



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, March 21, 2016**, 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 Webster High School JROTC under the instruction of Chief Warrant Officer Phyllis Mabrey.
- 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 meeting of the Board of Education.

Regular Meeting
March 7, 2016

Special Meeting
February 10, 2016

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, April 4, 2016, 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.

CHIEF OF STAFF

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: Enter into a contract with Oral Roberts University (ORU) Mabee Center, Tulsa, Oklahoma, for the 2016 commencement ceremonies to be held on May 17, 18, 19 and 20, 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 \$50,000

FUND NAME/ACCOUNT: General Fund, 11-0071-2199-504400-000-000000-000-16-077

REQUISITION NUMBER: 11610884

RATIONALE: Graduation is an annual event to celebrate the success of the district's high school seniors. Rental of the above-named facility and other expenses involved in the 2016 ceremonies are included in the contract.

E-3. RECOMMENDATION: Enter into a contract with the OU Schusterman Center to provide a room and catering for Edison Preparatory School's JROTC Military Ball on April 9, 2016.

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

COST: Not to exceed \$3,000

FUND NAME/ACCOUNT: Edison's School Activity Fund #564

RATIONALE: The JROTC Military Ball has been held annually and is the culminating activity for students participating in JROTC.

E-4. RECOMMENDATION: Renew an annual subscription service to ReadyRosie to provide parent education videos via email and SMS/text to parents of immigrant students from March 22, 2016, through March 1, 2017.

COST: Not to exceed \$54,000

FUND NAME/ACCOUNT: Title III Fund, 11-5710-2194-504440-410-000000-000-05-070-5710

RATIONALE: With the increasing immigrant student population, it is critical to ensure that the parents of early childhood and elementary immigrant students in grades prekindergarten through second have the tools and resources necessary to effectively support their children's education. ReadyRosie delivers brief videos via email to the cell phones of parents that provide interactive modeling of parents and children engaging in learning activities together in everyday locations, including home, grocery stores, parks, and restaurants. The videos are available to parents in both English and Spanish. While services will continue through March 1, 2017, all funds will be expended in the 2015-2016 fiscal year.

E-5. RECOMMENDATION: Approve amendments to the data sharing agreement with City Year, Inc.

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: 41301502

RATIONALE: There is an existing contract, approved on May 6, 2013, between City Year and the district under which City Year provides AmeriCorps members to deliver research-based whole school supports and student interventions to the district. To enable City Year to successfully implement its services and improve student performance, it is essential that City Year have access to necessary student data to properly design, monitor, adjust and measure the impact of the student support services. The existing contract includes a data sharing agreement. The amended data sharing agreement will streamline the sharing of data by, among other things, implementing an automated data transfer process. The other terms and conditions in the existing contract for City Year's services will not be changed by the amended data sharing agreement.

E-6. RECOMMENDATION: Approve an addendum to the memorandum of understanding with Boston Avenue United Methodist Church, Tulsa, Oklahoma, approved on the July 20, 2015, agenda, item E-7.

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

COST: No cost to the district.

REQUISITION NUMBER: 41301293

RATIONALE: Sistema Tulsa will plan and develop a phase-two orchestra called the Community Youth Orchestra to begin March 31, 2016. This group will include students aged 12 to 17 who are part of the Tulsa Public Schools' music programs and have two years of instrumental musical experience. A focus of the Sistema Tulsa Community Youth Orchestra (STCYO) will be for students to work on improving their instrumental musical skills, form a community of rigor, foster integration and grow as leaders who can inspire their school programs to improve. STCYO students will receive a full-tuition scholarship and have opportunities to participate in weekly orchestral rehearsals/sectionals, public concerts, and master classes with Sistema Tulsa faculty and guest teaching artists. Rehearsals will take place once a week on Thursdays from 5:30 to 7:00 p.m. at Boston Avenue United Methodist Church. A pilot program will include seven rehearsal sessions from March 31 to May 12, 2016, followed by one concert on May 13, 2016. Musical instruments of participating students will be loaned and serviced by the Fine Arts Department.

- E-7.** RECOMMENDATION: Enter into a facilities usage agreement with the University of Tulsa to house the High School Kravis Summer 2016 Arts Camp.

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: 41301504

RATIONALE: The Kravis Summer Arts program allows high school students to receive instruction from University of Tulsa professors on the University of Tulsa campus. Students engage in advanced level coursework utilizing state-of-the-art equipment in the Art Department building. This high school arts camp will be offered June 13-24, 2016, on the University of Tulsa Campus, Phillips Hall building.

- E-8.** RECOMMENDATION: Approve the Tulsa Public Schools 2016-2017 *High School Course of Study* and *Middle School and Junior High Course of Study*.

COST: No cost to the District.

RATIONALE: The *Course of Study* is reviewed and edited yearly for compliance and alignment with the Oklahoma State Department of Education standards for course and graduation requirements. A committee accepts and reviews requests for new courses based on campus recommendations. Schools, students and parents use the *Course of Study* to guide and make decisions for students when scheduling classes for the upcoming year and planning high school careers. The *Course of Study* is available as an online searchable database to facilitate ease of use.

E-9. RECOMMENDATION: Revise School Board policy 4409 - Conflict of Interest.

RATIONALE: The revision of policy 4409 adds language that aligns with updated federal and state guidelines.

