



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, August 17, 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.**

Regular Meeting  
August 3, 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 regularly scheduled meeting of the Board of Education will be held on Tuesday, September 8, 2015, at 6:30 p.m. in the Cheryl Selman Room at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

**M.** Motion and vote to adjourn.

**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: Amend the agreement with College Summit, Inc. and Growing Together, Inc. approved on the September 20, 2014, agenda, item E-7, to adjust the student volume and pricing schedule and make other minor revisions to the agreement 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: There is no cost to the District. All costs will be paid by Growing Together, Inc.

RATIONALE: The 2015-2016 school year is the third year for implementation of College Summit's college access program at designated Growing Together school sites. Based on proven research and extensive experience, College Summit provides a comprehensive system intended to increase college enrollment rates that include college planning courses, attendance at college workshops, and peer support directed at developing a schoolwide college-going culture. College Summit has requested adjustments to the student volume and pricing schedule for the 2015-2016 school year, for which Growing Together will be the financially responsible party.

**E-2.** RECOMMENDATION: Approve the purchase of 10th grade American College Testing (ACT) Aspire as an alternate test and exemption test for the End-of-Instruction (EOI) tests in the following content areas: Algebra I, Algebra II, Geometry, Biology, English II, and English III.

COST: Not to exceed \$51,000

FUND NAME/ACCOUNT: Testing Supplies and Materials, 11-0000-2240-506140-000-000000-000-16-058

RATIONALE: The Oklahoma State Department of Education (OSDE) has replaced the PLAN test with the 10th grade ACT Aspire for the purpose of providing an alternate and/or exemption test for the EOI tests required for graduation. The OSDE has recommended that school districts purchase the test as the Oklahoma State Regents have not adopted Aspire and are not funding the test for Oklahoma school districts as they have done with the PLAN test in the past. Last year the District had over 400 students that utilized the PLAN as an alternate assessment for the Biology EOI in order to meet Achieving Classroom Excellence (ACE) graduation requirements.

**E-3.** RECOMMENDATION: Approve the length of the 2015-2016 school year to be calculated in hours as allowed by House Bill 1864.

COST: No cost to the District.

RATIONALE: House Bill 1864 provides for calculation of the school year by days or school hours. It also modifies time allowed for professional meetings and the number of hours for parent-teacher conferences to be counted as classroom instruction, and clarifies language relating to the extended-day schedule. Using the school-hour method of calculation will allow calendar flexibility, if needed, and will not impact the District's average daily membership or average daily attendance calculations.

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

**E-4.** 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.

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

**E-5.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the pool repurposing projects at Bell and Skelly elementary schools, and East Central Junior High School.

|                  |                                 |          |
|------------------|---------------------------------|----------|
| Plumbing         | J & M Plumbing, Tulsa, Oklahoma | \$48,525 |
| Structural Steel | Vulcraft, Grapeland, Texas      | \$42,525 |
| Structural Steel | Bennett Steel, Tulsa, Oklahoma  | \$36,868 |

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.

RATIONALE: Additional plumbing was necessary to meet the city requirement for a building permit and additional structural work was needed due to damage from the pool. Pool repurposing was part of the 2010 bond issue.

**E-6.** RECOMMENDATION: Assign the contracts for the pool repurposing projects at Bell and Skelly elementary schools, and East Central Junior High School to Trigon Construction, Tulsa, Oklahoma, the construction manager at risk on the project.

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

RATIONALE: Additional plumbing was necessary to meet the city requirement for a building permit and additional structural work was needed due to damage from the pool. Pool repurposing was part of the 2010 bond issue.

**E-7.** RECOMMENDATION: Approve amendment number 11B with Trigon General Contractors and Construction Management, Tulsa, Oklahoma, for the pool repurposing upgrade project at Bell and Skelly elementary schools, and East Central Junior High School.

|                     |                     |
|---------------------|---------------------|
| General Conditions  | \$25,587.53         |
| Management Fee      | \$15,644.95         |
| Non-Trade Contracts | \$233,999.00        |
| Trade Contracts     | \$127,918.00        |
| Allowances          | \$3,619.17          |
| <b>GMP</b>          | <b>\$406,768.65</b> |

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 \$406,768.65

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2015C bond funds.

RATIONALE: Additional plumbing was necessary to meet the city requirement for a building permit and additional structural work was needed due to damage from the pool. Pool repurposing was part of the 2010 bond issue.

**E-8.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for various trades for the interior renovation projects at Lee and Peary elementary schools.

Lee Elementary

|                  |                             |          |
|------------------|-----------------------------|----------|
| Fire Protection  | IBP Tulsa, Tulsa, Oklahoma  | \$48,193 |
| Structural Steel | Vulcraft, Grape Land, Texas | \$44,192 |

Peary Elementary

|      |                      |          |
|------|----------------------|----------|
| HVAC | KMS, Tulsa, Oklahoma | \$47,800 |
|------|----------------------|----------|

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.

RATIONALE: Additional work was required to install the fire sprinkler system. Insulation was added to the bottom of the roof deck to install a wet sprinkler system. Additional roof top units were required at Peary. The interior renovation projects at Lee and Peary elementary schools were part of the 2010 bond issue.

**E-9.** RECOMMENDATION: Assign the contracts for the interior renovation projects at Lee and Peary elementary schools to Trigon General Contractors and Construction Management, Tulsa, Oklahoma, the construction manager at risk on the project.

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

RATIONALE: The individual contracts will be awarded and encumbered as one contract to Trigon Construction in a separate agenda item. This project was included in the 2010 bond issue.

**E-10.** RECOMMENDATION: Approve amendment number 13C with Trigon General Contractors and Construction Management, Tulsa, Oklahoma, for the interior renovations project at Lee and Peary elementary schools.

|                                 | Lee                 | Peary               |
|---------------------------------|---------------------|---------------------|
| Allowances                      | \$1,311.01          | \$1,416.55          |
| General Conditions              | \$7,944.74          | \$8,584.31          |
| Management Fees                 | \$5,614.28          | \$6,066.25          |
| Reimbursables                   | \$38,716.32         | \$47,800.00         |
| Trade Contracts                 | \$92,385.00         | \$93,855.35         |
| <b>Guaranteed Maximum Price</b> | <b>\$145,971.35</b> | <b>\$157,722.46</b> |

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: \$303,693.82

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2015C bond funds.

RATIONALE: Additional work was required to install the fire sprinkler system. Insulation was added to the bottom of the roof deck to install a wet sprinkler system. Additional roof top units were required at Peary Elementary. The interior renovation projects at Lee and Peary elementary schools were part of the 2010 bond issue.

**E-11.** RECOMMENDATION: Approve amendment number 8D with Crossland Construction, Tulsa, Oklahoma, for the interior renovation at Edison High School and rescind the contracts approved on the October 6, 2014, agenda, item E-12 for masonry work from Brazeal Masonry and millwork from Wood Systems.

|                    |              |
|--------------------|--------------|
| General Conditions | \$14,690.70  |
| Management Fee     | \$5,876.28   |
| Trade Contracts    | \$195,876.00 |
| GMP                | \$216,442.98 |

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 cost of the project will be decreased by \$216,442.98.



RATIONALE: Removing the masonry contract was necessary to eliminate the need for additional structural support. The millwork was revised and redesigned for the interior finishes to meet the budget.

**E-12.** RECOMMENDATION: Execute a purchase agreement with Microsoft Stores, Tulsa, Oklahoma, to enable the District to purchase Microsoft products, such as Microsoft computer tablet devices and accessories.

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 \$250,000

FUND NAME/ACCOUNT: Applicable and various site funds/accounts

RATIONALE: This agreement provides the District with the flexibility to purchase and implement Microsoft tablet computers as part of the District's overall technology strategy.

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

**E-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.

**E-14.** RECOMMENDATION: Approve routine staffing items.

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

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

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

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

**F-1.** RECOMMENDATION: Grant the request of Tulsa Children’s Coalition and Community Action Project of Tulsa (CAPTC/TCC) that the District consent to a leasehold mortgage between CAPTC/TCC and Arvest Bank covering property owned by the District and located at 10940 E. 5th St. Tulsa, Oklahoma (the “Property”).

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 Property is leased to CAPTC/TCC under a long-term ground lease dated July 8, 2004. CAPTC/TCC has constructed a building on the Property and is operating an early childhood development center at the site. Under the terms of the ground lease, the District, as landlord, must consent to any mortgage of the leasehold estate. The proposed mortgage covers only the leasehold estate and secures a loan from Arvest Bank to CAPTC/TCC in the amount of \$723,169.30.

**G. INFORMATION AGENDA**

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

**G-1.** RECOMMENDATION: Approve an increase of \$1.00 in ticket prices for Tulsa Public Schools athletic events for the 2015-2016 school year as stated below.

| <u>High School</u> | Football and Basketball | Soccer and Volleyball  |
|--------------------|-------------------------|------------------------|
| Adults             | \$7 (\$2 Security Fee)  | \$5 (\$1 Security Fee) |
| Students           | \$4 (\$1 Security Fee)  | \$4 (\$1 Security Fee) |
| Senior Citizen     | \$4 (\$1 Security Fee)  | \$4 (\$1 Security Fee) |

Junior High/Middle School-All Sports (Boys Football, Girls Volleyball, Boys and Girls Soccer, Boys and Girls Basketball)

|                |                        |                        |
|----------------|------------------------|------------------------|
| Adults         | \$5 (\$1 Security Fee) | \$5 (\$1 Security Fee) |
| Students       | \$3                    | \$3                    |
| Senior Citizen | \$3                    | \$3                    |

RATIONALE: Due to the rising operational cost to the District's athletic department, this increase will allow us to maintain a safe environment at all of our venues for competition. Ticket prices have remained constant or reduced from the fall of 2011 to present.

**G-2.** RECOMMENDATION: Approve an agreement with Tulsa County Parks to provide access for the District to O'Brien and Chandler parks for athletic events 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 \$500

FUND NAME/ACCOUNT: General Fund, 11-0068-7920-503400-000-000000-000-16-068

REQUISITION NUMBER: 11601163

RATIONALE: The parks will be used during the school year for cross-country meets and other athletic events.

**G-3.** RECOMMENDATION: Enter into an application for conducting a pilot cooperative activities program with Lighthouse Academy and Monroe Demonstration Academy during the 2015-2016 school year for junior high sports (football, boys and girls soccer, boys and girls basketball, girls volleyball and cheer) as sanctioned by the Oklahoma Secondary Schools Activities Association.

