



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, December 7, 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 Memorial High School JROTC under the direction of Colonel Gregory Barrack and Command Sergeant Major Ken Powell.
- 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 16, 2015	October 12, 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

Motion, second and vote on motion to enter into a settlement agreement with Angela Logan and to authorize its execution by the Board President and Board Clerk.

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 21, 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 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.

E-3. 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 the 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.

- E-4.** 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.

- E-5.** 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

E-6. RECOMMENDATION: Revise School Board policy 3407, Charter Schools.

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

FINANCIAL SERVICES

E-7. 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-8. 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, 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 resulting in an increase of \$484,919 in tax revenue for the district.

Bond Projects and Energy Management

- E-9.** RECOMMENDATION: Enter into a contract with Field Turf USA, Auburn Hills, Michigan, the lowest responsible bidder, for turf and track replacement at the 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: Not to exceed \$566,485

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.

- E-10.** RECOMMENDATION: Enter into a contract with McIntosh Services, Tulsa, Oklahoma, 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: Not to exceed \$1,975,095

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.

- E-11.** RECOMMENDATION: Enter into a contract with Advantage Glass, Tulsa, Oklahoma, 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: Not to exceed: \$558,600

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.

- E-12.** 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

- E-13.** RECOMMENDATION: Approve position creations/deletions.

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

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

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

E-15. 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, 11-0000-2571-508100-000-000000-000-04-041 (\$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.

E-16. 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.

E-17. 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.

COST: Not to exceed \$5,000 (\$400 per individual)

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

REQUISITION NUMBER: 41301453

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.

Accountability/Teacher-Leadership Effectiveness

- E-18.** 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.

F. ACTION AGENDA - Motion and vote on each recommendation

FINANCIAL SERVICES

Bond Projects and Energy Management

F-1. RECOMMENDATION: Enter into a lease agreement with BlueMark Solutions LLC, Tulsa, Oklahoma, for the compressed natural gas equipment at the east transportation lot.

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

COST: The cost will be \$1,786.05 a month with a maximum term, subject to annual ratification, of 10 years. The school district will have a purchase option which may be exercised after the second year of the lease term. The initial term of the lease will extend through June 31, 2016.

RATIONALE: The vendor will offset the cost of the compressed natural gas equipment with federal income tax credits. The vendor's cost savings will be shared with the district resulting in a reduction in the cost to the school district of approximately \$366,593.66. It is our present intention to exercise the purchase option as soon as permitted using bond funds from the 2015 bond issue.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G-1.** RECOMMENDATION: Enter into a contract with the IDL Quad Group LLC, Tulsa, Oklahoma, as operator of the IDL Ballroom to host and provide services for Washington High School's winter formal on February 6, 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 \$5,400

FUND NAME/ACCOUNT: Washington's School Activity Fund #573

RATIONALE: The winter formal is an annual event that Washington High School has held for the past 15 years. Approximately 600 to 800 students attend.

- G-2.** RECOMMENDATION: Purchase services from In Class Today, San Francisco, California, to provide services aimed at improving student attendance throughout the district.

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

COST: Not to exceed \$87,720

FUND NAME/ACCOUNT: Civic Donor Funds, 11-00224-2340-505300-000-000000-000-XX-XXX-XXXX

RATIONALE: In Class Today provides direct mailing services to the parents and guardians of district students who are at risk of chronic absenteeism. These letters offer concrete information related to the importance of school attendance as well as specific information about individual student attendance rates. Equivalent initiatives have been shown to decrease absenteeism rates by approximately 9,600 additional attendance days across Tulsa Public Schools.

- G-3.** RECOMMENDATION: Enter into an agreement with Banks Entertainment, Tulsa, Oklahoma, to provide DJ services for Edison Preparatory'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 \$995

FUND NAME/ACCOUNT: Edison's School Activity Fund #861

RATIONALE: This event has been held annually and has provided students with the opportunity to become involved with event planning and to gain organizational and teamwork skills. It is intended to promote a sense of togetherness right before graduation.

- G-4.** RECOMMENDATION: Renew the contract with Amplify Education, Inc., Brooklyn, New York, for a subscription for the use of the School by Design software as part of the iPD grant from January 4, 2016, through December 31, 2016, to provide support to district teachers and administrators as part of the scheduling redesign and resource optimizing work in the pilot program training.

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 \$87,095

FUND NAME/ACCOUNT: iPD Grant Fund, 11-0179-2213-503600-000-000000-000-05-044-0179 \$45,000 for consulting services; 11-0179-2213-505300-000-000000-000-05-044-0179 \$42,095 for software licenses

REQUISITION NUMBER: 11606466

RATIONALE: The School by Design software provides a framework, online tools, and resources for creating schedules that allow collaboration time for teachers during the day.

- G-5.** RECOMMENDATION: Enter into a contract with the Marriott Tulsa Hotel Southern Hills to provide facilities and catering for the district's Athletic Hall of Fame Banquet, January 21, 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 \$10,450

FUND NAME/ACCOUNT: Athletics' Activity Fund #536

RATIONALE: The Athletic Hall of Fame Banquet is held to honor students who have achieved success in athletics as well as academics.

