



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, October 20, 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 Will Rogers College High School JROTC under the direction of Lieutenant Colonel Robert Quint.
- A-3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A-4. Motion and vote to adopt the Agenda.

**B. RECOGNITION OF VISITORS**

**C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS**

- C-1. Superintendent's special presentations and awards.
- C-2. Swearing in of Campus Police Chief.
- C-3. Consideration and vote to endorse the Tulsa Metro Chamber's 2014 OneVoice Regional Legislative Agenda, which includes educational support at both the state and federal levels.

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

Regular Meeting  
October 6, 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, November 3, 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 student field/study trips and travel have prior authorization by the Board of Education.

**E-2.** 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.

**E-3.** 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**

- E-4.** 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.

- E-5.** RECOMMENDATION: Enter into a contract with Jenifer Albright-Borts, independent consultant, to provide professional development and to 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**

**E-6.** 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 and bands.

**E-7.** 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 District 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 District 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**

- E-8.** 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.

- E-9.** 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.

- E-10.** 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.

- E-11.** 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.



**E-12.** 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.

**E-13.** RECOMMENDATION: Amend item E-20 of the September 15, 2014, Agenda, to correct the amount of Change Order Number One to Otis Elevator from \$15,000 to \$1,789 for the elevator project at East Central High School.

COST: Not to exceed \$1,789

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.

**E-14.** 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**

**E-15.** 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-16.** RECOMMENDATION: Approve routine staffing items.

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

**E-17.** 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

REQUISITION NUMBER: 11505202

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.

**E-18.** RECOMMENDATION: Correct the requisition number to pay Michelle Blosch, independent contractor, approved on the October 6, 2014, Agenda, item E-23, 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 (no change from the original Agenda item)

FUND NAME/ACCOUNT: Title II Fund, 11-5410-2213-503600-000-000000-000-05-041-5410

REQUISITION NUMBER: 11504604

RATIONALE: The wrong requisition number was inadvertently used in the original Agenda item.

**E-19.** RECOMMENDATION: Correct requisition numbers to pay Learning Facilitators serving as independent contractors, approved on the October 6, 2014, Agenda, item E-24.

COST: Not to exceed \$160,000 (no change from the original Agenda item)

FUND NAME/ACCOUNT: Title II Fund, 11-5410-2213-503600-000-000000-000-05-041-5410

REQUISITION NUMBER: 11504266, 11504420, 11504219, 11504384, 11504374, 11504387, 11504225, 11504518, 11504576, 11504373, 11504577, 11505444, 11505480

RATIONALE: The wrong requisition numbers were inadvertently used in the original Agenda item.

**F. ACTION AGENDA** - Motion and vote on each recommendation

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

**F-1.** RECOMMENDATION: Renew the contract with TNTP (formerly known as the New Teacher Project) for the 2014-2015 school year to continue to provide technical assistance to the Human Capital Department for recruitment, selection and placement of teachers.

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 \$615,114

FUND NAME/ACCOUNT: General Fund, 11-0000-2571-503200-000-000000-000-04-041 (\$60,000) and Civic Donor Fund, 11-0157-2571-503200-000-000000-000-05-041-0157 (\$555,114)

REQUISITION NUMBER: 11505526

RATIONALE: TNTP will provide technical assistance in the areas of recruitment and selection to continue to improve Human Capital processes and practices. This year's contract will focus on developing internal capacity in the Human Capital team but will also include extensive work for the development and implementation of retention strategies and the development of a teacher career pathways framework. This item is being submitted for Action to allow for services to begin as soon as possible in anticipation of an early hiring season. Expenditures for the previous contract term were \$430,820.

**G. INFORMATION AGENDA**

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

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

- G-1.** RECOMMENDATION: Enter into a contract with America's Foundation for Chess, First Move, to provide First Move curriculum services for 13 elementary schools (to be determined) 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 \$2,275

FUND NAME/ACCOUNT: General Fund/applicable site account

RATIONALE: First Move is a two-year program taught one hour a week in the classroom by classroom teachers. It was designed so that anyone, regardless of chess knowledge, could successfully implement the curriculum. First Move meets math, writing, social studies and science standards for second- and third-grade students. It is deemed a valuable use of classroom time by 94 percent of current America's Foundation for Chess teachers.

**Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles**

- G-2.** RECOMMENDATION: Renew the one-year agreement with the Teaching Channel Inc., Oakland, California, to continue the use of a private, online video portal with expanded services for the District's teachers and leaders.

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 \$126,000

FUND NAME/ACCOUNT: Instructional Learning Resources Fund, 3G-1177-2220-504440-000-000000-000-02-026

REQUISITION NUMBER: 11505374

RATIONALE: The portal will continue to support the professional development of the District's teachers and principals with respect to the Tulsa Model framework and strategies for implementing current state standards. It will maximize the use of the District's library of master teacher videos and the Teaching Channel's video library. Services will include opportunities for increased teacher collaboration through online learning groups and resource sharing.

**Recommendations submitted by Chief Accountability Officer, Mr. Chris Johnson**

- G-3.** RECOMMENDATION: Approve a license agreement with ACT Key Train/Career Ready 101, a program for exploring careers and skill requirements and building life-literacy through lessons about financial awareness and job searching, for the District's high school students during the 2014-2015 school year.

