



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, January 5, 2015**, 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. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A-3. Flag salute led by the Edison High School JROTC under the direction of Major Paul Clark.
- 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.

Regular Meeting Special Meeting
December 15, 2014 December 14, 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 Tuesday, January 19, 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 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.

E-3. 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.

- E-4.** 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

- E-5.** 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

- E-6.** 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.

- E-7.** 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.

E-8. 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

E-9. 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.

E-10. 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

E-11. 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

Gilcrease Elementary 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.

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

- E-12.** 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 and is contingent upon the successful sale and receipt of the 2015A & 2015B Bond fund.

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.

- E-13.** 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 and is contingent upon the successful sale and receipt of the 2015A & 2015B Bond funds.

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.

- E-14.** 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 and is contingent upon the successful sale and receipt of the 2015A & 2015B Bond fund.

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.

- E-15.** 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.

- E-16.** 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.

- E-17.** RECOMMENDATION: Award contracts to the lowest responsible bidders for the following projects.

Advantage Glass-Window Replacement

Peary \$225,150

Mitchell \$420,000

Builders Supply - Door Replacement

Mitchell \$49,990

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: 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.

- E-18.** 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.

- E-19. 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.

- E-20. 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.

E-21. RECOMMENDATION: Enter into a contract with Atwell Roofing, Tulsa, OK, 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: Not to exceed \$1,741,832. 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.

E-22. RECOMMENDATION: Enter into a contract with CEI Incorporated, Tulsa OK, 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: Not to exceed \$1,363,759. This project is contingent upon the successful sale and receipt of the 2015B bond sale.

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

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

E-23. 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-24. RECOMMENDATION: Approve routine staffing items.

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

E-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: Not to exceed \$75,000 for FY2015

FUND NAME/ACCOUNT: General Fund, 11-0000-2573-503600-000-000000-000-04-041

REQUISITION NUMBER: 11508845

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

E-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.

E-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.

F. ACTION AGENDA - Motion and vote on each recommendation

No items submitted.

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 (MTI) to provide The Seussical Broadway Musical for Edison Preparatory High School, March 6-7, 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 \$1,970

FUND NAME/ACCOUNT: Edison's School Activity Fund #520

RATIONALE: Participation in this type of theatrical production is limited for students unless offered through high school music programs. The students will strengthen as a performance team by honing musical and theatrical skills in a collaborative setting and focusing on a quality performance, thus providing a quality experience for all.

- G-2.** RECOMMENDATION: Enter into an agreement with the University of Oklahoma to provide a room for McLain High School's junior/senior prom, May 8, 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 \$800

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

RATIONALE: The junior/senior prom is a tradition at McLain High School. The junior and senior classes come together in an elegant setting to celebrate and promote school spirit.

G-3. RECOMMENDATION: Enter into a contract with the Tulsa Zoo to provide a room and catering for Hale High School's senior prom, April 25, 2015.

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

COST: Not to exceed \$6,000

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

RATIONALE: The senior prom is a tradition at Hale High School. The senior class comes together in an elegant setting to celebrate and promote school spirit.

G-4. RECOMMENDATION: Enter into a contract with Sway Medical, LLC to provide a software application for baseline testing and postconcussive symptom testing 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: 41301057

RATIONALE: The Sway Balance System is an FDA approved mobile platform used to assess balance, reaction time, and postconcussive symptom intensity. Following a concussive event, return-to-learn and return-to-play criteria is often based on subjective reporting by the athlete and subjective testing by the medical providers. The Sway Balance System is a tool that provides objective data by testing the athlete following a concussive event and comparing the results to baseline and normative data. This information would be used by the doctors and athletic trainers caring for the individual to aid in the care and treatment of the individual in the classroom and on the field.

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

G-5. RECOMMENDATION: Enter into a lease agreement with Mail Finance Inc., Melford, Connecticut, for a mailing and item tracking system for the District's Mail Services, Materials Management Office, effective March 1, 2015 - June 30, 2015. The total amount of the lease agreement is \$56,211 for a term of 60 months annually renewable. The lease is payable in installments and will be encumbered as follows upon annual renewals:

- 2014-15 \$3,748 (4 months)
- 2015-16 \$11,242
- 2016-17 \$11,242
- 2017-18 \$11,242
- 2018-19 \$11,242
- 2019-20 \$7,495 (8 months)

COST: Not to exceed \$3,748 (for 2014-2015)

FUND NAME/ACCOUNT: Postage Services, 11-0000-2629-505310-000-000000-000-08-054

REQUISITION NUMBER: 11508478

RATIONALE: The current postage equipment is obsolete and will no longer be supported by the manufacturer. The new lease will provide the District with up-to-date equipment which will provide additional features that will allow for electronic tracking of express mail and package items for internal distribution purposes. The proposed lease will reduce the annual cost to the District by \$3,600 a year.

G-6. RECOMMENDATION: Purchase postage services from USPS Hasler, New Castle, Delaware, for the District's Mail Services, Materials Management Office.

COST: \$41,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2620-505310-000-000000-000-08-054

REQUISITION NUMBER: 11508461

RATIONALE: Postage is necessary for the mailroom to meet District needs.

