



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Tuesday, September 8, 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 led by the Edison Preparatory JROTC under the direction of Major Paul Clark and First Sergeant Raymond Shipps.
- 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 17, 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**

Receive the Superintendent's written recommendation for the dismissal of Herb T. Kozak from the Tulsa School District and vote on motion to set a hearing date, time and place to take action on said recommendation and to authorize the Clerk of the Board of Education to notify Herb Kozak of the hearing date, time and place. If relevant the Board will consider and vote to accept any employee resignations that have been submitted since the last Board of Education meeting.

**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 Monday, September 21, 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: Approve an increase of \$1.00 in ticket prices for Tulsa Public Schools athletic events for the 2015-2016 school year as stated below.

**High School**      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 the District to maintain a safe environment at all venues for competition. Ticket prices have remained constant or reduced from the fall of 2011 to present.

**E-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: 11602684

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

**E-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.

**E-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: 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.

**E-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.

- E-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.

- E-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.

**E-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.

**E-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.

**E-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.

**E-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.

**E-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**

**E-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**

**E-14. 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-15.** 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.

**E-16.** 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: Facilities Bond Fund, 34-1220-4300-507160-000-000000-000-12-163

REQUISITION NUMBER: 11602628

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.

**E-17.** 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.

- E-18. 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.

- E-19. 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.

**E-20.** 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

FUND NAME/ACCOUNT: Facilities Bond Fund, 34-1220-4720-504500-000-000000-000-12-265

REQUISITION NUMBER: 11602618

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.

**E-21.** 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: Facilities Bond Fund, 34-1220-4720-504500-000-000000-000-12-260

REQUISITION NUMBER: 11602624

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.

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

**E-22.** 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-23.** RECOMMENDATION: Approve routine staffing items.

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

**E-24.** 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 Rippy Violent Crime Offender Registry. This will be an on-going annual expense.

**E-25.** 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.

- E-26.** 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.

- E-27.** 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**

**E-28.** 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.

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

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

**F-1.** RECOMMENDATION: Renew and amend the memorandum of agreement with Communities In Schools, Inc. (CIS National), Communities In Schools of Mid-America, Inc. (CISMA) and Growing Together, Inc. (GT) to continue implementation of the Communities In Schools model in certain schools during the 2015-2016 school year, transfer all obligations of CIS National to CIS Mid-America and remove CIS National as a party to the agreement, and change the fiscal agent from Growing Together to 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 \$789,601

FUND NAME/ACCOUNT: Foundation for Tulsa Schools (Family and Student Supports Grant), 11-0161-2194-503200-494-000000-000-05-093-0161

REQUISITION NUMBER: 11602795

RATIONALE: This is a continuation of the agreement that began during the 2013-2014 school year. Communities In Schools establishes collaborations between service agencies, corporations, foundations, the community, and schools to effectively address both the academic and non-academic resources and services needed by at-risk youth in order for them to attain a quality education. Collaborations are formed with reputable community-based agencies in order to bring comprehensive services (e.g., tutoring, mentoring, after-school programs, assistance with accessing food, clothing, and school supplies, parent involvement activities, English as a Second Language (ESL) programs, health services, etc.) onto the school campus to help address the needs of students. Original implementation occurred during the second semester of the 2013-2014 school year and was continued during the 2014-2015 school year. In addition to renewal, the agreement will be amended to consolidate and streamline responsibilities to improve efficiencies. This item is presented for consideration on the action agenda in order to expedite approval and insure appropriate staffing of school coordinators of selected schools with Communities in Schools.



**F-2.** RECOMMENDATION: Enter into a Memorandum of Agreement with Communities in Schools of Mid-America, Inc. to collaboratively implement the Communities In Schools (CIS) model in six additional schools during the 2015-2016 school year. Staff are working to determine the sites, which will be based on student outcome indicators.

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

COST: Total cost not to exceed \$422,286

FUND NAME/ACCOUNT: Funding will be shared as follows: \$351,905 from Title 1, 11-5118-2194-503200-494-000000-000-05-093-5118; and \$70,381 from the Foundation for Tulsa Schools (Family and Student Supports Grant)

REQUISITION NUMBER: 11602747

RATIONALE: This is a separate agreement to begin implementation of the CIS model during the 2015-2016 school year for six additional sites. CIS establishes collaborations between service agencies, corporations, foundations, the community, and schools to effectively address both the academic and non-academic resources and services needed by at-risk youth in order for them to attain a quality education. Collaborations are formed with reputable community-based agencies in order to bring comprehensive services (e.g., tutoring, mentoring, after-school programs, assistance with accessing food, clothing, and school supplies, parent involvement activities, ESL programs, health services, etc.) onto the school campus to help address the needs of students. This item is presented for consideration on the action agenda in order to expedite approval and insure appropriate staffing of school coordinators of selected schools with Communities in Schools.

**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-3.** 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.

- F-4. 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.

- F-5. 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.

**G. INFORMATION AGENDA**

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

**G-1.** RECOMMENDATION: Enter into a contract with the Tulsa Zoo to provide a room and catering for Washington High School's junior/senior prom, April 9, 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 \$10,000

FUND NAME/ACCOUNT: Washington's School Activity Fund #866

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

**G-2.** RECOMMENDATION: Enter into a special event permit with the City of Tulsa for blocking off a section of North Peoria Avenue from the 4600 block through the 5000 block, and from the Walgreen's Shopping Center to McLain High School's east side parking lot for McLain's homecoming parade, October 2, 2015. The west curb southbound lane of Peoria Avenue will remain open to traffic.

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 parade has been held for years. The homecoming parade promotes school pride and community involvement.

**G-3.** RECOMMENDATION: Approve an agreement with Hance Fireworks to provide fireworks during Memorial High School's homecoming halftime on October 2, 2015. Hance Fireworks will secure all permits and insurance certificates naming Tulsa Public Schools and/or Lafortune Stadium as beneficiary.

**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 cost to the District.

**RATIONALE:** The purpose of this event is to promote school spirit and community involvement.

- G-4.** **RECOMMENDATION:** Enter into a contract with Director's Choice Tour & Travel, Lubbock, Texas, to provide transportation, lodging, meals and registration for Washington High School's choir students who are participating in the Director's Choice Choral Festival, Dallas, Texas, April 15-17, 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 \$49,900

**FUND NAME/ACCOUNT:** Washington's School Activity Fund #566

**RATIONALE:** Students will be given an opportunity to participate in choral competitions and performances with other schools across the nation, receive feedback from choral clinicians, and receive exposure to possible scholarships and job opportunities.

- G-5.** **RECOMMENDATION:** Pay CollegeBoard, New York, New York, for Advanced Placement (AP) exams for students at Edison Preparatory School during the 2015-2016 school year.

**COST:** No cost to the District. There will be approximately 500 exams given, which are prepaid by students at a cost of \$91 per exam.

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

**RATIONALE:** Students at Edison Preparatory School experience quality learning in the classroom by participating in AP courses and validate that experience by taking AP exams.

**G-6.** RECOMMENDATION: Enter into individualized education plans (IEP) service agreements with the following Oklahoma school districts to provide a free appropriate public education (FAPE) for certain students for whom they are unable to do so.

Berryhill Public Schools	Bixby Public Schools
Coweta Public Schools	Glenpool Public Schools
Okmulgee Public Schools	Owasso Public Schools
Skiatook Public Schools	Union Public 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: 41301393, 41301394, 41301395, 41301396, 41301398, 41301399, 41301400

RATIONALE: An IEP service agreement between two districts is entered into when the student's resident district is unable to provide FAPE. The resident district maintains all legal, financial and transportation obligations for their student and pays tuition to the receiving district. The student is counted on the resident district's child count and the resident district receives average daily attendance for the student. The receiving district will invite the resident district to all meetings regarding the provision of FAPE for the student.

**G-7.** RECOMMENDATION: Appoint Gifted and Talented Local Advisory Committee members for 2015-2016 school years as follows:

Linnea Van Eman Ph.D., Coordinator, Gifted and Talented Services  
Pat O'Dea, Gifted Teacher - McClure/Marshall Elementary  
Susan Comfort, Gifted Teacher - Salk Elementary  
Karen Dotson, Gifted Teacher - Skelly Elementary  
Tara Gordon, Gifted Teacher - Thoreau Demonstration  
Ryan Buell, Assistant Principal - Webster High School  
Sarah Dougherty, Parent Representative - Lee Elementary  
John Folk, Parent Representative - Lee Elementary  
Holly Raley, Parent Representative - Grissom Elementary  
Teresa Pena, Strategic School Design Specialist - Middle Schools/Jr Highs  
Jesse Guardiola, Community Representative

COST: No cost to the District.

RATIONALE: According to the Education of Gifted and Talented Children Act Section 910.1, the District is required to create a Board-approved local advisory committee tasked with the duties to assist in the formulation of District goals for gifted education, to assist in development of the District plan for gifted child education programs, and to perform other advisory duties as may be requested by the Board of Education. The committee seeks to represent a cross-section of schools and parents throughout the district as well as the community.

- G-8.** RECOMMENDATION: Amend the agreement with Barbara Crock, Crock Leadership Associates, Kalamazoo, Michigan, approved on the June 15, 2015, agenda, item E-37, to increase the total amount of the agreement for the co-design and co-delivery of Learning Leaders curriculum and professional learning, field visits, forums, problems-of-practice sessions, individual development plans and selection process design and support with the Director of Leadership Development and principal leadership coaches from July 1, 2015, through June 30, 2016.

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

COST: Not to exceed \$70,000 (an increase of \$29,000)

FUND NAME/ACCOUNT: Wallace Foundation Grant, 11-0190-2573-503200-000-000000-000-05-044-0190

REQUISITION NUMBER: 11600137

RATIONALE: This increase will provide an extra day of training and consultation, plus nine extra days of field visitation and coaching, as well as materials and supplies needed for the training.

- G-9.** RECOMMENDATION: Enter into a one-year agreement with Barbara Crock, Crock Leadership Associates, Kalamazoo, Michigan, for professional development program for Instructional Leadership Directors, principals and assistant principals with three or more years of experience from October 1, 2015, through September 30, 2016.

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

COST: Not to exceed \$139,400

FUND NAME/ACCOUNT: Leadership Program Grant - 11-7789-2573-503600-000-000000-000-05-044-7789

REQUISITION NUMBER: 11602696

RATIONALE: The District will contract with the Crock Leadership Associates to collaborate in the development and delivery of a customized induction and professional development program for Instructional Leadership Directors, principals and assistant principals with three or more years of experience. The purpose of this work is to build these leaders' instructional leadership skills and expand their areas of expertise.

- G-10.** RECOMMENDATION: Approve an amendment to the agreement with TNTP (formerly known as The New Teacher Project) Brooklyn, New York, approved on the September 15, 2014, agenda, item E-12, to provide calibration and feedback training to the District's school leaders. TNTP's expert evaluators and feedback specialists will work with school leaders on teacher observation/feedback skills. This amendment pertains to a strategy funded by the new School Leadership Program Grant, October 1, 2015, through September 30, 2016.

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

COST: Not to exceed \$225,000

FUND NAME/ACCOUNT: School Leadership Program Grant, 11-7789-2573-503600-000-000000-000-05-044-7789

REQUISITION NUMBER: 11602688

RATIONALE: TNTP will provide intensive, high quality, personalized support to school leaders to improve the ability to observe and provide accurate, actionable and effective feedback to teachers based on the Tulsa Model. The calibration and feedback program for assistant principals will use video recordings and virtual coaching to provide assistant principals with expert assessment of whether they observe, rate and provide feedback to teachers in an accurate and effective manner. TNTP coaches will use this information to provide one-on-one counsel and support to assistant principals on individual areas of strengths/opportunities for development.

**G-11.** RECOMMENDATION: Renew the Tulsa Tech Center Academy (TTCA) program agreement with Tulsa Technology Center District #18 to provide dropout recovery and dropout prevention services for the 2015-2016 school year.

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

COST: Not to exceed \$194,079

FUND NAME/ACCOUNT: General Fund, 11-0956-1000-505990-100-000000-000-08-600-XXXX

REQUISITION NUMBER: 11602644

RATIONALE: The goal of TTCA is to prepare students for the world of work by providing an opportunity to earn a high school diploma and obtain occupational training and employability skills.

**G-12.** RECOMMENDATION: Renew the contract with the National Paideia Center (NPC), Asheville, North Carolina, for consulting services as part of the iPD grant from September 1, 2015, through June 30, 2016, to provide Literacy Design Collaborative training to District teachers and administrators participating in the pilot program.

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 \$144,050

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

REQUISITION NUMBER: 11602465

RATIONALE: The Literacy Design Collaborative provides a teacher-designed and research-proven framework, online tools, and resources for creating literacy-rich assignments and courses across content areas. Funds will be used to purchase materials and supplies, provide training, support teachers and administrators through classroom modeling and coaching, and cover fees and travel expenses of Paideia trainers for the 2015-16 school year.



**G-13.** RECOMMENDATION: Renew the contract with Math Solutions, Sausalito, California, for consulting services as part of the iPD grant from September 1, 2015, through June 30, 2016, to provide Math Design Collaborative (MDC) training to District teachers and administrators participating in the pilot program.