COST: Not to exceed \$24,200

FUND NAME/ACCOUNT: ACE State Funding/Federal Grants and Programs, 11-3620-1000-504440-426-400000-000-05-058-3620

RATIONALE: In accordance with the state remediation plan, students will be able to use computer programs and modules for remediation and to master alternative proficiency testing. This program will be made available to all District high schools.

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

**G-4.** RECOMMENDATION: Approve sanctioning the following booster clubs and parent-teacher associations (PTAs) in accordance with Board Policy 5707 for the 2014-2015 fiscal year.

**Booster Clubs**

BTW Baseball Boosters, Inc.  
BTW Basketball Booster  
BTW Cheer Booster  
BTW Golf Booster  
BTW Lady Hornets Soccer  
BTW Robotics Booster  
BTW Soccer Booster  
BTW Touchdown Club  
BTW Volleyball Booster  
BTW Hornet Archery Booster  
Hornet Parent Teacher Softball Booster  
Hornet Speech & Debate Booster  
East Central Kickoff Club  
Eagles Track and Field Booster  
Edison Cross Country Booster  
Edison Eagles Basketball Booster  
Edison Eagles High School Pom Booster  
Edison Eagles Volleyball Club  
Edison Home Run Club, Inc.  
Edison Soccer Booster  
Edison String Boosters, Inc.  
Edison Tennis Booster  
Edison Touchdown Club Inc.  
Lady Eagle Diamond Club  
Lady Eagles Booster  
McLain Titans Booster  
Memorial Boys Basketball Booster  
Memorial Woman's Basketball Booster  
Memorial High School Soccer Booster  
Memorial Robotics Booster  
Memorial Vocal Music Booster  
Memorial Volleyball Booster  
TMC Takedown Club  
Tulsa MHS Army JROTC Booster  
Thoreau Athletic Association  
Webster Bank Booster  
Lady Warriors Basketball Booster  
Will Rogers College High Booster  
Rogers Basketball Booster

**PTAs**

Carnegie Elementary School  
Carver Middle School  
Clinton Middle School  
Cooper Elementary School  
Disney Elementary School  
Edison Preparatory School  
Eisenhower International School  
Eliot Elementary School  
Emerson Elementary School  
Grissom Elementary School  
Hamilton Elementary School  
Hawthorne Elementary School  
Patrick Henry Elementary School  
Hoover Elementary School  
Jones Elementary School  
Kerr Elementary School  
Key Elementary School  
Lanier Elementary School  
Lee Elementary School  
Lewis & Clark Elementary School  
MacArthur Elementary School  
Memorial Junior High School  
Owen Elementary School  
Park Elementary School  
Peary Elementary School  
Penn Elementary School  
Remington Elementary School  
Rogers College High School  
Salk Elementary School  
Springdale Elementary School  
Thoreau Demonstration School  
Washington High School  
Webster High School  
Whitman Elementary School  
Zarrow International School

COST: There is no cost to the District.

RATIONALE: Sanctioned status provides organization exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the District and are beneficial to students under the guidelines established in Board Policy 5707. These organizations have submitted the required information in support of their applications.

- G-5.** RECOMMENDATION: Correct the cost of the agreement with First Southwest Asset Management Inc., for arbitrage services, approved on the June 16, 2014, Agenda, item E-35.

COST: Not to exceed \$12,500 (an increase of \$2,690)

FUND NAME/ACCOUNT: General Fund, 11-0000-4400-503300-000-000000-000-08-097

REQUISITION NUMBER: 11503966

RATIONALE: With the passage of the May 14, 2013, technology bond the number of outstanding issues requiring the calculation has increased, thus the increased cost for this service.

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

- G-6.** RECOMMENDATION: Enter into a contract with the City of Tulsa for the right of entry to Remington and Skelly Elementary schools.

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

COST: No cost to the District

RATIONALE: The agreement will allow the City of Tulsa to proceed with improving the street adjacent to the schools' properties.



**G-7.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder for Phase II of the Salk Elementary School freezer project.

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

COST: The bid process for the award has not been finalized. Final information on the amount and awardee will be included when the item is on the Consent Agenda.

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

**G-8.** RECOMMENDATION: Approve Change Order Number One with Builders Unlimited for the Fine Arts classroom renovation project at Edison Preparatory 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 cost of the change order is \$14,624.44.

FUND NAME/ACCOUNT: Facilities Bond Fund, 3D-1220-4720-504500-000-000000-000-12-712-T0207

REQUISITION NUMBER: 11505443

RATIONALE: Additional millwork and epoxy flooring was needed to complete the project. The original contract was approved on the May 19, 2014, Agenda, item E-3, in the amount of \$255,568.

**G-9.** RECOMMENDATION: Approve Change Order Number Two with KMS Shillingford for the HVAC renovation project at Central High School.

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

COST: The total cost of the change order is \$65,000.

FUND NAME/ACCOUNT: Facilities Bond Fund, 3D-1270-4720-504500-000-000000-000-12-705-T0173

REQUISITION NUMBER: 11505445

RATIONALE: Additional asphalt repair was needed to complete the project. The original contract was approved on the January 6, 2014, Agenda, item E-8, in the amount of \$5,648,120.

- G-10.** RECOMMENDATION: Approve Change Order Number One with Permaul Construction for the renovation project at the Education Service Center.

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

COST: The total cost of the change order is \$35,000.