FINANCIAL SERVICES

- G-6.** RECOMMENDATION: Accept the Comprehensive Annual Financial Report which includes the independent audit report of McGladrey, LLP (formerly Cole & Reed, Certified Public Accountants, P.C.) for the fiscal year ending June 30, 2015.

RATIONALE: Oklahoma law requires school districts to have an audit performed each year and accepted by the Board of Education. The Comprehensive Annual Financial Report is the reporting standard for governmental financial reporting. The audit was conducted in accordance with auditing standards generally accepted in the United States of America and the Standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. The audit included examining evidence supporting the amounts and disclosures in the combined financial statements. The audit also included assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall combined financial statement presentation.

- G-7.** RECOMMENDATION: Approve sanctioning of the following additional booster clubs and parent/teacher associations (PTAs) in accordance with Board Policy 5707 for the 2015-2016 fiscal year. The original item was approved on the November 2, 2015, agenda, item E-6.

BOOSTER CLUBS

BTW Soccer
Nathan Hale Band

PTA/PTO

Celia Clinton PTA
Grimes PTA
Grissom PTA
Jackson PTA
Lewis & Clark Elementary PTA
Mark Twain PTA
Porter ECDC PTO
Thoreau Demonstration Academy PTSA

COST: No cost to the district.

RATIONALE: Sanctioned status provides an organization exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the district and are beneficial to students under the guidelines established in Board Policy 5707. These organizations have submitted the required information in support of their applications.

Bond Projects and Energy Management

- G-8.** RECOMMENDATION: Enter into a contract with Trigon General Contractors & Construction Managers, Inc., Tulsa, Oklahoma, the lowest responsible bidder, for interior renovations at the Wright Elementary School library.

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: \$44,101.41.

RATIONALE: Library renovations are part of the 2010 bond plan. This library renovation will include construction of a glass wall to create an instructional/story area similar to those in other elementary libraries in the district.

- G-9.** RECOMMENDATION: Enter into a contract with Children's Specialties Inc., Broken Arrow, Oklahoma, the lowest responsible bidder, for new playground equipment at East Tulsa 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: \$60,977

RATIONALE: Playground improvements are part of the 2010 bond plans.

- G-10.** RECOMMENDATION: Approve the purchase of furniture for the new Collegiate Center at Edison Preparatory School with Fenton Office Supply, Stillwater, Oklahoma, and Krueger International, Tulsa, Oklahoma.

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

RATIONALE: The new addition and furnishings are part of the 2010 bond plan.

G-11. RECOMMENDATION: Approve change order #2 with Atwell Roofing, Tulsa, Oklahoma, for the re-roofing project at Columbus Elementary School. The original contract was approved on the January 5, 2015, agenda, item E-21 in the amount of \$1,741,832.

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 total change order is \$7,260.

RATIONALE: Additional drains were added to the gymnasium to prevent water from standing on the roof.

G-12. RECOMMENDATION: Approve supplement #1 with Allied Engineering Group, LLC., Tulsa, Oklahoma, for engineering design services for the HVAC renovation at McClure and Marshall 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: Estimated cost of the construction is between approximately \$1,500,000 and \$2,000,000. The engineer will be paid at 5.25 percent of the construction cost.

RATIONALE: HVAC work at McClure and Marshall elementary schools is part of the 2015 bond plan.

G-13. RECOMMENDATION: Approve supplement #3 with Greg Helms and Associates, Jenks, Oklahoma, for architectural services for the classroom addition at Kerr 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: Estimated cost of the construction is approximately \$2,750,000. The architect will be paid at seven percent of the construction cost.

RATIONALE: The classroom addition at Kerr Elementary School is part of the 2015 Bond.

G-14. RECOMMENDATION: Approve supplement #2 with KKT Architects, Tulsa, Oklahoma, for architectural services for the new kitchen at Cooper 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: Estimated cost of the construction is approximately \$1,500,000. The architect will be paid at seven percent of the construction cost.

RATIONALE: Expansion of the kitchen cafeteria area at Cooper Elementary School is part of the 2015 bond plan.

G-15. RECOMMENDATION: Approve an amendment to the lease agreement with Tulsa Children's Coalition, Inc. for the site of the former Frost 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: There is no cost to the district.

RATIONALE: The district currently leases the site of the former Frost Elementary School to Tulsa Children's Coalition, which subleases the building to Community Action Project, Tulsa. Tulsa Children's Coalition would like to build an addition to Frost which would consist of three classrooms, a utility room and additional rest rooms. This amendment will add 75' to the north boundary of the leased premises.

HUMAN CAPITAL

G-16. RECOMMENDATION: Renew the contract with Met Life to continue the district's life insurance program, and with Lincoln Financial Group for long-term disability insurance.

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 district will pay \$.114 per month per \$1,000 for life and \$.014 per month per \$1,000 accidental death and dismemberment insurance for eligible employees in the amount of 1.5 times annual salary; and long-term disability at \$.29 per \$100 of monthly benefit.

