



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, July 20, 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 meetings of the Board of Education.

<u>Regular Meeting</u>	<u>Special Meetings</u>
July 6, 2015	May 12, 2015
	June 18, 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, August 3, 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

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: Renew the memorandum of understanding (MOU) with the University of Tulsa (TU) to provide clinical observation experiences for students in the Athletic Training/Exercise and Sports Science programs 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

E-3. 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, MacArthur, Mark Twain, Marshall, McClure, Mitchell, Park, Sequoyah, and Skelly.

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: 11601000

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.

- E-4.** 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.

- E-5.** 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 that 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.

- E-6.** 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: 11600838

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.

- E-7.** 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 that encourage students to pursue their aspirations for personal, family, and community success and realize their full potential as a young musical artist and scholar.

- E-8.** 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

- E-9.** RECOMMENDATION: Approve a 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.

- E-10.** RECOMMENDATION: Purchase consultation and professional learning services from Licensed Clinical Social Worker Dr. Mary Brandt, Monkey Island, Oklahoma, 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.

- E-11.** RECOMMENDATION: Purchase a one-year subscription from the School Improvement Network, Midvale, Utah, for the 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, this platform was selected 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.

- E-12.** RECOMMENDATION: Approve the proposals of Lisa Payne Consulting, Guthrie, Oklahoma, 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 the selected 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, and Mitchell elementary schools and Memorial Junior High.

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

- E-13.** 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 that were offered to us by the manufacturer.

E-14. 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.

E-15. 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

E-16. 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-17. RECOMMENDATION: Approve routine staffing items.

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

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

E-18. 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: Science projects can result in materials that need proper disposal which must be conducted in a safe manner that also complies with state and federal laws. This contract allows the District to achieve that goal by properly disposing of chemicals and other hazardous waste from science rooms in the schools.

ITEMS LISTED BELOW SUBMITTED BY SUPERINTENDENT, DR. DEBORAH GIST

E-19. RECOMMENDATION: Enter into an agreement with Education Pioneers, Oakland, California, 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.

E-20. 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.

F. ACTION AGENDA - Motion and vote on each recommendation

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

F-1. RECOMMENDATION: Submit an application to the State Department of Education for a one-year renewal of the Districtwide waiver to the Standards for Accreditation of Oklahoma Schools, Standard VII, concerning staffing of school library media centers.

COST: No cost to the District

RATIONALE: Originally granted on June 29, 1999, and renewed in 2014, the waiver allows the District to create an Intern Library Media Specialist Program and "grow our own" librarians in a time of national and statewide shortages of certified library media professionals. The District must have Board approval for the waiver application prior to sending the request to the State Board of Education in August, a much earlier timeline than in years past when the waiver has not been submitted until October. The application could not be completed prior to this month since teachers had not yet been hired for these library/media specialists positions; therefore the item is being presented for consideration on the action agenda.

G. INFORMATION AGENDA

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

- G-1.** RECOMMENDATION: Pay College Board for Advanced Placement (AP) exams for students at Washington High School during the 2015-2016 school year.

COST: Not to exceed \$70,525

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

RATIONALE: Students at Washington High School experience quality learning in the classroom by participating in AP courses and validating the experience by taking AP exams. Washington High School has administered AP exams for the past 45 years. There will be approximately 775 exams given, which are prepaid by students at a cost of \$91 per exam.

- G-2.** RECOMMENDATION: Pay International Baccalaureate (IB) for examination fees for Washington High School during the 2015-2016 school year.

COST: Not to exceed \$75,000

FUND NAME/ACCOUNT: Washington's School Activity Fund #528 (\$40,000), and Washington's International Baccalaureate Account, 11-0735-1764-506810-251-500000-000-07-735 (\$35,000)

REQUISITION NUMBER: 11600684

RATIONALE: Students will register for 2015 IB exams during the month of October. Exam fees must be paid by December 15, 2015. There are two fees that must be paid for each candidate who registers to take an exam. The school will pay for the cost of the "Candidate Registration Fee" which is \$160 per student. Students will be responsible for the "Individual Subject Exam Fees," which is \$110 per exam. If a student qualifies for free/reduced lunch, then Washington High School will also assume the cost of the subject fees for that student. Washington has 132 students enrolled in the full IB diploma program.

- G-3.** RECOMMENDATION: Pay International Baccalaureate (IB) for annual dues for Washington High School during the 2015-2016 school year.

COST: Not to exceed \$11,090

FUND NAME/ACCOUNT: Washington's International Baccalaureate Account, 11-0735-1764-506810-251-000000-000-07-735

REQUISITION NUMBER: 11600637

RATIONALE: Annual dues allow students from Washington High School to participate in the IB diploma program. Washington is one of two schools in the state authorized to offer the IB diploma program. Research shows that students with IB preparations consistently have higher grade point averages at the end of the first year of college. In May 2015, 416 IB exams were given to a total of 159 students.

