



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, December 15, 2014**, at 6:30 PM, in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

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

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

A. OPENING EXERCISES

- A-1. Call to order and confirm that a quorum of the Board is present.
- A-2. Flag salute led by the Washington High School JROTC under the direction of Major Phil Courtin.
- 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>
December 1, 2014	December 1, 2014
	December 11, 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, January 5, 2015, 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: Enter into an agreement with the Laureate Psychiatric Clinic and Hospital, Inc. (Laureate) to provide educational services to all appropriate and eligible students attending or residing at said facilities during the 2014-2015 school year.

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

COST: No cost to the District

REQUISITION NUMBER: 41301039

RATIONALE: The Laureate Psychiatric Clinic and Hospital, Inc. (Laureate), will provide a continuation of educational services for qualified residential students participating at the sites for the 2014-2015 school year.

E-3. RECOMMENDATION: Enter into a contract with the Tulsa Country Club to host Washington High School's senior dinner and dance, May 2, 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 \$12,143.25

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

RATIONALE: The senior dinner and dance has been held annually for over 37 years. Approximately 300 seniors and guests will attend.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

- E-4.** RECOMMENDATION: Enter into a contract with the STEM Center for Teaching and Learning, Reston, Virginia, for Engineering by Design programming at the Juvenile Detention Center, David L. Moss Correctional Center, East Central High School and McLain 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: No cost to the District

REQUISITION NUMBER: 41301042

RATIONALE: The STEM Center for Teaching and Learning's™ *Engineering by Design™ (EbD™)* program is a K-12 solution for states, school districts and schools wanting to deliver an engineering/technological literacy curricula through science, technology, engineering and mathematics (STEM). In only the fourth year of existence, EbD™ now includes over 350 participating schools nationwide. The *EbD™* Network links schools and teachers that believe that the ingenuity of children is untapped, unrealized potential that properly motivated will lead to the next generation of technologists, innovators, designers, and engineers.

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-5.** RECOMMENDATION: Purchase 162 conference room chairs, in accordance with RFP #15006, from Merrifield Office Solutions, Inc., Stillwater, Oklahoma, for the Education Service Center (ESC) conference rooms.

COST: Not to exceed \$43,518

FUND NAME/ACCOUNT: Building Fund, 21-0000-2511-506540-000-000000-000-08-037

REQUISITION NUMBER: 11506956

RATIONALE: Many of the hydraulic mechanisms in the existing chairs in conference rooms in the ESC have failed and are not cost efficient to repair. This purchase will replace the current broken chairs throughout the building.

E-6. RECOMMENDATION: Purchase track equipment from Midwest Sporting Goods, Tulsa, Oklahoma, the lowest responsible bidder, for the track equipment at Washington High School.

COST: Not to exceed \$43,753.60

FUND NAME/ACCOUNT: Classroom Bond Fund, 3F-1136-1000-506530-100-000000-000-02-735

REQUISITION NUMBER: 11508328

RATIONALE: The track equipment is part of the 2010 bond issue.

E-7. RECOMMENDATION: Approve Deduct Change Order Number One with Advance Boiler Repair & Service, Inc. for the boiler replacement 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 \$3,038.98

RATIONALE: Not all of the allowances were used during the project. The original contract was approved on the May 5, 2014, Agenda, item E-10 in the amount of \$480,877.21.

E-8. RECOMMENDATION: Approve Deduct Amendment Number Ten with Crossland Construction, Tulsa, Oklahoma, for the library addition at Lindbergh Elementary School.

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

COST: The total deduction is \$5,971.29

RATIONALE: The library addition at Lindbergh is part of the 2010 bond issue. The original contract was approved on the October 7, 2013, Agenda, item E-21 in the amount of \$1,820,000.

- E-9.** RECOMMENDATION: Correct item E-5 of the May 5, 2014, Agenda to change the amount of Deduct Change Order Number One with Flintco, Inc., from \$50,000 to \$38,565.70.

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 amount of the deduction is \$38,565.70 (a decrease of \$11,434.30)

REQUISITION NUMBER: 41390153AB

RATIONALE: Not all of the allowances were used during the project. The original contract was approved on the September 7, 2012, Agenda, item E-13, in the amount of \$11,606,077.31.

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

- E-10.** 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-11.** RECOMMENDATION: Approve routine staffing items.

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

- E-12.** RECOMMENDATION: Enter into an agreement with Grand Canyon University setting forth the terms under which the university will place student interns (student teachers) with teachers within the District for purposes of fulfilling teacher preparation requirements for the 2014-2015 school year.

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

COST: No cost to the District

RATIONALE: The agreement will allow the District to partner with the university in efforts to train and prepare future teachers. Partnering with universities in this manner allows the District to provide valuable feedback on student progress in regards to the success of future employment in an urban school setting and in addition to influencing the knowledge, experiences and practical skills of its future workforce and applicant pool.

E-13. RECOMMENDATION: Renew the contract with Met Life to continue the District's life insurance program, and with Lincoln Financial Group for long-term disability insurance.

COST: The District will pay \$.114 per month per \$1,000 for life and \$.014 per month per \$1,000 accidental death and dismemberment insurance for eligible employees in the amount of 1.5 times annual salary; and long-term disability at \$.29 per \$100 of monthly benefit.

FUND NAME/ACCOUNT: Applicable fund/account based on the employee's salary account unique to the position and site

RATIONALE: The District provides life insurance, accidental death and dismemberment insurance and long-term disability insurance for eligible employees for the purpose of hiring and retaining qualified employees.

F. ACTION AGENDA - Motion and vote on each recommendation

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

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

F-1. RECOMMENDATION: Enter into a lease agreement with the Mabee Center for the Basketball Tournament of Champions to be held December 29, 30, and 31, 2014.

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

COST: \$25,000

FUND NAME/ACCOUNT: Athletics' Activity Fund #536

RATIONALE: The Mabee Center will lease the arena, mezzanine, press room, dressing rooms, practice gym, north lobby, entrances, exits, and parking lots for the sole purpose of the Tournament of Champions. The teams will be given opportunities to interact with students, parents and faculty members from around the country giving them a diverse experience.

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

F-2. RECOMMENDATION: Accept the Comprehensive Annual Financial Report which includes the independent audit report of Cole & Reed, Certified Public Accountants, P.C. for the fiscal year ending June 30, 2014.

RATIONALE: Oklahoma law requires school districts to have an audit performed each year and be accepted by the Board of Education. The Comprehensive Annual Financial Report is the reporting standard for governmental financial reporting. The audit was conducted in accordance with auditing standards generally accepted in the United States. The audit included examining evidence supporting the amounts and disclosures in the combined financial statements. The audit also included assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall combined financial statement presentation.

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

- F-3.** RECOMMENDATION: Adopt the Bond Development Committee's report on various projects to be funded with proceeds of the proposed bond issue to be voted upon on March 3, 2015.

RATIONALE: The Board of Education appointed several local citizens and business leaders to the Bond Development Committee to work with administrative staff, teachers and community members to identify needed improvements to school buildings and classroom equipment needs to enhance learning opportunities districtwide. The Bond Development Committee met regularly over the last few months to develop a list of projects and classroom equipment and materials to be funded by a bond issue. It was determined by the committee to present for the Board's consideration and approval a total bond package of \$415 million for submission to present to voters at an election to be held on March 3, 2015. The committee was cochaired by Mrs. Robyn Sanzalone and Mr. Roger Randle who have submitted a report and recommendation to the Board for consideration and action as deemed appropriate.