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

- G-7.** RECOMMENDATION: Purchase late model used buses from the most responsive and responsible bidder for the Transportation Department.

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 will not exceed \$1,500,000 and is contingent upon the sale and receipt of the 2015A Bond sale.

RATIONALE: The purchase will provide late model used school buses to immediately address the volatile condition of the District's bus fleet and improve the quality of on-time service to customers. Funding is part of the 2010 bond issue for the Transportation Department.

- G-8.** RECOMMENDATION: Amend the contract with I4 Systems, Inc. of Tulsa, Tulsa, Oklahoma, approved on the August 29, 2014, Agenda, item E-15, to remove items from Exhibit B (two Dell servers and three Dell client workstations) to be purchased by the vendor and reduce the contract value by \$24,400.

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: 41200042

RATIONALE: Items to be removed include two Dell servers and three Dell client workstations. Better value will be achieved if the District purchases this equipment separately through the established pricing agreement with Dell. Doing so will ensure equipment exceeds the SCADA system functional requirements and meets the standard District's technology requirements.

- G-9.** RECOMMENDATION: Purchase a professional development management system from My Learning Plan, Sarasota, Florida, in accordance with the terms and conditions of the Request for Proposal #14041.

COST: Not to exceed \$150,000

FUND NAME/ACCOUNT: Classroom Bond Fund, 3E-1171-2213-503600-100-105000-000-06-044 (\$90,000) and Technology Bond Fund, 3F-1171-1000-506530-100-000000-000-06-044 (\$60,000)

REQUISITION NUMBER: 11508597

RATIONALE: This purchase includes implementation setup, on-site and remote training, data migration and software as a service for three years. The District is currently utilizing a professional development management system that is no longer supported or functional on current internet browsers. This system will support iPD District initiatives, will catalog and transcript District and individual professional learning offerings to support personalized learning, and will replace DK as the District's professional development management system.

- G-10.** RECOMMENDATION: Approve Deduct Change Order Number One with Architectural Materials for the window replacement project at Penn 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 deduct amount will be \$101,151.58

RATIONALE: The original contract was approved on the July 8, 2014, Agenda, item E-11 in the amount of \$440,752. Window replacement was part of the 2010 bond issue.

- G-11.** RECOMMENDATION: Enter into a contract with Image Builders Inc., Owasso, Oklahoma, to install ACM and guttering at Penn 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 \$49,837

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1251-4700-504500-000-000000-000-12-355-T0225

REQUISITION NUMBER: 11508943

RATIONALE: Window replacement is part of the 2010 bond issue.

G-12. RECOMMENDATION: Enter into contract with Image Builders Inc., Owasso, Oklahoma, to install soffit and soffit lighting at Penn 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 \$49,314.58

FUND NAME/ACCOUNT: Facilities Bond Fund, 3F-1251-4700-504500-000-000000-000-12-355-T-0225

REQUISITION NUMBER: 11508946

RATIONALE: Window replacement is part of the 2010 bond issue.

G-13. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the auditorium chair replacement project at Memorial High School, Webster High School, Monroe Demonstration Academy, and Hale Junior High School.

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

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

RATIONALE: Auditorium chair replacements are part of the 2010 bond issue.

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

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

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

G-15. RECOMMENDATION: Approve adjunct status of one class for Lindsay Dudding, Phoenix Rising/Art.

FUND NAME/ACCOUNT: There is no cost to the District, however each teacher must make application for adjunct status and pay a \$25 dollar application fee to the (OSDE) Oklahoma State Department of Education.

RATIONALE: All teachers must hold a valid Oklahoma teaching certificate and be "highly qualified" to teach in that field according to the No Child Left Behind Act. An elementary teaching certificate is valid for grades first through eighth if the teacher is considered a self-contained teacher in an elementary school setting. If a teacher is teaching in an area in which his or she is not considered self-contained, the teacher must hold the "subject matter" certificate. i.e.: Art/Music. Teachers must hold "highly qualified" status to teach one subject area class outside of their elementary certification. The above teachers possess "elementary" certification and are qualified to teach one class of a specific subject outside their area by adjunct status per the Oklahoma State Department of Education.

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/ Baseball Team	Students: 24 Parents: 8 Staff: 2	Participation in the Aggie Classic Baseball Tournament/ Pensacola, Florida	March 15-20, 2015	0	No cost to the District.