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 \$115,600

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

REQUISITION NUMBER: 11602464

RATIONALE: The Math Design Collaborative provides schools with instructional tools needed to help teachers understand and implement rigorous standards effectively while allowing teachers the flexibility to select topics and adapt assignments to specific instructional plans. MDC helps teachers embed new standards into instruction and engage students in assignments that address math understanding. Funds will be used to purchase materials and supplies, provide training during the 2015-16 school year, support teachers and administrators through classroom modeling and coaching, offer project management support, and cover fees and travel expenses of math solution trainers.

**G-14.** RECOMMENDATION: Purchase software licensing for all Adobe products for the District from CDW-G, Chicago, Illinois.

COST: Not to exceed \$107,000

FUND NAME/ACCOUNT: College and Career Readiness, 11-4690-1000-507330-316-81000-000-05-XXX-4690

REQUISITION NUMBER: 11602235

RATIONALE: Adobe is the global leader in digital marketing and digital media solutions. Their tools and services allow the District to create groundbreaking digital content, deploy it across media and devices, measure and optimize it over time, and achieve greater success. The College and Career Readiness teachers are required to offer industry standard software in our programs. This purchase will allow the software to be installed on any district-owned device.

**G-15.** RECOMMENDATION: Purchase Brainbench Skills Testing Package from SHL Talent Measurement™, Minneapolis, Minnesota, for use in the CareerTech programs to test skill competency of students.

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 \$10,000

FUND NAME/ACCOUNT: College and Career Readiness, 11-4120-1000-506530-316-81000-000-05-XXX-4120

REQUISITION NUMBER: 11602110

RATIONALE: The Brainbench Skills Tests will allow CareerTech teachers to assess the skills that students are learning using an industry recognized credential. Students will be able to earn an industry certification that they can take with them and use to gain employment or receive college credit.

**G-16.** RECOMMENDATION: Enter into a license agreement with Educurious Partners, Seattle, Washington, for the implementation of the state-adopted Environmental Science curriculum resources.

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: 41301409

RATIONALE: Educurious is a web-based environmental science resource that provides students with a hands-on learning experience in the classroom. Educurious facilitates digital literacy among students, opportunities to interact with experts in the field, and the development of a professional learning network for teachers, through virtual seminars and professional development. The license agreement allows for the use of the Educurious online resources for the duration of the adoption cycle (2015-2021).

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

- G-17.** RECOMMENDATION: Enter into a memorandum of understanding with Domestic Violence Intervention Services, Inc. (DVIS) to provide teen dating safety education for secondary students during the 2015-2016 school year.

FURTHER RECOMMEND: The attorneys for the School District prepare/approve the memorandum of understanding 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: 41301391

RATIONALE: Domestic Violence Intervention Services, Inc. will educate and train students regarding teen dating violence by participating in the DVIS Call Rape, Healthy Relationships, Teen Dating, Violence Education and Outreach Program. Sessions will be conducted on healthy relationships, boundaries, bullying prevention, and cyber and technology safety.

- G-18.** RECOMMENDATION: Enter into a memorandum of understanding with Youth Services of Tulsa, Tulsa Campaign to Prevent Teen Pregnancy, Tulsa City-County Health Department, Health Outreach Prevention Education, Inc. and Tulsa County Juvenile Bureau to provide pregnancy prevention educational curricula to the District's seventh- and ninth-grade students 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: 41301390

RATIONALE: Youth Services of Tulsa, Tulsa Campaign to Prevent Teen Pregnancy, Tulsa City-County Health Department, Health Outreach Prevention Education, Inc. and Tulsa County Juvenile Bureau will provide Making A Difference curriculum to the District's seventh-grade students and Making Proud Choices: A Safer Sex Approach to HIV/STDs and Teen Pregnancy Prevention curriculum to the District's ninth-grade students.

**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-19.** RECOMMENDATION: Enter into a master agreement with the following construction management firms for the 2015 bond issue: Crossland Construction Company, Inc., Tulsa, Oklahoma; Flintco, LLC, Tulsa, Oklahoma; Nabholz Construction Corporation, Tulsa, Oklahoma; Trigon General Contractors & Construction Managers, Inc., Tulsa, Oklahoma.

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

COST: The construction managers will be paid on a fee schedule based upon the size of the project. Construction projects are all contingent upon the sale and receipt of future 2015 bond sales.

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

**G-20.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for replacement and installation of stage curtains and valances for gymnasiums/auditoriums at the following schools:  
Dual Language Academy                      Remington Elementary  
Lee Elementary                                      Jackson Elementary  
Peary Elementary                                  Kerr Elementary  
Mitchell Elementary

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

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

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

**G-21.** RECOMMENDATION: Approve supplement #1 to Nabholz Construction Corporation, Tulsa, Oklahoma, to provide construction management service for the classroom/library addition at Springdale Elementary School.

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

COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the Springdale addition construction project is \$2,750,000.

RATIONALE: Hiring a construction manager is necessary in order to complete the Springdale building addition bond project.

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

**G-22.** 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-23.** RECOMMENDATION: Approve the special assignment list for the 2015-2016 school year for certified and support employees whose names appear in the special assignment list.

RATIONALE: The special assignment list includes payments in addition to base salary for employees who perform additional duties and responsibilities throughout the school year.

**G-24.** RECOMMENDATION: Enter into a one-year agreement with the President and Fellows of Harvard College, Cambridge, Massachusetts, for the purpose of having one District employee participate in the Strategic Data Project (SDP) at the Center for Education Policy Research at Harvard.

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 \$28,750

FUND NAME/ACCOUNT: Civic Donors Fund, 11-0844-2542-503200-000-00000-000-05-041-0844

REQUISITION NUMBER: 11603103

RATIONALE: By participating in the Strategic Data Project at the Center for Education Policy Research at Harvard, the District will receive extensive support in its continued commitment to using high quality research methods and data analysis to bear on strategic management and policy decisions. The SDP program has already allowed the District to place highly qualified data fellows in the District's Accountability and Teacher and Leadership Effectiveness offices. By participating in the SDP, the District's data fellow will receive extensive in-person and remote professional development and guidance in District-centered data projects. The program anticipates a two-year partnership upon the mutual agreement of the parties. Harvard provides travel and other incidental costs associated with the in-person trainings.

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

**G-25.** RECOMMENDATION: Enter into a contract with Collegiate Hall, Inc. charter school to provide basic health services during 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 District.

RATIONALE: Collegiate Hall, Inc., is a tenant at Marshall Elementary School building. Health services currently provided to Marshall Elementary students will be made available to Collegiate Hall students subject to terms and conditions of the contract. Total revenue to District for the 2015-2016 school year will be \$5,454.86.

## SUPPORTING INFORMATION

### CONSENT ITEM E-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**

**CONSENT ITEM E-22**

**POSITION CREATIONS/DELETIONS**

**SUPPORTING INFORMATION**

**Create:**

Position	Salary/Grade	Duties
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**Create:**

Position	Salary/Grade	Duties
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**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

**SUPPORTING INFORMATION**

**CONSENT ITEM E-23**

**ROUTINE STAFFING ITEMS**

**ELECTIONS**

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
<b>Certificated/Administrative:</b>				
Aingell, Moira	8/14/15 5/25/16	B-0	\$ 16,450.00 822.50	Teacher-Grissom/ Special Education Half-Time Rate: \$32,900.00
Barber, Kelcy	8/14/15 5/25/16	B-0	32,900.00	Teacher-Celia Clinton/ Kindergarten
Barrow, Jessica	8/14/15 5/25/16	B-0	32,900.00	Teacher-Mitchell/ Grade 5
Bates, David	8/14/15 5/25/16	B-0	32,900.00	Teacher-Mitchell/Grade 2
Bausch, Amanda	8/14/15 5/24/16	B-0	32,900.00	Teacher-Salk/Grade 3
Bell, Tiffany	8/14/15 5/25/16	B-0	32,900.00	Teacher-Hamilton/ Grade 3 Former Employee (f.e.)
Bennett, Cameron	8/14/15 5/25/16	M-8	37,406.00	Teacher-East Central/ Algebra
Blackburn, Skylar	8/14/15 5/25/16	B-0	32,900.00	Teacher-Sequoyah/ Grade 4
Boone, Tamarita	8/14/15 5/25/16	M-0	33,956.00	Teacher-Eugene Field/ Kindergarten
Boughman, Carolyn	8/14/15 5/25/16	B-6	35,300.00	Teacher-Grimes/Grade 2 f.e.
Branch, Tiffani	8/14/15 5/25/16	B-0	32,900.00	Teacher-McKinley/ Grade 4

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Brinton, Emily	8/14/15 5/25/16	B-4	\$ 34,500.00 1,725.00	Teacher-Lewis and Clark/ Special Education
Brooks, Rebecca	8/14/15 5/25/16	B-0	32,900.00	Teacher-Celia Clinton/ Grade 2
Brown, David	8/14/15 5/25/16	B-3	34,100.00	Teacher-East Central Jr. High/Science
Burdette, Keith	8/14/15 5/25/16	B-0	32,900.00	Teacher-Mitchell/Grade 6
Burk, Michael	8/20/15 5/25/16	D-31	30,672.19  915.50	Counselor-ECDC Porter Half-Time Rate: \$62,657.34 Counselor f.e.
Burris, Mikylee	8/14/15 5/25/16	B-1	33,100.00	Teacher-McLain Seventh Grade Academy/Art
Caballero Gorriz, Sara	8/14/15 5/25/16	B-6	35,300.00	Teacher-Zarrow/ Kindergarten
Campbell, Brandy	8/14/15 5/25/16	B-0	32,900.00	Teacher-Sequoyah/ Kindergarten
Carter, Robin	8/14/15 5/25/16	B-13	38,660.00	Teacher-East Central Jr. High/ELD f.e.
Carter, Tucker	8/14/15 5/25/16	B-0	32,900.00	Teacher/Hale Jr. High/ ELD
Casteel, Nathan	8/14/15 5/25/16	M-8	37,406.00  2,175.00 1,062.67	Dean-East Central Jr. High Dean Additional days f.e.
Castillon, Artemio	8/14/15 5/25/16	B-0	32,900.00	Teacher-McKinley/ Grade 2

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Cheek, Amanda	8/14/15 5/25/16	B-0	\$ 32,900.00	Teacher-Memorial Jr. High/Music
Chu, Kyo Eun	8/14/15 5/25/16	B-0	32,900.00	Teacher-Memorial/ Spanish
Cody, Christianna	8/10/15	B-9	36,800.00	Teacher-Hale Jr. High/ Special Education Return from leave
Cody, Heather	8/14/15 5/25/16	B-0	32,900.00	Teacher-Mayo/Grade 2
Coll Pons, Maria Gloria	8/14/15 5/25/16	B-10	37,200.00	Teacher-Eisenhower/ Grade 1
Comino, Aaron	8/14/15 5/25/16	B-0	32,900.00	Teacher-Kerr/ELD f.e.
Cooke, Lajeane	8/14/15 5/25/16	B-0	32,900.00	Teacher-McKinley/ Grade 3
Cravens, Denise	8/14/15 5/25/16	B-21	46,130.00	Teacher-Owen/Grade 3
Crisp, Barbara	8/14/15 5/25/16	M60-6	38,635.00	Teacher-Owen/Reading
Cuenca, Mark	8/14/15 5/25/16	B-2	33,700.00	Teacher-McLain Jr. High/ English
Daniels, Kerry	8/14/15 5/25/16	B-0	32,900.00	Teacher-Monroe Demonstration Academy/ Science
Davis, Chaun	8/14/15 5/25/16	B-0	32,900.00	Teacher-Washington/P.E.
Davis, Donna	8/14/15 5/25/16	B-11	37,610.00	Teacher-Marshall/ Kindergarten
Davis, Rhonda	8/14/15 5/25/16	B-23	23,065.00	Teacher-Emerson/ Grade 1 Rate: \$46,130.00 Half-Time f.e.

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
DeBoy, Kyle	8/14/15 5/25/16	B-0	\$ 32,900.00	Teacher-Hale/Algebra
Delossa, Natalie	8/14/15 5/25/16	B-0	32,900.00	Teacher-Anderson/ Grade 4
Diemart, Machelie	8/14/15 5/25/16	M-0	33,956.00	Teacher-Memorial/ English
Diez Jauregui, Raul	8/14/15 5/25/16	M60-7	39,045.00	Teacher-McLain/Spanish
Dix, Tony	8/14/15 5/25/16	M-28	27,791.40 915.50	Counselor-Celia Clinton Counselor Rate: \$55,582.80 Half-Time
Doherty, Patricia	8/14/15 5/25/16	B-0	32,900.00	Teacher-Park/ Grade 1
Dominguez Sanches de Puerta, Juan	8/14/15 5/25/16	B-8	36,300.00	Teacher-Kendall Whittier/ Grade 2
Doty, Christina	8/14/15 5/25/16	B-0	32,900.00	Teacher-Rogers College Jr. High/Math
Dowling, Lena	8/14/15 5/25/16	M-29	52,436.00 2,571.80	Teacher-Webster/ Special Education
Dumas, Robert	8/14/15 5/25/16	D-2	38,115.00	Teacher-Memorial Jr. High/Science f.e.
Dykes, Farra	8/14/15 5/25/16	B-0	32,900.00	Teacher-Jackson/ Grade 3
Edmundson, Erin	8/14/15 5/25/16	B-0	32,900.00	Teacher-Grissom/ Grade 1
Elledge, Mike	8/14/15 5/25/16	M-25	51,436.00	Teacher-Central Jr. High/ Math f.e.

