



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, November 16, 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 Central High School JROTC under the direction of Commander Larry Benzel and Senior Chief Robert Kamm.
- A-3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A-4. Motion and vote to adopt the agenda.

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

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

D. Approve minutes of previous meetings of the Board of Education.

| | |
|------------------------|-------------------------|
| <u>Regular Meeting</u> | <u>Special Meetings</u> |
| November 2, 2015 | September 10, 2015 |
| | September 11, 2015 |

E. CONSENT AGENDA – Motion and vote on recommendation.

F. ACTION AGENDA – Motion and vote on each recommendation.

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS/CONCERNS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

Consideration and possible action on any matter which could not have been reasonably foreseen prior to the legal time deadline for posting of the agenda for this meeting.

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, December 7, 2015, at 6:30 p.m. in the Cheryl Selman Room at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

O. 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.

DEPUTY SUPERINTENDENT

E-1. RECOMMENDATION: Approve routine field trips.

RATIONALE: Board Policy 3314 requires that all out-of-state student field/study trips and travel have prior authorization by the Board of Education.

E-2. RECOMMENDATION: Approve a one year license agreement with ACT Key Train/Career Ready 101, Iowa City, Iowa, December 2015 through December 2016. This program is used for exploring careers and skill requirements, and the building of life literacy, through lessons about financial awareness and job searching for the district's high school 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 \$8,400

FUND NAME/ACCOUNT: ACE State Funding/Federal Grants and Programs, 11-3620-1000-505300-426-400000-000-05-058-3620

REQUISITION NUMBER: 11603944

RATIONALE: In accordance with the state remediation plan, students will be able to use a computer program and modules for remediation and mastery of content in preparation for taking the alternative proficiency test. This program will be made available to all district high schools.

E-3. RECOMMENDATION: Enter into an agreement for data sharing with Communities In Schools of Mid-America, Inc. (CISMA) for the following nine elementary schools and three secondary schools for the 2015-2016 school year.

Eugene Field Elementary School
Gilcrease Elementary School
Hamilton Elementary School
Kendall-Whittier Elementary School
MacArthur Elementary School
Marshall Elementary School
McClure Elementary School
Penn Elementary School
Sequoyah Elementary School
Clinton Middle School
Rogers College Jr. High School
Webster 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.

REQUISITION NUMBER: 41301442

RATIONALE: The agreement will provide CISMA access to specific data within Student STAT, the district's student achievement dashboard, and cumulative data when warranted. The agreement complies with the Family Education Rights and Privacy Act of 1974. CISMA establishes collaboration 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 students to remain in school, attain a quality education, and achieve in life.

E-4. RECOMMENDATION: Renew or enter into contracts, as applicable, with the following Tulsa community agencies to provide school-based therapeutic classroom services for children during 2015-2016 school year. Agencies listed below may establish a therapeutic classroom at the school designated by the district.

A New Way – Central High School and Junior High
Family and Children’s Services – McLain 7th Grade Academy
Preferred Family Healthcare, Inc. – Project ACCEPT

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: 41301439, 41301440, 41301441

RATIONALE: A therapeutic classroom is a place for children whose behavior supports require limited class size, social skills training and a combination of special education and mental health services. Concerns of behavior would be violence toward staff and students, destruction of property, foul language, bolting or running away, and hiding or withdrawing.

- E-5. RECOMMENDATION:** Purchase services from TNTP, Brooklyn, New York, to provide assistance and support in the development and understanding of a clear, shared vision and bar for college and career-ready instruction.

COST: Not to exceed \$170,831

FUND NAME/ACCOUNT: iPD Grant, 11-0179-2212-503200-000-000000-000-05-044-0179

REQUISITION NUMBER: 11606052

RATIONALE: TNTP proposes to support the district in 1) building key district leaders' (including the Chief Academic Officer, the Executive Director of Curriculum and Instruction, Instructional Leadership Directors and other members of the Superintendent's cabinet) understanding of college and career-ready instructional excellence, the changes to instruction this new bar requires, and the extent to which current classroom practice reflects these higher expectations; 2) developing a clear, shared vision and bar for college and career-ready instruction; and building the capacity of key TPS staff to identify whether instruction meets this shared bar; and 3) providing a preview of the types of systems, processes and tools that can be used by district leaders to bring this clear, shared vision to life and to monitor the quality of college and career-ready teaching across the district.

FINANCIAL SERVICES

- E-6.** RECOMMENDATION: Approve new encumbrances and encumbrance changes.

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

- E-7.** RECOMMENDATION: Approve issuing warrants to Tulsa County in the amount of \$608,709.28; to Osage County in the amount of \$62,263.74; to Creek County in the amount of \$11,351.55; and to Wagoner County in the amount of \$178.34 for the district's share of visual inspection costs for the 2015-16 school year.

COST: \$682,502.91

FUND NAME/ACCOUNT: General Fund, 11-0000-2518-508700-000-000000-000-08-098

REQUISITION NUMBER: 11602273, 11602274, 11602275, 11602283

RATIONALE: The district is required by statute and a court decision to pay its prorated share of any visual inspection budget the County Excise Board approves for the County Assessor's office. The following amounts were paid to these counties in 2014-2015.

Tulsa County - \$577,803.02
Osage County - \$62,513.49
Creek County - \$12,944.95
Wagoner County - \$188.75

Bond Projects and Energy Management

- E-8.** RECOMMENDATION: Approve a developer's contract with the City of Tulsa for storm water drainage and streets and/or sidewalks for the classroom addition at Springdale and Eliot elementary schools and approve utility easements for the storm water project at Springdale Elementary School.

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

COST: No cost to the district.

RATIONALE: The City of Tulsa requires developer's contracts on all projects before issuing building permits.

- E-9.** RECOMMENDATION: Approve a contract with Techsico, Tulsa, Oklahoma, for security upgrades at various sites.

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 \$32,000

RATIONALE: Additional devices are needed to complete new security system at various sites throughout the district.

- E-10.** RECOMMENDATION: Enter into a master agreement with Allied Engineering, Tulsa, Oklahoma, for engineering services for the 2015 bond issue.

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 engineers 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 engineers is necessary to complete bond projects. Each will be approved as a supplement to the contract as bonds are sold.

- E-11.** RECOMMENDATION: Purchase 110 Zoll AED Plus automated external defibrillators (AEDs), along with associated cabinets, signage, and support materials for installation in schools and support facilities from School Health, Inc., Hanover Park, Illinois, the most responsive offeror in accordance with the terms and conditions of the Request for Proposal.

COST: Not to exceed \$130,000

FUND NAME/ACCOUNT: Facilities Bond Fund, 36-1215-2670-507310-000-000000-000-12-037

REQUISITION NUMBER: 11602851

RATIONALE: Sudden cardiac events are the leading cause of death in the United States accounting for an average of over 300,000 deaths per year. This figure includes up to 10,000 deaths in children and young adults. Having a readily available AED can be a lifesaver and can quadruple the rate of survival for victims. The AED program will supplement the District's small number of existing portable units by placing a minimum of one unit in all elementary and middle schools and a minimum of four in all high schools. The program will also include orientation training by the vendor and a monitoring program to ensure that all units are maintained at a fully operational status. The equipment will be managed jointly by the Emergency Management and Athletics offices.

HUMAN CAPITAL

E-12. 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-13. RECOMMENDATION: Approve routine staffing items.

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

E-14. RECOMMENDATION: Enter into an agreement with Rogers State University's Department of Psychology, Sociology and Criminal Justice setting forth the terms under which they will place student interns with employees within the district for purposes of fulfilling program preparation requirements for the 2015-2016 school year.

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

COST: No cost to the district.

RATIONALE: The agreement will allow the district to partner with Rogers State University in their efforts to train and prepare future professionals who may enter the education profession. Partnering with universities in this manner allows the district to provide valuable feedback on student progress in regards to the success of future employment in an urban school setting, in addition to influencing the knowledge, experiences and practical skills of its future workforce and applicant pool.

E-15. RECOMMENDATION: Approve adjunct status for Pete Eichenberger, Economics, at Edison Preparatory School for the 2015-2016 school year.

COST: No cost to the district.

RATIONALE: All teachers must hold a valid Oklahoma teaching certificate and be "highly qualified" to teach in that field according to the No Child Left Behind Act. Oklahoma statute does allow for a teacher to teach one class of a specific subject outside his or her certified area by adjunct status per the Oklahoma State Department of Education. Edison Preparatory School has one class for which no other appropriate candidate has been found. The teacher above is highly qualified in US Government and will seek full certification in the area during the current school year.

F. ACTION AGENDA - Motion and vote on each recommendation

No items submitted.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

G-1. RECOMMENDATION: Approve an agreement between the district, YMCA of Greater Tulsa and Growing Together, Inc. for YMCA to manage extended learning time (ELT) interventions at Kendall-Whittier Elementary School, Eugene Field Elementary School and Sequoyah 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: No cost to the district.

REQUISITION NUMBER: 41301446

RATIONALE: This agreement will create a collaborative after-school model that integrates existing and future organizations and clubs into a cohesive core program to increase student success by connecting activities occurring outside school time to supporting academic achievement. Growing Together is the financially responsible party and will pay for YMCA's services. This is the first year for this collaborative agreement.

G-2. RECOMMENDATION: Enter into an agreement with Walsworth Yearbooks, Marceline, Missouri, to provide school yearbooks for Phoenix Rising 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 \$600

FUND NAME/ACCOUNT: Alternative Programs School Activity Fund #633

RATIONALE: Students will work with their yearbook sponsor to develop their first yearbook at Phoenix Rising. The students will earn the yearbook through developing it and community service/attendance. Staff will regulate the process. Phoenix Rising currently serves 55 students.

G-3. RECOMMENDATION: Enter into a contract with Music Theatre International (MTI), New York, New York, to provide Guys & Dolls Broadway Musical for Edison Preparatory High School, April 7-9, 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 \$2,300

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

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

G-4. RECOMMENDATION: Approve an agreement between the Confucius Institute and the East Asia Institute at the University of Oklahoma to manage a Chinese after-school experience at Carnegie Elementary School during the second semester of the 2015-16 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: 41301449

RATIONALE: This agreement will create a collaborative after-school program to expose students to the Chinese culture with fun language activities, tai chi, visual arts, music and dance. Sessions will be 1½ hours each, one day per week, for 12 weeks and is expected to serve approximately 25 students. The Carnegie after-school experience is supported through a grant by the University of Oklahoma College of Arts and Sciences/Confucius Institute/East Asia Institute. This is the first year for the Confucius Institute at Carnegie Elementary School.

