical attendance zone boundaries served by the following TPS elementary school sites: Academy Central, Anderson, Hawthorne, Jackson, Penn, Whitman, Emerson, Gilcrease and Springdale. If there is insufficient enrollment from within the AEZ to fill capacity, then KIPP may elect to enroll students who reside outside the AEZ in compliance with the preferences required by the Charter Schools Act. Once the details of KIPP's expansion plans have been finalized, it may request to amend the Charter School Contract, which will be considered by the board at that time.

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

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

- G-7.** RECOMMENDATION: Purchase furniture from Virco, Conway, Arkansas; Kruger International, Green Bay, Wisconsin; and Bretford products from School Specialty, Appleton, Wisconsin, for various sites/departments.

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

FUND NAME/ACCOUNT: Applicable and various site fund names/accounts. (An RFP was published to determine the best value for the District. Each site will receive bond funds to purchase new furniture.)

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

- G-8.** RECOMMENDATION: Correct item E-12 of the September 2, 2014, Agenda to read as follows: Approve Amendment Number Nine to Crossland Construction increasing the guaranteed maximum price (GMP) for the interior renovation project at the Enrollment Center. (The original Agenda item recommended approving Change Order Number Two.)

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

COST: Not to exceed \$11,220 (no change from the original Agenda item)

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

REQUISITION NUMBER: 11501797

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

- G-9.** RECOMMENDATION: Enter into an agreement with Crossland Construction Company 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.
Columbus Elementary classroom addition
Jones Elementary classroom addition
MacArthur Elementary library addition
Tulsa Educare III
Salk Elementary classroom addition

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

- G-10.** RECOMMENDATION: Purchase equipment from Sigma Technology Solutions, Broken Arrow, Oklahoma, for the District's new telephone system implementation.

COST: Not to exceed \$413,000

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

REQUISITION NUMBER: 11503293

RATIONALE: The new telephone system requires additional network hardware to be purchased and installed to support the implementation. Installation will be completed by the District Information Technology Department.

G-11. RECOMMENDATION: Approve deduction Amendment Number Five with Vargas Construction Company, Inc., Pryor, Oklahoma, for the renovation project at Eisenhower International 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 total deduction is \$6,363.89.

RATIONALE: The renovation of Eisenhower at Nimitz is part of the 2010 bond issue. The original contract was approved on the December 17, 2012, Agenda, item E-18 in the amount of \$5,691,138.

G-12. RECOMMENDATION: Amend item E-20 of the September 15, 2014, Agenda, to correct the amount of Change Order Number One for the elevator modernization project at East Central High School to Otis Elevator from \$15,000 to \$1,769.

COST: Not to exceed \$1,769

FUND NAME/ACCOUNT: Facility Bond Fund, 3F-1220-4720-504500-000-000000-000-12-710-T0169

REQUISITION NUMBER: 11503084

RATIONALE: The amount of the change order was inadvertently entered incorrectly.

G-13. RECOMMENDATION: Correct the amount and funding source for the 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 \$149,120.50 (an increase of \$19,560.50)

FUND NAME/ACCOUNT: Building Fund, 21-0000-4300-507160-000-000000-000-08-175 (\$84,340.50); and Facilities Bond Fund, 3F-1220-4720-504500-000-000000-000-12-058 and Facilities Bond Fund, 3F-1220-4720-504500-000-000000-000-12-175 (\$64,780)

REQUISITION NUMBER: 11503657

RATIONALE: Eliot Elementary School has decided to get a bigger playground than what was destroyed in a recent fire which increased the total amount of the contract.

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

G-14. RECOMMENDATION: Approve position creations/deletions.

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

G-15. RECOMMENDATION: Pay Urban Schools Human Capital Academy, Inc. c/o The Monitor Group for up to four District leaders to participate in the Urban Schools Human Capital Academy 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 \$25,000

FUND NAME/ACCOUNT: Civic Donors Grant Fund, 11-0844-2572-503200-100-000000-000-05-041-0844

RATIONALE: Partially funded by the Bill and Melinda Gates Foundation, the Urban Schools Human Capital Academy is focused on the development of central office leaders with human resources/human capital responsibilities. The Academy works with teams from human capital divisions as well as principal supervisors and other District leaders to help them implement best practices in human capital functions targeted at improving teacher and principal quality and supporting education reform. Continued participation in the Academy provides the District with resources such as toolkits for process improvement, technical assistance from a dedicated human capital expert to assist with implementation, and two annual conferences/learning sessions.

SUPPORTING INFORMATION

CONSENT ITEM E-1

ROUTINE SECONDARY FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Washington High School/ Model UN Club	Students: 10 Parents: 0 Staff: 1	Model United Nations Tournament/St. Louis, Missouri	October 17-19, 2014	0	No Cost to the District
East Central High School/ JROTC Cadets	Students: 25 Parents: 0 Staff: 2	JROTC Drill Meet Competition/Fort Worth, Texas	November 1, 2014	0	Not to exceed \$1000/ JROTC Activity Fund #564
Edison Preparatory School/ Boys Basketball	Students: 12 Parents: 2 Staff: 2	Elite14 Showcase/ Wichita Falls, Texas	November 7-8, 2014	1	Not to exceed \$1000/ Edison Activity Fund #539
Washington High School/ Model UN Club	Students: 13 Parents: 0 Staff: 1	Model United Nations Tournament/ Conway, Arkansas	November 21-22, 2014	1	No Cost to the District
Edison Preparatory School/ Boys Basketball	Students: 15 Parents: 2 Staff: 2	Rogers, Arkansas Tournament/ Rogers, Arkansas	December 11-13, 2015	2	Not to exceed \$1000/ Edison Activity Fund #539
Edison Preparatory School/Dance Team	Students: 20 Parents: 15 Staff: 1	National Dance Team Competition/ Orlando, Florida	January 29-February 3, 2015	4	Not cost to the District (\$1,000 per student or \$20,000 paid in full by the Edison Pom Booster Club).
Carver Middle School	Students: 200 Parents: 20 Staff: 6	World Fest at Silver Dollar City, Branson, Missouri	April 24, 2015	1	No Cost to the District
Edison Preparatory School/6-12 grade students	Students: 18 Parents: 1 Staff: 2	Study trip to visit historic WWII sites (Pearl Harbor)/ Hawaii/Oahu	June 4-11, 2015	0	No Cost to the District

SUPPORTING INFORMATION

CONSENT ITEM E-7

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

CONSENT ITEM E-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.