- G-4.** RECOMMENDATION: Enter into a contract with Tulsa City-County Health Department to administer the "It's All About Kids" Physical Education program for students in elementary 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: No cost to the District.

REQUISITION NUMBER:

RATIONALE: "It's All About Kids" Physical Education program is a school health program that will be offered to sites upon approval of the site principal and District Athletic Office to assist the physical education teacher with issues such as eating healthy and active lifestyles, physical education, and nutrition. The CATCH Curriculum (Child and Adolescent Trial for Cardiovascular Health) is a toolbox that current physical education teachers could access at no cost to the District as a part of this program.

- G-5.** RECOMMENDATION: Enter into a special-event permit with the City of Tulsa for blocking off a section of 41st Street from Delaware to Florence for Edison's homecoming parade and the 5400-5800 block of South Hudson Avenue (5400-5800) for halftime fireworks on September 18, 2015.

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

COST: Not to exceed \$2,000

FUND NAME/ACCOUNT: Edison's School Activity Fund #519

RATIONALE: The parade and fireworks promote school pride and community involvement. The parade has been held for over 20 years.

- G-6.** RECOMMENDATION: Enter into a contract with the Cox Business Center to provide a room and catering for Rogers College High School's senior prom, April 29, 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 \$2,104

FUND NAME/ACCOUNT: Rogers School Activity Fund #856

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

- G-7.** RECOMMENDATION: Amend item E-81, approved on the June 16, 2014, agenda, to accurately reflect the time frame for the agreement with the New Teacher Center as a fifteen-month agreement.

COST: There is no additional cost to the District.

RATIONALE: The agreement is a fifteen-month agreement which ends on September 30, 2015.

- G-8.** RECOMMENDATION: Purchase the Launch module materials for program implementation of the elementary Science, Technology, Engineering, and Math (STEM) programs from Project Lead The Way (PLTW), Indianapolis, Indiana.

COST: Not to exceed \$50,000

FUND NAME/ACCOUNT: College and Career Readiness QEP Fund/11-0175-1000-506810-100-000000-000-05-064-0175

REQUISITION NUMBER: 11600392

RATIONALE: The purchase of the module materials from PLTW (a sole source provider of these modules) will allow for the implementation of the Launch program at five elementary sites (Key, Grissom, Mitchell, Salk, and Whitman) during the 2015-2016 school year.

G-9. RECOMMENDATION: Purchase services from Debbie Diller and Associates, Houston, Texas, to provide literacy coaching at Skelly Elementary School during the 2015-2016 school year.

COST: Not to exceed \$29,100

FUND NAME/ACCOUNT: Title 1 Fund/11-5118-2213-503200-494-000000-000-05-410-5118

REQUISITION NUMBER: 11600892

RATIONALE: This service will provide additional professional development and coaching around literacy work stations and small group instruction at Skelly Elementary to support effective implementation of the balanced literacy model.

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

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

G-10. RECOMMENDATION: Enter into a contract with Cunningham Plumbing, Tulsa, Oklahoma, for installation of a fire line at Springdale Elementary School.

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

COST: Not to exceed \$34,250

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

REQUISITION NUMBER: 11601017

RATIONALE: The fire line is part of the fire sprinkler system project included in the 2013 bond plan. The scope of the sprinkler project was increased due to the city requirement that the water line be extended to the east side of Atlanta Street. The original contract with CEI to complete the fire sprinkler system could not be increased due to the change order limitation. Three bids were obtained and a new contract is being issued. Entering into a contract with Cunningham Plumbing will expedite completion of the project.

G-11. RECOMMENDATION: Enter into a contract with S & S Fire Protection, Preston, Oklahoma, for the sprinkler installation project at Springdale Elementary School.

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

COST: Not to exceed \$30,000

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

REQUISITION NUMBER: 11601017

RATIONALE: The fire sprinklers are part of the 2013 bond plan. The original contract with CEI to complete the fire sprinkler system could not be increased due to the change order limitation. Entering into contract with S & S Fire Protection will expedite the completion of the project.

G-12. RECOMMENDATION: Enter into a master contract with the following architectural firms for the 2015 bond issue: KKT, Tulsa, Oklahoma; Greg Helms & Associates, Jenks, Oklahoma; Reed Sparks, Tulsa, Oklahoma; Selser Schafer, Tulsa, Oklahoma; GH2, Tulsa, Oklahoma; and KSQ Architects, Tulsa, Oklahoma.

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

COST: The architects will be paid on a floating fee schedule based upon the size of the project.

RATIONALE: The hiring of architects is necessary to complete bond projects. Each project will be approved as a supplement to the contract as the bonds are sold.

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

G-13. RECOMMENDATION: Approve position creations/deletions.