- F-4.** RECOMMENDATION: Adopt a resolution authorizing the calling and holding of a special election in Independent School District Number One of Tulsa County, Oklahoma, for the purpose of submitting to the registered, qualified voters on March 3, 2015, of the Tulsa School District the question of the issuance of bonds in the amounts and for the purposes as follows:

Proposition No. 1 - \$239,740,000 for constructing, equipping, repairing and remodeling school buildings, acquiring school furniture, fixtures and equipment and acquiring and improving school sites.

Proposition No. 2 - \$19,800,000 for acquiring library books, furniture, fixtures and equipment and constructing, remodeling and repairing school libraries and improving school sites.

Proposition No. 3 - \$17,025,000 for purchasing transportation equipment.

Proposition No. 4 - \$138,435,000 for acquiring textbooks, repairing and remodeling school buildings to accommodate technology equipment and acquiring computer hardware and software and classroom learning materials.

RATIONALE: State law requires bonds issued by a school district to be approved by voters at an election called and held for such purpose. The Board of Education must call for the election by passing the accompanying resolution which contains the date of the election and identifies the various purposes and dollar amounts to be voted on.

Based on a recommendation from the Bond Development Committee to provide funds for building and facilities, library, transportation and textbooks/classroom learning material needs of the District with a bond issue, the resolution calls for an election for March 3, 2015, to seek approval by voters to issue \$415 million in bonds for such purposes. It is anticipated that the bonds would be sold one or more series. The District anticipates the bonds will carry a five-year term consistent with the District's prior bond issue practice and would be repaid from ad valorem (property) taxes similar to the District's other bonds.

The District's 2010 bond election was held on March 2, 2010, at which time voters approved an aggregate of \$354,000,000 in bonds for various purposes. As a result of that election, the Board has issued \$273,680,000 with \$32,320,000 to be issued as its Combined Purpose Bonds, Series 2015A, closing on January 13, 2015. Upon the issuance of the 2015A Bonds there will be \$48,000,000 remaining from the 2010 election.

The District's last bond election was held on May 14, 2013, at which time voters approved an aggregate of \$38 million in bonds for technology equipment, security equipment and safety equipment. As a result of that election, the Board has issued \$24,320,000 million in bonds with the final remaining amount of \$13,680,000 to be issued as part of its \$13,680,000 Technology Equipment Bonds, Series 2015B, closing on January 13, 2015.

The issuance of the bonds authorized by the 2015 election has been structured to maintain the millage rate required to repay the bonds at a level which minimizes any change to current taxes to the extent possible. Tax impact analysis as prepared by the District's financial advisor is based on certain assumptions related to interest rates on bonds to be issued, future growth in net assessed valuation and the rate of taxes levied and actually collected. It is projected that the mill levy necessary to repay future bonds would remain consistent with the District's bond issuance objectives.

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

- F-5.** RECOMMENDATION: Adopt the 2014-2015 salary books for administrative and noncertified employees not covered by collective bargaining units, certified employees covered by collective bargaining, and support employees (hourly paid) covered by collective bargaining.

RATIONALE: The salary books support the information authorized by the Board of Education regarding salary increases for administrative, noncertified, and support employees.

G. INFORMATION AGENDA

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

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

- G-1.** RECOMMENDATION: Enter into a contract with Music Theatre International to provide rental materials and performing rights for the stage performance of "Annie Jr." at Carver Middle School, December 29, 2014.

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

COST: Not to exceed \$685

FUND NAME/ACCOUNT: Betty Bradstreet Grant, 11-0197-1000-506810-100-000000-000-05-515-0197 (\$600) and Parent /Teacher Association (\$85)

REQUISITION NUMBER: 11508342

RATIONALE: In order for students to perform "Annie Jr.," a performing rights license is necessary.

- G-2.** RECOMMENDATION: Enter into a memorandum of understanding (MOU) with the University of Tulsa (TU) to provide clinical observation experiences for Athletic Training and Exercise, and Sports Science students at Tulsa Met during the 2014-2015 school year.

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

COST: No cost to the District

REQUISITION NUMBER: 41301048

RATIONALE: The University of Tulsa students enrolled in ATRG (athletic training) Methodology related courses will be provided the opportunity to observe operations and delivery of services by Tulsa Met physical education teachers.

G-3. RECOMMENDATION: Enter into a grant agreement in the amount of \$80,550 with the Morningcrest Healthcare Foundation (MHF), Tulsa, Oklahoma, for funding the Learning Readiness Physical Education pilot project at McLain Junior High/Seventh Grade 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: No cost to the District

RATIONALE: The District is seeking funding to pilot the implementation of the Learning Readiness Physical Education (LRPE) program developed by Paul Zietarski at Naperville Central High School in Naperville, Illinois. The pilot will be conducted with 60 students at McLain Junior High/Seventh Grade Academy who have been identified as needing reading and math remediation. Since LRPE utilizes sustained physical activity and increased heart rates to stimulate improved learning capacity for students, this program promises to achieve a higher rate of healthy living and academic performance for students most in need of both.

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

G-4. RECOMMENDATION: Enter into a memorandum of understanding (MOU) with the University of Tulsa (TU) to provide student mentoring in support of the project entitled "True Blue Neighbors Youth Mentoring Program" for students at Kendall-Whittier Elementary School 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: There is no cost to the District

REQUISITION NUMBER: 41301054

RATIONALE: The University of Tulsa (TU) in a collaborative effort funded by the Oklahoma State Department of Education (OSDE) will provide comprehensive out-of-school time in accordance with the proposal submitted and approved by OSDE. Tulsa Public Schools will ensure coordination and collaboration of services to the Kendall-Whittier students and their families. In addition, Tulsa Public Schools will provide data to the above applicant for the purposes of local and state evaluations.

Recommendations submitted by Chief Academic Officer, Ms. Tracy Bayles

- G-5.** RECOMMENDATION: Enter into an agreement with the Junior League of Tulsa, Inc., to provide art education to second-grade students at Hawthorne Elementary School during the 2014-2015 school year.

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

COST: No cost to the District

REQUISITION NUMBER: 41301053

RATIONALE: Research has shown that the benefit from art programs greatly improves student achievement. Through the partnership with the Junior League of Tulsa, second-grade students will have the opportunity to experience art projects that are centered on art standards.

- G-6.** RECOMMENDATION: Enter into an agreement with Tulsa City County Library (TCCL) to work cooperatively to provide District students with increased access to public library resources and services. The District and TCCL will develop a system to create public library accounts for all students, linked to the District's library accounts, resulting in access to all TCCL digital resources and services in addition to those provided through District school libraries, January 6, 2015-June 30, 2016.

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: Often District students lack access to TCCL services for various reasons including expired or lost public library cards or inability to travel to the public library to activate accounts. Thus some students cannot access public library digital research products and services like Homework Help Now! This project would establish TCCL accounts for all District students. TCCL account information will eventually be linked to the District's library system information allowing students to jointly search both the public and school library collections for information and resources.

G-7. RECOMMENDATION: Enter into a contract with GCCE Consulting Group, LLC, owner Susan R. Carey, Afton, Oklahoma, to provide project management services for the iPD grant team 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 \$60,000

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

REQUISITION NUMBER: 11508382

RATIONALE: The project manager will plan, coordinate, and oversee all aspects of the iPD grant and project, including serving as facilitator for the iPD team.

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

G-8. RECOMMENDATION: Enter into an agreement with the Dr. Martin Luther King, Jr. Commemoration Society Parade committee to participate in the 2015 Dr. Martin Luther King, Jr. parade.

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: 41301047

RATIONALE: The Dr. Martin Luther King, Jr. Parade will be held on January 19, 2015. The District will create a float with materials provided by the Maintenance Department.

G-9. RECOMMENDATION: Revise/Delete School Board policies as listed.