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Ellis, Kim	8/10/15 5/31/16	B-12	\$ 38,020.00 1,901.00 1,080.10	Teacher-Juvenile Detention Center/ Alternative Education Additional days f.e.
Enriquez Deladillo, Abegail	8/14/15 5/25/16	B-5	34,900.00	Teacher-Memorial/P.E.
Evarts, Daniel	8/14/15 5/25/16	B-0	32,900.00	Teacher-Academy Central/Grade 4
Fanning-Jackson, Suzanne	8/14/15 5/25/16	M-8	37,406.00	Teacher-Hale/Science f.e.
Ferguson, Sandra	8/14/15 5/25/16	M-0	33,956.00	Teacher-East Central/ Read 180 f.e.
Fernandez, Ruth	8/14/15 5/25/16	B-5	34,900.00	Teacher-McLain/ Social Studies
Fielstra, Katie	8/14/15 5/25/16	B-0	32,900.00	Teacher-Robertson/ Kindergarten
Foster, Louraine	8/14/15 5/25/16	M-11	38,986.00	Teacher-Salk/ Kindergarten
Funderburk, Andrew	8/14/15 5/25/16	B-0	32,900.00	Teacher-Key/Grade 3
Gardner, Emily	8/19/15 5/25/16	B-14	38,698.92	Teacher-McClure/ Grade 5 Rate: \$39,370.00
Garia Alvarez, Angel	8/14/15 5/25/16	M-10	40,555.00	Teacher-Eisenhower/ Spanish
Gerow, Jean	8/14/15 5/25/16	B-0	32,900.00	Teacher-Kendall Whittier/ Kindergarten
Gibson, Daniel	8/14/15 5/25/16	B-0	32,900.00	Teacher-Hale/Algebra

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Goodson, Erica	8/03/15 5/27/16	B-12	\$ 43,274.00	Teacher-Webster/ Career Tech
Gray, Eva	8/14/15 5/25/16	B-4	34,500.00	Teacher-Memorial/ English f.e.
Greenfield, Chelsea	8/14/15 5/25/16	B-0	32,900.00	Teacher-Lewis and Clark/ Grade 4
Hansen, Elizabeth	8/14/15 5/25/16	B-5	34,900.00 1,745.00	Teacher-Kerr/ Special Education
Harmon, Karen	8/14/15 5/25/16	M-0	33,956.00	Librarian-McLain Seventh Grade Academy
Harris, John	8/14/15 5/25/16	B-0	32,900.00	Teacher-Hale/ Social Studies f.e.
Hart, Donna	8/14/15 5/25/16	B-27	24,065.00	Teacher-Emerson/Pre-K Rate: \$48,130.00 Half-Time f.e.
Haynes, Diana	8/14/15 5/25/16	M-0	33,956.00 1,697.80	Teacher-McLain/ Special Education
Heath, Karen	8/14/15 5/25/16	B-16	40,800.00	Teacher-Jackson/ Grade 2
Heidingsfelder, MaryAnn	8/14/15 5/25/16	B-16	20,400.00 1,020.00	Teacher-Sequoyah/ Special Education Half-Time Rate: \$40,800.00 f.e.
Hensch, Victoria	8/14/15 5/25/16	B-17	42,220.00 2,111.00	Teacher-Jones/ Special Education f.e.
Hernandez, Amy	8/14/15 5/25/16	B-0	32,900.00	Teacher-Mayo/Grade 1

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Herndon, Allen	8/14/15 5/25/16	M-1	\$ 34,366.00	Teacher-Webster/ English
Holloway, Brian	8/14/15 5/25/16	B-0	32,900.00	Teacher-Hamilton/Music
Holton, Mark	8/14/15 5/25/16	M-0	33,956.00	Teacher-ECDC Bunche, Park/Enrichment, Music
Honkala, Natalie	8/14/15 5/25/16	B-0	32,900.00	Teacher-East Central Jr. High/Science
Hunt, Amber	8/14/15 5/25/16	B-0	32,900.00	Teacher-Mark Twain/ Grade 2
Hunt, Gabrielle	8/14/15 5/25/16	B-0	32,713.07	Teacher-Kerr/ Kindergarten Rate: \$32,900.00
Inbody, Hailee	8/14/15 5/25/16	B-0	32,900.00	Teacher-Skelly/Grade 1
Isaacs, Valerie	8/14/15 5/25/16	M-0	33,956.00 1,831.00 1,929.32	Counselor-East Central Counselor Additional days
Jamison, Trisha	8/14/15 5/25/16	M-0	33,956.00	Teacher-McClure/ Grade 1
Jones, Erica	8/14/15 5/25/16	B-0	32,900.00	Teacher-Bell/Grade 2
Jones, Leah	8/14/15 5/25/16	B-0	32,900.00	Teacher-Mitchell/ Grade 1
Judkins, Karen	8/14/15 5/25/16	M30-32	58,044.00	Teacher-Disney/Grade 2 f.e.
Katz, Hannah	8/14/15 5/25/16	B-0	32,900.00	Teacher-McKinley/ Kindergarten
Keeter, Alison	8/14/15 5/25/16	B-0	32,900.00	Teacher-Mitchell/Grade 3



ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Kelley, William	8/14/15 5/25/16	M-15	\$ 42,216.00 2,110.80	Teacher-McKinley/ Special Education
King, Erin	8/14/15 5/25/16	B-2	33,700.00	Teacher-Kendall Whittier/ Grade 1
Kleps, Susan	8/14/15 5/25/16	M30-5	37,094.00	Teacher-Webster/Art
Knight, Amanda	8/14/15 5/25/16	M-0	33,956.00	Teacher-Whitman/ Grade 2
Kopczynski, Kassidy	8/24/15 5/25/16	B-0	32,900.00	Teacher-Peary/ Grade 4
Kramer, Allison	8/14/15 5/25/16	B-0	32,900.00	Teacher-Mayo/Grade 2
Lancaster, Elaine	8/20/15 5/25/16	B-0	32,152.27	Teacher-Webster/Music Rate: \$32,900.00
Leister, Rachel	8/14/15 5/25/16	B-0	32,900.00	Teacher-East Central Jr. High/Math
Leunda Goni, Itsaso	8/14/15 5/25/16	B-6	35,300.00	Teacher-Dual Language Immersion/Grade 1
Loffer, Linda	8/14/15 5/25/16	B-0	32,900.00	Teacher-Eugene Field/ Grade 1
Mackey, Katie	8/14/15 5/25/16	B-0	32,900.00 1,645.00	Teacher-Hale/ Special Education
Madison, Jodi	8/14/15 5/25/16	M30-12	41,114.00 1,027.85	Teacher-Monroe/ Special Education, ELL f.e.
Maness, Jeffrey	8/14/15 5/25/16	M-9	36,800.00	Teacher-Central/ Geometry
McCormack, Joshua	8/14/15 5/25/16	B-0	32,900.00	Teacher-Springdale/ Grade 6

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
McHugh, Rachelle	8/10/15 5/31/16	B-8	\$ 36,300.00 1,815.00 1,031.25	Teacher-Tulsa Met High/ Alternative Education Additional days
McWhirt, Deborah	8/18/15 5/25/16	M-3	34,776.27 1,738.80	Teacher-Hoover/ Special Education Rate: \$35,176.00 f.e.
Meadors-Fouda, Amber	8/03/15 5/27/16	D-0	37,100.00	Teacher-McLain/ Career Tech
Merino Rubio, Maria	8/14/15 5/25/16	B-6	35,300.00	Teacher-Dual Language/ Grade 4
Nabring, Charles	8/10/15 5/31/16	B-0	32,900.00 1,645.00 934.66	Teacher-Phoenix Rising/ Alternative Education Additional days
Needham-Hatley, Jamie	8/14/15 5/25/16	B-0	32,900.00	Teacher-Robertson/ Kindergarten
Nichelson, Ashley	8/14/15 5/25/16	B-4	34,500.00 1,725.00	Teacher-Columbus/ Special Education
Norton-Flanigan, Connie	8/14/15 5/25/16	M-18	45,016.00	Teacher-ECDC Bunche/ Kindergarten
Ogden, Taylor	8/14/15 5/25/16	B-3	34,100.00	Teacher-Rogers Jr. High/ Gifted and Talented
Ogint, Malinda	8/14/15 5/25/16	B-0	32,900.00	Teacher-Gilcrease/ELD, Enrichment
Orick, David	8/14/15 5/25/16	B-0	32,900.00	Teacher-Webster/ELA
Orme, Todd	8/25/15 5/25/16	M30-25	26,336.51	Test Coordinator-Edison Half-Time Rate: \$37,427.37 f.e.
Ousley, Wendy	8/18/15 5/25/16	B-0	32,526.00	Teacher-Lee/ Kindergarten Rate: \$32,900.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Palmer, Heather	8/14/15 5/25/16	M60-0	\$ 36,005.00 1,831.00	Counselor-Hamilton Counselor f.e.
Palmer, Leah	8/14/15 5/25/16	B-0	32,900.00	Teacher-Wright/ Grade 3
Parsell, Madeleine	8/14/15 5/25/16	B-0	32,900.00	Teacher-Hale/Science
Paul, Mary Ann	8/14/15 5/25/16	B-2	33,700.00	Teacher-Sequoyah/ Grade 1
Perez Bautista, Noelia Maria	8/14/15 5/25/16	B-10	37,200.00	Teacher-Skelly/Foreign Language
Perkins, Casie	8/14/15 5/25/16	B-0	32,900.00	Teacher-Jackson/ Grade 1
Petie, Candise	8/14/15 5/25/16	B-0	32,900.00	Teacher-Bell/Grade 3 f.e.
Philliber, Kori	8/18/15 6/03/16	B-10	36,777.27  1,268.18	Instructional Coach- Wilson/Academic Services Additional days Rate: \$37,200.00
Ping, Daryl	7/07/15 6/30/16	NS	60,740.81	JROTC Instructor-Rogers Rate \$61,835.24
Pope, Gordon	8/03/15 5/27/16	M-3	35,176.00	Teacher-Washington/ Career Tech
Pope, Jonathan	8/14/15 5/25/16	B-0	32,900.00	Teacher-Rogers/English
Potts, Crystal	8/14/15 5/25/16	B-0	32,900.00	Teacher-East Central Jr. High/Language Arts
Pratt, Coady	8/03/15 5/27/16	B-4	34,500.00	Teacher-Central Jr. High/Career Tech

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Quale-Piper, Kimberly	8/14/15 5/25/16	M-8	\$ 37,406.00 2,403.00 2,125.34	Dean-Memorial Dean Additional days f.e.
Radzinski, Ian	8/14/15 5/25/16	B-0	32,900.00	Teacher-Edison/English
Ramos Paramo, Salatiel	8/10/15 5/25/16	B-0	32,900.00	Teacher-TLA, Shadow Mountain Behavioral Health/ELD
Reames, Patricia	8/14/15 5/25/16	B-0	32,900.00	Teacher-Jackson/ Grade 6
Regidor-Aranzueque, Isabel	8/14/15 5/25/16	M-7	36,796.00	Teacher- Springdale/Kindergarten
Reid, Holly	8/14/15 5/25/16	B-0	32,900.00	Teacher-Marshall/ELD f.e.
Remilus, Jonathan	8/14/15 5/25/16	B-0	32,900.00	Teacher-Hale/Science
Renfrow, Jerry	8/10/15 5/31/16	B-13	32,900.00  1,933.00 1,098.30	Teacher-Juvenile Detention Center, Phoenix Rising/ Alternative Education Additional days f.e.
Reyes, Gilda	8/14/15 5/25/16	B-0	32,900.00	Teacher-Eisenhower/ Grade 1
Richards, Rosemary	8/14/15 5/25/16	B-6	35,300.00 1,765.00	Teacher-McLain Jr. High/ Special Education
Samligo, Diana	8/14/15 5/25/16	B-3	17,050.00 852.50	Teacher-Celia Clinton/ Special Education Half-Time Rate: \$34,100.00
Saunders, Kimberly	8/14/15 5/25/16	B-1	33,300.00	Teacher-Clinton/English

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Schneberger, Casey	8/14/15 5/25/16	B-0	\$ 32,900.00	Teacher-McLain/English
Schwab, Sherri	8/14/15 5/25/16	B-0	32,900.00	Teacher-Lindbergh/ Grade 4
Scott, Anna	8/14/15 5/25/16	M-0	33,956.00 1,697.80	Teacher-Bell/ Special Education
Scott, Jennifer	8/14/15 5/25/16	B-6	35,300.00 1,765.00	Teacher-Hale/ Special Education f.e.
Sexson, Erin	8/14/15 5/25/16	B-0	32,900.00	Teacher-East Central/ Art
Sheets, Wendy	8/14/15 5/25/16	M-0	33,956.00	Teacher-Eisenhower/ Grade 1
Sheffield, Nancy	8/14/15 5/25/16	M-22	47,736.00	Teacher-Washington/ French
Shelton, Amy	8/14/15 5/25/16	B-1	16,650.00	Teacher-Celia Clinton/ Technology Half-Time Rate: \$33,300.00 f.e.
Shelton, Margaret	8/14/15 5/25/16	M30-0	34,964.00 1,831.00	Counselor-Anderson Counselor
Sherwood, Zachary	8/14/15 5/25/16	B-0	32,900.00	Teacher-Springdale/ELD
Shields, Ricky	8/14/15 5/25/16	M30-0	34,964.00	Teacher-McLain/Math
Shroff, Donald	8/14/15 5/25/16	B-11	37,610.00 1,880.50	Teacher-Hale Jr. High/ Special Education f.e.
Shubert, Michael	8/14/15 5/25/16	B-13	38,660.00	Teacher-Rogers/Social Studies

