



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, April 4, 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 Memorial High School JROTC under the instruction of Colonel Greg Barrack.
- 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 21, 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 18, 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 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 is an annual event that recognizes the achievements of cadets and the JROTC Program.

E-3. RECOMMENDATION: Enter into a contract with the Tulsa University Allen Chapman Activity Center to host Rogers College 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 is an annual event that recognizes the achievements of cadets and the JROTC program.

E-4. 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 5, 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.

- E-5.** 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.

- E-6.** 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

- E-7.** RECOMMENDATION: Approve the March 17 - March 31, 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.

Bond Projects and Energy Management

- E-8.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the following trades for the interior renovation project at Celia Clinton Elementary School.

Ark Wrecking	Demolition	\$39,540.00
Interior Concepts	Flooring	\$98,600.00
Felix Thomson	Doors and Hardware	\$96,725.00
Best Companies	Lockers	\$56,155.00
ML Jones	Framing, Sheetrock and Finish	\$45,325.00
ML Jones	Painting	\$45,927.00
Wood Systems	Specialties	\$49,659.00

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 are part of the 2015 bond issue.

- E-9.** 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.

- E-10.** RECOMMENDATION: Approve amendment number 1A with Crossland Construction Company, Inc., Tulsa, Oklahoma, for the interior renovation project at Celia Clinton Elementary School.

Allowances	\$127,263.00
General Conditions	\$65,186.10
Management Fees	\$34,432.23
Reimbursables	\$185,790.00
Trade Contracts	\$431,931.00
GMP	\$844,602.33

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 \$844,602.33

FUND NAME/ACCOUNT: This project is contingent upon the sale and receipt of the 2015E bond sale.

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

- E-11.** 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.

- E-12.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the following trades for the interior renovation at Central High School.

2A	Abatement & Flooring Removal	Asbestos Handlers	\$129,500
2B	Demolition	Total Demolition	\$32,003
6A	Rough Carpentry	Jones Commercial	\$40,500
8A	Door Hardware	Felix Thomson	\$136,455
9A	Painting	Vale Painting	\$97,840
9B	Flooring	R&R Carpet & Tile	\$218,489
10A	Toilet Partitions	Woodsystems	\$36,236

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.

- E-13.** RECOMMENDATION: Approve amendment number 1A with Trigon General Contractors & Construction Managers, Inc., Tulsa, Oklahoma, for the interior renovation project at Central High School.

Allowances	\$119,971.68
General Conditions	\$98,501.01
Management Fee	\$50,700.66
Reimbursable	\$339,803.65
Trade Contracts	\$691,023.00
GMP	\$1,300,000.00

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 \$1,300,000

FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2015E bond sale.

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

HUMAN CAPITAL

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

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

F. ACTION AGENDA - Motion and vote on each recommendation

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 \$577,600,085 and \$551,529,162, 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.

HUMAN CAPITAL

F-2. RECOMMENDATION: Amend item F-3 of the March 7, 2016, agenda to change the deadline for submitting a signed TPS Employee Attrition Release and Waiver Agreement to Human Capital from April 15, 2016 to April 29, 2016. The Tulsa Public Schools (TPS) Employee Attrition Plan, will pay qualified personnel (as defined below) an incentive to immediately end their current employment contract for the 2015-2016 school year, equal to the remainder of their base salary for the 2015-2016 school year from the effective date of resignation plus any eligible accruals, in return for providing a signed TPS Employee Attrition Release and Waiver Agreement specifying a resignation date no later than April 29, 2016.

RATIONALE: Extending the deadline for submitting a signed TPS Employee Attrition Release and Waiver Agreement will allow qualifying employees additional time to consider taking advantage of this incentive. The district is considering a realignment and overall reduction of the number of administrative and leadership positions for the coming fiscal year and the reassignment of a number of current administrative and leadership personnel for the next school year. Offering an additional attrition incentive to selected personnel at this time may provide sufficient flexibility for the needed reassignment of existing personnel, as well as provide a financial benefit to the district for the 2016-2017 school year. Although some personnel who may opt for this plan will need to be immediately replaced, the expectation is that a significant portion of costs associated with this plan will be generated from those who will not be replaced for the 2016-2017 school year. The

term “qualified personnel” for the purposes of this Employee Attrition Plan proposal is defined as exempt personnel employed in the pay grades of education grade (EG), business grade (BG) and executive grade (XG) and nonschool based non-exempt administrative/clerical/technical employee groups that meet the following eligibility requirements. All school-based positions are excluded from this program.