FINANCIAL SERVICES

E-10. RECOMMENDATION: Approve the March 4 - March 16, 2016, New Encumbrances and Encumbrance Changes Report.

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

E-11. RECOMMENDATION: Purchase summer take-home book packs from Scholastic, Inc., Jefferson City, Missouri, to provide supplemental reading material and literacy resources for parents, families and guardians to eliminate the summer reading slide.

COST: Not to exceed \$305,000

FUND NAME/ACCOUNT: Title I, Part A Parent Involvement. 11-5118-2194-506410-494-000000-000-05-093-5118

REQUISITION NUMBER: 11611060

RATIONALE: Providing access to engaging, age-appropriate reading materials is critical to closing the reading gap. Summer reading take-home book packs ensure that children are able to continue to develop literacy skills throughout the summer. This low-cost per student intervention provides an at-home summer learning opportunity. Research shows unequal access to these opportunities creates an achievement gap between lower- and higher-income youth. Summer books will be provided to schools identified as most in need of support by the Oklahoma State Department of Education's school improvement designations.

Bond Projects and Energy Management

- E-12.** RECOMMENDATION: Enter into a contract with American Air Conditioning of Tulsa, Inc., Broken Arrow, Oklahoma, the lowest responsible bidder for the HVAC upgrades at McClure Elementary School.

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

COST: Not to exceed \$1,660,112. This project is contingent upon the sale and receipt of the 2016 Bond funds.

RATIONALE: HVAC improvements at McClure Elementary School are part of the 2015 bond sale.

- E-13.** RECOMMENDATION: Approve change order #1 for the re-roofing project at Kendall Whittier Elementary School to Metal Roof Contractors, Edmond, Oklahoma. The original contract was approved on the November 2, 2015, agenda, item E-8, in the amount of \$1,571,000.

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 cost of this change order is \$55,088.

FUND NAME/ACCOUNT: Facilities Bond Fund, 34-1260-4720-504500-000-000000-025-12-251-RF007

REQUISITION NUMBER: 11610838

RATIONALE: Inspections revealed the need to provide additional metal around library clearstory windows and provide 16 gauge boots over all new downspouts. The new roof at Kendall Whittier Elementary School is part of the 2015 bond issue.

- E-14.** RECOMMENDATION: Approve change order #1 for the interior renovation at Remington Elementary School with the Watts Company, Tulsa, Oklahoma. The original contract was approved on the May 4, 2015, agenda, item E-8, in the amount of \$603,063.

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 cost of this change order is \$109,775.91.

FUND NAME/ACCOUNT: Facilities Bond Fund, 34-1220-4720-504500-000-000000-000-12-378-T0373

REQUISITION NUMBER: 11610841

RATIONALE: This change order will provide an additional split system heating and air conditioning unit; additional floor leveling and patch to correct cracks in the slab; additional electrical drops and lighting; and provide additional millwork for classrooms.

- E-15.** RECOMMENDATION: Approve change order #1 for the interior renovation at Kerr Elementary School with the Watts Company, Tulsa, Oklahoma. The original contract was approved on the May 4, 2015, agenda, item E-8, in the amount of \$464,648.

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 cost of this change order is \$32,244.56.

FUND NAME/ACCOUNT: Facilities Bond Fund, 34-1220-4720-504500-000-000000-000-12-252-T0373

REQUISITION NUMBER: 11610842

RATIONALE: This change order will provide additional millwork at the new secure entrance/office area; additional floor leveling and patch to correct cracks in the slab; additional vinyl enhanced tile (VET) flooring; and additional electrical drops and lighting.

- E-16.** RECOMMENDATION: Approve change order #1 for the turf and track at East Side Sports Complex with Field Turf USA, Auburn Hills, Michigan. The original contract was approved on the December 7, 2015, agenda, item E-9, in the amount of \$566,485.

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 cost of this change order is \$3,774.75.

FUND NAME/ACCOUNT: Facilities Bond Fund, 34-1220-4720-504500-000-000000-000-12-018-T0387

REQUISITION NUMBER: 11610844

RATIONALE: The existing base required additional rock in the west end zone. The new turf was part of the 2010 bond issue.

HUMAN CAPITAL

E-17. RECOMMENDATION: Approve routine staffing items.

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

F. ACTION AGENDA - Motion and vote on each recommendation

FINANCIAL SERVICES

F-1. RECOMMENDATION: Approve the 2015-2016 Amended School Budget and Financing Plan prepared in accordance with Section 5-164 of the School District Budget Act. The amended budget presents to the Board the details of the estimated revenue and expenditures that total \$575,303,929 and \$549,233,008, respectively for all appropriated funds.

FURTHER RECOMMEND: The Clerk of the Board make available ten copies of the proposed budget and have them available for review or for distribution at the office of the Chief Financial Officer.

RATIONALE: The Board of Education approved the 2015-2016 Preliminary School Budget and Financing Plan on June 15, 2015, and filed the plan before the end of the fiscal year as required by law. The Amended School Budget and Financing Plan supersedes the preliminary document and also complies with the appropriate law. The 2015-2016 Preliminary School Budget and Financing Plan presented to the Board of Education with details of the estimated revenue and expenditures totaled \$570,170,353 and \$544,099,432, respectively for all appropriated funds.

Bond Projects and Energy Management

F-2. RECOMMENDATION: Board to receive bids for the purchase of \$7,500,000 Building Bonds, Series 2016A, and motion and vote to award said bonds to the lowest bidder complying with the notice of sale and instructions to bidders.