SUPPORTING INFORMATION

CONSENT ITEM E-10

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

CONSENT ITEM E-23

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		

SUPPORTING INFORMATION

CONSENT ITEM E-24

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Bellis, Laura	1/05/15 5/26/15	B-3	\$ 17,243.75	Teacher-Hale Jr. High/ ACE Remediation Rate: \$34,100.00
Hishaw, Daniel	1/05/15 5/29/15	BG-5	16,886.74	Behavior Coach-Hale Jr. High Rate: \$33,394.00
Manley, Andrea	12/18/14 6/12/15	B-5	18,044.89 902.24	Teacher-Eugene Field/ Special Education Rate: \$34,900.00
Markham-Bryan, RuthAnn	12/15/14	B-1	17,785.23	Teacher-Washington/English Rate: \$33,300.00 Return from leave
Moberly-Lee, Laurie	10/13/14 5/26/15	B-6	27,076.71	Teacher-East Central/ Special Education Rate: \$35,300.00
Prokopis, Christina	1/01/15 5/26/15	B-0	18,880.11	Teacher-Rogers/English Rate: \$32,900.00
Smith, Lanaya	11/24/14	B-11	22,651.48	Teacher-Carver/Reading Rate: \$37,610.00 Return from leave
Stidham, Chrystal	1/06/15	B-14	19,685.00	Teacher-Springdale/Grade 5 Rate: \$39,370.00 Return from leave
Story, Julia	1/05/14 5/26/15	B-0	8,318.47	Teacher-Skelly/ELD Half-Time Rate: \$16,450.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Thomas, Janet	12/01/14	M-7	\$ 21,743.09	Counselor-McLain Jr. High Rate: \$36,796.00 Return from leave
Zarn, Tracy	10/27/14 5/26/15	B-5	24,985.23	Reading Interventionist- Cooper Rate: \$34,900.00
Support (Hourly):				
Abbas, Dyla	12/11/14 5/22/15	IS-6	\$ 10.81	Teacher Assistant (TA)- McClure
Barton, Sheila	12/05/14 5/22/15	IS-10	13.11	Autism Paraprofessional- Hale Jr. High
Bell, Destiny	12/08/14 5/22/15	MT-4	9.77	Bus Driver Trainee
Bittle, Ladoddras	12/15/14 5/22/15	MT-4	9.77	Bus Driver Trainee
Blakey, Octavia	12/15/14 5/22/15	MT-4	9.77	Bus Driver Trainee
Bledsaw, Tammie	12/16/14 5/27/15	CA-4	9.77	Health Assistant-Grissom
Brown, Lindsay	12/15/14 5/22/15	IS-6	11.30	TA-Hamilton Return from leave
Buasono, Bertha	12/08/14 5/22/15	IS-6	12.68	Paraprofessional-Park Return from leave
Cromwell-Walker, Amanda	12/08/14 5/22/15	IS-3	9.35	TA-Salk
Cronin, Tanya	12/03/14 5/22/15	IS-6	10.81	TA-MacArthur
Cuellar, Estela	12/08/14 5/22/15	MT-1	9.88	Child Nutrition Services (CNS) Assistant-Kerr

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Devereaux, Gayle	12/05/14 5/22/15	MT-A	\$ 8.17	Site Assistant-Patrick Henry/Before and After Care
Eddington, Teresa	11/20/14 5/26/15	CA-3	9.47	Clerk-Hale Return from leave
Fruh, Jonathan	1/07/15 5/22/15	IS-6	10.81	TA-Memorial Jr. High
Gaona, Sabrena	11/24/14 5/22/15	MT-1	8.87	CNS Assistant-Mark Twain
Genay, Isabel	9/22/14 5/22/15	IS-3	9.35	Parent Involvement Facilitator-Hamilton
Gulley, Jamie	12/04/14 5/22/15	IS-10	15.20	MD Paraprofessional-Skelly Return from leave
Hitsman, Anna	8/18/14 5/22/15	IS-6	11.59	TA-Jones
Holmes, Latonya	12/08/14 5/22/15	MT-1	8.87	CNS Assistant-Disney
Horn, Brittani	12/15/14 6/12/15	CA-3	9.35	Clerk-Kendall Whittier
Johnson, Charlotte	12/16/14 5/27/15	CA-5	12.14	Health Assistant-Salk
Jones, Glenn Jr.	12/15/14 5/22/15	MT-4	9.77	Bus Driver Trainee
Llamas Gutierrez, Guadalupe	12/03/14 6/30/15	MT-3	9.35 .47	Custodian-Rogers Shift differential
Lucas, Mario	12/08/14 5/22/15	IS-3	9.35	Paraprofessional-Lewis and Clark
Luckey, Markena	11/24/14 6/30/15	MT-3	9.35 .30	Custodian-Plant Operations Shift differential
Mecum, Eric	12/08/14 5/22/15	MT-4	9.77	Bus Driver

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Menary, Makayla	12/08/14 5/22/15	MT-1	\$ 8.90	CNS Assistant-Thoreau
Nasim, Ghazale	11/24/14 5/22/15	MT-1	8.87	CNS Assistant-Chouteau
Newton, Jasmine	12/03/14 5/22/15	IS-3	9.35	Paraprofessional- East Central Jr. High
Nichols, Eula	12/08/14 6/30/15	MT-3	11.55	Custodian-Hoover Return from leave
Salas, Gabriela	12/08/14 5/22/15	MT-1	9.95	CNS Assistant-Skelly
Scott, Melissa	1/05/14 5/22/15	MT-1	8.87	CNS Assistant-Sequoyah
Shemereko, Nina	12/08/14 5/22/15	MT-1	8.90	CNS Assistant-Thoreau
Smith, Julie	10/22/14 5/22/15	IS-6	10.81	TA-Peary
Sturdivant, Draper	11/24/14 5/22/15	IS-3	9.21	MD Paraprofessional-Cooper
Thomas, Charles	1/05/14 5/22/15	MT-4	9.77	Bus Driver Trainee
Ward, Charles	12/11/14 5/26/15	CA-3	9.35	Clerk-Central
Warner, Tiffany	12/15/14 5/22/15	MT-4	9.77	Bus Driver Trainee
Wilford, Sherice	1/05/15 5/22/15	MT-1	8.87	CNS Assistant-Robertson