1. Must be full-time (25 hours or more per week)
2. Must have five years of continuous service with Tulsa Public Schools
3. Must agree to and sign an Employee Attrition Release and Waiver Agreement with Tulsa Public Schools.

G. INFORMATION AGENDA

CHIEF OF STAFF

- G-1.** RECOMMENDATION: Enter into a memorandum of understanding with Relay Graduate School of Education for a partnership in which the designated agreed upon participants (18 principals and assistant principals and 9 instructional leadership directors) are required to attend the summer intensive program and four other intersessions from April 1, 2016, through 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: The total cost will not exceed \$487,000 (\$148,937 will be paid from the School Leadership Program Grant and \$338,063 will be paid from pending donor funding).

RATIONALE: Participation in the Relay National Principal Academy Fellowship continues the instructional leadership development work that has been a focus for Tulsa Public Schools since 2012-2013. The third cohort of principals to attend will continue professional learning with a focus on data driven instruction, supervision and feedback, leading adult learning and school culture. This contract will cover the cost of tuition and program costs for principals, assistant principals and instructional leadership directors to participate in the program. The Relay Graduate School will supplement each participant with a \$2,000 scholarship. Implementation of this memorandum is contingent upon the final commitment of private donor funding.

- G-2.** RECOMMENDATION: Enter into a license agreement with the University of Washington, Seattle, Washington, for principals to participate in a DL2 Annual Survey of Principal Supervisors. The survey provides feedback on the principal supervisor work and support and will be administered during the 2015-2016 school year.

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

COST: No cost to the District.

REQUISITION NUMBER: 41301514

RATIONALE: This survey will allow the primary contact, Jennifer Gripado, and the principal participants to access and enter data via the survey website so DL2 may collect and analyze the data.

- G-3.** RECOMMENDATION: Enter into an individualized education plan (IEP) service agreement with Union Public Schools to provide a Free Appropriate Public Education (FAPE) for certain students for whom they are unable to do so for the remainder 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.

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

- G-4.** RECOMMENDATION: Revise the 2016-2017 traditional school calendar approved on the February 17, 2015, agenda, item E-17, to reflect the following changes: 1) change the seven early release school days to the regular schedule; 2) create two full days of professional development for teachers.

RATIONALE: The proposed calendar revisions are necessary to respond to teacher and principal feedback on early release days. This change will allow us to create more focused and collaborative learning opportunities for our teachers and staff.

FINANCIAL SERVICES

Bond Projects and Energy Management

- G-5.** RECOMMENDATION: Approve change order #1 for the interior renovation project at Dual Language Academy to the Watts Company, Glenpool, Oklahoma. The original contract was approved on February 17, 2015, item E-13, in the amount of \$280,711.

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 \$10,210.64

FUND NAME/ACCOUNT: Facilities Bond Fund, 34-1220-4720-504500-000-000000-000-12-163

REQUISITION NUMBER: 11612651

RATIONALE: This change order will provide an additional cooling unit in the main lobby, additional electrical outlets in the library, and modifications to the wall in the kindergarten room.

INFORMATION AND OPERATIONS

G-6. RECOMMENDATION: Amend the contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2016, through June 30, 2017, for wide area network (Metro Ethernet) services. This contract, which includes four voluntary renewal periods, is a result of request for proposal #16020.

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 \$1,256,239 (an increase of \$70,800) and will be paid in FY 2017 after the 2016-2017 budget is approved.