SUPPORTING INFORMATION

CONSENT ITEM E-20

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Anderson, Dorothy	9/22/14	M-4	\$ 30,320.45	Teacher-Disney/Grade 1 Rate:\$35,576.00 Return from leave
Bailey, Bertabitha	9/04/14 5/26/15	B-0	30,282.95 1,514.15	Teacher-Anderson/ Special Education Rate: \$32,900.00
Baker, David	9/22/14	EG-4	53,901.43	Assistant Principal-McLain Jr. High Rate:\$62,885.00 Return from leave
Baldwin, Lynna	8/25/14 5/26/15	B-3	32,743.75	Teacher-Wright/Grade 5 Rate: \$34,100.00
Beltran-Schmutz, Laura	9/19/14	B-6	15,142.90	Teacher-Emerson/ Enrichment Half-Time Rate: \$17,650.00 Return from leave
Black, Jana	9/22/14 5/26/15	M-1	29,289.21	Teacher-East Central Jr. High/Science Rate: \$34,366.00
Cabeza-Martinez, Elena	9/02/14 5/26/15	B-7	31,559.65	Teacher-Sequoyah/Grade 1 Rate: \$35,700.00
Casper, Particia	9/08/14 5/26/15	M-0	30,869.09	Teacher-Mitchell/Grade 1 Rate: \$33,956.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Chandler-Smith, Tiffany	9/12/14 5/26/15	B-0	\$ 14,580.68 724.36	Teacher-Academy Central/ Special Education Half-Time Rate: \$32,900.00
Clark, Sharla	8/14/14	B-9	36,800.00	Teacher-East Central/ English Return from leave
Collins, Mia	8/26/14 5/26/15	B-0	31,404.55 1,570.23	Teacher-Jackson/ Special Education Rate: \$32,900.00
Cooper, Sean	9/08/14 5/26/15	B-0	29,909.10	Teacher-Monroe/P.E. Rate: \$32,900.00
Ellingson, Rose	9/05/14 5/26/15	B-5	31,925.58	Teacher-Skelly/Reading Rate: \$34,900.00
Fisher, Jackie	9/16/14 5/22/15	B-26	43,426.25 2,171.31	Teacher-Robertson/ Special Education Rate:\$49,630.00 Return from leave
Goff, Timantha	9/22/14 5/26/15	B-0	28,039.77	Teacher-Hale/English Rate: \$32,900.00
Griffin, Tristan	9/11/14 5/26/15	M-0	30,290.29 1,514.51	Teacher-Columbus/ Special Education Rate: \$33,956.00
Grimm, Lisa	9/22/14	M-11	33,226.70 1,560.51	Counselor-Lewis and Clark Counselor Rate: \$38,986.00 Return from leave
Hames, Linda	9/16/14 5/26/15	B-7	31,237.50 1,561.88	Teacher-Mayo/ Special Education Rate: \$35,700.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hamilton, Alyse	8/25/14 6/12/15	B-0	\$ 29,722.16	Teacher-Kendall Whittier/ Kindergarten Rate: \$32,900.00
Hart, Ebony	9/02/14 6/12/15	M-6	31,829.00	Teacher-Eugene Field/ Grade 6 Rate: \$36,376.00
Hope, Leonard	8/20/14 5/26/15	B-0	32,152.26	Teacher-Hale/Art Rate: \$32,900.00
Houghton, Spring	9/22/14 5/26/15	M-0	28,939.77	Teacher-Edison/English Rate: \$33,956.00
Irvine, Steven	9/09/14 5/26/15	B-0	29,722.16	Teacher-Memorial/Reading Rate: \$32,900.00
Jackson, Brittany	9/02/14 5/26/15	M-0	31,640.82 1,706.16	Counselor-Anderson Counselor Rate: \$33,956.00
Jones, Princiz	9/02/14 5/26/15	M-0	31,640.82	Teacher-McClure/Grade 3 Rate: \$33,956.00
Lambert, Sara	8/14/14	B-0	32,900.00	Teacher-East Central/Music Return from leave
Langva, Leesa	9/02/14	M-16	40,008.55 2,000.42	Teacher-Columbus/ Special Education Rate: \$42,936.00 Return from leave
Markwardt, Krystel	8/21/14 5/26/15	M-11	37,878.44	Teacher-Rogers/Math Rate: \$38,986.00
Matlock, Lizbeth	8/14/14 5/26/15	B-1	33,300.00	Teacher-Salk/Grade 2 Return from leave
McCasland, Jon	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Remington/ Special Education

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Mischnick, Sarah	9/08/14 5/26/15	B-0	\$ 29,909.00	Teacher-Mayo/Grade 1 Rate: \$32,900.00
Morrison, Melanie	8/14/14 5/26/15	B-0	32,900.00	Teacher-McClure/ Grade 2
Murray, Mary	9/11/14 5/26/15	B-0	29,348.29	Teacher-Penn/Grade 1 Rate: \$32,900.00
Nimmo, Roger	8/14/14 5/26/15	B-19	43,930.00	Teacher-Memorial/Science
O'Neil, Mark	8/14/14 5/26/15	B-0	32,900.00	Teacher-Edison/French
Oxford, Brenda	8/14/14 5/26/15	B-20	44,430.00	Teacher-Jackson/Grade 2
Partridge, Emily	8/14/14 5/26/15	B-0	32,900.00	Teacher-East Central Jr. High/Math
Patel, Devin	8/14/14 5/26/15	B-0	32,900.00	Teacher-Memorial Jr. High/ Math
Pedroza, Thomas	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Hale/ Special Education
Peregrina, Amanda	9/10/14	B-20	41,041.88	Teacher-Skelly/Grade 3 Rate: \$45,430.00 Return from leave
Primovic, Paige	8/19/14 5/26/15	B-0	32,339.20	Teacher-Carnegie/Grade 2 Rate: \$32,900.00
Pulliam, Angel	8/14/14 5/26/15	M-0	33,956.00	Teacher-East Central/English
Ramiro-Prieto, Fatima	9/02/14 6/12/15	B-6	30,887.50	Teacher-Kendall-Whittier/ Grade 1 Rate: \$35,300.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Reber-Charboneau, Marry	9/12/14 5/26/15	B-0	\$ 29,161.36	Teacher-Salk/Grade 2 Rate: \$32,900.00
Romero, Karen	8/25/14 5/26/15	B-1	31,975.56	Teacher-Park/Grade 2 Rate: \$33,300.00
Salih, Wayne	8/14/14 5/26/15	M-6	36,376.00	Teacher-Shadow Mountain/ELD
Sellers, Darwin	8/25/14 5/26/15	M-5	52,487.00 1,664.00	JROTC Instructor-McLain JROTC
Sengupta, Claire	8/14/14 5/26/15	B-0	32,900.00 1,645.00	Teacher-Memorial Jr. High/ Special Education
Sexton, Michael	9/02/14 5/26/15	M-8	34,855.59 1,742.77	Teacher-Hale Jr. High/ Special Education Rate: \$37,406.00
Simmons, Jana	9/05/14 5/26/15	B-0	30,096.02	Teacher-Lindbergh/Grade 3 Rate: \$32,900.00
Simpson, Shawna	9/02/14 5/26/15	B-0	30,656.82	Teacher-Jackson/Grade 6 Rate: \$32,900.00
Skipper-Reynolds, Courtney	9/23/14	EG-4	44,504.43	Assistant Principal-McLain Jr. High Rate: \$56,642.00 Return from leave
Slagle, Tracy	8/14/14 5/26/15	B-19	21,965.00 1,098.25	Teacher-Owen/ Special Education Half-Time Rate: \$43,930.00/
Stagner, Jana	8/14/14 5/26/15	M-8	37,406.00 1,870.30 1,487.74	Teacher-Tulsa Met/ Alternative Education Additional days
Starkey, Taryn	8/14/14 5/26/15	B-3	34,100.00	Teacher-East Central/Art

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Summers, Margaret	8/14/14 5/26/15	B-0	\$ 32,900.00	Teacher-East Central Jr. High/ELA
Swain, Robert	10/07/14 6/30/15	BG-10	68,513.27	Campus Police Chief-ESC/ Campus Police Rate: \$98,000.00
Swicegood, Thomas	8/14/14 5/26/15	B-0	32,900.00	Teacher-Monroe/ Social Studies
Teague, Thomas	8/14/14 5/26/15	B-0	32,900.00	Teacher-Central Jr. High/ Science
Thies, Melissa	9/22/14 5/26/15	B-2	26,806.82	Teacher-Marshall/Grade 4 Rate: \$33,700.00
Thomas, Katrina	9/12/14 5/26/15	B-0	29,161.36	Teacher-Penn/Grade 4 Rate: \$32,900.00
Thomason, Tiffany	8/14/14 5/26/15	M-3	35,176.00	Teacher-Edison/English
Tirpak, Jenalee	8/14/14 5/26/15	B-0	32,900.00	Teacher-East Central/Math
Toth, Kathleen	8/25/14 5/26/15	B-12	36,507.84	Teacher-Hale Jr. High/ Language Arts Rate: \$38,020.00
Troxell, Vickie	8/22/14 5/26/15	B-26	46,006.25 2,396.00	Teacher-Hale/ Special Education Rate: \$47,630.00
Tucker, Cynthia	10/06/14	M-8	29,967.30	Speech Pathologist-Hoover Rate: \$37,406.00 Return from leave
Turley, Brandon	9/05/14 5/26/15	M-14	37,694.13	Teacher-Rogers/History Rate: \$41,206.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Waddell, Joshua	9/10/14 5/26/15	M-0	\$ 30,483.22 1,831.00	Counselor-East Central Jr. High Counselor Rate: \$33,956.00
Wakefield, Katherine	8/19/14 5/26/15	B-6	34,698.30 1,734.92	Teacher-Hale/ Special Education Rate: \$35,300.00
Walker, Jacqui	8/14/14 5/26/15	B-0	32,900.00	Teacher-Thoreau/Math, Science
Weber, Eric	8/14/14 5/26/15	B-0	32,900.00	Teacher-East Central Jr. High/Science
White, Jason	8/14/14 5/26/15	B-0	32,900.00	Teacher-Central/Science
Williams, Bryan	8/20/14 5/26/15	D-30	55,969.38 2,945.06	Teacher-Wright/ Special Education Rate: \$57,271.00
Wilson, Karen	9/05/14 5/26/15	B-4	31,559.65	Teacher-Hawthorne/Grade 3 Rate: \$34,500.00
Wilson, Rochelle	8/20/14 5/26/15	M-0	33,184.27 1,659.21 1,350.52	Teacher-Tulsa Met Jr. High/ Alternative Education Additional days Rate: \$33,956.00
Yountz, Catherine	8/14/14 5/26/15	M-0	33,956.00	Teacher-Bell/Grade 2
Support (Hourly):				
Akhtar, Naila	8/28/14 5/22/15	IS-6	\$ 10.81	Teacher Assistant (TA)- Lindberg
Arevalo, Francisca	8/29/14 5/22/15	IS-3	9.21	TA-Bell