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

G-14. RECOMMENDATION: Enter into agreements with Indian Capital Technology Center/Connors State College Occupational Therapy Assistant (OTA) program setting forth the terms under which they will place OTA student interns with staff within the District for purposes of fulfilling Occupational Therapist preparation requirements 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.

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

G-15. RECOMMENDATION: Add two grades at the higher end of the clerical/administrative, instructional support and manual trades pay scale.

COST: No cost to the District.

RATIONALE: The Human Capital Department recently conducted a review of exempt employees who are being paid on the Business Grade pay scale to determine if their current job duties meet any of the Federal Wage and Hour law requirements to be exempt from overtime. The jobs that do not meet the current requirements will be changed to a non-exempt status to be in compliance with the law. The additional two grades are needed to maintain the appropriate salary ranges for some jobs being converted to non-exempt status.

G-16. RECOMMENDATION: Pay learning facilitators, including a lead learning facilitator, serving as independent contractors, to provide mentoring support to teachers being offered Quest and Tulsa Model Assist (TMA) for the 2015-2016 school year.

COST: Not to exceed \$100,000

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

REQUISITION NUMBER: 11600792, 11600794, 11600796, 11600797, 11600798, 11600799

RATIONALE: Learning facilitators acting as independent contractors will provide professional services to educators aligned with the Tulsa Model teacher evaluation system. The lead learning facilitator (Susan Meyer) will coordinate the services to be offered by other learning facilitators in the Quest and Tulsa Model Assist (TMA) programs. These services include the programs TMA and Quest. Quest is a prescribed embedded coaching and observation system for teachers identified as ineffective or needs improvement. TMA is available to teachers at all effectiveness levels and provides customized services with regard to duration and delivery of professional development. Both Quest and TMA are integral professional development supports of the District's Teacher/Leader Effectiveness initiative.

G-17. RECOMMENDATION: Enter into an agreement with the Gooden Group, Edmond, Oklahoma, for communications support and consulting for short-term District projects 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 \$35,125

FUND NAME/ACCOUNT: General Fund, 11-0000-2560-503100-000-000000-000-04-041

REQUISITION NUMBER: 11510871

RATIONALE: From time to time, additional communications support is required to increase District capacity for short-term projects. The Gooden Group will provide public relations technical assistance, communications support and general business consulting on various District initiatives including the strategic planning process.

ITEMS LISTED BELOW SUBMITTED BY SUPERINTENDENT, DR. DEBORAH GIST

G-18. RECOMMENDATION: Renew a memorandum of understanding establishing the District's collaboration with IMPACT!Tulsa, which is organizing leaders in the Tulsa area from education, business, philanthropy, and the faith community to coordinate and align efforts to serve Tulsa area children. Together, these organizations will build upon existing efforts, collect and analyze data to identify best practices and better focus the scope of services to youth and families. Approximately 15 different school systems from the Tulsa area will participate.

FURTHER RECOMMEND: The attorneys for the School District prepare/approve the appropriate memorandum of understanding, including any relevant data sharing agreement, and the proper officers of the Board of Education be authorized to execute the documents on behalf of the District.

COST: No cost to the District.

RATIONALE: By participating in the IMPACT!Tulsa collaborative, the District will gain important education data, resources and expertise to better serve its students and community.

SUPPORTING INFORMATION

CONSENT ITEM E-1

ROUTINE SECONDARY FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Washington High School/ T-Connection Band	Students: Parents: 20 Staff: 2	Participation in the Lancaster Battle of the Bands and attend the Cotton Bowl Classic Football game/ Dallas, Texas	September 25-27, 2015	1	Not to exceed \$15,000/ Washington's SAF #562
Washington High School/ T-Connection Band	Students: Parents: 20 Staff: 2	Participation in the University of Arkansas at Pine Bluff's Homecoming Events/Pine Bluff, Arkansas	November 13-15, 2015	1	Not to exceed \$15,000/ Washington's SAF #562
Washington High School/ T-Connection Band	Students: Parents: 20 Staff: 2	Participation in the Martin Luther King Jr. Events/ St. Petersburg, Florida	January 14-20, 2016	2	Not to exceed \$50,000/ Washington's SAF #562
Washington High School/ Men of Power	Students: 50 Parents: 0 Staff: 4	Study Trip to Historically Black Colleges and Universities (HBCU)/ Tuskegee, Alabama; Atlanta, Georgia; Greensboro, North Carolina; Hampton, Virginia and Washington DC.	March 13-20, 2016	0	No Cost to the District

SUPPORTING INFORMATION

CONSENT ITEM E-16

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>English Language Development Coordinator-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: \$ 257,400 min. – \$ 385,800 max.</i></p>		
<p><i>Funding Source: 11-5720-2213-501110- 410-000000-211-05-093- 5720</i></p>		

Delete:

Position	Salary/Grade	Duties
ELL Language Development Specialist-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: \$ 69,462 min. – \$ 121,204 max.</i>		
<i>Funding Source: 11-5720-2213-501110- 410-000000-211-05-093- 5720</i>		

Create:

Position	Salary/Grade	Duties
Child Find and Data Collection Specialist- Enrollment Center/ Special Education and Student Services	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>2 positions</i>		
<i>Annual Budget Impact:</i> \$ 69,090 min. – \$ 123,420 max.		