FUND NAME/ACCOUNT: Facilities Bond Fund, 3D-1220-4720-504500-000-000000-000-100-GC023

REQUISITION NUMBER: 11505447

RATIONALE: Additional walls and doors are needed to complete the project. The original contract was approved on the July 21, 2014, Agenda, item E-37, in the amount of \$279,900.

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

- G-11.** 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-12.** RECOMMENDATION: Enter into an agreement with Frontline Technologies and implement AppliTrack application management tool for the Human Capital Department to track, report and manage applicant data.

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

COST: Not to exceed \$24,200

FUND NAME/ACCOUNT: General Fund, 11-0000-2572-503400-000-000000-000-04-041

REQUISITION NUMBER: 11505690

RATIONALE: Moving to a more effective, reliable and inclusive application management system will allow the Human Capital Department to more quickly, easily, and accurately track applicant data, and have a comprehensive system that will house screening processes. Such a complete system will allow Human Capital to more quickly provide the most qualified applicants to the candidate pool for principals to interview, increasing the overall quality of teachers new to the District.

**ITEMS LISTED BELOW SUBMITTED BY INTERIM CHIEF INFORMATION AND OPERATIONS OFFICER, MR. BLAINE YOUNG**

**G-13.** RECOMMENDATION: Amend the facility lease agreements with KIPP Tulsa Academy College Preparatory, Inc., Lighthouse Academies of Tulsa, Inc., and Tulsa School of Arts and Sciences, Inc. (TSAS) approved on the June 16, 2014, Agenda, item E-143. The amendment will modify certain language related to maintenance and repair responsibilities of the Parties.

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: This amendment of these agreements support the District's sponsored charter schools and the District's charter collaboration compact. Further said amendment of these agreements helps ensure the District assets that are the subject of the leases are properly maintained in a consistent manner for the long-term best interest of the District.

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

**G-14.** RECOMMENDATION: Adopt a Resolution calling a Board Member Election for Election District Number 1 on February 10, 2015; authorizing publication of Legal Notice of Board Member Election; posting of Legal Notice of Board Member Election at the Education Service Center, the Tulsa County Election Board, the Creek County Election Board and the Osage County Election Board offices; and authorizing a press release of filing period for Board Member Election; and to take all other actions required by law.

FURTHER RECOMMEND: Reimburse the Tulsa County Election Board for expenses associated with the election.

COST: Not to exceed \$35,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2314-503100-000-000000-09-091

RATIONALE: The Annual School Election resolution must be filed with the Tulsa County Election Board no later than November 14, 2014. Payment for expenses includes equipment, supplies, postage, etc. Expenses for the 2014 election and the runoff election were \$34,573.48.

**SUPPORTING INFORMATION**

**CONSENT ITEM E-1**

**ROUTINE SECONDARY FIELD TRIPS**

<b>SCHOOL/ PARTICIPANTS</b>	<b>NUMBER OF STUDENTS/ PARENTS/ STAFF</b>	<b>PURPOSE OF TRAVEL AND LOCATION</b>	<b>TRAVEL DATES</b>	<b>NUMBER SCHOOL DAYS MISSED</b>	<b>TRAVEL COST AND FUNDING SOURCE</b>
Will Rogers College High School/JROTC Cadets	Students: 16 Parents: 2 Staff: 2	Raider JROTC Meet Competition/Wentworth, Missouri	October 24, 2014	1	Not to exceed \$2000/Will Roger's JROTC Student Activity Fund #564
Webster High School/Career Tech Students	Students:6 Parents: 0 Staff: 1	Participation in the FFA Convention/ Louisville, Kentucky	October 29- November 1, 2014	3	Not to exceed \$2200/Webster's Student Activity Fund Account #865
Washington High School	Students: 15 Parents: 0 Staff: 2	Study Trip to Beihai Middle School/Beihai, Guangxi China	November 24 – December 17, 2014	15	No cost to the District (\$25,000 Parent funded)
Thoreau Demonstration Academy/6-8 grade students	Students:15 Parents: 5 Staff: 3	Spanish Immersion trip to visit Machu Picchu and be immersed in the language and culture of the Incan highlands/Lima and Cusco Region, Peru.	March 13- 21, 2015	0	No cost to the District (\$3,292.00 Parent funded)
Thoreau Demonstration Academy/6-8 grade students	Students: 24 Parents: 2 Staff: 3	Participation in the Disney Youth Educational Series program in Math, Science & Technology/ Orlando, Florida	March 17- 22, 2015	0	No cost to the District
Thoreau Demonstration Academy/6-8 grade students	Students: 15 Parents: 3 Staff: 2	Spanish Immersion trip for language study service learning-Cultural Immersion/Quito, Banos, Shell, Puyo, Papallacta and Mindo, Ecuador	June 2-18, 2015	0	No cost to the District

## SUPPORTING INFORMATION

### CONSENT ITEM E-15

### POSITION CREATIONS/DELETIONS

#### Certificated/Administrative:

#### **Create:**

Position	Salary/Grade	Duties
<b>Budget Analyst-ESC/Federal Programs and Special Projects (5 positions)</b>  <i>Annual Budget Impact:</i> \$ 195,000 min. – \$ 293,000 max.  <i>Funding Source:</i> 11-0950-2511-501210-000-000000-305-05-093-0950 and 11-7860-2511-501210-000-000000-305-05-093-7860	BG-5 12 Months	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.