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Beaver, Matthew	8/20/14 5/22/15	IS-6	\$ 10.81	Parateacher-Thoreau
Bejar, Angelica	9/04/14 6/30/15	MT-3	9.21 .46	Custodian-ESC Shift differential
Blanco-Ewens, Priscilla	8/20/14 5/22/15	IS-6	9.21	TA-Salk
Bolivar, Jonathan	8/20/14 5/22/15	IS-6	10.81	TA-Springdale
Brogan, Jessica	9/15/14 6/08/15	IS-6	10.81	TA-Marshall
Brown, Janet	9/12/14 6/01/15	CA-8	14.18	Principal's Secretary-Cooper
Bushong, Ralph	8/20/14 5/22/15	IS-6	10.81	Parateacher-Monroe
Callahan, Melissa	9/08/14 6/01/15	CA-8	12.83	Principal's Secretary-Patrick Henry
Cardenas, Virdiana	8/21/14 5/22/15	IS-6	10.81	Parent Liaison-Dual Language
Colbert, Tammie	8/18/14 5/22/15	IS-6	10.81	TA-ECDC Reed
Collins, Andrea	9/02/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Cordero, Jordan	9/02/14 5/22/15	MT-A	8.17	Site Assistant-Wright/ Before and After Care
Davis, Wilson Jr.	10/07/14 6/30/15	MT-8	12.83	Grounds Journey person- Maintenance

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
De Benetiz, Rubielo	9/10/14 5/27/15	CA-3	\$ 10.14	Clerk-Bell Return from leave
Dickson, Laura	9/04/14 5/22/15	IS-6	10.81	Paraprofessional-Grissom
Dixon, Bryon	9/19/14 5/22/15	IS-10	13.11	ED Paraprofessional-Edison
Dooley, Crystal	8/04/14 6/08/15	IS-6	10.81	TA-Kendall Whittier
Dugan, Jason	9/19/14 5/22/15	IS-6	10.81	Paraprofessional-East Central Jr. High
Dunbar, Maureen	8/18/14 5/22/15	IS-6	10.81	Parateacher-Thoreau
Echols, Dewy	8/18/14 5/22/15	IS-10	13.11	Autism Paraprofessional- Carnegie
Flaton, Hannah	8/25/14 5/22/15	IS-6	10.81	TA-Kerr
Ford, John	9/04/14 5/22/15	IS-6	10.81	Paraprofessional- McLain Jr. High
Gardner, Jacqueline	9/02/14 5/22/15	MT-A	9.24	Site Assistant-Lee/ Before and After Care
Gillespie, Brenda	9/08/14 5/22/15	MT-A	8.17	Bus Assistant- Transportation
Hall, Lauren	8/25/14 5/22/15	IS-6	10.81	TA-Tulsa Met High
Hammons, Danielle	8/25/14 5/22/15	IS-6	10.81	TA-Anderson

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Harris, Kewanna	9/02/15 6/30/15	MT-3	\$ 10.66	Custodian-Disney Return from leave
Hawkins, Freda	9/02/14 5/22/15	MT-A	8.32	Site Assistant-Skelly/ Before and After Care
Hooper, Philip	8/14/14 6/30/15	MT-4	9.63	Grounds Laborer- Maintenance
Husseink, Thoolfuqar	9/15/14 6/12/15	MT-1	9.39	Child Nutrition Services (CNS) Assistant- Mark Twain
Jackson, Shawn	8/18/14 5/22/15	IS-6	10.81	TA-Project Accept
Jacobs, Marion	9/02/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Jefferson, Katrice	9/08/14 5/22/15	MT-A	8.17	Site Assistant-Disney/ Before and After Care
Johnson, Alyssa	9/15/14 5/22/15	IS-3	9.21	TA-Owen
Johnson, Roshawn	9/08/14 5/26/15	CA-3	10.65	Clerk-McLain Jr. High
Kelly, Ernestine	9/08/14 5/22/15	MT-A	9.24	Site Assistant-Grissom/ Before and After Care
Kosanke, Charlesia	9/02/14 5/22/15	IS-3	9.21	TA-Bell
Lindsey, Shalyn	8/20/14 5/22/15	IS-6	10.81	TA-McKinley
Littlejohn-Taylor, Berincya	8/21/14 5/22/15	IS-3	9.21	TA-Gilcrease

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Lopex, Xiomara	9/15/14 5/22/15	MT-1	\$ 9.04	CNS Assistant-Skelly Return from leave
Magee, LaTia	9/08/15 5/22/15	IS-6	10.81	Paraprofessional-Rogers
Martin, Brett	10/07/14 6/30/15	CA-6	11.67	Accountability Registrar- Enrollment Center/ District Accountability
Mayfield, Heather	8/18/14 5/22/15	IS-6	12.03	TA-Lindbergh
McCombs, Floyd	9/15/14 6/30/15	MT-8	15.84	Journey-person-Maintenance Return from leave
McFrazier, Mozelle	9/15/14 5/22/15	IS-6	12.09	Paraprofessional-Marshall Return from leave
McNally, Farin	8/29/14 6/08/15	IS-3	9.21	TA-Kendall Whittier
Miller, Loretta	9/16/14 6/30/15	MT-12 3-CI	19.84	Head Custodian-ESC/ Return from leave
Mora, Allen	9/08/14 6/08/15	MT-7	12.30	Assistant Head Custodian- Webster
Murphee, Taylor	8/18/14 6/08/15	IS-6	10.81	TA-Marshall
Nash, Tiajuanna	9/11/14 5/22/15	MT-6	11.63	Bus Driver
Newton, Jasmine	9/02/14 5/22/15	IS-10	13.11	MD Paraprofessional- Thoreau
Palmer, Brett	9/02/14 5/22/15	IS-6	10.81	Parateacher-Monroe

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Pete, Jasmin	8/18/14 5/22/15	IS-6	\$ 10.81	TA-Sequoyah
Poreda, Robert	9/08/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Porteous, Patricia	9/11/14 5/22/15	MT-1	9.39	CNS Assistant-Eliot Return from leave
Powell, Kristi	9/19/14 5/22/15	IS-6	10.81	Paraprofessional-Cooper
Prince, Michael	8/26/14 5/22/15	MT-6	10.72	Bus Driver Trainee
Rangi, Manpreet	9/15/14 5/22/15	IS-3	9.21	TA-Celia Clinton Return from leave
Robison, Debra	8/27/14 5/22/15	IS-3	9.21	Parent Involvement Facilitator-Thoreau
Romine, Lisa	8/27/14 5/22/15	IS-10	14.84	Autism Paraprofessional- Skelly
Ross, Phyllis	9/08/14 5/22/15	MT-A	8.78	Site Assistant-Eisenhower
Scott, Latosha	9/04/14 5/27/15	CA-5	11.71	Health Assistant-Edison
Seiboldt, Amanda	8/20/14 5/22/15	IS-3	9.21	TA-Hoover
Shannon, Vicki	9/22/14 6/30/15	CA-8	15.57	Accountability Specialist- Enrollment Center/ District Accountability Return from leave
Smith, Amanda	9/08/14 5/22/15	MT-A	8.32	Site Assistant-Grimes/ Before and After Care

