



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, July 6, 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. Flag salute.
- A-3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A-4. Motion and vote to adopt the Agenda.

**B. RECOGNITION OF VISITORS**

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

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

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

Regular Meeting  
June 15, 2015

- 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, July 20, 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 encumbrances, 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 service contract with MicroSociety, Inc. to provide onsite professional development training services and technical assistance for the implementation of MicroSociety at Monroe Demonstration Academy from August 1, 2015, through 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: Not to exceed \$20,240

FUND NAME/ACCOUNT: Title II Funds/11-5410-2213-503200-000-000000-000-05-563-5410

REQUISITION NUMBER: 11600136

RATIONALE: *MicroSociety*® is an educational environment in which students build and run a miniature society within their building. Teachers take the role of consultants and facilitators enabling students to effectively run their society. The model is based on the premise that by placing decision making and authority to run the society in the hands of the students for at least three periods a week, they will become engaged in the connections between curriculum and real life in ways that are meaningful to them and will result in greater student motivation to stay in school, to take responsibility for their own learning, and to succeed.

**E-3.** RECOMMENDATION: Renew and amend the Agreement with City Year, Inc. for placement of City Year corps members on a fulltime basis in certain District schools for the 2015-2016 school year as part of the Growing Together initiative.

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 \$500,000

FUND NAME/ACCOUNT: District Title I, 11-5118-1000-503200-494-000000-000-093-5118 (\$420,000), Site Title I funds as listed below:

Sequoyah Elementary School	\$10,000
Kendall-Whittier Elementary School	\$15,000
Clinton Middle School	\$15,000
Eugene Field Elementary School	\$10,000
Webster High School	\$20,000
Rogers High School	\$10,000

REQUISITION NUMBER: 11600651

RATIONALE: This is a continuation of the Agreement that began in the 2013-2014 school year when City Year deployed 20 corps members to two Growing Together schools (Kendall-Whittier Elementary School and Clinton Middle School) as part of a pilot program at no cost to the District. The Agreement was renewed for the 2014-2015 school year, and City Year expanded its deployment to 50 corps members to support Kendall-Whittier Elementary, Clinton Middle, Rogers College Junior High, Eugene Field Elementary, Sequoyah Elementary and Webster High schools. If renewal and amendment is approved for the 2015-2016 school year, City Year will continue its deployment of 50 corps members at a cost to the District not to exceed \$500,000. The Agreement contemplates an additional renewal opportunity for the 2016-2017 school year. City Year is a nationally recognized youth development and educational support nonprofit organization that deploys its corps members to deliver research-based, whole-school supports and student interventions targeting the early warning indicators of poor attendance, unsatisfactory behavior, and course failure in English and math.

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

- E-4.** RECOMMENDATION: Renew the contract with Project Lead the Way (PLTW) to provide STEM education utilizing the PLTW program curriculum.

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 \$15,000

FUND NAME/ACCOUNT: College and Career Readiness/11-4120-1000-50XXXX-317-XXXXXX-000-05-XXX-4120

REQUISITION NUMBER: 11600427 and 11600430

RATIONALE: PLTW is a nationally recognized curriculum for STEM education. The District has partnered with PLTW since 2006 and the program continues to grow. The program is currently offered at Carver, Edison Jr. High, Hale Jr. High, Memorial Jr. High, Monroe Demonstration, Rogers College Jr. High, Thoreau Demonstration, and Memorial High schools.

- E-5.** RECOMMENDATION: Renew or enter into contracts, as applicable, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during 2015-2016 school year. Agencies may service any school with written permission of the school principal.

Anchored Behavioral Health Consulting  
J.A.M.E.S., Inc.  
Shadow Mountain Behavioral Health System

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: 41301140, 41301141, 41301142

RATIONALE: These school-based services will include individual counseling, family counseling, referral services, classroom consultation, and team intervention and case management which support the academic goals by decreasing out-of-school suspensions, improving attendance and increasing classroom academic learning time.

**E-6.** RECOMMENDATION: Renew the contract with the Department of Human Services (DHS) to provide social service workers at Central, East Central, Edison, Hale, McLain, Memorial, Rogers, Washington and Webster high schools during the 2015-2016 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: \$180,000

FUND NAME/ACCOUNT: General Fund/11-0000-2113-503200-239-000000-000-06-066

REQUISITION NUMBER: 11600124

RATIONALE: The District reimburses DHS 50 percent of salary and benefits because DHS pays the full payroll cost for each of these employees. The total reimbursement charge to the District for each employee shall not exceed \$25,000 which is reimbursed on a quarterly basis to DHS once they have submitted verifiable salary costs. These social service workers assist school staff referrals, provide preventive services, intervention services and make referrals to DHS and other appropriate community agencies and organizations as needed.

**E-7.** RECOMMENDATION: Enter into a contract with School Improvement Network, Midvale, Utah, to purchase a three-year subscription to PD360 On-Demand Online Professional Development.

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: \$499,940

FUND NAME/ACCOUNT: Title 1A/11-5118-2213-504440-494-000000-000-05-093-5118 (\$476,680) and iPD Grant/11-0179-2213-504440-000-000000-000-05-044-0179 (\$23,260)

REQUISITION NUMBER: 11600143, 11600197

RATIONALE: PD360 contains the largest online library of training videos for educators in the world providing on-demand access anytime, anywhere on a desktop or a mobile device; personalized professional learning with more than 2,000 videos and resources on 125 topics; peer collaboration in an educators-only community with almost 1,000,000 members; an online course delivery platform; and reporting features for individuals and administrators.

- E-8.** RECOMMENDATION: Purchase materials and support for PK-12 instructional programs including: Big Day for Pre-K, iREAD, System 44, Disciplinary Literacy, and the Tulsa Model for Balanced Literacy. The support includes comprehensive literacy, professional development, job-embedded coaching, onsite planning, and ongoing data analysis and reporting.

COST: Not to exceed \$1,450,048

FUND NAME/ACCOUNT: General/11-3330-2213-503200-000-000000-000-06-070 (\$1,231,683.00); Bond/3F-1134-1000-506530-100-000000-000-06-070 (\$18,639.00); and Bond/33-1134-1000-506530-100-000000-000-06-070 (199,726.00)

REQUISITION NUMBER: 11517805, 11517806, 11517807, 11517808, 11600357

RATIONALE: Continued support of intensive reading intervention programs (System 44/Read 180) is needed to support struggling readers. The District currently owns Scholastic intervention materials to service all students in grades third through tenth in need of reading intervention. Continued job-embedded professional development for intervention teachers will ensure fidelity of implementation and improvement in reading achievement. A year-long Comprehensive Literacy Professional Development Plan will include training, job embedded coaching, onsite support, and teacher materials. This plan provides PK-12th grade teachers and administrators an in-depth understanding of the Tulsa Model for Literacy.

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

- E-9.** RECOMMENDATION: Approve new encumbrances and encumbrance changes.

RATIONALE: New encumbrances and encumbrance changes reflect obligations of District funds issued in accordance with Board policy 5102, Financial Reports and Statements.



**E-10.** RECOMMENDATION: Approve a proposal of Education Resource Strategies (ERS) in order for ERS to provide a study on the District's resources.

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

COST: \$693,000 with half of the cost to be funded by the donor community

FUND NAME/ACCOUNT: General Fund 11-0208-2542-503100-000-000000-000-05-093-0208

REQUISITION NUMBER: 11600354

RATIONALE: Education Resource Strategies proposes to help the District develop such a strategy by creating an in-depth description of how people, time and money are used across the District and by comparing existing patterns to research and best practices (where they exist) in order to identify and prioritize opportunities available to Tulsa to improve student performance with the resources currently received. This collaboration would take place between June 2015 and May 2016. The donor community has agreed to fund half the cost while the District will fund the remainder of the cost.

**Recommendations submitted by Executive Director of Bond Projects/Energy Management, Mr. Chris Hudgins**

**E-11.** RECOMMENDATION: Approve Change Order Number One with Oklahoma Automatic Door Co., Oklahoma City, Oklahoma, to increase the number of auditorium seats for the project at Hale Jr. 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: \$8,430

FUND NAME/ACCOUNT: Classroom Bond Fund, 32-1135-4720-504500-000-000000-000-12-661-T0364

REQUISITION NUMBER: 11517791

RATIONALE: This increase will add an additional 68 chairs to the Hale Jr. High auditorium, including an additional front row and aisle seats. This project is part of the 2010 Bond issue. The original contract was approved on the January 20, 2015, agenda, item E-14 in the amount of \$380,084, which included auditorium seating at Hale Jr. High as well as Memorial High, Webster High and Monroe Demonstration schools.

**E-12.** RECOMMENDATION: Approve Change Order Number Two to increase the amount of the contract with CEI Inc., Tulsa, Oklahoma, for fire protection sprinkler systems at Street School, Burroughs and 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: \$102,224

FUND NAME/ACCOUNT: Classroom Bond Fund, 33-1140-4720-504500-000-000000-000-12-606-T0363, 33-1140-4720-504500-000-000000-000-12-135-T0363, 33-1140-4720-504500-000-000000-000-12-628-T0363

REQUISITION NUMBER: 11517792

RATIONALE: After inspections, the Fire Marshal is requiring additional sprinkler work at these sites resulting in increased costs. The original contract was approved on the December 23, 2014, agenda, item E-22 in the amount of \$1,363,759.

**E-13.** RECOMMENDATION: Enter into contracts with Lighthouse Electric, Tulsa, Oklahoma, the lowest responsible bidder for electrical and data work, as needed at various sites throughout the District; and for intercom and clock systems at Lee, Peary, Remington 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: Not to exceed \$1,000,000 for the unit-cost contract and \$295,848 for the intercom and clock systems.

FUND NAME/ACCOUNT: Technology Bond Fund, 3E-1168-4720-504500-000-000000-000-02-026 (\$130,000), 3G-1168-4720-504500-000-000000-000-02-026 (\$165,848) for the intercom and clock systems. Unit cost contract is contingent upon the upcoming bond sale.

REQUISITION NUMBER: 11600616

RATIONALE: These projects are part of the 2010 bond issue.

- E-14.** RECOMMENDATION: Enter into contracts with Cottons Trucking, Beggs, Oklahoma, the lowest responsible bidder, for unit price concrete and paving, as needed, at various sites 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 \$850,000

FUND NAME/ACCOUNT: Facilities Bond Fund, 32-1212-4720-504500-000-000000-000-12-037 (\$311,000), the remaining balance will be contingent upon the sale and receipt of future bond.

REQUISITION NUMBER:

RATIONALE: Concrete and paving projects are part of the 2010 bond issue.

- E-15.** RECOMMENDATION: Correct item E-9 approved on the June 1, 2015, agenda to reflect a change in the amount of Change Order Number One with CEI Inc., from \$100,000 to \$102,892.

COST: Not to exceed \$102,892 (an increase of \$2,892)

FUND NAME/ACCOUNT: Classroom Bond Fund, 33-1140-4720-504500-000-000000-000-12-415-T0363 & 33-1140-4720-504500-000-000000-000-12-745-T0363.

REQUISITION NUMBER: 11517799

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

**E-16.** RECOMMENDATION: Correct item E-10 approved on the May 4, 2015, agenda to correct the sites that were listed for the new fire and security systems. The contract with Lighthouse Electric should include: McKinley, Mark Twain, Houston, Jackson, Kerr and Gilcrease elementary schools.

COST: No change in the cost.

RATIONALE: The sites were inadvertently entered incorrectly.

**E-17.** RECOMMENDATION: Correct item E-16 approved on the June 1, 2015, agenda to eliminate Gilcrease for the new security systems from the following sites listed: Monroe Demonstration Academy, TRAICE, Greeley, Sequoyah, Owen, Penn, Celia Clinton, Tulsa Met, McLain Junior High and McLain High School.

COST: (This will be a decrease of \$45,000 on Phase II.) Not to exceed \$123,000 for Phase I and \$324,000 for Phase II. Phase II is contingent upon the successful sale and receipt of the 2015C Bond funds.

RATIONALE: Gilcrease was accidentally included in two different security projects.

**E-18.** RECOMMENDATION: Enter into a contract with LD Kerns, the lowest responsible bidder, for the interior renovation project at Monroe Demonstration Academy.