Funding Source:
11-0000-2140-501110-
239-000000-412-06-066

Delete:

Position	Salary/Grade	Duties
School Psychologist/ Psychometrist- Enrollment Center/ Special Education and Student Services	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>2 positions</i>		
<i>Annual Budget Impact:</i> \$ 69,462 min. – \$ 121,204 max.		

Funding Source:
11-0000-2140-501110-
239-000000-412-06-066

Create:

Position	Salary/Grade	Duties
Nutrition Educator- Ross/Child Nutrition Services	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
Nutrition Educator- Ross/Child Nutrition Services	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
Immigrant Student Language Development Coach- 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
Dual Language Resource Specialist- 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
Child Nutrition Warehouse Lead- Warehouse/Materials Management	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.
<i>Annual Budget Impact:</i> \$ 28,059 min. – \$ 38,917 max.		
<i>Funding Source:</i> 22-3850-3130-501210- 700-000000-902-03-054		

Delete:

Position	Salary/Grade	Duties
Traveling Manager- Ross/Child Nutrition Services	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.
<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		

Create:

Position	Salary/Grade	Duties
Grounds Journey-person- Maintenance	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.		

Funding Source:
21-0000-2630-501210-
000-000000-905-01-002

Create:

Position	Salary/Grade	Duties
Grounds Lead- Maintenance	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.		

Funding Source:
21-0000-2630-501210-
000-000000-905-01-002

Delete:

Position	Salary/Grade	Duties
Heavy Equipment Craftsperson- Maintenance	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
Family Applications Clerk-Ross/Child Nutrition Services	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
Family Applications Clerk-Ross/Child Nutrition Services	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.

Annual Budget Impact:
\$ 13,913 min. –
\$ 18,332 max.

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

Title Changes

Present Title	Proposed Title
Support:	
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-Maintenance and Plant Operations	Administrative Assistant III – Maintenance and Plant Operations
Secretary-Maintenance and Plant Operations	Administrative Assistant III – Maintenance and Plant Operations
Administrative Secretary-Wilson/ Staff Development and Leadership	Administrative Assistant IV – Wilson/ Staff Development and Leadership

Title Changes - Continued

Present Title	Proposed Title
Secretary-ESC/Communications	Administrative Assistant III – ESC/Communications
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/Communications	Administrative Assistant IV-ESC/Communications
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

Present Title	Proposed Title
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.

SUPPORTING INFORMATION

CONSENT ITEM E-17

ROUTINE STAFFING ITEMS

ELECTIONS

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Certificated/Administrative:				
Anderson, Deitrya	8/14/15	B-7	\$ 35,700.00	Teacher-Central/ Alternative Education Return from leave
Anderson, Shelby	8/14/15 5/25/16	B-0	32,900.00	Teacher-Monroe/P.E.
Bennett, Amanda	8/14/15 5/25/16	B-0	32,900.00	Teacher-Grissom/ Grade 5
Bertoson, Ann	8/14/15 5/25/16	B-0	32,900.00	Teacher-Gilcrease/ Grade 5
Cohron, Cecelia	8/14/15 5/25/16	M-0	33,956.00	Teacher-Central Jr. High/ Read 180
Copeland, Donna	8/14/15 5/25/16	B-13	38,600.00 1,933.00	Teacher-Thoreau/ Special Education
Dane, Joseph	8/14/15 5/25/16	B-2	33,700.00	Teacher-Cooper/ Grade 6
Davis, Jeanice	8/14/15 5/25/16	B-0	32,900.00	Teacher-Central/ English
Goulden, Paula	8/01/15	B-15	40,190.00	Teacher-Grimes/Grade 3 Return from leave
Halfacre, Rebecca	8/14/15 5/26/16	B-8	36,300.00	Teacher-Columbus/ Kindergarten
Hasfjord, Julie	7/16/15	EG-3	60,000.00	Academic Coordinator- Wilson/Curriculum and Instruction