Revise

3407 Charter Schools

9102 Research by Individuals and/or Institutions

Delete

3401 School Evaluation

RATIONALE: Revision of policy 3407 further clarifies deadlines and timelines for charter school applications. The revision of policy 9102 serves to distinguish guidelines for internal and external research approval as well as to expand the District Review Board approving authority to include the administering of surveys. The school evaluation process as outlined in policy 3401 is no longer applicable.

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

G-10. RECOMMENDATION: Approve sanctioning of the following additional parent/teacher associations/organizations (PTA/PTO) in accordance with Board Policy 5707 for the 2014-2015 fiscal year. The original item was approved on the November 3, 2014, Agenda, item E-5.

PTA/PTO

ECDC Bunche PTA

Lindbergh PTO

McKinley PTA

COST: No cost to the District.

RATIONALE: Sanctioned status provides an 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. This organization has submitted the required information in support of their application.

G-11. RECOMMENDATION: Approve the City of Sapulpa's proposed Tax Increment Financing (TIF) in connection with Polson Properties, Inc. (the developer) to develop, construct and operate an industrial park to be located along Interstate 44 in the City of Sapulpa, Oklahoma. The property is adjacent to the vacant Addams School site. The TIF would affect ad valorem tax growth for a period of fifteen (15) years to support the development, construction and operation of an industrial park.

RATIONALE: The Local Development Act, Title 62 OS, Section 850 et seq. grants the City of Sapulpa the authority to direct the City of Sapulpa Local Development Act Review Committee (Local Development Act) to analyze the Developer's proposal and to determine whether the area described in the proposal would qualify as a "tax increment district" pursuant to the provisions of the Oklahoma Local Development Act, Title 62, Sections 850 et sq. of the Oklahoma Statutes. The City of Sapulpa may elect to grant full or partial exemption of ad valorem taxes to the owners of projects on which new investment is made, for a period of up to 15 years if the project is within an enterprise zone. The District is represented on the Local Development Committee (LDC), which considers and recommends proposed projects, the approval of which impacts ad valorem taxes received by the District as a tax using entity. The purpose of the law is to foster economic development in areas of economic decline; the approval of which impacts the ad valorem taxes received by the District as a taxing entity. It is expected that the District will benefit in the future from this development.

During the 15 years of the abatement, the District will continue to receive ad valorem tax at the 2014 level, although the value of the property will increase. The TIF affects the increase in value and taxes. Afterwards, the property will return to the tax rolls at the then appraised value and the District will begin receiving taxes based on levies against the higher property values. Current annual ad valorem taxes levied on the property (all levies) is approximately \$4,579. After completion, the industrial park is expected to generate \$3,532,410 in ad valorem taxes when returned to the public tax roll after 15 years. It is also expected that the surrounding area will increase in value and contribute higher taxes as a result of the proposed industrial park, although no dollar amount has been forecast.

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

- G-12.** RECOMMENDATION: Approve Change Order Number One with American Air Conditioning, Tulsa, Oklahoma, for the HVAC project at Dual Language Immersion 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 \$24,000 and is contingent upon the sale and receipt of the 2015A Bond funds.

RATIONALE: Additional work is needed to complete the project. The original contract was approved on the September 15, 2014, Agenda, item E-24 in the amount of \$2,794,829.

- G-13.** RECOMMENDATION: Enter into contract with the lowest responsible bidder for the window and door replacement project at Peary and Mitchell 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: The award for this project has not been finalized. Final information on the amount and awardee will be included when the item is on the Consent Agenda. This project is contingent upon the successful sale and receipt of the 2015A Bond funds.

RATIONALE: The window and door replacement project is part of the 2010 bond issue.

- G-14.** RECOMMENDATION: Approve Change Order Number One with Standard Roofing, Oklahoma City, Oklahoma, for the roof replacement project at Hamilton Elementary School.

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

COST: The total change order will not exceed \$20,981.

FUND NAME/ACCOUNT: Classroom Bond Fund, 3F-1132-4720-504500-000-000000-00012-204-T-0211

REQUISITION NUMBER: 11508352

RATIONALE: Additional work is necessary to complete the project. Wet insulation was found that needs to be replaced. The original contract was approved on the July 8, 2014, Agenda, item E-18 in the amount of \$794,877. The roof replacement is part of the 2010 bond issue.

- G-15.** RECOMMENDATION: Increase the unit cost for the electrical and data contract with Lighthouse Electrical for voice cabling and electrical services as needed throughout the District.

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

COST: Not to exceed \$2,000,000 (an increase of \$750,000)

RATIONALE: Additional electrical and data work has been identified to support new technology. The original contract was approved on the July 8, 2014, Agenda, item E-13.

- G-16.** RECOMMENDATION: Pay Municipal Finance Services, Edmond, Oklahoma, for services rendered in connection with the Series 2015A and 2015B bond sale in the amount of \$46,000,000.

COST: Not to exceed \$90,000

FUND NAME/ACCOUNT: Technology Bond Fund, 33-1219-2511-503300-000-000000-000-12-037 (\$20,342.81) and Facilities Bond Fund, 32-1219-2511-503300-000-000000-000-12-037 (\$66,102.82)

RATIONALE: The District engages experts for services in connection with bond issues to ensure compliance with all rules and regulations governing the sale of bonds.

G-17. RECOMMENDATION: Pay Hilborne and Weidman, Tulsa, Oklahoma, for services rendered in connection with the Series 2015A and 2015B Bond sale in the amount of \$46,000,000.

COST: Not to exceed \$20,000

FUND NAME/ACCOUNT: Technology Bond Fund, 33-1219-2511-503300-000-000000-000-12-037 (\$4,500) and Facilities Bond Fund, 32-1219-2511-503300-000-000000-000-12-037 (\$15,000)

RATIONALE: The District engages experts in services in connection with bond issues to ensure compliance with all rules and regulations governing the sale of bonds.

G-18. RECOMMENDATION: Pay Moody's Investor Service, New York, New York, for services rendered in connection with the Series 2015A and 2015B Bond sale in the amount of \$46,000,000.

COST: Not to exceed \$60,000

FUND NAME/ACCOUNT: Technology Bond Fund, 33-1219-2511-503300-000-000000-000-12-037 (\$28,025) and Facilities Bond Fund, 3F-1219-2511-503300-000-000000-000-12-037 (\$28,025)

RATIONALE: The District engages experts for services in connection with bond issues to ensure compliance with all rules and regulations governing the sale of bonds.

G-19. RECOMMENDATION: Pay Standard and Poor's Ratings Services, New York, New York, for services rendered in connection with the Series 2015A and 2015B Bond sale in the amount of \$46,000,000.

COST: Not to exceed \$22,950

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1519-2511-503460-000-000000-000-12-037

REQUISITION NUMBER: 11508362

RATIONALE: The District engages experts for services in connection with bond issues to ensure compliance with all rules and regulations governing the sale of bonds.

G-20. RECOMMENDATION: Pay Oklahoma Attorney General, Oklahoma City, Oklahoma, for services rendered in connection with the prior bond sales, Series 2012B, 2014A, 2014B, 2014C, 2014D, 2015A & 2015B.

COST: Not to exceed \$34,300

RATIONALE: The District is obligated to pay a fee to the Oklahoma Attorney General for reviewing material associated with a Bond sale.

G-21. RECOMMENDATION: Approve an agreement with the City of Tulsa allowing access rights to City property adjacent to the District's Posey site.

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 access rights to the City for the land adjacent to the District's Posey property to enhance the City's ability to dispose of their property.

G-22. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the roof replacement projects at Columbus Elementary School, Margaret Hudson at Franklin Youth Academy and the Greely facility.

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

COST: The award for this project has not been finalized. Final information on the amount and awardee will be included when the item is on the consent agenda. This project is contingent upon the successful sale and receipt of the 2015A bond funds.

RATIONALE: The roof replacement is part of the 2010 bond issue.