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

REQUISITION NUMBER: E-rate item

RATIONALE: This amendment adds a network connection between the Charles C. Mason Education Service Center and the Transportation/Maintenance facility and will provide the district with a high-performing and reliable network for school and administrative sites. E-rate discounts are expected to be 90 percent with the non-discount share funded by the Oklahoma Universal Service Fund (OUSF) for OUSF eligible charges and the TPS General fund for the remainder including 10 percent of surcharges and fees which are not covered by OUSF and are estimated to be \$17,000. Implementation of this service is contingent upon E-rate funding.

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
East Central High School/Speech & Debate	Students: 1 Parents: 0 Staff: 1	To participate in the National Speech & Debate Tournament/Salt Lake City/ Utah	June 12-17, 2016	0	Not to exceed \$3500/East Central's Student Activity Fund #899 and donations from various sources.

SUPPORTING INFORMATION

CONSENT ITEM E-14

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Butler, DeLois	3/21/16	M30-32	\$ 7,273.35	Counselor-Bell Half-Time Rate: \$29,772.00 Return from leave
Fagan, James	3/01/16 5/26/16	B-0	9,720.45 479.00	Teacher-Hale/ Special Education Rate: \$32,900.00
Long, Paula	3/21/16	B-22	12,982.22	Teacher-Bell/Pre-K Rate: \$46,630.00 Return from leave
Madison, Jodi	3/21/16	M-30	10,240.35 512.02	Teacher-Monroe Demonstration Academy/ Special Education Rate: \$41,914.00 Return from leave
Milton, Dean	3/22/16	B-6	8,423.86	Teacher-Central Jr. High/ Math Rate: \$35,300.00 Return from leave
Ornelas, Mary	3/21/16	M30-22	12,544.27	Teacher-Columbus/ELD Rate: \$51,344.00 Return from leave
Pullin, Ann	3/07/16	B-24	12,990.00	Teacher-Jones/Grade 2 Rate: \$47,630.00 Return from leave
Read, Charlotte	2/29/16	M-20	15,962.18	Instructional Coach- Wilson/ Academic Services Rate: \$47,736.00 Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Witt, Pamela	3/21/16	M-18	\$ 11,548.14 577.41	Teacher-McLain/ Special Education Rate: \$45,016.00 Return from leave
Support (Hourly):				
Barnett, Kelsey	5/23/16 5/24/16	MT-7	\$ 13.49	Bus Driver Return from leave
Chavez, Omar	3/07/16 6/30/16	MT-8	12.93	Grounds Journeyperson- Maintenance Return from leave
Cilio, Gladys	3/28/16 5/25/16	MT-1	9.03	Child Nutrition Services (CNS) Assistant-Cooper
Coats, Carla	3/15/16 5/24/16	IS-6	10.81	Teacher Assistant (TA)- MacArthur Return from leave
Deligorio, Amanda	3/14/16 5/25/16	MT-1	10.03	CNS Assistant-Bell
Elizalde, Raul	3/07/16 6/30/16	MT-6	20.96	Lead Asbestos- Maintenance Return from leave
Getz, Carrie	3/10/16 5/24/16	IS-3	9.35	Paraprofessional-Skelly
Glover, Chaz	3/28/16 5/24/16	MT-7	11.21	Bus Driver
Harris, Sherrell	3/14/16 5/24/16	MT-7	11.21	Bus Driver
Homer, Emmeline	3/17/16 5/24/16	IS-6	11.84	Paraprofessional-Eliot Return from leave
Loveless, Angela	3/21/16 5/24/16	IS-10	15.08	MD Paraprofessional- Kendall Whittier Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
McQuarters, Mabel	3/09/16 5/24/16	IS-10	\$ 15.83	Autism Paraprofessional- Hale Return from leave
Perry, Susan	3/07/16 5/24/16	MT-7	12.79	Bus Driver Return from leave
Stanton, Johnthan	3/21/16 5/24/16	MT-7	11.21	Bus Driver Return from leave
Strootman, Kimberly	3/29/16 6/01/16	CA-8	13.70	Principal's Secretary-Park
Strout, Lauren	3/21/16 5/25/16	MT-3	10.84	Assistant Site Director- Patrick Henry/ Before and After Care
Taylor, Kevin	3/14/16 5/24/16	MT-7	11.21	Bus Driver
Timothy, Dawnn	3/08/16 5/24/16	IS-3	9.35	Parent Involvement Facilitator-Central Return from leave
Wagdalt, Frank	3/10/16 5/24/16	IS-6	11.21	TA-Lewis and Clark
Walls, Ladona	3/21/16 5/27/16	CA-5	14.16	Health Assistant-ECDC Porter Return from leave
Williams, Nehru	3/21/16 5/24/16	MT-7	11.21	Bus Driver Former Employee (f.e.)
Wright, Rhea	3/21/16 5/24/16	IS-3	9.76	Paraprofessional- Kendall Whittier