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hurley, James	8/14/15 5/25/16	B-10	\$ 37,200.00	Teacher-Central/Art
Llareus, Jean	8/14/15 5/25/16	M60-20	50,995.00	Teacher-Eisenhower/ French
Long, Audra	8/14/15 5/25/16	B-3	34,100.00	Teacher-Academy Central/Grade 3
McIntosh, Reubin	8/14/15 5/25/16	M-0	33,956.00	Teacher-Carver/ Social Studies
Ortiz, Andrea	8/14/15 5/25/16	B-0	32,900.00	Teacher-Peary/ Grade 3
Reif, Linda	8/14/15 5/25/16	M-16	42,936.00	Librarian-Grimes
Richardson, Aleshia	8/14/15 5/25/16	B-2	33,700.00	Teacher-Edison/Art
Staton, Christopher	8/14/15 5/25/16	B-4	34,500.00	Teacher-Kerr/Grade 6
Thomas, Cathryn	8/14/15 5/25/16	M30-1	35,384.00	Teacher-Dual Language Immersion Program, Patrick Henry/Art
Whisnant, Leah	8/14/15 5/25/16	M-8	37,406.00	Teacher-ECDC Reed/ Pre-K
Support (Hourly):				
Antwine, Stephen	7/21/15 6/30/16	TS-9	\$ 17.34	Campus Police Officer- ESC/Campus Police Former Employee (f.e.)
Clay, Brenda	8/06/15 6/01/16	CA-8	17.50	Principal's Secretary-Salk Return from leave
Crase, Cody	8/18/15 5/24/16	IS-10	13.11	Autism Paraprofessional- Carnegie

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Elam, Michael	6/18/15 6/30/15	MT-3	\$ 11.31	Custodian-Edison Return from leave
Gonzalez-Montano, Lorenzo	6/26/15 6/30/15	MT-3	9.35	Custodian-Patrick Henry Return from leave
Hernandez, Jesus	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Hinch, Patricia	8/18/15 5/24/16	IS-3	13.35	Paraprofessional- McKinley Return from leave
Hinson, Linda	8/06/15 5/26/16	CA-3	13.08	Clerk-Memorial Return from leave
Horton, Brenda	8/06/15 5/26/16	CA-3	11.38	Clerk-Washington
Kelley, Earnestine	8/18/15 5/24/16	MT-5	12.89	Site Assistant- Eisenhower/ Before and After Care
Lozada, Gerald	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Malaske-Talkington, Kathy	8/18/15 5/24/16	IS-6	11.21	Teacher Assistant (TA)- Key
Markland, Lakeshia	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Navas, Monica	8/06/15 5/26/16	CA-3	10.30	Clerk-McClure
Padron, Maria	6/08/15 6/30/15	MT-3	9.94	Custodian-Rogers Return from leave
Reid, Roy	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Rushing, Terrence	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Scranton, Brandon	7/21/15 6/30/16	TS-9	\$ 15.96	Campus Police Officer- ESC/Campus Police
Spencer, Nanesha	6/29/15 6/30/15	MT-3	9.35 .46	Custodian-Key Shift differential
Williams, Ruth	8/10/15 5/27/16	CA-5	12.48	Health Assistant- Burroughs

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Bean, Mary	Parateacher- Thoreau IS-6	8/14/15 5/25/16	\$ 10.98/hr.	\$ 32,900.00/yr.	Teacher-Thoreau/ Language Arts B-0
Bemis, Emily	Teacher- Anderson/Gifted and Talented 3/4 Time M-5	8/14/15	30,584.00	35,976.00	Teacher-Anderson, Hoover/ELD Full-Time M-5
Brown, Michelle	Teacher- Memorial/Math B-5 176 days	7/21/15	17,450.00	50,000.00	Assistant Principal- Clinton EG-4 210 days
Bull, Audra	Assistant Principal-Salk EG-3	7/21/15	48,783.00	56,700.00	Assistant Principal- Tulsa MET EG-4
Farrow, Valarie	Assistant Principal-Carver EG-4	7/21/15	59,203.00	63,347.00	Assistant Principal- Rogers College High EG-5

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Hoch, Stephen	Data Fellow – ESC/ Chief of Staff BG-10	7/21/15	\$ 81,200.00	\$ 91,368.48	Director of Data Quality and Data Use-ESC/ Chief of Staff BG-12 Rate: \$96,944.00
McKenzie, Rashelle	Instructional Coach-Wilson/ Academic Services B-10	8/14/15	37,200.00	38,326.00	Teacher-Patrick Henry/Grade 5 M-10
Ramirez, Shana	Teacher-Zarrow/ ELD Half-Time B-6	8/14/15	17,650.00	35,300.00	Full-Time
Schaumleffle, Eileen	TA-Zarrow IS-6	8/06/15	10.98/hr.	27,000.00/yr.	Exchange Coordinator-Zarrow BG-3 185 days
Skipper-Reynolds, Courtney	Assistant Principal- Tulsa Met EG-4	7/21/15	28,746.00	57,492.00	Assistant Principal- Clinton EG-4
Vandalsem, Mary	TA-Eisenhower IS-6	8/14/15 5/25/16	12.12/hr.	35,700.00/yr. 1,785.00	Teacher-Cooper/ Special Education
Support (Hourly):					
Brown, Janet	Principal's Secretary-Cooper CA-9 185 days	7/21/15 6/30/16	\$ 14.18	\$ 16.00	HC Specialist-ESC/ Human Capital CA-12 12 months
Clayton, Margaret	Custodian-Plant Operations MT-8 2-CI	6/23/15 6/30/15	14.38	12.65 .60	Custodian- Hale Jr. High MT-3 2-CI Shift differential
Frost, Amanda	Campus Police Officer-ESC/ Campus Police TS-9 195 days	7/21/15 6/30/16	15.50	15.50	12 months