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

COST: There is no cost to the District.

RATIONALE: In order to be in compliance with the Oklahoma Secondary School Activities Association, an application must be approved by the Board. Lighthouse Academy and Monroe Demonstration Academy will co-op in seven cocurricular activities. The additional number of students from both schools will enhance the opportunity for the students to fully participate in junior high athletics related activities.

**G-4.** RECOMMENDATION: Renew the application for conducting a pilot cooperative activities program with KIPP Tulsa Academy and Rogers Junior High School 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: There is no cost to the District.

RATIONALE: In order to be in compliance with the Oklahoma Secondary School Activities Association, an application must be approved by the Board to allow junior high students from KIPP Tulsa Academy to participate on the Rogers' Junior High football team.

**G-5.** RECOMMENDATION: Approve a memorandum of understanding (MOU) with St. John's Episcopal Church of Tulsa to provide volunteerism and support for teachers, students, and families at McClure Elementary School 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: 41301385

RATIONALE: St. John's Episcopal Church will support McClure Elementary School during the 2015-2016 school year by providing on-site coordination of volunteers from St. John's Episcopal Church, collection and distribution of school uniforms, and the provision and distribution of incentives and recognition for teachers, students and families. The relationship between St. John's Episcopal Church and McClure Elementary School is to provide stability to the educational environment through volunteerism and community supports.

- G-6.** RECOMMENDATION: Enter into a contract with Camp Waluhili, Chouteau, Oklahoma, as the venue for the annual Edison Senior Retreat, September 27-28, 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 \$7,000

FUND NAME/ACCOUNT: Edison's School Activity Fund #864

RATIONALE: This event has been held for eight years and has provided students with the opportunity to become involved with event planning, organization, and teamwork skills. It is intended to promote a sense of togetherness and a sense of becoming aware of college demands that happen during the course of the senior year. Security will be provided and parents and faculty will be in attendance.

- G-7.** RECOMMENDATION: Enter into a contract with the Oklahoma Aquarium to provide a room and catering for Edison High School's senior prom, April 22, 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 \$10,700

FUND NAME/ACCOUNT: Edison's School Activity Fund #864

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

**G-8.** RECOMMENDATION: Enter into a contract with The Teaching Institute for Excellence in STEM (TIES), Cleveland, Ohio, to provide design support to connect, enhance, and accelerate STEM programming for 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 \$150,800

FUND NAME/ACCOUNT: College and Career Readiness, 11-0175-2213-503200-000-000000-000-05-064-0175

REQUISITION NUMBER: 11601409

RATIONALE: TIES will work with the District to connect with partners and workforce demands for college and career readiness, develop grade-level STEM experiences, provide professional development to support those experiences, and support the development of a Lead STEM Practitioner (LSP) program.

**G-9.** RECOMMENDATION: Approve the memorandum of understanding with Tulsa Community College, Tulsa, Oklahoma, for the EXCErate program for 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: 41301374

RATIONALE: EXCErate started in the spring of 2011 and provides concurrent enrollment college classes for students in high school at a discounted rate. We currently have 15 classes that serve 239 students. Students can earn up to six college credit hours a semester while in high school at a cost of \$12.75 per course. This is a savings of around \$210 per course for students.

**G-10.** RECOMMENDATION: Renew the contract with Homebased Services and Resources Incorporated, Stigler, Oklahoma, to provide school-based comprehensive mental health and social service for Medicaid-eligible children during the 2015-16 school year. This agency may service any school with written permission of the school principal.

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: 41301365

RATIONALE: 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.

**G-11.** RECOMMENDATION: Enter into a memorandum of understanding with Tulsa Debate League, Tulsa, Oklahoma, to provide support to grow and sustain debate programs in District high schools. Debate coaches will receive professional development and debate teams at participating schools will participate in district, local, and state competitions.

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: Research shows that urban debaters achieve significantly higher grade point averages, SAT and ACT scores, and graduate from high school and college in significantly higher numbers than their non-debating peers in the same schools. The program is modeled after successful urban debate leagues across the country which aim to expand the access to academically rigorous debate in Title I schools.

**G-12.** RECOMMENDATION: Enter into an agreement with Matriculate.org, New York, New York, for 2015-2016 school year to provide virtual advising fellows from Columbia, Yale, Howard and Princeton Universities to provide guidance, and support that high school students require to apply and gain admission as well as excel at these leading schools.

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

**COST:** No cost to the District.

**REQUISITION NUMBER:** 41301389

**RATIONALE:** Not applying to selective colleges is the single most significant barrier keeping high-achieving, low-income high school students from matriculating to and excelling in top colleges each year and fulfilling their enormous promise. Over 50 percent of high-achieving, low-income students don't apply to a single school whose median SAT or ACT scores are similar to their own. Instead, they end up at open-access, two- or four-year colleges well below their abilities—and leave with more debt, lower graduation rates, and dramatically reduced career and leadership opportunities. Virtual advising fellows provide the direction and support required to navigate the admission process to these top colleges.

**ITEMS LISTED BELOW SUBMITTED BY CHIEF OF STAFF, MS. PAULA R. SHANNON**

**G-13.** **RECOMMENDATION:** Revise School Board policy 4902 - Harassment, Intimidation and Bullying.

**RATIONALE:** Revision of policy 4902 adds new language that is consistent with guidance from the Department of Justice and is consistent with current internal practices within the District regarding gender expression and gender identity.

**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-14.** **RECOMMENDATION:** Purchase 31 new school buses from the following vendors in accordance with specifications outlined in the Request for Bid #15043.

|   |             |
|---|-------------|
| Midwest Bus Sales, Tulsa, Oklahoma                | \$1,532,913 |
| Summit Bus, Oklahoma City, Oklahoma               | \$943,500   |
| Ross Transportation, Inc, Oklahoma City, Oklahoma | \$622,016   |



COST: Not to exceed \$3,098,429

FUND NAME/ACCOUNT: Facilities Bond Fund, 32-1410-2720-507620-000-000000-000-03-003

REQUISITION NUMBER: 11601829

RATIONALE: The purchase of the new buses is part of the 2010 bond project.

- G-15.** RECOMMENDATION: Enter into a contract with Child's Play, Inc., Dallas, Texas, the lowest responsible bidder, for playground installation at Dual Language 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 \$49,975

FUND NAME/ACCOUNT: Contingent upon the sale and receipt of the 2015C bond funds.

RATIONALE: A playground is need for Dual Language Academy at their new location, the former Bunche school site. This contract will include site work, installation of playground equipment, and "poured in place" rubber surfacing to create a safe playground area.

- G-16.** RECOMMENDATION: Enter into a memorandum of understanding (MOU) with A New Leaf, Inc., Tulsa, Oklahoma. This MOU provides the broad framework for cooperation and support between A New Leaf, Inc. and Tulsa Public Schools at Memorial High School.

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

COST: No cost to the district. Private funds are paying for the project.

RATIONALE: A New Leaf, Inc. provides programs in a greenhouse environment serving as a vocational training center for individuals with developmental disabilities. Staff at Memorial High School are working collaboratively with A New Leaf, Inc. to coordinate their activities and offer services for students and adults with disabilities. Approximately \$8500 from the Kayla Ferrante Memorial Fund will be used in construction of a greenhouse. A New Leaf, Inc. will raise additional funds for the project.

- G-17.** RECOMMENDATION: Enter into contracts with Duncan & Sons, Sapulpa, Oklahoma, and Bennett Cahill, Tulsa, Oklahoma, for the plumbing upgrade project at Lee 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 \$146,485

FUND NAME/ACCOUNT: Facilities Bond Fund, 32-1220-4720-504500-000-000000-000-12-265-CM052

REQUISITION NUMBER: 11517255

RATIONALE: These individually awarded contracts are being encumbered as one contract to Trigon General Contractors and Construction Management, Tulsa, Oklahoma. Plumbing work is part of the 2010 bond interior renovations project at Lee. These two vendors were not identified in the original agenda item E-7 on the May 18, 2015, agenda.

- G-18.** RECOMMENDATION: Assign the contracts for plumbing work at Lee Elementary School to Duncan & Sons, Sapulpa, Oklahoma, and Bennett Cahill, 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.

RATIONALE: These individually awarded contracts are being encumbered as one contract to Trigon General Contractors and Construction Management, Tulsa, Oklahoma. Plumbing work is part of the 2010 bond interior renovations project at Lee. These two vendors were not identified in the original agenda item E-8 on the May 18, 2015, agenda.

**G-19.** RECOMMENDATION: Enter into a contract with KM Shillingford, Tulsa, Oklahoma, the lowest responsible bidder, to install HVAC equipment at Lee Elementary School.

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

COST: Not to exceed \$49,650

RATIONALE: The existing units have damaged heat exchangers and need to be replaced. The renovation at Lee Elementary is part of the 2010 bond issue.

**G-20.** RECOMMENDATION: Approve change order #2 with Magnum Construction Inc., Broken Arrow, Oklahoma, for the fire sprinkler system at Lanier 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: Additional cost not to exceed \$6,000.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2015C bond funds.

RATIONALE: The original contract was approved February 17, 2015 as item E-12, for \$649,500. Site work revealed the need for additional ceiling work in the kitchen area and in classrooms 1A and 2. This change complies with the competitive bid act. This project is part of the 2013 bond issue.

**G-21.** RECOMMENDATION: Approve a resolution fixing the amount of Combined Purpose Bonds, Series 2015E to mature each year; fixing the time and place the bonds are to be sold; approving the preliminary official statement and authorizing distribution of same; authorizing the clerk to give notice of said sale as required by law; and approving other matters related to the issuance of the District's Combined Purpose Bonds, Series 2015E.

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.

RATIONALE: The sale of bonds approved as part of the 2010 voter referendum will allow the District to proceed with projects as outlined in the District's Bond Book. The resolution authorizes the issuance of: \$29,880,000 in building bonds (Proposition No. 1) and \$220,000 in classroom learning material bonds (Proposition No. 4). The 2015E Bonds in the aggregate amount of \$30,100,000 would be sold on October 5, 2015 and approved/awarded at the Board's October 5, 2015 meeting, with proceeds made available to the District on or about November 17, 2015. Upon issuance of these bonds, there would be no bonds remaining to be sold from the 2010 authorization.