G-23. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the fire sprinkler system at Street School, Burroughs and Phoenix Rising at Lombard.

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 award for this project has not been finalized. Final information on the amount an awardee will be included when the item is on the Consent Agenda. This project is contingent upon the successful sale and receipt of the 2015A Bond funds.

RATIONALE: The fire sprinkler systems are part of the 2013 bond issue.

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

G-24. **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-25. **RECOMMENDATION:** Enter into a performance based contract for risk management services for the period February 1, 2015, to June 30, 2015, with four annual options for renewal, from the most responsive and responsible offer in accordance with the terms and conditions of the Request for Proposal #15002.

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: Cost to the District will be based on a monthly flat fee, total for FY2015 not to exceed \$70,000.

RATIONALE: The District does not have dedicated Risk Management Services that provides oversight in compliance, training and claims management for the district. In the past five years, the District has experienced significant growth in Workers Compensation claims without providing sufficient safety training and workplace safety management; as well as an increase in property and casualty liability. These increases have produced a negative financial impact to the District. In order for the district to mitigate the continuation of such increases, a dedicated Risk Management Service Office must be established to handle this current shortfall within the district. These services will be provided on site and will provide technical and specialized support directed towards the reduction of risk and claims cost in all areas.

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

G-26. RECOMMENDATION: Approve renewal of the Charter School Contract with Lighthouse Academies of Tulsa, Inc. and authorize it to continue to operate as a charter school for grades Pre-Kindergarten through 6th grade during the 2015-2016, 2016-2017, and 2017-2018 school years; decline to approve expansion of the charter school to ninth grade; and approve expansion of the charter school during the renewal term as follows:

- An increase of 40 students in both prekindergarten and kindergarten (a total of 80 additional students) beginning in the 2015-2016 school year;
- An increase of 50 students in first grade beginning in the 2016-2017 school year;
- An increase of 50 students in second grade beginning in the 2017-2018 school year;
- The addition of seventh grade beginning in the 2015-2016 school year with a maximum of 50 students; and
- The addition of eighth grade beginning in the 2016-2017 school year with a maximum of 50 students;

with all the above subject to a mutually agreeable and fully executed charter school contract between the parties.

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

COST: No cost to the District

RATIONALE: Tulsa Lighthouse Charter School has shown outstanding academic achievement, growth and community support since its opening in 2012. Renewal of the Tulsa Lighthouse Charter School application will allow Tulsa Public Schools' parents and students to continue to benefit from this option. Under the renewal and expansion approval, Tulsa Lighthouse Charter School will serve students in grades prekindergarten through seventh (PK-7) during the 2015-2016 school year, and grades prekindergarten through eighth (PK-8) during the 2016-2017 and 2017-2018 school years. Approval of additional prekindergarten and kindergarten sections will increase enrollment of these grades to 80 each, respectively, starting with the 2015-2016 school year.

G-27. RECOMMENDATION: Decline Tulsa School of Arts and Science's request for expansion to middle school grade levels beginning in the 2015-2016 school year.

COST: No cost to the District

RATIONALE: Tulsa School of Arts and Science (TSAS) has been authorized by the District since 2001. TSAS implements a college preparatory curriculum in a safe, supportive individualized and challenging school environment. TSAS has achieved positive academic results for students, and continued implementation of TSAS as a charter school will allow Tulsa Public Schools' parents and students to benefit from this option. Due to the possibility of future legislative changes and the upcoming renewal of the TSAS Charter School Contract, the Board will consider a more detailed expansion proposal at that time.

SUPPORTING INFORMATION

CONSENT ITEM E-1

ROUTINE ELEMENTARY 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/ Varsity Cheer Squad	Students: 24 Parents: 1 Staff: 1	Participation in the National Cheer Association Finals (NCA)/ Dallas, Texas	January 22-25, 2015	2	No cost to the District
Will Rogers High School/ 7th and 8th grade students	Students: 10 Parents: 0 Staff: 1	Washington DC Close-Up Foundation, Washington D.C.	May 31- June 3, 2015	0	No cost to the District/ \$1,782 per student paid directly to Close Up by parents and grants/scholarships
Will Rogers High School/ 7th and 8th grade students	Students: 10 Parents: 0 Staff: 1	Washington DC Close-Up Foundation, Washington D.C.	June 7-12, 2015	0	No cost to the District/ \$1,552 per student paid directly to Close Up by parents and grants/scholarships

SUPPORTING INFORMATION

CONSENT ITEM E-10

POSITION CREATIONS/DELETIONS

Certificated/Administrative Positions

Create:

Position	Salary/Grade	Duties
Warehouse Manager- ESC/Materials Management <i>Annual Budget Impact: \$ 55,200 min. – \$ 82,800 max.</i> <i>Funding Source: 11-0000-2523-501210- 000-000000-109-08-054</i>	BG-8 12 Months	Manage deliveries in an expeditious manner that requires a complex schedule matrix (13 routes, 130 stops per day, 12,000+ cases of product per week). Deploy and assign resources as needed daily for warehouse and mail room services in separate locations. Manage fleet of 25 vehicles. Routes/deliveries include perishable, fresh bakery goods, hot food between kitchens daily and fresh prepared lunches in the summer. Manage, control and safeguard warehouse inventory movement worth \$12 million. Integrate off-site storage as necessary, ensure proper stock rotation, maintain comprehensive records of receipts and deliveries and supporting documents at both warehouse and mailroom locations. Maintain material handling equipment. Effectively and efficiently manage storage facilities/resources including the science resource center. Direct, supervise and schedule 31 employees, allocate time and approve payrolls, perform Time Manager duties for staff on Kronos system.

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

Position Creations/Deletions - Continued

Delete:

Position	Salary/Grade	Duties
Warehouse Manager- ESC/Materials Management <i>Annual Budget Impact: \$ 49,300 min. – \$73,900 max.</i> <i>Funding Source: 11-0000-2523-501210- 000-000000-109-08-054</i>	BG-7 12 Months	Manage deliveries in an expeditious manner that requires a complex schedule matrix (13 routes, 130 stops per day, 12,000 + cases of product per week) deploy and assign resources as needed daily for warehouse and mail room services in separate locations. Manage fleet of 25 vehicles. Routes/deliveries include perishable, fresh bakery goods, hot food between kitchens daily and fresh prepared lunches in the summer. Manage, control and safeguard warehouse inventory movement worth \$12 million. Integrate off-site storage as necessary, ensure proper stock rotation, maintain comprehensive records of receipts and deliveries and supporting documents at both warehouse and mailroom locations. Maintain material handling equipment. Effectively and efficiently manage storage facilities/resources including the science resource center. Direct, supervise and schedule 31 employees, allocate time and approve payrolls, perform Time Manager duties for staff on Kronos system.