RATIONALE: At the February 16, 2016, meeting, the Board authorized the advertisement of bids for the District's \$7,500,000 Building Bonds, Series 2016A to fund certain improvements to certain school sites. Consequently, offering documents and other instructions were distributed by the District's Financial Advisor to interested financial institutions and broker dealers to receive bids at 11:00 a.m. on March 21, 2016. A compilation of the bids received will be presented to the Board at the meeting for consideration and action. The action item would be accepting the lowest rate of interest bid to purchase the Bonds.

F-3. RECOMMENDATION: Board to consider and vote on a resolution providing for the issuance of general obligation bonds in the sum of \$7,500,000 by the School District, authorized at an election duly called and held for such purpose (March 3, 2015); designating the bonds as "Building Bonds, Series 2016A", providing for registration thereof; providing for levy of an annual tax for the payment of principal and interest on the same; and fixing other details of the issue.

RATIONALE: The resolution authorizes the issuance of the 2016A Bonds in the amount and for the purpose so indicated and outlines key components related to the Bonds as well as providing for the levy of an annual tax to make principal and interest payments when due. The Bonds will mature on May 1, 2021, reflecting a five-year term. The appropriate action item is passing the resolution authorizing the issuance of the 2016A Bonds.

SUPERINTENDENT OF SCHOOLS

- F-4.** RECOMMENDATION: Consideration, motion and vote for a Board member to represent Tulsa Public Schools on the Community Action Project of Tulsa County (CAPTC).

FURTHER RECOMMEND: Andy McKenzie, Assistant to the Superintendent for Early Childhood, serve as an appointed representative to the CAPTC Board on behalf of the elected Board of Education member.

RATIONALE: CAPTC has requested that Tulsa Public Schools provide a representative to serve on the Board of Directors as a representative of the public sector. The Board is responsible for administering and participating in the development, planning implementation and evaluation of programs to serve low-income communities.

G. INFORMATION AGENDA

CHIEF OF STAFF

- G-1.** RECOMMENDATION: Enter into a contract with the Embassy Suites Hotel to host Hale High School's JROTC Military Ball on May 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 \$1,560

FUND NAME/ACCOUNT: Hale's School Activity Fund #564

RATIONALE: The Military Ball and Awards is an annual event which recognizes the achievements of cadets and the JROTC Program.

- G-2.** RECOMMENDATION: Enter into a contract with the Tulsa University Allen Chapman Activity Center to host Will Rogers High School's JROTC Military Ball on April 9, 2016.

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

COST: Not to exceed \$5,000

FUND NAME/ACCOUNT: Roger's School Activity Fund #564

RATIONALE: The Military Ball and awards is an annual event which recognizes the achievements of cadets and the JROTC program.

- G-3.** RECOMMENDATION: Amend the renewal agreement approved on the November 16, 2015, agenda item E-2, with ACT Career Curriculum to include a Career Ready 101 license for Webster High School for the period April 1, 2016, through December 31, 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 \$900

FUND NAME/ACCOUNT: General Fund, 11-5118-1000-506530-494-000000-000-05-740-5118

REQUISITION NUMBER: 11611428

RATIONALE: 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. Webster has embraced work keys in the past with great success.

- G-4.** RECOMMENDATION: Enter into an agreement with Northwest Evaluation Association (NWEA), Portland, Oregon, to purchase student testing licenses for grades kindergarten through third for the 2016- 2017 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 \$205,000

FUND NAME/ACCOUNT: Reading Sufficiency Act Fund, 11-3670-2240-505300-427-113000-000-05-093-3670

RATIONALE: The Measures of Academic Progress (MAP), MAP for Primary Grades, and the Children's Progress Academic Assessment will serve as the District's kindergarten through third-grade screening assessments to comply with the State of Oklahoma's Reading Sufficiency Act (RSA). The MAP and MAP for Primary Grades assessments are also conducive to demonstrating growth and will allow the District the option to determine in the future if the assessments are appropriate for value-added purposes in grades kindergarten through third.

- G-5.** RECOMMENDATION: Approve a memorandum of understanding with Tulsa Community College, Tulsa, Oklahoma, for the AEP Credits Count program for the 2016-2017 academic 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: Tulsa Community College was awarded a \$3 million grant from the AEP/PSO foundation to implement the Credits Count program in four high schools over five years. The programming started this year at Rogers College Junior High and High School and will expand next year. Programming will include middle school STEM experiences, summer bridge programs, STEM outreach programs, and teacher institutes. It will also enhance the concurrent enrollment opportunities that are available to high school juniors and seniors.

FINANCIAL SERVICES

Bond Projects and Energy Management

G-6. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the following trades for the interior renovation project at Celia Clinton Elementary School.

- 2A Demolition
- 6A Rough Carpentry
- 8A Door Hardware
- 9A Painting
- 9B Flooring
- 10A Toilet Partitions

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: This project is in the bidding process and final numbers will be on the consent agenda. This project is required to bid per the Public Competitive Bid Act.

RATIONALE: Interior renovations at Celia Clinton Elementary are part of the 2015 bond issue.

G-7. RECOMMENDATION: Assign the contracts for the interior renovation at Celia Clinton Elementary School to Crossland Construction Company, Inc., Tulsa, Oklahoma, the construction manager at risk on the project.