- G-22.** RECOMMENDATION: Approve an agreement for registrar and paying agent services with BOKF, NA on the District's Combined Purpose Bonds, Series 2015E.

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.

RATIONALE: A registrar and paying agent is necessary to properly administrate the sale and receipt of bond funds. BOKF, NA has served as the District's Registrar and Paying Agent for all past bond programs with excellent results.

- G-23.** RECOMMENDATION: Approve an agreement with Hilborne & Weidman, P.C. to serve as Bond Counsel on the District's Combined Purpose Bonds, Series 2015E.

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.

RATIONALE: The District engages experts for these services in connection with bond issuing to ensure compliance with all rules and regulations governing the sale of bonds. The use of bond counsel is necessary to prepare the required documentation for a bond sale in a correct manner and provide a legal opinion to the purchaser of the bonds regarding the tax-exempt nature of the obligations.

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

**G-24.** RECOMMENDATION: Approve position creations/deletions.

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

**G-25.** RECOMMENDATION: Amend Item E-110 on the June 15, 2015, agenda, with AmericanChecked, Inc., Tulsa, Oklahoma, to approve additional funds in order to perform an annual sex offender registry check.

COST: Not to exceed \$105,000 (an increase of \$52,000)

FUND NAME/ACCOUNT: General Fund, 11-0000-2575-505990-000-000000-000-04-041

REQUISITION NUMBER: 116001100

RATIONALE: AmericanChecked will perform an annual sex offender registry check on all current employees to be in compliance with the Oklahoma Sex Offender and Mary Rippe Violent Crime Offender Registry. This will be an on-going annual expense.

**G-26.** RECOMMENDATION: Approve an agreement with Battelle for Kids (BFK), Columbus, Ohio, to provide technical assistance support for selected performance management initiatives including the continued development of department performance metrics as well as recruitment marketing support.

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

COST: Not to exceed \$40,000

FUND NAME/ACCOUNT: Civic Donor Fund, 11-0844-2572-503200-100-000000-000-05-041-0844

RATIONALE: This continued partnership with Battelle for Kids will allow the District to further the work already in progress with regards to performance management, human capital and other areas. Battelle for Kids is a nationally recognized education reform nonprofit organization that has successfully supported districts in developing the tools and resources for measuring process improvement systems and enhancing human capital functions.

**G-27.** RECOMMENDATION: Approve an agreement with Total Wellness, LLC, Oklahoma City, Oklahoma, allowing Total Wellness to offer voluntary free health screenings for Tulsa Public Schools' employees at various District locations.

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

COST: No cost to the District.

RATIONALE: The District is committed to employees' health and wellness. This opportunity would provide access to free on-site wellness screenings by Total Wellness at selected District locations.

**G-28.** RECOMMENDATION: Approve an agreement with Med-World Pharmacy, Sapulpa, Oklahoma, allowing Med-World Pharmacy to offer voluntary free flu vaccinations for Tulsa Public School employees at various District locations.

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: As part of the District's continued commitment to the health and wellness of our employees, this opportunity would allow Med-World Pharmacy to offer free flu vaccinations for employees at selected District locations.

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

**G-29.** RECOMMENDATION: Correct the amount of the contract with Presidio Corporation, Greenbelt, Maryland, approved on the June 15, 2015, agenda, item E-171 to accurately reflect the total amount of the contract.

COST: \$68,133.80 (an increase of \$756)

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-504320-000-000000-000-02-026

REQUISITION NUMBER: 11600077

RATIONALE: The original agenda item inadvertently left off one line item of the contract, which increased the total amount by \$756.

**SUPPORTING INFORMATION**

**CONSENT ITEM E-13**

**POSITION CREATIONS/DELETIONS**

**SUPPORTING INFORMATION**

**Delete:**

| Position   | Salary/Grade              | Duties   |
|--|---------------------------|--|
| <p><b>Director of Leadership Development– ESC/ Teacher and Leader Effectiveness</b></p> <p><i>Annual Budget Impact:</i><br/>\$ 76,000 min. –<br/>\$ 95,000 max.</p> <p><i>Funding Source:</i><br/>11-0000-2573-501110-<br/>000-000000-109-06-044</p> | <p>EG-9<br/>12 months</p> | <p>Work collaboratively with high level district leaders to support the professional development and coaching of principals on the use and understanding of the Teacher Evaluation Framework. Work in cross-functional teams to support district initiatives and key priorities related to teacher/leader effectiveness performance management and related areas. Manage principal and assistant coaches. Oversee implementation of School Leadership Grant. Assist the Deputy Superintendent in recommending professional learning and leadership development opportunities for Instructional Leadership Directors.</p> |

**Create:**

| Position  | Salary/Grade              | Duties  |
|---|---------------------------|---|
| <p><b>Data Fellow, Teaching and Leader Effectiveness – ESC/ Teacher and Leader Effectiveness</b></p> <p><i>Annual Budget Impact:</i><br/>\$ 63,900 min. –<br/>\$ 94,000 max.</p> <p><i>Funding Source:</i><br/>11-0844-2490-501210-<br/>000-000000-109-05-087-<br/>0844</p> | <p>BG-9<br/>12 months</p> | <p>Lead, design and conduct analytical and research support to facilitate strategic decision-making based on data. Conduct statistical analysis of various sets of data and provide recommendations to district leadership.</p> |

**Delete:**

| Position   | Salary/Grade       | Duties   |
|--|--------------------|--|
| <b>Data Fellow, Teaching and Leader Effectiveness</b> – ESC/Teacher and Leader Effectiveness | BG-10<br>12 months | Lead, design and conduct analytical and research support to facilitate strategic decision-making based on data. Conduct statistical analysis of various sets of data and provide recommendations to district leadership. |

*Annual Budget Impact:*  
\$ 70,500 min. –  
\$ 105,700 max.

*Funding Source:*  
11-0844-2490-501210-  
000-000000-109-05-087-  
0844

**Create:**

| Position   | Salary/Grade                                       | Duties   |
|--|--|--|
| <b>Accountability Registrar</b> – Enrollment Center/Accountability<br><br>21 positions | CA-9<br>\$12.26/hr. to<br>\$16.46/hr.<br>12 Months | Assist and ensure accuracy processes to include student enrollment, student records, transfers, attendance, graduation/credit requirements, transcripts, assessment, suspension, drop-outs/truancy reports, trend data reports, state reports, and surveys. Assist with research projects as may be required. Communicate in a positive manner with patrons and school personnel and students. |

*Annual Budget Impact:*  
\$ 535,517 min. –  
\$ 719,972 max.

*Funding Source:*  
11-0000-2112-501210-  
000-000000-614-16-058



**Delete:**

| Position  | Salary/Grade                                       | Duties   |
|---|--|--|
| <b>Accountability Registrar</b> – Enrollment Center/Accountability<br><br>21 positions<br><br><i>Annual Budget Impact:</i><br>\$ 466,502 min. –<br>\$ 622,003 max.<br><br><i>Funding Source:</i><br>11-0000-2112-501210-<br>000-000000-614-16-058 | CA-6<br>\$10.68/hr. to<br>\$14.24/hr.<br>12 Months | Assist with the daily operations of the student transfer process. Enroll students. Facilitate the enrollment of all Department of Human Services and foster students. Assist with the enrollment of foreign exchange students. |

**Create:**

| Position  | Salary/Grade                                      | Duties   |
|---|---|--|
| <b>Accountability Registrar</b> – Enrollment Center/Accountability<br><br>4 positions<br><br><i>Annual Budget Impact:</i><br>\$ 76,502 min. –<br>\$ 102,710 max.<br><br><i>Funding Source:</i><br>11-0000-2112-501210-<br>000-000000-614-16-058 | CA-9<br>\$12.26/hr. to<br>\$16.46/hr.<br>195 days | Assist and ensure accuracy processes to include student enrollment, student records, transfers, attendance, graduation/credit requirements, transcripts, assessment, suspension, drop-outs/truancy reports, trend data reports, state reports, and surveys. Assist with research projects as may be required. Communicate in a positive manner with patrons and school personnel and students. |

**Delete:**

| Position  | Salary/Grade                                      | Duties   |
|---|---|--|
| <b>Accountability Registrar</b> – Enrollment Center/Accountability<br><br>4 positions | CA-6<br>\$10.68/hr. to<br>\$14.24/hr.<br>195 Days | Assist with the daily operations of the student transfer process. Enroll students. Facilitate the enrollment of all Department of Human Services and foster students. Assist with the enrollment of foreign exchange students. |

*Annual Budget Impact:*

\$ 66,643 min. –

\$ 88,858 max.

*Funding Source:*

11-0000-2112-501210-

000-000000-614-16-058

**SUPPORTING INFORMATION**

**CONSENT ITEM E-14**

**ROUTINE STAFFING ITEMS**

**ELECTIONS**

| <u>Name</u>                         | <u>Effective Date</u> | <u>Degree/ Step</u> | <u>Contract Amount</u>   | <u>Assignment</u>   |
|-------------------------------------|-----------------------|---------------------|--------------------------|---|
| <b>Certificated/Administrative:</b> |                       |                     |                          |   |
| Adams, Shaye                        | 8/14/15<br>5/25/16    | B-0                 | \$ 32,900.00<br>1,645.00 | Teacher-Hamilton/<br>Special Education  |
| Admire, Kyle                        | 8/18/15<br>6/03/16    | M-5                 | 35,567.18<br>4,905.82    | Instructional Coach-<br>Wilson/Academic<br>Services<br>Rate: \$35,976.00<br>Additional days |
| Baik, JooHee                        | 8/14/15<br>5/25/16    | B-0                 | 32,900.00                | Teacher-Springdale/<br>Kindergarten   |
| Baker, Kirk                         | 8/14/15<br>5/25/16    | B-0                 | 32,900.00                | Teacher-Webster/<br>Social Studies  |
| Basler, Teresa                      | 8/14/15<br>5/25/16    | B-7                 | 35,700.00                | Teacher-Webster/Math  |
| Bennett, Christopher                | 8/14/15<br>5/25/16    | B-0                 | 32,900.00                | Teacher-Edison/<br>English  |
| Benson, Steven                      | 8/14/15<br>5/25/16    | B-2                 | 33,700.00                | Teacher-Central/<br>English   |
| Bethel, Kayla                       | 8/14/15<br>5/25/16    | B-0                 | 32,900.00                | Teacher-Skelly/Grade 1  |
| Blevins, Andrea                     | 8/14/15<br>5/25/16    | M-0                 | 33,956.00<br>1,831.00    | Counselor-Wright<br>Counselor   |
| Braeseke, Summer                    | 8/14/15<br>5/25/16    | M-0                 | 33,956.00                | Teacher-Hamilton/<br>Grade 3  |
| Bressler, Glenda                    | 8/14/15               | M-11                | 38,986.00                | Teacher-Eliot/<br>Kindergarten<br>Return from leave   |
| Briggs, Robert                      | 8/14/15<br>5/25/16    | D-6                 | 39,335.00                | Teacher-Clinton/Science,<br>Geography   |