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Stockton, Diana	8/18/14 5/22/15	IS-3	\$ 11.06	TA-Mayo
Stroud, Janet	9/25/14 6/30/15	MT-11	15.98	Head Custodian-Rogers Return from leave
Suurmeyer, Lisa	8/18/14 5/22/15	IS-6	10.81	Paraprofessional-Remington
Taylor, Tiffany	9/04/14 6/12/15	CA-5	11.71	Health Assistant-Chouteau
Tiongson, Ma Victoria	9/17/14 5/22/15	IS-10	13.95	Autism Paraprofessional- MacArthur Return from leave
Tyler, Fleurette	9/05/14 5/22/15	IS-10	13.11	MD Paraprofessional-Bell
Walker, Teri	8/18/14 5/22/15	IS-3	9.21	TA-Peary
Watkins, Jordan	8/04/14 6/08/15	IS-6	10.81	TA-Mark Twain
Wilhite, Glen	9/02/14 5/22/15	IS-6	10.81	TA-MacArthur
Wright, Moya	9/04/14 5/27/15	CA-5	10.54	Health Assistant-Salk
Young, Carol	9/03/14 5/22/15	IS-6	10.81	TA-Park
<u>Rescind:</u> Ellis, Carole	9/29/14 5/22/15	IS-6	12.28	Teacher Assistant (TA)- McClure Return from leave

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Abad-Quiroz, Leticia	Instructional Coach-Wilson/ Teaching and Learning B-5	8/04/14	\$ 34,900.00 4,759.09	\$ 35,976.00 4,905.82	M-5 Additional days
Astacio De Haley, Raquel	Teacher-Zarrow/ Grade 2 M-18	8/14/14	45,016.00	47,154.00	M30-18
Barker, Tisha	Teacher-Hoover/ Special Education B-5	9/22/14	34,900.00 1,745.00	34,900.00 872.50	Teacher-Hoover/ Special Education, ELD
Barnes, Allyson	Field Training Supervisor-CNS BG-3	9/02/14	32,544.00	40,000.00	Field Training Manager BG-4
Bowen, Jennifer	Teacher- Gilcrease/ELD M-0 Half-Time	8/14/14	16,978.00	33,956.00	Full-Time
Brown, Leslie	Teacher-Skelly/ Enrichment B-5 Half-Time	9/16/14	17,450.00	34,900.00	Full-Time
Elbon, Christa	Teacher-Celia Clinton/ Enrichment B-6 Full-Time	8/14/14	35,300.00	17,650.00	Half-Time
Garcia-Morales, Cesar	Teacher- Eisenhower/ Grade 3 M-9	8/14/14	37,916.00	40,155.00	M60-9

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Griggs, Tammy	Teacher-McLain/ Tech Lab B-10	8/28/14	\$ 35,086.36	\$ 37,906.48	B-15 Rate: \$40,190.00
Haldeman, Lisa	Librarian- Springdale B-6	8/14/14	35,300.00	36,376.00	M-6
Hawkins, Pamela	Operations Specialist- Challenge Course BG-4	7/01/14	38,000.00	47,000.00	Manager-Challenge Course BG-6
Jennings, Joseph	Director of Business Services-ESC/ Information Technology BG-12	9/29/14	93,131.00	93,131.00 1,015.00/mo.	Interim Executive Director of Information Technology-ESC/ Information Technology Interim
Jones, Angela	Teacher- Memorial/ Science M30-5	9/03/14	37,094.00	37,094.00 1,831.00	Counselor-Whitman Counselor
Jones, Mario	Teacher- Monroe/Gifted and Talented B-0 Half-Time	8/14/14	16,450.00	32,900.00	Full-Time
Lay, DeeAnn	Teacher- Marshall/ Reading M30-15 Half-Time	7/31/14	21,922.00	43,844.00	Teacher-Marshall/ Grade 2 Full-Time

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Lefler, Deborah	Teacher- Lindbergh/ Grade 4 B-26	8/14/14	\$ 51,630.00	\$ 51,630.00 2,581.50	Teacher-Lindbergh/ Special Education
Lewis, Lana	Principal Intern- Jackson M30-16	9/08/14	44,864.00 3,000.00 1,784.36	48,073.72	Assistant Principal- Jackson Rate: \$56,086.00 Principal Intern Additional days
Manning, Charolette	Project Manager- ESC/Information Technology BG-9	9/29/14	85,727.00	85,727.00 857.00/mo.	Interim Director of Business Services- ESC/Information Technology Interim
Philly, Heather	Staff Development Teacher-Owen M-20	8/14/14	46,736.00 1,831.00	46,736.00 1,831.00	Teacher-Emerson, Owen/ELD Staff Development
Rabovsky, Renee	Instructional Coach- Wilson/Teaching and Learning B-5	8/14/14	34,900.00 4,759.09	35,976.00 4,905.82	M-5 Additional days
Skipper, Clarence	Teacher-Disney/ Tech Ed M-8	9/04/14 5/26/15	37,406.00	37,406.00 1,870.30	Teacher-Disney/ Special Education
Sorrels, Toni	CNS Assistant Area Manager- CNS BG-3	9/02/14	35,660.00	33,346.02	Area Manager-CNS BG-5 Rate: \$37,346.02

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Southerland, Clara	Instructional Coach-Wilson/ Teaching and Learning B-26	8/04/14	\$ 50,630.00 6,904.09	\$ 53,936.00 7,354.91	M-28 Additional days
Taylor, Kennedy	TA-Remington IS-6	9/22/14 5/26/15	10.81/hr.	28,039.77/yr.	Teacher-Columbus/ Kindergarten B-0 Rate: \$32,900.00
Thomas, Mary	Teacher-Eliot/ Grade 3 B-0 Half-Time	8/14/14	16,450.00	32,900.00	Full-Time
Whitham, Connor	Teacher-East Central/ELD B-0 Half-Time	8/14/14	16,450.00	32,900.00	Teacher-East Central/ Social Studies Full-Time
Williams, Sharon	Teacher- Whitman/ELD B-1 Full-Time	8/22/14	33,300.00	16,650.00	Teacher-Clinton/ELD Half-Time
Wilson, Karen	Teacher- Hawthorne/ Grade 3 B-4	9/05/14	31,559.65	32,291.48	B-6 Rate: \$35,300.00
Wise, Tiffanie	Teacher-Penn/ Special Education B-0	9/22/14 5/26/15	32,900.00 1,645.00	32,900.00	Teacher-Penn/ Grade 3 Special Education
Wright, Sarah	Teacher- Lee/Enrichment, Special Education B-0	9/22/14	32,900.00 822.50	16,450.00 822.50	Teacher-Lee/ Special Education Rate: \$32,900.00 Half-Time

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Young, Blaine	Executive Director- ESC/Information Technology XG-2	9/29/14	\$127,520.00	\$127,500.00 1,062.00	Interim Chief Information and Operations Officer Interim
Support (Hourly):					
Allen, Thomasina	CNS Assistant- Celia Clinton MT-1 7hrs/day	9/15/14 5/22/15	\$ 9.18	\$ 9.18	CNS Assistant- McLain 6.5hrs/day
Baez, Nancy	CNS Assistant- Hale MT-1 6hrs/day	9/15/14 5/22/15	8.74	9.35	CNS Cook I- Sequoyah MT-2 7hrs/day
Bentley, Delana	TA-Marshall IS-3	8/29/14 6/08/15	9.21	13.11	Autism Paraprofessional- Marshall IS-10
Billingsley, Rubie	CNS Assistant- Chouteau MT-1 7hrs/day	9/15/14 5/22/15	8.74	9.35	CNS Cook I- Chouteau MT-2 7.5hrs/day
Brownell, Samantah	TA-Chouteau IS-3	8/18/14 6/08/15	9.21	13.11	MD Paraprofessional- Chouteau IS-10
Cochran, Jeri	TA-Marshall IS-6	8/18/14 6/08/15	12.28	13.51	Autism Paraprofessional- Marshall IS-10
Crespo-Burgos, Elizabeth	CNS Assistant Manager-Edison MT-6 8hrs/day	9/15/14 5/22/15	10.81	10.81	CNS Assistant Manager-Sequoyah 7.5hrs/day