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

RATIONALE: Interior renovations at Celia Clinton Elementary School are part of the 2015 bond issue.

G-8. RECOMMENDATION: Approve amendment number 1A with Crossland Construction Company, Inc., Tulsa, Oklahoma, for the interior renovation project at Celia Clinton Elementary School.

- Allowances
 - General Conditions
 - Management Fee
 - Reimbursable
 - Trade Contracts
- GMP**

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: This project is in the bidding process and final numbers will be on the consent agenda. This project is required to bid per the Public Competitive Bid Act.

RATIONALE: Interior renovations at Celia Clinton Elementary School are part of the 2015 bond issue.

G-9. RECOMMENDATION: Assign the contracts for the interior renovation project at Central High School to Trigon General Contractors & Construction Managers, Inc., Tulsa, Oklahoma, the construction manager at risk on the project.

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

RATIONALE: Interior renovations at Central High School are part of the 2015 bond issue.

G-10. RECOMMENDATION: Enter into contract with the lowest responsible bidders for the following trades for the interior renovation at Central High School.

- 2A Demolition
- 6A Rough Carpentry
- 8A Door Hardware
- 9A Painting
- 9B Flooring
- 10A Toilet Partitions

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: This project is in the bidding process and final numbers will be on the consent agenda. This project is required to bid per the Public Competitive Bid Act.

RATIONALE: Interior renovations at Central High School are part of the 2015 bond issue.

- G-11.** RECOMMENDATION: Approve amendment number 1A with Trigon General Contractors & Construction Managers, Inc., Tulsa, Oklahoma, for the interior renovation project at Central High School.

Allowances

General Conditions

Management Fee

Reimbursable

Trade Contracts

GMP

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: This project is in the bidding process and final numbers will be on the consent agenda. This project is required to bid per the Public Competitive Bid Act.

RATIONALE: Interior renovations at Central High School are part of the 2015 bond issue.

SUPPORTING INFORMATION

CONSENT ITEM E-1

ROUTINE FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Washington High School/Robotics Team	Students: 30 Parents: 1 Staff: 2	To participate in FIRST Robotics World Competition/St. Louis, Missouri and Searcy, Arkansas	April 27-31, 2016	3	Not to exceed \$11,000/Washington's Student Activity Fund #891 and various grants and donations.
Nathan Hale High School Culinary Art Students	Students: 10 Parents: 0 Staff: 2	To participate in the National ProStart Invitational 2016/ Dallas, (Grapevine) Texas.	April 28, - May 2, 2016	3	Not to exceed \$2000/Hale's Student Activity Fund #537 (Additional funding will be provided by the Oklahoma Restaurant Association, and TPS College and Career Readiness Office
Washington High School/Science Bowl Team	Students: 4 Staff: 0 Parents: 1	To participate in the National Science Bowl Competition/Washington, D.C.	April 28-May 5, 2016	3	No cost to the District. (Funding will be provided by the U.S. Department of Energy)
McClure Elementary/ 6 th grade students	Students: 40 Parents: 3 Staff: 5	6 th grade College readiness trip to tour OU and UCO/Oklahoma City, Oklahoma	May 5-6	2	Not to exceed \$3,000/McClure's Student Activity Fund #558
Nathan Hale High School/Business & Information Technology	Students: 1 Staff: 1 Parents: 0	Business Professionals of America (BPA) National Leadership Conference/Boston, Massachusetts	May 5 – 9, 2016	3	Not to exceed \$3500/ Hale's Student Activity Fund #807 and Career Tech
Washington High School/Archery Team	Students: 24 Parents: 4 Staff: 1	To participate in the National Archery in the Schools Program (NASP) Archery Tournament/ Louisville, Kentucky	May 11-14, 2016	4	No cost to the District. (Students and Parents will pay all costs)
Carver Middle School	Students: 100 Parents: 0 Staff: 4	Wilson's Creek Battlefield Study trip to the area where the first major Civil War battle west of the Mississippi was fought/ Republic, Missouri	May 13, 2016	1	Not to exceed \$4,000/ Carver's SAF #560.
Carver Middle School	Students: 40 Parents: 2 Staff: 6	Science Club summer Study Trip to visit Meramec Caverns, City Museum, Zoo and Arch /St. Louis, Missouri	May 31-June 4, 2016	0	No cost to the District. (Parents will pay fees directly to AAA Travel).

TULSA PUBLIC SCHOOLS

Policy 4409

EMPLOYEE CONFLICT OF INTEREST

PURPOSE: To establish what constitutes a conflict of interest for District employees.

No employee should have any outside business interests that might, in fact or appearance, interfere with the employee's loyalty to the District. No employee should have any interest or association that interferes with, or appears to impair, the independent exercise of the employee's judgment in the best interests of the District. This policy applies to all employees of the District. Failure of any employee to abide by this policy could result in discipline, including suspension and/or employment termination. In addition, any potential conflict of interest pertaining to federal funding must be disclosed in writing to the Oklahoma State Department of Education or the United States Department of Education, as appropriate.

The integrity of the District's purchasing/contracting procedure must be above reproach. The acceptance or solicitation of gifts or favors by employees will not be tolerated.

The Superintendent or designee shall monitor all employment and assignment activities to assure compliance with this policy. Exceptions may be granted when in the best interest of the District and to avoid unfairness to an employee, but only with written permission of the Superintendent or designee.