ELECTIONS - Continued

| Name             | Effective Date     | Degree/ Step | Contract Amount       | Assignment   |
|------------------|--------------------|--------------|-----------------------|--|
| Brooke, Coney    | 8/14/15<br>5/25/16 | B-6          | \$ 35,300.00          | Teacher-Mark Twain/<br>Grade 1   |
| Brown, Kristin   | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Cooper/Grade 6   |
| Cagle, Donald    | 8/14/15<br>5/25/16 | M-2          | 34,776.00             | Teacher-Rogers/Math  |
| Canaday, Abbey   | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Hale Jr. High/<br>Math   |
| Carey, Douglas   | 8/14/15            | B-20         | 45,430.00             | Teacher-Memorial Jr.<br>High/English<br>Return from leave                                      |
| Cavin, Amanda    | 8/14/15<br>5/25/16 | B-0          | 32,900.00<br>1,645.00 | Teacher-Carnegie/<br>Special Education   |
| Cervini, Andrew  | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Washington/<br>Career Tech   |
| Cody, Heather    | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Mayo/Grade 2   |
| Coker, Emma      | 8/14/15<br>5/25/16 | B-27         | 25,565.00             | Teacher-Academy<br>Central/Reading<br>Half-Time<br>Rate: \$51,130.00<br>Former Employee (f.e.) |
| Cook, Lori       | 8/14/15<br>5/25/16 | B-27         | 25,065.00<br>1,203.25 | Teacher-Lee/<br>Special Education  |
| David, Cierra    | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Hale Jr. High/<br>Language Arts  |
| Davis, Leighanna | 8/04/15            | EG-4         | 50,000.00             | Assistant Principal-<br>Carver   |

ELECTIONS - Continued

| Name             | Effective Date     | Degree/ Step | Contract Amount                 | Assignment  |
|------------------|--------------------|--------------|---------------------------------|---|
| Davis, Lena      | 8/14/15<br>5/25/16 | B-0          | \$ 32,900.00                    | Teacher-Skelly/<br>Grade 4  |
| Denny, Joan      | 8/14/15            | B-9          | 36,800.00                       | Teacher-Wright/<br>Special Education<br>Return from leave                         |
| Dickey, Kimberly | 8/14/15<br>5/25/16 | B-10         | 37,200.00<br>1,831.00           | Counselor-Kerr<br>Counselor   |
| DiLonardo, Megan | 8/14/15<br>5/25/16 | M-4          | 35,576.00                       | Teacher-Kendall Whittier/<br>Grade 1  |
| Dotson, David    | 8/14/15<br>5/25/16 | B-0          | 32,900.00                       | Teacher-Kendall Whittier/<br>Grade 5  |
| Dubay, Lorie     | 8/14/15<br>5/25/16 | B-13         | 38,660.00<br>1,933.00<br>219.66 | Teacher-Tulsa Met Jr.<br>High/Science<br>Alternative Education<br>Additional days |
| Dudding, Barbara | 8/14/15<br>5/25/16 | M-17         | 22,303.00<br>1,110.15           | Teacher-Park/<br>Special Education<br>Half-Time<br>Rate: \$44,406.00              |
| Duel, Lane       | 8/14/15<br>5/25/16 | B-1          | 33,300.00                       | Teacher-Skelly/ELD  |
| Duff, Kelsey     | 8/14/15<br>5/25/16 | B-0          | 32,900.00                       | Teacher-Marshall/<br>Grade 1  |
| Dukes, Suzanne   | 8/14/15            | M-7          | 36,796.00                       | Teacher-Carnegie/Art<br>Return from leave   |
| Dyer, Rachel     | 8/14/15<br>5/25/16 | B-0          | 32,900.00                       | Teacher-McClure/<br>Grade 1   |
| Eaton, Brenna    | 8/14/15<br>5/25/16 | B-0          | 32,900.00                       | Teacher-Hamilton/<br>Grade 3  |
| Estariz, Rachel  | 8/14/15<br>5/25/16 | B-0          | 32,900.00                       | Teacher-Marshall/<br>Grade 1  |

ELECTIONS - Continued

| Name              | Effective Date     | Degree/ Step | Contract Amount       | Assignment  |
|-------------------|--------------------|--------------|-----------------------|---|
| Facione, Vincent  | 8/14/15<br>5/25/16 | M-1          | \$ 34,366.00          | Teacher-Rogers/History  |
| Fisk, Danielle    | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Hamilton/<br>Grade 5  |
| Fleming, Austin   | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Springdale/<br>Grade 4  |
| Fleming, Sara     | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Park/Grade 1  |
| Freeman, Crucina  | 8/14/15<br>5/25/16 | M30-30       | 28,570.00<br>1,428.50 | Teacher-Patrick Henry/<br>Special Education<br>Half-Time<br>Rate: \$54,544.00<br>f.e. |
| Gaete, Cindy      | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Marshall/<br>Grade 2  |
| Goemaere, Paige   | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Wright/<br>Kindergarten   |
| Goodlow, Jennifer | 8/14/15<br>5/25/16 | B-2          | 33,700.00             | Teacher-Hawthorne/<br>Grade 3   |
| Goodlow, Tracy    | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Lee/Grade 1   |
| Gordan, LeRoy III | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Celia Clinton/<br>Grade 4   |
| Green, Audrianna  | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Jackson/<br>Grade 3   |
| Hall, Timothy     | 8/14/15<br>5/25/16 | M-17         | 44,406.00             | Teacher-Skelly/ELD, P.E.  |
| Harper, Lauren    | 8/14/15<br>5/25/16 | B-4          | 34,500.00             | Teacher-Kerr/Music  |
| Harris, Kent      | 8/14/15<br>5/25/16 | M60-4        | 37,825.00             | Teacher-Rogers/Science  |

ELECTIONS - Continued

| Name              | Effective Date     | Degree/ Step | Contract Amount       | Assignment   |
|-------------------|--------------------|--------------|-----------------------|--|
| Hendricks, Kamala | 8/14/15<br>5/25/16 | B-2          | \$ 33,700.00          | Teacher-Wright/<br>Kindergarten  |
| Henning, Jeanne   | 8/14/15<br>5/25/16 | M-2          | 34,776.00<br>1,738.80 | Teacher-Wright/<br>Special Education   |
| Hiddle, William   | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-East Central/<br>Science, Biology                                    |
| Hines, Lauren     | 8/14/15<br>5/25/16 | M-0          | 33,956.00             | Teacher-McClure/<br>Grade 3  |
| Hoefler, Erin     | 8/14/15<br>5/25/16 | B-0          | 32,900.00<br>1,645.00 | Teacher-Edison/<br>Special Education   |
| Holtvogt, Kathryn | 8/14/15<br>5/25/16 | B-0          | 32,900.00<br>1,645.00 | Teacher-Wright/<br>Special Education   |
| Iverson, Emily    | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Hawthorne/<br>Grade 2  |
| Johnsen, Stacy    | 8/14/15<br>5/25/16 | B-0          | 16,450.00             | Teacher-Wright/<br>Reading Interventionist<br>Half-Time<br>Rate: \$32,900.00 |
| Johnson, Krystie  | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Skelly/<br>Kindergarten  |
| Kalany, Megan     | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Hamilton/<br>Grade 4   |
| Kareff, Michael   | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-East Central/<br>Language Arts                                       |
| Kerler, Miriam    | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Marshall/<br>Grade 2   |
| Klein, Sally      | 8/14/15<br>5/25/16 | M-0          | 33,956.00             | Librarian-Lee  |

ELECTIONS - Continued

| Name                     | Effective Date     | Degree/ Step | Contract Amount       | Assignment  |
|--------------------------|--------------------|--------------|-----------------------|---|
| Knights, Caroline        | 8/14/15<br>5/25/16 | B-0          | \$ 32,900.00          | Teacher-Hamilton/<br>Grade 1  |
| Koster, Jessica          | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-McClure/<br>Kindergarten  |
| Kozak, Herb              | 8/14/15<br>5/25/16 | M-0          | 33,956.00             | Teacher-Central/Grade 1   |
| Kuglin, Michelle         | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Key/<br>Kindergarten  |
| Larkin, Anne             | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Kerr/Grade 1  |
| Lewis, Dionne            | 8/14/15<br>5/25/16 | M-8          | 37,406.00             | Teacher-Monroe/<br>Social Studies<br>f.e.                                   |
| Luna, Mary               | 8/14/15<br>5/25/16 | B-1          | 33,300.00             | Teacher-Marshall/<br>Grade 4  |
| Lutke, Lisa              | 8/14/15            | B-7          | 35,700.00             | Teacher-Key/Pre-K<br>Return from leave                                      |
| Manduano, Lindsey        | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Washington/<br>Spanish  |
| Marck, Hannah            | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Kerr/Grade 2  |
| McElrath, Ember          | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Emerson/<br>Grade 4   |
| Mears, Kelly             | 8/06/15            | EG-3         | 46,011.43<br>4,601.43 | Assistant Principal-<br>Gilcrease<br>Innovation School<br>Rate: \$48,800.00 |
| Medill, Lauren           | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Emerson/<br>Grade 6   |
| Medina-Jennings, Krystal | 8/14/15<br>5/25/16 | B-0          | 32,900.00             | Teacher-Clinton/Science   |