CHIEF OF STAFF

G-5. RECOMMENDATION: Revise School Board policy as listed.

3407 Charter Schools

RATIONALE: Revision of policy 3407 adds new language that is consistent with amendments to the Charter Act that occurred during the previous legislative session.

FINANCIAL SERVICES

G-6. RECOMMENDATION: Enter into an agreement with the City of Tulsa pursuant to the Oklahoma Local Development Act for a six-year exemption/abatement of the district's part of the ad valorem tax on the following projects:

400 S Boston LLC., 400 S Boston Ave., Tulsa, Oklahoma
One Place Investment LLC., 211 W 3rd Street, Tulsa, Oklahoma
The Meridia LLC., 522 S Boston Ave., Tulsa, Oklahoma
Woodland Park Associates, 420 E Archer Street, Tulsa, Oklahoma

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

COST: No cost to the district.

RATIONALE: Approval of the six-year tax exemption/abatement by local taxing authorities is required under the Local Development Act. During the six years of the abatement, the district will continue to receive ad valorem tax at the 2015 level of \$39,440.00, although the value of the properties will increase. The abatement is on the increase in value and taxes. Afterward, the properties will come back onto the tax rolls at the then appraised value and the district will begin receiving taxes based on the levies against the higher property values. Projected completed ad valorem for these projects is \$524,359.00 resulting in an increase of \$484,919.00 in tax revenue for the district.

Bond Projects and Energy Management

- G-7.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder for turf replacement at East Side Sports Complex.

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 project is in the bidding process. Final numbers will be on the consent agenda.

FUND NAME/ACCOUNT: Facilities Bond Fund, 34-1220-4720-504500-000-000000-000-12-018

REQUISITION NUMBER: 11606500

RATIONALE: The new turf and track upgrade are part of the 2010 bond issue.

- G-8.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder for renovation of the district's warehouse facility.

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

COST: The project is in the bidding process. Final numbers will be on the consent agenda.

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

REQUISITION NUMBER: 11606502

RATIONALE: The warehouse is in need of renovation. This project is part of the district's 20-year plan to maintain all buildings and was included in the 2010 bond issue.

- G-9.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder for window replacement at Central High School, Skelly Primary School and Legacy Academy at the Greeley site.

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

COST: The project is in the bidding process. Final numbers will be on the consent agenda.

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

REQUISITION NUMBER: 11606504

RATIONALE: Window and door replacement at the three sites is part of the 20-year plan to maintain and upgrade all buildings. These projects are included in the 2010 and 2015 bond issues.

- G-10.** **RECOMMENDATION:** Approve change order #1 with Lighthouse Electric for new intercoms systems at Jackson, Lee, Peary and Remington elementary schools.

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

COST: Not to exceed \$23,715.66

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

REQUISITION NUMBER: 11606564

RATIONALE: Addition call-in buttons and speakers are required for intercom systems at various sites.

HUMAN CAPITAL

- G-11.** **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-12. RECOMMENDATION: Reimburse the cost of registration and certification testing for Tulsa Public Schools paraprofessionals and teacher assistants, to be named, who seek to complete the Oklahoma State Department of Education paraprofessional-to-teacher certification route.

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 \$5,000 (\$400 per individual)

FUND NAME/ACCOUNT: General Fund, 11-0000-2571-5081000-000-000000-000-04-041

RATIONALE: The district continues to struggle with a shortage of qualified teachers, especially in the areas of special education. As the holder of a bachelor's degree AND one year or more in a public school as a teacher assistant or paraprofessional, employees are eligible to receive an Oklahoma teaching certificate in the area for which a license would be requested (i.e. special education teaching assistants and paraprofessionals could receive a certificate in special education; regular classroom teaching assistants and paraprofessionals could receive regular classroom credentials in the areas of early childhood and/or elementary). When degreed paraprofessionals and teacher assistants are approached with the paraprofessional-to-teacher route to certification, these potential candidates often lament the prohibitive cost of testing as a point of difficulty. Reimbursing these costs is likely to bring additional applicants who have experience in Tulsa Public Schools' classrooms. This offering would have the additional benefit of attracting a higher level of teacher assistant and paraprofessional candidates to the district who would begin to see this route as a viable and successful path to certification and teaching with Tulsa Public Schools.

G-13. RECOMMENDATION: Renew the contract with TNTP (formerly known as The New Teacher Project) for the 2015-2016 school year to provide technical assistance in the areas of human capital and student enrollment.

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 \$525,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2571-503200-000-000000-000-04-041 (\$50,000) and Civic Donor Fund, 11-0157-2571-503200-000-000000-000-05-041-0157 (\$475,000)

REQUISITION NUMBER: 11605934

RATIONALE: TNTP will provide technical assistance for the implementation of talent management strategies related to recruitment and retention including building strong teacher candidate pipelines and providing implementation support for teacher career pathways. In addition, TNTP will provide support for the improvement of student enrollment processes and services. Expenditures for the previous contract term were \$615,114.

- G-14.** RECOMMENDATION: Pay eligible retiring teachers and applicable administrators a \$1,000 incentive for early notice of an irrevocable and written notification of retirement according to the requirements set forth by the Oklahoma Teachers' Retirement System to become effective no sooner than the end of a retiring employee's employment contract term for the 2015-2016 fiscal year. The written notification must be received by the Human Capital Department no later than close of business Monday, February 29, 2016.

RATIONALE: By knowing who is planning to retire, the district will be able to recruit and fill key positions earlier in 2016. Early hiring practices will result in giving the district a higher quality of candidates from which to select. The term "administrator" is a certified position which requires an Oklahoma teacher's certification and whose position is graded within the Education Grade (EG) salary schedule; or an administrative position which is graded within the Executive Grade (XG) and Business Grade (BG) salary schedule grade 10 and above. The term "teacher" is a person, other than an administrator, who is employed on a certified contract for the 2015-2016 fiscal year and whose compensation is based from the teachers' pay scale. In case of a dispute as to whether any teacher or administrator qualifies for an early retirement incentive payment, such dispute shall be resolved by the Chief Human Capital Officer, whose decision is final and nonappealable.

ACCOUNTABILITY/TEACHER-LEADERSHIP EFFECTIVENESS

- G-15.** RECOMMENDATION: Enter into an agreement for data sharing with the National Student Clearinghouse, Herndon, Virginia, for all high schools dating back to graduates of the 2008-2009 school year and to purchase services to provide post-secondary enrollment data for Tulsa Public Schools' graduates dating back to the 2008-2009 school year.

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

COST: Not to exceed \$4,250

FUND NAME/ACCOUNT: Civic Donor Funds, 11-00224-2340-505300-000-000000-000-05-087-0224

RATIONALE: National Student Clearinghouse provides a nationwide, central repository for information on student enrollment, degrees, diplomas, certificates and other educational achievement. Access to this data will allow the district to better understand the postsecondary success of students who graduate from Tulsa Public Schools.

SUPPORTING INFORMATION

CONSENT ITEM E-1

ROUTINE SECONDARY FIELD TRIPS

| SCHOOL/ PARTICIPANTS | NUMBER OF STUDENTS/ PARENTS/ STAFF | PURPOSE OF TRAVEL AND LOCATION | TRAVEL DATES | NUMBER SCHOOL DAYS MISSED | TRAVEL COST AND FUNDING SOURCE |
|---|---|--|-----------------------------|--|--|
| Central High School/ Marching Band | Students: 40 Parents: 6 Staff: 4 | To participate in the Bayou Classic Battle of the Bands/New Orleans, Louisiana | November 27-29, 2015 | 0 | No Cost to the District/Prepaid by students/parents |
| Memorial High School/Engineering students | Students: 20 Parents: 4 Staff: 2 | To participate in the FIRST Robotics Regional Competition/Rock City, Arkansas | March 9- 13, 2016 | 2 | Not to exceed \$9,000/Memorial's Student Activity Fund #640 |
| Edison Preparatory High School/Vocal Music Students | Students: 60 Parents: 2 Staff: 2 | To participate in the Worldstrides Heritage Performance Music Festival/St. Louis, Missouri | April 15- 16, 2016 | 1 | Not to exceed \$10,000/Edison's Student Activity Fund #566 |
| Memorial High School/Engineering students | Students: 20 Parents: 4 Staff: 2 | To participate in the FIRST Robotics Championship/St. Louis, Missouri | April 27- May 2, 2016 | 4 | Not to exceed \$9,000/Memorial's Student Activity Fund #640 |

SUPPORTING INFORMATION

CONSENT ITEM E-12

POSITION CREATIONS/DELETIONS

Create:

| Position | Salary/Grade | Duties |
|--|-------------------|--|
| <p>Communication Specialist, Professional Learning-Wilson/ Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 44,500 min. – \$ 66,700 max.</p> <p><i>Funding Source:</i> 11-0179-2213-501110- 000-000000-354-05-044- 0179</p> | BG-6 12 Months | Manage two-way communication strategies related to the Innovative Professional Development (IPD) grant, the Department of Organizational and Professional Learning, district pilots, and professional learning opportunities. Develop communication tools, effectively process and strategize, inform and engage district employees, promote change management and build relationships within the district to promote a clear understanding of IPD and Organizational and Professional Learning purpose, projects, learning opportunities, goals, and results. |