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 \$48,793

FUND NAME/ACCOUNT: Facilities Bond Fund, 32-1250-4720-504500-000-000000-000-12-163-T0384

REQUISITION NUMBER: 11600671

RATIONALE: Monroe interior renovations are part of the Dual Language Immersion Program's move from the Monroe building. Renovations will enhance the space for middle school use.

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

**E-19.** RECOMMENDATION: Approve position creations/deletions.

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

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

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

**E-21.** RECOMMENDATION: Amend the contract approved on the March 2, 2015, agenda, item E-21, with Teach For America (TFA) to increase the number of corps teachers TFA will supply the District, from 75 teachers up to 90 teachers for the 2015 – 2016 school year.

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

COST: Not to exceed \$4,000 per year per new and returning teacher (total not to exceed \$752,000) (an increase of \$52,000)

FUND NAME/ACCOUNT: Title II, 11-5410-2571-503100-000-000000-000-05-041-5410 (recruitment - \$352,000) and 11-5410-2213-503600-000-000000-000-05-041-5410 (professional development - \$400,000)

REQUISITION NUMBER: 11600142

RATIONALE: The District's partnership with Teach For America over the last few years has made it possible for returning corps members to be placed annually at some of the District's highest needs schools. The most recent achievement and growth data shows that TFA corps members are able to impact student achievement in classrooms in a very meaningful and positive way. This is only one of several different strategies the District will implement to ensure schools are fully staffed. In addition, continuing professional development support will be provided to the returning second-year corps members under this agreement.

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

**E-22.** RECOMMENDATION: Ratify E-Rate contracts with the following vendors for the 2015 - 2016 fiscal year.

<b>VENDOR DESCRIPTION</b>		<b>Consent Agenda Date</b>	<b>RQ Number</b>
AT&T	Telecommunication Services (Centrex)	03/02/2015	11600157
Cox	Telecommunication Services (PRI/DID/Voice)	03/02/2015	11600159
Cox	Long Distance	03/02/2015	11600156
Cox	High Speed Data Services	03/02/2015	11600150
Cox	Internet Service	03/02/2015	11600155
Cox	Thoreau Telephone	03/02/2015	11600161
Verizon	Cell Phone and Mobile Data	03/02/2015	41301282

RATIONALE: Program deadlines for the federal E-Rate program required that E-Rate contracts be awarded by March 26, 2015, for the 2015 funding year (the District's 2015-2016 fiscal year). The listed contracts may be paid in part by E-Rate funds. The contracts were considered by the Board and approved prior to the federal deadline. In order to satisfy the requirements of Oklahoma law regarding fiscal year limitations, District counsel has recommended that the Board ratify these contracts in July for the next ensuing fiscal year.

**ITEMS LISTED BELOW SUBMITTED BY SUPERINTENDENT, DR. DEBORAH GIST**

**E-23.** RECOMMENDATION: Renew the legal services agreement with Rosenstein, Fist and Ringold for the 2015-2016 fiscal 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: Total cost of retainer is not to exceed \$95,000. Services not covered by the retainer are defined in the Legal Services Agreement and are billed on an hourly rate basis.

FUND NAME/ACCOUNT: General Fund, 11-0000-2317-503540-000-000000-000-09-092

REQUISITION NUMBER: 11600451

RATIONALE: The agreement will cover all legal services rendered under the retainer as well as services rendered to the Tulsa School District at an hourly rate. There has been no change to this agreement for the past eight years and the nonretainer billing rates remain consistent with past agreements..

**E-24.** RECOMMENDATION: Name the Daniel Webster High School locker room/concession building the "Saundra Ford Athletic Facility."

COST: No cost to the District.

RATIONALE: In accordance with Policy 8102, an ad hoc committee met to consider naming the locker room/concession building on the campus of Daniel Webster High School the Saundra Ford Athletic Facility. The committee met on March 11, 2015, and voted unanimously in support of the recommendation.

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

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

- F-1.** RECOMMENDATION: Adopt the Tulsa Public Schools Student and Family Supports Strategic Plan as a district guide for the development and deployment of a tiered approach to delivering integrated student and family services and supports in all Tulsa Public Schools, beginning in 2015-2016.

RATIONALE: The Tulsa Public Schools Student and Family Supports Strategic Plan was developed by a stakeholder steering committee in response to the findings and recommendations of a district assessment of community schools and their related supports by consultants of Cross & Joftus in October, 2014. The assessment included input and data from all schools (including those not identified as community schools), the city, and Tulsa county. The strategic plan identifies the District's community schools strategy as integrated student and family supports, and lays out a long-term strategy for strengthening services and supports for Tulsa student and families. The plan outlines goals, objectives, and measurements to guide the work of a new district department for Student and Family Supports. The plan is meant to complement and support TPS' strategy for ensuring an effective teacher in every classroom and an effective leader in every school, by ensuring that students are ready to learn and can succeed.

**ITEMS LISTED BELOW SUBMITTED BY SUPERINTENDENT, DR. DEBORAH GIST**

- F-2.** RECOMMENDATION: Approve the 2015-2016 Student and Family Guide to Success, which includes the Behavior Response Plan (BRP).

RATIONALE: The Student and Family Guide to Success is reviewed and revised annually to comply with any new state statutes, or with changes in District policies and is used by staff, students, and stakeholders to promote positive behavior and describe actions subject to disciplinary referrals. The BRP was originally presented and approved by the Board on August 12, 2009.

- F-3.** RECOMMENDATION: Ratify all contracts approved in the 2014-2015 fiscal year obligating the expenditure of 2015-2016 funds including but not limited to those contracts identified on the attached schedule.

RATIONALE: These contracts were approved in fiscal year 2014-2015 to avoid any delay in the delivery of goods or interruption of services at the beginning of the 2015-2016 fiscal year prior to the first Board meeting of the 2015-2016 fiscal year. In order to satisfy the requirements of Oklahoma law regarding fiscal year limitations, District counsel has recommended that the Board ratify these contracts in July for the next ensuing fiscal year.



**G. INFORMATION AGENDA**

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

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

- G-1.** RECOMMENDATION: Renew the memorandum of understanding (MOU) with the University of Tulsa (TU) to provide clinical observation experiences of Athletic Training and Exercise, and Sports Science students at Tulsa Met during the 2015-2016 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: 41301276

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.

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

- G-2.** RECOMMENDATION: Enter into a memorandum of understanding with Reading Partners, a California nonprofit public benefit corporation in Oakland, California, to begin in July 2015 for the recruitment and training of local volunteers to provide reading tutoring for the following elementary schools: Anderson, Celia Clinton, Cooper, Eugene Field, Hawthorne, Jackson, Kendall-Whittier, Kerr, Key, Mark Twain, McClure, Mitchell, Park, Sequoyah, Skelly, Marshall and MacArthur.

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: \$255,000

FUND NAME/ACCOUNT: Title 1 Fund/11-5118-1000-503200-494-000000-000-05-XXX-5118 or 11-5150-1000-503200-494-000000-000-05-XXX-5150

REQUISITION NUMBER:

RATIONALE: During the 2015-2016 school year, Reading Partners will provide one-on-one reading support to qualifying students of identified District schools utilizing structured curriculum-based materials, and will ensure that volunteers providing reading support are appropriately trained and receive ongoing coaching and support.

- G-3.** RECOMMENDATION: Purchase services from Dr. Leo Gómez with the Dual Language Training Institute, Edinburg, Texas, to provide technical assistance and professional development activities to administration and faculty of Tulsa Public Schools during the 2015-2016 school year.

COST: Not to exceed \$40,000

FUND NAME/ACCOUNT: Title III LEP Grant/11-5720-2213-503600-410-000000-000-0-070-5720

REQUISITION NUMBER: 11600450

RATIONALE: These services are designed to provide technical assistance and professional training to staff Districtwide on techniques and methodologies for providing effective dual language instruction to support the educational and linguistic achievement of students. The consulting schedule, including classroom observations and trainings, will be scheduled in collaboration with other services being delivered in the District to maximize the use of available funds for the consultant's expenses.

- G-4.** RECOMMENDATION: Purchase an annual subscription for InClass software licenses for general education teachers to use in collaboration with English language development teachers to support English Language Learners (ELL).

COST: Not to exceed \$87,000

FUND NAME/ACCOUNT: Title III LEP/11-5720-2213-504440-410-000000-000-05-070-5720

REQUISITION NUMBER: 11600366

RATIONALE: InClass is a web-based subscription which provides general education teachers with professional development strategies and tools to align ELL student achievement outcomes with appropriate and effective learning strategies and techniques for the classroom. InClass also facilitates online professional learning communities between general education and English language development teachers to support ELL student learning.

**G-5.** RECOMMENDATION: Enter into a license agreement with Uncommon Schools, New York, New York, to purchase sets of Plug and Play materials to support assistant principal and principal instructional capacity around the core text Teach Like a Champion from July 1, 2015, through 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: Not to exceed \$7,875

FUND NAME/ACCOUNT: School Leadership Program Grant/11-7789-2573-504440-000-000000-000-05-044-7789

REQUISITION NUMBER:

RATIONALE: In an effort to provide support to assistant principals and principals, the Office of Leadership Development is seeking to purchase all the needed materials for two or three hour professional development on specific Teach Like a Champion techniques. Plug and Play materials provide assistant principals and principals with ready-made PowerPoint presentations, facilitator notes, detailed analysis of embedded video clips, designed practice activities, feedback on coaching teachers on the technique, participant handouts for interactive note taking and a menu of follow-up options used by effective school leaders.

**G-6.** RECOMMENDATION: Enter into a memorandum of understanding with Boston Avenue United Methodist Church, Tulsa, Oklahoma, to provide Sistema Tulsa to Burroughs, Chouteau and Lee elementary schools for the 2015-2016 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: 41301293

RATIONALE: Sistema Tulsa is a new after-school music education program where students in grades four and five will study a musical instrument and join a children's symphony orchestra. This orchestra includes string, woodwind, brass, and percussion instruments. The intensive five days per week curriculum focuses on developing important skills which encourage students to pursue their aspirations for personal, family, and community success and realize their full potential as a young musical artist and scholar.

- G-7.** RECOMMENDATION: Enter into an agreement with the Arts and Humanities Council, Tulsa, Oklahoma, to continue the Artists-in-the-Schools program and the Harwelden Institute for Arts in Education for the 2015-2016 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 \$69,000

FUND NAME/ACCOUNT: Fine Arts/11-0000-1280-503200-100-000000-000-07-070

REQUISITION NUMBER: 11600640

RATIONALE: The Artists-in-the-Schools program allows classroom teachers to invite community guest artists to the classroom for classroom arts integration. To be included this year, several after-school arts residencies will be inserted in strategic school sites to provide enrichment. The Harwelden Institute takes the stage performing arts into the schools as extended units of study to promote performing arts, art appreciation, and the connection between art and literature. The Harwelden Institute program also provides extensive teacher training to representatives from participating schools over a two-week period during the summer.

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

- G-8.** RECOMMENDATION: Approve the memorandum of agreement with the Oklahoma State Department of Education for the continuation of the Tulsa Public Schools' School Support and Improvement Videoconference Center.

FURTHER RECOMMEND: The attorneys for the School District review and approve the appropriate agreement 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.

REQUISITION NUMBER: 41301277

RATIONALE: Tulsa Public Schools is one of 11 state-wide videoconference centers. The videoconference system was designed by the State Department of Education to serve the emerging needs of education today. Two-way audio and video communication among these 11 sites is useful for professional development as well as technical assistance in the areas of reading and math for teachers working in Title I schools with a high concentration of students living in poverty. As a result of Tulsa Public Schools hosting a videoconference center, we will be paid \$29,500 toward the salary of the existing Multimedia Specialist/Title I School Support Coordinator.

- G-9.** RECOMMENDATION: Purchase consultation and professional learning services from Dr. Mary Brandt, Licensed Clinical Social Worker, for private schools electing to participate in the District's Title II, Part A program.