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Burnett, Larry	Teacher- Shadow Mountain Behavioral Health/Math D-7	3/28/16	\$ 40,145.00 2,007.25 1,140.50	\$ 40,145.00 2,007.25 2,007.25 1,140.50	Alternative Education Special Education Additional days
McGrew, Barbara	Instructional Coach-Wilson/ Academic Services M30-22	3/22/16	50,344.00 6,865.09	50,344.00	Teacher-MacArthur/ Grade 4 Additional days
Support (Hourly):					
Jewell, Michael	Carpentry Craftsperson- Maintenance MT-11	3/28/16 6/30/16	\$ 14.53	\$ 12.97	Custodian-ESC/ Plant Operations MT-5
Myers, Rebecca	CNS Cook II – Ross MT-3	2/29/16 5/25/16	9.89	10.78	CNS Assistant Manager-Ross MT-6
Ortega, Argena	CNS Assistant Manager- Thoreau MT-6 7.5hrs/day	3/14/16 6/03/16	11.00	11.00	Manager in Training- Ross/Child Nutrition MT-6 8hrs/day
Scott, Jennifer	Teacher-Hale/ Special Education B-0	3/21/16 5/24/16	32,900.00	12.46	Paraprofessional- Salk IS-6
Tennant, Robina	Bus Driver MT-7	3/21/16 5/24/16	11.21	11.21 .30	Bus Driver Special needs

LEAVES OF ABSENCE

Name	Effective Date	Assignment
Certificated/Administrative:		
Butler, DeLois	2/10/16	Counselor-Bell
Hansen, Valerie	3/08/16	Teacher-Street School/Special Education
Howland, Nathaniel	3/16/16	Teacher Leader Effectiveness Manager-ESC/Teacher Leader Effectiveness
Long, Paula	2/16/16	Teacher-Bell/Pre-K
Medill, Lauren	3/01/16	Teacher-Emerson/Grade 6
Moran, Pamela	2/19/16	Teacher-Parkside/Alternative Education
Noonan, Jessica	3/21/16	Teacher Coach-Wilson/Academic Services
Ornelas, Mary	2/09/16	Teacher-Columbus/ELD
Read, Charlotte	2/16/16	Instructional Coach-Wilson/Academic Services
Sloan, Amy	2/19/16	Teacher-Grissom/Kindergarten
Srader, Alicia	2/10/16	General Accounting Manager-ESC/Accounting
Tapley, Kari	2/24/16	Teacher-Kerr/Kindergarten
Thomas, Janet	3/21/16	Teacher-Hamilton/Grade 2
Ward Ido, Angela	2/23/16	Teacher-Anderson/Grade 4
Williams, Janine	2/16/16	Teacher-Central/Art
Williams, Patricia	3/03/16	Teacher-Marshall/Grade 3
Williamson, Theresa	2/16/16	Counselor-Rogers
Wright, Megan	3/15/16	Teacher Coach-Wilson/Academic Services