SUPPORTING INFORMATION

CONSENT ITEM E-13

ROUTINE STAFFING ITEMS

ELECTIONS

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-------------------------------------|-----------------------|---------------------|------------------------|--|
| Certificated/Administrative: | | | | |
| Baskin, Jyll | 10/29/15 | B-21 | \$ 32,762.78 | Teacher-Peary/Pre-K Rate: \$46,130.00 Return from leave |
| Bishop, Donna | 8/14/15 5/25/16 | M30-0 | 34,964.00 | Librarian-McKinley |
| Deming, Courtney | 11/10/15 | B-13 | 25,700.11 | Teacher-Grissom/ Grade 6 Rate: \$38,660.00 Return from leave |
| Epperson, Brianna | 10/21/15 6/03/16 | BG-B | 14,250.95 | Child Nutrition Services (CNS) Manager-Salk Rate: \$19,757.00 Return from leave |
| Harbin, Elisha | 9/16/15 5/25/16 | B-0 | 28,787.50 | Teacher-McLain/English Rate: \$32,900.00 |
| Henson, Ilse | 10/26/15 6/03/16 | BG-B | 19,606.33 | CNS Manager-Ross Rate: \$27,389.00 Return from leave |
| Ives, Wendy | 9/01/15 5/25/16 | B-0 | 32,900.00 | Teacher-East Central/ Math |
| Johnson, Sharon K | 10/26/15 | B-14 | 28,632.73 | Teacher-Patrick Henry/ Grade 4 Rate: \$39,370.00 Return from leave |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-----------------------------|---------------------|--------------|---------------------------|---|
| Kalbe, Dana | 10/05/15 | M60-18 | \$ 39,083.44 | Teacher-Hawthorne/ Academic Engagement Rate: \$48,785.00 Return from leave |
| McCracken, John | 10/01/15 5/25/16 | B-0 | 26,731.25 | Teacher-Jones/Grade 4 Rate: \$32,900.00 |
| McSpadden, Stacy | 10/26/15 5/25/16 | M-19 | 33,109.82 | Librarian- Academy Central Rate: \$45,526.00 |
| Munroe, Leigh Ann | 9/01/15 5/25/16 | B-0 | 30,656.82 | Teacher-Eugene Field/ Kindergarten Rate: \$32,900.00 |
| Parker, Vonnita | 11/02/15 | BG-8 | 41,403.05 | School Activity Fund Supervisor-ESC/ Treasurer's Office Rate: \$62,586.00 Return from leave |
| Snead, Steven | 10/19/15 5/25/16 | M-15 | 31,901.86 1,595.09 | Teacher-MacArthur/ Special Education Rate: \$42,216.00 |
| Whitfield-Madison, Patricia | 9/08/15 | B-12 | 34,563.64 1,296.14 | Instructional Coach- Wilson/ Academic Services Rate: \$38,020.00 Additional days Return from leave |
| Wirth, Shawnda | 11/04/15 | B-12 | 26,138.75 1,296.14 | Instructional Coach- Wilson/ Academic Services Rate: \$38,020.00 Additional days Return from leave |
| Support (Hourly): | | | | |
| Anderson, Roderick | 10/21/15 6/30/16 | MT-3 | \$ 10.30 .52 | Custodian-Plant Operations Shift differential |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-------------------|---------------------|--------------|-----------------|---|
| Bailey, Brenda | 10/12/15 5/25/16 | MT-1 | \$ 9.03 | CNS Assistant-Skelly |
| Blalock, Lusheuna | 9/14/15 5/24/16 | IS-6 | 12.30 | Parent Involvement Facilitator-Hale Return from leave |
| Bolt, Jennifer | 10/30/15 5/24/16 | IS-10 | 13.11 | MD Paraprofessional- Jackson |
| Bryant, Veronica | 11/02/15 5/24/16 | MT-7 | 11.21 | Bus Driver |
| Butler, Katrina | 10/22/15 5/24/16 | IS-6 | 10.81 | Paraprofessional-Bell |
| Elliot, Trisha | 10/26/15 6/30/16 | CA-5 | 10.70 | Data Specialist-ESC/ Special Education |
| Esparza, Virginia | 10/27/15 6/01/16 | CA-3 | 9.35 | Clerk-Mitchell |
| Estrada, Zitali | 9/23/15 6/30/16 | MT-3 | 9.65 | Custodian-Salk Return from leave |
| Evans, Michael | 10/21/15 6/30/16 | MT-3 | 9.35 .46 | Custodian-Plant Operations Shift differential |
| Frierson, Donna | 11/23/15 5/25/16 | MT-1 | 8.87 | CNS Assistant-Dual Language |
| Gilford, Dorothea | 11/09/15 5/25/16 | MT-1 | 8.87 | CNS Assistant-KIPP |
| Grant, Walter | 10/19/15 6/30/16 | MT-3 | 9.35 .46 | Custodian-Washington Shift differential |
| Hefley, John | 11/17/15 6/13/16 | TS-9 | 16.43 | Campus Police Officer- ESC/Campus Police Former Employee (f.e.) |
| Hightower, Roy | 11/02/15 6/30/16 | MT-11 | 19.63 | Head Custodian-Hale Return from leave |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|----------------------------|---------------------|--------------|-----------------|--|
| Homer, Emmeline | 10/20/15 5/24/16 | IS-6 | \$ 11.84 | Paraprofessional-Eliot Return from leave |
| Hughs, Earlene | 10/26/15 5/24/16 | MT-6 | 11.35 | Bus Driver Return from leave |
| Johnson, Ira | 10/19/15 6/30/16 | MT-3 | 9.35 .46 | Custodian-ECDC Reed Shift differential |
| Johnson, Melissa | 10/26/15 6/30/16 | CA-6 | 12.56 | Registrar-Enrollment Center/Accountability Return from leave |
| Jones, Tetra | 10/15/15 6/30/16 | CA-11 | 13.69 | Purchasing Technician- ESC/Materials Management Return from leave |
| Kantola, Johnathon | 10/21/15 6/30/16 | MT-3 | 9.35 .46 | Custodian-Plant Operations Shift differential |
| McAfee, Willie | 11/23/15 6/30/16 | MT-11 | 15.50 | Craftsperson- Maintenance Return from leave |
| McCoy, Amy | 11/02/15 5/24/16 | IS-6 | 10.81 | Paraprofessional-Kendall Whittier |
| Miller, Dana | 10/26/15 5/25/16 | MT-1 | 8.87 | CNS Assistant- Washington |
| Molina, Hermelinda | 10/22/15 6/30/16 | MT-3 | 10.84 .54 | Custodian-Memorial Shift differential |
| Pasillas De Herrera, Maria | 10/19/15 6/30/16 | MT-3 | 9.35 .46 | Custodian-Chouteau Shift differential |
| Rodriguez, Francisca | 10/01/15 5/25/16 | MT-3 | 10.64 | CNS Cook II – Carnegie Return from leave |
| Russell, Linda | 11/23/15 5/25/16 | MT-1 | 8.87 | CNS Assistant-Dual Language |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|---|---------------------|--------------|-----------------|---|
| Sadiqi, Tahir | 11/09/15 5/25/16 | MT-9 | \$ 9.03 | CNS Assistant-College Bound Academy |
| Scott, Adrienne | 11/02/15 5/24/16 | MT-7 | 11.21 | Bus Driver |
| Solis, Ashley | 10/27/15 5/25/16 | CA-3 | 10.30 | Clerk-Rogers Jr. High |
| Taylor, Tiffany | 10/22/15 5/27/16 | CA-4 | 11.71 | Health Assistant- Chouteau Return from leave |
| Thompson, Jerry | 9/22/15 6/30/16 | MT-14 | 19.95 | Plumber Craftsperson- Maintenance Return from leave |
| Timothy, Dawnn | 10/28/15 5/24/16 | IS-3 | 9.35 | Parent Involvement Facilitator-Central f.e. |
| Walker, Debra | 10/12/15 5/25/16 | MT-6 | 13.36 | CNS Assistant Manager- MacArthur Return from leave |
| Walls, Douglas | 11/17/15 6/13/16 | TS-3 | 11.74 | Campus Security Officer- ESC/Campus Police f.e. |
| Wilson, Chauncey | 10/23/15 6/30/16 | MT-3 | 9.35 .46 | Custodian-Burroughs Shift differential |
| <u>Rescind:</u> Newman, Allen | 8/25/15 6/30/16 | MT-13 | 22.00 | Glazier Craftsperson- Maintenance Return from leave |