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

Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Procurement Manager-ESC/Materials Management</p> <p><i>Annual Budget Impact:</i> \$ 55,200 min. – \$ 82,800 max.</p> <p><i>Funding Source:</i> 11-0000-2520-501210- 000-000000-109-08-054</p> <p>NOTE: This position change to be effective January 1, 2015</p>	<p>BG-8 12 Months</p>	<p>Lead groups, plan, organize, makes decisions and prioritize work to meet deadlines. Analyze and interpret financial data. Demonstrate effective communication skills and diplomacy with all levels of personnel. Create spreadsheets, manage reporting and compile management trend reports. Manage contract schedule including all activities necessary to ensure timely re-solicitation or renewal, including vendor interface, contact with user departments and contract administrators. Interpret district bidding and purchasing procedures to vendors and staff. Display objectivity as well as good organizational and exceptional analytical skills. Utilize sound purchasing practices and adhere to strict code of ethics. Implement procurement policies and procedures in accordance with School Board policy and State law.</p>

Delete:

Position	Salary/Grade	Duties
<p>Purchasing Projects Manager-ESC/Materials Management</p> <p><i>Annual Budget Impact:</i> \$ 34,800 min. – \$ 52,200 max.</p> <p><i>Funding Source:</i> 11-0000-2520-501210- 000-000000-109-08-054</p> <p>NOTE: This position change to be effective January 1, 2015</p>	<p>BG-4 12 Months</p>	<p>Develop schedules and track activity for solicitations and interdepartmental meetings. Track multiple priorities, maintain detailed records, create routine correspondence. Ensure proper solicitation documentation is obtained, indexed and archived in reference files. Maintain the Purchasing Office webpage content on district intranet and internet. Coordinate MUNIS training activities for Purchasing.</p>

Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
Purchasing Systems Manager-ESC/Materials Management <i>Annual Budget Impact:</i> \$ 55,200 min. – \$ 82,800 max. <i>Funding Source:</i> 11-0000-2520-501210- 000-000000-109-08-054 NOTE: This position change to be effective January 1, 2015	BG-8 12 Months	Manage purchasing and inventory modules of the MUNIS software, lead the Purchasing training team, manage training offerings/content, handle buying responsibilities for technology commodities, develop and manage system integration projects for Purchasing.

Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Purchasing AP Supervisor-ESC/ Materials Management</p> <p><i>Annual Budget Impact:</i> \$ 31,000 min. – \$ 46,600 max.</p> <p><i>Funding Source:</i> 11-0000-2520-501210- 000-000000-109-08-054</p> <p>NOTE: This position change to be effective January 1, 2015</p>	<p>BG-3 12 Months</p>	<p>Lead, train and supervise AP invoicing staff, aid users in navigating the system. Interpret financial system payment procedures to vendors and sites. Manage vendor file and payment terms, including overriding standard payment terms when appropriate. Research and resolve system user issues, log calls and identify trends regarding system processing inconsistencies. Create, monitor and interpret aging and volume reports and take appropriate action. Resolve past due and unidentified items.</p>

Delete:

Position	Salary/Grade	Duties
<p>Purchasing AP Lead-ESC/Materials Management</p> <p><i>Annual Budget Impact:</i> \$ 30,243 min. – \$ 40,976 max.</p> <p><i>Funding Source:</i> 11-0000-2520-501210- 000-000000-109-08-054</p> <p>NOTE: This position change to be effective January 1, 2015</p>	<p>CA-13 \$14.54/hr. to \$19.70/hr. 12 Months</p>	<p>Lead AP Invoicing staff. Reconcile PO's, invoices and receiving entries for each purchase. Enter, adjust and modify PO/Invoice within on-line financial system as necessary to authorize proper payment amount. Assume responsibility for timely vendor performance; expedite and follow-up thoroughly as appropriate. Develop correspondence/communication with vendor sales and accounting personnel. Reconcile monthly statements. Determine the need to return incorrect/duplicate shipments. Obtain proper authorization from vendor. Coordinate instructions with vendor and district personnel. Follow through until issue is resolved and credit received and entered.</p>

Position Creations/Deletions – Continued

Create:

Position	Salary/Grade	Duties
<p>Lead Budget Analyst- ESC/Federal Programs and Special Projects</p> <p><i>Annual Budget Impact: \$ 43,800 min. – \$ 65,800 max.</i></p> <p><i>Funding Source: 11-0950-2511-501210- 000-000000-305-05-093- 0950</i></p> <p>NOTE: This position change to be effective January 1, 2015</p>	<p>BG-6 12 Months</p>	<p>Maintain expenditures of grants and projects. Prepare budget revisions, requisitions, purchase orders, board agenda items, and contracts. Work with grant managers on staff allocations, balance expenditure claims on a monthly basis, and assimilate spreadsheet data from grants.</p>

Delete:

Position	Salary/Grade	Duties
<p>Lead Budget Analyst- ESC/Federal Programs and Special Projects</p> <p><i>Annual Budget Impact: \$ 39,000 min. – \$58,600 max.</i></p> <p><i>Funding Source: 11-0950-2511-501210- 000-000000-305-05-093- 0950</i></p> <p>NOTE: This position change to be effective January 1, 2015</p>	<p>BG-5 12 Months</p>	<p>Maintain expenditures of grants and projects. Prepare budget revisions, requisitions, purchase orders, Board agenda items, and contracts. Work with grant managers on staff allocations, balance expenditure claims on a monthly basis, and assimilate spreadsheet data from grants.</p>

SUPPORTING INFORMATION

CONSENT ITEM E-11

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Bridgeman, Elisa	11/24/14	B-9	\$ 22,163.64	Teacher-Central/ Special Education Rate: \$36,800.00 Return from leave
Carter, Nita	12/15/14	M-28	28,272.64	Teacher-McClure/Reading Rate: \$52,936.00 Return from leave
Ciancio, Rachel	12/03/14 5/26/15	M-0	19,679.04	Librarian-Wright Rate: \$33,956.00
Doty, Treasure	11/10/14	BG-5	28,571.59	Behavior Coach-Special Education and Student Services Rate: \$43,350.00 Return from leave
Hanna, Julia	11/17/14	B-22	29,408.69	Teacher-Columbus/Grade 6 Rate: \$46,630.00 Return from leave
Henderson, Janet	12/02/14 5/26/15	M60-30	17,461.72	Teacher-MacArthur/Music Half-Time Rate: \$29,837.00
Merchant, Roxanne	12/01/14	B-0	19,440.91	Teacher-Skelly/Grade 2 Rate: \$32,900.00 Return from leave
Morgan, Erica	12/16/14	B-11	19,873.47	Nurse-ESC/Health Services Rate: \$37,610.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Neafus, Katherine	11/18/14 5/26/15	B-0	\$ 20,562.50	Teacher-Skelly/Grade 2 Rate: \$32,900.00
Nodine, Cassandra	12/16/14	B-9	19,445.45	Instructional Coach-Wilson/ Teaching and Learning Rate: \$36,800.00
Smith, Danelle	12/02/14 5/26/15	B-5	20,424.43	Teacher-Jones/Grade 5 Rate: \$34,900.00 Former Employee (f.e.)
Support (Hourly):				
Arnold, Jackson	11/24/14 5/22/15	MT-4	\$ 9.63	Bus Driver Trainee
Austin, Jhorden	11/17/14 5/22/15	IS-3	9.21	Teacher Assistant (TA)-East Central
Ballard, Joseph	11/24/14 5/22/15	MT-4	9.63	Bus Driver Trainee
Berkowitz, Cinde	11/17/14 5/22/15	IS-6	10.81	TA-Webster
Biles, Teresa	11/20/14 5/22/15	IS-6	10.81	TA-Clinton
Bowler, Courtney	11/21/14 6/08/15	IS-6	10.81	TA-Marshall
Brown, Katherine	12/01/14 5/27/15	CA-3	9.21	Clerk-Wright
Cisneros, Daisy	11/13/14 5/22/15	IS-6	10.81	Parent Involvement Facilitator-Disney
Clark, Catha	11/24/14 5/22/15	MT-1	8.87	Child Nutrition Services (CNS) Assistant-ECDC Reed
Cox, John	12/16/14 6/30/15	TS-10	16.25	PC Technician-ESC/ Client Services