COST: Not to exceed \$40,000

FUND NAME/ACCOUNT: Title IIA, Part A - 11-5410-5500-503200-000-000000-000-05-093-5410

REQUISITION NUMBER: 11600612

RATIONALE: Under federal law, the District is required to provide equitable Title IIA services to private schools located within the District's boundaries. Services Dr. Brandt will provide include but are not limited to improving the knowledge of teachers and principals in core academic subjects, training in technology integration, training in teaching students with diverse needs, training in classroom management, and training in the use of data and assessments to drive instruction.

- G-10.** RECOMMENDATION: Purchase a one-year subscription to PD360 on-demand online professional development for private schools electing to participate in the District's Title II, part A program.

COST: Not to exceed \$40,000

FUND NAME/ACCOUNT: Title II, Part A - 11-5410-5500-504440-000000-000-05-093-5410

REQUISITION NUMBER: 11600613

RATIONALE: Under federal law, Tulsa Public Schools is required to provide equitable Title IIA services to private schools located within the District's boundaries. Through consultation with the private schools, we have selected this platform as a means to provide professional development to private school teachers and administrators. PD360 contains the largest online library of training videos for educators in the world providing on-demand access anytime, anywhere on a desktop or a mobile device; personalized professional learning with more than 2,000 videos and resources on 125 topics; peer collaboration in an educators only community with almost 1,000,000 members; an online course delivery platform; and reporting features for individuals and administrators.

- G-11.** RECOMMENDATION: Approve the proposals of Lisa Payne Consulting to provide instructional coaching services to selected schools during the 2015-2016 school year.

COST: Not to exceed \$50,000

FUND NAME/ACCOUNT: Title IA, Part A - 11-5118-2213-503200-494-000000-000-05-xxx-5118; Title I, School Support - 11-5150-2213-503200-494-000000-000-05-xxx-5150

REQUISITION NUMBER: 11600611, 11600608, 11600579, 11600649, 11600609

RATIONALE: This service will provide additional professional development and coaching and will allow for extended and intensive supports to teachers in these buildings. Services are tailored to individual site needs as identified by the principal and site improvement planning team. Schools including Lisa Payne Consulting in their Title I plans/budgets at this time include Celia Clinton, Kerr, MacArthur, Mitchell, and Memorial JH.

**Recommendations submitted by Executive Director of Bond Projects/Energy Management, Mr. Chris Hudgins**

- G-12.** RECOMMENDATION: Amend item E-15 of the June 1, 2015, agenda to change the vendor to Murphy Sanitation, Tulsa, Oklahoma, for the purchase of 150 Versamatic vacuums for use at various sites throughout the District.

COST: Not to exceed \$73,500

FUND NAME/ACCOUNT: Facilities Bond Fund, 32-1220-4300-506510-000-000000-000-12-002

REQUISITION NUMBER: 11515827

RATIONALE: The purchase will provide maintenance equipment Districtwide. The original vendor was unable to provide the District with all items which were offered to us by the manufacturer.

- G-13.** RECOMMENDATION: Enter into a contract for the purchase of three parcels of property located at 1549 E Zion Street, 2542 N. Trenton Avenue and 2517 N. St. Louis Avenue, Tulsa, Oklahoma, from Lawrence Fellows and Joyce Jackson.

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 \$110,000

FUND NAME/ACCOUNT: This is contingent upon the successful sale and receipt of Series 2015C Combined Purpose Bonds.

REQUISITION NUMBER:

RATIONALE: These parcels are immediately north of the Booker T. Washington campus and will provide relief from the tight parking conditions presently experienced at the school during high attendance events.

- G-14.** RECOMMENDATION: Approve an agreement with Battelle for Kids (BFK) to provide technology related services and technical assistance in the area of student value-added data analysis and reporting during the 2015-2016 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 \$120,000

FUND NAME/ACCOUNT: Technology Bond Fund, 33-1177-2580-506530-000-000000-000-02-026

REQUISITION NUMBER: 11600863

RATIONALE: This partnership with BFK will allow the District to continue the District's important value added analysis and reporting. BFK is a nationally recognized education reform nonprofit organization that has successfully supported districts in developing the tools and resources for measuring student growth and evaluating teacher and leader effectiveness. Expenditures for 2014-2015 totaled \$400,000.

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

**G-15.** RECOMMENDATION: Approve position creations/deletions.

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

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

**G-16.** RECOMMENDATION: Enter into a contract with EQ - The Environmental Quality Company, Livonia, Michigan, for removal and disposal of hazardous waste, obsolete chemicals and old specimens from school science labs.

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: Building Fund, 21-0000-2620-504380-000-000000-000-01-002

REQUISITION NUMBER: 11600587

RATIONALE: This contract is needed to properly dispose of old, obsolete chemicals and other hazardous waste from science rooms in the schools.

**ITEMS LISTED BELOW SUBMITTED BY SUPERINTENDENT, DR. DEBORAH GIST**

**G-17.** RECOMMENDATION: Enter into an agreement with Education Pioneers for a term ending on or before June 30, 2016, for the purpose of having one District employee from the Teacher/Leadership Effectiveness (TLE) office participate in its Education Pioneers Analyst Fellowship.



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

COST: Not to exceed \$10,500

FUND NAME/ACCOUNT: Civic Donor Fund, 11-0844-2340-503200-100-000000-000-05-087-0844

REQUISITION NUMBER: 11600701

RATIONALE: By participating in the Education Pioneers Analyst Fellowship, the District will receive extensive support in its continued commitment to using high quality research methods and data analysis to bear on strategic data management and policy decisions. By participating in the program, a TLE team member will receive extensive in-person and remote professional development and guidance in District-centered data projects.

- G-18.** RECOMMENDATION: Renew Independent School District Number One's membership with the Oklahoma State School Boards Association (OSSBA) for the 2015-2016 school year.

COST: Not to exceed \$5,100

FUND NAME/ACCOUNT: General Fund, 11-0000-2319-508100-000-000000-000-09-092

REQUISITION NUMBER: 11600671

RATIONALE: The membership fee covers the provision of various services by OSSBA to the Board of Education including legal information, publications, in-office consultations, answers to telephone and letter inquiries from school officials and patrons, and monitoring of state and federal education legislation. The Board of Education also receives reduced rates for workshop registrations, subscriptions and fee service programs.

**SUPPORTING INFORMATION**

**CONSENT ITEM E-1**

**ROUTINE SECONDARY FIELD TRIPS**

<b>SCHOOL/ PARTICIPANTS</b>	<b>NUMBER OF STUDENTS/ PARENTS/ STAFF</b>	<b>PURPOSE OF TRAVEL AND LOCATION</b>	<b>TRAVEL DATES</b>	<b>NUMBER SCHOOL DAYS MISSED</b>	<b>TRAVEL COST AND FUNDING SOURCE</b>
McLain/Webster High School/JROTC	Students: 20 Parents: 0 Staff: 2	Cadet Leaders Summer Workshop/ Houston, Texas	August 3-7, 2015	0	Not to exceed \$2683.90/JROTC General Fund #11-0732-2720-504421-000-000000-000-16-077
Memorial High School/JROTC	Students: 20 Parents: 0 Staff: 2	JROTC Top of Texas Drill Meet/Wichita Falls, Texas	October 2-4, 2015	1	Not to exceed \$2,000/JROTC SAF #564 and Booster Club
Memorial High School/JROTC	Students: 20 Parents: 0 Staff: 2	JROTC Cowtown Classic Drill Meet/Ft. Worth, Texas	November 6-8, 2015	1	Not to exceed \$2,000/JROTC SAF #564 and Booster Club
Washington High School	Students: 10 Parents: 0 Staff: 1	Close Up Program/Washington DC	November 15-21, 2015	5	No Cost to the District
East Central High School/Girls Basketball Team	Students: 17 Parents: 15 Staff: 3	6 <sup>th</sup> Annual Tennessee Turkey Jam/Murfreesboro, Tennessee	November 27-29, 2015	0	Not to exceed \$5300/SAF #540
East Central High School/Girls Basketball Team	Students: 17 Parents: 15 Staff: 3	Tournament of Champions/Fort Smith, Arkansas	December 11-13, 2015	1	Not to exceed \$1000/SAF #540
Memorial High School/JROTC	Students: 20 Parents: 0 Staff: 2	JROTC Birdville Invitational Drill Meet/Birdville, Texas	February 19-21, 2016	1	Not to exceed \$2,000/JROTC SAF #564 and Booster Club
Memorial High School/JROTC	Students: 20 Parents: 0 Staff: 2	JROTC Air Capital Drill Meet/Wichita, Kansas	March 5, 2016	0	Not to exceed \$2,000/JROTC SAF #564 and Booster Club
Memorial High School/JROTC	Students: 20 Parents: 0 Staff: 2	JROTC National's Drill Meet/Daytona Beach, Florida	April 26-May 4, 2016	7	Not to exceed \$2,000/JROTC SAF #564 and Booster Club

**SUPPORTING INFORMATION**

**CONSENT ITEM E-19**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<p><b>Executive Director of Student and Family Supports-ESC/Deputy Superintendent</b></p> <p><i>Annual Budget Impact:</i> \$ 99,100 min. – \$ 148,700 max.</p> <p><i>Funding Source:</i> 11-0161-2120-501110-000-000000-110-05-065-0161</p>	<p>XG-2 12 months</p>	<p>Responsible for championing supports for all students at Tulsa Public Schools, ensuring that all children receive the guidance and help needed to graduate from high school and are college and career ready. Provide leadership and oversight to ensure that the district’s student services and programs—along with community resources—are leveraged effectively to complement the core instruction delivered by schools.</p>

**Create:**

Position	Salary/Grade	Duties
<p><b>Director of Data Quality and Data Use-ESC/Chief of Staff</b></p> <p><i>Annual Budget Impact:</i> \$ 88,900 min. – \$ 133,300 max.</p> <p><i>Funding Source:</i> 11-0844-2580-501210-000-000000-109-05-021</p>	<p>BG-12 12 months</p>	<p>Maintain current inventory of data systems, data stewards, and data owners. Ensure the data stewards are performing their duties. Chair the Data Management Committee, including scheduling the meetings, preparing the agenda, facilitating the meetings, tracking and following up on action items and recording and distributing the minutes. Maintain a data collection and reporting calendar. All data collected must adhere to the calendar or be added to the calendar with approval of the Data Management Committee.</p>

**Delete:**

Position	Salary/Grade	Duties
<b>Director of Marketing and Communications-ESC/Communications</b>	BG-9 12 months	Plan, develop and implement Tulsa Public Schools marketing strategies, marketing communications and related public relations activities. Oversee the development and implementation of support materials and services for the district. Direct the efforts of the marketing staff and work collaboratively with other senior team leaders to implement the district strategic plan
<i>Annual Budget Impact:</i> \$ 63,000 min. – \$ 94,400 max.		
<i>Funding Source:</i> 11-0000-2560-501210- 000-000000-000-140062		

**Create:**

Position	Salary/Grade	Duties
<b>Special Assistant to the Superintendent-ESC/Office of the Superintendent</b>	CA-15 \$16.25/hr. to \$22.04/hr. 12 months	Plan, organize, set up, and attend meetings of the Superintendent. Research, collect and prepare background information or materials as necessary. Follow up on action items resulting from meetings in collaboration with the Office of the Superintendent staff. Prioritize and assist in the coordination of multiple projects simultaneously and follow-up on time-critical issues. Aggregate, organize and manage a variety of records, documents, and files. Prepare correspondence and other written materials for the Superintendent requiring specialized knowledge of the subject matter including meeting notes, topic and research briefs, etc. Assist in research, content development, and creation of presentations. Along with the Administrative Assistant to the Superintendent, coordinate Superintendent attendance at events, seminars and appearances. Support the Superintendent with program/project coordination, which may include planning, budgeting and tracking. Develop necessary materials and communications for meetings and events. Ensure strategic collaboration with appropriate internal and external personnel to accomplish organizational goals and objectives as directed by the Superintendent. Performs other activities at the direction of the Superintendent.

*Annual Budget Impact:*  
\$ 33,800 min. –  
\$ 45,843 max.