**NOTE: This position change to be effective January 1, 2015**

#### **Delete:**

Position	Salary/Grade	Duties
<b>Budget Analyst-ESC/Federal Programs and Special Projects (5 positions)</b>  <i>Annual Budget Impact:</i> \$ 174,000min. – \$ 262,500 max.  <i>Funding Source:</i> 11-0950-2511-501210-000-000000-305-05-093-0950 and 11-7860-2511-501210-000-000000-305-05-093-7860	BG-4 12 Months	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.

**NOTE: This position change to be effective January 1, 2015**

Position Creations/Deletions - Continued

**Create:**

Position	Salary/Grade	Duties
<p><b>Accountability Registrar-Enrollment Center/Accountability</b> (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><b>Accountability Registrar-Enrollment Center/Accountability</b> (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>

**SUPPORTING INFORMATION**

**CONSENT ITEM E-16**

**ROUTINE STAFFING ITEMS**

**ELECTIONS**

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
<b>Certificated/Administrative:</b>				
Bean, Joey	10/31/14	M-4	\$ 29,511.91	Instructional Coach-Wilson/ Teaching and Learning Rate: \$38,810.18
Best, Melissa	9/30/14 5/26/15	M-9	15,511.09 915.50 538.58	Counselor-Edison Half-Time Rate: \$18,958.00 Counselor Additional days
Burkeen, Sarah	10/01/14	B-13	38,660.00	Teacher-Gilcrease/Grade 2 Return from leave
Bury, Kerri	10/29/14	M30-13	33,340.72	Instructional Coach-Wilson/ Teaching and Learning Rate: \$45,724.40
Dambrosa, Lena	8/14/14	M-27	52,436.00	Teacher-Lewis and Clark/ Special Education Return from leave
Freeman, Crucina	10/01/14	M30-30	48,379.50	Teacher-Patrick Henry/ Special Education Rate: \$59,544.00 Return from leave
Hahn, Paulette	10/01/14	M-29	44,635.50	Teacher-Academy Central/ Grade 4 Rate: \$54,936.00 Return from leave
McGehee, Henry	10/21/14	BG-6	41,256.64	Coordinator of Indian Education-Indian Pupil Education Rate: \$63,000.00



ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Troglin, Sherry	9/23/14 5/26/15	B-0	\$ 27,852.84 1,392.64	Teacher-Hoover/ Special Education Rate: \$32,900.00
Ullrich, Chelsea	8/14/14 5/26/15	M-0	33,956.00	Teacher-Jackson/Grade 1
Whayne, Kimberly	9/30/14 5/26/15	B-0	26,918.18 1,345.91	Teacher-Tulsa Met High School/ Alternative Education Rate: \$32,900.00
Yahn, Charlene	9/17/14 5/26/15	B-23	40,101.65	Teacher-Jackson/Grade 2 Rate: \$47,130.00
<b>Support (Hourly):</b>				
Adeokun, Felicia	10/06/14 5/22/15	MT-1	\$ 9.13	Child Nutrition Services (CNS) Assistant-Disney Return from leave
Agbos, Ene Vero	9/24/15 6/30/15	MT-3	9.21	Custodian-McClure
Barrios, Angelica	9/10/14 6/30/15	MT-3	9.21	Custodian-Eugene Field
Barrow, Lethorn	9/23/14 6/30/15	MT-3	9.21 .46	Custodian-Hale Jr. High Shift differential
Breckinridge, Florence	10/06/14 5/22/15	MT-1	9.37	CNS Assistant-KIPP Return from leave
Brooks, Dorothy	9/29/14 5/22/15	MT-1	9.88	CNS Assistant-Eliot
Butts, Keyona	9/23/14 6/30/15	MT-3	9.21	Custodian-Mitchell
Carcamo Castro, Hermes	9/24/14 6/30/15	MT-3	9.21 .46	Custodian-Skelly Shift differential
Clemmons, Tyla	9/29/14 5/22/15	MT-1	9.21	Custodian-Plant Operations Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Collier, Conner	10/07/14 6/30/15	MT-7	\$ 11.60	Labor Journeyperson-Maintenance
Crosslen, Tyrone	9/09/14 6/30/15	MT-3	9.21 .46	Custodian-Carnegie Shift differential
De Silva, Dimuthu	9/15/14 6/30/15	MT-5	11.60	Head Custodian-Owen
Fries, Robert	9/17/14 5/22/15	MT-A	8.17	Site Assistant-Eisenhower/ Before and After Care
Fuqua, Gaysha	9/15/14 5/22/15	IS-6	10.81	Teacher Assistant (TA)-Bell
Garcia, Ruth	10/06/14 6/30/15	MT-3	9.21	Custodian-Eliot
Goodman, Nathaniel	9/15/14 5/22/15	IS-6	10.81	TA-Monroe
Graves, Carlisha	9/23/14 6/30/15	MT-3	9.21 .30	Custodian-Edison Shift differential
Griffin, Yoland	9/17/14 6/30/15	MT-3	9.21	Custodian-Columbus
Harbin, Rheana	10/09/14 6/12/15	CA-3	9.21	Clerk-Chouteau
Hess, Cherice	9/26/14 5/22/15	IS-3	9.21	Parateacher-Thoreau Return from leave
Holland, Tuesdae	9/10/14 5/22/15	MT-6	10.72	Bus Driver
Johnson, Charles	8/14/14 5/22/15	IS-6	10.81	TA-Penn Return from leave
Knickerbocker, Jason	9/15/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Krammer, Dianna	9/29/14 5/22/15	MT-3	9.63	Bus Driver Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Landeros, Arnulfo	9/16/14 6/30/15	MT-3	\$ 9.21	Custodian-Skelly
Lesley, Sharalyn	9/30/14 5/22/15	MT-A	8.17	Site Assistant-Patrick Henry/Before and After Care
McCoy, Michael	9/18/14 6/30/15	MT-3	9.61 .48	Custodian-Memorial Shift differential
McDonald, Nancy	10/02/14 6/01/15	CA-8	12.83	Principal's Secretary-Grissom
Montgomery, Robert	9/15/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Morris, Bobby	9/22/14 6/30/15	MT-3	9.21	Custodian-Disney
Morton, Gaylia	9/17/14 5/27/15	CA-3	11.12	Health Assistant-Zarrow
Murphy, Charlotte	10/06/14 6/30/15	MT-3	9.21	Custodian-Central
Owens, Alice	9/26/14 5/22/15	IS-10	14.69	Autism Paraprofessional-Remington Return from leave
Price, Melinda	10/13/14 5/22/15	MT-1	8.90	CNS Assistant-Kerr
Ray, Chase	10/01/14 6/30/15	TS-10	16.97	PC Technician-ESC/Client Services
Remler, Lareina	10/13/14 6/30/15	CA-6	11.05	Accountability Registrar-Enrollment Center/ District Accountability
Robertson, Kimberly	9/15/14 5/22/15	MT-3	9.63	Bus Driver Trainee
Rodriguez, Lluvia	9/18/14 6/30/15	MT-3	9.21 .46	Custodian-East Gate Head Start Shift differential