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Jones, Princiz	Teacher- McClure/Grade 3 M-0	9/02/14	\$ 33,956.00	\$ 32,022.87	Credit for Experience M-1 Rate: \$34,366.00
Lawrence, Sandra	Teacher-ECDC Bunche/McClure- Special Ed M60-25 Full-Time	1/05/15	53,675.00	20,878.50	Teacher-McClure/ Special Education M60-25 Half-Time Rate: \$28,087.50
			2,808.76	1,404.76	Special Education
Puckett, Sharon	Teacher- Columbus/ Grade 3 B-20	8/14/14	45,430.00	46,130.00	B-21
Sheets, Leslie	Teacher-East Central Jr. High/ Spanish B-0	10/07/14	32,900.00	26,817.52	M-0 Rate: \$33,956.00
Williams, Amber	Parateacher- Thoreau IS-6	1/05/15 5/26/15	10.98/hr.	16,636.93/yr.	Teacher-Thoreau/ Grade 6 B-0 Rate: \$32,900.00
Support (Hourly):					
Bailon De Avila, Edilma	CNS Assistant- Eugene Field MT-1 7hrs/day	12/08/14 5/22/15	\$ 9.38	\$ 9.38	6hrs/day
Bean, Shameka	Bus Driver MT-6	12/08/14 5/22/15	10.72	10.72 .30	Special needs
Brooks, Dorothy	CNS Assistant- Eliot MT-1	11/24/14 5/22/15	9.88	10.57	CNS Cook I – Eliot MT-2
Bush, Marla	Bus Driver MT-6	12/08/14 5/22/15	10.72	10.72 .15	Bus Driver MT-6 Lead Driver

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Cruz-Escobar, Marisol	CNS Assistant- Skelly MT-1 6.5hrs/day	12/08/14 5/22/15	\$ 9.40	\$ 9.40	7hrs/day
Dakdouki, Ranya	Bus Driver MT-6 6hrs/day	11/24/14 5/22/15	11.12	11.12	8hrs/day
Epperson, Brianna	CNS Cook II-Salk MT-3	1/05/14 5/26/15	10.14	11.05	CNS Assistant Manager-Salk MT-6
Flaton, Hannah	TA-Kerr IS-6	8/25/14 5/22/15	10.81	9.35	TA-Kerr IS-3
Garcia, Elida	TA-Springdale IS-3	8/28/14 5/22/15	9.35	10.81	Credit for Education IS-6
Hinch, Patricia	ED Paraprofessional- McKinley IS-10	12/01/14 5/22/15	14.69	13.35	Paraprofessional- McKinley IS-3
Jacobs, Marion	Bus Driver Trainee MT-4	12/08/14 5/22/15	9.77	10.72 .30	Bus Driver MT-6 Special needs
Manning, Karen	CNS Manager- Tulsa Met BG-B	11/24/14 5/26/15	23,758.00/yr.	14.74/hr.	CNS Assistant Manager-Sequoyah MT-6
Mejia, Maria	Clerk-Kendall Whittier CA-3	12/15/14 6/30/15	11.45	12.44	Accountability Registrar-Enrollment Center/District Accountability CA-6
Osborn, Summer	CNS Assistant- Skelly MT-1	12/08/14 5/22/15	8.88	9.50	CNS Cook I – Skelly MT-2
Pete, DeeAnna	Bus Driver Trainee MT-4	11/24/14 5/22/15	9.77	10.72	Bus Driver MT-6
Pete, DeeAnna	Bus Driver MT-6	12/08/14 5/22/15	10.72	10.72 .15	Bus Driver MT-6 Lead Driver

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Rodriguez Delgadillo, Ma	CNS Cook I- Skelly MT-2	12/08/14 5/22/15	\$ 9.50	\$ 10.16	CNS Cook II-Skelly MT-3
Rodriguez, Patricia	CNS Assistant- Skelly MT-1	12/08/14 5/22/15	9.04	9.67	CNS Cook I-Skelly MT-2
Saldierna, Silvia	CNS Assistant- Disney MT-1 7hrs/day	12/08/14 5/22/15	9.32	9.32	7.5hrs/day
Sanders, Sherry	Bus Driver MT-6 6hrs/day	12/08/14 6/30/15	10.89 .30	10.89 .30	8hrs/day Special needs
Taylor, Melinda	Paraprofessional Bell IS-10	8/18/14 5/22/15	15.02	12.14	TA-Lindbergh
Thompson, LaKasha	Custodian- Hawthorne MT-3	12/12/14 6/30/15	9.51 .47	10.27	Head Custodian- Hawthorne MT-5 Shift differential
Wagdalt, Janneth	Human Capital Clerk-ESC/ Human Capital CA-5	1/01/15 6/30/15	11.89	15.25	Human Capital Specialist-ESC/ Human Capital CA-12
Walker, Jo	CNS Cook I- Rogers MT-2	11/24/14 5/22/15	9.71	10.38	CNS Cook II – Rogers MT-3
Ward, Jeremiah	Bus Driver MT-6	12/04/14 5/22/15	10.72 .30	10.72	Bus Driver MT-6 Special needs
Ward, Jeremiah	Bus Driver Trainee MT-6	11/24/14 5/22/15	10.72	10.72 .30	Bus Driver MT-6 Special needs