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Sissons, Toby	8/14/15 5/25/16	M-23	\$ 48,436.00	Teacher-Mark Twain/ Grade 2
Skimbo, Audra	8/14/15 5/25/16	B-0	32,900.00 1,645.00 934.66	Teacher-Memorial/ TRAICE Alternative Education Additional days
Smith, Natasha	8/14/15 5/25/16	B-0	32,900.00	Teacher-Hale/ Career Tech
Sneed, Jennifer	8/14/15 5/25/16	B-0	32,900.00	Teacher-Bell/Grade 3
Spears, Melanie	8/14/15 5/25/16	B-0	32,900.00	Teacher-Jackson/ Grade 6
Spector, Andrew	8/14/15 5/25/16	B-0	32,900.00	Teacher-Bell/Grade 6
Spitzel, Lyndsey	8/14/15 5/25/16	B-0	32,900.00	Teacher-McLain/English
Starck, Devyn	8/14/15 5/25/16	B-2	33,700.00	Teacher-Mayo/ Kindergarten
Stearns, Sarah	8/14/15 5/25/16	B-0	32,900.00	Teacher-Burroughs/ Grade 3
Stock, Katerina	8/14/15 5/25/16	B-0	32,900.00	Teacher-Hale/ Math
Suggs, Noel	8/14/15 5/25/16	B-0	32,900.00	Teacher-McKinley/ Grade 2
Teel, Jennifer	8/14/15 5/25/16	M-13	40,286.00 2,014.30	Teacher-Jones, Mark Twain/ Special Education f.e.

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Thomas, Natasha	8/14/15 5/25/16	B-0	\$ 32,900.00	Teacher-Cooper/ Kindergarten
Thorne, David	8/14/15 5/25/16	M-15	42,216.00	Teacher-Webster/ English
Tucker, Dana	8/18/15 5/25/16	M-9	37,485.14	Teacher-Hawthorne/ Kindergarten Rate: \$37,946.00
Tucker, Emily	8/14/15 5/25/16	B-0	32,900.00	Teacher-East Central Jr. High/Math
Tuilo-sega-Morse, Celesty	8/14/15 5/25/16	B-0	32,900.00	Teacher-Kendall Whittier/ Grade 3
Valdez, Deborah	8/14/15 5/25/16	B-0	32,900.00	Teacher-Hawthorne/ Grade 2
Waggoner, Tresa	8/18/15 5/25/16	M-5	35,162.83	Teacher-Rogers/Music Rate: \$35,567.00
Walker, O.Z. III	8/14/15 5/25/16	M-0	33,956.00	Teacher-Carnegie/P.E. f.e.
Ward, Lee	8/14/15 5/25/16	B-0	32,900.00	Teacher-Bell/Grade 5
Warner, Cameron	8/14/15 5/25/16	B-0	32,900.00	Teacher-Burroughs/ Grade 3
Watkins, Kathleen	8/14/15 5/25/16	B-0	32,900.00	Teacher-Disney/Grade 2
West, Kathryn	8/14/15	B-17	42,220.00	Behavior Coach- Special education Return from leave
Whitson, Courtney	8/14/15 5/25/16	B-0	32,900.00	Teacher-Jones/ Kindergarten
Williams, D'Wayna	8/03/15 5/27/16	B-0	32,900.00	Teacher-McLain/Career Tech

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Williams, Davante	8/14/15 5/25/16	B-0	\$ 32,900.00	Teacher-Hale/Math
Willis, Jacqueline	8/14/15 5/25/16	M-29	25,718.00	Teacher-Emerson/ Grade 1 Half-Time Rate: \$51,436.00 f.e.
Wilson, Jessica	8/10/15 5/31/16	B-3	34,100.00  1,705.00 968.75	Teacher-TRAICE Academy/ Alternative Education Additional days f.e.
Winrich, Serm	8/14/15 5/25/16	M-0	33,956.00	Teacher-Bell/Grade 5
Wolf, Andrea	8/14/15 5/25/16	M-0	33,956.00	Teacher-ECDC Porter/ Pre-K
Youngberg, Matthew	8/14/15 5/25/16	B-6	35,300.00	Teacher-Kendall Whittier/Grade 5 f.e.
Zenthoefer, Shawn	8/14/15 5/25/16	B-1	33,300.00	Teacher-Whitman/ Art, Gifted and Talented
<b>Support (Hourly):</b>				
Ancira, Eva	8/06/15 6/01/16	CA-8	\$ 13.05	Principal's Secretary- Cooper
Anderson, Patricia	8/18/15 5/24/16	IS-6	11.84	Teacher Assistant (TA)- Whitman
Angel, Caleb	8/11/15 6/30/16	MT-5	10.70	Head Custodian-Eastside Academy
Bailey, Rhondla	8/18/15 5/24/16	IS-10	13.11	MD Paraprofessional- Lindbergh



ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Barron, Jane	8/18/15 5/24/16	IS-6	\$ 12.30	Teacher Assistant (TA)- Owen f.e.
Bassett, Rhochon	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Bell, Gloria	9/09/15 5/24/16	TS-3	11.74	Campus Security Officer- ESC/Campus Police
Benson, Kortney	8/21/15 5/24/16	IS-3	\$ 9.35	TA-McLain Seventh Grade Academy
Bocalandro, Monica	8/18/15 5/24/16	IS-3	10.30	Parateacher-Zarrow
Bright, Thomas	8/18/15 5/24/16	IS-10	13.11	ED Paraprofessional- Hamilton
Brown, Angela	8/21/15 5/24/16	IS-3	9.76	TA-Thoreau
Cabrera, Espiridion	8/03/15 6/30/16	MT-3	10.60	Custodian-Washington Return from leave
Cervantes, Christina	8/18/15 5/24/16	IS-6	10.81	Paraprofessional-Rogers College Jr. High
Chaney, Opa	8/18/15 5/24/16	IS-10	13.11	MD Paraprofessional- Academy Central
Cross, Kimberly	8/24/15 5/24/16	IS-3	9.35	Paraprofessional-Cooper
Davis, Lisa	8/24/15 5/24/16	CA-3	9.76	Clerk-Thoreau
Davis, Savannah	8/18/15 5/24/16	IS-3	9.76	TA-Thoreau
Dillard, Pamela	8/18/15 5/24/16	IS-3	9.35	TA-Hoover

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Dougless, Sharon	8/12/15 6/13/16	CA-6	\$ 16.10	Registrar-Enrollment Center/District Accountability Return from leave
Edwards, Emily	8/18/15 5/24/16	IS-10	13.11	Autism Paraprofessional-Key
Evans, Cledella	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Ferguson, Kevin	8/19/15 5/24/16	IS-6	10.81	TA-Project Accept
Foster, Jill	8/18/15 5/24/16	IS-6	10.81	TA-McKinley
Franco, Veronica	8/18/15 5/24/16	MT-3	10.30	CNS Cook II –Bell
Gallo, Laura	8/18/15 5/24/16	IS-6	11.84	Parateacher-Zarrow
Garrison, Bruce	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Gillespie, Antonio	8/18/15 5/24/16	IS-6	10.81	TA-Project Accept
Goodlet, John	8/21/15 5/24/16	IS-6	10.81	TA-Project Accept
Granger, Charles	8/18/15 5/24/15	IS-6	10.81	Paraprofessional-McLain Jr. High
Gulley, Jamie	8/18/15 5/24/16	IS-10	15.02	Paraprofessional-Skelly Return from leave
Hahn, Paulette	8/18/15 5/24/16	IS-6	12.46	TA-Sequoyah
Hanley, Brittany	8/18/15 5/24/16	IS-10	13.11	ED Paraprofessional-Memorial Jr. High

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Hanley, Kyle	8/18/15 6/13/16	TS-3	\$ 13.36	Campus Security Officer- ESC/Campus Police
Hayes, Theodore	8/18/15 5/24/16	IS-6	12.46	Paraprofessional-Hale
Hilton, Michelle	8/14/15 5/24/16	IS-6	11.21	TA-Mark Twain
Holdman, Kenneth	8/17/15 5/25/16	CA-3	9.35	Clerk-Central
Holt, Quentin	8/18/15 5/24/16	IS-6	10.81	TA-Tulsa Met High
Hunt, Alicia	8/18/15 5/24/16	IS-6	10.81	TA-Central
Ivy, Cheianne	8/21/15 5/24/16	IS-6	10.81	TA-MacArthur
Johnson, Pamela	8/17/15 6/30/16	CA-6	12.14	Registrar-Enrollment Center/District Accountability
King, Kasey	8/18/15 5/24/16	IS-10	13.11	Autism Paraprofessional- Carnegie Return from leave
Kirkendoll, Dama	8/12/15 5/24/16	MT-3	11.38	CNS Cook II – Disney
Larkin, Destine	8/21/15 5/24/16	IS-10	13.11	Autism Paraprofessional- Carnegie
Ledeo, Nora	8/04/15 6/30/16	CA-14	17.34	Certified Spanish Interpreter-ESC/Special Education and Student Services
Littlejohn, Gayla	8/18/15 5/24/16	IS-6	12.46	TA-MacArthur

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
MacDonald, Kim	8/18/15 5/24/16	IS-6	\$ 12.46	TA-Hoover
Marshall, Sara	8/18/15 5/24/16	IS-6	12.46	TA-East Central
McFadden, Vanessa	9/09/15 6/13/16	TS-9	15.96 .79	Campus Police Officer- ESC/Campus Police Shift differential
Musungayi, Kazadi	8/20/15 5/24/16	IS-6	12.47	TA-Thoreau
Nash, Delores	8/18/15 5/24/16	IS-10	13.11	Autism Paraprofessional- Marshall
Nash, Elores	8/11/15 5/31/16	IS-6	12.46	Parent Involvement Facilitator-Marshall
Orme, Madison	8/18/15 5/24/16	IS-6	10.81	TA-Grimes
Parker, Bonnie	8/17/15 6/30/16	MT-7	12.27	Head Custodian- Eisenhower Return from leave
Pressler, Lisa	9/14/15 5/24/16	MT-1	9.03	CNS Assistant-ECDC Porter
Puckett, Alissa	8/18/15 5/24/16	IS-6	10.81	Paraprofessional-Eliot
Quentesence, Mack	8/18/15 5/24/16	IS-6	10.81	TA-Columbus
Quiros, Crystal	8/18/15 5/24/16	IS-3	9.35	TA-ECDC Porter
Remache, Joseph	8/18/15 5/24/16	MT-4	9.77	Bus Driver Trainee
Robinson, Janai	8/18/15 5/24/16	IS-6	12.46	TA-Burroughs

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Robling, Shannon	8/18/15 5/24/16	IS-6	\$ 12.46	TA-Central
Ryan, Ellen	8/18/15 5/24/16	IS-6	12.46	TA-Sequoyah
Sams, Emma	8/18/15 5/24/16	IS-6	12.58	TA-Hoover Return from leave
Sargent, Lynn	8/18/15 5/24/16	IS-6	12.46	TA-Thoreau
Scott, Alyssa	8/18/15 5/24/16	IS-10	13.11	ED Paraprofessional- Webster
Settle, Phyllis	8/17/15 5/27/16	CA-5	12.40	Health Assistant-Jackson
Sherry, Morgan	8/25/15 5/30/16	IS-6	11.21	Parent Involvement Facilitator-Penn
Shoals, Lyndell	9/09/15 6/13/16	TS-9	16.88	Campus Police Officer- ESC/Campus Police
Simpson, Billy	8/05/15 6/30/16	MT-5	9.35 .46	Custodian-Clinton Shift differential
Smith, Casino	8/10/15 6/30/16	MT-3	9.35 .46	Custodian-MacArthur Shift differential
Smith, Cynthia	8/14/15 5/27/16	CA-3	10.84	Clerk-Clinton
Spencer, Jaquesha	8/10/15 6/30/16	MT-3	9.76 .49	Custodian-Hale Jr. High Shift differential
Steele, Shameeka	8/10/15 5/27/16	CA-5	11.89	Health Assistant-Lee
Stovall, Ross	8/18/15 5/24/16	IS-6	10.81	Paraprofessional-Hale Jr. High
Suggs, Herbert	8/18/15 5/24/16	IS-10	13.11	ED Paraprofessional- Memorial Jr. High