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Ross, Jeremy	9/02/14 6/30/15	MT-3	\$ 9.61 .48	Custodian-Carver Shift differential
Ryan, Jeannette	9/30/14 5/22/15	MT-A	9.70	Site Assistant-Before and After Care/Patrick Henry
Shepherd, Robin	9/22/14 6/30/15	MT-3	9.21 .46	Custodian-Central Shift differential
Spivey, Jarvis	9/09/14 6/30/15	MT-3	9.21 .46	Custodian-Monroe Shift differential
Stay, Paula	10/09/14 5/22/15	IS-6	12.68	TA-Owen Return from leave
Todd, Diante	9/18/14 6/30/15	MT-3	9.21 .46	Custodian-Plant Operations Shift differential
Walker, Jacqueline	9/10/14 5/22/15	MT-6	10.72	Bus Driver
Williams, Jametta	9/02/14 6/30/15	MT-3	9.21	Custodian-Monroe
Williams, Sherick	10/06/14 6/30/15	MT-3	9.21	Custodian-McLain Seventh Grade Academy
Williamson, Brionna	9/18/14 6/30/15	MT-3	9.21	Custodian-Hoover

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
<b>Certificated/Administrative:</b>					
Barnes, Jane	Administrator on Special Assignment-ESC/ Instructional Leadership EG-8	9/11/14	\$ 92,898.00	\$ 92,898.00	Director of Community Schools- ESC/Instructional Leadership EG-8
Biven, Rebekkah	Clerk-MacArthur CA-3	9/30/14	9.21	26,918.18	Teacher-MacArthur/ Grade 3 Rate: \$32,900.00
Cannizzaro, Sally	Instructional Coach-Wilson/ Teaching and Learning M-8	10/21/14	42,506.82	42,506.82	Instructional Technology Coach- Wilson/Teacher and Learning M-8
Castro, Teresa	Teacher-Skelly/ ELD B-4 Full-Time	9/26/14	34,500.00	14,309.66	Half-Time Rate: \$34,500.00
Chandler-Smith, Tiffany	Teacher- Academy Central/Special Education Half -Time B-0	8/22/14	14,580.68 1,215.06	27,292.05 2,274.34	Teacher-Gilcrease/ Special Education Full-time Rate: \$32,900.00
Dowling, Sadelina	Teacher-E. Field/ Kindergarten B-1	8/22/14	33,300.00	32,090.91	Credit for Experience B-6 Rate: \$35,300.00
Humphrey, Christa	Teacher- Washington/ Career Tech B-5	8/25/14	34,900.00	34,856.25	Credit for Experience B-8 Rate: \$36,300.00
Meredith, Samantha	Teacher-Mayo/ Grade 6 B-0	8/14/14	32,900.00	34,500.00	Credit for Experience B-4