*Funding Source:*  
11-0000-2821-501210-  
000-000000-609-09-091

**Delete:**

Position	Salary/Grade	Duties
<b>Executive Secretary, Chief of Staff-ESC/ Office of the Superintendent</b>	CA-15 \$16.25/hr. to \$22.04/hr. 12 months	Provide administrative assistance to the Chief of Staff, support to the Deputy Clerk of the Board and Administrative Assistant to the Superintendent in the performance of general office duties and coordination of calendars in the Office of the Superintendent. Assist the Deputy Clerk of the Board in preparing, proofing, and editing the District Board Agendas. Serves as back up for the Administrative Assistant to the Superintendent and Office of Clerk of the Board. Maintain confidentiality and assume responsibility without direct supervision, problems solve, and exercise initiative and good judgment in making decisions. Serve on various committees and perform other duties as assigned.
<i>Annual Budget Impact:</i> \$ 33,800 min. – \$ 45,843 max.		
<i>Funding Source:</i> 11-0000-2321-501210- 000-000000-609-14-021		

**Create:**

Position	Salary/Grade	Duties
<b>Human Capital Specialist-ESC/</b> Human Capital	CA-12 \$14.13/hr. to \$19.06/hr. 12 months	Manage all phases of the personnel hiring process for prospective employees, including candidate selection, background and eligibility verification, new-hire documentation, orientation, HRIS data entry, and employment contract preparation. Ensure active and inactive personnel files for employee groups are organized, accurate, up-to-date, and in compliance with applicable law and regulations. Work cooperatively and effectively with peers in the Payroll, Benefits, Federal Programs, Personnel, and other district offices for the benefit of internal and external customers. Dependable, punctual attendance and completion of assigned projects and responsibilities Prepare and execute contracts to employees as they are hired. Ensure timely preparation, dissemination, and completion of all annual personnel performance evaluations. Distribute performance evaluations that contain a recommendation not to re-hire an employee or that are accompanied by a job target or other disciplinary documentation to the director of Support Personnel for review and action.

*Annual Budget Impact:*  
\$ 27,040 min. –  
\$ 39,645 max.

*Funding Source:*  
11-0000-2572-501210-  
000-000000-337-04-041

**Delete:**

Position	Salary/Grade	Duties
<b>Human Capital Clerk-ESC/</b> Human Capital	CA-5 \$10.19/hr. to \$13.57/hr. 12 months	Create and issue identification badges for all Tulsa Public School employees. Take and submit fingerprints of all Tulsa Public Schools employees and maintain records of the results.

*Annual Budget Impact:*  
\$ 21,195 min. –  
\$ 28,226 max.

*Funding Source:*  
11-0000-2572-501210-  
000-000000-337-04-041

**SUPPORTING INFORMATION**

**CONSENT ITEM E-20**

**ROUTINE STAFFING ITEMS**

**ELECTIONS**

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
<b>Certificated/Administrative:</b>				
Atkinson, Wesley	8/14/15 5/25/16	B-0	\$ 32,900.00	Teacher-Monroe Demonstration/Fine Arts
Embrey, Kasandra	8/14/15 5/25/16	B-0	32,900.00	Teacher-Patrick Henry/ P.E.
Flores, Dalia	7/07/15	XG-3	104,392.29	Instructional Leadership Director-ESC/Deputy Superintendent Rate: \$106,000.00
Forbes, Kelly	7/13/15	EG-6	61,089.00	Principal-Zarrow Rate: \$63,000.00
Gragg, Sanya	8/10/15 6/09/16	BG-5	35,000.00	Social Services Specialist-Marshall
Hall, Jennifer	8/10/15 6/09/16	BG-8	60,000.00	Occupational Therapist- Enrollment Center/ Special Education and Student Services
Hansen, Gina	8/14/15 5/27/16	M30-0	34,964.00 1,831.00	Counselor-East Central Counselor
Hebert, Brenda	8/14/15 5/25/16	M-4	35,576.00	Teacher-Kerr/Grade 3
Henderson, Susan	8/14/15 5/25/16	M-8	37,406.00	Speech Pathologist- Enrollment Center/ Special Education and Student Services
			1,870.30	Special Education
			5,000.00	Speech Pathologist



ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hill, Harmony	8/14/15 5/25/16	B-6	\$ 35,300.00	Teacher-Cooper/Grade 1
Hinds, Suzanne	7/21/15	EG-3	50,000.00	Assistant Principal-Cooper
Hull, Steven	4/13/15	M-0	5,787.95	Teacher-Hale Jr. High/ History Rate: \$33,956.00 Return from leave
James, Gregory	7/07/15	EG-5	60,000.00	Area Coordinator-ESC/ Special Education and Student Services
Manser, Kelly	8/14/15 5/25/16	M-3	35,176.00	Teacher-Dual Language Immersion Program/ Kindergarten
Mapes, Jennifer	8/14/15 5/25/16	M30-4	36,694.00	Teacher-Hale/Math
Morris, Traci	8/14/15 5/25/16	B-3	34,100.00	Teacher-Lewis and Clark/ Grade 4
Newberry, Susan	8/14/15 5/25/16	M-11	38,986.00	Librarian-Monroe Demonstration
Newbury, Karen	6/07/15	M-2	34,776.00	Counselor-Grimes Return from leave
Page, Michael	8/14/15 5/25/16	D-7	40,145.00	Teacher-East Central/ Science
Perryman, Connie	8/14/15 5/25/16	B-3	34,100.00	Teacher-Kerr/Grade 3
Philippsen, Michael	8/14/15 5/25/16	B-4	34,500.00	Teacher-Edison/Science
Rhodes, Margaret	5/26/15	M-15	45,475.00	Teacher-Rogers/ History Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Rogers, Rachel	8/01/15	B-6	\$ 35,300.00	Nurse Supervisor-ESC/Health Services Return from leave
Rowley, Kathryn	8/14/15	B-0	32,900.00	Teacher-Mark Twain/ Special Education Return from leave
Shannon, Katheryn	7/16/15	EG-3	65,000.00	Academic Coordinator- Wilson/Curriculum and Instruction
Shannon, Paula	8/03/15	XG-7	150,631.25	Chief of Staff-ESC/Office of the Superintendent Rate: \$165,000.00
Van Eman, Linnea	6/08/15	EG-3	3,697.85	Coordinator of Gifted and Talented-Wilson/ Curriculum and Instruction Rate: \$60,000.00 Return from leave
Watson, Lacey	7/21/15	EG-3	49,238.00	Assistant Principal- Jackson Return from leave
Wilson, Mickey	6/01/15	BG-6	5,229.24	Assistant Director of Athletics-ESC/Athletics Rate: \$64,743.00 Return from leave
<b>Support (Hourly):</b>				
Ball, William	6/03/15	MT-14	\$ 20.88	Grounds Lead - Maintenance Return from leave
Barnett, Saneca	2/18/15 6/30/15	MT-3	9.35	Custodian-Hamilton Return from leave
Carey, Emily	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Chastain, Brett	8/18/15 5/24/16	MT-6	10.72	Bus Driver Trainee

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Gomez, Iduvina	6/29/15 6/30/15	MT-3	\$ 10.14	Custodian-Columbus Return from leave
Harris, Kewanna	6/03/15 6/30/15	MT-3	10.82 .54	Custodian-MacArthur Shift differential
Kelley, Jacqueline	5/18/15 5/22/15	MT-6	12.29	Site Supervisor-Key/ Before and After Care Return from leave
Kosterlistzky, Crystal	6/11/15 6/30/15	TS-5	12.85	Communications Specialist-ESC/ Campus Police
Kummers, Hillary	8/18/15 5/24/16	IS-3	9.35	Teacher Assistant (TA)- Lindbergh
Lee, Teresa	8/18/15 5/24/16	IS-10	15.36	MD Paraprofessional- Kendall Whittier Return from leave
Martinez Alvarado, Blanca	4/15/15 6/30/15	MT-3	9.35 .46	Custodian-Skelly Shift differential
Miller, Kenneth	6/16/15 6/30/15	MT-9	15.00	Distribution Specialist V – Materials Management
Morrall, Amanda	7/07/15 6/30/16	CA-15	18.19	Special Assistant to the Superintendent - ESC/Office of the Superintendent *
Moses, Keiahmiee	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Nasim, Ghazala	8/18/15 5/24/16	MT-1	8.87	CNS Assistant-Chouteau Return from leave
Polley-Davis, Tavionna	8/14/15 5/24/16	IS-6	12.09	Paraprofessional-McLain Return from leave
Powell, Amaris	8/18/15 5/24/16	IS-10	13.11	MD Paraprofessional-Bell

**\*Pending Board approval of Special Assistant to the Superintendent position create**

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Tandy, Scott	7/06/15 6/30/16	MT-14	\$ 18.25	Plumber Craftsperson- Maintenance
Thompson, Akilah	5/04/15	MT-6	13.24	Bus Driver Return from leave
Wilson, Michelle	8/01/15	CA-4	14.29	Health Assistant-Dual Language Immersion Program Return from leave

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
<b>Certificated/Administrative:</b>					
Campbell, Matthew	Itinerant Teacher-East Central M30-25	8/14/15	\$ 54,044.00	\$ 55,675.00	M60-25
Dautermann, Sharon	Instructional Coach-Wilson/ Academic Services M-11	7/16/15	38,986.00  5,316.27	55,067.00	Academic Coordinator- Wilson/Curriculum and Instruction EG-3 Additional days
Guerrero, Joseph	Teacher- Jackson/ Grade 6 M-12	1/05/15	19,962.30	19,226.02	B-12 Rate: \$38,660.00
Hering, Tera	Assistant Principal-Clinton EG-4 210 days	7/13/15	50,236.00	60,119.37	Principal-Hamilton EG-6 12 months Rate: \$62,000.00
Jeremiah, Vicki	CNS Manager- Eugene Field BG-B	8/07/15 5/26/16	21,667.00	19,820.00	Child Nutrition Services (CNS) Traveling Manager BG-A

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Mason, Jeffery	Teacher- Webster/ M-4 176 days	7/07/15	\$ 35,576.00	\$ 50,251.00	CTE Program Specialist-ESC/ College and Career Readiness EG-2 12 months
Noonan, Jessica	Teacher-Kendall Whittier/Grade 2 M-7 176 days	7/21/15	36,796.00	36,796.00  5,017.64	Instructional Coach- Staff Development M-7 200 days Additional days
Parmley, Heather	Occupational Therapist- Enrollment Center/Special Education and Student Services BG-8 Full-Time	8/10/15 6/09/16	55,318.00	22,127.00	2/5 Time
Parsons, Jody	Assistant Principal-Hale EG-5 210 days	7/13/15	53,481.00	63,610.17	Principal –Hale Jr. High Rate: \$65,600.00 EG-7 12 months
Peregrina, Amanda	Instructional Coach-Wilson/ Academic Services B-21	7/21/15	46,130.00 6,154.00	48,236.00 6,441.27	M-21 Additional days
Rabovsky, Renee	Instructional Coach-Wilson/ Academic Services M-6 176 days	7/21/15	36,376.00	50,000.00	Assistant Principal- McLain Jr. High EG-4 210 days
Rages, Sarah	Teacher-Rogers/ Biology M-0	8/14/15	33,956.00	34,964.00	M30-0

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Robb, Jacqueline	Teacher- Cooper/Grade 1 M-9 176 days	7/21/15	\$ 37,916.00	\$ 37,916.00  5,170.36	Instructional Coach- Wilson/Academic Services M-9 200 days Additional days
Rodebush, Courtney	Teacher- Thoreau/ Language Arts B-9	1/05/15	18,609.09	18,811.36	B-10 Rate: \$37,200.00
Ruzicka, Vicki	Librarian-Lanier M-13 176 days	7/16/15	40,286.00	55,352.00	Academic Coordinator- Wilson/ Curriculum and Instruction EG-3
Schafer, Andrea	Teacher-Zarrow/ Gifted and Talented M-12	3/02/15	11,887.66	12,131.58	M-13 Rate: \$39,476.00
Shiple, Phaedra	Academic Assistant Principal- Anderson EG-3 210 days	7/01/15	63,238.00  6,424.00	70,662.00	Principal-Park EG-6 12 months Innovation School
Stafford, Terri	Occupational Therapist- Enrollment Center/Special Education and Student Services BG-8	8/10/15 6/09/16	50,873.00	30,524.00	3/5 Time
Sykes, Elton	Assistant Principal- Memorial EG-5	7/21/15	52,555.00	52,555.00	Assistant Principal- Washington EG-5