ELECTIONS - Continued

| Name                   | Effective Date     | Degree/ Step | Contract Amount | Assignment  |
|------------------------|--------------------|--------------|-----------------|---|
| Meier, Lindsey         | 8/14/15<br>5/25/16 | B-0          | \$ 32,900.00    | Teacher-ECDC Porter/<br>Kindergarten                    |
| Miller, Rita           | 8/14/15<br>5/25/16 | M-12         | 39,476.00       | Teacher-Sequoyah/<br>Grade 3                            |
| Morales Starnes, Laura | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Marshall/<br>Grade 2                            |
| Morrison, Katrina      | 8/14/15<br>5/26/15 | B-2          | 33,700.00       | Teacher-Webster/English                                 |
| Moua, Sue              | 8/14/15<br>5/25/16 | M-0          | 16,978.00       | Teacher-Peary/ELL<br>Half-Time<br>Rate: \$33,956.00     |
| Newman, Haleigh        | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Hamilton/<br>Grade 1                            |
| Nicholson, Kristen     | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Eliot/Grade 5                                   |
| O'Neal, Dakota         | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Clinton/English                                 |
| Ozdemir, Katelyn       | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Cooper/ELD                                      |
| Pacheco, Xiomara       | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Central/Math                                    |
| Painter-Wolfe, Taylor  | 8/14/15<br>5/25/16 | M-3          | 17,588.00       | Teacher-Emerson/Pre-K<br>Half-Time<br>Rate: \$35,176.00 |
| Panetta, Victoria      | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Penn/Grade 1                                    |
| Parr, Jill             | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Edison/Math                                     |
| Pearce, Charity        | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Wright/Grade 5                                  |
| Peercy, Jessica        | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-McClure/<br>Grade 1                             |

ELECTIONS - Continued

| Name               | Effective Date     | Degree/ Step | Contract Amount | Assignment   |
|--------------------|--------------------|--------------|-----------------|--|
| Pettigrew, Barbara | 8/14/15<br>5/25/16 | B-0          | \$ 32,900.00    | Teacher-Jackson/<br>Kindergarten   |
| Porto, Virginia    | 8/14/15<br>5/25/16 | M-11         | 39,986.00       | Teacher-Thoreau/<br>Spanish  |
| Quarles, Brandon   | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Marshall/<br>Grade 5   |
| Quigley, Terry     | 8/14/15<br>5/26/16 | B-0          | 32,900.00       | Teacher-Rogers/P.E.  |
| Quinn, Melvetta    | 9/16/15            | M-30         | 61,175.00       | Counselor-McLain<br>Return from leave  |
| Roberts, Brandy    | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-MacArthur/<br>Grade 1  |
| Roberts, Kimberly  | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Clinton/Math   |
| Rowlands, Alix     | 8/14/15<br>5/26/16 | B-0          | 32,900.00       | Teacher-Eugene Field/<br>Grade 3   |
| Schulz, Marlo      | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Penn/Grade 3   |
| Scroggs, Rachel    | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Lee/Grade 4  |
| Seibold, Kathy     | 9/01/15            | XG-1         | 85,951.00       | Executive Director of<br>Student and Family<br>Supports-ESC/Deputy<br>Superintendent<br>Rate: \$105,000.00 |
| Shrzypczak, Julie  | 8/14/15<br>5/25/16 | D-0          | 37,105.00       | Teacher-Webster/Math   |
| Singleton, Felisa  | 8/14/15<br>5/25/16 | M-4          | 35,576.00       | Teacher-Monroe/<br>Social Studies  |
| Skiles, Hayley     | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Kendall Whittier/<br>Grade 5   |

ELECTIONS - Continued

| Name                  | Effective Date     | Degree/ Step | Contract Amount           | Assignment   |
|-----------------------|--------------------|--------------|---------------------------|--|
| Smitherman, Frederick | 8/14/15<br>5/25/16 | B-0          | \$ 32,900.00              | Teacher-Rogers Jr. High/<br>Social Studies                             |
| Snow, Charles Jr.     | 8/14/15<br>5/25/16 | B-0          | 32,900.00<br>1,645.00     | Teacher-Central Jr. High/<br>Special Education                         |
| Stacy, Madison        | 8/14/15<br>5/25/16 | B-0          | 32,900.00<br>1,645.00     | Teacher-Hawthorne/<br>Special Education                                |
| Stockstill, Payton    | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Carnegie/<br>Grade 1   |
| Stolt, Tyler          | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Webster/English  |
| Streber, Ashley       | 8/14/15<br>5/25/16 | M30-0        | 34,964.00<br>1,831.00     | Counselor-Eugene Field<br>Counselor                                    |
| Stubbe, Shelby        | 8/14/15<br>5/25/16 | B-0          | 32,900.00<br>1,645.00     | Teacher-Edison/<br>Special Education                                   |
| Taliaferro, Gail      | 8/14/15<br>5/25/16 | M-3          | 35,176.00                 | Teacher-McClure/Music  |
| Talkington, Patricia  | 8/18/15<br>6/03/16 | M-21         | 47,236.00<br><br>6,441.27 | Instructional Coach-<br>Wilson/Academic<br>Services<br>Additional days |
| Tao, Lin              | 8/14/15<br>5/25/16 | M-0          | 33,956.00                 | Teacher-Washington/<br>Chinese   |
| Tay, Courtney         | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Marshall/<br>Kindergarten                                      |
| Thomas, Joshua        | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Penn/Grade 3   |
| Thornton, Anita       | 8/14/15<br>5/25/16 | B-29         | 51,130.00                 | Teacher-Grissom/<br>Grade 5  |
| Torres, Denys         | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Jackson/<br>Grade 4  |
| Traw, Linda           | 8/14/15<br>5/25/16 | B-2          | 33,700.00                 | Teacher-Columbus/<br>Pre-K   |

ELECTIONS - Continued

| Name                | Effective Date     | Degree/ Step | Contract Amount           | Assignment   |
|---------------------|--------------------|--------------|---------------------------|--|
| Turner, Margaret    | 8/14/15<br>5/25/16 | B-21         | \$ 23,065.00              | Teacher-Academy<br>Central/Reading<br>Intervention<br>Half-Time<br>Rate: \$45,130.00 |
| Underwood, Sarah    | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Mark Twain/<br>Grade 1   |
| Upton, Alicia       | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Celia Clinton/<br>Grade 5  |
| Wall, Brandy        | 7/29/15<br>6/03/16 | M-0          | 33,956.00<br><br>4,630.36 | Instructional Coach-<br>Wilson/Academic<br>Services<br>Additional days               |
| Wallace, Kimberly   | 8/14/15<br>5/25/16 | B-2          | 33,700.00                 | Teacher-Webster/<br>English  |
| West, Mary          | 8/14/15<br>5/25/16 | B-8          | 36,300.00                 | Teacher-Gilcrease, Penn/<br>Gifted and Talented<br>f.e.                              |
| Williams, Delaney   | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Central/<br>English  |
| Williams, Matthew   | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Wright/Grade 1   |
| Wiltshire, Brittany | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Penn/Grade 2   |
| Witt, Pamela        | 9/16/15            | M-17         | 44,406.00                 | Teacher-McLain/<br>Special Education<br>Return from leave                            |
| Witte, Emilie       | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-Key/Grade 5  |
| Wold, Karl          | 8/14/15<br>5/25/16 | B-0          | 32,900.00                 | Teacher-McLain/<br>Science   |

ELECTIONS - Continued

| Name                     | Effective Date     | Degree/ Step | Contract Amount | Assignment  |
|--------------------------|--------------------|--------------|-----------------|---|
| Wooten, Lina             | 8/14/15<br>5/25/16 | M-0          | \$ 16,978.00    | Teacher-Kendall Whittier/<br>ELD<br>Rate: \$33,956.00         |
| Wright, Shawna           | 8/14/15<br>5/25/16 | B-0          | 32,900.00       | Teacher-Kendall Whittier/<br>Grade 3                          |
| <b><u>Rescind:</u></b>   |                    |              |                 |   |
| Shannon, Katheryn        | 7/16/15            | EG-3         | 65,000.00       | Academic Coordinator-<br>Wilson/Curriculum and<br>Instruction |
| <b>Support (Hourly):</b> |                    |              |                 |   |
| Ashworth, Marian         | 8/18/15<br>5/24/16 | IS-6         | \$ 10.81        | Teacher Assistant (TA)-<br>McClure                            |
| Barnett, Quartrilla      | 8/18/15<br>5/24/16 | IS-6         | 11.84           | Title I Attendance and<br>Safety Officer-McLain<br>f.e.       |
| Beavers, Caleb           | 8/18/15<br>5/24/16 | IS-6         | 10.81           | TA-Hamilton   |
| Butler, Sandra           | 8/18/15<br>5/24/16 | IS-6         | 12.46           | TA-Hamilton   |
| Childers, Parker         | 8/18/15<br>5/24/16 | IS-6         | 11.21           | Parateacher-Thoreau   |
| Cohron, Wayne            | 8/18/15<br>5/24/16 | IS-6         | 10.81           | Paraprofessional-Penn   |
| Coleman, Chadwick        | 7/21/15<br>6/30/16 | MT-3         | 9.35<br>.46     | Custodian-Plant<br>Operations<br>Shift differential           |
| Cullom, Mason            | 8/18/15<br>5/24/16 | IS-3         | 9.35            | TA-Project Accept   |
| Dambroso, David          | 8/18/15<br>5/24/16 | IS-10        | 14.92           | Autism Paraprofessional-<br>Hale<br>Return from leave         |