FUND NAME/ACCOUNT: Applicable fund/account based on the employee's salary account unique to the position and site.

RATIONALE: The district provides life insurance, accidental death and dismemberment insurance and long-term disability insurance for eligible employees for the purpose of hiring and retaining qualified employees.

INFORMATION AND OPERATIONS

- G-17.** RECOMMENDATION: Amend the contract with Cox Business Services, Tulsa, Oklahoma, effective January 1, 2016, through June 30, 2016, for high-speed data services to alternative education sites. The contract was approved on the March 2, 2015, agenda, item E-24.

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: \$19,040

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

REQUISITION NUMBER: 41301330

RATIONALE: This amendment will provide high-speed, network connectivity for employees providing services to students at the David L. Moss correctional facility. The contract amount will increase from \$17,900 to \$19,040. E-Rate discounts will not apply to service at this site.

- G-18.** RECOMMENDATION: Enter into a property damage release settlement agreement with Ohio Security Insurance Company, Claim #23074963, in the amount of \$87,964.00, for property damage occurring at the Mason Education Service Center (ESC) on November 5, 2014.

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: This agreement and release is for full settlement with Ohio Security Insurance Company and its insured, Lighthouse Electric, Inc. The settlement and release are related to a water line break that occurred on the sixth floor of the ESC while Lighthouse Electric, Inc., was installing wiring on that floor.

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
Edison Preparatory High School/Deaf Ed	Students: 6 Parents: 0 Staff: 3	To participate in the Close Up Program/Washington DC	May 1-6, 2015	5	Not to exceed \$10,752/Edison's Student Activity Fund #842

SUPPORTING INFORMATION

CONSENT ITEM E-6

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

CONSENT ITEM E-13

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: \$ 44,500 min. – \$ 66,700 max.</i>		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: 11-0950-2340-501210- 000-000000-325-05-093- 0950</i>		
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-16 \$17.04/hr. to \$23.13/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> \$ 35,443 min. – \$ 48,110 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		

SUPPORTING INFORMATION

CONSENT ITEM E-14

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Clark, Robert	11/16/15	BG-11	\$ 57,522.40	Network Technician II – ESC/Information Technology Rate: \$100,000.00
Goodrich, James	11/17/15 5/25/16	B-3	21,700.00	Nurse Supervisor- ESC/Health Services Rate: \$34,100.00
			1,176.64	Nurse Supervisor
Hoffman, Kirby	11/18/15	B-22	29,408.69	Teacher-Columbus/ Music Rate: \$46,630.00 Return from leave
Lance, Mackenzie	11/01/15 5/25/16	B-0	22,992.61	Teacher-Washington/ Career Tech Rate: \$32,900.00
Luttrell, Mary	11/19/15 5/25/16	B-8	22,687.50 1,134.38	Teacher-Hoover/ Special Education Rate: \$36,300.00 Former Employee (f.e.)
Morrow, Felica	11/12/15 5/26/16	BG-A	13,492.62	Child Nutrition Services (CNS) Manager-Whitman Rate: \$20,925.00 Return from leave
Reese, Carol	10/05/15	BG-4	40,699.57	Terminal I Manager- Transportation Rate: \$55,114.00 Return from leave

ELECTIONS – Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Support (Hourly):				
Ball, Thomas	11/09/15 5/24/16	MT-7	\$ 11.21	Bus Driver
Burns, Catherine	11/23/15 5/25/16	MT-1	9.03	CNS Assistant-Remington
Cordoba, Teresa	11/23/15 5/25/16	MT-1	8.87	CNS Assistant-McKinley
Emerson, Ashley	11/11/15 5/24/16	IS-6	10.81	Teacher Assistant (TA)-Lee
Estrada, Darla	11/23/15 5/25/16	MT-1	9.53	CNS Assistant-Peary
Fowlkes, Johnnie	11/16/15 5/24/16	MT-7	11.21	Bus Driver
Hodge, Ronald	11/12/15 5/24/16	IS-10	13.11	ED Paraprofessional-Hamilton
Hopkins, Patricia	11/16/15 5/24/16	MT-7	11.21	Bus Driver
Jones, Jonathon	11/11/15 5/24/16	MT-A	8.29	Site Assistant-Eisenhower/ Before and After Care
Jones, Kendra	11/13/15 5/25/16	MT-1	9.03	CNS Assistant-McClure
Kikugawa, Tad	11/06/15 6/30/16	MT-3	9.35 .46	Custodian-Plant Operations Shift differential
Lankster, Haleigh	11/10/15 5/24/16	IS-6	10.81	TA-Carver
Listenbee, Jimmie	11/23/15 5/25/16	MT-1	8.87	CNS Assistant-Key