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Culley, Shenara	Teacher- Hamilton/ Kindergarten M-3	8/18/14 5/22/15	\$35,176.00/yr	\$ 14.84/mo.	Autism Paraprofessional- Peary IS-10
Curtis, Christine	CNS Cook II- Mark Twain MT-3	9/01/14 6/09/15	10.57	11.52	CNS Assistant Manager-Mark Twain MT-6
Davis, Liddie	CNS Asst.- Frost MT-1	9/01/14 5/22/15	9.97	10.66	CNS Cook I-Disney MT-2
Devers, Anna	CNS Asst.- Frost MT-1 7hrs/day	9/01/14 5/22/15	8.93	9.55	CNS Cook I-Frost MT-2 7.5hrs/day
Espinoza, Guadalupe	CNS Asst.- Disney MT-1 7hrs/day	9/01/14 5/22/15	8.74	9.35	CNS Cook I-Disney MT-2 7.5hrs/day
Gillispie, Lindsey	Accountability Registrar- Enrollment Center/District Accountability CA-5	9/08/14 6/11/15	10.67	11.57	Principal's Secretary- Rogers CA-8
Gray, Rhonda	Clerk-CNS CA-5 185 days	9/02/14 6/30/15	11.57	11.57	12 months
Gul, Afsheen	Traveling Manager-CNS BG-A	9/15/14 5/22/15	17,328.00/yr.	10.52/hr.	CNS Assistant Manager-Edison MT-6

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Harris, Jason	ED Paraprofessional Central IS-10	9/09/14 5/22/15	\$ 13.50	\$ 12.27	Paraprofessional- Central Jr. High IS-6
Hurst, Jordan	Paraprofessional Hale IS-6	8/21/14 5/22/15	10.81	13.11	MD Paraprofessional- Hale IS-10
Johnson, Victoria	Parent Involvement Facilitator-Peary IS-6	8/17/14 5/22/15	11.13	10.81	TA-Peary IS-6
Jones, Timothy	Bus Driver Trainee MT-4	9/15/14 5/22/15	9.63	10.72	Bus Driver MT-6
Kuzina, Nadezhda	CNS Assistant- ECDC Reed MT-1	9/08/14 5/22/15	8.73	10.81	Paraprofessional- Kerr IS-6
Logan, Ashley	CNS Assistant- Mark Twain MT-1	9/01/14 6/09/15	8.99	9.61	CNS Cook I – Mark Twain MT-2
Lowrey, Natalie	Paraprofessional Bell IS-3	8/18/14 5/22/15	9.63	13.11	Autism Paraprofessional-Bell IS-10
Palafox, Isela	CNS Assistant- Disney MT-1	9/01/14 5/22/15	8.99	9.61	CNS Cook I-Disney MT-2
Polley-Davis, Tavianna	Clerk-Hawthorne CA-3	9/02/14 5/22/15	9.48	13.11	MD Paraprofessional- McLain IS-10

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Poner, Mary	CNS Assistant- ECDC Porter MT-1	9/01/14 6/12/15	\$ 11.24	\$ 11.85	CNS Cook I- Eugene Field MT-2
Rose, Denisha	TA-Hamilton IS-3	8/18/14 5/22/15	9.63	13.11	ED Paraprofessional- Hamilton IS-10
Shaw, Clifford	ED Paraprofessional Central IS-10	8/18/14 5/22/15	13.11	11.92	Paraprofessional- Central IS-6
Shaw, Ethel	TA-Sequoyah IS-6 7hrs/day	9/04/14	12.39	12.39	6hrs/day
Traylor, Michelle	Accountably Registrar- Enrollment Center/District Accountability CA-6 2-CI 195 days	9/02/14 6/30/15	15.17	15.17	12 months
Walker, Vanessa	TA-Disney IS-6	8/18/14 5/22/15	11.13	13.11	ED Paraprofessional- Cooper IS-10
Williams, Brandy	CNS Assistant- Owen MT-1	9/15/14 5/22/15	8.91	9.53	CNS Cook I-Owen MT-2

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Baker, David	9/09/14	Assistant Principal-McLain Jr. High	Personal illness
Barker, Tisha	9/11/14	Teacher-Hoover/ Special Education	Personal illness
Barr, Reanna	10/20/14	Teacher-Emerson/Grade 6	Maternity
Beatty, Kathy	8/25/14	Teacher-Anderson/ Enrichment	FMLA
Bridgeman, Elise	9/05/14	Teacher-Central/ Special Education	Personal illness
Crawford, Jackie	8/26/14	Teacher-Kendall Whittier/ Grade 3	Personal illness
Doty, Treasure	10/08/14	Behavior Coach-ESC/ Special Education and Student Services	Personal illness
Foshee-Moore, Erica	8/26/14	Principal-Owen	Maternity
Hasty, Rebecca	9/16/14	Teacher-Sequoyah/ Grade 2	Maternity
Judkins, Karen	9/17/14	Teacher-Salk/Grade 4	Personal illness
Langva, Leesa	8/14/14	Teacher-Columbus/ Special Education	Personal illness
Markham-Bryan, Ruthann	9/27/14	Teacher-Washington/ Career Tech	Maternity
Meeker, Lindsey	9/25/14	Teacher-Dual Language/ Enrichment	Maternity
Merchant, Roxanne	10/01/14	Teacher-Skelly/Grade 2	Maternity

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Milam, Tommie	8/14/14	Teacher-Webster/Special Education	Personal illness
Pickens, Christina	9/08/14	Teacher-Shadow Mountain/ Special Education	Personal illness
Support (Hourly):			
Aziz, Farzana	9/04/14	CNS Assistant-Grissom	FMLA
Beatty, Ronald	8/25/14	TA-Project Accept	Personal illness
Buasono, Bertha	10/24/14	Paraprofessional-Park	Maternity
Davis, Jeanette	8/01/14	CNS Manager-Mayo	Personal illness
DeShonek, Kelli	9/04/14	Head Custodian-Central	Personal illness
Devereaux, Gayle	9/02/14	Site Assistant-Patrick Henry/Before and After Care	Personal illness
Dollar, Calvin	9/10/14	Bus Driver	FMLA
Eddington, Teresa	10/15/14	Clerk-Hale	Personal illness
Gomez, Ana	9/22/14	Custodian-Lindbergh	FMLA
Hernandez, Rosemary	10/16/14	TA-Mitchell	Personal illness
Hutton, Sharon	8/18/14	Paraprofessional-Academy Central	Personal illness
Ibarra, Guadalupe	8/20/14	Custodian-Plant Operations	Personal illness
Kramer, Dianna	7/01/14	Bus Driver	Personal illness
McFrazier, Mozelle	9/02/14	Paraprofessional-Marshall	Personal illness

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Medianero, Jessica	9/22/14	Paraprofessional- Kendall Whittier	Maternity
Morris, Nakia	8/15/14	CNS Assistant-ECDC Reed	Personal illness
Perez-Portillo, Fidelia	8/25/14	CNS Cook-Lewis and Clark	Personal illness
Porteous, Patricia	8/18/14	CNS Assistant-Eliot	Personal illness
Rangi, Manpreet	8/29/14	TA-Celia Clinton	Personal illness
Rhodes, Gwendolyn	9/09/14	Paraprofessional- Salk	Personal illness
Supernaw, John	9/17/14	Registrar-Enrollment Center/District Accountability	Personal illness
Thorton, Iris	9/16/14	CNS Assistant-Mark Twain	Personal illness
Tiongson, Ma Victoria	8/25/14	Paraprofessional- MacArthur	Personal illness