ADJUSTMENTS

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|-------------------------------------|--|-------------------|--------------------------------------|-----------------------------------|---|
| Certificated/Administrative: | | | | | |
| Dantzler, Marvin | Counselor- Washington B-11 | 10/20/15 | \$ 37,610.00 1,831.00 2,136.93 | \$ 37,610.00 | Teacher-Washington/ History Counselor Additional days |
| Frazier, Timothy | Teacher-Owen/ Grade 3 M-25 | 9/23/15 | 51,436.00 | 51,436.00 2,177.26 | Teacher-Project Accept/Grade 6 Alternative Education |
| Hale, Heather | Psychologist- Enrollment Center/Special Education and Student Services D-0 | 8/31/15 | 34,785.94 1,739.30 421.65 | 40,745.00 1,909.92 463.01 | D-8 Special Education Additional days |
| Hart, Ebony | Teacher-Eugene Field/Grade 1 M-8 | 9/23/15 | 37,406.00 | 37,406.00 1,557.56 | Teacher- Eugene Field/ Special Education |
| Lewis, Barbara | Teacher-McLain/ Science M60-16 | 8/10/15 | 45,476.00 | 45,476.00 1,831.00 2,583.80 | Transition Interventionist- Central Transition Interventionist Additional days |
| Samaroo, Jessica | Librarian-Dual Language Immersion Program B-7 | 8/14/15 | 35,700.00 | 36,796.00 | M-7 |
| Tew, Monica | Instructional Coach-Wilson/ Academic Services B-10 | 8/14/15 | 37,200.00 5,072.72 | 37,200.00 1,860.00 1,056.82 | Teacher-Project Accept/Grade 1 Alternative Education Additional days |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|--------------------------|---|---------------------|---------------------------------------|----------------------|--|
| Ward Ido, Angela | Instructional Coach-Wilson/ Academic Services B-5 | 8/14/15 | \$ 34,900.00 4,759.09 | \$ 34,900.00 | Teacher-Anderson/ Grade 4 Additional days |
| Williams, James | Teacher-McLain/ TRAICE B-20 | 10/28/15 | 44,430.00 2,221.50 1,262.22 | 44,430.00 | Teacher-Salk, Wright/ ELD Alternative Education Additional days |
| Support (Hourly): | | | | | |
| Aziz, Farzana | CNS Cook I – Grissom MT-2 | 11/23/15 5/25/16 | \$ 10.96 | \$ 11.72 | CNS Cook II – Grissom MT-3 |
| Baker, Frederick | Bus Driver Trainee MT-6 | 10/19/15 5/24/16 | 10.72 | 11.21 | Bus Driver MT-7 |
| Bullock, Myana | CNS Assistant- MacArthur MT-1 6hrs/day | 11/09/15 5/25/16 | 9.01 | 9.01 | CNS Assistant-Kerr MT-1 6.5hrs/day |
| Carbajal, Maria | CNS Assistant- Skelly MT-1 7hrs/day | 11/09/15 5/25/16 | 9.46 | 9.46 | 7.5hrs/day |
| Carter, Gayla | Paraprofessional -Bell IS-6 | 11/02/15 5/24/16 | 11.47 | 13.11 | Autism Paraprofessional-Bell IS-10 |
| Cooper, Kathryn | Clerk-Carver CA-3 | 8/06/15 6/30/16 | 10.43 | 12.08 | Credit for Experience |
| Cullom, Mason | TA-Project Accept IS-3 6hrs/day | 8/18/15 5/24/16 | 9.35 | 9.35 | 7hrs/day |
| Ferguson, Kevin | TA-Project Accept IS-6 6hrs/day | 8/18/15 5/24/16 | 10.81 | 10.81 | 7hrs/day |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|-------------------|--|---------------------|---------------------|----------------------|--|
| Fuel, Kimberly | Bus Driver Trainee MT-6 | 10/19/15 5/24/16 | \$ 10.72 | \$ 11.21 | Bus Driver MT-7 |
| Garcia, Piedad | Custodian- Robertson MT-3 | 10/20/15 6/30/16 | 9.91 .49 | 9.91 | Custodian-Enrollment Center Shift differential |
| Garrison, Bruce | Bus Driver Trainee MT-6 | 10/19/15 5/24/16 | 10.72 | 11.21 | Bus Driver MT-7 |
| Guillory, Loleta | TA-Project Accept IS-6 6hrs/day | 8/18/15 5/24/16 | 11.64 | 11.64 | 7hrs/day |
| Harland, Phyllis | Bus Driver Trainee MT-6 | 10/19/15 5/24/16 | 10.72 | 11.21 | Bus Driver MT-7 |
| Harris, Janet | CNS Assistant- McKinley MT-1 6.5hrs/day | 11/09/15 5/25/16 | 9.18 | 9.91 | CNS Cook II – McKinley MT-3 8hrs/day |
| Hutchins, Cynthia | Bus Driver MT-7 | 10/12/15 6/30/16 | 11.21 | 11.21 .30 | Special needs |
| Morris, Nakia | CNS Assistant- ECDC Reed MT-1 7hrs/day | 11/23/15 5/25/16 | 9.66 | 10.33 | CNS Cook I – ECDC Reed MT-2 7.5hrs/day |
| Norris, Tracy | Bus Driver Trainee MT-4 | 10/19/15 5/24/16 | 10.72 | 11.21 | Bus Driver MT-7 |
| Obella, Graciela | CNS Assistant- Skelly MT-1 | 11/23/15 5/25/16 | 10.19 | 10.90 | CNS Cook I – Skelly MT-2 |
| Paupaw, Kiesha | Bus Driver Trainee MT-4 | 10/12/15 5/24/16 | 9.77 | 11.21 | Bus Driver MT-7 |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|----------------------|---|---------------------|---------------------|----------------------|--|
| Ponder, Calvin | CNS Assistant- College Bound Academy MT-1 7hrs/day | 11/09/15 5/25/16 | \$ 9.03 | \$ 9.66 | CNS Cook I – College Bound Academy MT-2 7.5hrs/day |
| Quiroz, Crystal | TA-ECDC Porter IS-3 6.5hrs/day | 9/23/15 5/24/16 | 9.35 | 9.35 | Parent Involvement Facilitator- ECDC Porter IS-3 8hrs/day |
| Reid, Roy | Bus Driver Trainee MT-6 | 10/19/15 5/24/16 | 10.72 | 11.21 | Bus Driver MT-7 |
| Rios De Mejia, Berta | CNS Assistant- Kendall Whittier MT-1 | 9/28/15 5/25/16 | 9.46 | 10.12 | CNS Cook I – Kendall Whittier MT-2 |
| Rodrigues, Laura | Custodian- Wright MT-3 | 10/13/15 6/30/16 | 9.91 .50 | 10.70 | Head Custodian- Jones MT-5 Shift differential |
| Roland, Joyslon | CNS Assistant- Key MT-1 7hrs/day | 11/23/15 5/25/16 | 9.51 | 9.51 | 6hrs/day |
| Scott, Bianca | TA-Project Accept IS-3 6hrs/day | 8/18/15 5/24/16 | 9.35 | 9.35 | 7hrs/day |
| Spearman, Michelle | Bus Driver MT-7 | 10/28/15 5/24/16 | 11.21 | 9.92 | Bus Assistant MT-A |
| Tottress, Michael | TA-Project Accept IS-3 6hrs/day | 8/18/15 5/24/16 | 9.35 | 9.35 | 7hrs/day |
| Ware, Kendall | Custodian- Whitman MT-3 | 10/22/15 6/30/16 | 9.44 .47 | 10.20 | Head Custodian- Whitman MT-5 Shift differential |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|------------------------|--|---------------------|---------------------|----------------------|--|
| Wherry, Radonna | Bus Driver Trainee MT-6 | 10/12/15 5/24/16 | \$ 10.72 | \$ 11.21 | Bus Driver MT-7 |
| Wilson, Victoria | CNS Assistant- KIPP MT-1 6hrs/day | 8/08/15 5/25/16 | 10.16 | 10.16 | 7.5hrs/day |
| <u>Rescind:</u> | | | | | |
| Richards, Tracy | Warehouse Specialist III – Warehouse CA-8 | 10/06/15 6/30/16 | 13.47 | 14.68 | Warehouse Lead – Warehouse CA-11 |

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT

| Name | Special Assignment | Site | Effective Date | Amount |
|-------------------------------------|-------------------------|---------------|----------------|-------------|
| Certificated/Administrative: | | | | |
| Dorsey, Jeana | Football - Head - MS | Carver | 08/20/2015 | \$ 2,289.00 |
| Curtis Dunbar, Patricia | Team Leader | Celia Clinton | 08/14/2015 | 411.00 |
| Harris, Gwynievere | Team Leader | Celia Clinton | 08/14/2015 | 411.00 |
| Johnson, Jessica | Team Leader | Celia Clinton | 08/14/2015 | 411.00 |
| Jones, Cynthia | Team Leader | Celia Clinton | 08/14/2015 | 411.00 |
| Rickman, Martha | Team Leader | Celia Clinton | 08/14/2015 | 411.00 |
| Ward, Jean | Team Leader | Celia Clinton | 08/14/2015 | 411.00 |
| Wayman, Kacie | Team Leader | Celia Clinton | 08/14/2015 | 411.00 |
| White, Paige | Team Leader | Celia Clinton | 08/14/2015 | 411.00 |
| Wrest, Lisa | Team Leader | Celia Clinton | 08/14/2015 | 410.00 |
| Benson, Steven | Department Chairperson | Central HS | 08/14/2015 | 864.00 |
| Boshers, Tracy | Department Chairperson | Central HS | 08/14/2015 | 589.00 |
| Gibson, Don | Department Chairperson | Central HS | 08/14/2015 | 990.00 |
| Gildon, Brandy | Instrumental Music - HS | Central HS | 08/14/2015 | 6,353.00 |
| | Vocal Music - HS | Central HS | 08/14/2015 | 1,717.00 |
| Gregory, Desiree | Department Chairperson | Central HS | 08/14/2015 | 864.00 |
| Hughes, William | Department Chairperson | Central HS | 08/14/2015 | 736.00 |
| Mabrey, Barbara | Department Chairperson | Central HS | 08/14/2015 | 990.00 |

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

| Name | Special Assignment | Site | Effective Date | Amount |
|--------------------|---|-----------------|----------------|-----------|
| McKinley, Kimberly | Department Chairperson | Central HS | 08/14/2015 | \$ 990.00 |
| Smith, Andrew | Department Chairperson | Central HS | 08/14/2015 | 990.00 |
| Villareal, Liza | Department Chairperson | Central HS | 08/14/2015 | 990.00 |
| | Department Chairperson | Central JH | 08/14/2015 | 736.00 |
| | ID Team Leader - MS | Central JH | 08/14/2015 | 1,229.00 |
| Henry, Patrice | ID Team Leader - MS | Central JH | 08/14/2015 | 864.00 |
| Malone, Glenda | Department Chairperson | Central JH | 08/14/2015 | 589.00 |
| McLerran, Jamie | Department Chairperson | Central JH | 08/14/2015 | 589.00 |
| Teague, Thomas | Department Chairperson | Central JH | 08/14/2015 | 589.00 |
| | ID Team Leader - MS | Central JH | 08/14/2015 | 864.00 |
| Williams, Ann | Department Chairperson | Central JH | 08/14/2015 | 1,114.00 |
| Holland, Katherine | Site Tech Contact - 401 to 700 Students | Clinton MS | 08/14/2015 | 1,717.00 |
| Duncan, Sherry | Department Chairperson | East Central HS | 08/14/2015 | 864.00 |
| Isaacs, Valerie | Building Site Test Coor | East Central HS | 08/14/2015 | 750.00 |
| Ashley, Edwin | Track - Head - Girls | Edison HS | 08/14/2015 | 2,400.00 |
| Johnson, Marcal | MS boys basketball - 7th Gr | Edison MS | 08/20/2015 | 1,145.00 |

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

| Name | Special Assignment | Site | Effective Date | Amount |
|-----------------------|--------------------------------|------------------------|----------------|-------------|
| Ahrend, Lois | Instrumental Music - MS | East Central JH | 08/20/2015 | \$ 1,145.00 |
| Casteel, Nathan | Football - Head - MS | East Central JH | 08/20/2015 | 2,289.00 |
| Duncan, Patricia | Stagecraft - HS | Hale HS | 08/14/2015 | 1,109.00 |
| McGee, Joshua | Tennis - Head - Boys | Hale HS | 08/14/2015 | 713.00 |
| | Tennis - Head - Girls | Hale HS | 08/14/2015 | 713.00 |
| Zegart, Carey | MS boys basketball - 7th Gr | Hale JH | 10/20/2015 | 954.00 |
| Adams, Shayee | Breakfast Program Supervisor | Hamilton | 09/28/2015 | 686.00 |
| Frazier, Gordon | Multischool Librarian | Project Accept, TRAICE | 08/14/2015 | 1,849.00 |
| Parks, Shawn | Multischool Librarian | Bell | 08/14/2015 | 1,849.00 |
| Dykes, Fara | Bus Duty | Jackson | 08/20/2015 | 916.00 |
| Torres, Denys | Bus Duty | Jackson | 09/20/2015 | 785.00 |
| Grantham, Carmela | Team Leader | Key | 08/20/2015 | 925.00 |
| Hightower, Suzette | Team Leader | Key | 08/14/2015 | 924.00 |
| Matthews, Pamela | Student Council Sponsor - Elem | Key | 08/20/2015 | 554.00 |
| Morris, Rebecca | Team Leader | Key | 08/20/2015 | 924.00 |
| Naff, Kayla | Team Leader | Key | 08/20/2015 | 924.00 |
| Putnam-Carney, Kelley | Team Leader | Key | 08/14/2015 | 925.00 |
| Quoetone, Ramona | Team Leader | Key | 08/14/2015 | 925.00 |