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Myers, Matthew	Teacher-Phoenix Rising/Alternative Education B-7	9/29/14	\$ 35,700.00	\$ 30,314.89	M-7 Rate: \$36,796.00
Paine, Joan	Instructional Coach-Wilson/ Teaching and Learning M60-23 200 days	8/05/14	53,475.00  1,831.00	62,063.23	Principal-ECDC Reed 12 months EG-6 Rate: \$68,383.00 Staff Development
Pepper, LeeAnne	Instructional Coach-Wilson/ Teaching and Learning M-6	10/21/14	41,336.36	41,336.36	Instructional Technology Coach- Wilson/Teaching and Learning M-6
Robinson, Caitlin	Instructional Coach-Wilson/ Teaching and Learning M-1	10/21/14	34,756.53	34,756.53	Instructional Technology Coach- Wilson/Teaching and Learning M-1
Thompson, Wendy	Traveling Manager-CNS BG-A	9/16/14	17,465.00	16,705.63	CNS Manager-Hale BG-B Rate: \$19,597.00
Waddell, Joshua	Counselor-East Central Jr. High M-0	9/30/14	30,483.22	36,005.00	M60-0
Whitfield, Patricia	Instructional Coach-Wilson/ Teaching and Learning B-10	10/21/14	42,272.73	42,272.73	Instructional Technology Coach- Wilson/Teaching and Learning B-10
<b>Support (Hourly):</b>					
Bush, Marla	Bus Driver MT-3	10/13/14 5/22/15	\$ 10.72 .30	\$ 10.72	Special needs
Chichon, Jerry	Bus Driver MT-6	9/15/14 5/22/15	10.72	10.72 .30	Special needs

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Darwin, Spencer	Head Custodian- Educare II MT-5	8/28/14 6/30/15	\$ 9.95	\$ 9.21 .46	Custodian-Eugene Field MT-3 Shift differential
Delvaux, Tristan	CNS Cook II- Wright MT-3	10/13/14 5/22/15	10.19	11.11	CNS Assistant Manager-Wright MT-6
Dillard, Loomus	Paraprofessional Webster IS-6	10/29/14 5/22/15	10.81	13.11	Autism Paraprofessional- Webster IS-10
Durbin, Melanie	CNS Cook II- Memorial MT-3	10/13/14 5/22/15	10.00	10.90	Assistant CNS Manager-Memorial MT-6
Durhart, Carol	Bus Driver MT-3 2-CI 6hrs/day	7/29/14 5/22/15	14.72 .30	14.72 .30	8hrs/day Special needs
Fortner, Melanie	Parateacher- Lewis and Clark IS-3 176 days	9/22/14 5/27/15	10.68	10.68	Clerk-Lewis and Clark CA-3 185 days
Garcia, Martha	CNS Assistant- ECDC Reed MT-1 6.5hrs/day	9/29/14 5/22/15	8.89	9.51	CNS Cook I-ECDC Reed MT-2 7.5hrs/day
Gibson, Charmain	Paraprofessional Whitman IS-6	9/29/14 5/22/15	10.81	9.21	Paraprofessional IS-3
Morris, Terry	Bus Driver MT-6	8/22/14 5/22/15	10.72	10.72 .30	Special needs
Nash, Tiajuana	Bus Driver MT-6	10/02/14 5/22/15	11.63	11.63 .30	Special needs
Owens, Henrietta	CNS Cook I- Robertson MT-2	9/29/14 5/22/15	9.35	10.00	CNS Cook II- Robertson MT-3

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Powell, Brenda	Site Supervisor- MacArthur/ Before and After Care MT-6	9/30/14 5/22/15	\$ 11.13	\$ 10.81	TA-MacArthur IS-6
Raulston, Matthew	Paraprofessional Eugene Field IS-10	10/26/14 5/22/15	10.81	13.11	Autism Paraprofessional- Anderson IS-10
Robertson, Kimberly	Bus Driver Trainee MT-4	9/15/14 5/22/15	9.63	10.72	Bus Driver MT-6
Rosales, Janett	CNS Assistant- Columbus MT-1 6.5hrs/day	9/29/14 5/22/15	8.99	8.99	7.5hrs/day
Sier, Shelbiann	Bus Driver MT-6	6/05/14 6/30/15	10.88 .30	11.18	Clerk-Transportation CA-5 Lead Driver
Tatum, Robert	CNS Assistant Manager-Bell MT-6 7.5hrs/day	10/13/14 5/22/15	11.64	11.64	CNS Assistant Manager-Webster MT-6 8hrs/day
Urquiza, Rafaela	CNS Assistant- Columbus MT-1 6.5hrs/day	8/18/14 5/22/15	9.83	9.83	6hrs/day
Ward, Jeremiah	Bus Assistant- Transportation MT-A	8/11/14 5/22/15	9.21	9.63	Bus Driver Trainee MT-4
West, Darrell	HVAC Appliance Tech- Maintenance MT-14	4/08/14 6/30/14	18.03	18.03	HVAC Craftsperson- Maintenance MT-14
Wolfenberger, Elizabeth	Health Assistant-Kerr CA-4	8/11/14 5/27/15	9.63	12.33	Credit for Experience CA-5



LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
<b>Certificated/Administrative:</b>			
Baumgatner, Amber	9/02/14	Teacher-Hale/English	Personal illness
Bertelli, Cheryl	9/17/14	Teacher-Central/Art	Personal illness
Hahn, Paulette	9/08/14	Teacher-Academy Central/ Grade 4	Personal illness
Stacy, Andrea	9/24/14	Teacher-Marshall/Grade 5	Personal illness
<b>Support (Hourly):</b>			
Johnson, Charles	8/14/14	TA-Penn	Personal illness
Tobler, Elsie	8/18/14	CNS Assistant-Marshall	Personal illness

DECEASED

Name	Effective Date	Assignment
<b>Support:</b>		
Beatty, Ronald	9/24/14	TA-TRAICE Academy