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Dipboye, Diana	12/01/14 6/30/15	CA-6	\$ 13.10	Before and After Care Specialist-Before and After Care Return from leave
Ekhoff, Tangela	11/17/14 5/22/15	IS-6	10.81	Parent Involvement Facilitator-Gilcrease
Fisher, Debbie	11/14/14 6/08/15	IS-6	10.81	TA-Eugene Field
Frewaldt, Ana	11/24/14 5/22/15	IS-6	10.81	TA-Zarrow
Gilcrease, William	11/10/14 5/22/15	IS-6	10.81	TA-Remington
Green, Christian	11/18/14 5/22/15	IS-6	10.81	TA-Lewis and Clark
Hernandez, Griselda	10/13/14 5/22/15	MT-1	9.39	CNS Assistant-Celia Clinton
Hudson, Shaniqua	11/07/14 6/08/15	IS-6	10.81	TA-Marshall
Jimenez, Melinda	11/21/14 5/27/15	CA-3	9.21	Clerk-Celia Clinton
Jones, Kendra	11/24/14 5/22/15	MT-1	8.90	CNS Assistant-McClure
King, Lawrence	11/10/14 6/30/15	MT-10	15.53	Craftsperson-Transportation Return from leave
Lewis, April	11/21/14 5/22/15	IS-6	10.81	TA-McLain
Lewis, Candice	11/24/14 6/30/15	MT-3	9.35 .47	Custodian-Memorial Shift differential
Magoon, Roberta	12/08/14 5/22/15	MT-1	8.87	CNS Assistant-McLain

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Martinez, Natalie	11/17/14 5/22/15	IS-3	\$ 9.21	TA-Peary
McCleahhan, Rickey	10/30/14 5/22/14	MT-6	11.04	Bus Driver Return from leave
Medina, Maritssa	12/01/14 6/01/15	CA-8	12.50	Principal's Secretary-Wright
Mosley, Kayesha	12/08/14 5/22/15	MT-1	8.87	CNS Assistant-McLain
Obispo, Veronica	11/24/14 5/22/15	IS-6	10.81	TA-Dual Language Immersion Program
Perez-Gutierrez, Divanny	11/14/14 5/22/15	IS-3	9.21	TA-McClure
Quintero, Karem	11/24/14 5/22/15	IS-6	10.81	TA-Zarrow
Simpson, Anisia	11/10/14 5/22/15	IS-6	10.81	TA-Lewis and Clark
Tanyan, Alicia	8/29/14 5/22/15	IS-3	10.97	TA-Celia Clinton
Thomas, Tonya	11/14/14 5/22/15	IS-6	10.81	TA-Lewis and Clark
Ware, Ericka	11/17/14 5/22/15	IS-6	10.81	TA-McLain
Young, Brenda	11/18/14 6/30/15	MT-10	15.53	Craftsperson-Transportation Return from leave
Zamor, Risha	11/4/14 5/22/15	IS-3	9.21	TA-Grissom

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Estes, Brenda	Budget Analyst- ESC/Federal Programs and Special Projects BG-4	1/01/15	42,318.00	23,525.00	Budget Analyst-ESC/ Federal Programs and Special Projects BG-5 Rate: \$47,050.00
Floyd, Kathie	Lead Budget Analyst- ESC/Federal Programs and Special Projects BG-5	1/01/15	60,682.00	32,395.00	Lead Budget Analyst-ESC/Federal Programs and Special Projects BG-6 Rate: \$64,790.00
Kamara, Abraham	Teacher- Memorial/ Science M-12	8/14/14	\$ 38,020.00	\$ 41,114.00	M30-12
Macomber, Lea Ann	Teacher-Rogers/ Music M-22	12/16/14	47,736.00	38,308.03	Music Coordinator- Wilson/Teaching and Learning EG-2 Rate: \$65,588.00
McIntyre, Judy	Budget Analyst- ESC/Federal Programs and Special Projects BG-4	1/01/15	41,337.00	22,735.50	Budget Analyst-ESC/ Federal Programs and Special Projects BG-5 Rate: \$45,471.00
Mehagan, Paul	Warehouse Manager- Materials Management BG-7	1/01/15	62,518.00	33,876.50	Warehouse Manager-Materials Management BG-8 Rate: \$67,753.00
Redfearn, Jamie	Purchasing AP Lead-ESC/ Materials Management CA-13	1/01/15	17.10/hr.	19,562.50/yr.	Purchasing AP Supervisor-ESC/ Materials Management BG-3 Rate: \$39,125.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Reed, Dianne	Budget Analyst- ESC/Federal Programs and Special Projects BG-4	1/01/15	\$ 50,704.00	\$ 28,626.50	Budget Analyst-ESC/ Federal Programs and Special Projects BG-5 Rate: \$57,253.00
Richardson, Elizabeth	Budget Analyst- ESC/Federal Programs and Special Projects BG-4	1/01/15	38,820.00	21,739.00	Budget Analyst-ESC/ Federal Programs and Special Projects BG-5 Rate: \$43,478.00
Vejraska, Rachael	Purchasing Projects Manager-ESC/ Materials Management BG-4	1/01/15	39,382.00	28,000.00	Procurement Manager-ESC/ Materials Management BG-8 Rate: \$56,000.00
Wolfe, Judy	Budget Analyst- ESC/Federal Programs and Special Projects BG-4	1/01/15	46,202.00	26,064.50	Budget Analyst- ESC/Federal Programs and Special Projects BG-5 Rate: \$52,129.00
Wright, Jeanna	Buyer-ESC/ Materials Management BG-4	1/01/15	38,862.00	28,000.00	Purchasing Systems Manager-ESC/ Materials Management BG-8 Rate: \$56,000.00
Support (Hourly):					
Davis, Patricia	CNS Assistant- McClure MT-1 6hrs/day	11/24/14 5/22/15	\$ 9.32	\$ 9.32	7.5hrs/day
De-Guerra, Sandra	CNS Assistant- McClure MT-1 6hrs/day	11/24/14 5/22/15	8.88	8.88	7hrs/day

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Dixon, Virginia	Bus Driver MT-6 6hrs/day	11/18/14 5/22/15	\$ 10.74 .30	\$ 10.74 .30	Bus Driver MT-6 8hrs/day Special needs
Gunter, Santaysha	Bus Driver Trainee MT-4	11/18/14 5/22/15	9.63	10.72	Bus Driver MT-6
Hartman, Randel	Bus Driver Trainee MT-4	10/20/14 5/22/15	9.77	10.72	Bus Driver MT-6
Holt, Lisa	CNS Traveling Manager BG-A	11/24/14	18,122.00/yr.	11.22/hr.	Assistant CNS Manager-McLain MT-6
Rodriguez, Francisca	CNS Cook II- Carnegie MT-3 6.5hrs/day	11/10/14 5/22/15	10.49	10.49	7hrs/day
Ruble, Tanara	Bus Driver Trainee MT-4	11/24/14 5/22/15	9.63	8.17	Bus Assistant MT-A
Tumey, Auteumn	Bus Driver Trainee MT-4	11/24/14 5/22/15	9.63	10.72 .30	Bus Driver MT-6 Special needs

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Carter, Nita	9/24/14	Teacher-McClure/Reading	Personal illness
Cherry, Sharon	12/01/14	Teacher-Disney/Special Ed	Personal illness
Hicks, Ava	12/05/14	Human Capital Partner-ESC/ Human Capital	Personal illness
Kelly, Steve	11/08/14	Teacher-McLain/Technology	Personal illness
Powell, Denice	11/21/14	Nurse-Anderson	Personal illness
Quinn, Melvetta	10/22/14	Counselor-McLain	Personal illness
Rothman, Sarah	12/01/14	Teacher-McLain Seventh Grade Academy/Special Education	Personal illness
Smith, Lanaya	11/04/14	Title I Reading Interventionist- Carver	Personal illness
Sowle, Patricia	9/15/14	Teacher-Mayo/Grade 1	Personal illness
Thomas, Janet	11/14/14	Counselor-McLain Jr. High	FMLA
Support (Hourly):			
Coleman, Anita	11/12/14	Paraprofessional-Tulsa Met Jr. High	Personal illness
Cook, Adam	12/01/14	Terminal I Manager- Transportation	Personal illness
Dipboye, Diana	10/20/14	Before and After Care Specialist- Before and After Care	FMLA
Floyd, Latrecia	11/19/14	TA-Peary	Personal illness
McCleahnan, Rickey	11/10/14	Bus Driver	Personal illness
Nichols, Eula	11/01/14	Custodian-Hoover	Personal illness
Pierce, Claudine	11/20/14	Custodian-McLain	Personal illness
Sayre, Charmaine	10/16/14	CNS Assistant-Hoover	Personal illness
Switzer, Andrea	11/24/14	CNS Assistant Manager-Kerr	Worker's Comp