ELECTIONS - Continued

| Name                 | Effective Date     | Degree/ Step | Contract Amount | Assignment  |
|----------------------|--------------------|--------------|-----------------|---|
| Dibernardo, Jack     | 8/18/15<br>6/13/16 | TS-3         | \$ 11.74        | Campus Security Officer-<br>ESC/Campus Police   |
| Dittmer, Jordan      | 8/18/15<br>5/24/16 | IS-6         | 10.81           | Paraprofessional-Wright   |
| Esmond, Amanda       | 8/18/15<br>5/24/16 | IS-6         | 10.81           | TA-Lindbergh  |
| Farish, James        | 8/18/15<br>6/13/16 | TS-3         | 12.36           | Campus Security Officer-<br>ESC/Campus Police   |
| Finley, Carolyn      | 8/18/15<br>5/24/16 | MT-4         | 9.77            | Bus Driver Trainee  |
| Galvan-Trevino, Irma | 8/18/15<br>5/24/16 | IS-6         | 10.81           | TA-Springdale   |
| Giles, Mantisha      | 7/24/15<br>6/30/16 | MT-3         | 9.35<br>.46     | Custodian-Clinton<br>Shift differential   |
| Hitsman, Anna        | 8/18/15<br>5/24/16 | IS-6         | 11.59           | Paraprofessional-<br>Mark Twain   |
| Hollowell, Lekisha   | 7/28/15            | MT-6         | 11.19           | Bus Driver<br>Return from leave   |
| Jackson, Charles     | 8/18/15<br>6/13/16 | TS-9         | 15.50           | Campus Police Officer-<br>ESC/Campus Police   |
| Johnson, Charlotte   | 5/26/15<br>5/27/16 | CA-5         | 12.14           | Health Assistant-Salk<br>Return from leave  |
| Kirkley, Garry       | 8/18/15<br>5/24/16 | IS-6         | 12.46           | Paraprofessional-Eliot  |
| Lane, Krysta         | 8/06/15<br>6/13/16 | MT-6         | 11.26           | Child Nutrition Services<br>(CNS) Manager in<br>Training-Ross/Child<br>Nutrition Services |
| Loomis, Bryan        | 8/18/15<br>5/24/16 | MT-4         | 9.77            | Bus Driver Trainee  |

ELECTIONS - Continued

| Name                                    | Effective Date     | Degree/ Step | Contract Amount | Assignment                                    |
|---|--------------------|--------------|-----------------|---|
| Looney, Teona                           | 8/18/15<br>5/24/16 | MT-4         | \$ 9.77         | Bus Driver Trainee                            |
| McClellan, Sheila                       | 8/18/15<br>5/24/16 | MT-6         | 10.72           | Bus Driver Trainee<br>f.e.                    |
| Milton, Arledge Jr.                     | 8/18/15<br>5/24/16 | MT-4         | 9.77            | Bus Driver Trainee                            |
| Mork, Melissa                           | 8/18/15<br>5/24/16 | MT-4         | 9.77            | Bus Driver Trainee                            |
| Myers, Shaycoya                         | 8/18/15<br>5/24/16 | IS-6         | 10.81           | Paraprofessional-<br>Chouteau<br>f.e.         |
| Norris, Tracy                           | 8/18/15<br>5/24/16 | MT-4         | 9.77            | Bus Driver Trainee                            |
| Reed, Devin                             | 8/18/15<br>5/24/16 | IS-10        | 13.11           | ED Paraprofessional-<br>Chouteau              |
| Terrell, Charlene                       | 8/18/15<br>5/24/16 | MT-3         | 10.84           | CNS Cook II - Jones                           |
| Todd, Derrick                           | 8/18/15<br>6/13/16 | TS-3         | 12.03           | Campus Security Officer-<br>ESC/Campus Police |
| Walker, Jo                              | 8/18/15<br>5/25/16 | MT-6         | 12.46           | CNS Assistant Manager-<br>Rogers              |
| Yeahquo, Elida                          | 8/07/15            | IS-6         | 10.81           | Parent Involvement<br>Facilitator-McClure     |
| <b><u>Rescind:</u></b><br>Hinson, Linda | 8/06/15<br>5/26/16 | CA-3         | 13.08           | Clerk-Memorial<br>Return from leave           |

ADJUSTMENTS

| Name                                | Position<br>Grade/Step<br>(if applicable)                                  | Effective<br>Date | Present<br>Contract | Proposed<br>Contract | Reason   |
|-------------------------------------|--|-------------------|---------------------|----------------------|--|
| <b>Certificated/Administrative:</b> |  |                   |                     |                      |  |
| Berry, Brandie                      | Principal-Penn<br>EG-6   | 8/04/15           | \$ 71,091.00        | \$ 64,627.64         | Administrator on<br>Special Assignment-<br>ESC/Teacher and<br>Leader Effectiveness<br>EG-6<br>Innovation School<br>Rate: \$71,091.00 |
|                                     |  |                   | 7,109.10            |                      |  |
| Copher, Carly                       | CNS Manager in<br>Training-<br>Ross/Child<br>Nutrition<br>Services<br>MT-6 | 8/07/15           | 13.08/hr.           | 21,064.00            | CNS Traveling<br>Manager-Ross/Child<br>Nutrition Services<br>BG-A  |
| Dixon, Angela                       | CNS Manager in<br>Training-<br>Ross/Child<br>Nutrition<br>Services<br>MT-6 | 8/07/15           | 11.38               | 18,660.00            | CNS Traveling<br>Manager-Ross/Child<br>Nutrition Services<br>BG-A  |
| Epperson, Brianna                   | CNS Assistant<br>Manager-Salk<br>MT-6                                      | 8/07/15           | 11.05               | 18,118.00            | CNS Traveling<br>Manager-Ross/Child<br>Nutrition Services<br>BG-A  |
| Hayes, Tonnie                       | CNS Assistant<br>Manager-Skelly<br>MT-6                                    | 8/07/15           | 11.67               | 19,135.00            | CNS Traveling<br>Manager-Ross/Child<br>Nutrition Services<br>BG-A  |
| Jackson, Sherrie S.                 | Academic<br>Assistant<br>Principal-Penn<br>EG-3<br>210 days                | 8/04/15           | 55,152.00           | 60,433.13            | Principal-Penn<br>EG-6<br>12 months<br>Innovation School<br>Rate: \$66,477.00  |
|                                     |  |                   |                     | 6,043.31             |  |



ADJUSTMENTS - Continued

| Name                  | Position<br>Grade/Step<br>(if applicable)   | Effective<br>Date  | Present<br>Contract | Proposed<br>Contract  | Reason   |
|-----------------------|---|--------------------|---------------------|-----------------------|--|
| Josserand, Amanda     | Speech<br>Pathologist-<br>Enrollment<br>Center/Special<br>Education and<br>Student<br>Services<br>M-10 2/5 Time | 8/14/15            | \$ 22,995.60        | \$ 38,326.00          | Speech Pathologist-<br>Enrollment<br>Center/Special<br>Education and<br>Student Services<br>M-10 Full-Time |
| McFadden, Beverly     | CNS Assistant<br>Manager-<br>Memorial<br>MT-6   | 8/07/15            | 13.08               | 21,064.00             | CNS Traveling<br>Manager-Ross/Child<br>Nutrition Services<br>BG-A  |
| McIntyre, Kathy       | Learning<br>Director-McLain<br>EG-5 210 days  | 8/14/15<br>5/25/16 | 76,639.00           | 60,675.00<br>3,033.75 | Teacher-Columbus/<br>Special Education<br>M60-31 176 days  |
| McQuillen, Steven     | Supervisor of<br>Fixed Assets-<br>ESC/Accounting<br>BG-5  | 8/18/15            | 55,535.00           | 57,938.16             | Manager of Fixed<br>Assets-ESC/<br>Accounting<br>BG-8<br>Rate: \$66,500.00                                 |
| Owens, Henrietta      | CNS Manager in<br>Training-<br>Ross/Child<br>Nutrition<br>Services<br>MT-6                                      | 8/07/15            | 11.08               | 18,168.00             | CNS Traveling<br>Manager-Ross/Child<br>Nutrition Services<br>BG-A  |
| Panchoo,<br>Mohazobyn | Teacher-Patrick<br>Henry/Grade 1<br>M30-17 176<br>days  | 8/04/15            | 46,434.00           | 48,095.20             | Assistant Principal-<br>McKinley<br>EG-3 210 days<br>Rate: \$50,500.00                                     |
| Taylor, Elizabeth     | Area<br>Coordinator-<br>ESC/Special<br>Education and<br>Student<br>Services<br>EG-5 12 months                   | 8/18/15            | 64,032.00           | 53,692.00             | Assistant Principal-<br>Sequoyah<br>EG-3<br>Rate: \$54,192.00  |

ADJUSTMENTS - Continued

| Name                     | Position<br>Grade/Step<br>(if applicable)                                 | Effective<br>Date  | Present<br>Contract | Proposed<br>Contract | Reason   |
|--------------------------|---|--------------------|---------------------|----------------------|--|
| Tippin, Benjamin         | Light Sound<br>Technician-ESC/<br>IT BG-3                                 | 7/01/15<br>6/30/16 | \$ 38,517.00        | \$ 45,000.00         | Audio Visual Lead-<br>ESC/IT<br>BG-4   |
| Tomlins, Ann             | Coordinator of<br>Fine Arts-<br>ESC/Curriculum<br>and Instruction<br>EG-3 | 8/18/15            | 67,526.00           | 69,700.00            | Director of Fine Arts-<br>ESC/Curriculum and<br>Instruction<br>Rate: \$80,000.00<br>EG-6 |
| Williams, Sharon         | Teacher-Clinton/<br>ELD<br>B-2 Half-Time                                  | 8/14/15<br>5/25/16 | 16,850.00           | 33,700.00            | Teacher-Clinton,<br>Hale Jr. High/ELD<br>B-2 Full-Time                                   |
| <b>Support (Hourly):</b> |   |                    |                     |                      |  |
| Christmas, Donnie        | Bus Driver<br>Trainee<br>MT-6   | 8/17/15<br>5/24/16 | \$ 10.72            | \$ 10.72<br>.30      | Bus Driver<br>MT-6<br>Special needs  |
| Cranick, Ronald          | Bus Driver<br>Trainee<br>MT-6   | 8/17/15<br>5/24/16 | 10.72               | 10.72<br>.30         | Bus Driver<br>MT-6<br>Special needs  |
| Delvaux, Tristan         | CNS Assistant<br>Manager-Wright<br>MT-6 172 days                          | 8/06/15<br>5/26/16 | 11.28               | 10.35                | Clerk-Wright<br>CA-3 181 days  |
| Distel, Olivia           | CNS Assistant-<br>Remington<br>MT-1 6hrs/day                              | 8/18/15<br>5/25/16 | 8.90                | 9.52                 | CNS Cook II-<br>Remington<br>MT-2 7hrs/day   |