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT

Name	Effective Date	Site	Special Assignment	Amount
Support:				
Anderson, Claude	07/01/14	Transportation	Site Asset Manager - Special Programs	\$ 1,000.00
Burch, Derrick	11/10/14	East Central HS	Wrestling Assistant	2,142.00
Burkhalter, James	08/14/14	Rogers JH	Football Assistant – Middle School	1,373.00
Coffey, Donna	09/10/14	Park	Treasurer - Elementary	1,328.00
Gillispie, Mollie	12/05/14	Bell	Newspaper Sponsor - Elementary	462.00
Moore, Lashona	07/01/14	Transportation	Site Asset Manager - Special Programs	1,000.00

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Caldwell, Jennifer	1/05/15	Teacher-Lee/Grade 1	Maternity
Carey, Kristia	11/21/14	Teacher-East Central/Math	Personal illness
Fujibayashi, Ashley	11/12/14	Teacher-Hale Jr. High/ Reading	Personal illness
Henderson, Charles	11/18/14	Teacher-Clinton/TRAICE	Personal illness
Hilsheimer, Linda	12/01/14	Teacher-Jones/ Kindergarten	Personal illness
Kelley, Poppy	11/07/14	Teacher-Rogers College Jr. High/French	Maternity
Lomax, Jamie	12/04/14	Director of Federal Programs and Specialist Projects- ESC/Federal Programs and Special Projects	Personal illness
Sprigg, Denise	12/01/14	Teacher-Kendall Whittier/Special Education	Personal illness
Walker, Cheryl	12/05/14	Treasurer-ESC/Finance	Personal illness
Watson, Lacey	11/26/14	Assistant Principal-Celia Clinton	Personal illness
Support (Hourly):			
Al-Adhami, Roula	11/06/14	Bus Driver	Personal illness
Barre, Nyasha	11/10/14	Bus Driver	Personal illness
Garcia, Maria	11/15/14	CNS Assistant-Disney	Personal illness
Hightower, Aubriana	12/03/14	Autism Paraprofessional-Bell	Maternity
Kerns, Jennifer	2/01/15	Paraprofessional-Eisenhower	FMLA
Lee, Teresa	12/10/14	Paraprofessional-Kendall Whittier	FMLA
Plaster, Michael	12/01/14	Craftsmen-Maintenance	Personal illness

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Blanche, Krista	12/23/14	Principal-ECDC Porter
Hames, Linda	12/14/14	Teacher-Mayo/Special Education
O'Brien, Sherri	12/19/14	Teacher-Owen/Special Education
Phillips, Duggan	11/25/14	Teacher-Hale/Gifted and Talented
Pollard Carter, Michelle	1/05/15	Teacher-Jackson/Grade 3
Rainwater, Lindsey	12/19/14	Teacher-McClure/P.E.
Riggs, Karlana	1/01/15	Teacher-Bell/Grade 6
Terry, Christina	11/30/14	Teacher-Jones/Grade 5
Thomas, Katrina	1/04/15	Teacher-Penn/Grade 3
Thompson, Melissa	1/02/15	Teacher-Salk/Kindergarten
Watkins, Kenneth	12/20/14	Teacher-Webster/Reading
Support (Hourly):		
Cobb, Chester	11/25/14	Bus Driver Trainee
Fleming, Marilyn	9/12/14	TA-Indian Education
Forte, Valerie	12/12/14	Site Assistant-Eisenhower/Before and After Care
Foster, Joyce	11/05/14	Parateacher-Thoreau
Guardiana Hernandez, Petra	11/21/14	Custodian-Salk
Helm, Tresa	11/28/14	Autism Paraprofessional-Lee
Henderson, Terrance	8/18/14	TA-TRAICE
Kummers, Hillary	11/11/14	TA-Lindbergh
Lawson, Kandice	12/12/14	TA-Penn

RESIGNATIONS – Continued

Name	Effective Date	Assignment
Murphy, Leah	6/30/14	TA-Marshall
Paiz, Michael	12/12/14	Custodian-Wright
Pascual, Clara	11/14/14	TA-Kendall Whittier
Reyes, Stephanie	12/09/14	CNS Cook II – Skelly
Sanchez, Christine	12/11/14	Head Custodian-Hawthorne
Shelby, Bertie	7/29/14	TA-Marshall
Smith, Amanda	1/01/15	Site Assistant-Grimes/Before and After Care
Stay, Paula	2/02/15	TA-Owen
Vernon, Marsha	12/05/14	Bus Driver
Walton, Latasha	8/18/14	TA-Emerson