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Carr, Lisa	10/10/14	Teacher-McKinley/Grade 3
Fox, Anne	9/15/14	Teacher-Cooper/Grade 2
Guy, Rhonda	9/12/14	Teacher-Bell, Wright/Special Education
Loftis, Lauren	9/12/14	Teacher-Celia Clinton/Art
Malik, Amjad	8/18/14	CNS Manager-MacArthur
Moses, Melissa	9/24/14	Teacher-Monroe/ELD, Reading
Natour, Sabah	8/18/14	CNS Manager-Key
Schatz, Janie	9/05/14	Teacher-East Central/Science
Stivers, Kim	8/17/14	TA-Thoreau
Stout, Benny	9/26/14	Chief Operations Officer-ESC/Information Technology
Waisner-Taylor, Carrie	7/15/14	Manager-Helmzar Challenge Course
Support (Hourly):		
Aggison, Tamalaya	8/18/14	CNS Assistant-Lindbergh
Bagby, Tammy	8/20/14	Paraprofessional-Hamilton
Bermudez De Ybarra, Maria	8/18/14	CNS Cook II-Anderson
Birmingham, Molly	5/22/14	TA-Bell
Brown, Stacy	8/18/14	CNS Assistant Manager-McLain
Clark, Nancy	5/23/14	TA-Central
Cochran, Jeri	7/29/14	TA-Marshall

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Dalrymple, Brittany	9/05/14	Bus Driver Trainee
Gaeta, Ma Del	8/08/14	Custodian-ESC
Gonzales, Cynthia	7/31/14	Custodian-Skelly
James, Mary	8/29/14	Paraprofessional-Grimes
Jones, Daniel	5/22/14	TA-Penn
McFadden, Ruby	8/18/14	MD Paraprofessional-Hale
Morrison, Hazel	6/30/14	CNS Assistant-Academy Central
Mullins, Keonta	9/05/14	CNS Assistant-McKinley
Paddock, Lacie	8/06/14	TA-Memorial Jr. High
Perez, Maria	8/31/14	Head Custodian-Owen
Pope, Lauren	8/21/14	TA-Eliot
Ruble, Katana	8/25/14	Site Supervisor-Before and After Care
Samuels, Fondrea	9/05/14	CNS Cook II – Burroughs
Shoals, Evelyn	8/17/14	TA-Anderson
Vieyto-Mendez, Ana	8/08/14	Custodian-East Central
Wagoner, Nicholas	8/17/14	Paraprofessional-Penn
Waters, LaTonya	9/02/14	Bus Driver Trainee
Whayne, Kimberly	8/18/14	TA-Tulsa Met Jr. High
White, Tenika	8/09/14	Clerk-McLain Seventh Grade Academy
Woodfork, Gwendolyn	8/11/14	Health Assistant-Salk
Yates, Tiffany	6/10/14	TA-Marshall

DECEASED

Name	Effective Date	Assignment
Support:		
Johnson-Dodd, Marsha	9/10/14	Principal's Secretary-Park

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Hensley, Diane	9/09/14	Director of Community Schools-ESC/Curriculum and Instruction
Support (Hourly):		
Neibling, Mary	8/07/14	Clerk-Central

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Antwine, Stephen
Armstrong, Christina
Bailey, Tonya
Banks, Nancy
Barnett, Jamie
Bear, Bruce
Berkowitz, Cinde
Bowers, Tabitha
Brown, Oti-Lisa
Carroll, Darlene
Clancy, Deborah
Colbert, Elizabeth
Cordts, Christoper
Dillard, Ernestine
Dunlap, Richard
Eckhardt, Tara
Goodlow, Debra
Gresham, Katrina
Hall, Sabrina
Hardman, Jeremy
Hill, Ihadijah
Hoffman, Crystal R
Hudson, Shaniqua
Jones III, Joe
Jordan, Kayleigh
Madison, Sandra
Matthews, James
McCoy, Amy
McFail, Robert
Membrila, Tania

Metzger, Amanda
Moore, Oveta
Murphy, Glenda
Nightingale, Steve
Owens, Timothy L
Pimentel, Rachelle
Prokopis, Christina
Pruitt, Tracy
Rasmus, Matthew
Roach, Marcus
Robertson, Larissa
Schinnerer, Rayel
Shaw, Zoe Simone
Sheets, Joe
Shepherd, Laura
Shields, Ricky
Spears, Shakayla
Suggs, Herb
Theobald, Pierce
Thompsonm Regenia
Uhre, William
Vogel, lindsey
Wahl, Cindy
Walker, Alyssa
Williams, Pamela
Williamson, Joyce
Wilson, Lewis T
Yadon, Karen
Youngblood, Joyce

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Accompanists

Cortez, Billie
Giess, Ruth
Glaser, Eliot
Harkrider, Dorothy
John, Cynthia
Jones, Millard
Lundgren, Loretta

Homebound Teacher

Powell, Jane

Interpreter

Konga, Pierina

Parent Involvement Facilitator

Rogers, Stacey

Tutors

Erker, Anne
Goodlow, Jennifer
Griggs, Mary
Jarman, Jill
Martin, Patrick
Parsons, Carrie
Prater, Barbara
Simpson, Marsha

Clerks

Ezell, Marilyn
Jasso, Estefania

CNS

Alvarez, Elizabeth
Bradley, Carol
Brown, Brenda
Chantre, Anita
Clark, Catha
Diaz-Velez, Yadira
Dickerson, Candice
Fike, Russell
Fitzgerald, Latisha
Fulbright, Deborah
Gatewood, Rynasha
Graham, Dustin
Hayes, Tonnie
Hernandez, Griselda
Hoskins, Isiah
Jones, Kendra
McClendon, Courtney
Morrison-Goff, Diana
Randall, Tileda
Rodriguez, Magdalena
Tiblow, Richard
Timothy, Dawn
Tramel, Elizabeth
Williams, Angelica
Wimberly, Hannah
Winegarten, Rachel

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

DRS Student Workers

Adams, Shadamecia
Anderson, Damien
Arroyo, Stephany
Bailey, Adam
Barnes, Kyles
Bender, Bailey
Brewer, Alicia
Custer, Timothy
Davis, Alana
Dixon, Dominique
Dodrill, Nikolaus
Dunn, Joseph
Edson, Haley
Ethridge, Derek
Fiscus, James
Gabal, Sarah
Harris, KeMontae
Hillard, Talor
Johns, Andre
Kelly, Lauren
Knowles, Queymeishe
Leithner, Christian
Lewis, Mikel
Lopez, Kaytlin
Love, Cydney
Love, Treyvon
Madden, Sean

Magee, Dayshawna
Marler, Jeffery
Morales, Alexi
Mosqueda, Evelyn
Moua, Dorothy
Mularski, Travis
Neal, Tiffani
Norman, Moques
Penny, Dion
Pigeon, Wesley
Porras, Jacob Lee Salcido
Price, Lindsey
Reed, Nathaniel
Roland, Deonte
Ross, Derrick
Siso, Walesha
Smith, Alexis
Smith, Zach
Stapleton, Atomos
Stie, Tanner
Stoddard, Ira
Tellez, Paulina
Tillis, Brittany
Walton, Montarius
Wells, Makel
Youtsey, Aaron

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Adjunct Teachers

Carver– 11-000-1000-501930-820-330000-201-07-515

11-000-1000-501930-810-330000-201-07-515

Sterling Ramsey, Boys Basketball @ \$1,145 September 1, 2014 – May 22, 2015

Sterling Ramsey, Girls Basketball @ \$1,145 September 1, 2014 – May 22, 2015

Carver– 11-000-1000-501930-820-330000-201-07-515

Terrell Knauls, Football @ \$1,373 September 1, 2014 – May 22, 2015

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

Brandon Potter, Football @ \$3,335 September 1, 2014 – May 22, 2015

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

James Griffith, Football @ \$3,335 September 1, 2014 – May 22, 2015

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

Raegene Riggs, Cross Country Girls @ \$1,008 September 1, 2014 – May 22, 2015

Clinton– 11-000-1000-501930-820-330000-201-07-530

Marcus Morrow, Grade 7 Girls Basketball @ \$1,145 September 1, 2014 – May 22, 2015

Marcus Morrow, Grade 8 Girls Basketball @ \$1,145 September 1, 2014 – May 22, 2015