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Tanner, Lauren	9/14/15 5/24/16	MT-1	\$ 8.87	CNS Assistant-Salk
Timmons, Sandra	8/11/15 5/31/16	IS-3	9.35	Parent Involvement Facilitator-Skelly
Tisdale, Weldon	8/18/15 5/24/16	IS-3	9.35	Paraprofessional- Academy Central
Tyes, Rose	8/13/15 6/30/16	MT-10	19.41	Craftsperson- Transportation Return from leave
Valencia, Hector	8/18/15 6/30/16	MT-5	12.56	Head Custodian-Head Start Return from leave
Vann, Michael	9/09/15 6/13/16	TS-9	18.70 1.87	Campus Police Officer- ESC/Campus Police Shift differential
Vazquez, Perla	8/18/15 5/24/16	IS-3	9.35	Paraprofessional-East Central Jr. High
Walker, Danielle	8/24/15 5/24/16	IS-10	13.11	Autism Paraprofessional- Lee
Walker, Rhett	9/09/15 6/30/16	TS-8	16.62	Security Technician-ESC/ Campus Police
Wallingford, Wayne	8/05/15 6/30/16	MT-3	10.30 .52	Custodian-Chouteau Shift differential
Walls, Xavier	8/18/15 5/24/16	IS-10	13.11	MD Paraprofessional- Academy Central
Welch, Alma	8/18/15 5/24/16	IS-10	13.11	Autism Paraprofessional- Columbus
Wilburn, Abigail	8/20/15 5/24/16	IS-6	10.81	TA-Disney

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Yajie, Li	8/25/15 5/24/16	IS-6	\$ 10.81	Paraprofessional-Key
Young, Barbara	8/07/15 5/31/16	IS-6	12.46	Parent Involvement Facilitator-Patrick Henry f.e.
Young, Nicholas	7/31/15 6/30/16	MT-3	9.35 .46	Custodian-Gilcrease Shift differential

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
<b>Certificated/Administrative:</b>					
Baker, David	Assistant Principal-McLain Jr. High EG-4 210 days	8/14/15	\$ 64,328.00  6,432.00	\$ 45,526.00	Librarian-Springdale M-9 Innovation school
Barker, Mary	Teacher- Remington/ Special Education M-22	8/14/15	48,736.00 2,436.80	51,344.00 2,567.20	M30-22 Special Education
Bond, Janet	Psychologist- Enrollment Center/Special Education and Student Services M60-14	8/11/15	44,455.00 2,222.75 5,093.00	44,455.00 2,222.75 5,093.00 1,262.93	Special Education Psychologist Additional days
Callicoat, Melanie	Psychologist- Enrollment Center/Special Education and Student Services M30-8	8/11/15	38,524.00 1,926.20 5,093.00	38,524.00 1,926.20 5,093.00 1,094.43	Special Education Psychologist Additional days
Capps, Malissa	Teacher-Hoover/ Special Education B-22	8/20/15	45,630.00  2,331.50	63,573.00	Area Coordinator- ESC/Special Education and Student Services EG-5 Special Education
Cochran, Jeri	Autism Paraprofessional -Carnegie IS-10 172 days	8/19/15 5/25/16	13.51	32,732.38	Teacher-Carnegie/ Grade 2 B-1 176 days Rate: \$33,300.00
Davis, Joshua	Teacher-Owen/ Enrichment M-8	8/14/15	37,406.00	38,524.00	M30-8



ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Davison, Allean	CNS Assistant Manager-Rogers MT-6	8/07/15	\$ 11.36	\$ 18,627.00	CNS Traveling Manager-Ross/CNS BG-A
Earl, Clarinda	Registrar- Enrollment Center/District Accountability CA-6 12 months	8/14/15 5/25/16	12.10	33,956.00 1,697.80	Teacher-Monroe/ Special Education M-0 176 days
Edwards, Victoria	Autism Paraprofessional -Bell IS-10	8/14/15 5/25/16	13.11	32,900.00	Teacher-Bell/ Kindergarten B-0
Fortner, Susan	Psychometrist- Enrollment Center/Special Education and Student Services B-0	8/14/15	32,900.00 3,413.00 1,645.00	32,900.00 1,645.00 373.86	Child Find and Data Collection Specialist- Enrollment Center/Special Education and Student Services Psychometrist Special Education Additional days
Fortner, Susan	Psychometrist- Enrollment Center/Special Education and Student Services B-0	8/11/15	32,900.00 1,645.00 3,413.00	32,900.00 1,645.00 3,413.00 934.66	Special Education Psychometrist Additional days
Goben, Deanne	Psychologist- Enrollment Center/Special Education and Student Services M30-15	8/11/15	35,075.20 1,753.76 5,093.00	35,075.20 1,753.76 5,093.00 996.45	Special Education Psychologist Additional days

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Gray, Lyn	Teacher-Eugene Field/ELD M-7	8/14/15	\$ 36,796.00	\$ 37,914.00	M30-17
Gregory, Erin	Psychologist- Enrollment Center/Special Education and Student Services M30-6	8/11/15	37,494.00 1,874.70 5,093.00	37,494.00 1,874.70 5,093.00 1,065.17	Special Education Psychologist Additional days
Grove, Bonnita	Teacher- Jackson/ Grade 3 M-0	8/14/15	33,956.00	34,964.00	Credit for Education M30-0
Harl, Juliana	Speech Pathologist- Enrollment Center/Special Education and Student Services M-5 3/5 Time	8/14/15	21,585.60 1,079.28 3,000.00	28,780.80 1,439.04 4,000.00	4/5 Time Special Education Speech Pathologist Rate: \$35,976.00
Ihde, Melissa	Teacher Coach- Wilson/ Academic Services B-10	7/21/15	37,200.00	37,200.00 5,072.73	Additional days
Jimenez, Mary	Teacher-Mayo/ Grade 5 B-17	8/06/15	42,220.00	49,360.62	Academic Coordinator-Wilson/ Curriculum and Instruction EG-3 Rate: \$55,500.00
Kern, Daniel	TA-Thoreau IS-6 172 days	8/14/15 5/25/16	10.81	32,900.00	Teacher-Edison/ Math B-0 176 days
Kramer, Allison	Teacher-Mayo/ Grade 2 B-0	8/14/15	32,900.00	33,700.00	Credit for Experience B-2

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Lewis, Ramona	Psychologist- Enrollment Center/Special Education and Student Services M60-6	8/11/15	\$ 38,635.00 1,931.75 5,093.00	\$ 38,635.00 1,931.75 5,093.00 1,097.59	Special Education Psychologist Additional days
Lough, Kristin	Psychologist- Enrollment Center/Special Education and Student Services M-25	8/11/15	51,436.00 2,571.80 5,093.00	51,436.00 2,571.80 5,093.00 1,404.43	Special Education Psychologist Additional days
Lovell, Cara	Teacher-Rogers/ ELD M-13	8/14/15	40,286.00	41,914.00	M30-13
Lynch, Andrea	Nutrition Educator- Ross/Child Nutrition Services BG-5 190 days	7/17/15 6/03/16	33,311.00	35,044.00	Nutrition Educator- Ross/Child Nutrition Services BG-5 200 days
Manduano, Lindsey	Teacher- Washington/ Spanish B-6 Full-Time	8/14/15	35,300.00	14,120.00	Half-Time Rate: \$35,300.00
McCoy, Karen	Psychologist- Enrollment Center/Special Education and Student Services M60-21	8/11/15	51,755.00 2,587.75 5,093.00	51,755.00 2,587.75 5,093.00 1,441.90	Special Education Psychologist Additional days
McKenzie, Rashelle	Teacher-Patrick Henry/Grade 3 M60-10	8/14/15	40,555.00	40,555.00 2,027.75	Teacher-Patrick Henry/ Special Education M60-10

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Merchant, Kristine	Librarian-Carver M30-17	8/11/15	\$ 46,434.00	\$ 48,085.00	M60-17
Milford, Cynthia	Psychologist- Enrollment Center/Special Education and Student Services M30-3 2/5 Time	8/11/15	14,477.60 723.88 2,037.20	14,477.60 723.88 2,037.20 411.30	Special Education Psychologist Additional days
Miller, Deborah	Psychologist- Enrollment Center/Special Education and Student Services M60-14 4/5 Time	8/11/15	35,564.00 1,778.20 4,074.40	35,564.00 1,778.20 4,074.40 1,010.34	Special Education Psychologist Additional days
Morgan, Steven	Teacher- Carnegie/P.E. M-15	8/14/15	42,216.00	42,216.00 1,831.00	Counselor-Carnegie Counselor
Mulkins, Rosemary	Psychologist- Enrollment Center/Special Education and Student Services D-31	8/11/15	60,771.00 3,038.55 5,093.00	60,771.00 3,038.55 5,093.00 1,641.22	Special Education Psychologist Additional days
Myers, Katherine	Psychologist- Enrollment Center/Special Education and Student Services M30-21	8/11/15	50,134.00 2,506.70 5,093.00	50,134.00 2,506.70 5,093.00 1,395.85	Special Education Psychologist Additional days
Najera, Nadia	Parateacher- Zarrow IS-6	8/14/15 5/26/16	10.98	32,900.00	Teacher-Zarrow/ Grade 4 B-0

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
O'Brien, Carmen	Psychologist- Enrollment Center/Special Education and Student Services M30-16	8/11/15	\$ 44,864.00 2,243.20 5,093.00	\$ 44,864.00 2,243.20 5,093.00 1,274.55	Special Education Psychologist Additional days
Poindexter, Naomi	Teacher Coach- Wilson/Academi c Services M30-31	7/21/15	58,044.00	58,044.00 7,506.00	Additional days
Pratt, Brian	Psychologist- Enrollment Center/Special Education and Student Services M30-15	8/11/15	43,844.00 2,192.20 5,093.00	43,844.00 2,192.20 5,093.00 1,245.57	Special Education Psychologist Additional days
Price, Anne	Psychometrist- Enrollment Center/Special Education and Student Services M-18	8/11/15	45,016.00 2,250.80 3,413.00	45,016.00 2,250.80 3,413.00 1,278.86	Special Education Psychometrist Additional days
Pylant, Teresa	Psychometrist- Enrollment Center/Special Education and Student Services M-24	8/11/15	49,936.00 2,446.80 3,413.00	49,936.00 2,446.80 3,413.00 1,390.23	Special Education Psychometrist Additional days
Rad, Katheryn	Itinerant Teacher-Rogers, Emerson M30-22 Half-Time	8/14/15	25,672.00	51,344.00	Itinerant Teacher- Rogers, Emerson, Salk, Key, Grissom and Carnegie M30-20 Full-Time

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Reibert, Bonny	Teacher- Hamilton/ Special Education B-5	8/14/15	\$ 34,900.00  1,745.00	\$ 34,900.00	Teacher-McClure/ Kindergarten Special Education
Ross, Lauren	Teacher-Jones/ Grade 2 B-3	8/14/15	34,100.00	35,176.00	M-3
Rutledge, Lisa	Librarian-ECDC Porter M-17 Half-Time	8/14/15	22,203.00	44,406.00	Teacher-Eliot/ Gifted and Talented M-17 Full-Time
Shaw, Clifford	TA-Central IS-6 172 days	8/18/15 5/25/16	11.92	33,570.13	Teacher-Central/ TRAICE M-0 days Alternative Education Additional days Rate: \$33,956.00
Suppes, Rebecca	Speech Pathologist- Enrollment Center/Special Education and Student Services M30-16	8/14/15	35,892.00 1,795.55	37,188.00 1,859.40	M60-16 Special Education
Thomas, Carolyn	Teacher Coach- Wilson/ Academic Services M-22	7/21/15	49,736.00	49,736.00 6,509.45	Additional days
Thomas, Janet M.	Counselor- McLain M-8	8/14/15	37,406.00  1,831.00 2,125.34	37,406.00	Teacher-Hamilton/ Grade 2 M-8 Counselor Additional days
Thomas, Jennifer	Teacher Coach- Wilson/ Academic Services M30-12	7/21/15	41,114.00	41,114.00 5,606.45	Additional days

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Thomas, Mary	Psychometrist- Enrollment Center/Special Education and Student Services M60-15	8/11/15	\$ 45,475.00 2,273.75 3,413.00	\$ 45,475.00 2,273.75 3,413.00 1,291.90	Special Education Psychometrist Additional days
Tyler, Fleuretta	MD Paraprofessional -Bell IS-10	8/14/15 5/25/16	13.11	32,900.00	Teacher-Bell/ Grade 1 B-0
Wall, Brandy	Instructional Coach-Wilson/ Academic Services M-0	8/10/15	33,956.00 3,472.77	54,133.34 5,413.33	Assistant Principal- McLain High EG-5 Additional days Innovation school
Wilson, Bridget	Psychologist- Enrollment Center/Special Education and Student Services M30-18	8/11/15	47,154.00 2,357.70 5,093.00	45,016.00 2,357.70 5,093.00 1,339.60	Special Education Psychologist Additional days
Wright, Megan	Teacher Coach- Wilson/ Academic Services M-9	7/21/15	37,916.00	37,916.00 5,170.36	Additional days
Wyckoff, Ashley	Teacher- Cooper/ Grade 1 B-1	8/14/15	33,300.00	16,350.00	Teacher-Celia Clinton, Anderson/ Gifted and Talented B-1 Half-Time
<b>Support (Hourly):</b>					
Abram-White, Claudia	MD Paraprofessional -McLain IS-10	8/06/15 5/25/16	\$ 15.60	\$ 13.81	Clerk-McLain CA-3
Banos, Ana	Paraprofessional -Eisenhower IS-3	8/18/15 5/24/16	9.35	10.81	Credit for Education IS-6