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

| Name | Special Assignment | Site | Effective Date | Amount |
|------------------------------|--|---------------|----------------|-----------|
| Reed, Tammy | Team Leader | Key | 08/14/2015 | \$ 925.00 |
| Thornton, Jennifer | Team Leader | Key | 08/20/2015 | 924.00 |
| Vilner, Kelly | Team Leader | Key | 08/20/2015 | 924.00 |
| Williams, Berta | Team Leader | Key | 08/20/2015 | 925.00 |
| Trotter, Anna | Site Asset Mgr - ES 401 - 700 Students | Lewis & Clark | 08/14/2015 | 1,300.00 |
| Cook, Debra | Team Leader | MacArthur | 08/14/2015 | 1,386.00 |
| Molina, Jennifer | Breakfast Program Supervisor | Mayo | 09/29/2015 | 614.00 |
| Wills, Richard | Site Tech Contact - 401 to 700 Students | Mayo | 08/14/2015 | 859.00 |
| Wilson, Sarah | Site Tech Contact - 401 to 700 Students | Mayo | 08/14/2015 | 859.00 |
| Bush, Deellen | Double Section (3) - 3/8 | McClure | 08/20/2015 | 1,145.00 |
| McShane, Michael | Double Section (3) - 3/8 | McClure | 08/20/2015 | 1,145.00 |
| Taliaferro, Gail | Double Section (3) - 3/8 | McClure | 08/20/2015 | 1,145.00 |
| Kramer, Katelyn | Department Chairperson | McLain JH | 08/20/2015 | 500.00 |
| Vrazel, Elizabeth | Academic Bowl Coach – HS | McLain HS | 08/20/2015 | 3,434.00 |
| Enriquez Delgadillo, Abegail | Basketball - 9th Gr Coach - Girls | Memorial HS | 08/14/2015 | 2,119.00 |
| Kent, Brandi | Building Site Test Coor | Memorial HS | 10/08/2015 | 311.00 |
| Matheson, Joe | Site Tech Contact - >700 Students | Memorial HS | 08/20/2015 | 2,060.00 |

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

| Name | Special Assignment | Site | Effective Date | Amount |
|-----------------------|--|-----------|----------------|-----------|
| Klosowski, Walter III | Double Section (1) - 1/8 | Mitchell | 09/21/2015 | \$ 195.00 |
| Lanning, Jacqueline | Student Council Sponsor - Elem | Mitchell | 08/14/2015 | 277.00 |
| Piggee, Casey | Double Section (1) - 1/8 | Mitchell | 09/21/2015 | 195.00 |
| Pugh, Katherine | Student Council Sponsor - Elem | Mitchell | 08/14/2015 | 277.00 |
| Winegarten, Julana | Double Section (1) - 1/8 | Mitchell | 09/21/2015 | 195.00 |
| Bowman, Tiona | MS girls basketball - 6th Gr | Monroe | 08/14/2015 | 1,145.00 |
| | National/State Honor Society Affiliate Sponsor | Monroe | 08/14/2015 | 925.00 |
| Doherty, Patricia | Newspaper Sponsor - Elem | Park | 10/27/2015 | 333.00 |
| Smith, Carie | Elem School Allocation | Peary | 10/07/2015 | 427.00 |
| Carian, Julia | Bus Duty | Penn | 08/14/2015 | 458.00 |
| Churchill, Jacklyn | Department Chairperson | Rogers HS | 08/14/2015 | 357.00 |
| | Department Chairperson | Rogers JH | 08/14/2015 | 357.00 |
| Coghill, Dara | Department Chairperson | Rogers HS | 08/14/2015 | 907.00 |
| Conner, Sandra | Department Chairperson | Rogers JH | 08/14/2015 | 1,074.00 |
| Daniels, Rolayna | Department Chairperson | Rogers HS | 08/14/2015 | 589.00 |
| | Department Chairperson | Rogers JH | 08/14/2015 | 589.00 |

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

| Name | Special Assignment | Site | Effective Date | Amount |
|---------------------|---|--------------|----------------|-------------|
| Easter, Michael | Department Chairperson | Rogers HS | 08/14/2015 | \$ 1,089.00 |
| Eichenberger, Ann | Department Chairperson | Rogers JH | 08/14/2015 | 692.00 |
| Hughes, Alex | Wrestling - Asst | Rogers HS | 09/29/2015 | 2,142.00 |
| Lowe, John | Site Asset Mgr - HS Music | Rogers HS | 08/20/2015 | 500.00 |
| Miller, Karen | Department Chairperson | Rogers HS | 08/14/2015 | 781.00 |
| | Department Chairperson | Rogers JH | 08/14/2015 | 781.00 |
| Newsom, Joey | Department Chairperson | Rogers HS | 08/14/2015 | 939.00 |
| Petersen, Isabelle | Department Chairperson | Rogers JH | 08/14/2015 | 736.00 |
| Prokopis, Christina | MS cheerleading sponsor | Rogers JH | 08/14/2015 | 2,060.00 |
| Stamper, Denzil II | Department Chairperson | Rogers HS | 08/14/2015 | 452.00 |
| | Department Chairperson | Rogers JH | 08/14/2015 | 632.00 |
| Ward, Bernadette | Department Chairperson | Rogers HS | 08/14/2015 | 907.00 |
| Wattoff, Elizabeth | Department Chairperson | Rogers JH | 08/14/2015 | 923.00 |
| Quigley, Terry | Track - Asst - Boys | Rogers HS | 10/07/2015 | 1,200.00 |
| Dotson, Karen | Site Tech Contact - 401 to 700 Students | Skelly (1-6) | 08/20/2015 | 859.00 |
| McKenzie, Lacy | Site Asset Mgr - Sp Programs | TRAICE HS | 08/14/2015 | 1,000.00 |

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

| Name | Special Assignment | Site | Effective Date | Amount |
|-------------------------|--------------------------------------|--------------------|----------------|-------------|
| Dantzler, Marvin | Football - 9th Gr Coach | Washington | 08/14/2015 | \$ 2,877.00 |
| | Track - Head - Boys | Washington | 08/14/2015 | 2,400.00 |
| Davis, Chaun | Basketball - 9th Gr Coach - Boys | Washington | 08/14/2015 | 2,119.00 |
| Nash, Gregory | Track - Head - Girls | Washington | 08/14/2015 | 2,400.00 |
| Palace, Gwendolyn | Site Tech Contact - >700 Students | Washington | 08/14/2015 | 1,030.00 |
| Ryan-Johnson, Eric | Instrumental Music - HS | Washington | 08/20/2015 | 6,353.00 |
| Stinson-Hoxie, Beatrice | Site Tech Contact - >700 Students | Washington | 08/14/2015 | 1,030.00 |
| Thomas, Janet | Department Chairperson | Washington | 08/14/2015 | 1,386.00 |
| Danley, Tamara | Academic Bowl Coach - HS | Webster | 08/14/2015 | 3,434.00 |
| Sanders, Sharman | Intramural (1) | Webster | 08/14/2015 | 1,109.00 |
| Support: | | | | |
| Bowie, David | Football - Asst - MS | East Central JH | 09/28/2015 | 687.00 |
| Johnson, Pamela | Basketball - 9th Gr Coach - Girls | East Central HS | 08/14/2015 | 2,119.00 |
| Hamilton, Don | MS boys basketball - 8th Gr | Edison MS | 08/20/2015 | 1,145.00 |
| Gill, Michael | Safety Patrol Sponsor - Elem | Key | 08/20/2015 | 554.00 |
| Granger, Charles Jr. | Football - Asst | McLain JH | 08/20/2015 | 1,373.00 |
| Vickers, Mildred | Site Asset Mgr - MS | McLain 7th Gr | 08/14/2015 | 1,300.00 |

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

| Name | Special Assignment | Site | Effective Date | Amount |
|--------------------|---|------------|----------------|-------------|
| Evans, Connie | Treasurer - Elem | Mitchell | 08/14/2015 | \$ 1,488.00 |
| Goodman, Nathaniel | Athletic Director - MS | Monroe | 08/14/2015 | 1,575.00 |
| Jones, Brian D | Assembly Coor - MS | Monroe | 08/14/2015 | 1,109.00 |
| | Site Tech Contact - <or=to 400 Students | Monroe | 08/14/2015 | 1,373.00 |
| | Breakfast Program Supervisor | Monroe | 08/14/2015 | 1,502.00 |
| Hamilton, Lenecia | Site Asset Mgr - Sp Programs | Plant Op | 07/01/2015 | 1,000.00 |
| Jones, Brian K. | Football - Asst | Rogers HS | 08/14/2015 | 3,335.00 |
| McIntosh, Dwayne | Football - 9th Gr Asst | Rogers HS | 08/14/2015 | 2,877.00 |
| Davis, Adar | Football - 9th Gr Asst | Washington | 08/14/2015 | 2,877.00 |
| Myers, Rondald | Football - Asst | Washington | 08/14/2015 | 3,335.00 |
| Antwine, Stephen | Football - 9th Gr Asst | Webster | 08/14/2015 | 2,877.00 |

DECEASED

| Name | Effective Date | Assignment |
|-----------------|----------------|-----------------------------|
| Support: | | |
| Cooper, Alene | 10/08/15 | Teacher Assistant - Jackson |

LEAVES OF ABSENCE

| Name | Effective Date | Assignment |
|-------------------------------------|----------------|---|
| Certificated/Administrative: | | |
| Aycock, Anita | 10/13/15 | Teacher-Eliot/Grade 1 |
| Bean, Joey | 12/04/15 | Teacher Coach-Wilson/Academic Services |
| Beckman, Amanda | 11/12/15 | Teacher-Mayo/Pre-K |
| Chaboya, Nasiba | 10/12/15 | Teacher-Central Jr. High/History |
| Chilcoat, Erika | 9/25/15 | Teacher-Whitman/Grade 5 |
| Dake, Tammy | 10/16/15 | CNS Manager-College Bound Academy |
| Jones, Leah | 10/01/15 | Teacher-Jackson/Grade 1 |
| King, Christopher | 9/22/15 | Teacher-East Central Jr. High/Social Studies |
| Parker, Vonnita | 10/19/15 | School Activity Fund Supervisor-ESC/Treasure's Office |
| Saner, Krystal | 11/11/15 | Teacher-Celia Clinton/Pre-K |
| Sexson, Erin | 10/19/15 | Teacher-East Central/Art |
| Wolf, Merrie | 10/21/15 | Teacher-Memorial/Math |
| Wright, Samantha | 10/23/15 | Teacher-Key/P.E. |
| Support (Hourly): | | |
| Anderson, Claude | 11/02/15 | Craftsperson-Transportation |
| Arain, Salma | 10/16/15 | CNS Assistant-Salk |