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Christie, Dana	6/30/14	Teacher-Gilcrease/Special Education
Whitlock, Shavon	12/19/14	Teacher-Gilcrease/Grade 1
Wise, Tiffanie	12/19/14	Teacher-Penn/Grade 3
Support (Hourly):		
Belk, Alan	11/21/14	Bus Driver
Brown, Tasha	12/11/14	Principal's Secretary-Grimes
Carter, Christopher	11/25/14	TA-Clinton
Castanares, Jimena	9/19/14	Parent Involvement Facilitator-McKinley
Cyrus, Christina	8/17/14	TA-McClure
Davis, Christine	11/14/14	Bus Driver Trainee
Drew, Michael	11/25/14	Culinary Coordinator-ESC/Child Nutrition
Gaulden, Gina	8/22/14	TA-Anderson
Hacker, John	12/01/14	Custodian-Webster
Harris, Ronda	9/19/14	Site Supervisor-Robertson/Before and After Care
Holmes, Christine	11/21/14	TA-McClure
Jones, Timothy	11/20/14	Bus Driver
King, Jacqueline	11/24/14	CNS Assistant-Burroughs
Kirk, Ivy Sharon	11/06/14	TA-Lanier
Kosanke, Charlesia	11/13/14	TA-Bell
Lindsey, Kimberly	8/15/14	TA-Eisenhower
Love, LaQuesha	11/25/14	Bus Driver Trainee

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Majalca-Newby, Nidya	9/26/14	TA-Dual Language Immersion Program
McDugle, Darlene	11/19/14	Bus Driver
Mose, Chrisandria	11/18/14	Bus Driver
Robinson, Durrell	11/25/14	Clerk-Central
Rodriguez, Cynthia	11/17/14	TA-Owen
Simmons, Marisa	11/14/14	Paraprofessional-Webster
Sullivan, Constance	8/22/14	TA-Thoreau
Sundquist, Joshua	11/21/14	Bus Driver
Walker, Eric	12/01/14	Campus Police Officer-ESC/Campus Police
Williams, Angela	8/29/14	TA-Memorial Jr. High

TERMINATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Gibson, Margaret	12/11/14	Teacher-McLain Jr. High/Reading
Ross, Carl	12/31/14	Teacher-Hale Jr. High/History
Support (Hourly):		
Bryant, Brandon	10/28/14	Custodian-Emerson
Drumming, Tavanna	11/17/14	Custodian-Eugene Field
Welch, Emanuel	11/21/14	Head Custodian-McClure

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Brothers, Demetris
Copeland, Brittany
Pimentel, Sana
Robinson, Gregory
Sallis, Lillie
Smith, Brandon
Smith, Steven L

Challenge Course Instructor

McGuire, Amber

Nurse

Gibson-Rogers, Rachel

Health Assistants

Johnson, Charlotte
Seay, Brianna

Tutors

Jones, Sharon
Rodehaver, Jennifer
Hale, Linda
Reich, Kristin

PC Technician

Cox, John

CNS

Glendening, Janine
Gonzalez, Lisa
Rodriguez, Jacquelyn
Scott, Melissa
Vaughn, Aldene
Wren, Evelyne

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

Pay certificated employee Larry Cagle a total not to exceed \$2,000 for “Summer Run Club” compensation from Edison Cross Country Boosters.

Child Nutrition Extra Duty - 22-3850-3120-501210-700-000000-958-03-053

Pay Assistant Manager Carmen Patten a total not to exceed \$384 for assuming management duties at Jackson Elementary while assigned manager is on leave of absence.

Special Education IDEA - 11-6250-2213-501700-239-000000-000-05-066-625

Pay Special Education staff, to be named \$23/hr (total amount not to exceed \$1000) to provide after-hours professional development to private schools that have signed written affirmation of consultation with the District and have parentally-placed students with disabilities attending their school.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

November 17, 2014 Agenda, page 20 – Correct effective date

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
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Certificated/Administrative:

Davidson, Samuel	12/02/14	BG-4	24,044.24	TLE Data Analyst-ESC/ Teacher and Leader Effectiveness Rate: \$38,000.00
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November 17, 2014 Agenda, page 23 – Correct contract amount

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
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Support:

Miller, Felicia	11/06/14 5/27/15	CA-5	\$ 10.54	Health Assistant-Key
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December 1, 2014, page 35 - Correct site

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
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Certificated/Administrative:

Baird, Bruce	8/25/14 5/26/15	M-5	\$ 34,545.14 1,746.46	Teacher-McLain/ Special Education Rate: \$35,976.00
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SUPPORTING INFORMATION

INFORMATION ITEM G-9

POLICIES/REGULATIONS

TULSA PUBLIC SCHOOLS

Policy 3407

CHARTER SCHOOLS

PURPOSE: To establish guidelines for Charter Schools under the Oklahoma Charter Schools Act.

The Board, pursuant to Oklahoma statutes, may elect to sponsor a charter school for one or more of the following purposes:

- To improve student learning;
- To increase learning opportunities for students;
- To encourage the use of different and innovative teaching methods;
- To provide additional academic choices for parents/guardians and students;
- To require the measurement of student learning and create different and innovative forms of measuring student learning;
- To establish new forms of accountability for schools; and,
- To create new professional opportunities for teachers and administrators including the opportunity to be responsible for the learning program at the school site.

Charter schools are fully recognized as public schools; however, a charter school, to be so designated under Oklahoma law, must have attained/secured as a minimum the following:

- Formal approval of its proposal for sponsorship by the Board; and,
- Formal approval and publication of its charter (contract) to operate. Such charter (contract) approval shall be by both the Board and the governing board of the school.

District Responsibilities

- Receive, review, and recommend to the Board action concerning all written charter school proposals, as stipulated by the legislation, within the timelines established under the law.
- Upon positive action by the Board, develop for Board approval, in cooperation with the applicant, a charter (contract) for the charter school.
- Notify the State Board of Education of any approved schools and simultaneously provide copies of approved charters.
- Monitor charter schools' progress towards the goals and objectives established in the charter.
- Monitor charter schools' financial status and fiscal operations.
- Make relevant recommendations as may be appropriate for Board consideration.

Eligible Grade Levels

The Board may sponsor charter schools to serve any grade or combination of grades from Pre-Kindergarten through Grade 12.

Enrollment

The enrollment of the charter school shall not exceed the number of students approved by the Board in the charter/contract.

Applicant Eligibility

A board of education of a public school district, public body, public or private college or university, private person, or private organization may contract with a sponsor to establish a charter school except that a private school shall not be eligible to contract for a charter school.

A charter school shall be nonsectarian in its programs, admission policies, employment practices, and all other operations. The Board may not authorize a charter school or program that is affiliated with a nonpublic sectarian school or religious institution.