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Barnett, Saneca	Custodian- Hamilton M-3	8/18/15 5/24/16	\$ 9.35	\$ 9.76	TA-Hamilton IS-3
Bassham, Larinda	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	11.80	12.86	Registrar-Enrollment Center/ Accountability CA-9
Brooks, Gary	Custodian- Gilcrease MT-3	7/14/15 6/30/16	9.94 .49	11.21	Head Custodian- Gilcrease MT-7 Shift differential
Delvaux, Tristan	CNS Assistant Manager-Wright MT-6	8/06/15 5/24/16	11.28	10.35	Clerk-Wright CA-3
Dicken, Aida	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	10.98	11.97	Registrar-Enrollment Center/ Accountability CA-9
Dixon, Jerry	Warehouse Distribution Specialist V – Warehouse/ Materials Management MT-9 3-CI	8/10/15 6/30/16	16.53	15.54	Warehouse Distribution Specialist III – Warehouse/ Materials Management MT-8 3-CI
Dougless, Sharon	Registrar- Enrollment Center/ Accountability CA-6 3-CI	9/09/15 6/30/16	16.10	17.41	Registrar-Enrollment Center/ Accountability CA-9 3-CI
Estrada Perez, Dora	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/13/16	11.84	12.91	Registrar-Enrollment Center/ Accountability CA-9



ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Grounds, Catherine	CNS Assistant- Salk MT-1	8/18/15 5/24/16	\$ 8.90	\$ 10.81	TA-Lanier IS-6
Hamilton, Traci	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	12.06	13.15	Registrar-Enrollment Center/ Accountability CA-9
Harvey, Clarence	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	13.05	14.22	Registrar-Enrollment Center/ Accountability CA-9
Jackson, Curzella	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	12.88	14.04	Registrar-Enrollment Center/ Accountability CA-9
Jamison, Lonnie	Warehouse Distribution Specialist V – Warehouse/ Materials Management MT-9	7/21/15 6/30/16	13.20	14.25	Child Nutrition Warehouse Lead- Warehouse/Materials Management MT-11
Johnson, Melissa	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	11.36	12.38	Registrar-Enrollment Center/ Accountability CA-9
Johnson, Pamela	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	12.14	13.23	Registrar-Enrollment Center/ Accountability CA-9
Jones, Lawrence	Head Custodian- Gilcrease MT-7	7/13/15 6/30/16	11.35	10.51	Head Custodian-Dual Language Immersion Program MT-5

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Kaphaem, Nancy	Registrar- Enrollment Center/ Accountability CA-6 1-CI	9/09/15 6/13/16	\$ 14.26	\$ 15.50	Registrar-Enrollment Center/ Accountability CA-9 1-CI
Keith, Kristin	Clerk-Salk CA-3	8/03/15 6/01/16	10.30	11.74	Principal's Secretary- Salk CA-8
Ketchum, Edith	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	11.97	13.05	Registrar-Enrollment Center/ Accountability CA-9
Keys, Patricia	Registrar- Enrollment Center/ Accountability CA-6 2-CI	9/09/15 6/30/16	13.29	14.40	Registrar-Enrollment Center/ Accountability CA-9 2-CI
Krier, Polly	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	11.94	13.01	Registrar-Enrollment Center/ Accountability CA-9
Macias De Gallegos, Silvia	CNS Assistant- Disney MT-2 7hrs/day	8/17/15 5/24/16	8.88	9.50	CNS Cook I –Disney MT-2 7.5hrs/day
Marrs, Vera	Registrar- Enrollment Center/ Accountability CA-6 3-CI	9/09/15 6/30/16	16.38	17.72	Registrar-Enrollment Center/ Accountability CA-9 3-CI

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
McDaniel, Sharon	Autism Paraprofessional -Lee IS-10	8/18/15 5/24/16	\$ 13.11	\$ 11.60	TA-Lee IS-6
Mejia, Maria	Registrar- Enrollment Center/ Accountability CA-6 1-CI	9/09/15 6/30/16	12.44	13.51	Registrar-Enrollment Center/ Accountability CA-9 1-CI
Moonen, Sandra	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	10.84	11.82	Registrar-Enrollment Center/ Accountability CA-9
Moore, Deborah	Registrar- Enrollment Center/ Accountability CA-6 1-CI	9/09/15 6/30/16	14.38	15.63	Registrar-Enrollment Center/ Accountability CA-9 1-CI
Moriarty, Richard	Warehouse Distribution Specialist III – Warehouse/ Materials Management MT-8	8/20/15 6/30/16	12.74	13.63	Warehouse Distribution Specialist V – Warehouse/ Materials Management MT-9
Mullen, Karen	Registrar- Enrollment Center/ Accountability CA-6 2-CI	9/09/15 6/30/16	14.30	15.50	Registrar-Enrollment Center/ Accountability CA-9 2-CI
Ortega, Ma Concepcion	Custodian- Academy Central MT-3	8/03/15 6/30/16	10.14 .50	10.95	Head Custodian- Academy Central MT-5 Shift differential
Ortiz Claudio, Eirandeni	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	10.68	11.64	Registrar-Enrollment Center/ Accountability CA-9

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Remler, Lareina	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/30/16	11.05	12.04	Registrar-Enrollment Center/ Accountability CA-9
Rice, Marvella	CNS Cook I – Edison MT-2 6.5hrs/day	9/14/15 5/24/16	\$ 10.25	\$ 10.25	7hrs/day
Rotramel, Sharon	CNS Assistant- Edison MT-1 6hrs/day	9/28/15 5/24/16	9.66	9.66	7hrs/day
Stanton, Keshia	Registrar- Enrollment Center/ Accountability CA-6 1-CI	9/09/15 6/30/16	14.10	15.32	Registrar-Enrollment Center/ Accountability CA-9 1-CI
Supernaw, John	Registrar- Enrollment Center/ Accountability CA-6 1-CI	9/09/15 6/13/16	14.10	15.32	Registrar-Enrollment Center/ Accountability CA-9 1-CI
Talbot, Karen	CNS Cook I – Edison MT-2 6hrs/day	9/14/15 5/24/16	10.34	10.34	6.5hrs/day
Taylor, Becky	Registrar- Enrollment Center/ Accountability CA-6	9/09/15 6/13/16	10.68	11.64	Registrar-Enrollment Center/ Accountability CA-9
Taylor, Donna	Registrar- Enrollment Center/ Accountability CA-6 1-CI	9/09/15 6/30/16	14.43	15.68	Registrar-Enrollment Center/ Accountability CA-9 1-CI

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Traylor, Michelle	Registrar- Enrollment Center/ Accountability CA-6 3-CI	9/09/15 6/30/16	\$ 15.89	\$ 17.19	Registrar-Enrollment Center/ Accountability CA-9 3-CI
Walker, Vanessa	Autism Paraprofessional -Cooper IS-10	8/18/15 5/24/16	13.31	11.92	TA-Disney IS-6

LEAVES OF ABSENCE

Name	Effective Date	Assignment	Reason
<b>Certificated/Administrative:</b>			
Abbott, Rachel	2015-2016	Teacher-Salk/ Kindergarten	Child Care
Bleeker, James	2015-2016	Teacher-Patrick Henry/P.E.	Further Study
Deming, Courtney	8/19/15	Teacher-Grissom/ Grade 6	Maternity
Guard, Marie	2015-2016	Teacher-Wright/ Special Education	Further Study
Holland, Sarah	7/09/15	Teacher-MacArthur/ P.E.	Maternity
Kidd, Danielle	2015-2016	Psychologist- Enrollment Center/Special Education and Student Services	Further Study
Langva, Leesa	8/14/15	Teacher-Columbus/ Special Education	Personal illness
Miller-Takawira, Lori	2015-2016	Instructional Coach- Wilson/Academic Services	Further Study
Narvaez, Michelle	6/25/15	Teacher-Kendall Whittier/Grade 3	Personal illness
Owens, Michelle	8/10/15	Teacher-Carnegie/ Grade 2	Personal illness
Pittman, Valerie	5/30/15	Teacher-Lewis and Clark/Kindergarten	Personal illness
Reneau, Donna	2015-2016	Teacher-Kerr/ Kindergarten	Child Care
Schnell, Melanie	2015-2016	Teacher-Emerson/ Grade 1	FMLA

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment	Reason
Wirth, Shawnda	8/12/15	Instructional Coach- Wilson/Academic Services	Maternity
<b>Support (Hourly):</b>			
Angelo, Violet	8/07/15	Head Custodian- Celia Clinton	Personal illness
Bennett, Leshuna	7/13/15	Bus Driver	FMLA
Blalock, Lushuna	8/04/15	Parent Involvement Facilitator-Hale	Personal illness
Brownell, Samantha	8/16/15	MD Paraprofessional- Chouteau	Maternity
Campbell, Pernecia	8/11/15	Bus Driver	FMLA
Frank, John	7/17/15	Custodian- Washington	Personal illness
McKinney, James	8/04/15	Head Custodian- Tulsa Met	Personal illness
Newman, Allen	7/08/15	Craftsman- Maintenance and Plant Operations	Personal illness
Ortega De Mares, Ubaldina	7/08/15	Custodian-Edison	FMLA

## RETIREMENTS

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Brownell, Amanda	8/17/15	Teacher-Jones/Music
Deardorf, Lynn	8/10/15	Teacher-East Central Jr. High/Special Education
Lundy, Pamela	9/30/15	Career Tech Program Coordinator-ESC/College and Career Readiness
McCready, Lesda	8/01/15	School Psychology Team Specialist-Enrollment Center/Special Education Student Services
Wester, Jania	8/24/15	Principal-Zarrow

## RESIGNATIONS

Name	Effective Date	Assignment
<b>Certificated/Administrative:</b>		
Asberry-Clark, Sheila	8/03/15	Teacher-Whitman/Special Education
Ashworth, Kasha	7/27/15	Teacher-Kerr/Grade 3
Benedetti, Andria	7/31/15	Teacher-East Central Jr. High/Science
Brumley, Helen	8/11/15	Resource Advisor-Roosevelt/ Indian Pupil Education
Carter, Timothy	5/26/15	Teacher-Rogers/English
Davison, Jon	8/11/15	Teacher-East Central Jr. High/Science
Dugger, Melissa	8/07/15	Teacher-Salk/Grade 6
Farrell, Patricia	8/14/15	Resource Advisor-Roosevelt/ Indian Pupil Education
Frank, Patty	8/18/15	CNS Manager-Lindbergh
Grether, Elke	5/26/15	Teacher-Hale/Science



RESIGNATIONS - Continued

Name	Effective Date	Assignment
Guerrero, Joseph	8/04/15	Teacher-Jackson/Grade 6
Haldeman, Lisa	7/31/15	Librarian-Springdale
Hale, Amy	8/06/15	Teacher-Hawthorne/Kindergarten
Hayes, Barbara	8/03/15	Counselor-ECDC Porter
Hayes, Brian	8/11/15	Teacher-Webster/Music
Hemphill, Anna	7/30/15	Teacher-Mark Twain/Grade 4
Hoskins, Sandra	8/11/15	Teacher-Kerr/ELD
Lanfersieck, Kay	8/11/15	Teacher-Lee/Kindergarten
Lutke, Lisa	8/15/15	Teacher-Key/Pre-K
McFadden, Beverly	8/28/15	CNS Traveling Manager-Ross/Child Nutrition Services
McIntosh-Moore, Amber	7/24/15	Teacher-Central/Math
Mitchell, Dinnia	6/12/15	Teacher-Central/Special Education
Ojeda, Abbey	8/15/15	Teacher-Hale Jr. High/ELD
Robertson, Ella	8/07/15	Social Services Specialist-Mark Twain
Rowley, Kathryn	8/11/15	Teacher-Mark Twain/Special Education
Samuelson, Eric	7/21/15	Teacher-Grissom/Fine Arts
Smith, Jessica	7/10/15	Teacher-Eugene Field/Kindergarten
Song, Chen	7/13/15	Teacher-Central/Science
Stagner, Jana	6/29/15	Teacher-Tulsa Met/Alternative Education
Thomas, Jeffrey	5/05/15	Teacher-Webster/English
<b><u>Rescind:</u></b>		
Braden, Murphy II	6/01/15	Teacher-Memorial/History
Thomas, Janet M.	6/30/15	Counselor-McLain

RESIGNATIONS - Continued

Name	Effective Date	Assignment
<b>Support (Hourly):</b>		
Arevalo, Francisca	8/06/15	TA-Bell
Balanza Montero, Rafael	8/14/15	Bus Driver
Bassett, Rhochon	8/19/15	Bus Driver
Beckham, Carrie	8/11/15	CNS Cook II-Penn
Beeman, Taylor	8/10/15	TA-Disney
Blunt, Lonniesha	8/10/15	Bus Driver
Burch, Robert	8/13/15	Parateacher-Thoreau
Byrd, Starla	5/11/15	CNS Assistant-Clinton
Chatman, Elena	8/17/15	TA-Hamilton
Chatman, Ezell	7/30/15	Bus Driver Trainee
Coreas, Gloria	8/14/15	Custodian-Anderson
Delgado, Juanita	8/10/15	CNS Assistant-Bell
Dunbar, Carol	9/01/15	ED Paraprofessional-Hamilton
Edelman, John	8/14/15	TA-Thoreau
Edwards, Tanaya	8/18/15	TA-Chouteau
Farish, James	8/25/15	Campus Security Officer-ESC/Campus Police
Fellows, Trineka	8/03/15	CNS Assistant-McClure
Finley, Carolyn	8/17/15	Bus Driver
Glenn, James	8/10/15	Bus Driver
Gober, Jared	8/10/15	TA-Owen
Hairston, Antonio	8/01/15	Bus Driver
Hall, Lauren	8/19/15	TA-Tulsa Met Jr. High