ADJUSTMENTS - Continued

| Name               | Position<br>Grade/Step<br>(if applicable)                              | Effective<br>Date  | Present<br>Contract | Proposed<br>Contract | Reason   |
|--------------------|--|--------------------|---------------------|----------------------|--|
| Duckett, Morisha   | Bus Driver<br>MT-6 6hrs/day  | 8/18/15<br>5/24/16 | \$ 10.89            | \$ 10.89             | 8hrs/day   |
| Furrh, Ronnie      | Bus Driver<br>MT-6 6hrs/day  | 8/18/15<br>5/24/16 | 10.89               | 10.89                | 8hrs/day   |
| Harris, Kewanna    | Custodian-<br>MacArthur<br>MT-3  | 7/28/15<br>6/30/16 | 10.82<br><br>.54    | 11.90                | Head Custodian-<br>MacArthur<br>MT-7<br>Shift differential |
| Hartman, Randel    | Bus Driver<br>MT-6   | 8/18/15<br>5/24/16 | 10.72               | 10.72<br><br>.15     | Bus Driver<br>MT-6<br>Lead Driver                          |
| Haynes-Green, Dena | Bus Driver<br>Trainee<br>MT-6  | 8/17/15<br>5/24/16 | 10.72               | 10.72<br><br>.30     | Bus Driver<br>MT-6<br>Special needs                        |
| Hutchins, Cynthia  | Bus Driver<br>MT-6 6hrs/day  | 8/18/15<br>5/24/16 | 10.72               | 10.72                | 8hrs/day   |
| Ibarra, Fawna      | Parent<br>Involvement<br>Facilitator-Celia<br>Clinton<br>IS-6 172 days | 8/06/15<br>5/26/16 | 10.68               | 9.91                 | Clerk-Skelly<br>CA-3 181 days                              |
| Leonard, Carl      | Bus Driver<br>Trainee<br>MT-4  | 5/14/15<br>5/24/15 | 9.77                | 10.72                | Bus Driver<br>MT-6   |
| Luhring, Karen     | Bus Driver<br>MT-6 6hrs/day  | 8/18/15<br>5/24/16 | 10.89               | 10.89                | 8hrs/day   |
| Myers, Rebecca     | CNS Cook I –<br>Ross/Child<br>Nutrition<br>Services<br>MT-2 7hrs/day   | 8/18/15<br>5/24/16 | 9.11                | 9.11                 | 6.5hrs/day   |

ADJUSTMENTS - Continued

| Name              | Position<br>Grade/Step<br>(if applicable) | Effective<br>Date  | Present<br>Contract | Proposed<br>Contract | Reason                                      |
|-------------------|---|--------------------|---------------------|----------------------|---|
| Perez, Joseph     | Bus Driver<br>MT-6 6hrs/day               | 8/18/15<br>5/24/16 | \$ 10.72            | \$ 10.72             | 8hrs/day                                    |
| Poreda, Robert    | Bus Driver<br>MT-6 6hrs/day               | 8/18/15<br>5/24/16 | 10.72               | 10.72                | 8hrs/day                                    |
| Rodreguez, Andrus | TA-Memorial Jr.<br>High IS-6 172<br>days  | 8/20/15<br>5/25/16 | 10.98               | 10.07                | Clerk-Memorial Jr.<br>High<br>CA-3 173 days |
| Smith, Steve      | Bus Driver<br>MT-6 6hrs/day               | 8/18/15<br>5/24/16 | 11.21<br>.30        | 11.21                | 8hrs/day<br>Special needs                   |
| Tottress, Paula   | TA-ECDC<br>Bunche IS-3 3-<br>CI 172 days  | 8/06/15<br>5/26/16 | 13.20               | 13.20                | Clerk-ECDC Bunche<br>CA-3 181 days          |

LEAVES OF ABSENCE

| Name                                | Effective Date | Assignment  | Reason           |
|-------------------------------------|----------------|---|------------------|
| <b>Certificated/Administrative:</b> |                |   |                  |
| Kidd, Danielle                      | 8/14/15        | Psychologist-Enrollment Center/Psychologist                             | Further Study    |
| West, Kathryn                       | 7/21/15        | Behavior Coach-Enrollment Center/Special Education and Student Services | Personal illness |
| <b>Support (Hourly):</b>            |                |   |                  |
| Bringier, MaEden                    | 8/17/15        | TA-Key  | FMLA             |
| DeJesus, Wilfredo                   | 7/23/15        | Custodian-Salk  | Worker's Comp    |
| Epperson, Brianna                   | 8/06/15        | CNS Assistant Manager-Salk  | Maternity        |

RETIREMENTS

| Name          | Effective Date | Assignment    |
|---------------|----------------|---------------|
| Slater, Patty | 7/27/15        | TA-Eisenhower |

## RESIGNATIONS

| Name                                | Effective Date | Assignment                          |
|-------------------------------------|----------------|-------------------------------------|
| <b>Certificated/Administrative:</b> |                |                                     |
| Abarca, Reanna                      | 7/23/15        | Teacher-Robertson/Kindergarten      |
| Alexander, Amber                    | 6/30/15        | Teacher-Marshall/Grade 1            |
| Armstrong, Donald                   | 7/24/15        | Teacher-Memorial/Music              |
| Beckman, Linda                      | 7/20/15        | Teacher-Edison/Math                 |
| Burns-Ehle, Olivia                  | 7/27/15        | Teacher-Wright/Special Education    |
| Caldwell, Jennifer                  | 7/16/15        | Teacher-Lee/Grade 1                 |
| Cathey, Crystal                     | 7/12/15        | Teacher-Lee/Pre-K                   |
| Cole, Lisa                          | 7/23/15        | Teacher-ECDC Porter/Kindergarten    |
| Cox, Kayla                          | 6/30/15        | Teacher-Edison/Orchestra            |
| Cuellar, Cassy                      | 7/10/15        | Teacher-Project ACCEPT/Kindergarten |
| Fitzgibbon, Mary                    | 6/30/15        | Teacher-Penn/Gifted and Talented    |
| Hendricks, Rose                     | 7/20/15        | Teacher-Disney/Grade 2              |
| Holiday, Kelly                      | 6/30/15        | Counselor-Hawthorne                 |
| Houghton, Spring                    | 7/09/15        | Teacher-Edison/Language Arts        |
| Jackson, Brittany                   | 6/25/15        | Counselor-Anderson                  |
| James, Amber                        | 7/24/15        | Teacher-Memorial/Spanish            |
| James, Wanda                        | 7/15/15        | Teacher-Academy Central/Grade 5     |
| Kinnamon, David                     | 5/26/15        | Teacher-McLain/English              |
| Krusemark, Stony                    | 7/12/15        | Teacher-Edison/Gateway Tech         |
| Maher, Diana                        | 7/20/15        | Teacher-Cooper/Kindergarten         |
| McClure, Chelsea                    | 7/24/15        | Teacher-Jackson/Grade 1             |
| McGlin, Jenna                       | 7/12/15        | Teacher-McKinley/Grade 1            |

RESIGNATIONS - Continued

| Name                     | Effective Date | Assignment                           |
|--------------------------|----------------|--------------------------------------|
| Morgan, Erica            | 8/03/15        | Nurse Supervisor-ESC/Health Services |
| Salih, Wayne             | 7/01/15        | Teacher-TLA/ELD                      |
| Schwickerath, Cynthia    | 6/15/15        | Teacher-Cooper/Grade 2               |
| Slagle, Tonya            | 6/17/15        | Teacher-Edison/Grade 2               |
| Stabb, Taylor            | 7/24/15        | Teacher-Central Jr. High/Math        |
| Taylor, Georgia          | 7/29/15        | Teacher-Grimes/Grade 2               |
| <b>Support (Hourly):</b> |                |                                      |
| Ashby, Christopher       | 5/22/15        | Bus Driver                           |
| Biles, Teresa            | 7/13/15        | TA-Clinton                           |
| Bolivar, Jonathan        | 7/28/15        | TA-Springdale                        |
| Brown, Vawnshekia        | 7/28/15        | TA-McLain                            |
| Carey, Emily             | 7/20/15        | Bus Driver Trainee                   |
| Conwell, Kelly           | 8/10/15        | Health Assistant-Lee                 |
| Davis, Cheniequa         | 7/10/15        | Bus Driver-Transportation            |
| Diaz-Medrano, Teresita   | 8/06/15        | CNS Assistant-Kerr                   |
| Edgar, Kimberly          | 8/03/15        | CNS Assistant Manager-Clinton        |
| Edwards, Regina          | 7/29/15        | Bus Driver                           |
| Fritz, Michael           | 7/21/15        | Bus Driver Trainee                   |
| Hess, Cherice            | 7/16/15        | Parateacher-Thoreau                  |
| Jullien, Peter           | 7/21/15        | TA-MacArthur                         |
| Knickerbocker, Jason     | 7/27/15        | Bus Driver                           |
| Lopez, Armando           | 7/15/15        | Custodian-Memorial                   |

RESIGNATIONS - Continued

| <u>Name</u>                               | <u>Effective Date</u> | <u>Assignment</u>                            |
|---|-----------------------|--|
| Morgan, Darlene                           | 5/22/15               | Custodian-Whitman                            |
| Moses, Keiahmiece                         | 7/20/15               | Bus Driver Trainee                           |
| Page, Deborah                             | 7/27/15               | Parent Involvement Facilitator-Patrick Henry |
| Ray, Willis                               | 7/08/15               | TA-Central                                   |
| Rogers, Sheila                            | 7/29/15               | TA-Skelly                                    |
| Smith, Johnisha                           | 7/23/15               | TA-McLain                                    |
| Tillman, Angela                           | 6/29/15               | Bus Driver                                   |
| Ware, Bryanna                             | 7/21/15               | TA-McLain                                    |
| Wolfenberger, Elizabeth                   | 7/14/15               | Health Assistant-Kerr                        |
| <b><u>Rescind:</u></b><br>Dambroso, David | 5/05/15               | Autism Paraprofessional-Hale                 |



## SUBSTITUTE AND TEMPORARY ELECTIONS

### Clerical – Enrollment Center/Accountability

Allgood, Deborah  
Allgood, Marty  
Henderson, Michael  
King, Janice  
Price, Trudy  
Winkle, Janell

### Campus Police Officer – Campus Police

Cleveland, James

### Interpreter – Wright

Smith, LaTonya

### Tutor

Whitely, Kelley  
Wells, Beverly

### Bus Drivers

Arledge, Milton Jr.  
Finley, Carolyn  
Johnson, Pamela  
Loomis, Bryan  
Looney, Teona  
McClellan, Shelia  
Mork, Melissa  
Norris, Tracy

### Child Nutrition Services

Bullard, Vickie  
Campbell, Anita  
Caron, Joanne  
Colbert, Deshanna  
Dotson, Ashley  
Dubbs, Ainslee  
Estrada, Melinda  
Grayson, Onedia  
Harris, Tennile  
Jones, Tabitha  
Like, Jason  
Mayhue, Nikitra  
McCartney, Kara

Newman, Debra  
Reyes, Socorro  
Sanders, Marguerite  
Sigli-Powdrill, Michelle  
Sims, Oleta  
Solt, Kristina  
Spangle, Stephen  
Turner, Suzan  
Watson, Lisa  
Williams, Clarkie f.e.  
Works, Earserla

SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Thoreau – 13-11-000-1000-501930-810-336000-201-07-573

David Frette, Volleyball @ \$1,145, September 1, 2015 to May 27, 2016

Washington – 13-11-000-1000-501930-810-330000-201-07-735

Cassidy Holmes, Volleyball @ \$1,202, September 1, 2015 to May 27, 2016

Washington – 13-11-000-1000-501930-820-330000-201-07-735

Jeffrey Kirby, Softball @ \$1,387, September 1, 2015 to May 27, 2016

Webster – 13-11-000-1000-501930-820-330000-201-07-740

Troy Ludlow, Softball @ \$1,387, September 1, 2015 to May 27, 2016

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

East Central Extra Duties – 11-0000-1000-501110-421-400000-210-07-710

Pay certified employees, to be named @ \$18/hr. (total not to exceed \$2,700) for monitoring East Central High's after-school detention during the 2015 – 2016 school year.