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment
Support (Hourly):		
Bell, Destiny	2/22/16	Bus Driver
Cardenas Ruiz, Gilder	3/01/16	Custodian-Hoover
Chavez, Omar	2/12/16	Journey person-Maintenance
Cochran, Jeri	2/29/16	Autism Paraprofessional-Carnegie
Elizalde, Raul	2/23/16	Lead Asbestos-Maintenance
Harris, Clifton	2/29/16	Grounds Journey person-Maintenance
Haywood, Radonna	1/20/16	Assistant CNS Manager-Penn
Holmes, Mark	3/21/16	Grounds Journey person-Maintenance
Jacobs, Marion	2/22/16	Bus Driver
Jones, Donald	2/10/16	Autism Paraprofessional-Burroughs
King, Carisa	3/07/16	Health Assistant-Clinton
Lozada, Gerald	3/04/16	Bus Driver
Marshall, LaDonnie	2/23/16	Autism Paraprofessional-Edison
McIntyre, Judy	2/29/16	Budget Analyst-ESC/ Federal Programs and Special Projects
Moore, Kevin	2/29/16	Assistant Head Custodian-Rogers Jr. High
Moore, LaShona	2/26/16	Clerk-Transportation
Oates, Keyona	2/22/16	CNS Assistant-Carver
Patten, Carmen	2/11/16	CNS Assistant Manager-Celia Clinton
Penaloza, Martiniano	1/19/16	Craftsperson-Maintenance
Rogers, Norma	2/25/16	Clerk-MacArthur
Stacey, Kristina	3/09/16	Paraprofessional-Wright

LEAVES OF ABSENCE - Continued

Name	Effective Date	Assignment
Stalnaker, Linda	3/11/16	CNS Assistant-Gilcrease
Stanton, Johnthan	2/22/16	Bus Driver
Tohkubbi, Mary	2/19/16	CNS Assistant-Hale Jr. High
Whayne, William	2/24/16	Custodian-Central
Wilson, Linda	1/13/16	Clerk-Mayo

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Williams, Teresa	6/01/16	Librarian-Skelly
Young, Janice	6/01/16	Librarian-Skelly Primary

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Bennett, Cameron	5/17/16	Teacher-East Central/Math
Cunningham, Lakisha	3/10/16	CNS Manager-ECDC Porter
Ibitayo, Tobeya	3/01/16	Teacher-Gilcrease/Grade 3
Newman, Haleigh	5/25/16	Teacher-Hamilton/Grade 1
Stubbe, Shelby	6/01/16	Teacher-Edison/Special Education
Taliaferro, Rena	3/17/16	Teacher-MacArthur/Grade 4
Thomas, Paul	3/11/16	Challenge Course Assistant Manager-Helmzar

RESIGNATIONS – Continued

Name	Effective Date	Assignment
Support (Hourly):		
Baker, Fredrick	3/03/16	Bus Driver
Bushnell, Monica	3/08/16	Paraprofessional-Salk
Butler, Edith	3/10/16	CNS Assistant-Carver
Clark, Rebecca	3/10/16	Autism Paraprofessional-Hale
Cooks, Renita	3/21/16	Paraprofessional-Bell
Davis, Dolphin	3/07/16	Autism Paraprofessional-Hale
Gilmore, Arlisa	2/17/16	Assistant Site Director-Patrick Henry/ Before and After Care
Green, Kenneth	4/01/16	CNS Cook II – Remington
Hill, Markina	3/07/16	CNS Cook II-Penn
Jeffries, Roderic	3/04/16	Bus Driver
Leavitt, Karen	3/10/16	CNS Assistant-Disney
Throughman, Katherine	3/17/16	CNS Assistant-Lindbergh

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Khan, Humaira	3/07/16	CNS Assistant-Kerr
Khan, Sidra	3/07/16	CNS Assistant-Lewis and Clark
McGuire, Ashley	3/11/16	Custodian-Owen
Todd, Diante	3/15/16	Custodian-Carver

SUBSTITUTE AND TEMPORARY ELECTIONS

Clerk

Clark, Pat
Hensley, Kerri
Walton, Cathy

CNS

Miller, Emily

Adjunct Teachers

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

Jacob Rogers, boys soccer @ \$1,202, March 24, 2016 to May 22, 2016

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

Keith Miller, boys basketball @ \$2,119, March 28, 2016 to May 22, 2016

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

CNS Manager in Training – 22-3850-3120-501210-700-000000-958-03-053

Pay support employees listed below \$300 each (total not to exceed \$3,000) for manager in training preparation March 28, 2016 through April 15, 2016.