LEAVES OF ABSENCE - Continued

| <u>Name</u> | <u>Effective Date</u> | <u>Assignment</u> |
|--------------------|-----------------------|----------------------------|
| Chronister, Mei | 11/24/15 | CNS Cook II – Memorial |
| Dayton, Bailey | 10/16/15 | TA-Skelly |
| Edwards, Derrick | 10/15/15 | Custodian-ESC |
| Evans, Alice | 10/26/15 | Custodian-Memorial |
| Howard, Phyllis | 10/15/15 | Bus Assistant |
| Howard, Warrenetta | 7/20/15 | Bus Assistant |
| Lovell, Cliffard | 9/16/15 | Bus Driver |
| Roberts, Patricia | 9/21/15 | Paraprofessional-Lindbergh |
| Switzer, Kelly | 10/28/15 | Bus Driver |

RETIREMENTS

| <u>Name</u> | <u>Effective Date</u> | <u>Assignment</u> |
|-------------------------------------|-----------------------|--------------------------------------|
| Certificated/Administrative: | | |
| Goodrich, Elisa | 12/31/15 | Nurse Supervisor-ESC/Health Services |

RESIGNATIONS

| Name | Effective Date | Assignment |
|-------------------------------------|----------------|---|
| Certificated/Administrative: | | |
| Basler, Teresa | 10/22/15 | Teacher-Webster/Math |
| Beck, Jennifer | 11/11/15 | CNS Manager A-Grimes |
| Dane, Joseph | 10/23/15 | Teacher-Cooper/Grade 6 |
| Duel, Lane | 10/29/15 | Teacher-Key/Grade 4 |
| Hinton-Williams, Rachel | 10/23/15 | Teacher-Eugene Field/Art |
| Jones, Aaron | 10/30/15 | Teacher-McLain/Vocal Music |
| Kidd, Danielle | 11/02/15 | Psychologist-Enrollment Center/Special Education and Student Services |
| Kostelnik, Amber | 11/01/15 | Teacher-Hoover/Special Education |
| Kozak, Herbert | 10/14/15 | Teacher-Webster/Special Education |
| Martello, Jay | 10/27/15 | Teacher-Celia Clinton/Grade 4 |
| Morales, Laura | 10/30/15 | Teacher-Marshall/Grade 2 |
| Spears, Melanie | 10/22/15 | Teacher-Jackson/Grade 6 |
| Support (Hourly): | | |
| Bellis, Linda | 8/13/15 | CNS Assistant-Robertson |
| Brooks, Nicole | 11/13/15 | CNS Assistant-Burroughs |
| Campbell, Jessi | 10/26/15 | Paraprofessional-Columbus |
| Cobb, Tyran | 7/17/15 | Bus Driver |
| Dunbar, Marcus | 10/19/15 | Custodian-Burroughs |
| Fries, Robert | 10/30/15 | Site Assistant-Eisenhower/Before and After Care |
| Gabino, Eusebio | 10/21/15 | Custodian-Edison |
| Gaona, Sabrena | 10/21/15 | CNS Assistant-Mark Twain |

RESIGNATIONS - Continued

| <u>Name</u> | <u>Effective Date</u> | <u>Assignment</u> |
|------------------------|-----------------------|--|
| Gomez, Beatriz | 9/18/15 | CNS Assistant-Cooper |
| Jean, Johny | 9/25/15 | Bus Driver |
| Martinez, Natalie | 10/21/15 | Paraprofessional-Cooper |
| McCrary, James | 9/17/15 | Bus Driver |
| Pulache, Carmen | 11/11/15 | Paraprofessional-ECDC Reed |
| Remler, Lareina | 11/06/15 | Accountability Registrar-Enrollment Center/District Accountability |
| Reyes, Reinaldo | 10/13/15 | Custodian-Marshall |
| Riggs, Terry | 10/16/15 | Bus Driver |
| Rutledge, Chad | 10/02/15 | Autism Paraprofessional-Key |
| Tandy, Scott | 7/22/15 | Plumber Craftsperson-Maintenance |
| Taylor, JerriAnn | 11/03/15 | Bus Driver |
| Terrazas Valero, Karen | 10/20/15 | Clerk-Robertson |
| <u>Rescind:</u> | | |
| Haney, Megan | 10/05/15 | Site Assistant-Grissom/Before and After Care |

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Anderson, Latonya
Arivett, Angelia
Barger, Marlene
Becknell, Dominique
Berg, Joshua
Bergman, Alexandra
Berry, Myndi
Blalock, Victoria
Blevins, Melissa
Boyce, Jharai
Brown, Larry
Carter, Lenora
Chatman, Elena
Cook, Virginia
Frayser, Robert
Furr, Jeff
George, Charlie

Hankins, Latrice
Harrison, William
Hartman, Richard
Hiller, Karen
Jones, Nik
Krueger, Sarah
Kurek, Christopher
Lindle, Jack
Martin, Lisa
Miller, Kristen
Morton, Matthew
Newcomer, Jean
Olabode, Khyllilah
Oliver, Olivia
Orr, Lynette
Owens, Cecilia
Rogers, Nelson Barry

Salamy, Phyllis
Smith, Jennifer
Spencer, Evonne
Taylor, Lennice
Thomas, Elizabeth
Thompson, Rebecca
Tiffany, Susan
Tilley, Sandra
Tumy, Suzanne
Wales, Kimberly
West, Stephanie
White, Joseiah
Williams, Altronise
Williams, Lyranita
Young, Johnny

Artist in Residence – Central

Jackson, Jerrell

Tutors

Clark, Joanna
Moses, Anita
Simmons, Martha
Blackburn, Darlene

CNS

Bastian, Roger
Burks, Melva
Cordoba, Teresa
Crocker, Shantel
Dake, Crystal
Damit, Carolyn
De La Cruz Bandy,
Mercedes
Estrada, Darla

Glenn, Sonya
Green, Claudia
Green, Glenda
Harvey, Devon
Herod, Jessica
Johnson, Lamuel
Johnson, Elizabeth
Leithner, Christian
Manning, Stuart

Maruca, Christina
Mercado, Maria
Olaniyan, Akin
Sims, Rosa
Smith, Tina
Torres, Lourdes
Valladolid, Rosalinda
Ward, Shandalaya

Custodian

Butler, Dena
Perez, Antonio
Rendon De Hurtado, Avelina

School Nurse

Goodrich, James

Network Systems Engineer – ESC/IT

Clark, Robert

Campus Police Officer-ESC/Campus Police

Hefley, John f.e.

SUBSTITUTE AND TEMPORARY ELECTIONS

Hale– 11-000-1000-501930-820-33000-201-07-715

Mathew Levenson, Boys Soccer @ \$3,878, September 1, 2015 to May 27, 2016

Memorial Jr. High– 11-000-1000-501930-820-136000-201-07-663

Larry Lane, Boys Basketball @ \$1,145, September 1, 2015 to May 27, 2016

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

American Sign Language – 11-0000-2575-501210-000-000000-328-06-066

Pay American Sign Language (ASL) certified TPS staff, to be named @ their ASL certified rate (total not to exceed \$35,000) to provide interpreter services to students, parents, and staff (for professional development) with hearing impairments after hours, during the school year 2015-2016.

Athletics – School Activity Fund #536

Pay support staff, Parker Childers \$400 and Matthew Beaver \$400 a total not to exceed \$800 as football assistants at Thoreau Demonstration Academy. To be paid from the Thoreau Athletic Association therefore, no cost to the District.

East Central Extra Duties – School Activity Fund #520

Pay certificated staff member, Emilee Taylor a total not to exceed \$500 to be Assistant Cheer Coach.

East Central Extra Duties – School Activity Fund #552

Pay support staff member, Jose Landazuri a total not to exceed \$800 for assistant boys soccer coach during the 2015-2016 school year.

East Central Extra Duties – School Activity Fund #552

Pay support staff member, Jose Landazuri a total not to exceed \$800 for assistant girls soccer coach during the 2015-2016 school year

Warehouse Extra Duties – 11-0000-2523-501210-000-000000-902-08-054

Pay Tracy Richards, support staff @ \$1.21/hr. (total not to exceed \$1,500) to perform extra duties in the absence of a warehouse lead for the 2015-2016 year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

November 2, 2015 Agenda, page 17 - Correct proposed contract amount.

ELECTIONS

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|---------------|---------------------|--------------|------------------------------|--|
| Stacey, David | 11/03/15 6/03/16 | B-28 | \$ 33,709.43 1,657.84 | Instructional Coach- Wilson/ Academic Services Rate: \$48,630.00 Additional days |

November 2, 2015 Agenda, page 19 - Correct degree and step

ELECTIONS

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-----------------|---------------------|--------------|-----------------|------------|
| Penrose, Hannah | 10/20/15 5/25/16 | CA-3 | \$ 9.76 | Clerk-Hale |

November 2, 2015 Agenda, page 24 - Correct effective date.

RESIGNATIONS

| Name | Effective Date | Assignment |
|------------------|----------------|--------------------------------------|
| Hammond, Lindsey | 10/27/15 | Nurse Supervisor-ESC/Health Services |

October 19, 2015, page 46 - Correct amount

Edison– 11-000-1000-501930-820-33000-201-07-712

Jason Rogers, Boys Soccer @ \$3,878, September 1, 2015 to May 27, 2016

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

October 5, 2015 Agenda, page 31- Correct effective date and contract amount.

ELECTIONS

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|--------------|--------------------|--------------|-----------------|---|
| Rosen, Nancy | 9/21/15 5/25/16 | M60-6 | \$ 33,147.00 | Teacher-Eisenhower/ Grade 5 Rate: \$38,635.00 Former Employee (f.e.) |

September 21, 2015 Agenda, page 36 - Correct degree/step and contract amount.

ELECTIONS

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|--------------|--------------------|--------------|-----------------|---------------------------------|
| Bednarz, Amy | 8/14/15 5/25/16 | M-5 | \$ 35,976.00 | Teacher-McKinley/ Enrichment |

September 8, 2015 Agenda, page 37 - Correct grade/step and proposed contract amount.