Conflicting Business Situations

Employees shall not be concurrently employed by or otherwise seek or accept concurrent employment or compensation with a business organization that does business, or is seeking to do business, with the District unless the engagement is for the District employee's duty free time (i.e., nights, vacations, holidays, weekends); the District employee's compensation does not vary directly or indirectly depending on the amount of business the organization does with the District; the District employee, as a practical matter, does not have the ability to influence or recommend purchases by the District from the organization; and the District employee does not own or control in excess of three percent of the ownership of the business organization.

The District will not do business with any business organization or entity in which a District employee, or member of the District employee's immediate family or household, has an equity ownership except for a minority interest of three percent or less in a publicly-owned corporation.

Types of organizations that are examples of those that should be considered business organizations doing business with the District are: an office or equipment supplier; vendors of computer hardware, software or automation services; fund-raising organizations; insurance or annuity brokers; building contractors; management services, etc.

Inappropriate Transactions

No employee shall seek or offer any gift, payment, fee, service, rebate, valuable privilege, hospitality, meal, entertainment, admission tickets, flowers, discount, travel, sporting event (including golf and other social athletic events), vacation, use of vacation property, loan (other than a conventional loan from a lending institution), or other favor from any person or business organization that does, or seeks to do business, with the District. No employee shall accept, offer, or convert anything of value in exchange for referral of third parties to any such person or business organization.

No employee shall accept or offer gifts or favors (including those described above) from any person or business organization where these might tend, or appear to tend, in any way to impair independent judgment concerning District business operations. Employees may offer common courtesies, gifts, or meals with an individual value not greater than \$50 that are usually associated with accepted business practices. Employees may accept common courtesies, gifts or meals with an individual value not greater than \$125 that are usually associated with accepted business practices. Additionally, promotional and advertising novelties and tickets specifically used for advertising purposes are allowable. If an unsolicited gift of more than nominal value is offered or received, it must be declined or returned.

Any offer of a gift or favor of more than nominal value shall be reported promptly in writing to the employee's supervisor, or in the case of the Superintendent, by the Superintendent to the Board president.

Under no circumstances is it permissible to accept or offer a gift of cash or cash equivalents (for example, gift certificates, stocks or other forms of marketable securities).

Travel

Employees will not accept or participate in travel that is paid or provided by a vendor or prospective vendor, even if the travel is deemed to benefit the District. Vendors or prospective vendors who extend travel opportunities to District employees are to be advised of this policy. Employees who have developed a specialized or particular expertise in their field may attend industry-sponsored conferences or conferences sponsored by a vendor or prospective vendor, with travel and other expenses paid by the sponsor if: (1) the employee is attending as a representative of the District; (2) similar employees from other entities are invited to attend; and (3) the employee notifies the Superintendent, in writing, and receives written permission from the Superintendent in advance of the travel.

Unlawful or Unethical Payments

It is in the best interests of the District to avoid even the appearance of impropriety. The District's concern is not only whether activity is technically legal or customary, but also whether or not the public might reasonably view such an act as improper or unethical if all the circumstances were fairly disclosed. The District intends to follow a uniform practice in all areas of its operations consistent with its basic policy.

Employee Annual Statement

Annually the following employees will complete, sign and submit an appropriate statement attesting to compliance with this policy: the Superintendent, members of the Superintendent's cabinet, executive directors, directors, principals, and coordinators. The annual statements will be circulated and reviewed by the Human Resources Department. All employees who are new to their respective positions will be notified of this requirement in connection with training/orientation sessions.

Negotiations and Competition

Representation of the District in a transaction in which the employee, officer, agent, or any close relative has a substantial interest is prohibited. Competition with the District, directly or indirectly, in the purchase or sale of property or interests in property is prohibited.

Outside Employment and Directorships

Employees are expected to devote their full working time to the duties of their positions for the sole benefit of the District. Exceptions must be approved in advance by the responsible Cabinet member. Outside directorships in business corporations must be approved in advance by counsel.

District Property

Materials developed by employees of the District during the course of their employment such as software, hardware devices, products, patents, advertising materials, manuals, etc., are the exclusive property of the District. Such materials may not be used for any purpose other than District business.

The removal of any food, supplies, equipment or other District property, including official records, is prohibited. Individual sales by any school employee of District property, except for District property which has been declared surplus according to District policy, to an outside business interest or other school employee is prohibited.

Sales By/Purchases from Employees

Employees and immediate family members may not solicit the District or other employees concerning sales for personal benefit, political or charitable causes. It is generally deemed inappropriate for an employee, during the course of employment, to solicit students, parents, or patrons for personal benefit, political or charitable causes.

Additionally, purchases by the District from employees should be severely restricted to special circumstances where the product or service is not available from other sources.

Any employee who believes a violation of this policy has occurred should immediately report the observation to the Superintendent or designee. The Superintendent or designee will investigate the allegations and take appropriate action.