ELECTIONS – Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Littlejohn, Juliatt	11/23/15 5/25/16	MT-1	\$ 10.03	CNS Assistant- Celia Clinton
Maruca, Christina	11/23/15 5/25/16	MT-1	9.03	CNS Assistant-Mayo
Membrila, Tania	11/16/15 5/24/16	IS-6	10.81	Paraprofessional- Columbus
Mercado, Maria	11/23/15 5/25/16	MT-1	8.87	CNS Assistant-Cooper
Midget, Michelle	11/18/15 5/24/16	IS-10	13.11	MD Paraprofessional- Hale
Miller, Charlotte	10/23/15 5/24/16	MT-A	11.38	Site Assistant-Lee/Before and After Care
Morgan-Horton, Traci	11/17/15 6/30/16	CA-9	14.36	Administrative Assistant III-Maintenance
Morris, Taylor	11/06/15 6/30/16	MT-3	9.35	Custodian-Robertson Shift differential
Mosley, Kayesha	11/02/15 5/25/16	MT-1	9.00	CNS Assistant-McLain Return from leave
Newman, Allen	11/16/15 6/30/16	MT-13	22.30	Glazier Craftsperson- Maintenance Return from leave
Simmons, Nicholle	11/23/15 5/25/16	MT-3	9.35	CNS Cook II – Monroe Demonstration Academy
Smith, Tina	11/23/15 5/25/16	MT-1	8.87	CNS Assistant-Mitchell
Smith, Wendy	11/23/15 5/25/16	MT-1	9.03	CNS Assistant Manager- Washington
Spencer, Evonne	11/20/15 5/24/16	IS-10	13.11	Autism Paraprofessional- Bell

ELECTIONS – Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Torres, Lourdes	11/23/15 5/25/16	MT-2	\$ 8.98	CNS Cook I – Kendall Whittier
Valladolid, Rosanlinda	11/23/15 5/25/16	MT-2	10.37	CNS Cook I – Kendall Whittier
Wiley, Donna	11/16/15 6/13/16	CA-8	15.48	Principal's Secretary- McLain Seventh Grade Academy Return from leave

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Bauman, Emily	Speech Pathologist- Enrollment Center/Special Education and Student Services 3/5 Time M-9	11/16/15	\$ 22,749.60 1,137.48 3,000.00	\$ 30,332.80 1,516.64 4,000.00	4/5 Time Rate: \$37,916.00 Special Education Speech Pathologist
Cataldo, Karin	Teacher-Celia Clinton/ELD B-28	8/14/15	50,630.00	51,630.00	Add career increment
Copher, Carly	CNS Traveling Manager-Ross BG-A	9/16/15 5/26/15	21,380.00	19,251.68	CNS Manager-Peary BG-B Rate: \$22,877.00
Granger, Charles	Paraprofessional -McLain Jr. High IS-6	11/01/15 5/25/16	10.81	22,992.61 1,149.63	Teacher-McLain Jr. High/TRAICE Rate: \$32,900.00 B-0 Alternative Education
Hart, Jeanne	Teacher-Carver/ Math M-17	8/14/15	44,406.00	48,085.00	M60-17
McElroy, James	Teacher- TRAICE Academy/ Science B-5	8/14/15	34,900.00 1,745.00 991.48	35,976.00 1,798.80 1,022.05	M-5 Alternative Education Additional days
Owens, Henrietta	CNS Traveling Manager – Ross BG-A	9/16/15	18,441.00	16,626.10	CNS Manager- Lindbergh BG-B Rate: \$19,757.00
Savage, Alexandra	Teacher-Skelly/ Grade 3 B-0	8/14/15	32,900.00	33,956.00	M-0

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Welker, Mark	Teacher- Washington/ Science B-24	8/14/15	\$ 47,630.00	\$ 48,630.00	Add career increment
Support (Hourly):					
Aguirre, Evlyn	Parent Involvement Facilitator-Jones IS-3	9/02/15 5/24/16	\$ 9.35	\$ 10.30	Credit for Experience IS-3
Brown, Ruth	CNS Assistant- Washington MT-1 7.5hrs/day	11/23/15 5/25/16	9.66	9.66	6.5hrs/day
Chandler, Lisa	CNS Assistant- Bell MT-1	11/23/15 5/25/16	9.38	10.13	CNS Cook I – Bell MT-2
Chappell, Bonnie	CNS Assistant- Gilcrease MT-1	11/16/15 5/25/16	9.00	11.21	Bus Driver MT-7
Cornelius, Sylvia	CNS Assistant- Washington MT-1	11/23/15 5/25/16	10.16	10.87	CNS Cook I – Washington MT-2
Crisp, Carrie	CNS Assistant- Anderson MT-1 1-CI	11/23/15 5/25/16	10.66	11.37	CNS Cook I – Anderson MT-2 1-CI
Dyson, Derek	Security Systems Technician- ESC/Campus Police TS-8	9/28/15 6/30/16	18.29 .91	18.29	Shift differential
Flowers, Maxine	CNS Assistant- Washington MT-1 6hrs/day	11/23/15 5/25/16	9.97	10.59	CNS Cook I – Washington MT-2 6.5hrs/day