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Fiegel, Barbara	12/31/14	Teacher-Margaret Hudson/Alternative Education
Moore, Michael	12/05/14	Teacher-Washington/Music
Robertson, Claire	3/31/15	Mentor Teacher-Wilson/Staff Development and Leadership
Wells, Beverly	12/02/14	Teacher-Hamilton/Grade 6
Young, Peggy	1/09/15	Clerk of the Board-ESC/Office of the Superintendent

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Barnett, Brittany
Bergerson, Sarah
Blagg, Suzanne
Cook, Amy
Cook, Kinsey
Del Rio, Jill
Dudley, Patience
Erb, James
Foreman, Andrew
Gordon, Gloria Nicole
Hathaway, Michele
Hatter, John Claude
Hearn, Kelly
Irvin, Isaiah
Johnson, Dorri
Johnson, Tyrese
McGinnis, James
Miller, Loryree
Miller, Daniel
Pappas, Friday
Price, Patricia
Scyffore, Jimmie
Thater, Daniel
Young, Megan
Zugelder, Nicole

Instructional Coach

Ido, Angela

Tutor

Paschall, Jeana
Saxman, Ann
Story, Julia

CNS

Bailey, Triana
Fish, Andrea
Geeter, Marilyn
Oates, Keyona
Obella, Graciella
Patrick, Georgia
Porter, Katrina
Weiser, Charlotte

Health Assistant

Bush, Anna
Perkins, Shayla
Seay, Brianna

DRS Student Workers

Arreguin, Gerardo
Bradford, Jasmine
Chavez, Gilma
Davenport, William
Davis, Alana
Edson, Haley
Hall, Isaiah
Hernandez, Eduardo
Hill, Thomas
Jones, Rena
Parker, Ulirie
Pidgeon, Jesus
Seitz, Bailey
Smith, Alexander
Soto, Edgar
Tumey, Netyia
Williams, Kenyatta
Williams, Myron

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

RSA Summer Academy - 11-3670-1000-501700-441-113000-210-05-XXX-3670

Pay certified teachers, to be named, @ their current hourly rate of pay (total not to exceed \$64,800 plus benefits) in June 2015 to provide summer instruction to students not reading on grade level in grade 3 or below.

RSA Summer Academy - 11-3670-1000-501700-441-113000-210-05-XXX-3670

Pay certified teachers, to be named, @t their current hourly rate of pay (total not to exceed \$43,200 plus benefits) in July 2015 to provide summer instruction to students not reading on grade level in grade 3 or below.

RSA Summer Academy - 11-3670-1000-501800-441-113000-414-05-XXX-3670

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$15,120 plus benefits) in June 2015 to work with highly qualified teachers and provide remediation to students not reading on grade level in grade 3 or below.

RSA Summer Academy - 11-3670-1000-501800-441-113000-414-05-XXX-3670

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$10,080 plus benefits) in July 2015 to work with highly qualified teachers and provide remediation to students not reading on grade level in grade 3 or below.

ESC Internships - 11-0844-2490-501700-000-000000-107-05-041-0844

Pay certified staff, to be named, \$14/hr. (total not to exceed \$9,750) for June 2015 work performed as interns for several ESC departments.

ESC Internships - 11-0844-2490-501700-000-000000-107-05-041-0844

Pay certified staff, to be named, \$14/hr. (total not to exceed \$11,250) for July 2015 work performed as interns for several ESC departments.

TFA Summer Institute - 11-0844-2410-501700-000-000000-112-05-XXX-0844

Pay assistant principals, to be named, @ their current hourly rate of pay (total not to exceed \$18,900 plus benefits) in June 2015 to serve as principals at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2410-501700-000-000000-112-05-XXX-0844

Pay assistant principals, to be named, @ their current hourly rate of pay (total not to exceed \$16,800 plus benefits) in July 2015 to serve as principal at the participating TFA Summer Institute schools.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

TFA Summer Institute - 11-0844-2490-501800-000-000000-601-05-XXX-0844

Pay support staff, to be named, \$15/hr. (total not to exceed \$24,570 plus benefits) in June 2015 to serve as clerks at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2490-501800-000-000000-601-05-XXX-0844

Pay support staff, to be named, \$15/hr. (total not to exceed \$15,120 plus benefits) in July 2015 to serve as clerks at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2660-501800-000-000000-959-05-XXX-0844

Pay security staff, to be named, \$16/hr. (total not to exceed \$5,760 plus benefits) in June 2015 to provide security at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2660-501800-000-000000-959-05-XXX-0844

Pay security staff, to be named, \$16/hr. total not to exceed \$3,840 plus benefits) in July 2015 to provide security at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2410-501700-000-000000-112-05-XXX-0844

Pay 10 principal interns, to be named, \$1,000 (plus applicable benefits) to assist with administration of the TFA Summer Institute schools during June 2015.