ELECTIONS

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|---------------|--------------------|--------------|-----------------|---|
| Elledge, Mike | 8/14/15 5/25/16 | M-27 | \$ 50,436.00 | Teacher-Central Jr. High/ Math f.e. |

SUPPORTING INFORMATION

INFORMATION ITEM G-5

SCHOOL BOARD POLICIES

TULSA PUBLIC SCHOOLS

Policy 3407

CHARTER SCHOOLS

PURPOSE: To establish guidelines for Charter Schools under the Oklahoma Charter Schools Act.

The Board, pursuant to Oklahoma statutes, may elect to sponsor a charter school for one or more of the following purposes:

- To improve student learning;
- To increase learning opportunities for students;
- To encourage the use of different and innovative teaching methods;
- To provide additional academic choices for parents/guardians and students;
- To require the measurement of student learning and create different and innovative forms of measuring student learning;
- To establish new forms of accountability for schools; and,
- To create new professional opportunities for teachers and administrators including the opportunity to be responsible for the learning program at the school site.

Charter schools are fully recognized as public schools; however, a charter school, to be so designated under Oklahoma law, must have attained/secured as a minimum the following:

- Formal approval of its proposal for sponsorship by the Board; and,
- Formal approval and publication of its charter (contract) to operate. Such charter (contract) approval shall be by both the Board and the governing board of the school.

District Responsibilities

- Receive, review, and recommend to the Board action concerning all written charter school proposals, as stipulated by the legislation, within the timelines established under the law.
- Upon positive action by the Board, develop for Board approval, in cooperation with the applicant, a charter (contract) for the charter school.
- Notify the State Board of Education of any approved schools and simultaneously provide copies of approved charters.
- Monitor charter schools' progress towards the goals, objectives and performance framework established in the charter.
- Monitor charter schools' financial status and fiscal operations.
- Make relevant recommendations as may be appropriate for Board consideration.

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Eligible Grade Levels

The Board may sponsor charter schools to serve any grade or combination of grades from prekindergarten through grade 12.

Enrollment

A sponsor of a charter school shall not restrict the number of students a charter school may enroll. The capacity of the charter school shall be determined annually by the governing board of the charter school based on the ability of the charter school to facilitate the academic success of the students, to achieve the other objectives specified in the charter contract and to ensure that the student enrollment does not exceed the capacity of its facility or site. The charter school shall provide notice to the sponsor of its enrollment numbers no later than November 1 for the following school year.

Applicant Eligibility

A board of education of a public school district, public body, public or private college or university, private person, or private organization may contract with a sponsor to establish a charter school except that a private school shall not be eligible to contract for a charter school.

A charter school shall be nonsectarian in its programs, admission policies, employment practices, and all other operations. The Board may not authorize a charter school or program that is affiliated with a nonpublic sectarian school or religious institution.

Written Proposal and Charter (Contract) Development Process

In order to comply with all statutory time periods and requirements, and to allow for the completion of a charter (contract) with successful applicants, all completed proposals must be submitted and received in the Office of the Superintendent on or before September 1 of each year (or the next workday if September 1 falls on a weekend or a day when the district office is otherwise closed). This due date refers to schools planning to begin operations the following school year. For purposes of this policy, operations will be defined as providing educational instruction pursuant to an approved charter (contract) in compliance with Oklahoma law.

All proposals submitted soliciting Board sponsorship of a charter school shall utilize the proposal requirements as provided by the Board. Such proposals shall include completion of the Tulsa Charter School Proposal document as published by the Board and shall meet all due dates as published by the Board. Charter (contract) schools sponsored by Tulsa Public Schools are expected to be a signatory to the Tulsa Public Schools Charter Compact Agreement.

NOTE: Proposals soliciting sponsorship which do not provide all of the information required by the Board, or fail to meet the published timelines, and incomplete or tardy proposals may be considered as grounds for rejection of sponsorship.

Review of proposals shall go forward using a process and procedure as defined by and under the direction of the superintendent or designee. The process shall require complete review of each individual proposal received and shall lead to a written report evaluating the quality of the proposal. The written report shall be submitted with a formal recommendation for action to the Board.

The Board shall either accept or reject sponsorship of a proposed charter school within ninety (90) days of receipt of the proposal. Applicants whose proposals are rejected are eligible to appeal as specified by the Oklahoma Charter Schools Act.

All proposals for which sponsorship is authorized by the Board shall immediately initiate negotiations for the completion of the school's charter (contract). All charters (contracts) shall require formal approval by the Board and the governing board of the proposed charter school.

The State Board of Education shall be notified of the acceptance of sponsorship by the Board for any charter schools. A copy of the formally approved charters (contracts) shall be forwarded to the State Board of Education immediately upon approval.

Proposal Submission Process

All completed proposals must be received in the Office of the Superintendent on or before September 1 of each year (or the next workday if September 1 falls on a weekend or a day when the district office is otherwise closed). This due date refers to schools planning to begin operations the following school year. Such proposals must be received no later than 4:30 p.m. All proposals will be stamped with the date and time received. Upon request by the applicant, a proposal received after the prescribed date and time may be considered during the review cycle for the following year.

Term of Charter

An approved contract for a charter school shall be effective for five (5) years from the first day of operation. A charter contract may be renewed for successive five-year terms of duration, although the sponsor may vary the term based on performance, demonstrated capacities and particular circumstances of each charter school. A sponsor may grant renewal with specific conditions for necessary improvements to a charter school.

Charter Renewal

- Prior to the beginning of the fourth, or second to last year of operation as may be applicable, the charter school sponsor shall issue a charter school performance report and charter renewal application guidance to the school and the charter school board. The performance report shall summarize the performance record to date of the charter school, based on the data required by the Oklahoma Charter school Act and the charter contract and taking into consideration the percentage of at-risk students enrolled in the school, and shall provide notice of any weaknesses or concerns perceived by the sponsor concerning the charter

school that may jeopardize its position in seeking renewal if not timely rectified. The charter school shall have forty-five (45) days to respond to the performance report and submit any corrections or clarifications for the report:

Prior to the beginning of the fifth, or final year of operation as may be applicable, the Charter school may apply for renewal of the contract with the sponsor. The renewal application guidance shall, at a minimum, provide an opportunity for the charter school to:

- Present additional evidence, beyond the data contained in the performance report, supporting its case for charter renewal.
- Describe improvements undertaken or planned for the school.
- Detail the plan for the next charter term for the school.

The Board may deny the request for renewal if it determines the charter school has failed to complete the obligations of the charter (contract) or comply with the provisions of the Oklahoma Charter Schools Act. The Board shall give written notice of its intent to deny any request for renewal of the charter (contract) at least eight (8) months prior to the expiration of the charter (contract).

Termination of a Charter

The Board may terminate a charter (contract) during its term for failure to meet the requirements for student performance contained in the charter (contract) or established performance framework, failure to meet the standards of fiscal management specified, violations of law, or other good cause.

The Board shall give at least ninety (90) days written notice to the governing board of the charter school prior to terminating the charter (contract). The governing board of the charter school may request, in writing, an informal hearing before the Board within fourteen (14) days of receiving notice. The Board shall conduct an informal hearing before taking action. If the Board decides to terminate the charter (contract) the governing board of the charter school shall be eligible to pursue remedies as specified in the Oklahoma Charter School Law.

Student Placement

If a charter (contract) is not renewed or is terminated, all students who attended the charter school may enroll in another school consistent with the Board's placement rules including access to all eligible transfer options as may be available under Oklahoma law or Board policy.

Rights of Teachers

Any teacher who is employed by or teaching at a charter school and who was previously employed as a teacher by the sponsor shall not lose any salary status or any other benefit provided by law due to teaching at a charter school upon returning. Any teacher who is employed by or teaching at a charter school and who was employed by the sponsor immediately before such employment shall be given employment preference upon receipt of an application to return if:

- The application is received no later than three (3) years after ceasing employment with the sponsor; and,
- A suitable position is available.

Legal Reference

Oklahoma's Charter School Act (Title 70, Section 3-130) is incorporated herein by reference and made a part of this policy.

SUPPORTING INFORMATION

INFORMATION ITEM G-11

POSITION CREATIONS/DELETIONS

Create:

| Position | Salary/Grade | Duties |
|---|---------------------------|---|
| <p>Director of Title I -ESC/ Federal Programs and Special Projects</p> <p><i>Annual Budget Impact: \$ 76,000 min. – \$ 114,000 max.</i></p> <p><i>Funding Source: 11-7860-2330-501110- 000-000000-110-05-093- 7860</i></p> <p>Note: Not to be effective prior to January 1, 2016.</p> | <p>EG-9 12 months</p> | <p>Ensure alignment of Title I plan to larger school district strategic plans across multiple departments and leadership groups. Communicate and collaborate with relevant community agencies in relation to Title I goals, plans, and requirements. Research and disseminate best practices for school improvement efforts. Facilitate relevant professional learning, as appropriate and/or necessary. Administer and monitor all aspects of Title I. Prepare all Title I applications, proposals and reports for review. Remain current on laws and requirements regarding each program under Title I and meet with related staff to interpret and implement regulations. Maintain a current inventory of Title I funded equipment, materials and supplies. Monitor schools for adherence to all Title I guidelines and regulations.</p> |

Delete:

| Position | Salary/Grade | Duties |
|---|---------------------------|---|
| <p>Director of Title I -ESC/ Federal Programs and Special Projects</p> <p><i>Annual Budget Impact: \$ 70,500 min. – \$ 105,700 max.</i></p> <p><i>Funding Source: 11-7860-2330-501110- 000-000000-110-05-093- 7860</i></p> <p>Note: Not to be effective prior to January 1, 2016.</p> | <p>EG-8 12 months</p> | <p>Administer and monitor all aspects of Title I. Prepare all Title I applications, proposals and reports for review. Remain current on laws and requirements regarding each program under Title I and meet with related staff to interpret and implement regulations. Monitor schools for adherence to all Title I guidelines and regulations. Facilitate the integration of Title I programs with other instructional programs and services. Facilitate appropriate professional development activities for program staff. Assist in the development of administrative guidelines and policies. Supervise assigned personnel, conduct performance appraisals and make recommendations for appropriate employment action. Prepare all required reports and maintain all appropriate records.</p> |