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Haynes-Green, Dena	8/07/15	Bus Driver
Hensley, Patrick	8/17/15	Security Monitor-ESC/Campus Police
Hernandez, Jesus	6/30/15	Bus Driver
Hill, Natalie	8/10/15	CNS Assistant Manager-Bell
Holmes, Jemica	8/17/15	TA-Marshall
Hornbech, Mary	8/10/15	Bus Driver
Hunt, Judith	5/01/15	CNS Cook I-Central
Lee, Amy	8/20/15	TA-Jones
Lemon, Mary	7/27/15	Bus Driver Trainee
Loomis, Bryan	8/06/15	Bus Driver
Martin, Krystal	8/12/15	TA-Bell
Morgan, Julia	7/10/15	Site Assistant-Robertson/Before and After Care
Newton, Sy	8/03/15	Health Assistant-Jackson
Owens, Michael	8/06/15	Bus Driver
Pace, William	8/06/15	Security Officer-ESC/Campus Police
Perryman, James	8/06/15	Bus Driver
Peterson, Jonathan	8/18/15	TA-Lewis and Clark
Ponce De Leon, Darline	7/29/15	Clerk-Central
Price, Lauren	8/07/15	TA-Kendall Whittier
Roberson, Diana	8/10/15	Clerk-McLain
Rouse, Carey	7/31/15	Bus Driver
Rushing, Terence	7/20/15	Bus Driver
Schultes, Ken	8/18/15	Bus Driver

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Spencer, Nanesha	8/14/15	Custodian-Edison
Stewart, Felicia	8/24/15	TA-Mitchell
Venetoff, Lesa	8/14/15	Clerk-Webster
Wagener, Krystal	8/06/15	CNS Cook I –Columbus
Ware, Bryana	8/20/15	TA-McLain

SUBSTITUTE AND TEMPORARY ELECTIONS

Assistant Principal – Penn

Howe, Michael

Substitute Teachers

Baird, Tammy  
Carter, Jasmine  
Crosby, Jonathan  
Edison, Joseph  
Frank, Adrian  
Fultz, Andrea  
Hinton, Rachel  
Jones, Aaron  
Jones, Amanda  
Love, Cordell  
McKay, Chad

Monday, Tameika  
Morton, Darick  
Munroe, Leigh  
Peters, Sherelle  
Ponder, Calvin  
Slyman, Joel  
Solis, Jennifer  
Thompson, Jennifer  
Tucker, Kambra  
Wells, Benton

Artist-in-Residence – Central High

Bradford, Davontai  
Fischer, Valerie  
Hamilton, Bryant  
James, Marcus  
Northrop, Jason  
Robertson, Jayson  
Rollerson, Leon

Artist-in-Residence – Hale

Graham, Nicole

Nurse – Health Services

Hammond, Lindsey

Interpreter

Sherwood, Sherry

Accompanist

Cortez, Billy  
Giessen, Ruth  
Glaser, Eliot  
Harkrider, Dorothy  
John, Cynthia  
Sweet, Paul

SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Tutor

Jackson, Barbara  
Paschall, Jeana  
Testa, Christine  
Whitely, Kelley

Communication Specialist – Campus Police

Tilley, Eric

Clerks

Babcock, Alice  
Hickman, Mary  
Plumb, Carol  
Wilburn, Abigail

Health Assistant

Washington, Sherita

Bus Driver

Bassett, Rhochon  
Evans, Cledella  
Garrison, Bruce  
Remache, Joseph

Child Nutrition

Anderson, Edith  
Bailey, Brenda  
Benson, Kortney  
Chandler, Lisa  
Dawson, Amanda  
Freeman, Ina  
Haywood, Radonna  
Jimenez, Alicia  
Khan, Sidra  
Khan, Humaira  
Lora, Michelle  
Miller, Dana  
Myers, Jaime  
Olaonipekun, Silifa  
Russell, Linda  
Thoroughman, Katherine  
Turner, Jonathea  
Valladolid, Cassandra  
Ward, Yanel

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Adjunct Teacher

Carver– 13-11-000-1000-501930-810-136000-201-07-515

Kamri Anderson, Girl's 7<sup>th</sup> Grade Basketball @ \$1,145, September 1, 2015 to May 27, 2016

Jo Anna Bentley, Girl's 8<sup>th</sup> Grade Basketball @ \$1,145, September 1, 2015 to May 27, 2016

Carver– 13-11-000-1000-501930-820-136000-201-07-515

Terrell Knauls, Football @ \$1,373, September 1, 2015 to May 27, 2016

Central - 13-11-000-1000-501930-820-330000-201-07-705

Levi Brown, Boy's Basketball @ \$2,577, September 1, 2015 to May 27, 2016

Central -13-11-000-1000-501930-810-330000-201-07-705

Raegene Riggs, Girl's Track Assistant @ \$1,008, September 1, 2015 to May 27, 2016

Edison– 13-11-000-1000-501930-810-330000-201-07-537

Jeanetta Elliot, Girl's Basketball @ \$1,145, September 1, 2015 to May 27, 2016

Edison– 13-11-000-1000-501930-820-330000-201-07-712

Terry Bradford, Football @ \$3,335, September 1, 2015 to May 27, 2016

Edison -13-11-000-1000-501930-810-330000-201-07-712

Kaitlin Keiswetter, Volleyball @ \$1,202, September 1, 2015 to May 27, 2016

Edison– 13-11-000-1000-501930-820-330000-201-07-712

Gregory Meadows, Football @ \$3,335, September 1, 2015 to May 27, 2016

Edison - 13-11-000-1000-501930-810-330000-201-07-712

Haylee Yingst, Volleyball @ \$1,202, September 1, 2015 to May 27, 2016

East Central -13-11-000-1000-501930-820-330000-201-07-710

13-11-000-1000-501930-810-330000-201-07-710

Samuel Stacey, Girl's Cross Country @ \$1,008, September 1, 2015 to May 27, 2016

Samuel Stacey , Boy's Cross Country @ \$1,200, September 1, 2015 to May 27, 2016

East Central -13-11-000-1000-501930-810-330000-201-07-710

Ashley Clay, Cheerleading @ \$2,861, September 1, 2015 to May 27, 2016

East Central– 13-11-000-1000-501930-820-136000-201-07-710

Michael David, Football @ \$3,335, September 1, 2015 to May 27, 2016

SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Hale -13-11-000-1000-501930-820-330000-201-07-715

Aaron Petty, Football @ \$2,877, September 1, 2015 to May 27, 2016

McLain - 13-11-000-1000-501930-820-330000-201-07-720

Michael Jamerson, McLain @ \$2,577, September 1, 2015 to May 27, 2016

McLain Jr. High - 13-11-000-1000-501930-820-330000-201-07-662

Patrick Jamison, McLain @ \$1,373, September 1, 2015 to May 27, 2016

Memorial -13-11-000-1000-501930-820-330000-201-07-720

Alfred Humphrey, Football @ \$1,373, September 1, 2015 to May 27, 2016

Memorial- 13-11-000-1000-501930-820-330000-201-07-725

Jo Anna Bentley, Boy's Head Swim @ \$1,391, September 1, 2015 to May 27, 2016

Jo Anna Bentley, Girl's Head Swim @ \$1,391, September 1, 2015 to May 27, 2016

Memorial- 13-11-000-1000-501930-820-330000-201-07-725

Dwayne Whitaker, Football @ \$2,877, September 1, 2015 to May 27, 2016

Memorial- 13-11-000-1000-501930-820-330000-201-07-725

Forest Whitaker, Football @ \$2,877, September 1, 2015 to May 27, 2016

Memorial- 13-11-000-1000-501930-810-330000-201-07-725

Ramsey Sterling, Girls Basketball @ \$2,577, September 1, 2015 to May 27, 2016

Memorial -13-11-000-1000-501930-820-330000-346-07-725

Michael Prokopis, Music @ \$962, September 1, 2015 to May 27, 2016

Memorial -13-11-000-1000-501930-820-330000-201-07-725

13-11-000-1000-501930-810-330000-201-07-725

13-11-000-1000-501930-820-330000-201-07-725

Laura Sole, Girl's Track Assistant @ \$1,200, September 1, 2015 to May 27, 2016

Laura Sole, Boy's Cross Country @ \$1,008, September 1, 2015 to May 27, 2016

Laura Sole, Girl's Cross Country @ \$1,008, September 1, 2015 to May 27, 2016

Memorial -13-11-000-1000-501930-820-330000-201-07-725

13-11-000-1000-501930-810-330000-201-07-725

13-11-000-1000-501930-820-330000-201-07-725

Maurer Wallace, Boy's Track Assistant @ \$1,200, September 1, 2015 to May 27, 2016

Maurer Wallace, Boy's Cross Country @ \$504, September 1, 2015 to May 27, 2016

Maurer Wallace, Girl's Cross Country @ \$504, September 1, 2015 to May 27, 2016



SUBSTITUTE AND TEMPORARY ELECTIONS - Continued

Monroe - 13-11-000-1000-501930-810-136000-201-07-563

Autumn Worten, Volleyball @ \$1,602, September 1, 2015 to May 27, 2016

Monroe - 13-11-000-1000-501930-820-330000-201-07-563

Kaleb Logan, Cheerleading @ \$2,060, September 1, 2015 to May 27, 2016

Rogers -13-11-000-1000-501930-820-330000-201-07-730

Brian Reed, Baseball @ \$1,373, September 1, 2015 to May 27, 2016

Thoreau– 13-11-000-1000-501930-810-136000-201-07-573

Marissa McCaw-Frette, Volleyball @ \$1,602, September 1, 2015 to May 27, 2016

Thoreau -13-11-000-1000-501930-820-136000-346-07-573

Scott Childers, Football @ \$1,373, September 1, 2015 to May 27, 2016

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

David Reece, Wrestling @ \$4,285, September 1, 2015 to May 27, 2016

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

Karl Engel, Track @ \$1,200, September 1, 2015 to May 27, 2016

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

Jonathan Brown, Football @ \$3,335, September 1, 2015 to May 27, 2016

Webster– 13-11-000-1000-501930-810-330000-201-07-740

Cory Rowland, Girl's Basketball @ \$2,119, September 1, 2015 to May 27, 2016

Webster– 13-11-000-1000-501930-820-336000-201-07-740

Eddie Massey, Girl's Cross Country @ \$504, September 1, 2015 to May 27, 2016

Eddie Massey, Boys Cross Country @ \$504, September 1, 2015 to May 27, 2016

Rogers– 13-11-000-1000-501930-810-330000-201-07-730

Hannah Cosar, Softball @ \$1,387.00, September 1, 2015 to May 27, 2016

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

Ronald Bowman, Basketball @ \$2,577.00, September 1, 2015 to May 27, 2016

## SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Area Manager Supervision for  
CAP, Head Start and Satellite Meal Service - 22-3850-3120-501210-700-000000-109-03-053

Pay area manager Sheila Russell \$175/mo. for direct monitoring of operations for contracted and satellite programs August 2015 - May 2016. Payment is at the rate of \$25 per contracted meal site. Number of contracted meal sites – 7 (4 CAP, Margaret Hudson, Street School, Bell Primary)

Pay area manager Debbie Cearley \$175/mo. for direct monitoring of operations for contracted and satellite programs, August 2015 - May 2016. Payment is at the rate of \$25 per contract/satellite meal site. Number of contracted meal sites – 7 (4 CAP, Head Start, 2 Charter sites)

Pay area manager Kurt Stillman \$50/mo. for direct monitoring of operations for contracted and satellite programs, August 2015 - May 2016. Payment is at the rate of \$25 per contract/satellite meal site. Number of contracted meal sites – 2 (Kipp, Traice 6-12 at Lindsey)

Pay area manager Toni Sorrels \$75/mo. for direct monitoring of operations for contracted and satellite programs, August 2015 - May 2016. Payment is at the rate of \$25 per contract/satellite meal site. Number of contracted meal sites – 3 (Head Start, Roosevelt, Lombard)

Pay area manager Janet Anderson \$25/mo. for direct monitoring of operations for contracted and satellite programs, August 2015- May 2016. Payment is at the rate of \$25 per contract/satellite meal site. Number of contracted meal sites – 1 (TLA)

Child Nutrition CAP/Head Start/Kipp Extra Duties - 22-3850-3120-501210-700-000000-953-03-053

Pay cafeteria managers to be named, their daily rate for days worked outside of their normal contract for management of required contracted meal service and training.

Child Nutrition CAP/Head Start/Kipp Extra Duties - 22-3850-3120-501210-700-000000-958-03-053

Pay cafeteria employees for contract meal service (CAP, Head Start, Kipp) based on their hourly rate for work performed outside of their normal contract.