ADJUSTMENT - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Galvan, Itzayanni	Parent Involvement Facilitator- Springdale IS-3	8/10/15 5/27/16	\$ 9.35	\$ 10.19	Health Assistant- Springdale CA-5
Hale, Julie	TA-Hamilton IS-6 1-CI	8/06/15 6/01/16	13.38	14.54	Principal's Secretary- Hamilton CA-8 1-CI
Hobbs, Billy	Campus Police Officer-ESC/ Campus Police TS-9 195 days	7/21/15 6/30/16	15.99	15.99	12 months
Martin, Marilyn	Paraprofessional- Wright IS-6 176 days	8/10/15 5/27/16	12.06	11.16	Health Assistant- Wright CA-4 181 days
Morton, Keri	Communications Specialist-ESC/ Campus Police MT-5	7/21/15 6/30/16	12.85	14.31	Credit for Experience MT-5
Owen, Michael	Bus Driver Trainee MT-4	5/19/15 5/24/15	9.77	10.72	Bus Driver MT-6
Powell, Brenda	TA-MacArthur IS-6	8/18/15 5/24/16	11.30	13.11	Autism Paraprofessional- MacArthur IS-10
Stovall, Ray	Security Technician-ESC/ Campus Police TS-8	7/21/15 6/30/16	17.54	18.76	Campus Police Officer-ESC/ Campus Police TS-9
Sturdivant, Draper	Paraprofessional- Cooper IS-3	8/18/15 5/24/16	9.21	13.11	Autism Paraprofessional- Memorial IS-10
Yeldell, James	Carpentry Craftsperson- Maintenance MT-12 6-CI	7/06/15 6/30/16	22.54	24.10	Carpentry Lead- Maintenance MT-14 6-CI

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
Certificated/Administrative:			
Pancratz, Heidi	8/14/15	Teacher-Thoreau/ Foreign Language	Maternity
Reed, Dianne	7/01/15	Budget Analyst- ESC/Federal Programs and Special Projects	Personal illness
Reese, Carol	7/30/15	Terminal Manager- Transportation	Personal illness
Waterson, Twyla	6/22/15	Principal-MacArthur	Personal illness
Support (Hourly):			
Brooks, Georgia	7/01/15	Floor Crew- Maintenance and Plant Operations	Personal illness
Dougless, Sharon	7/20/15	Registrar-Enrollment Center/Accountability	FMLA
Martinez, Maria	6/17/15	CNS Assistant-Kerr	Personal illness
Sadjadi, Sayed	6/11/15	Head Custodian- Lewis and Clark	FMLA
Sanchez, Alejandro	6/30/15	Journey person- Maintenance	FMLA
Steward, Maurice	5/21/15	Bus Driver	Personal illness

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Martin, Tricia	6/26/15	Teacher-Rogers/Math

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Ballard, Molly	7/06/15	Teacher-Hamilton/Kindergarten
Beaty, Tasha	7/31/15	Dean-Hale Jr. High
Bentley, Jamie	6/08/15	Teacher-Carnegie/Grade 2
Bertelli, Cheryl	6/30/15	Teacher-Central/Art
Brown, Kathryn	6/23/15	Teacher-Hale/Special Education
Buescher, Candyce	8/01/15	Teacher-Skelly/Grade 2
Call, Ashly	7/25/15	Teacher-Chouteau/Kindergarten
Center, Pamela	6/23/15	Teacher-Hamilton/Special Education
Chisum, Donna	6/19/15	Teacher-Washington/French
Crenshaw, Jamie	6/30/15	Teacher-Key/Kindergarten
Crooks, Alexandra	6/23/15	Teacher-Tulsa MET Jr. High/ Alternative Education
Danzi, Kathy	6/25/15	Teacher-East Central/Special Education
Dickson, Kathryn	6/24/15	Teacher-Marshall/Grade 6
Drew, Amber	6/30/15	Teacher-Edison/English
Elfritis, Marlene	6/30/15	Teacher-Key/Grade 6
Empson, Julie	6/30/15	Teacher-Peary/Grade 4
Evans, Liane	6/30/15	Teacher-Hoover/Grade 3
Fitzgerald, Amber	6/30/15	Teacher-MacArthur/Academic Engagement