Crespo Burgos, Elizabeth
Edwards, Frances
Hayes, Tonnie
Osborn, Summer
Richardson, Donna
Schaefer, Diana
Valladolid, Rosalinda
Walker, Jo
Washington, Adairia
Wassom, Leticia

RSA Summer Academy - 11-3670-1000-501700-424-113000-441-05-XXX-3670

Pay certified teachers, to be named, at their current hourly rate of pay (total not to exceed \$64,800 plus benefits) in June 2016 to provide summer instruction to students not reading on grade level in grade 3 or below.

RSA Summer Academy - 11-3670-1000-501700-424-113000-441-05-XXX-3670

Pay certified teachers, to be named, at their current hourly rate of pay (total not to exceed \$43,200 plus benefits) in July 2016 to provide summer instruction to students not reading on grade level in grade 3 or below.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

RSA Summer Academy - 11-3670-1000-501800-441-113000-415-05-xxx-3670

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$15,120 plus benefits) in June 2015 to work with highly qualified teachers and provide remediation to students not reading on grade level in grade 3 or below.

RSA Summer Academy - 11-3670-1000-501800-441-113000-415-05-xxx-3670

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$10,080 plus benefits) in July 2015 to work with highly qualified teachers and provide remediation to students not reading on grade level in grade 3 or below.

ESC Internships - 11-0104-2490-501700-000-000000-107-07-041-0104

Pay certified staff, to be named, @ \$14/hr. (total not to exceed \$2,800) for June 2016 work performed as interns for several ESC departments.

ESC Internships - 11-0104-2490-501700-000-000000-107-07-041-0104

Pay certified staff, to be named, @ \$14/hr. (total not to exceed \$1,400) for July 2016 work performed as interns for several ESC departments.

TFA Summer Institute - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 10 assistant principals, to be named, @ \$2,500 (total not to exceed \$25,000 plus benefits) in June 2016 to serve as principals at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 10 assistant principals, to be named, @ \$2,500 (total not to exceed \$25,000 plus benefits) in July 2016 to serve as principals at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 10 principal interns, to be named, @ \$1,250 (total not to exceed \$12,500 plus benefits) in June 2016 to assist with administration of the TFA Summer Institute schools.

TFA Summer Institute - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay 10 principal interns, to be named, @ \$1,250 (total not to exceed \$12,500 plus benefits) in July 2016 to assist with administration of the TFA Summer Institute schools.

TFA Summer Institute - 11-0104-2410-501800-000-000000-601-07-XXX-0104

Pay support staff, to be named, @ \$15/hr (total not to exceed \$7,560 plus benefits) in June 2016 to serve as clerks at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0104-2410-501800-000-000000-601-07-XXX-0104

Pay support staff, to be named, @ \$15/hr (total not to exceed \$28,350 plus benefits) in July 2016 to serve as clerks at the participating TFA Summer Institute schools.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

TFA Summer Institute - 11-0104-2660-501800-000-000000-959-07-XXX-0104

Pay security staff, to be named, @ \$16/hr (total not to exceed \$1,920 plus benefits) in June 2016 to provide security at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0104-2660-501800-000-000000-959-07-XXX-0104

Pay security staff, to be named, @ \$16/hr (total not to exceed \$7,200 plus benefits) in July 2016 to provide security at the participating TFA Summer Institute schools.

TFA Summer Institute - 11-0104-2410-501700-000-000000-112-07-XXX-0104

Pay certified staff on teacher contracts, to be named, @ \$26 per hour or assistant principals, to be named, at their current hourly rate of pay (total not to exceed \$3,680 plus benefits) in July 2016 to serve as testing coordinators at the participating TFA Summer Institute schools.