TFA Summer Institute - 11-0844-2410-501700-000-000000-112-05-XXX-0844

Pay 10 principal interns, to be named, \$1,000 (plus applicable benefits) to assist with administration of the TFA Summer Institute schools during July 2015.

TFA Summer Institute - 11-0844-2410-501700-000-000000-112-05-XXX-0844

Pay certified staff on teacher contracts, to be named, \$23 per hour or assistant principals, to be named, at their current hourly rate of pay (total not to exceed \$690 plus benefits) in June 2015 to serve as testing coordinators at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-2410-501700-000-000000-112-05-XXX-0844

Pay certified staff on teacher contracts, to be named, \$23 per hour or assistant principals, to be named, at their current hourly rate of pay (total not to exceed \$2,070 plus benefits) in July 2015 to serve as testing coordinators at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0844-1000-501810-000-105000-328-05-XXX-0844

Pay 6 interpreters, to be named, at their current hourly rate of pay (total not to exceed \$10,800 plus benefits) in June 2015 to serve as interpreters for deaf students who attend the TFA Summer Institute.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

TFA Summer Institute - 11-0844-1000-501810-000-105000-328-05-XXX-0844

Pay 6 interpreters, to be named, at their current hourly rate of pay (total not to exceed \$6,000 plus benefits) in June 2015 to serve as interpreters for deaf students who attend the TFA Summer Institute.

TFA Summer Institute ACE - 11-3620-1000-501700-426-000000-210-05-XXX-3620

Pay certified teachers, to be named, \$23 per hour (total not to exceed \$50,000 plus benefits) in June 2015 to provide remediation to students who have failed an EOI in grades 9-12.

TFA Summer Institute ACE - 11-3620-1000-501700-426-000000-210-05-XXX-3620

Pay certified teachers, to be named, \$23/hr. (total not to exceed \$50,000 plus benefits) in July 2015 to provide remediation to students who have failed an EOI in grades 9-12.

TFA Summer Institute ACE - 11-3620-1000-501800-426-000000-414-05-XXX-3620

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$10,000 plus benefits) in June 2015 to work with highly qualified teachers and provide remediation to students who have failed an EOI in grades 9-12.

TFA Summer Institute ACE - 11-3620-1000-501800-426-000000-414-05-XXX-3620

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$10,000 plus benefits) in July 2015 to work with highly qualified teachers and provide remediation to students who have failed an EOI in grades 9-12.

TFA Summer Institute ACE - 11-3620-2660-501210-426-000000-959-05-049-3620

Pay security staff, to be named, @ their regular hourly rate of pay (total not to exceed \$6,000 including benefits) in June 2015 to provide afternoon security at the participating TFA Summer Institute schools.

TFA Summer Institute ACE - 11-3620-2660-501210-426-000000-959-05-049-3620

Pay security staff, to be named, @ their regular hourly rate of pay (total not to exceed \$6,000 including benefits) in July 2015 to provide afternoon security at the participating TFA Summer Institute schools.

TFA Summer Institute Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, \$23 per hour (total not to exceed \$372,600 plus benefits) in June 2015 to serve as faculty advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating TFA Summer Institute schools.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

TFA Summer Institute Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, \$23 per hour (total not to exceed \$248,400 plus benefits,) in July 2015 to serve as Faculty Advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating TFA Summer Institute schools.

TFA Summer Institute Title II - 11-5410-2213-501700-000-000000-210-05-044-5410

Pay certified teachers, to be named, \$18 per hour (total not to exceed \$80,000 plus benefits) in June 2015 to attend professional development training regarding differentiated instruction and effective coaching and instructional practices.

TFA Summer Institute Title II - 11-5410-2573-501700-000-000000-105-05-044-5410

Pay assistant principals and principal interns, to be named, @ their current hourly rate of pay (total not to exceed \$4,320 plus benefits) practices in June 2015 to attend professional development training outside of their contract hours/days regarding differentiated instruction and effective coaching and instructional.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

December 15, 2014 Agenda, pages 34 and 35 - Correct contract amount

ELECTIONS

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Ballard, Joseph	11/24/14 5/22/15	MT-4	\$ 9.77	Bus Driver Trainee
Brown, Katherine	12/01/14 5/27/15	CA-3	9.21	Clerk-Wright
Jimenez, Melinda	11/21/14 5/27/15	CA-3	9.35	Clerk-Celia Clinton

December 15, 2014 Agenda, page 42 - Appeared under terminations should have been listed under resignations.

RESIGNATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
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Certificated/Administrative:

Ross, Carl	12/31/14	Teacher-Hale Jr. High/History
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SUPPORTING INFORMATION

INFORMATION ITEM G-14

POSITION CREATIONS/DELETIONS

Certificated/Administrative Positions

Create:

Position	Salary/Grade	Duties
Manager of Business Intelligence-ESC/ Information Technology <i>Annual Budget Impact:</i> \$ 69,400 min. – \$ 104,200 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-603-02-056	BG-10 12 Months	Assess and cultivate long-term strategic goals for business intelligence development in conjunction with end users, managers, clients, and other stakeholders. Supervise project teams organized to support the business intelligence needs of the District. Apply best practices in design of data modeling and reporting. Assist in development of standards to ensure data quality. Develop standard reporting templates, dashboards and scorecards and maintain related documentation based on needs of the District. Mentor and guide the development of District data architecture strategy and standards and facilitate adoption by individuals with data-related roles. Provide day to day oversight of employees and contractors as required. Management oversight and team leadership for information technology staff. Stand in as the Director of Applications Development deputy will be required periodically.