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Tate, Stephanie	Mentor Teacher- Wilson/ Academic Services M-15	7/13/15	\$ 42,216.00	\$ 60,119.37	Principal-ECDC Porter EG-6 12 months Rate: \$62,000.00
Walker, Treasa	Assistant Principal-Cooper EG-3	7/21/15	67,937.00	67,937.00	Assistant Principal- Celia Clinton EG-3
<b>Support (Hourly):</b>					
Arreola, Marco	Laundry Driver- Plant Operations MT-8	6/01/15 6/30/15	\$ 11.75	\$ 13.49	Painter Craftsperson- Maintenance MT-11
Ball, Elva	Bus Driver Trainee MT-4	5/01/15 5/22/15	9.77	10.72	Bus Driver MT-6
Blakey, Octavia	Bus Driver Trainee MT-4	3/17/15 5/22/15	9.77	10.72	Bus Driver MT-6
Blunt, Lonniesha	Bus Driver Trainee MT-4	5/08/15 5/22/15	9.77	10.72	Bus Driver MT-6
Cherry, Arnett	Bus Driver Trainee MT-4	4/30/15 5/22/16	9.77	10.72	Bus Driver MT-6
Corona, Ashley	Bus Driver MT-6 172 days	6/15/15 6/30/15	11.05	11.05 .30	Bus Driver MT-6 12 months Lead driver
Deshone, Kelli	Custodian- Central MT-5	5/26/15 6/30/15	12.58	13.59	Head Custodian- Marshall MT-7

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Haynes, Jamil	Head Custodian- Academy Central MT-5 2-CI	6/15/15 6/30/15	\$ 14.91	\$ 16.01	Electrical Apprentice- Maintenance MT-7 2-CI
Kirkendoll, Ronald	Electric Craftsperson- Maintenance MT-14	6/08/15 6/30/15	17.11	18.31	Café' Shop Lead- Maintenance MT-15
Lozoya, Maria	Custodian-Kerr MT-3	6/08/15 6/30/15	9.98	10.27	Head Custodian-Kerr MT-6
Rice, Mark	CNS Cook II – Child Nutrition MT-3	6/01/15 6/30/15	10.15	12.26	Culinary Coordinator- ESC/Child Nutrition
Stokes, Larry	Bus Driver Trainee MT-4	4/08/15 5/22/15	9.11	10.72	Bus Driver MT-6



DECEASED

Name	Effective Date	Assignment
<b>Support:</b>		
Morris, Lovenna	6/05/15	Bus Driver

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
<b>Certificated/Administrative:</b>			
Drever, Jennifer	8/14/15	Teacher-Eliot/ Grade 3	Personal illness
Guard, Marie	8/14/15	Teacher-Wright/ Kindergarten	Further Study
Strong, Denna	8/14/15	Teacher-ECDC Reed/Pre-K	Sabbatical
<b>Support (Hourly):</b>			
Bush, Robert	5/02/15	Campus Police- ESC/Campus Police	Personal illness
Crockett, Teresa	6/29/15	Registrar-Shadow Mountain	Personal illness
Gomez, Ana	6/05/15	Custodian-Lindbergh	Personal illness
Hinson, Linda	3/25/15	Clerk-Memorial	Personal illness
Smith, Adrian	6/06/15	Bus Driver Trainee	Military
Tobble, Rodrecus	4/01/15	Custodian-Patrick Henry	Personal illness
<b><u>Rescind:</u></b>			
Cabrera, Espiridion	6/01/15	Custodian- Washington	Personal illness

NO CONTRACT OFFERED FOR 2015-2016

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Buhlinger, Louann	6/30/15	Director of Marketing and Communication-ESC/Public Information

RETIREMENTS

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Ballard, Keith	6/30/15	Superintendent – ESC/Office of the Superintendent
Goodwin, Brenda	6/05/15	Teacher-Kendall Whittier/ELD
Hicks, Ava	9/01/15	HC Partner-ESC/Human Capital
<b>Support (Hourly):</b>		
Enright, Margaret	5/22/15	Autism Paraprofessional-Edison
Morris, Linda	5/22/15	Paraprofessional-Kendall Whittier

RESIGNATIONS

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Amilian, David	6/01/15	Teacher-East Central/Math
Anderson-Ritchie, Stephanie	6/30/15	Teacher-Kendall Whittier/Grade 6
Asberry, Tracee	6/30/15	Teacher-Project ACCEPT/Grade 1
Awalt, Amber	6/30/15	Teacher-Thoreau/Grade 6
Barrett, Dusty	6/15/15	Teacher-East Central/Math

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Best, Melissa	8/01/15	Counselor-Edison
Blair, Kathryn	6/30/15	Librarian-Mitchell
Boardman, Austin	6/30/15	Teacher-Academy Central/Grade 5
Boone, Mindy	8/06/15	CNS Manager-Mitchell
Braden, Murphy II	6/01/15	Teacher-Memorial/History
Brown, Jennifer	6/10/15	Counselor-Memorial
Burton, Talisha	5/26/15	Teacher-Sequoyah/Grade 1
Bushong, Ralph	6/30/15	Teacher-Monroe Demonstration/Social Studies
Campbell, Jennifer	6/10/15	Teacher-Chouteau/Pre-K
Carroll, Debra	6/05/15	Teacher-Memorial/Gifted and Talented
Casper, Patricia	6/03/15	Teacher-Mitchell/Grade 1
Chho, Sylvie	6/30/15	Teacher-Cooper/Grade 3
Chinworth, Erin	6/23/15	Social Services Specialist-Marshall
Clyburn, Matthew	5/28/15	Teacher-McLain/TRAICE
Conyers, Jonelle	5/26/15	Teacher-McLain/Algebra
Davis, Cynthia	6/17/15	Instructional Coach-Wilson/Staff Development and Leadership
Duncan, Melissa	6/30/15	Principal-Hale Jr. High
Edwards, Dale	6/08/15	Teacher-Webster/ELD
Eimen, Catherine	5/26/15	Teacher-Rogers/Science
Engelson, Jennifer	6/01/15	Teacher-Mitchell/Grade 3
Evans, Samantha	6/30/15	Teacher-Emerson/Pre-K
Ferguson, Haven	5/21/15	Principal resigning from leave

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Flanagan, Laura	6/01/15	Teacher-Celia Clinton/Grade 2
Flynn, Daniel	7/01/15	Teacher-McLain/Math
Fowler-Hawghey, Sally	6/30/15	Teacher-Lee/Grade 1
Fuller, Barbara	6/30/15	Teacher-Peary/Grade 3
Gaines, Stephanie	5/26/15	Teacher-Hamilton/Grade 1
Garrett, Jay	6/30/15	Teacher-Monroe Demonstration/Fine Arts
Gibson, Cara	6/30/15	Teacher-Lee/Grade 4
Hendricks, Ivy	6/15/15	Teacher-Disney/Grade 2
Hernandez, Judith	6/01/15	Teacher-Hale Jr. High/Spanish
Hoffman, Kristin	6/30/15	Teacher-McLain Seventh Grade Academy/ELD
Hollingshead, Katy	7/01/15	Teacher-MacArthur/Grade 1
Hoole, Katherine	6/30/15	Teacher-Mark Twain/Grade 1
Huynh, Xuan	6/01/15	Teacher-McLain Seventh Grade Academy/Math
Johnson, Lindsey M.	6/16/15	Teacher-East Central/Special Education
Johnson, Lindsey E.	6/19/15	Assistant Principal-Rogers
Kovalenko, Nicholas	5/26/15	Teacher-Sequoyah/Grade 2
Kreutzer, Rachel	6/15/15	Teacher-Kendall Whittier/Kindergarten
Kruis, Karen	6/05/15	Teacher-Kendall Whittier/Grade 3
Kudla, Anna	6/15/15	Teacher-Hale/Science
Lewis, Brooke	6/17/15	Teacher-Anderson/Special Education
Lewis, Lana	6/17/15	Assistant Principal-Jackson
Mangum, Jordan	6/05/15	Teacher-Kendall Whittier/Grade 5

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Mena, Shalim	5/26/15	Psychologist-Enrollment Center/ Special Education and Student Services
Morgan, Brian	6/01/15	Teacher-McLain Seventh Grade Academy/ Science
Nave, Rachel	6/16/15	Teacher-Chouteau/Grade 2
Ogunsanya, Mariam	6/15/15	Teacher-Burroughs/Special Education
Pales, Amanda	6/09/15	Speech Pathologist-Enrollment Center/ Special Education and Student Services
Parnell, Melissa	6/30/15	Teacher-Eugene Field/Grade 1
Perry, Tony	6/05/15	Teacher-Kendall Whittier/Kindergarten
Pierce, Gentry	6/30/15	Assistant Principal-Sequoyah
Polonchek, Amy	6/15/15	Chief of Staff-ESC/Office of the Superintendent
Ramsey, Mallory	6/05/15	Teacher-Eugene Field/Grade 3
Randolph, Jennifer	6/05/15	Teacher-Kendall Whittier/Kindergarten
Reed, Rebecca	6/30/15	Teacher-Bell/Grade 1
Rowland, Brooke	6/30/15	Teacher-Mayo/Grade 1
Shirley, Matthew	5/26/15	Teacher-McLain/Art
Short, Kevin	6/16/15	Teacher-Webster/Special Education
Slagle, Tracy	6/30/15	Teacher-Owen/Special Education
Smith, Rachel	6/30/15	Teacher-Eisenhower/Grade 1
Swepston, Deborah	6/05/15	Teacher-Kendall Whittier/Special Education
Tattershall, Susie	6/30/15	Teacher-Washington/Chinese
Thao, Lisa	6/22/15	Teacher-Hamilton/Grade 1
Thomas, Arianne	6/05/15	Teacher-Kendall Whittier/Grade 6

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Villa, Patiance	6/01/15	Teacher-McKinley/Special Education
Ward, Penny	6/30/15	Teacher-Cooper/Reading
Weller, Wade	6/25/15	Teacher-Washington/P.E.
Wheelus, Michael	5/26/15	Teacher-Webster/Career Tech
White, Jessica	6/15/15	Teacher-Remington/Grade 1
Whitty, Caitlin	7/30/15	Teacher-Marshall/Grade 5
Williams, Scott	6/14/15	Teacher-Rogers/English
Yoder, Alve	6/15/15	Teacher-Hale/Career Tech
<b><u>Rescind:</u></b>		
Fadness, Stephanie	6/30/15	Teacher-Hawthorne/Grade 5
Sheets, Leslie	6/01/15	Teacher-East Central Jr. High/Spanish
<b>Support (Hourly):</b>		
Aubrey, Nicholas	6/09/15	HVAC Craftsperson-Maintenance
Dickson, Angela	6/08/15	Custodian-Edison
Dunn, Rikki	5/01/15	CNS Cook I – McKinley
Eastman, Chase	5/22/15	Autism Paraprofessional-Remington
Espinoza, Gloria	6/05/15	Custodian-Central
Herndon, Ann-Francis	6/11/15	Purchasing Technician II – ESC/ Materials Management
Martin, Jerrico	6/20/15	Paraprofessional-Penn
Oxley, Nahellah	6/01/15	Custodian-McClure
Sala, Michael	5/22/15	TA-Academy Central
Seay, Peter	5/22/15	Culinary Coordinator-ESC/Child Nutrition

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Shenefield, Kent	6/03/15	Bus Driver Trainee
Walker, Veo	6/01/15	Laundry Foreperson-Laundry
Wilhite, Glen	5/22/15	TA-MacArthur
<b><u>Rescind:</u></b>		
Littrell, Timothy	5/27/15	Paraprofessional-Memorial

TERMINATIONS

Name	Effective Date	Assignment
<b>Support (Hourly):</b>		
Diaz, Yadira	3/10/15	CNS Assistant-ECDC Porter
Lang, James	6/02/15	Custodian-Frost

## SUBSTITUTE AND TEMPORARY ELECTIONS

### Counselor

Arterberry, Chenani  
Clark, Kimberly  
Chandler, Sylvia  
Haller, Lu Anne  
Stufflebeam, Mary

### Assistant Principal

Cole, Mark  
Parsons, Jody  
Stone, Brian

### Substitute Teacher

Maxwell, Gwen

### Clerks

Bennett, Diane  
Brown, Janet  
Clark, Patricia  
Patterson, Pam  
Stegall, Donna  
Thompson, Billy  
Ward, Sandra  
Whiteley, Martha

### Challenge Course Instructor

Bobka, Alana  
Jones, Eugene  
Righthouse, William

### Teacher Assistant

Jones, Diane

### Bus Driver Trainee

Carey, Emily  
Chastain, Brett  
Moses, Keiahmiec

### Adjunct Teacher

Carver – 13-11-000-1000-501000-810-336000-201-07-515

Marchiquita Jones, Volleyball @ \$1,202, September 1, 2015 to May 25, 2016



## SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

### Any Given Child – 11-0165-2212-501700-000-000000-211-14-020

Pay twenty teachers \$1,000 (total no to exceed \$20,000) to participate in the Any Given Child Tulsa Professional Development Institute. Selected teachers will be required to attend seven Saturday professional development sessions. No cost to the District

### Athletics – School Activity Fund #536

Pay support staff Adina Norman a total not to exceed \$120 per student for working as summer swim coach at Washington. There is no cost to the district, will be paid by the individual students.