Adopted: March 1994

Revised:

SUPPORTING INFORMATION

CONSENT ITEM E-17

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Bean, Joey	3/07/16	M-6	\$ 11,160.72	Instructional Coach- Wilson/ Academic Services Rate: \$36,376.00 Return from leave
Dibler, Domonique	3/07/16	B-0	8,972.73	Teacher-Owen/Grade 6 Rate: \$32,900.00 Return from leave
Gilliland, Teresa	3/08/16	M-21	12,881.20	Teacher-Penn/ Enrichment Rate: \$48,236.00 Return from leave
Sanchez, Kelsey	1/04/16	B-1	17,217.61	Teacher-Lewis and Clark/ Special Education Rate: \$33,300.00 Return from leave
Sanders, Heather	1/19/16 5/26/16	B-0	15,141.48	Teacher-Kerr/Grade 4 Rate: \$32,900.00
Williams, Ashton	2/29/16 5/26/16	B-4	10,389.20 519.46	Teacher-Kendall Whittier/ Special Education Rate: \$34,500.00
<u>Rescind:</u>				
Madison, Jodi	3/03/16	M30-13	11,907.39 595.37	Teacher-Monroe Demonstration Academy/ Special Education Rate: \$41,914.00 Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Support (Hourly):				
Anderssen, Sven	2/24/16 5/24/16	MT-7	\$ 11.68	Bus Driver Return from leave
Bargas, Demetrio	3/14/16 5/24/16	MT-7	11.21	Bus Driver
Barnes, Eric	2/08/16 6/30/16	MT-10	13.28	Craftsperson- Transportation Return from leave
Barron, Brandei	3/07/16 5/24/16	MT-A	8.29	Site Assistant-Skelly/ Before and After Care
Burks, Melva	2/22/16 5/24/16	MT-A	10.53	Site Assistant-Eliot/ Before and After Care
Damian De Los Reyes, Janeth	2/25/16 5/25/16	CA-3	10.30	Clerk-Rogers Jr. High
Dulaney, Randy	2/29/16 5/24/16	MT-7	11.21	Bus Driver
Ellis, Booker Jr.	2/24/16 6/30/16	MT-5	10.70	Head Custodian- Hawthorne
Garcia, Socorro	2/25/16 6/30/16	MT-5	10.90	Head Custodian- Head Start Return from leave
George, Essence	3/07/16 5/24/16	IS-3	9.35	Teacher Assistant (TA)- Lindbergh
Goins, Vanessa	3/07/16 5/24/16	MT-A	8.29	Site Assistant-Lanier/ Before and After Care
Hacker, Charles	2/22/16 6/30/16	MT-15	25.59	Machinist Lead- Maintenance Return from leave
Holland, Erica	2/22/16 5/24/16	MT-A	8.61	Site Assistant-Mayo/ Before and After Care

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Jones, Chiniqua	2/25/16 6/30/16	MT-3	\$ 9.35	Custodian-Memorial
Lindsay, Jamalle	2/26/16 5/24/16	IS-3	9.35	TA-Project Accept
Martin, Linda	3/01/16 6/30/16	CA-11	14.34	Purchasing Tech-ESC/ Materials Management Return from leave
Mason, Charity	2/29/16 6/30/16	MT-3	9.35 .46	Custodian-MacArthur Shift differential
Medina, Obdulia	1/04/16 5/25/16	MT-1	9.27	Child Nutrition Services (CNS) Assistant-Cooper Return from leave
Meza De Esparza, Lucila	2/29/16 5/25/16	MT-1	8.87	CNS Assistant-Webster
Sepulveda, Eufracia	2/22/16 6/30/16	MT-3	9.75 .49	Custodian- Kendall Whittier Shift differential Return from leave
Sloan, Brenda	2/29/16 5/25/16	MT-1	8.87	CNS Assistant-Webster
Stevens, Jalena	2/29/16 5/25/16	MT-1	8.87	CNS Assistant-Salk
Templeton, Doreen	3/14/16 5/25/16	MT-1	8.87	CNS Assistant-McLain
Thomas, Darren	2/26/16 6/30/16	MT-3	9.35 .46	Custodian-Plant Operations Shift differential
Upman, Belva	1/05/16 5/25/16	MT-1	9.66	CNS Assistant- Patrick Henry Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Wheeler, Jimmy	2/29/16 5/24/16	MT-7	\$ 11.21	Bus Driver
Williams, Sanjara	2/22/16 5/24/16	MT-A	8.29	Site Assistant-Lee/ Before and After Care
Wilson, Nathlie	2/23/16 5/24/16	MT-A	10.81	Site Assistant-Grimes/ Before and After Care

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Dunning, Thomas	Teacher-Clinton/ Math M-5	1/04/16	\$ 35,976.00	\$ 18,547.00	M30-5 Rate: \$37,094.00
Dvornik, Alana	Instructional Coach-Wilson/ Academic Services B-8	7/23/15	36,300.00	37,406.00	M-8
Love, Denise	Teacher- Academy Central/Grade 6 M-26	8/14/15	51,936.00	54,544.00	M30-26
Mangrum, Brigitte	Teacher-Disney/ Reading M-0	1/04/16	42,216.00	21,922.00	M30-15 Rate: \$43,844.00
Meier, Lindsey	Reading Interventionist- Park B-0	8/14/15	32,900.00	34,500.00	Credit for Experience B-4
Smith, Shannon	Teacher-Edison/ English B-14	1/04/16	39,370.00	20,603.00	M-14 Rate: \$41,206.00