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Gustoson-Berkstresser, Elizabeth	6/30/15	Teacher-Central/English
Hargrove, Theresa	6/30/15	Teacher-McClure/Grade 5
Hilsheimer, Linda	7/01/15	Teacher-Jones/Grade 2
Hudson, Tiffany	6/30/15	Teacher-Lewis and Clark/Grade 2
Key, Angel	6/30/15	Teacher-Hamilton/Grade 1
Kindbom, Kelsey	8/14/15	Teacher-Edison/Grade 7
King, Alissa	7/10/15	Teacher-Memorial/Health
King, Rebecca	6/30/15	Teacher-Hoover/Grade 3
Lindsay, Michael	6/24/15	Teacher-Webster/English
McHugh, Nadine	6/15/15	Teacher-Eliot/Special Education
Montgomery, Alicia	6/24/15	Teacher-Lanier/Grade 4
Owens, Tina	6/29/15	Counselor-Carnegie
Peterson, Sarah	8/01/15	Teacher-Hale/Science
Sheffield, Jordan	6/30/15	Teacher-Marshall/Kindergarten
Shobert, Nicole	7/20/15	Instructional Coach-Wilson/Academic Services
Spurlock, Amelia	6/30/15	Teacher-Cooper/Pre-K
Stevens, Deena	6/25/15	Reading Interventionist-East Central
Stoulil, Molly	6/30/15	Teacher-ECDC Bunche/Kindergarten
Terronez, Alisha	7/20/15	Speech Pathologist-Enrollment Center/ Special Education and Student Services
Thomas, Mary Ellen	6/25/15	Teacher-Eliot/Grade 2
Thompson, Craig	6/30/15	Teacher-Edison/Career Tech
Whittenburg, Hannah	6/30/15	Teacher-Grissom/Grade 1

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Wilson, April	8/02/15	Teacher-Lindbergh/Grade 5
Support (Hourly):		
Bates, Janet	9/17/15	Custodian-Lanier
Bonner, Kandis	6/22/15	Bus Driver
Faulks, Elmer	6/12/15	Custodian-Plant Operations
Harbin, Rheanna	6/12/15	Clerk-Chouteau
Jackson, Wanda	6/25/15	Bus Driver
Jean-Francois, Ernest	6/24/15	Bus Driver
Kendrick, Bishop	5/15/15	Autism Paraprofessional-Bell
Raleigh, Byron	7/03/15	Security Monitor-ESC/Campus Police
Ramirez, Tony	6/26/15	Campus Security Officer-ESC/Campus Police
Stokes, Larry	6/19/15	Bus Driver Trainee
Weiser, Charlotte	6/30/15	CNS Assistant - Skelly

SUBSTITUTE AND TEMPORARY ELECTIONS

Data Fellow – Teacher/Leadership Effectiveness

Menan, Raghu

Instructional Coach

Abad, Leticia
Bean, Joey
Gerber, Misty
Millan, Kari
McIntyre, Jennifer
Robb, Jacqueline

New Teacher Mentor

Ihde, Melissa
Thomas, Carolyn
Thomas, Jennifer
Wright, Megan

Tutor

Spence, Sharon
Tierney, Kay
Towner, Cheryl

Campus Police

Streeter, Allen

Campus Security Officers

Lowther, Kim
Pavey, Daniel
Priebe, Brian P.
Stephens, Christina R.
Walker, James R. Jr.

Bus Driver

Hernandez, Jesus
Lozada, Gerald
Markland, Lakeshia
Reid, Roy
Rushing, Terrence

Custodian

Gainer, Brenda

Adjunct Coach

Webster – 13-11-000-1000-501000-810-336000-201-07-740

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

Rogers – 13-11-000-1000-501000-810-336000-201-07-730

John Timmons, Soccer @ \$3,878 September 1, 2015 to May 25, 2016

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

Pay support staff Wilner Domond, \$1,000 and Jesus Ramirez, \$500 (total not to exceed \$1,500) to coach soccer at Thoreau year. No cost to the District, to be paid from the Thoreau Athletic Association.

Maintenance –21-0000-2620-501210-000-000000-000-01-002

Pay Charles Noland a \$1,000 stipend to maintain an asbestos contractor's license for Tulsa Public Schools for the 2015-2016 school year.

Memorial Extra Duties – School Activity Fund #520

Pay certificated staff Michelle McCane a total not to exceed \$637 to sponsor an after school club which will produce a Memorial Junior High news station during the 2015 – 2016 school year.

Professional Development– 11-0844-2213-055110-00-000000-211-05-044-0844

Pay Induction Coaches/Mentor Teachers @ their current daily rate of pay (total not to exceed \$56,111.38) for working 24 additional days during the 2015-2016 school year.