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Franco, Veronica	CNS Cook II – Bell MT-3 7hrs/day	10/26/15 5/25/16	\$ 10.30	\$ 10.30	CNS Cook II – Columbus MT-3 7.5hrs/day
Frederick, Melissa	CNS Cook II – Bell MT-3	11/23/15 5/25/16	12.25	13.35	CNS Assistant Manager-Bell MT-6
Gilford, Dorothea	CNS Assistant- KIPP MT-1	12/07/15 5/25/16	8.87	9.49	CNS Cook I – KIPP MT-2
Glendening, Janine	CNS Cook II – McKinley MT-3	9/28/15 5/25/16	10.84	11.81	CNS Assistant Manager-McKinley MT-6
Johnston, Ricky	Security Systems Technician- ESC/Campus Police TS-11	9/28/15 6/30/16	23.17	23.17 1.22	Shift differential
Lamer, Richard	Bus Driver MT-7 6hrs/day	10/28/15 5/24/16	12.61	12.61	8hrs/day
Looney, Teona	Bus Driver MT-7	10/28/15 5/24/16	10.72 .30	10.72	Special needs
Marquez, Nancy	CNS Assistant Manager- Washington MT-6 6.5hrs/day	11/23/15 5/25/16	10.84	10.84	8hrs/day
Marshall, Tracy	Assistant Head Custodian- Washington MT-5 1-CI	10/23/15 6/30/16	12.80	13.91	Received boiler's license MT-8
Mejia, Gabriela	CNS Assistant- East Central MT-1 6.5hrs/day	11/23/15 5/25/16	9.18	9.18	6hrs/day

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Miller, Dana	CNS Assistant- Washington MT-1	12/07/15 5/25/16	\$ 8.87	\$ 9.49	CNS Cook I – Washington MT-2
Moctezuma De Garcia, Adela	CNS Cook I – East Central MT-2 6hrs/day	11/23/15 5/25/16	10.11	10.11	6.5hrs/day
Moore, Kevin	Assistant Head Custodian- Rogers MT-8 1-CI	9/28/15 6/30/16	14.67	14.67 .73	Shift differential
Patten, Carmen	CNS Assistant Manager-Celia Clinton MT-6 7.5hrs/day	8/07/15 5/26/16	10.84	10.84	8hrs/day
Phillips, RaeAnn	Assistant Site Director- Grimes/Before and After Care MT-3	10/12/15 5/25/16	9.49	10.68	Site Director- Robertson/Before and After Care MT-6
Rodriguez, Magdalena	CNS Cook I – Lindbergh MT-2	11/23/15 5/25/16	9.66	10.33	CNS Cook II – Lindbergh MT-3
Schmidt, Sondra	Bus Driver MT-7	10/28/15 5/24/16	11.21	11.21 .30	Special needs
Shannon, Victoria	Accountability Specialist- Enrollment Center/Accounta bility CA-8 2-CI	11/09/15 6/30/16	18.05	19.15	Accountability Registrar-Enrollment Center/Accountability CA-9 2-CI
Small, Julia	Site Assistant- Eliot/Before and After Care MT-A	10/05/15 5/24/16	8.41	9.35	Assistant Site Director-Eliot/Before and After Care MT-3

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Smith, Marion	Carpentry Craftsperson- Maintenance MT-11	11/09/15 6/30/16	\$ 14.46	\$ 15.47	Master Carpentry Craftsperson- Maintenance MT-12
Wilford, Sherice	CNS Cook I – Robertson MT-2	11/23/15 5/25/16	9.63	10.30	CNS Cook II – Robertson MT-3
Williams, Michael	CNS Cook I – Anderson MT-2	12/07/15 5/25/16	10.27	10.98	CNS Cook II – Anderson MT-3
Wilmoth, Rebecca	Site Assistant- Grimes/Before and After Care MT-A	10/12/15 5/24/16	8.91	9.35	Assistant Site Director- Grimes/Before and After Care MT-3

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT

Name	Special Assignment	Site	Effective Date	Amount
Certificated/Administrative:				
Davis, Jacqueline	Elem Special Education Lead	Burroughs	08/20/2015	\$ 1,849.00
Jantz, Andrea L	Interpreter - Certified	Carnegie	08/20/2015	720.00
	Translator - Certified	Carnegie	08/20/2015	720.00
Bennett, Vicki L	Interpreter - Certified	Carver	08/20/2015	720.00
	Translator - Certified	Carver	08/20/2015	720.00
Smaligo, Diana P	Interpreter - Certified	Celia Clinton	08/20/2015	720.00
	Translator - Certified	Celia Clinton	08/20/2015	720.00
Whayne, Kimberly L	Instrumental Music Asst - HS	Central HS	08/20/2015	1,572.00
Dubay, Lorie A	Interpreter - Certified	Cooper	08/20/2015	720.00
	Translator - Certified	Cooper	08/20/2015	720.00
Sandoval, Irma	Interpreter - Certified	Dual Language	08/20/2015	720.00
	Translator - Certified	Dual Language	08/20/2015	720.00
Vargas-Lopez, Alma C	Interpreter - Certified	Dual Language	08/20/2015	720.00
Sheets, Leslie C	Interpreter - Certified	East Central JH	08/20/2015	720.00
	Translator - Certified	East Central JH	08/20/2015	720.00
Longjohn, Julie M	Interpreter - Certified	Edison MS	08/20/2015	720.00
	Translator - Certified	Edison MS	08/20/2015	720.00
Garcia Reyes, Gilda M	Interpreter - Certified	Eisenhower	08/20/2015	720.00
	Translator - Certified	Eisenhower	08/20/2015	720.00
Andrus, Janelle N	Double Section (7) - 7/8	Eugene Field	11/02/2015	240.00