Nutritional Service Procedure – 22-3850-3180-501210-700-000000-958-03-053

Pay Andrea Lynch a stipend of \$25/day (total not to exceed \$5,000) to provide nutrition services for Community Action Project of Tulsa County Early Childhood Education programs.

McLain Extra Duties – School Activity Fund #536

Pay staff listed below @ at the rate stated below (total not to exceed \$5,300) to work the "Free North Tulsa Community Summer Swimming Program" at McLain High School. Greg Patrick, Lloyd Ware, Resha Williams and Jacqueline Verner;

Greg Patrick @ \$30/hr.

Lloyd Ware @ \$25/hr.

Jacqueline Verner @ \$18/hr.

Resha Williams @ \$18/hr.

Strategic Planning Work – 11-0844-2212-501700-000-000000-211-091-0844

Pay Jamie Lomax, a total not to exceed \$2,500 to prepare and facilitate strategic planning meetings and community forums outside of contract hours, August 18, 2015 through December 31, 2015. Work will be completed on or before December 31<sup>st</sup>, 2015.

Webster Extra Duties – 11-0590-2213-501700-100-4000000-210-05-740-0590

Pay certified instructional personnel Kimberly Wallace, Jasey Meeker, Lanette Duncan and Tamara Danley each a stipend of \$2,500 (total not to exceed \$10,000) to serve as Academy Team Leaders at Webster High School. These stipends will be funded by the Growing Together Grant for the 2015-2016 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

**July 6, 2015 Agenda, page 34 – Correct effective date**

ELECTIONS

| Name          | Effective Date | Degree/ Step | Contract Amount | Assignment  |
|---------------|----------------|--------------|-----------------|---|
| Watson, Lacey | 8/4/15         | EG-3         | \$ 46,893.34    | Assistant Principal-<br>Jackson<br>Rate: \$49,238.00<br>Return from leave |

**August 3, 2015 Agenda, page 30 – Correct proposed amount**

ADJUSTMENTS

| Name             | Position Grade/Step (if applicable)  | Effective Date | Present Contract | Proposed Contract | Reason   |
|------------------|--|----------------|------------------|-------------------|--|
| Cagle, Stephanie | ELL Language Development Specialist- Enrollment Center/Special Education and Student Services M60-11 | 7/22/15        | 42,255.00        | 56,590.00         | ELD Coordinator- Enrollment Center/ Special Education and Student Services EG-1<br>Rate: \$60,000.00 |

**July 20, 2015 Agenda, page 38 – Add shift differential**

ELECTIONS

| Name              | Effective Date     | Degree/ Step | Contract Amount | Assignment  |
|-------------------|--------------------|--------------|-----------------|---|
| Scranton, Brandon | 7/21/15<br>6/30/16 | TS-9         | \$ 15.96<br>.79 | Campus Police Officer-<br>ESC/Campus Police<br>Shift differential |

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

**July 20, 2015 Agenda, page 39 and 40 – Add shift differential**

ADJUSTMENTS

| Name          | Position<br>Grade/Step<br>(if applicable)                       | Effective<br>Date  | Present<br>Contract | Proposed<br>Contract | Reason   |
|---------------|---|--------------------|---------------------|----------------------|--|
| Frost, Amanda | Campus Police<br>Officer-ESC/<br>Campus Police<br>TS-9 195 days | 7/21/15<br>6/30/16 | \$ 15.50            | \$ 15.50<br>.77      | 12 months<br>2 <sup>nd</sup> Shift differential  |
| Hobbs, Billy  | Campus Police<br>Officer-ESC/<br>Campus Police<br>TS-9 195 days | 7/21/15<br>6/30/16 | 15.99               | 15.99<br>1.59        | 12 months<br>3 <sup>rd</sup> Shift differential  |
| Stovall, Ray  | Security<br>Technician-ESC/<br>Campus Police<br>TS-8            | 7/21/15<br>6/30/16 | 17.54               | 18.76<br>1.87        | Campus Police<br>Officer-ESC/<br>Campus Police<br>TS-9<br>3 <sup>rd</sup> Shift differential |

**July 20, 2015 Agenda, page 41 - Correct effective date**

LEAVES OF ABSENCE

| Name         | Effective<br>Date | Assignment                          | Reason           |
|--------------|-------------------|-------------------------------------|------------------|
| Reese, Carol | 8/14/15           | Terminal Manager-<br>Transportation | Personal illness |

**July 20, 2015 Agenda, page 46 – Correct funding source**

Professional Development– 11-5410-2213-501110-000-000000-211-05-044-5410

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.

## **SUPPORTING INFORMATION**

### **INFORMATION ITEM G-13**

### **SCHOOL BOARD POLICIES**

TULSA PUBLIC SCHOOLS

Policy 4902

#### **HARASSMENT, INTIMIDATION, AND BULLYING**

**PURPOSE:** To define the District's position on harassment, intimidation, and bullying.

Tulsa Public Schools does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, gender expression, gender identity, disability, genetic information, veteran status, marital status or age in its employment, programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the Tulsa Public Schools' non-discrimination policies:

Dr. Pauline Harris, Human Rights Coordinator  
Tulsa Public Schools Human Capital Department  
3027 South New Haven Avenue  
Tulsa, Oklahoma 74114-6131  
(918) 746-6517

Harassment, intimidation, and bullying include but are not limited to verbal or physical contact, epithets, slurs, gestures, or graffiti, even in jest, that are targeted toward an individual because of race, color, religion, sex, sexual orientation, gender expression, gender identity, age, national origin, marital status, veteran status, disability or genetic information. Individuals bring different levels of sensitivity to interaction. What may seem harmless, trivial, or "all in good fun" to one person may be extremely offensive to the person to whom the comments or actions are directed.

Harassment, intimidation, and bullying constitute unethical and unacceptable conduct that will not be tolerated at any level. All persons are strictly prohibited from engaging in any form of harassment of any employee, student, or applicant for employment. Anyone engaging in any form of harassment is subject to disciplinary action in accordance with District policy. Harassment also may constitute discrimination.

Any applicant for employment, employee, or student to whom improper comments or actions are directed should utilize the Tulsa Public Schools Regulation 4901-R Grievance Procedure for Discrimination Complaints, or the Tulsa Classroom Teachers Association/Administration Negotiations Grievance Procedure, whichever is appropriate. Violation of this policy by an employee may result in disciplinary action, including a recommendation for employment termination. Students violating this policy will be subject to appropriate disciplinary action at the school level by the principal or designee.

When allegations of harassment, intimidation, or bullying, are filed, a thorough investigation will be conducted by the Superintendent or designee. The investigation will include interviews with all relevant persons. Such persons include, but are not limited to, the complainant, the accused, student(s) and other potential witnesses.

Employees and students are assured the privacy of the complainant and the persons accused of harassment will be protected to the extent possible.

When complaints or allegations of harassment based on race, religion, color, national origin, sex, sexual orientation, gender identity, gender expression, disability, genetic information, veteran status, marital status or age are made, the grievance procedures set forth in Tulsa Public Schools Regulation 4901-R Grievance Procedure for Discrimination Complaints will be followed.

### Anti-Retaliation

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any individual for opposing or complaining about discrimination, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, appealing or participating in any other discrimination complaint, proceeding or hearing.

Adopted: April 1992

Revised: August 2015

Legal References: Title VI, Civil Rights Act of 1964  
Title VII, Civil Rights Act of 1964  
Title IX, 1972 Educational Amendments  
Oklahoma Anti-Discrimination Act  
Americans with Disabilities Act of 1990 (ADA)  
Section 504-Rehabilitation Act of 1973  
Boy Scouts of America Equal Access Act

Cross Reference:

3309, Teaching About Religion  
4408, Employee Ethics  
4901, Nondiscrimination Policy  
2119, Student Bullying Prevention and Intervention

**SUPPORTING INFORMATION**

**INFORMATION ITEM G-24**

**POSITION CREATIONS/DELETIONS**

**SUPPORTING INFORMATION**

**Create:**

| Position | Salary/Grade | Duties |
|----------|--------------|--------|
|----------|--------------|--------|

**Create:**

| Position | Salary/Grade | Duties |
|----------|--------------|--------|
|----------|--------------|--------|

**Security Systems  
Assistant –  
ESC/Campus Police**

TS-11  
\$17.04/hr. to  
\$23.13/hr.  
12 months

Under general supervision of the Deputy Police Chief over Support Services and direct supervision of the Security Systems Manager. Employee will install, maintain and service all items related to Intrusion and Fire alarms in addition to the current Surveillance and Door Access systems and Motorola Radio System currently used by the district. The main focus of this position to be the radio liaison and to ensure that the Campus Police radios are fully function and to limit outages to a minimum. The employee will still be responsible for other functions as outlined for the Security System Technician position.

*Annual Budget Impact:*  
\$ 35,443 min. –  
\$ 48,110 max.

*Funding Source:*  
21-0000-2660-501210-  
000-000000-961-17-049