### Athletics – School Activity Fund #536

Pay support staff Omar Chavez and adjunct coach Cody House \$350 (total not to exceed \$700) to coach soccer at Edison. No cost to the district, paid by the Edison Soccer Boosters.

### Athletics – School Activity Fund #536

Pay certified staff Maria (Harlas) West and adjunct Valeria Nierenberg \$375 (total not to exceed \$750) to coach soccer at Washington. No cost to the district, paid by the BTW Soccer Boosters

### Athletics – School Activity Fund #536

Pay support staff Shelby Swanson a total not to exceed \$1,629) for coaching volleyball at Washington. No cost to the district, paid by BTW Volleyball Booster.

### Athletics- School Activity Fund #549

Pay Julian Rodriguez and Jose Landazuri \$400 each (a total not to exceed \$800) to coach soccer at East Central. This is no cost to the district.

### Campus Police Extra Duties – 21-0000-2660-50-1800-000-000000-409-17-049

Pay certified personnel @ \$11.95/hr. (total not to exceed \$15,000) to work on a part-time basis in the Master Control and Communications Center for the Campus Police Department. Shifts will be primarily on the weekends, holidays and periods when school is out of session.

### Custodian Extra Duties - 11-0165-2620-501210-000-000000-954-14-020

Pay custodians to be named @ their current hourly rate and any applicable overtime (not to exceed \$2,000) for working six Saturdays at Wilson Teaching and Learning to allow twenty teachers to attend professional development for Any Given Child – Tulsa Professional Development institute for the 2015-2016 school year.

### Hale Saturday School - 11-0000-10000-501700-421-400000-210-07-715

Pay Hale certified staff, to be named @ \$18/hr. (total not to exceed \$4400) to provide After School/Saturday School detention for students during the 2015-16 school year

### Hamilton - 11-0000-2410-501110-000-000000-105-07-204

Pay Dionne White, assistant principal @ her current daily rate of pay (not to exceed \$1,800) for working July 13, 2015 to July 20, 2015, 6 days prior to the start of her 2015-2016 contract.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

**June 15, 2016 Agenda, pages 115 – 117 and pages 120 -121 – Correct site**

**Create:**

Position	Salary/Grade	Duties
<b>School Psychologist/ Psychometrist- Enrollment Center/ Special Education and Student Services</b>	Teacher's Salary Schedule 181 days	Serve as LEA (Local Education Agency) representative for "Child Find" in identifying children with disabilities in need of special education services. Attend and participate within the Child Study Team Process. Assist schools in developing Child Study Team Interventions Plans/504 plans. Guide the Child Study Team through the individual evaluation process and serve as the District Official who is responsible for signing the Parent Consent for Evaluation form on the district's behalf. Complete comprehensive assessment as required by district policies in a professional manner by established timelines. Serve as a member of the MEEGS (Multidisciplinary Evaluation and Eligibility Group Summary) process in each assigned school and explain assessment results and eligibility determination to multidisciplinary teams to include parents.
<i>20 positions</i>		
<i>Annual Budget Impact: \$ 676,700 min. – \$ 1,208,313 max.</i>		
<i>Funding Source: 11-0000-2140-501110- 239-000000-205-06-066</i>		

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

**June 15, 2016 Agenda, pages 115 – 117 and pages 120 -121 – Correct site**

**Delete:**

Position	Salary/Grade	Duties
<p><b>School Psychologist/ Psychometrist- Enrollment Center/ Special Education and Student Services</b></p> <p><i>25 positions</i></p> <p><i>Annual Budget Impact: \$ 822,500 min. – \$ 1,469,275 max.</i></p> <p><i>Funding Source: 11-0000-2140-501110- 239-000000-205-06-066</i></p>	<p>Teacher's Salary Schedule 176 days</p>	<p>Serve as LEA (Local Education Agency) representative for "Child Find" in identifying children with disabilities in need of special education services. Attend and participate within the Child Study Team Process. Assist schools in developing Child Study Team Interventions Plans/504 plans. Guide the Child Study Team through the individual evaluation process and serve as the District Official who is responsible for signing the Parent Consent for Evaluation form on the district's behalf. Complete comprehensive assessment as required by district policies in a professional manner by established timelines. Serve as a member of the MEEGS (Multidisciplinary Evaluation and Eligibility Group Summary) process in each assigned school and explain assessment results and eligibility determination to multidisciplinary teams to include parents.</p>

**Create:**

Position	Salary/Grade	Duties
<p><b>Occupational Therapist-Enrollment Center/ Special Education and Student Services</b></p> <p><i>Annual Budget Impact: \$ 47,080 min. – \$ 70,619 max.</i></p> <p><i>Funding Source: 11-0000-2135-501210- 239-000000-334-06-066</i></p>	<p>BG-8 190 days</p>	<p>Provide educationally necessary intervention related to sensory integration issues as well as educationally necessary interventions in motor development, focusing primarily on fine motor. Services are provided in a variety of school settings, ranging from preschool through high school.</p>

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

**June 15, 2016 Agenda, pages 115 – 117 and pages 120 -121 – Correct site**

**Delete:**

Position	Salary/Grade	Duties
<b>Occupational Therapist, Sensory Specialist-Enrollment Center/ Special Education and Student Services</b>	BG-8 190 days	Provides educationally necessary intervention related to sensory integration issues as well as educationally necessary interventions in motor development, focusing primarily on fine motor. Assists other Occupational Therapists/Assistants with sensory issues, as requested. Assists with developing sensory plans for students, as requested.
<i>Annual Budget Impact:</i> \$ 47,080 min. – \$ 70,619 max.		
<i>Funding Source:</i> 11-0000-2135-501210- 239-000000-334-06-066		

**Create:**

Position	Salary/Grade	Duties
<b>School Psychology Team Specialist- Enrollment Center/ Special Education and Student Services</b>	Teacher's Salary Schedule 193 days	Provide direct services to assigned sites, programs and areas of Specialization. Utilize extended calendar to update the School Psychology manual to meet changing needs of the District and state/federal guidelines. Serve as trainers to District-Wide Staff in processes at each site for Child Study Implementation and Special Education procedures. Conduct observations, assessments, eligibility decisions and interventions for children in Child Study Team and/or on IEP's. Assist other School Psychologists with assessment and collaborative decision making of eligibility determination. Provide training to District Wide Professionals to support service to children with learning/behavior disabilities. Serve on a weekly Case Review Committee and report directly to the Lead School Psychologist.
<i>4 positions</i>		
<i>Annual Budget Impact:</i> \$ 144,312 min. – \$ 257,792 max.		
<i>Funding Source:</i> 11-0000-2140-501110- 239-000000-205-06-066		

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

**June 15, 2016 Agenda, pages 115 – 117 and pages 120 -121 – Correct site**

**Create:**

Position	Salary/Grade	Duties
<p><b>Director of Research and Evaluation- Enrollment Center/ Accountability</b></p> <p><i>Annual Budget Impact:</i> \$ 70,000 min. – \$ 105,700 max.</p> <p><i>Funding Source:</i> 11-0000-2112-501110- 000-000000-109-16-058</p>	<p>BG-10 12 Months</p>	<p>Lead all student achievement data projects for Accountability. Provide high level data analysis for executive staff. Collaborate with sites and other departments to provide data to support instructional programming decisions. Oversee the RRB process for internal and external research; Manage the Student STAT Dashboard; Supervises training of district employees on Student STAT; Create regular student achievement data reports to support instruction; Collaborates with both internal and external partners as needed to provide requested student data.</p>

**Note: To be effective  
July 1, 2015**

**Delete:**

Position	Salary/Grade	Duties
<p><b>Program Management Officer-Enrollment Center/Accountability</b></p> <p><i>Annual Budget Impact:</i> \$ 70,000 min. – \$ 105,700 max.</p> <p><i>Funding Source:</i> 11-0000-2112-501110- 000-000000-109-16-058</p>	<p>EG-8 12 months</p>	<p>Supervise RRB; Reviews Instructional Software Purchase Requests; Analysis of Student Achievement Data.</p>

**Note: To be effective  
July 1, 2015**

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

**June 15, 2016 Agenda, pages 115 – 117 and pages 120 -121 – Correct site**

**Create:**

Position	Salary/Grade	Duties
<b>Accountability Registrar-Enrollment Center/Accountability</b>  <i>Annual Budget Impact:</i> \$ 29,390 min. – \$ 39,645 max.	CA-12 \$14.13/hr. to \$19.06/hr. 12 months	Maintain the user security for the TPS student information system. Maintain the user security for the OSDE student information system and the OSDE reporting system. Maintain the cohort dates on the TPS student information system. Verify and post all graduation dates. Oversee the enrollment and posting of grades for all students receiving Home-based Education Services.
<i>Funding Source:</i> 11-0000-2112-501210- 000-000000-348-16-058		
<b>Note: To be effective July 1, 2015</b>		

**Delete:**

Position	Salary/Grade	Duties
<b>Accountability Specialist-Enrollment Center/Accountably</b>  <i>Annual Budget Impact:</i> \$ 24,419 min. – \$ 32,614 max.	CA-8 \$11.74/hr. to \$15.68/hr. 12 Months	Post all grades earned via concurrent enrollment, outside educational agencies, and TPS summer school. Post all grades earned via credit by exam and/or EOI testing. Assist with the development of the Accountability Office processes
<i>Funding Source:</i> 11-0000-2112-501210- 000-000000-348-16-058		
<b>Note: To be effective July 1, 2015</b>		

**SUPPORTING INFORMATION**

**ACTION ITEM F-3**

**RATIFICATION OF CONTRACTS**

Agenda Date	Item #	Page #	Vendor Name
06/15/2015	E-3	4	Big Picture Learning
06/15/2015	E-8	7	Margaret Hudson Program, Inc.
06/15/2015	E-10	8	Tulsa Promenade
06/15/2015	E-14	10	Awareity, Inc.
06/15/2015	E-15	11	Tulsa Officials of Oklahoma Association
06/15/2015	E-17	12	Day Spring Community Services
06/15/2015	E-18	12	Junior Achievement of Oklahoma
06/15/2015	E-19	13	America's Foundation for Chess, First Move
6/15/2015	E-21	14	Gale Cengage Learning, Scholastic Grolier, Rosen publishing, Coughlin Capstone, World book, et. al
06/15/2015	E-22	14	Day Spring Behavioral Health Services
06/15/2015	E-24	16	Regina Lopez, University of Central Oklahoma
06/15/2015	E-25	16	Sebastion Lantos, LLC
06/15/2015	E-27	17	Subscriptions with Safari Montge
06/15/2015	E-29	18	Intercultural Development Research Association
06/15/2015	E-32	20	The Learning Systems
06/15/2015	E-36	22	American Red Cross (ARC)
06/15/2015	E-37	22	Barbara Crock, Crock Leadership Associates
06/15/2015	E-38	23	New Teacher Center (NTC)
06/15/2015	E-39	23	GCCE Consulting Group, LLC
06/15/2015	E-40	24	Metis Associates, New York
06/15/2015	E-41	24	Library Book Purchases: Follet, Baker and Taylor, Permabound.
06/15/2015	E-42	25	Barnes and Noble and Scholastic book Fairs
06/15/2015	E-43	25	Barnes and Noble
06/15/2015	E-44	25	Purchase state adopted text books, state depository, Thompson, Archway
06/15/2015	E-47	26	Lenore Blank Kelner and Company
06/15/2015	E-49	27	Doubletree Hotel Warren Place
06/15/2015	E-51	29	Battelle for Kids (BFK)
06/15/2015	E-52	29	Education Analytics, Inc.
06/15/2015	E-53	30	Tripod
06/15/2015	E-54	30	Awareity, Inc.
06/15/2015	E-56	31	Sanders, Bledsoe &Hewett, Certified Public Accnts.
06/15/2015	E-57	32	First Southwest Asset Management, Inc.