Create:

| Position | Salary/Grade | Duties |
|--|-------------------|---|
| Grant Development Coordinator-ESC/ Federal Programs and Special Projects | BG-6 12 months | Facilitate development of district personnel originated project ideas in conjunction with the designated project manager. Assess, initiate and align project development. Write, review, and edit grant proposals. Prepare budgets and evaluation components. Secure final stakeholder approval; proposal/application submission. |
| <i>Annual Budget Impact:</i> \$ 44,500 min. – \$ 66,700 max. | | Act as the liaison between the requesting agency and the district. Collect and disseminate information relative to programmatic elements, required district commitments, and costs to a review/approval team including department/school stakeholders. Convene review/approval team meeting to make a need/alignment-based determination to approve the partnership. Coordinate necessary district signatures for the partnership and return them to the requesting agency. Collaborate with other Federal Programs and Special Projects personnel in the Grant Award/Start Up processes. Perform other drafting/organizational tasks as assigned (for example, department policy, procedure, evaluation documents, etc.) |
| <i>Funding Source:</i> 11-0950-2340-501210- 000-000000-325-05-093- 0950 | | |
| Note: Not to be effective prior to January 1, 2016. | | |

Delete:

| Position | Salary/Grade | Duties |
|--|-------------------|--|
| Grant Writer-ESC/ Federal Programs and Special Projects | BG-5 12 months | Actively seek competitive grant opportunities from state, federal and other funding sources and determine district applicability and eligibility. Alert key district personnel of competitive grant opportunities through established communication protocols. Assist key administrators in enforcing the district's control procedures for competitive grant applications. Identify all requirements and caveats through analysis of the application materials and communication with the grant maker representative. Analyze district data to determine specific needs for the grant application process. Develop or assist in the development of the narrative, budget, forms and appendices of district level grant applications. Alert schools to small grant opportunities. Assist or provide guidance in developing smaller school and classroom level grants as time permits. Advise and assist responsible parties in carrying out their role in project development, implementation and evaluation. Track the progress of active grants to ensure proper execution and for periodic reports to key administrators. Assist in completing evaluation reports required by projects administered through state and federal agencies. |
| <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. | | |
| <i>Funding Source:</i> 11-0950-2340-501210- 000-000000-325-05-093- 0950 | | |
| Note: Not to be effective prior to January 1, 2016. | | |

Create:

| Position | Salary/Grade | Duties |
|--|-------------------|--|
| Talent Initiatives Manager-ESC/ Human Capital | BG-8 12 months | <p>Lead initiatives focused on talent acquisition and development. Actively participate in the district's data design and development team focused on improving data quality, use, systems and culture across Tulsa Public Schools. Compute and analyze data that supports recruitment and sustainability of talent. Assist the Director of Certified Talent and Director of Support Talent to design, obtain resources, and implement recruiting and retention programs. Work with the Director of Certified Talent and Director of Support Talent to implement strategies to recruit minority applicants, applicants in critical shortage areas. Assist in the development and maintenance of selection tools for effective and efficient employment selection.</p> <p>Assist the Director of Certified Talent to develop and implement strategies for teacher retention—especially novice teachers—and monitor the effectiveness of implemented strategies. Manage the implementation of teacher career pathways to include facilitating stakeholder engagement process via steering committee and advisory groups, leading the recruitment and selection of teacher leaders and monitoring the effectiveness of the program. Provide oversight and assist in the development and management of the districts departmental performance evaluation process.</p> <p>Oversee the district's Balanced Scorecard initiative to encourage goals, information sharing and accountability among central office departments. Provide down-stream new hire processing issues. Provide assistance to recruiting events including university/college career fairs, student teacher job fairs and new teacher orientation, as needed. Collaborate with Human Capital Partners to strategically staff schools.</p> <p>Promote the overall effectiveness of the organization by performing tasks and sharing responsibilities with other members of the department /division during peak periods or when there is an overload of duties, and fill in when an individual is away from the work station. Perform other duties and tasks as assigned.</p> |

Annual Budget Impact:
\$ 56,000 min. –
\$ 84,000 max.

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

Delete:

| Position | Salary/Grade | Duties |
|---|-------------------|--|
| Human Capital Talent Specialist-ESC/ Human Capital | BG-3 12 months | Analyze research and report on teacher talent and performance to include sources of certification, GALLUP scores, Teacher and Leader Effectiveness and Value Added scores, diversity. Compute and analyze data that supports recruitment and sustainability of talent. Develop, track and monitor student teacher placements and contracts with universities and colleges. |

Annual Budget Impact:
\$ 31,500 min. –
\$ 47,300 max.

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

***Note: Not to be effective
prior to February 1, 2016.***

Create:

| Position | Salary/Grade | Duties |
|--|-------------------|---|
| Data Analyst, Project Manager, TLE-ESC/Teacher and Leader Effectiveness | BG-5 12 months | Analyze and manage the production of Value Added, Tripod Student Surveys, Teacher Perception Surveys and Multiple Measures Documents for teachers and leaders. Responsible for collecting, maintaining and continuously improving fair and accurate teacher and leader evaluation components Provide key stakeholders with reliable and useful data critical to sound decision-making. Work to improve data warehousing practices within the Teacher Leader Effectiveness department in order to increase confidence in data sources and minimize repetition of data cleaning tasks. Work closely with Teacher and Leader Effectiveness data fellow, Teacher and Leader Effectiveness project manager, and staff from Professional Learning, Human Capital and Information Technology to improve data driven decision making. |
| <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. | | |
| <i>Funding Source:</i> 11-0224-2542-501210- 000-000000-350-05-087- 0224 | | |

Delete:

| Position | Salary/Grade | Duties |
|--|-------------------|---|
| Data Analyst, TLE-ESC/Teacher and Leader Effectiveness | BG-4 12 months | Support major Teacher and Leadership Effectiveness projects, with a special focus on professional and leadership development. Work with teams of professionals with experience in human capital, operations, finance, strategic planning and other critical school business areas. Work in close collaboration with district-level managers to ensure the full implementation of the evaluation system. |
| <i>Annual Budget Impact:</i> \$ 35,000 min. – \$ 53,000 max. | | |
| <i>Funding Source:</i> 11-0224-2542-501210- 000-000000-350-05-087- 0224 | | |
| Note: Not to be effective prior to February 1, 2016. | | |

Delete:

| Position | Salary/Grade | Duties |
|--|-------------------|--|
| Director of Community Schools -ESC/ Instructional Leadership | EG-8 12 Months | Oversee and conduct professional development training to TPS teachers and staff. Support a range of current professional development commitments and promote the professional development activities in how school staff can work more effectively with parents and community stakeholders. The professional development will lead to stronger family and parent engagement and healthier relationships within neighborhoods in all Title I schools. Provide leadership for the coordination of community school efforts to support Title I Schools. Manage and provide supervision to community schools coordinators and work closely with the Director of Title I to expand the outreach projects and activities for securing parental engagement. Assist in the deployment of the Parental Involvement Analysis across all Title I schools. |
| <i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max. | | |
| <i>Funding Source:</i> 11-5118-2194-501110- 494-000000-322-05-073- 5118 | | |

Delete:

| Position | Salary/Grade | Duties |
|---|-------------------|---|
| Community School Coordinator –Various Sites/Instructional Leadership (7 positions) | BG-5 12 Months | Facilitate the implementation and management of the development of community school activities, events, programs and services that lead to student achievement, stronger families and healthier neighborhoods. Provide leadership for the coordination of community school efforts as evolves from school site teams. |
| <i>Annual Budget Impact:</i> \$ 277,200 min. – \$ 415,800 max. | | |
| <i>Funding Source:</i> 11-5118-2194-501110- 494-000000-322-05-073- 5118 | | |

Create:

| Position | Salary/Grade | Duties |
|---|-------------------|---|
| Journalist and Multi-Media Design -ESC/ Communications | BG-3 12 months | Produce journalism pieces that support the districts achievements, school-based activities and new initiatives that are being implemented. Work closely with all departments in the district to create custom graphic designs for their individual needs. Work with web development in creating the graphic design look both for our external website and our internal website. |
| <i>Annual Budget Impact:</i> \$ 31,500 min. – \$ 47,300 max. | | |
| <i>Funding Source:</i> 11-0000-2560-501210- 000-000000-508-14-062 | | |

Delete:

| Position | Salary/Grade | Duties |
|---|---|--|
| Video Production Specialist-ESC/ Communications | TS-10 \$16.25/hr. to \$22.04/hr. 12 months | Produce training webinar instructional videos. Create custom graphic designs for individual department needs. Work with web development in creating the graphic design look. |
| <i>Annual Budget Impact:</i> \$ 33,800 min. – \$ 45,843 max. | | |
| <i>Funding Source:</i> 11-0000-2560-501210- 000-000000-508-14-062 | | |

Create:

| Position | Salary/Grade | Duties |
|---|---|--|
| Web Designer-ESC/ Communications | CA-16 \$17.04/hr. to \$23.13/hr. 12 months | Produce graphic sketches, designs, layouts and elements for online content. Determine size and arrangement of illustrative material and copy, selects style and size of type, and arrange layout based upon available space, knowledge of layout principles, aesthetic design concepts and various deliveries based on user's devices and browsers/apps. Maintain and provide ongoing design of the district website, social media sites, promos, seasonal content specials, e-mail templates and document and presentation templates. Work with internal web developers and web programmers on the design, layout, and functionality of the district website and other online applications. Work with outside vendors on district branding design of provided web services. |
| <i>Annual Budget Impact:</i> \$ 35,443 min. – \$ 48,110 max. | | |
| <i>Funding Source:</i> 11-0000-2560-501210- 000-000000-000-14-062 | | |

Create:

| Position | Salary/Grade | Duties |
|---|---|--|
| Paralegal -ESC/ Chief of Staff | CA-14 \$15.50/hr. to \$21.00/hr. 12 months | Assist staff attorney with legal research and prepare reports and legal documents by using legal and other resources to investigate assigned subjects. Develop data and prepare pleadings, reports, or memoranda that are related to problems assigned to study. Prepare fact analyses and assemble complicated packages of documents and other materials. |
| <i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max. | | |
| <i>Funding Source:</i> 11-0000-2321-501210- 000-000000-609-14-021 | | |

Delete:

| Position | Salary/Grade | Duties |
|---|--|--|
| Receptionist, Secretary-ESC/Chief of Staff | CA-9 \$12.26/hr. to \$16.46/hr. 12 months | Assist the office of the superintendent and the office of the staff attorney. Compose and edit correspondence, memoranda and forms required of the department. Maintain department records and filing systems and computer databases as required. Communicate with parents, patrons and district personnel in a positive, professional manner. |
| <i>Annual Budget Impact:</i> \$ 25,501 min. – \$ 34,237 max. | | |
| <i>Funding Source:</i> 11-0000-2321-501210- 000-000000-609-14-021 | | |