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

Name	Special Assignment	Site	Effective Date	Amount
Graham, Angela C	Bus Duty	Eugene Field	08/20/2015	\$ 72.00
	Elem School Allocation	Eugene Field	08/20/2015	500.00
Howard, April D	Teacher-in-Charge - Elem	Eugene Field	08/20/2015	151.00
Murdock, Cynthia	Bus Duty	Eugene Field	08/20/2015	500.00
	Elem Special Education Lead	Eugene Field	08/20/2015	1,849.00
Newman, Gloria A	Teacher-in-Charge - Elem	Eugene Field	08/20/2015	151.00
Rathe, Alice B	Teacher-in-Charge - Elem	Eugene Field	08/20/2015	198.00
Streber, Ashley L	Safety Patrol Sponsor - Elem	Eugene Field	08/20/2015	354.00
	Student Council Sponsor - Elem	Eugene Field	08/20/2015	554.00
Wilson, Timothy	Teacher-in-Charge - Elem	Eugene Field	08/20/2015	151.00
Columbus, Joy E	Interpreter - Certified	Kendall-Whittier	08/20/2015	720.00
Dominguez Sanchez De, Juan	Interpreter - Certified	Kendall-Whittier	08/20/2015	720.00
	Interpreter - Certified	Kendall-Whittier	08/20/2015	720.00
Estrada, Beatrice	Translator - Certified	Kendall-Whittier	08/20/2015	720.00
	Translator - Certified	Kendall-Whittier	08/20/2015	720.00
Mccoy, Gracye	Interpreter - Certified	Kendall-Whittier	08/20/2015	720.00
	Interpreter - Certified	Kendall-Whittier	08/20/2015	720.00

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

Name	Special Assignment	Site	Effective Date	Amount
Todorova, Ana	Translator - Certified	Kendall-Whittier	08/20/2015	\$ 720.00
	Translator - Certified	Kendall-Whittier	08/20/2015	720.00
Vivar, Omar E	Interpreter - Certified	Kendall-Whittier	08/20/2015	720.00
	Interpreter - Certified	Kendall-Whittier	08/20/2015	720.00
Wooten, Lina	Translator - Certified	Kendall-Whittier	08/20/2015	720.00
	Translator - Certified	Kendall-Whittier	08/20/2015	720.00
Lutz, Andrea B	Interpreter - Certified	Lewis & Clark	08/20/2015	720.00
	Translator - Certified	Lewis & Clark	08/20/2015	720.00
Boone, Melissa M	Interpreter - Certified	Lindbergh	08/20/2015	720.00
	Translator - Certified	Lindbergh	08/20/2015	720.00
Benson, John M	Interpreter - Certified	MacArthur	08/20/2015	720.00
	Translator - Certified	MacArthur	08/20/2015	720.00
Williams, Patricia	Interpreter - Certified	Marshall	08/20/2015	720.00
Keeton, Laura J	Team Leader	McClure	10/20/2015	694.00
Bustinza, Alejandra E	Interpreter - Certified	McKinley	08/20/2015	720.00
	Translator - Certified	McKinley	08/20/2015	720.00
Cephus, Jennifer L	Vocal Music - HS	McLain HS	11/02/2015	1,200.00
Frank, Adrian E	Assembly Coor - HS	McLain HS	10/10/2015	1,109.00
Alderton, Rachel M	Newspaper Sponsor - MS	McLain JH	11/06/2015	465.00
Macon, Dana L	Site Asset Mgr - ES > 700 Students	Monroe	08/20/2015	2,060.00
Baldwin, Lynna K	Student Council Sponsor - Elem	Owen	10/29/2015	393.00