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

Marquise Williams, Football @ \$2,877 September 1, 2014 – May 22, 2015

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

11-000-1000-501930-810-330000-201-07-710

Samuel Stacey, Cross Country Girls @ \$504 September 1, 2014 – May 22, 2015

Samuel Stacey, Cross Country Boys @ \$1,200 September 1, 2014 – May 22, 2015

Edison– 11-000-1000-501000-100-330000-201-07-712

Chelsea Bishop, Instrumental Music @ \$1,572 September 1, 2014 – May 22, 2015

Edison Middle – 11-000-1000-501930-810-330000-201-07-537

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

Haylee Yingst, Volleyball @ \$1,602 September 1, 2014 – May 22, 2015

Haylee Yingst, Volleyball @ \$1,202 September 1, 2014 – May 22, 2015

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

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

Marc Clymer, Baseball @ \$1,387 September 1, 2014 – May 22, 2015

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

Simone Fields, Football @ \$3,335 September 1, 2014 – May 22, 2015

Hale Jr. High– 11-000-1000-501930-820-330000-201-07-661

Daniel Hishaw, Football @ \$1,373 September 1, 2014 – May 22, 2015

Daniel Hishaw, Basketball @ \$1,145 September 1, 2014 – May 22, 2015

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

Joshua Bentley, Swim @ \$1,392 September 1, 2014 – May 22, 2015

McLain– 11-000-1000-501930-810-330000-201-07-662

David Harris, Basketball @ \$1,145 September 1, 2014 – May 22, 2015

David Harris, Football @ \$1,373 September 1, 2014 – May 22, 2015

McLain Jr. High– 11-000-1000-501930-820-330000-201-07-662

Patrick Jamison, Football @ \$1,373 September 1, 2014 – May 22, 2015

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

Jessie Pitts, Volleyball @ \$1,202 September 1, 2014 – May 22, 2015

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

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

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

Nathan Burkhalter, Football @ \$3,335 September 1, 2014 – May 22, 2015

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

Valerie Nierenberg, Soccer @ \$1,200 September 1, 2014 – May 22, 2015

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

Kevin Crow, Wrestling @ \$2,142 September 1, 2014 – May 22, 2015

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

Stephen Antwine, Football @ \$3,335 September 1, 2014 – May 22, 2015

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

Troy Ludlow, Softball @ \$1,387 September 1, 2014 – May 22, 2015

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

East Central Jr. High – 2-11-0000-1000-50-1700-421-113000-210-07-659

Pay East Central Jr. High certified staff members, to be named, @ \$23/hr. (total not to exceed \$2,500) to supervise after school detention and to supervise Saturday school during the 2014-2015 school year.

Edison Extra Duties – School Activity Fund #529

Pay Rachael Stacy-McAnany a total not to exceed \$500 for AP Coordinator duties after contract hours for the 2014-2015 school year.

Edison Extra Duties – School Activity Fund #520

Pay Edison Preparatory HS teacher Gerald Griffin a total not to exceed \$1,200 for Before/After School Supervision during the 2014-2015 school year

Edison Saturday School – School Activity Fund #520

Pay Edison Preparatory teachers, Florenda Roberts and Ursula Mueller, \$750 (total not to exceed \$1,500) for Saturday School Supervision during the 2014-2015 school year.

IPD Professional Development - 11-0179-2213-501700-000-000000-000-05-xxx-0179

Pay District teachers, to be named, \$18/hr.(total not to exceed \$47,000) to attend PLC meetings, professional development, or Professional Learning Leadership Team (PLLT) meetings outside of contract hours.

Memorial Ace Remediation – School Activity Fund #520

Pay certificated staff Jack Mitchell a total not to exceed \$2,000 to serve as the Ace Remediation Coordinator for Memorial High School during the 2014-2015 school year.

Memorial Saturday School - 11-0000-1000-501700-421-400000-000-07-725

Pay Memorial certificated staff, to be named, \$23/hour (total not to exceed \$3,000) to provide Saturday School for students during the 2014-2015 school year.

Thoreau Extra Duties - 11-0000-2410-501500-000-000000-***-07-573

Pay support staff Debra Robison her current hourly, or overtime rate where applicable, (total not to exceed \$1,500) to work after contract hours for parent and student functions during the school year 2014-2015.

Virtual School – 11-0000-1000-501700-100-400000-210-07-643

Pay virtual school teachers a stipend of \$200 per course per student (total not to exceed \$150,000) for providing academic support for students enrolled in the Virtual School during the 2014-2015 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Multi Café Site Management – 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria managers a stipend of \$800/month (total not to exceed \$40,000) August 2014 through May 2015 to manage all operational and administrative café duties for the dual sites listed for the 2014-2015 school year.

Julie Wilson	Edison Middle and Edison High schools
Francis Edwards	Skelly Primary and Skelly Elementary
Mary Neely	Hale Jr. High and MacArthur Elementary
Janis Perez	Rogers and Street School/Margaret Hudson
Diana Schafer	Memorial High and Key Elementary

Multi Café Site Management – 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria managers a stipend of \$200/month (total not to exceed \$8,000) August 2014 through May 2015 to manage all administrative café duties for the sites listed for the 2014-2015 school year.

Bonnie Norberg	McLain Middle
Patty Frank	Monroe Dual Language Immersion
Tammy Dunn	Bell Primary
Cheryl Hopkins	Traice Middle/High

Multi Café Site Management – 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria manager a stipend of \$200/month (total not to exceed \$600) August through October 2014 to manage all administrative café duties for the site listed.

Bobbie Aviles	Central Jr. High
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Multi Café Site Management – 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria manager a stipend of \$400/month (total not to exceed \$1,200) August through October 2014 to manage all administrative café duties for the sites listed.

Dawn Grigsby	Roosevelt, Lombard
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Multi Café Site Management – 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria manager a stipend of \$600/month (total not to exceed \$4,200) November 2014 through May 2015 to manage all administrative café duties for the sites listed for the 2014-2015 school year.

Susan Laird	Central Middle, Roosevelt, Lombard
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SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Multi Café Site Management – 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria managers a stipend of \$75/month (total not to exceed \$1,500) August 2014 through May 2015 to manage all administrative café duties for the sites listed below for the 2014-2015 school year.

Pam Carmens	Tulsa Learning Academy
Lee Ann Hensley	Hoover Day Schools

Nutritional Service – 22-3850-3180-501210-700-000000-958-03-053

Pay Andrea Lynch a stipend of \$25/day (total not to exceed \$4,750) to provide Nutrition Services for Community Action Project of Tulsa County Early Childhood Education Programs for the 2014-2015 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

September 2, 2014, Agenda, pages 36, 38 and 39 - Correct degree/step and contract amount

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Baldrige, Derek	8/14/14 5/26/15	B-0	\$ 32,900.00	Teacher-McClure/Grade 2
Fleming, Andrea	7/31/14 6/09/15	B-7	35,700.00	Teacher-Chouteau/Grade 2
Hurlbut, Stephen	8/11/14 6/09/15	B-0	31,591.48	Teacher-Marshall/Grade 4 Rate: \$32,900.00

September 15, 2014, Agenda, page 39 - Correct effective date, salary/grade

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Curtis, Cori	8/15/14 5/26/15	B-0	32,713.07	Teacher-Owen/Grade 2 Rate: \$32,900.00

September 15, 2014, Agenda, page 47 - Correct degree/step and contract amount

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Wills, Kathryn	8/14/14 5/26/15	M-0	33,956.00	Librarian-McClure

September 15, 2014 Agenda, page 51 - Correct title

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Williams, Harriet	8/25/14 6/30/15	IS-6	10.81	Parent Involvement Facilitator-McLain

SUPPORTING INFORMATION

ACTION ITEM E-1

SUPERINTENDENT OF SCHOOLS JOB DESCRIPTION



T U L S A

PUBLIC SCHOOLS

Job Title: Superintendent

Department: Office of the Superintendent
Reports To: Board of Education
Number of Days: 12-months
Security Access: District
Current Date: September 18, 2014
Overtime Status: Exempt

Job Objectives: The Superintendent will be committed to high academic standards for all students with a focus on improving student achievement, building a performance based-culture, supporting the continued development of teachers and leaders, and ensuring financial sustainability while providing a safe and secure environment for all. The Superintendent will provide oversight and leadership to further the Board-approved vision, mission, and strategic plan, with a special focus on the District's theory of action based on its teacher and leader effectiveness strategy. Most importantly, the Superintendent will ensure that the change initiatives currently in place as well as others he/she identifies in the future are aligned to the District goals, focused on improving outcomes for students, and are implemented with fidelity and success. Additionally the Superintendent must be committed to fostering community and parent support, understanding and managing philanthropic and civic partnerships, and remain aware of and participate in state level policy.