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Support (Hourly):					
Arismendi, Glenda	CNS Assistant- Jones MT-1	2/29/16 5/25/16	\$ 9.19	\$ 9.83	CNS Cook I – Jones MT-2
Delgado, Antonia	CNS Assistant- Columbus MT-1	3/14/16 5/25/16	9.01	9.64	CNS Cook I – Ross MT-2
Gomez, Maria	CNS Cook II – Ross MT-2	2/29/16 5/25/16	9.70	10.37	CNS Cook II – Ross MT-3
Lamb, Julia	CNS Assistant- Edison MT-1	2/29/16 5/25/16	10.03	11.14	CNS Assistant Manager-Ross MT-6
Looney, Teona	Bus Driver MT-7	2/29/16 6/30/16	11.21	11.21 .30	Lead driver
Parker, David	Teacher- Hamilton/Special Education B-9	2/22/16 6/30/16	36,800.00	10.84 .54	Custodian-Rogers Shift differential MT-3
Pimentel Marquez, Erika	Head Custodian- Hawthorne MT-5	2/23/16 6/30/16	10.53	9.58	Custodian- Washington MT-3
Reyna Ruiz, Itzia	Custodian- Edison MT-3	2/22/16 6/30/16	9.35 .46	9.35	Shift differential
Solt, Kristina	CNS Assistant- Clinton MT-1	2/29/16 5/25/16	9.03	9.75	CNS Cook II – Robertson MT-3
Villadolid, Rosalinda	CNS Cook I – Kendall Whittier MT-2	2/29/16 5/25/16	10.73	11.80	CNS Manager in Training-Ross MT-6

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Whitecloud, Veronica	CNS Assistant- Hoover MT-1 6.5hrs/day	2/29/16 5/25/16	\$ 9.54	\$ 9.54	7hrs/day
Wilford, Sherice	CNS Cook II – Robertson MT-3	2/29/16 5/25/16	10.30	11.23	CNS Assistant Manager-Clinton MT-6
Williams, Annette	Police Special Projects Coordinator- ESC/ Campus Police TS-9	3/01/16 6/11/16	18.50	18.58 .90	Campus Police Officer-ESC/ Campus Police Shift differential
Yakovleva, Svetlana	CNS Assistant- Memorial MT-1	2/29/16 5/25/16	9.80	10.49	CNS Cook I – Central MT-2

SPECIAL ASSIGNMENTS IN ADDITION TO REGULAR CONTRACT

Name	Effective Date	Site	Special Assignment	Amount
Certificated/Administrative:				
Settle, Connie	8/20/2015	East Central HS	Class Sponsor - Freshman	\$ 1,295.00
Tirpak, Jenalee	8/20/2015	East Central HS	Class Sponsor - Sophomore	1,295.00
Wilson, Timothy	8/20/2015	Eugene Field	Team Leader	1,849.00
Palmer, Heather	2/24/2016	Hamilton	Team Leader	205.00
Loeffler, Christie	2/19/2016	Kendall-Whittier	Building Site Test Coor	503.00
McDonald, Carolyn	2/19/2016	Kendall-Whittier	Elem School Allocation	384.00
Diez Jauregui, Raul	8/20/2015	McLain HS	Interpreter - Certified	720.00
	8/20/2015	McLain HS	Translator - Certified	720.00
Harbin, Elisha	8/20/2015	McLain HS	Soccer - Head - Girls	3,878.00
Bausch, Amanda	8/20/2015	Salk	Team Leader	924.00
Poore, Sabrina	8/20/2015	Salk	Team Leader	924.00
Ratliff, Rhonda	8/20/2015	Salk	Team Leader	924.00
Callen, Tiffany	3/01/2016	SM Hope	Building Site Test Coor	500.00
Wakeley, Robert	8/20/2015	Washington	Soccer - Head - Boys	3,878.00
Hourly:				
Alexander, James	2/02/16	McLain JH	Breakfast Program Supervisor	808.00

LEAVES OF ABSENCE

Name	Effective Date	Assignment
Certificated/Administrative:		
Bayless, Andrea	1/04/16	Dean-East Central
Dixon, Josephine	2/08/16	Teacher-Bell/Grade 4
Gilliland, Teresa	2/02/16	Teacher-Penn/Enrichment, P.E.
Powers, Patricia	1/21/16	Teacher-Edison/Math
Pullin, Ann	2/04/16	Teacher-Jones/Grade 2
Taylor, Christa	2/03/16	Teacher-Whitman, Monroe/ELD
Wilson, Deborah	2/03/16	Occupational Therapist-Enrollment Center/Special Education and Student Services
Winston, Angela	2/03/16	Teacher-Edison/Math
Support (Hourly):		
Coats, Carla	12/14/15	TA-MacArthur
Delgado, Antonia	1/19/16	CNS Assistant-Columbus
Hacker, Charles	2/04/16	Machinist Lead-Maintenance
Homer, Emmeline	1/11/16	Paraprofessional-Eliot
Perry, Susan	1/15/16	Bus Driver-Transportation
Segovia-Martha, Silvia	10/14/15	Custodian-Hale
Timothy, Dawnn	2/08/16	Parent Involvement Facilitator-Central
White, Alfred	1/06/16	Custodian-Rogers