06/15/2015	E-58	32	National Benefit Services, LLC.
06/15/2015	E-62	34	Treasurer of the District use nonpayable warrants
06/15/2015	E-64	35	Data Business Systems of CO, Inc.
06/15/2015	E-65	36	USPS Neopost
06/15/2015	E-66	36	Mahan
06/15/2015	E-67	37	World Travel Service
06/15/2015	E-68	37	Lifetouch, Josten's, Artisanlife Photography, Knutson Photography, Ken's Universal Photo, Inc. Shannon Surratt Photography, Ruth Kelly Studio, Inter-State Publishing, Herff-Jones
06/15/2015	E-69	37	Office Max
06/15/2015	E-72	39	Disbursement Review, LLC
06/15/2015	E-74	39	NGV Fleet Partners
06/15/2015	E-75	40	Constellation NewEnergy Gas Division
06/15/2015	E-76	40	Asbestos Handlers of Tulsa, Inc.
06/15/2015	E-77	41	Quintessence Audio
06/15/2015	E-78	41	Graphics Plus Design
06/15/2015	E-79	42	Vision Digital, LLC.
06/15/2015	E-80	42	Municipal Finance Services
06/15/2015	E-81	43	Dell, Inc., et al
06/15/2015	E-84	44	Jerece Daniels
06/15/2015	E-85	45	TEKsystems,
06/15/2015	E-86	45	Interior Concepts, Inc.
06/15/2015	E-87	45	Dell, Roundrock, Texas
06/15/2015	E-88	46	Scholastic Inc.
06/15/2015	E-89	46	ELlevation, Inc.
06/15/2015	E-90	47	Empirical Education, Inc.
06/15/2015	E-91	47	Netchemia, LLC (AKA Talent Ed)
06/15/2015	E-92	48	Searchsoft Solutions
06/15/2015	E-93	48	Teaching Channel, Inc.
06/15/2015	E-94	49	TransAct
06/15/2015	E-95	49	Tulsa Technology Center
06/15/2015	E-96	50	Amax Signs, Carrols Flooring, Interior Concepts, Wood Systems
06/15/2015	E-99	51	Ricoh Americas Corporation
06/15/2015	E-102	52	Rich and Cartmill / Safety National
06/15/2015	E-106	53	TALX
06/15/2015	E-108	54	Hoffman Business Enterprises, d.b.a. Pinpoint Personnel
06/15/2015	E-109	55	Jl Companies, Austin, Texas
06/15/2015	E-110	55	AmericanChecked, Inc.



06/15/2015	E-111	56	Occupational Health Centers of the Southwest
06/15/2015	E-112	56	Commercial Risk Services, Inc.
06/15/2015	E-113	57	Frontline Technologies
06/15/2015	E-114	57	Hearing Officers
06/15/2015	E-115	58	Alternative Service Concepts
06/15/2015	E-116	58	Rich and Cartmill /General Liability, School Board Professional Liability insurance
06/15/2015	E-117	59	Rich and Cartmill /Property Insurance
06/15/2015	E-118	59	Rich and Cartmill / Blanket coverage Insurance
06/15/2015	E-119	59	Rich and Cartmill /bond coverage
06/15/2015	E-120	60	Rich and Cartmill / business travel accident insurance
06/15/2015	E-121	60	I4 Systems, Inc.
06/15/2015	E-122	61	Securitas Security Services
06/15/2015	E-123	61	American Gold Security of Tulsa
06/15/2015	E-124	62	York Electronics
06/15/2015	E-125	62	Sodexo Services, Inc.
06/15/2015	E-130	64	Various non-District agencies/organizations
06/15/2015	E-131	65	RFP purchase Child Nutrition
06/15/2015	E-132	65	RFP purchase milk products
06/15/2015	E-133	65	Freshpoint
06/15/2015	E-134	66	Nutrikids
06/15/2015	E-136	67	DHS Annual Commodity Distribution Assessment Fee
06/15/2015	E-138	67	Sodexo Management, Inc.
06/15/2015	E-140	68	Associated Parts
06/15/2015	E-141	69	American Air Conditioning of Tulsa
06/15/2015	E-142	69	Lennox Industries
06/15/2015	E-143	70	Otis Elevator Company
06/15/2015	E-144	70	BFI Waste Services, LLC, dba Allied Waste Services of Tulsa/Republic Services of Tulsa
06/15/2015	E-145	71	Spectrum Paint Company
06/15/2015	E-146	71	Grainger
06/15/2015	E-147	71	Finishing Place Inc.
06/15/2015	E-148	72	Simplex Grinnel
06/15/2015	E-149	72	McIntosh, Inc.
06/15/2015	E-150	72	Carrier Sales and Distribution
06/15/2015	E-151	73	West Termite and Pest Control
06/15/2015	E-152	73	Heatwave Supply
06/15/2015	E-153	74	Builders Supply
06/15/2015	E-154	74	Trulite

06/15/2015	E-155	74	Trane
06/15/2015	E-156	75	American Services, Inc.
06/15/2015	E-160	76	American Red Cross
06/15/2015	E-162	77	Health Services Student eyeglass program
06/15/2015	E-164	78	Kellogg & Sovereign
06/15/2015	E-165	79	Cox Business
06/15/2015	E-166	79	Cox business
06/15/2015	E-167	80	Dell
06/15/2015	E-168	80	Decision One,
06/15/2015	E-169	80	Presidio Networked Solutions
06/15/2015	E-170	81	Dell
06/15/2015	E-171	81	Presidio Corporation
06/15/2015	E-172	82	PSO
06/15/2015	E-173	82	Trane U.S. Inc.
06/15/2015	E-174	82	Twotrees Technologies
06/15/2015	E-175	83	Ricoh Americas Corporation
06/15/2015	E-176	83	Ricoh Americas Corporation
06/15/2015	E-177	84	Ricoh Americas Corporation
06/15/2015	E-178	84	Blue Torch Network Solutions, Inc., d.b.a. School Desk
06/15/2015	E-179	85	Pearson
06/15/2015	E-180	85	KRONOS, Incorporated
06/15/2015	E-181	85	Follet Software
06/15/2015	E-182	86	Versifit technologies
06/15/2015	E-183	86	Tyler Technologies
06/15/2015	E-184	86	Tyler Technologies
06/15/2015	E-185	87	Xpedx
06/15/2015	E-186	87	Automatic Protection Systems
06/15/2015	E-187	88	TransPar Group, Inc.
06/15/2015	E-188	88	Truman Arnold Companies
06/15/2015	E-189	88	T&W Tire
06/15/2015	E-190	89	Mayes County Petroleum
06/15/2015	E-198	92	NAPA
06/15/2015	E-199	92	Battery Outfitters
06/15/2015	E-200	93	Timmons Oil Co.
06/15/2015	E-201	93	Frontier International Trucks, Inc.
06/15/2015	E-202	93	NGV Motori
06/15/2015	E-203	94	Erling and Associates
06/15/2015	F-1	95	Community Action Project

06/15/2015	F-1	95	Cornerstone Child Development
06/15/2015	F-1	95	Crosstown Learning Center
06/15/2015	F-1	95	Educare
06/15/2015	F-4	97	McGladrey
5/18/2015	E-16	10	Amity Institute-Zarrow
5/18/2015	E-17	11	Amity Institute- Eisenhower
4/6/2015	E-2	4	Tulsa County Technology Center

**SUPPORTING INFORMATION**

**INFORMATION ITEM G-15**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<p><b>English Language Development Coordinator-</b> Wilson/Curriculum and Instruction</p>	<p>EG-1 12 months</p>	<p>Assist teachers and administrators in employing appropriate research-based strategies to ensure students achieve linguistically and academically in English. This may include assistance in developing and using best-practice instructional strategies, curriculum products, implementation plans, and assessment tools. Serve as a resource to district administrators/leadership and school in the development of a range of services for English Language Learners. Work collaboratively with teachers in recognizing and responding to the multiple needs of diverse learners. Assist in monitoring the district's effectiveness and compliance with local, state, federal, and court ordered requirements related to Title III. Assist with district and school-wide instructional initiatives. Keep abreast of technical, legislative, and professional development trends affecting English Language Development programs and disseminate information to appropriate district personnel through ongoing professional development. Make recommendations for English Language Development program adjustments. Collaborate on curriculum development centered on district school improvement initiatives. Work with teachers to disaggregate and analyze data to adjust instruction, enhance student learning, and inform teacher practice. Perform other duties as assigned.</p>
<p><i>6 positions</i></p>		
<p><i>Annual Budget Impact:</i> \$ 257,400 min. – \$ 385,800 max.</p>		
<p><i>Funding Source:</i> 11-5720-2213-501110- 410-000000-211-05-093- 5720</p>		

**Delete:**

Position	Salary/Grade	Duties
<b>ELL Language Development Specialist</b> -Wilson/ Curriculum and Instruction	Teacher's Salary Schedule plus stipend	Assist teachers and administrators in employing appropriate research-based strategies to ensure students achieve linguistically and academically in English. This may include assistance in developing and using best-practice instructional strategies, curriculum products, implementation plans, and assessment tools. Serve as a resource to district administrators/leadership and school in the development of a range of services for English Language Learners. Work collaboratively with teachers in recognizing and responding to the multiple needs of diverse learners. Assist in monitoring the district's effectiveness and compliance with local, state, federal, and court ordered requirements related to Title III. Assist with district and school-wide instructional initiatives. Keep abreast of technical, legislative, and professional development trends affecting English Language Development programs and disseminate information to appropriate district personnel through ongoing professional development. Make recommendations for English Language Development program adjustments. Collaborate on curriculum development centered on district school improvement initiatives. Work with teachers to disaggregate and analyze data to adjust instruction, enhance student learning, and inform teacher practice. Perform other duties as assigned.
<i>2 positions</i>		
<i>Annual Budget Impact:</i> \$ 69,462 min. – \$ 121,204 max.		
<i>Funding Source:</i> 11-5720-2213-501110- 410-000000-211-05-093- 5720		

**Create:**

Position	Salary/Grade	Duties
<b>Child Find and Data Collection Specialist-</b> Enrollment Center/ Special Education and Student Services <i>2 positions</i>	Teacher's Salary Schedule plus 5% stipend 181 days	Perform under the supervision of a School Psychologist. Administration of individual assessments in the five areas of development, academic/achievement and other formal assessments in which their credentials meet specific Examiner Qualifications. Participate in prereferral interventions and the Child Study Process. Write reports and data entry onto Special Education paperwork. Computer scoring and printing. Prepare paperwork for School Psychologists review of eligibility. Participate in 504 eligibility and programming.
<i>Annual Budget Impact:</i> \$ 69,090 min. – \$ 123,420 max.		
<i>Funding Source:</i> 11-0000-2140-501110- 239-000000-412-06-066		

**Delete:**

Position	Salary/Grade	Duties
<b>School Psychologist/ Psychometrist-</b> Enrollment Center/Special Education and Student Services <i>2 positions</i>	Teacher's Salary Schedule plus 5% stipend 176 days	Serve as LEA (Local Education Agency) representative for "Child Find" in identifying children with disabilities in need of special education services. Attend and participate within the Child Study Team Process. Assist schools in developing Child Study Team Interventions Plans/504 plans. Guide the Child Study Team through the individual evaluation process and serve as the District Official who is responsible for signing the Parent Consent for Evaluation form on the district's behalf. Complete comprehensive assessment as required by district policies in a professional manner by established timelines. Serve as a member of the MEEGS (Multidisciplinary Evaluation and Eligibility Group Summary) process in each assigned school and explain assessment results and eligibility determination to multidisciplinary teams to include parents.
<i>Annual Budget Impact:</i> \$ 69,462 min. – \$ 121,204 max.		
<i>Funding Source:</i> 11-0000-2140-501110- 239-000000-412-06-066		

**Create:**

Position	Salary/Grade	Duties
<b>Nutrition Educator- Child Nutrition</b>	BG-5 200 days	Assess the nutrition education needs of the District and coordinate nutrition education with the district curriculum. Assist, develop and implement current nutrition education curriculum. Develop, select, and make teaching aids and resource materials for classroom nutrition education and other group education activities. Serve as community resource in the area of nutrition education to parents, students, health service and other community groups. Conduct nutrition education classes at all levels for all schools. Develop and conduct training courses for teachers regarding nutrition education and nutrition related topics. Evaluate effectiveness of nutrition education programs based on educational research findings using instruments and other techniques. Responsible for budget for nutrition education activities, resources, nutrition instructors, and special diet food items. Develop nutrition articles for the menu and Child Nutrition website. Develop nutritional education training for Child Nutrition employees. Chair District Wellness Committee. Develop nutritional specifications for bids. Review menus for compliance with menu requirements. Develop or utilize existing nutrition education materials for use in the cafeteria. Attend State training in regard to nutritional standards. Performs other duties as requested.