Minimum Qualifications:

- **Education:** Master's Degree
- **Certification:** Required state certification
- **Experience:**
 - 10+ years related supervisory experience
 - Experience in public school, state or local government, non-profit or a business of similar size and complexity; Oklahoma and Tulsa area context/experience preferred.
 - Experience as Superintendent or senior-level district leader preferred.
 - Experience managing community, student, parent, stakeholder and/or board relationships
 - Experience creating a positive and collaborative relationship with unions/professional associations and managing contract or labor agreements
 - Demonstrated ability to develop policy, strategic plans and related initiatives

Responsibilities and Essential Functions: The following duties are representative of performance expectations.

- Visionary Leadership
 - Responsible for the formation and direction of the administrative organization of TPS
 - Creates a shared vision through strategic planning to achieve Board-approved goals.
 - Provides curriculum and instructional leadership focused on ensuring all students excel
 - Implements reform and change initiatives with fidelity and success
 - Develops policy to meet Board-approved goals and comply with legislative changes focused on supporting TPS students, teachers and staff
 - Works cooperatively with all legislative agencies to enhance the success of TPS and education policy locally, statewide, and/or nationally
 - Understands and incorporates trends and research to improve the quality of education in TPS
 - Works cooperatively and innovatively to strengthen the TPS portfolio of schools
 - Builds upon the current performance-based culture within TPS to improve the performance, transparency and collaboration
 - Works with all members of the community, philanthropic agencies and others to gain support for TPS
 - Makes decisions regarding TPS, in alignment with policy and best practice
 - Demonstrates honesty, integrity, fairness and high ethical standards

- Management
 - Possesses a thorough understanding of effective management systems and uses this knowledge to effectively staff TPS
 - Attracts and retains high quality staff
 - Makes timely decisions and recommendations
 - Proactively engages the Board on key strategic and policy issues
 - Builds a culture of trust while supporting and empowering staff to make decisions
 - Controls and exercises general supervision over policies and management of schools, administrative units, and the district
 - Manifests skills in delegating authority with clear accountability measures
 - Brings an open and participatory process to seeking and identifying solutions to complex issues

- Fiscal Responsibility
 - Demonstrates expertise in financial management
 - Understands the budget process and ensures budget alignment to district priorities
 - Engages granting agencies, philanthropic community and others to gain commitment and continued financial support of TPS
 - Understands long-range planning

- Communication and Interpersonal Skills
 - Communicates a vision of quality education and motivates others to work together to achieve that vision
 - Accessible to Board members, staff, and the community
 - Demonstrates effective, authentic and ongoing community and stakeholder engagement strategies.
 - Keeps the staff, Board and public informed of all matters of significance in TPS
 - Shows sensitivity and respect for diverse backgrounds and cultures
 - Presents clear recommendations and decisions

- Other Responsibilities
 - Performs other duties, and exercises such other authority, as may be required or conferred upon him/her by the law or by the Board

Skills and Abilities Required: The following characteristics and physical skills are important for the successful performance of assigned duties.

- Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- Knowledge and experience
- Ability to identify complex problems, manage organizational change, develop and evaluate options, and implement solutions
- Excellent interpersonal and communication skills.
- Ability to work cooperatively with school and district leaders, staff, community, philanthropic partners, and local, state and federal government.
- Ability to analyze data for trends and standard performance in various programs and to develop strategies for improvement.
- Ability to perform multiple job tasks.
- Knowledge of finance principles involved in budgeting, grants management, forecasting, and fund allocation.
- Ability to attend meetings of the Board, other community and stakeholder meetings, etc.
- Ability to use technology including proficiency in MS Office suite including Outlook, Word, Excel, etc.

Tulsa Public Schools is an equal opportunity employer and does not discriminate against persons because of age, race, color, creed, religion, disability, gender, ethnic or national origin, or veteran status. Tulsa Public Schools prohibits discrimination against individuals with disabilities and will reasonably accommodate applicants with a disability, upon request, and will also ensure reasonable accommodation for employees with disabilities.

SUPPORTING INFORMATION

INFORMATION ITEM G-14

POSITION CREATIONS/DELETIONS

Certificated/Administrative:

Create:

Position	Salary/Grade	Duties
<p>Budget Analyst- ESC/Federal Programs and Special Projects (5 positions)</p> <p><i>Annual Budget Impact:</i> \$ 195,000 min. – \$ 293,000 max.</p> <p><i>Funding Source:</i> 11-0000-2312-501210- 000-000000-614-09-091</p> <p>NOTE: This position change to be effective January 1, 2015</p>	<p>BG-5 12 Months</p>	<p>Prepare and upload applications, budgets, and staff allocations (including revisions) to the appropriate online system. Maintain expenditures of grants, track all claims, work with state and federal fiscal staff as it relates to budgets and expenditures. Complete payroll, sub-payroll and out-of-district expenses and maintain all contracts related to assigned projects. Review each expenditure request to assure funds are available and activities are permissible under state and federal law.</p>

Delete:

Position	Salary/Grade	Duties
<p>Budget Analyst- ESC/Federal Programs and Special Projects (5 positions)</p> <p><i>Annual Budget Impact:</i> \$ 174,000min. – \$ 262,500 max.</p> <p><i>Funding Source:</i> 11-0000-2312-501210- 000-000000-614-09-091</p> <p>NOTE: This position change to be effective January 1, 2015</p>	<p>BG-4 12 Months</p>	<p>Prepare and upload applications, budgets, and staff allocations (including revisions) to the appropriate online system. Maintain expenditures of grants, track all claims, work with state and federal fiscal staff as it relates to budgets and expenditures. Complete payroll, sub-payroll and out-of-district expenses and maintain all contracts related to assigned projects. Review each expenditure request to assure funds are available and activities are permissible under state and federal law.</p>

Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Accountability Registrar-Enrollment Center/Accountability (3 positions)</p> <p><i>Annual Budget Impact:</i> \$ 65,645 min. – \$ 87,547 max.</p> <p><i>Funding Source:</i> 11-0000-2410-501210- 000-000000-614-07-573</p>	<p>CA-6 \$10.52/hr. to \$14.03/hr. 12 Months</p>	<p>Assist with daily operations of the student transfer process, both in-district and out-of-district. Maintain the “space available” by site and district. Prepare and print all documents and reports related to student transfers. Facilitate the understanding and proper administration of the transfer policies with internal and external customers. Enroll students and facilitate the enrollment of all DHS and foster students. Assist with the enrollment of foreign exchange students. Send letters to the parents/guardians of truant students, students with poor attendance and students who have been exited from membership due to non-attendance. Prepare documents for court dockets. Monitor and assist with the verification of the District retention list. Perform other Accountability support functions as needed.</p>

Delete:

Position	Salary/Grade	Duties
<p>Accountability Registrar-Enrollment Center/Accountability (4 positions)</p> <p><i>Annual Budget Impact:</i> \$ 65,645 min. – \$ 87,547 max.</p> <p><i>Funding Source:</i> 11-0000-2410-501210- 000-000000-614-07-573</p>	<p>CA-6 \$10.52/hr. to \$14.03/hr. 195 days</p>	<p>Assist with daily operations of the student transfer process, both in-district and out-of-district. Maintain the “space available” by site and district. Prepare and print all documents and reports related to student transfers. Facilitate the understanding and proper administration of the transfer policies with internal and external customers. Enroll students and facilitate the enrollment of all DHS and foster students. Assist with the enrollment of foreign exchange students. Send letters to the parents/guardians of truant students, students with poor attendance and students who have been exited from membership due to non-attendance.</p>