Written Proposal and Charter (Contract) Development Process

In order to comply with all statutory time periods and requirements, and to allow for the completion of a charter (contract) with successful applicants, all completed proposals must be submitted and received in the Office of the Superintendent on or before February 1 for the establishment of a charter school that will begin operations in the 2015-16 school year. Effective February 2, 2015 all completed proposals must be received in the Office of the Superintendent on or before September 1 of each year (or the next workday if September 1 falls on a weekend or a day when the District office is otherwise closed). For purposes of this policy, operations will be defined as enrolling eligible students and providing educational instruction pursuant to an approved charter (contract) in compliance with Oklahoma law.

All proposals submitted soliciting Board sponsorship of a charter school shall utilize the proposal requirements as provided by the Board. Such proposals shall include completion of the Tulsa Charter School Proposal Document as published by the Board and shall meet all due dates as published by the Board. Charter (contract) schools sponsored by Tulsa Public Schools are expected to be a signatory to the Tulsa Public Schools Charter Compact Agreement.

NOTE: Proposals soliciting sponsorship which do not provide all of the information required by the Board, or fail to meet the published timelines, and incomplete or tardy proposals may be considered as grounds for rejection of sponsorship.

Review of proposals shall go forward using a process and procedure as defined by and under the direction of the Superintendent or designee. The process shall require complete review of each individual proposal received and shall lead to a written report evaluating the quality of the proposal. The written report shall be submitted with a formal recommendation for action to the Board.

The Board shall either accept or reject sponsorship of a proposed charter school within ninety (90) days of receipt of the proposal. Applicants whose proposals are rejected are eligible to appeal as specified by the Oklahoma Charter Schools Act.

All proposals for which sponsorship is authorized by the Board shall immediately initiate negotiations for the completion of the school's charter (contract). All charters (contracts) shall require formal approval by the Board and the governing board of the proposed charter school.

The State Board of Education shall be notified of the acceptance of sponsorship by the Board for any charter schools. A copy of the formally approved charters (contracts) shall be forwarded to the State Board of Education immediately upon approval.

Proposal Submission Process

All completed proposals must be received in the Office of the Superintendent on or before February 1 for charter schools starting operations into 2015-2016 school year (or the next workday if February 1 falls on a weekend or a day when the District office is otherwise closed). Effective February 2, 2015 all completed proposals must be received in the Office of the Superintendent on or before September 1 of each year (or the next workday if September 1 falls on a weekend or a day when the District office is otherwise closed). This due date refers to schools planning to begin operations the following school year. Such proposals must be received no later than 4:30 p.m. All proposals will be stamped with the date and time received. Upon request by the applicant, a proposal received after the prescribed date and time may be considered during the review cycle for the following year.

Term of Charter

An approved charter (contract) shall be effective for not longer than three (3) years.

Charter Renewal

In order to seek renewal of the charter (contract) for a subsequent term, the charter school must apply for such renewal prior to the beginning of the last contract year of operation, as specified by the charter (contract). Failure to timely apply for charter renewal shall constitute a waiver of any renewal request. A request for renewal shall contain at least the following:

- A report on the progress of the charter school's achievement of goals, objectives, pupil performance standards, content standards, and other terms and conditions as outlined in the existing charter.
- A financial statement covering operations to date including disclosures of all income and disbursements.
- A copy of all annual financial audits.
- A list of newly defined or continuing goals and objectives for the ensuing school years through the duration of the renewal period sought.

The Board may deny the request for renewal if it determines the charter school has failed to complete the obligations of the charter (contract) or comply with the provisions of the

Oklahoma Charter Schools Act. The Board shall give written notice of its intent to deny any request for renewal of the charter (contract) at least eight (8) months prior to the expiration of the charter (contract).

Termination of a Charter

The Board may terminate a charter (contract) during its term for failure to meet the requirements for student performance contained in the charter (contract), failure to meet the standards of fiscal management specified, violations of law, or other good cause.

The Board shall give at least ninety (90) days written notice to the governing board of the charter school prior to terminating the charter (contract). The governing board of the charter school may request, in writing, an informal hearing before the Board within fourteen (14) days of receiving notice. The Board shall conduct an informal hearing before taking action. If the Board decides to terminate the charter (contract) the governing board of the charter school shall be eligible to pursue remedies as specified in the Oklahoma Charter School Law.

Student Placement

If a charter (contract) is not renewed or is terminated, all students who attended the charter school may enroll in another school consistent with the Board's placement rules including access to all eligible transfer options as may be available under Oklahoma law or Board policy.

Rights of Teachers

Any teacher who is employed by or teaching at a charter school and who was previously employed as a teacher by the sponsor shall not lose any salary status or any other benefit provided by law due to teaching at a charter school upon returning. Any teacher who is employed by or teaching at a charter school and who was employed by the sponsor immediately before such employment shall be given employment preference upon receipt of an application to return if:

- The application is received no later than three (3) years after ceasing employment with the sponsor; and,
- A suitable position is available.

Legal Reference

Oklahoma's Charter School Act (Title 70, Section 3-130) is incorporated herein by reference and made a part of this policy.

Adopted: December 1999
Revised: January 2015

3407 Page 4 of 4

RESEARCH BY INDIVIDUALS AND/OR INSTITUTIONS

PURPOSE: To establish a process to support educational research.

The Board recognizes the vital relationship between education and research and the benefit to its educational programs and services as a result of quality research endeavors. While recognizing the value of educational research, the Board also has the responsibility to prevent undue disruption to the educational process, to protect the privacy rights of students and staff, and to ensure compliance with state and federal law. Research conducted by researchers must occur in the context of the District's primary obligations of improving the educational process and student learning.

All internal and external research and surveys to be conducted within the Tulsa Public School District and/or request to receive and/or use student or staff data in research or for evaluation purposes must have prior written approval from the District's Research Review Board (RRB). The RRB shall, at a minimum, insure that the following principles are adhered to:

1. The purpose of the research must be education related and directly linked to the mission of Tulsa Public Schools.
2. The research must demonstrate a tangible benefit to the District.
3. The research must comply with the regulations of this policy.

Research and researchers subject to this policy are defined as (1) Research and/or surveys required for fulfilling the responsibilities of a specific district department or office. (2) Independent research conducted by individuals, organizations, or agencies not affiliated with the District; (3) research conducted by District contractors in accordance with their contract with the District or a memorandum of understanding with a TPS department or school; (4) research conducted by District employees or contract staff for personal purposes outside of their work duties during non-work hours (e.g. research for the completion of a master's thesis or doctoral dissertation or for any other purposes); (5) educational product research conducted by a company or entity to study an educational product's effectiveness for potential sale to the District; and (6) research participation expressly required by federal or state law.

The RRB may establish reasonable fees to charge external researchers for the review and evaluation of proposals and the compilation of data requests as outlined in the regulation of this policy.

SCHOOL EVALUATION

PURPOSE: To provide for school evaluation procedures.

Under the District Accountability program, each school will be evaluated annually to determine the extent to which it meets District standards. Schools that are judged to be the top performing at each level will be rewarded, as will those judged to be the “most improved.” Schools identified as “needing improvement” will target those areas needing attention and undertake steps for improvement.

District high schools will be evaluated in cooperation with the North Central Association (NCA) policies and standards for school evaluations and improvements.

Adopted: November 1982
Deleted: January 2015

SUPPORTING INFORMATION

INFORMATION ITEM G-24

POSITION CREATIONS/DELETIONS

Administrative/Certificated Positions

Delete:

Position	Salary/Grade	Duties
Director of Staff Development and Leadership Training-ESC/Curriculum and Instruction	EG-8 12 Months	Responsible for developing, implementing, managing, supervising and evaluating the District's staff development and training programs for professional educators; technical, administrative, and other professional personnel; and classified personnel within the District.
<i>Annual Budget Impact:</i> \$ 70,500 – \$ 105,700 max.		
<i>Funding Source:</i> 11-0000-2213-501110- 000-000000-354-06-070		