Delete:

Position	Salary/Grade	Duties
Senior Systems Programmer-ESC/ Information Technology <i>Annual Budget Impact:</i> \$ 69,400 min. – \$ 104,200 max. <i>Funding Source:</i> 11-0000-2580-501210- 000-000000-603-02-056	BG-10 12 Months	Manage enterprise systems such as mainframe, data warehouse, and backup and recovery systems. Responsible for third party vendor software and system installations and maintenance.

Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
Deputy Police Chief- ESC/ Campus Police 2 positions <i>Annual Budget Impact:</i> \$ 79,200 min. – \$ 118,800 max. <i>Funding Source:</i> 11-0000-2660-501210- 000-000000-959-17-049	BG-5 12 Months	Organize and supervise daily activities and future strategic goals of one of two divisions in the police department. Play a critical part in developing strategic overall goals for the police department and ensure alignment with Tulsa Public School board and district goals.

Delete:

Position	Salary/Grade	Duties
Assistant Police Chief- ESC/ Campus Police <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400max. <i>Funding Source:</i> 11-0000-2660-501210- 000-000000-959-17-049	BG-5 12 Months	Second in command within the rank structure of the District Police Department and an essential member of the management team. Serve in the place of the Chief of Police whenever necessary.

Position Creations/Deletions - Continued

Support Positions

Create:

Position	Salary/Grade	Duties
<p>Police Sergeant-ESC/ Campus Police (4 positions)</p> <p><i>Annual Budget Impact:</i> \$ 80,328 min. – \$ 107,846 max.</p> <p><i>Funding Source:</i> 11-0000-2660-501210- 000-000000-959-17-049</p>	<p>MT-9 \$12.26/hr. to \$16.46/hr. Plus 5% Differential 195 days</p>	<p>Monitor day to day operational needs including scheduling, assignments, direction and guidance of direct reports. Coach and supervise in the field as needed. Meet service needs and establish accountability.</p>

Delete:

Position	Salary/Grade	Duties
<p>Campus Police Officer ESC/ Campus Police (4 positions)</p> <p><i>Annual Budget Impact:</i> \$ 76,502 min. – \$102,710 max.</p> <p><i>Funding Source:</i> 11-0000-2660-501210- 000-000000-959-17-049</p>	<p>MT-9 \$12.26/hr. to \$16.46/hr. 195 days</p>	<p>Demonstrate an attitude and behavior that reflects the values and mission of the department and the school district. Enforce applicable state, local, federal laws and campus policies. Conduct foot and mobile patrols of the campus, facilities and vicinity.</p>

Position Creations/Deletions - Continued

Create:

Position	Salary/Grade	Duties
<p>Service Desk Analyst- ESC/ Information Technology</p> <p><i>Annual Budget Impact:</i> \$ 34,923 min. – \$ 47,403 max.</p> <p><i>Funding Source:</i> 11-0000-2560-501210- 000-000000-603-02-057</p>	<p>TS-11 \$16.79/hr. to \$22.79/hr. 12 months</p>	<p>Serve as escalated technical support for the service desk as well as support first contact resolution. Provide daily technology support for administrative offices. Ensure work orders are updated accurately and followed up on in a timely manner.</p>

Delete:

Position	Salary/Grade	Duties
<p>Network Technician- ESC/ Information Technology</p> <p><i>Annual Budget Impact:</i> \$ 31,000 min. – \$ 46,000 max.</p> <p><i>Funding Source:</i> 11-0000-2230-501210- 000-000000-332-02-028</p> <p>11-0000-2580-501210- 000-000000-332-02-028</p>	<p>BG-3 12 months</p>	<p>Provide hardware/software support to servers, switches and routers as appropriate. Work as part of the network operations team. Responsible for monitoring, uptime, performance, security, and after hours support. Provide help desk/work order support as assigned. Other tasks as assigned.</p>

Position Creations/Deletions - Continued

Title Changes

<u>Present Title</u>	<u>Proposed Title</u>
Certificated/Administrative:	
Emergency Management Coordinator - ESC/Campus Police Department	Emergency Manager-ESC/Campus Police Department
Master Control Room Assistant-ESC/Campus Police Department	Police Communications Administrative Manager-ESC/Campus Police Department
Team Leader-Before and After Care Program	Assistant Coordinator-Before and After Care Program
Support:	
GREAT Instructor-ESC/Campus Police Department	Police Special Projects Coordinator-ESC/Campus Police Department
Investigator-ESC/Campus Police Department	Detective Sergeant-ESC/Campus Police Department
Police Captain-ESC/Campus Police Department	Police Commander-ESC/Campus Police Department

RATIONALE: There is no salary increase or changes in assigned duties for the listed position.