*Annual Budget Impact:*  
\$ 39,500 min. –  
\$ 52,566 max.

*Funding Source:*  
22-3850-3180-501210-  
700-000000-958-03-053

**Delete:**

Position	Salary/Grade	Duties
<b>Nutrition Educator- Child Nutrition</b>	BG-5 186 days	Assess the nutrition education needs of the District and coordinate nutrition education with the district curriculum. Assist, develop and implement current nutrition education curriculum. Develop, select, and make teaching aids and resource materials for classroom nutrition education and other group education activities. Serve as community resource in the area of nutrition education to parents, students, health service and other community groups. Conduct nutrition education classes at all levels for all schools. Develop and conduct training courses for teachers regarding nutrition education and nutrition related topics. Evaluate effectiveness of nutrition education programs based on educational research findings using instruments and other techniques. Responsible for budget for nutrition education activities, resources, nutrition instructors, and special diet food items. Develop nutrition articles for the menu and Child Nutrition website. Develop nutritional education training for Child Nutrition employees. Chair District Wellness Committee. Develop nutritional specifications for bids. Review menus for compliance with menu requirements. Develop or utilize existing nutrition education materials for use in the cafeteria. Attend State training in regard to nutritional standards. Performs other duties as requested.

*Annual Budget Impact:*  
\$ 39,500 min. –  
\$ 44,772 max.

*Funding Source:*  
22-3850-3180-501210-  
700-000000-958-03-053



**Delete:**

Position	Salary/Grade	Duties
<b>Immigrant Student Language Development Coach-</b> Wilson/Curriculum and Instruction	Teacher's Salary Schedule plus stipend	Work with teachers, aides, administrators, parents and other community members to ensure that immigrant students are acclimated to the school district and develop English fluency and attain high academic achievement in English within a reasonable amount of time.

*Annual Budget Impact:*  
\$ 34,731 min. –  
\$ 60,602 max.

*Funding Source:*  
11-5720-2213-501110-  
410-000000-211-05-093-  
5720

**Delete:**

Position	Salary/Grade	Duties
<b>Dual Language Resource Specialist-</b> Wilson/Curriculum and Instruction	Teacher's Salary Schedule plus stipend	Assist teachers and administrators in employing appropriate research-based strategies to ensure students achieve linguistically and academically in English and Spanish including assistance in developing and using Dual Language instructional strategies, curriculum products, implementation plans and assessment tools. Exhibit theoretical and research-based knowledge of language acquisition and child development. Work collaboratively with teachers in recognizing and responding to the multiple needs of the diverse learners. Assist teachers in utilizing a variety of on-going, instructionally based assessment approaches to inform and differentiate instruction.

*Annual Budget Impact:*  
\$ 34,731 min. –  
\$ 60,602 max.

*Funding Source:*  
11-5720-2213-501110-  
410-000000-211-05-093-  
5720

**Create:**

Position	Salary/Grade	Duties
<b>Warehouse Lead-Child Nutrition</b>  <i>Annual Budget Impact:</i> \$ 28,059 min. – \$ 38,917 max.  <i>Funding Source:</i> 22-3850-3130-501210- 700-000000-902-03-054	MT-11 \$13.49/hr. to 18.71/hr. 12 months	Receive incoming products. Check all deliveries with receiving copy and packing lists. Code product and direct placement of product in warehouse. Coordinate outbound delivery of product to school sites. Follow-up on all products being prepared for delivery. Assist in assigning work in, about and around Warehouse. Advise Warehouse Manager on operational or personnel issues. Assign logistics for delivery drivers to obtain optimum performance. Perform other duties as assigned and make necessary decisions in the absence of Warehouse Manager.

**Delete:**

Position	Salary/Grade	Duties
<b>Traveling Manager-Child Nutrition</b>  <i>2 positions</i>  <i>Annual Budget Impact:</i> \$ 34,476 min. – \$ 52,148 max.  <i>Funding Source:</i> 22-3850-3120-501210- 700-000000-953-03-053	BG-A 183 days	Oversee and supervise the overall operations in a school cafeteria. Organize and direct the processes necessary to provide breakfast, lunch and snacks to TPS students. Not assigned to specific site. Other duties as assigned.

**Create:**

Position	Salary/Grade	Duties
<b>Grounds Journey-person- Maintenance</b>	MT-8 \$11.74/hr. to \$15.68/hr. 12 months	Responsible for mowing, line trimming, pruning, leaf, limb and grass removal. Use power tools, hand tools and all types of mowing equipment. Perform general grounds maintenance including picking up litter, removing leaves and mulching trees.
<i>Annual Budget Impact:</i> \$ 24,419 min. – \$ 32,614 max.		
<i>Funding Source:</i> 21-0000-2630-501210- 000-000000-905-01-002		

**Create:**

Position	Salary/Grade	Duties
<b>Grounds Lead- Maintenance</b>	MT-9 \$12.26/hr. to \$16.46/hr. 12 months	Supervise a mow crew of between one and five employees. Responsible for mowing, line trimming, pruning, leaf, limb and grass removal. Use power tools, hand tools and all types of mowing equipment. Perform general grounds maintenance including picking up litter, removing leaves and mulching trees.
<i>Annual Budget Impact:</i> \$ 25,500 min. – \$ 34,237 max.		
<i>Funding Source:</i> 21-0000-2630-501210- 000-000000-905-01-002		

**Delete:**

Position	Salary/Grade	Duties
<b>Heavy Equipment Craftsperson- Maintenance</b>	MT-9 \$13.49/hr. to \$18.17/hr. 12 months	Operate heavy equipment and repair fences.
<i>2 positions</i>		

*Annual Budget Impact:  
\$ 56,118 min. –  
\$ 75,587 max.*

*Funding Source:  
21-0000-2620-501210-  
000-000000-901-01-002*

**Create:**

Position	Salary/Grade	Duties
<b>Family Applications Clerk-Child Nutrition</b>	CA-3 \$9.35/hr. to 12.32/hr. 200 days	Assist in free reduced application process as needed. Assist parents as needed in the process and answer questions. Schedule nutrition education classes and instructors. Assist in Summer Café program preparation. Communicate student status to cafeteria managers. Other duties as assigned.
<i>Annual Budget Impact: \$ 14,960 min. – \$ 19,712 max.</i>		

*Funding Source:  
22-3850-3120-501210-  
700-000000-609-03-053*

**Delete:**

Position	Salary/Grade	Duties
<b>Family Applications Clerk-Child Nutrition</b>	CA-3 \$9.35/hr. to 12.32/hr. 186 days	Assist in free reduced application process as needed. Assist parents as needed in the process and answer questions. Schedule nutrition education classes and instructors. Assist in Summer Café program preparation. Communicate student status to cafeteria managers. Other duties as assigned.
<i>Annual Budget Impact:</i> \$ 13,913 min. – \$ 18,332 max.		
<i>Funding Source:</i> 22-3850-3120-501210- 700-000000-609-03-053		

**Title Changes**

Present Title	Proposed Title
<b>Support:</b>	
Secretary-ESC/Special Education and Student Services	Administrative Assistant I – ESC/Special Education and Student Services
Secretary-ESC/Special Education and Student Services	Administrative Assistant I – ESC/Special Education and Student Services
Secretary-ESC/Indian Pupil Education	Administrative Assistant I – ESC/Indian Pupil Education
Secretary-ESC/Elementary Constituent and Student Services	Administrative Assistant I – ESC/Elementary Constitute and Student Services
Directors Secretary-ESC/Health Services	Administrative Assistant II – ESC/Health Services
Secretary-Wilson/Staff Development and Leadership	Administrative Assistant II – Wilson/Staff Development and Leadership
Secretary-Maintenance and Plant Operations	Administrative Assistant III – Maintenance and Plant Operations
Secretary-Maintenance and Plant Operations	Administrative Assistant III – Maintenance and Plant Operations

Title Changes - Continued

Present Title	Proposed Title
Secretary-Public Information and Marketing	Administrative Assistant III –ESC/Public Information and Marketing
Director’s Secretary-ESC/College and Career Readiness	Administrative Assistant III – ESC/College and Career Readiness
Director’s Secretary-Wilson/Instructional Media and Library Services	Administrative Assistant III -Wilson/Instructional Media and Library Services
Administrative Secretary-ESC/Growing Together ILD	Administrative Assistant IV-ESC/Growing Together ILD
Administrative Secretary-ESC/Information Technology	Administrative Assistant IV-ESC/Information Technology
Director’s Secretary-Transportation	Administrative Assistant IV-Transportation
Administrative Secretary-ESC/Public Information and Marketing	Administrative Assistant IV-ESC/Public Information and Marketing
Administrative Secretary-ESC/Federal Programs and Special Projects	Administrative Assistant IV-ESC/ Federal Programs and Special Projects
Administrative Secretary-ESC/Elementary ILD	Administrative Assistant IV-ESC/Elementary ILD
Administrative Secretary-ESC/Teacher Leader Effectiveness	Administrative Assistant IV-ESC/Teacher Leader Effectiveness
Administrative Secretary-ESC/Special Education and Student Services	Administrative Assistant IV-ESC/Special Education and Student Services
Administrative Secretary-ESC/Curriculum and Instruction	Administrative Assistant IV-ESC/Curriculum and Instruction
Executive Secretary-ESC/Lead Instructional Leadership	Executive Administrative Assistant-ESC/ Lead Instructional Leadership
Executive Secretary-ESC/Deputy Superintendent	Executive Administrative Assistant-ESC/ Deputy Superintendent
Executive Secretary-ESC/Financial Services	Executive Administrative Assistant-ESC/Financial Services

Title Changes - Continued

<u>Present Title</u>	<u>Proposed Title</u>
Executive Secretary-ESC/Support Services	Executive Administrative Assistant-ESC/Support Services
Executive Secretary-ESC/Human Capital	Executive Administrative Assistant-ESC/Human Capital
Executive Secretary-ESC/District Accountability	Executive Administrative Assistant-ESC/District Accountability
Executive Secretary-ESC/Elementary Constituent and Student Services	Executive Administrative Assistant-ESC/Elementary Constituent and Student Services
Executive Secretary-ESC/Curriculum and Instruction	Executive Administrative Assistant-ESC/Curriculum and Instruction
Executive Secretary, Deputy Clerk to the Board-ESC/Office of the Superintendent	Executive Administrative Assistant, Deputy Clerk to the Board-ESC/Office of the Superintendent

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