RETIREMENTS

Name	Effective Date	Assignment
<b>Support (Hourly):</b>		
Berryman, Jane	10/01/14	Principal's Secretary-Grissom
Clark, Patricia	12/19/14	Registrar-Enrollment Center/Accountability
Hill, Cathy	1/01/15	Head Custodian-Burroughs
Lamb, Martha	11/01/14	CNS Cook II-Eugene Field

## RESIGNATIONS

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Blackwood, Katrena	11/18/14	Teacher-East Central Jr. High/Science
Davis, Erin	9/29/14	Teacher-MacArthur/Grade 1
Jackson, Kevin	9/28/14	Teacher-MacArthur/Music
Johnson, Melissa	10/12/14	Teacher-Thoreau/Career Tech
Lyons, Sommer	8/11/14	Teacher-ECDC Reed/Pre-K
Peer, Jessica	10/02/14	Teacher-Hawthorne/Grade 3
Vance, Amanda	6/30/14	Mentor Teacher-Wilson/Teaching and Learning
<b>Support (Hourly):</b>		
Ames, Melynda	10/31/14	CNS Cook II-ESC Cafeteria
Bell, Vanessa	8/08/14	Site Supervisor-Monroe/Before and After Care
Beyer, Jillian	8/13/14	Site Assistant-Grimes/Before and After Care
Biven, Hannah	8/05/14	TA-Kendall Whittier
Brewer, Lori	8/29/14	Health Assistant-Thoreau
Brown, Bridgett	8/04/14	Parateacher-Thoreau
Brown, Lance	9/04/14	Bus Driver Trainee
Combs, Charles	8/19/14	Bus Driver
Cope, Bridget	10/03/14	TA-Hoover
Cremin, Missy	8/20/14	Autism Paraprofessional-Chouteau
Dismuke, Stephanie	9/24/14	CNS Assistant-Chouteau
Dooley, Crystal	10/03/14	TA-Kendall Whittier
Frazier, Sha'Nae	9/04/14	Bus Assistant
Gardner, Jacqueline	9/15/14	Site Assistant-Lee/Before and After Care

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Goudeau, Austin	9/19/14	Custodian-Hale Jr. High
Hawkins, Leonard	9/16/14	Bus Driver-Transportation
Hill, LaQueta	8/19/14	MD Paraprofessional-Jackson
Hill, Linda	9/23/14	Health Assistant-Street School
Jones, Veronica	8/17/14	TA-Academy Central
Kelley, Julie	9/09/14	Bus Driver Trainee
Kosteritzky, Crystal	8/12/14	ED Paraprofessional-Key
Libey, Robert	10/16/14	Culinary Coordinator-ESC/Child Nutrition
Lindwall, Brenda	8/14/14	CNS Assistant-Robertson
Little, Holly	8/17/14	Parateacher-Mayo
Madison, Sandra	8/27/14	Bus Driver Trainee
Mike, Joelle	10/03/14	Site Assistant-Lanier/Before and After Care
Montgomery, Robert	9/23/14	Bus Driver Trainee
Natour, Sabah	8/18/14	CNS Manager-Key
Newton, Jasmine	9/19/14	MD Paraprofessional-Thoreau
Peer, Heather	9/15/14	Autism Paraprofessional-Memorial Jr. High
Portillo-Jaimes, Argelia	10/02/14	CNS Assistant-Columbus
Reinhard, Nicholas	9/03/14	ED Paraprofessional-Edison
Rhine, Francisca	10/09/14	Registrar-Enrollment Center/District Accountability
Ross, Jeremy	9/24/14	Custodian-Carver
Smith, Brandon	9/12/14	Paraprofessional-McLain
Sowobi, Corion	9/05/14	Custodian-Monroe
Walker, Jacqueline	10/06/14	Bus Driver

RESIGNATIONS - Continued

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
Weaver, Zenaida	8/26/14	CNS Assistant-Lanier
Williams, Matthew	8/17/14	TA-McKinley
Wright, Moya	10/02/14	Health Assistant-Salk
Yarbrough, Delano	9/13/14	Bus Driver Trainee-Transportation
Young, Taryn	8/20/14	ED Paraprofessional-Hamilton

TERMINATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
<b>Support (Hourly):</b>		
Long, Demarco	8/25/14	Custodian-Eugene Field
Mason, LaDon	9/10/14	Custodian-Educare I

## SUBSTITUTE AND TEMPORARY ELECTIONS

### Tutors

Barnett, Shirley  
Byrd-Magee, Janet  
Leach, Kathy  
Mitchell, Yolanda  
Saxman, Ann  
Testa, Christine  
Williams, Brenda

### Clerk

Harbin, Rheanna

### CNS Workers

Distel, Olivia  
Dominguez, Libia  
Edgar, Kimberly  
Farley, Sandra  
Gomez, Yeen  
Magoon, Roberta  
McGill, Lemika  
Moore, John Jr.  
Mosley, Kayesha  
Neel, Tammy  
Ramirez, Alma  
Salter, Maria  
Valladolid, Carolina

### DRS Student Workers

Childs, Antwain  
Covington, Dante  
Crocker, Phillip  
Edmond, Jonathan  
Harmon, Kortlin  
Willis, Kourtney  
Young, Kyle