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Baker, Diana	6/01/16	Teacher-Mark Twain, McKinley/ Music, Technology
Bayless, Andrea	6/04/16	Dean-East Central
Clemmer, Joe	6/01/16	Teacher-Memorial Jr. High/Computer Science
Dick, Merleanna	6/10/16	Teacher-McLain/Science, Chemistry
Fleharty, Carrie	6/01/16	Librarian-Washington
Ghylin, Nancy	6/01/16	Instructional Coach-Wilson/Academic Services
Goralczyk, Gina	6/01/16	Teacher-East Central Jr. High/Social Studies
Hargroves, Jennifer	3/25/16	Nurse-ESC/Health Services
Henderson, Janet	6/30/16	Teacher-McLain/Librarian
Henderson-McMullen, Linda	6/01/16	Teacher-Hawthorne/Music
House, Janie	6/30/16	Teacher-Edison/Music
Koontz, Marilyn	6/01/16	Counselor-Lee
Lloyd, Nancy	6/01/16	Teacher-Bell/Grade 3
Long, Paula	6/01/16	Teacher-Bell/Pre-K
Merrill, Edna Suzanne	6/01/16	Teacher-Edison/English
Moore, Jama	6/01/16	Teachers-Thoreau/Music
Olsen, Marie	6/01/16	Teacher-Chouteau/Special Education
Pittman, Valerie	6/01/16	Teacher-Lewis and Clark/Kindergarten
Post, Linda	6/01/16	Nurse-Memorial
Rucker, Douglas	6/01/16	Teacher-Eliot/Grade 5
Sellers, JoAnn	6/01/16	Teacher-Eliot/Grade 2

RETIREMENTS

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
Sheets, Vicki	6/01/16	Teacher-Hale Jr. High/Language Arts
Storey, Salley	6/01/16	Teacher-East Central/Reading
Taliaferro, Rima	6/01/16	Teacher-Edison/English
Vickers, Pamela	7/01/16	School Support Specialist-ESC/ Federal Programs and Special Projects
Ward, Keith	6/17/16	Assistant Principal-Eisenhower

RESIGNATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Assignment</u>
Certificated/Administrative:		
Benson, John	6/01/16	Teacher-MacArthur/Special Education
Bob, Sonya	6/30/16	Teacher-TRAICE/Alternative Education
Boughman, Carolyn	3/18/16	Teacher-Grimes/Grade 2
Cheek, Amanda	6/30/16	Teacher-Memorial/Music
Hutson, Brittany	6/01/16	Teacher-Owen/Kindergarten
Mendenhall, Christina	3/04/16	Librarian-Gilcrease
Petit, Candise	6/30/16	Teacher-Bell/Grade 3
Roberts, Suzanne	2/24/16	Teacher-Rogers Jr. High/Special Education
Sinnott, Erica	6/01/16	Teacher-East Central Jr. High/P.E.
Smith, Mark	3/25/16	Teacher-Edison/Career Tech
Wilkinson, Carolyn	3/29/16	Teacher-Hamilton/Grade 4

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Support (Hourly):		
Brooks, Janet	12/10/15	CNS Assistant-Ross
Edwards, Tanya	1/01/16	MD Paraprofessional-Hamilton
Estrada, Darla	2/24/16	CNS Assistant-Peary
Frank, John	2/22/16	Custodian-Washington
Grant, Walter	2/26/16	Custodian-Washington
McFadden, Vanessa	3/04/16	Campus Police Officer-ESC/Campus Police
Mougell, Larry	2/26/16	Bus Driver
Porter, Christopher	3/09/16	Campus Security Officer-ESC/Campus Police
Spearman, Michelle	3/01/16	Bus Driver
Weddle, Lace	11/20/15	Paraprofessional-Skelly
Wood, Lonnie	2/22/16	Bus Driver
Yang, Nonlou	3/03/16	TA-Lewis and Clark

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teacher

Boydston, Michael

Tutor

Ekhoff, Tangela

Campus Police Officer

McFadden, Vanessa

Interpreter

Terrio, Jaclyn

Child Nutrition Services

Moaning, Sarita

Watson, Jiana

Custodian

Alvarado, Linda

State Testing- 11-0000-2112-501210-000-000000-600-16-058

Pay the following retired employees @ \$15/hr. (total not to exceed \$10,100) to assist in the processing of state tests OCCT and EOI grades state tests, April 25, 2016 through May 10, 2016. Deborah Allgood, Helen Huntington, Janice King, Trudy Prince, Janell Winkle and Jan McCool.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

East Central Extra Duties – School Activity Fund #520

Pay certificated staff member, Laurie Moberly-Lee a total not to exceed \$900 to accompany students for Special Olympics events during the school year 2015-2016.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

March 7, 2016 Agenda, page 39 - Correct effective date.

ELECTIONS

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Brooks, Georgia	2/29/16 6/30/16	MT-13	\$ 16.74	Floor Crew-Maintenance Return from leave

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS - Continued

May 4, 2015 Agenda, page 23 - Correct spelling of name

ELECTIONS

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Avelino DeOampo, Ivan	5/05/15 6/30/15	MT-8	12.33	Grounds Journeyperson-Maintenance

March 7, 2016 Agenda, page 45 - Correct proposed contract amount.

ADJUSTMENTS - Continued

<u>Name</u>	<u>Position Grade/Step (if applicable)</u>	<u>Effective Date</u>	<u>Present Contract</u>	<u>Proposed Contract</u>	<u>Reason</u>
Vallejo, Maria	Clerk-Skelly CA-3	2/08/16 6/01/16	\$ 9.77	\$ 12.33	Principal's Secretary-Kerr CA-8