STEM Teacher Professional Development - 11-0175-2213-501700-000-000000-210-05-064-0175 11-0175-2213-502310-000-000000-210-05-064-0175

Pay certified teachers, to be named @ \$18/hr. (total not to exceed \$35,000) to attend professional development, July 1, 2015 through June 30, 2016, during non-contract hours.

Washington Extra Duties – School Activity Fund #520

Pay Ernestine Hendrix her current hourly rate, or overtime where applicable (total not to exceed \$3,000) to perform extra duties as a Parent Facilitator after her normal work day for the 2015-2016 school year.

Washington Extra Duties – School Activity Fund #520

Pay certificated staff Ioder Fisher a total not to exceed \$500 to serve as the Washington Press Release Coordinator during the 2015-2016 school year.

Washington Teacher as Advisors – School Activity Fund #520

Pay certificated staff Annette Kennedy a total not to exceed \$3,000 for curriculum design for the Teachers As Advisors program, as well as, facilitator of professional development days for Washington faculty.

Washington Web Page – School Activity Fund #520

Pay a certified staff member, to be named a total not to exceed \$2,000 to maintain the web page for Washington High School during the 2015-2016 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Cafe Managers FFVP Training - 22-3850-3120-501210-700-000000-953-03-xxx

Pay Café' Managers a stipend based on their daily rate, for USDA Fresh Fruit and Vegetable Program training day for the 2015-2016 school year. Training to be held August 5 2015. Funding provided by 2015-2016 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Operational Duties- 22-7680-3120-501210-700-000000-953-03-xxx

Pay Child Nutrition Café' Managers a stipend of \$25.00 each day they service the Fresh Fruit and Vegetable Program at their site September 2015 – May 2016 (total not to exceed \$100,000). Funding provided by 2015-16 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3150-501210-700-000000-511-03-053

Pay Child Nutrition Services Employee Jenny Hyams at her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 36 weeks (total not to exceed \$7,312) to complete the following tasks: ordering, pricing comparison, product selection and cost spending analysis for the USDA Fresh Fruit and Vegetable Program for the 2015-2016 school year. Funding provided by 2015-2016 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3180-501210-700-000000-953-03-053

Pay Child Nutrition Services Employee Andrea Lynch at her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 36 weeks (total not to exceed \$6,310) to complete the following tasks: developing nutritional education and promotions for the USDA Fresh Fruit and Vegetable Program for the 2015-2016 school year. Funding provided by 2015-2016 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3190-501210-700-000000-590-03-053

Pay Child Nutrition Services Employee Tammy Christman at 1.5 times her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 40 weeks. (total not to exceed \$10,194) to administrate and supervise the USDA Fresh Fruit and Vegetable Program for the 2015-2016 school year. Funding provided by 2015-2016 USDA Fresh Fruit and Vegetable Program.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

SUBSTITUTE AND TEMPORARY ELECTIONS

July 6, 2015 Agenda, page 48 – Correct site and rate of pay

Clinton – 13-11-000-1000-501000-810-336000-201-07-530

Marchiquita Jones, Volleyball @ \$1,602, September 1, 2015 to May 25, 2016

SUPPORTING INFORMATION

INFORMATION ITEM G-13

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Director of Fine Arts – ESC/Curriculum and Instruction</p> <p><i>Annual Budget Impact:</i> \$ 60,900 min. – \$ 91,300 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110- 000-000000-109-06-070</p>	<p>EG-6 12 Months</p>	<p>Establish and maintain Visual and Performing Arts Programs that support student learning in the arts, provide opportunities for participation in community based events and activities, including competitions and lay a foundation for post-secondary opportunities for students in the arts.</p>

Delete:

Position	Salary/Grade	Duties
<p>Coordinator of Fine Arts-ESC/ Curriculum and Instruction</p> <p><i>Annual Budget Impact:</i> \$ 48,700 min. – \$ 73,100 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110- 000-000000-109-06-070</p>	<p>EG-3 12 Months</p>	<p>Assist principals in coordinating the development, implementation and evaluation of the Visual and Performing Arts Program. Provide fine arts leadership and support to District staff and to the faculty and staff in school sites.</p>

Create:

Position	Salary/Grade	Duties
Manager of Fixed Assets – ESC/ Accounting	BG-8 12 Months	Supervise the accounting technicians in daily work. Oversee and administer the fixed asset system program, FACET. Perform physical inventory scans of equipment at all district sites. Upload scanned inventory to FACET system. Create reconciliation/exception listing. Transact work orders and expense reports to produce audit reports.
<i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max.		
<i>Funding Source:</i> 11-0000-2511-501210- 000-000000-305-08-052		

Delete:

Position	Salary/Grade	Duties
Supervisor of Fixed Assets – ESC/ Accounting	BG-5 12 Months	Ensure efficiency and compliance to the District accounting office's fixed asset, internal audit, and inventory management policies.
<i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.		
<i>Funding Source:</i> 11-0000-2511-501210- 000-000000-305-08-052		