Child Nutrition Emergency Extra Duty - 22-3850-3120-501210-700-000000-953-03-053

Pay cafeteria managers, to be named, based on their daily rate for days worked outside of their normal contracted days due to operational emergencies at site.

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

Pay cafeteria employees, to be named, based on their current hourly rate for work performed outside of their normal contract due to operational emergencies at site.

Child Nutrition Extra Duty Catering - 22-3850-3120-501210-700-000000-953-03-053

Pay cafeteria managers, to be named, based on their daily rate for days worked outside of their normal contract due to catering functions at site.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

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

Pay cafeteria employees, to be named, based on their current hourly rate for work performed outside of their normal contract due to catering functions at site.

Multi Café Site Management– 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria managers \$400/mo. for each site served not to exceed two sites and not to exceed \$12,000 per site, August-May to manage all operational and administrative café duties for the dual sites listed below for the 2015-2016 school year.

Adairia Washington : Hamilton and Tulsa Met  
Delores Boone: Gilcrease and Bunche ECDC  
Diana Schafer: Memorial High and Key Elementary  
Francis Edwards: Skelly Primary and Skelly Elementary  
Janis Perez: Rogers and Street School/Margaret Hudson  
Judy Austin: Carver and Burroughs  
Mary Neely: Hale Jr. High and MacArthur Elementary  
Susan Laird: Monroe Demonstration Academy and Penn  
Tabitha Ponder: McKinley and Mitchell  
Tonnie Hayes: Edison Middle and Edison High schools

Multi Café Site Management– 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria managers a stipend of \$200/mo. August-May to manage all administrative café duties for the sites listed below for the 2015-2016 school year.

Cheryl Hopkins: Anderson and Traice Middle/High  
Renee Davidson: McLain and McLain Middle  
Tammy Dunn: Bell and Bell Primary

Multi Café Site Management– 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria manager a stipend of \$800/mo. August-May to manage all administrative café duties for the sites listed below for the 2015-2016 school year.

Bobbie Aviles: Central High, Central Middle, Roosevelt and Lombard

Multi Café Site Management– 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following cafeteria manager a stipend of \$75/month August-May to manage all administrative café duties for the sites listed below for the 2015-2016 school year.

Pam Carmens: Tulsa Learning Academy

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Child Nutrition - 22-3850-3120-501210-700-000000-609-03-053

Pay support staff listed below @ the rates listed below (total not to exceed \$50,000) to assist as needed and process lunch forms for the 2015-2016 school year.

\$13.42/hr.

Neta Carrino  
Doris Ferrell  
Mable Jones  
James Hunt  
Carla Hough

\$15.00/hr.

Angela Morris

Child Nutrition – 22-3850-3180-501210-700-000000-955-03-053

Pay the following support staff @ their current hourly rate (total not to exceed \$15,000) to teach nutrition education classes as requested by schools during the 2015-2016 school year.

Carrino, Neta  
Hough, Carla  
Lyons, Susan  
McClendon, Courtney

Carver Extra Duties – School Activity Fund #520

Pay Carver Middle school certified staff to be named @ \$18/hr. (total not to exceed \$3,000) to supervise an after school detention program during the 2015-2016 school year.

Clinton and Webster - 11-0590-2213-501700-000-113000-210-05-XXX-0590  
11-0590-2213-501700-000-000000-210-05-XXX-0590

Pay certified instructional personnel and long term substitutes, to be named @ \$18/hr. (total not to exceed \$100,000) to attend professional development, outside of contract hours, provided by Talent Development as part of the Growing Together initiative.

East Central Extra Duties – School Activity Fund #520

Pay Emilee Taylor certified staff a total of \$500 to serve as the east central assistant cheer coach for the 2015 – 2016 school year.

Human Capital Selectors – 11-0000-2571-501210-000-000000-321-04-041

Pay selectors, listed below @ \$12/hr. (total not to exceed \$15,000) to serve as part-time scoring professionals for the teacher and site leader hiring process.

Carolyn Chen  
Piper Wolfe  
Robby Gilley  
Stephanie Gilley  
Theresa Fisher

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Marshall Extra Duties - 11-0000-1000-501700-100-000000-210-07-310

Pay five (5) certified staff members, to be named from Marshall Elementary, \$18/hr. (total not to exceed \$3,600) for a total of thirty (30) hours during their off contract time to support, plan and organize the co-location of our charter school Collegiate Hall into Marshall for the 2015-2016 school year.

Memorial Extra Duties - 11-0000-1000-501700-421-4000000-000-07-725

Pay Memorial certificated staff to be named @ \$23/hr. (total not to exceed \$3,000) to provide Saturday School for students during the 2015-2016 school year.

Memorial Extra Duties – 11-0000-1000-501700-421-105000-210-07-663

Pay Abraham Kamara and Clark Lowry each \$750 (total not to exceed \$1,500) to provide After School Detention for Memorial JHS students during the 2015-2016 school year.

Rogers -11-0590-2120-501700-000-000000-203-05-730-0590

Webster – 11-0590-2120-501700-000-000000-203-05-740-0590

Pay certificated staff Matt Suprunowicz and Wanda Murphy a total each of \$2,000 (total not to exceed \$4,000) to serve as facilitators at Webster and Rogers High School for the 2015 – 2016 school year.

Tripod Site Coordinator Training - 11-0844-2213-501700-000-000000-210-05-087-0844

Pay certified employees, to be named @ \$18/hr. (total not to exceed \$2,880) for training outside of contract hours, relating to the coordination of the Tripod student surveys. Work to be completed on or before December 31, 2015.

Washington Extra Duties – School Activity Fund #520

Pay certified personnel to be named a total of \$969 to serve as Activity Period Coordinator in addition to his/her regular assigned duties for the 2015-2016 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

**August 17, 2015 Agenda, page 28 - Correct degree/step and contract amount**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Cagle, Donald	8/14/15 5/25/16	M30-2	35,794.00	Teacher-Rogers/Math

**August 17, 2015 Agenda, page 34- Correct degree/step and contract amount**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Quarles, Brandon	8/14/15 5/25/16	B-4	34,500.00	Teacher-Marshall/ Grade 5

**August 17, 2015 Agenda, page 32 – Correct subject taught and add stipend**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Kozak, Herb	8/14/15 5/25/16	M-0	33,956.00 1,697.80	Teacher-Central/ Special Education

**August 17, 2015 Agenda, page 30 - Correct degree/step and contract amount**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Goodlow, Jennifer	8/14/15 5/25/16	B-3	34,100.00	Teacher-Hawthorne/ Grade 3

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

**August 17, 2015 Agenda, page 27 – Correct amount paid for additional days**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Admire, Kyle	8/18/15 6/03/16	M-9	37,485.14  1,292.59	Instructional Coach- Wilson/Academic Services Rate: \$37,916.00 Additional days

**August 17, 2015 Agenda, page 29 – Correct amount paid for additional days**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Dubay, Lorie	8/10/15 5/27/16	B-13	38,660.00  1,933.00 1,098.30	Teacher-Tulsa Met Jr. High/Science Alternative Education Additional days

**August 17, 2015 Agenda, page 35 – Correct proposed amount for additional days**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Talkington, Patricia	8/18/15 6/03/16	M60-21	50,178.24  1,730.28	Instructional Coach- Wilson/Academic Services Additional days

**August 3, 2015, Agenda, page 26 - Correct degree/step and contract amount**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Pylant, Teresa	8/11/15 5/27/16	M-24	49,936.00  3,413.00 2,446.80	Psychometrist-Enrollment Center/Special Education and Student Services Psychometrist Special Education

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

**August 3, 2015 Agenda, page 23 - Correct proposed amount for additional days**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Collier, Shannon	7/23/15 6/03/16	B-0	32,900.00  4,112.50	Instructional Coach- Wilson/ Academic Services Rate: \$32,900.00 Additional days
Dvornik, Alana	7/23/15 6/03/16	B-7	35,700.00  4,462.50	Instructional Coach- Wilson/ Academic Services Additional days
Englett, Mindy	7/23/15 6/03/16	B-7	35,700.00  4,462.50	Instructional Coach- Wilson/ Academic Services Additional days

**July 20, 2015 Agenda, page - Correct degree/step and contract amount**

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Anderson, Shelby	8/14/15 5/25/16	B-1	33,300.00	Teacher-Monroe/P.E.



**SUPPORTING INFORMATION**

**INFORMATION ITEM G-22**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<p><b>*Assistant to the Treasurer – ESC/ Treasurer</b></p> <p><i>Annual Budget Impact:</i>                      \$39,651 min.–                      \$48,110 max.</p>	<p>CA-16                      \$17.04/hr. to                      \$23.13/hr.                      12 months</p>	<p>Process daily cash and investment transactions of the district, including wires, automated clearing house (ACH) transmittals, transfers of cash, and other items. Supervise the treasury office clerical personnel. Primary invoicing for rental properties and other services.</p>

*Funding Source:*  
 11-0000-2313-501210-  
 000-000000-601-08-097

**Delete:**

Position	Salary/Grade	Duties
<p><b>Assistant to the Treasurer – ESC/ Treasurer</b></p> <p><i>Annual Budget Impact:</i>                      \$35,400 min.–                      \$53,000 max.</p>	<p>BG-4                      12 months</p>	<p>Process daily cash and investment transactions of the district, including wires, automated clearing house (ACH) transmittals, transfers of cash, and other items. Supervise the treasury office clerical personnel. Primary invoicing for rental properties and other services.</p>

*Funding Source:*  
 11-0000-2313-501210-  
 000-000000-601-08-097

**Create:**

Position	Salary/Grade	Duties
<b>*Budget Analyst – ESC/ Budget 5 positions</b>	CA-17 \$17.93/hr. to \$24.25/hr. 12 months	Maintain budget expenditures of grants, track all claims, work with state, federal and district staff as it relates to budgets.

*Annual Budget Impact:*  
\$186,472 min.–  
\$252,200 max.

*Funding Source:*  
11-7860-2511-501210-  
000-000000-305-05-093-  
7860

**Delete:**

Position	Salary/Grade	Duties
<b>Budget Analyst – ESC/ Budget 5 positions</b>	BG-5 12 months	Maintain budget expenditures of grants, track all claims, work with state, federal and district staff as it relates to budgets.

*Annual Budget Impact:*  
\$198,000 min.–  
\$297,000 max.

*Funding Source:*  
11-7860-2511-501210-  
000-000000-305-05-093-  
7860

**Create:**

Position	Salary/Grade	Duties
<b>*Network Technician – ESC/</b> Information Technology 3 positions	CA-14 \$15.50/hr. to \$21.00/hr. 12 months	Perform high level network engineering tasks including design, installation, configuration, troubleshooting, research and operations in a large Microsoft Active Directory environment.

*Annual Budget Impact:*  
\$96,720 min.–  
\$131,040 max.

*Funding Source:*  
11-00002580-501210-000-  
000000-332-02-028

**Delete:**

Position	Salary/Grade	Duties
<b>Network Technician – ESC/</b> Information Technology 3 positions	BG-3 12 months	Perform high level network engineering tasks including design, installation, configuration, troubleshooting, research and operations in a large Microsoft Active Directory environment.

*Annual Budget Impact:*  
\$94,500 min.–  
\$141,900 max.

*Funding Source:*  
11-00002580-501210-000-  
000000-332-02-028

**Create:**

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
<b>*Payroll Customer Service Specialist – ESC/Payroll</b>	CA-12 \$14.13/hr. to \$19.06/hr. 12 months	Customer service to include Kronos inquiries. Process garnishments and tax levies on employee in a timely manner.

*Annual Budget Impact:*  
\$29,390 min.–  
\$39,645 max.

*Funding Source:*  
11-0000-2511-501210-  
000-000000-301-08-052

**Delete:**

<u>Position</u>	<u>Salary/Grade</u>	<u>Duties</u>
<b>Staff Accountant I – ESC/Payroll</b>	BG-5 12 months	Customer service to include Kronos inquiries. Process garnishments and tax levies on employee in a timely manner.

*Annual Budget Impact:*  
\$39,600 min.–  
\$59,400 max.

*Funding Source:*  
11-0000-2511-501210-  
000-000000-301-08-052

**Create:**

Position	Salary/Grade	Duties
<b>*Staff Allocation Analyst – ESC/Budget</b>	CA-16 \$17.04/hr. to \$23.13/hr. 12 months	Compile the district's staffing plan and generate and maintain certified and support allocation sheets for all school sites.

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

*Funding Source:*  
11-0000-2511-501210-  
000-000000-615-08-098

**Delete:**

Position	Salary/Grade	Duties
<b>Staff Allocation Analyst – ESC/Budget</b>	BG-4 12 months	Compile the district's staffing plan and generate and maintain certified and support allocation sheets for all school sites.

*Annual Budget Impact:*  
\$35,400 min.–  
\$53,000 max.

*Funding Source:*  
11-0000-2511-501210-  
000-000000-615-08-098

**\*An audit was conducted to determine if the job responsibilities of exempt jobs meet the current requirements of the Department of Labor to be exempt from overtime requirements. Since it was determined the responsibilities of the following jobs do not meet the requirements to be exempt, the jobs are being changed from exempt to non-exempt.**