### Adjunct Teachers

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

Evelyn Shoals, Volleyball @ \$3,371 September 1, 2014, – May 22, 2015

Central Jr. High– 11-000-1000-501000-820-136000-201-07-658

Clarence Grover, Basketball @ \$2,119 September 1, 2014, – May 22, 2015

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

Dejuan Driver, Football @ \$1,371 September 1, 2014, – May 22, 2015

Rogers– 11-000-1000-501930-810-136000-201-07-664

Sara Kruse, Cheerleading @ \$2,060 September 1, 2014, – May 22, 2015

Rogers– 11-000-1000-501930-810-136000-201-07-664

James Booker, Football @ \$1,373 September 1, 2014, – May 22, 2015

Rogers– 11-000-1000-501930-820-136000-201-07-664

Bryan Blount, Football @ \$1,373 September 1, 2014, – May 22, 2015

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

Lonnie Edwards, Football @ \$2,877 September 1, 2014, – May 22, 2015

## SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

### Athletics – School Activity Fund #536

Pay certificated staff member Donald Howell a total not to exceed \$4,000 to provide supplemental coaching during the 2014-2015 school year.

### Carver Speech – 11-0000-1000-501700-100-112000-210-07-515

Pay certificated staff Fran Frakes a total not to exceed \$2,060 to act as speech instructor during the 2014-2015 school year.

### Clinton/Webster Professional Development- 11-0590-2213-501700-000-113000-210-05-XXX-0590, 11-0590-2213-501700-000-000000-210-05-XXX-0590

Pay certified instructional personnel, to be named, \$18/hr. (total not to exceed \$150,000) to attend professional development provided by Talent Development as part of the Growing Together Initiative for 2014-2015.

### Counselor Extra Duties - 11-0000-2120-501700-000-000000-000-07-720

Pay counselors, to be named, their current rate of pay (total not to exceed \$1,700) to work on McLain's Master Schedule for the 2014-15 school year.

### Hillcrest BHS – 11-0000-1000-501110-239-105000-210-07-620

Pay special education teacher Sheila Field her current daily rate of pay (total not to exceed \$800) for working three additional days outside her regular contract for the 2014-2015 school year.

### Shadow MT BHS – 11-0000-1000-501110-239-105000-210-07-607

Pay special education teacher Tamberlin Davis her current daily rate of pay (total not to exceed \$650) for working three additional days outside her regular contract for the 2014-2015 school year.

### Shadow Mountain Riverside – 11-0000-1000-501110-239-105000-210-07-631

Pay special education teacher Tammy McDaris her current daily rate of pay, (total not to exceed \$1,200) for working four additional days outside her regular contract for the 2014-2015 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

**October 6, 2014 Agenda, page 36 – Correct site**

**Create:**

Position	Salary/Grade	Duties
<b>Strategic School Design Specialist-</b> Wilson/Teaching and Learning  <i>Annual Budget Impact:</i> \$ 69,400 min. – \$ 104,200 max.  <i>Funding Source:</i> 11-0179-2213-501110- 000-000000-354-05-044- 0179	EG-8 12 months	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.
<b>Instructional Technology Coach-</b> Wilson/Teaching and Learning (7 positions)  <i>Annual Budget Impact:</i> \$ 261,704 min. – \$ 455,565 max.  <i>Funding Source:</i> 11-0000-2213-501110- 000-000000-211-06-044	Teacher's Salary Schedule 200 days	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.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

**October 6, 2014 Agenda, page 57 – Correct titles**

**ADJUSTMENTS**

<u>Name</u>	<u>Position Grade/Step (if applicable)</u>	<u>Effective Date</u>	<u>Present Contract</u>	<u>Proposed Contract</u>	<u>Reason</u>
Gray, Rhonda	Substitute Coordinating Clerk-CNS CA-5 185 days	9/02/14 6/30/15	11.57	11.57	Personnel Clerk-CNS 12 months

**September 2, 2014 Agenda, page 40 – Correct title and grade**

**ELECTIONS**

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Morris, Terry	7/28/14 6/30/15	MT-6	\$ 10.72	Bus Driver

**March 13, 2014 Agenda, page 39 - Correct title**

**ELECTIONS**

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Masterson, Gabriel	2/11/14 6/30/14	CA-11	\$ 14.03	Accounting Technician-ESC/ Accounting



## SUPPORTING INFORMATION

### INFORMATION ITEM G-11

### POSITION CREATIONS/DELETIONS

Certificated/Administrative:

**Create:**

Position	Salary/Grade	Duties
<b>Music Coordinator-ESC/ Teaching and Learning</b>	EG-2 12 Months	Manage budgets for musical instrument repair, student contests and performances, and music accompanists. Supervise traveling music allocations, professional development, State Mandated Music Assessment, and numerous grants and community collaborations.
<i>Annual Budget Impact:</i> \$ 45,000 min. – \$ 67,600 max.		
<i>Funding Source:</i> 11-0000-2212-501110-000- 000000-108-06-070		
<b>Data Analyst-ESC/ Teacher and Leader Effectiveness</b>	BG-4 12 Months	Support major TLE projects, with a special focus on professional and leadership development. Work with teams of professionals with experience in human capital, operations, finance, strategic planning and other critical school business areas. Work in close collaboration with District-level managers to ensure the full implementation of the evaluation system.
<i>Annual Budget Impact:</i> \$ 34,800 min. – \$ 52,000 max.		
<i>Funding Source:</i> 11-0844-2542-501210-000- 000000-000-350-05-087- 0844		