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

Name	Special Assignment	Site	Effective Date	Amount
Humphrey, Oscar H	Breakfast Program Supervisor	Peary	11/04/2015	\$ 516.00
Imeson, Roxanne L	Translator - Certified	Penn	08/20/2015	720.00
Mccasland, Jon P	Interpreter - Certified	Remington	08/20/2015	720.00
	Translator - Certified	Remington	08/20/2015	720.00
Waggoner, Tresa L	Stagecraft - MS	Rogers JH	08/20/2015	925.00
Carrizalez, Monica R	Interpreter - Certified	Sequoyah	08/20/2015	720.00
	Translator - Certified	Sequoyah	08/20/2015	720.00
Hernandez, Kasey D	Interpreter - Certified	Sequoyah	08/20/2015	720.00
	Translator - Certified	Sequoyah	08/20/2015	720.00
Johnson, Krystie L	Interpreter - Certified	Skelly	08/20/2015	720.00
	Translator - Certified	Skelly	08/20/2015	720.00
Baik, Joo Hee	Interpreter - Certified	Springdale	08/20/2015	720.00
Rivera, Andralid Y	Interpreter - Certified	Springdale	08/20/2015	720.00
	Translator - Certified	Springdale	08/20/2015	720.00
Ramos Paramo, Salatiel	Interpreter - Certified	TLA	08/20/2015	720.00
	Translator - Certified	TLA	08/20/2015	720.00
Bello Pauli, Luis Alberto	Interpreter - Certified	Washington HS	08/20/2015	720.00
	Translator - Certified	Washington HS	08/20/2015	720.00
Roselle, Rebecca A	Elem Special Education Lead	Whitman	08/20/2015	1,849.00
Smith, Angela D	Team Leader	Wright	08/20/2015	1,849.00
Vachapittack, Charles T	Student Council Sponsor - Elem	Wright	10/05/2015	444.00
Primo, Nuria	Translator - Certified	Zarrow	08/20/2015	720.00
Tamez, Emily R	Interpreter - Certified	Zarrow	08/20/2015	720.00

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT - Continued

Name	Special Assignment	Site	Effective Date	Amount
Support:				
McNally, Farrin	Site Tech Contact - >700 Students	Kendall-Whittier	11/18/2015	\$ 1,300.00
Rogers, Amanda	Bus Duty	McClure	11/09/2015	613.00
Ray, Connie	Drama - HS	McLain HS	09/21/2015	2,060.00
Bowlin, Richard	Newspaper Sponsor - HS	Webster	11/02/2015	646.00

DECEASED

Name	Effective Date	Assignment
Certificated/Administrative:		
Todd, Derrick	11/14/15	Campus Security Officer-ESC/Campus Police

LEAVES OF ABSENCE

Name	Effective Date	Assignment
Certificated/Administrative:		
Alikor, Patty	10/21/15	Teacher-Penn/Special Education
Amundson, Tielsa	12/21/15	Teacher-Burroughs/Grade 6
Boley, Cathy	11/23/15	Nurse-East Central
Grigsby, Dawn	11/07/15	CNS Manager-Washington
Hasty, Rebecca	10/26/15	Teacher-Sequoyah/Grade 2
Johnson, Ashley	12/12/15	Teacher-Remington/Grade 2
McKay, Chad	10/26/15	Teacher-McLain/Music
Mendenhall, Ginger	12/08/15	Teacher-Tulsa Met Jr. High/Alternative Education
Thomas, Natasha	11/11/15	Teacher-Cooper/Kindergarten
West, Melanie	11/02/15	Teacher-Burroughs/Grade 3
Support (Hourly):		
Barnett, Saneca	10/23/15	TA-Hamilton
Jackson, Reshele	10/06/15	Bus Driver
Jones, Kendra	9/28/15	CNS Assistant-McClure
Jordan, Patricia	10/30/15	Custodian-Burroughs
Larue, Michael	11/18/15	Accounting Technician-ESC/Accounting
McQuarters, Mabel	11/09/15	Paraprofessional-Hale

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment
Miller, Billye	10/19/15	CNS Assistant-ECDC Reed
Oliver, Latisha	10/21/15	Site Assistant-Grissom/Before and After Care
Rhoden, Steven	9/04/15	ED Paraprofessional-Memorial Jr. High
Scott, Latosha	11/09/15	Health Assistant-Edison
Snider, Joshua	11/11/15	Assistant Head Custodian-Memorial
Stalnaker, Linda	9/15/15	CNS Assistant Manager-McLain
Steward, Maurice	11/16/15	Bus Driver
Webb, LaDawn	10/27/15	Bus Driver

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Caine, Ronald	12/02/15	Assistant Principal-East Central Jr. High

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Collins, Janell	11/06/15	Teacher-McLain Seventh Grade Academy/ Social Studies
McKay, Chad	11/09/15	Teacher-McLain Jr. High/Math
Newburn, Melissa	11/13/15	Teacher-Columbus/Grade 3
Rosen, Nancy	12/18/15	Teacher-Eisenhower/Grade 5
Support (Hourly):		
Anderson, Kamri	10/28/15	TA-Carver
Avila, Martha	11/06/15	CNS Assistant-Lewis and Clark
Bailon De Avila, Edilma	10/26/15	CNS Assistant-Kendall Whittier
Barnett, Cicily	10/09/15	Bus Driver
Chidester, Shelia	11/24/15	Autism Paraprofessional-Chouteau
Cornwell, Debra	12/18/15	Principal's Secretary-McClure
Flores, Julia	11/11/15	CNS Assistant-Rogers
Frost, Amanda	11/09/15	Campus Police Officer-ESC/Campus Police
Fuqua, Gaysha	11/02/15	TA-Bell

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Huggins, Eleanna	11/16/15	Bus Driver
Hunter, Kenneth	11/16/15	Site Assistant-Patrick Henry/Before and After Care
Jackson, Jesse	11/24/15	CNS Cook I – Central
Jacob, Ese	11/13/15	Site Assistant-Patrick Henry/ Before and After Care
Lyles, Daniel	11/06/15	TA-Hamilton
MacDonald, Kim	10/30/15	TA-MacArthur
Pete, Deanna	8/17/15	Bus Driver
Pollard, Robin	11/24/15	Health Assistant-Marshall
Wilson, Sharon	11/07/15	CNS Manager A – Lanier
Young, Nicholas	11/09/15	Custodian-Gilcrease

SUBSTITUTE AND TEMPORARY ELECTIONS

Tutors

Littlejohn, Barbara
Saxman, Ann

Helmzar Challenge Course Instructors

Luker, Kendall
McNac, Xavier
Perkey, Heather

Health Assistant

Sallis, Breona

Site Assistant – Before and After Care

Cronin, Tanya

CNS

Lamb, Julia
Medina-Jaime, Yesica
Meneley, Tosha
Mercado, David
Morris, Teresa
Myers, Lynette
Phillips, Lashawna
Requina, Stella
Robertson, Brenda
Rodriguez-Solis, Armandina
Thomsen, Courtney

Custodian

Fox, Linda
Williams, Xavier

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Cooper Detention - 11-0000-1000-501700-100-105000-210-07-158

Pay certificated staff member Sabrina Nikaghanri a total not to exceed \$1,000 to provide after school detention for Cooper Elementary for the 2015 – 2016 school year.

Cooper Extra Duties – 11-0000-1000-501700-100-105000-210-07-158

Pay certified staff members, Kathy Shreve and Melissa Ruedy \$587.50/each (total not to exceed \$1,175) for parent involvement with high risk special education students.

Cooper Extra Duties – 11-0000-1000-501700-100-105000-210-07-158

Pay certificated staff member Angela Rogers a total not to exceed \$350 for maintain the website for Cooper Elementary for the 2015 – 2016 school year.

Cooper Extra Duties – 11-0000-1000-501700-100-105000-210-07-158

Pay certified staff members, Haven Zuniga and Tracy Longoria \$312.50/each (total not to exceed \$625) for coordinating RSA (Reading Sufficiency Act) for Cooper Elementary for the 2015 – 2016 school year.

Edison Extra Duties – School Activity Fund #536

Jason Rogers, Boys Varsity Soccer @ \$500, 2015 -2016 season.

MIT Trainers Child Nutrition– 2-22-3850-3120-501210-700-000000-953-03-053

Pay cafeteria managers, a stipend of \$300.00 (total cost not to exceed \$4,200.00), for Manager-In-Training (M.I.T.) onsite training for the school year 2015-2016. Amount to be paid per each M.I.T. trained.

MIT Trainees Child Nutrition– 2-22-3850-3120-501210-700-000000-958-03-053

Pay hourly employees (trainees), a stipend of \$300.00 (total cost not to exceed \$4,200.00), for Manager-In-Training (M.I.T.) onsite training for the school year 2015-2016. Amount to be paid per each M.I.T. trained.

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

Pay the following cafeteria manager a stipend of \$800/mo. October-May to manage all administrative café duties for the sites listed below for the 2015-2016 school year.
Maria Moto: East Central Junior High and Columbus Elementary

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

Pay the following cafeteria manager a stipend of \$800/mo. November- December to manage all administrative café duties for the sites listed below for the 2015-2016 school year.
Wendy Thompson: Hale High and ECDC Reed

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

For full operational and administrative supervision, Community Action Project
Pay CNS manager Wendy Thompson \$328.09/mo. November 2015-December 2015 for assuming duties while site manager is out on leave.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Monroe Extra Duties - 81-2969-1000-506810-100-000000-000-07-563

Pay certificated staff member Karoline Gines a total not to exceed \$1,500 for tutoring outside contract hours for Monroe Demonstration MS during the school year 2014-2015.

School Leadership Program - 11-7789-2213-501700-000-000000-210-05-xxx-7789
11-7789-2573-501700-000-000000-105-05-xxx-7789

Pay Assistant Principals, to be named, at their current hourly rate of pay to facilitate professional development related to the School Leadership Grant outside contract hours during the 2015-2016 school year. Pay teachers, to be named, \$18 to attend professional development related to the School Leadership Grant outside contract hours (total not to exceed \$5,000) during the 2015-2016 school year.

School Leadership Program – 11-0590-2490-501110-000-000000-109-05-078

Pay certificated staff member Stacey Vinson a total not to exceed \$5,312.51 for extra duties performed related to the management and implementation of the School Leadership Program and the Wallace Principal Supervisor Grant during the 2015-2016 school year.

Thoreau Extra Duties – School Activity Fund #536

Jon McArtor, Assistant football @\$500, 2015-2016 season.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

October 19, 2015 Agenda, page 32 - Correct present and proposed amounts.

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Hunt, Jefferson	Electric Craftsperson- Maintenance MT-14	9/28/15 6/30/16	17.00 1.00	18.19 1.00	Electric Lead- Maintenance MT-15 Hazardous pay