ACE boot camp and senior summer school - 11-3620-1000-501700-426-000000-415-05-XXX-3620

Pay certified teachers, to be named, at their hourly rate of pay, (total not to exceed \$50,000 plus benefits) in May and June 2016 to provide remediation to seniors in senior summer school or senior boot camp.

PM Summer Institute ACE - 11-3620-1000-501700-426-000000-415-05-XXX-3620

Pay certified teachers, to be named, @ \$23 per hour (total not to exceed \$50,000 plus benefits) in June 2016 to provide remediation to students who have failed an EOI in grades 9-12 and are attending PM summer school.

PM Summer Institute ACE - 11-3620-1000-501700-426-000000-415-05-XXX-3620

Pay certified teachers, to be named, @ \$26 per hour (total not to exceed \$50,000 plus benefits) in July 2016 to provide remediation to students who have failed an EOI in grades 9-12 and are attending PM summer school.

PM Summer Institute ACE - 11-3620-1000-501800-426-000000-414-05-XXX-3620

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$10,000 plus benefits) in June 2016 to work with highly qualified teachers and provide remediation to students who have failed an EOI in grades 9-12.

PM Summer Institute ACE - 11-3620-1000-501800-426-000000-414-05-XXX-3620

Pay teacher assistants, to be named, @ at their regular hourly rate of pay (total not to exceed \$10,000 plus benefits) in July 2016 to work with highly qualified teachers and provide remediation to students who have failed an EOI in grades 9-12.

PM Summer Institute ACE - 11-3620-2660-501210-426-00000-959-05-049-3620

Pay security staff, to be named, @ their regular hourly rate of pay (total not to exceed \$6,000 including benefits) in June 2016 to provide afternoon security at the participating TFA Summer Institute schools.

PM Summer Institute ACE - 11-3620-2660-501210-426-00000-959-05-049-3620

Pay security staff, to be named, @ their regular hourly rate of pay (total not to exceed \$6,000 including benefits) in July 2016 to provide afternoon security at the participating TFA Summer Institute schools.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

TFA Summer Institute Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$23 per hour (total not to exceed \$124,200 plus benefits) in June 2016 to serve as faculty advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating TFA Summer Institute schools.

TFA Summer Institute Title I - 11-5118-1000-501700-495-113900-210-05-093-5118

Pay certified teachers, to be named, @ \$26 per hour (total not to exceed \$526,500 plus benefits,) in July 2016 to serve as Faculty Advisors who will be responsible for instruction, coaching, and mentoring of one classroom at the participating TFA Summer Institute schools.

TFA Summer Institute Title II - 11-5410-2213-501700-000-000000-210-05-044-5410

Pay certified teachers, to be named, @ \$18 per hour (total not to exceed \$82,800 plus benefits) in June 2016 to attend professional development training regarding differentiated instruction and effective coaching and instructional practices.

TFA Summer Institute Title II - 11-5410-2573-501700-000-000000-105-05-044-5410

Pay assistant principals and principal interns, to be named, @ at their current hourly rate of pay (total not to exceed \$1,400 plus benefits) in June 2016 to attend professional development training outside of their contract hours/days regarding differentiated instruction and effective coaching and instructional practices.

Novice Teacher Summer Institute Civic Donor - 11-0224-1000-501700-000-000000-000-05-xxx-0224

Pay novice teachers, to be named, \$23 an hour plus benefits, to provide instruction during the TFA Summer Institute in June 2016.

Novice Teacher Summer Institute Civic Donor - 11-0224-1000-501700-000-000000-000-05-xxx-0224

Pay novice teachers, to be named, \$23 an hour plus benefits, to provide instruction during the TFA Summer Institute in July 2016.

Novice Teacher Professional Development - 11-5410-2213-501700-000-000000-210-05-044-5410

Pay experienced teachers, to be named, \$23 an hour plus benefits, to facilitate professional development geared toward the summer institute.

Pay experienced teachers, to be named, \$18 an hour plus benefits, to attend professional development geared toward the summer institute.

Pay novice teachers, to be named, \$18 an hour plus benefits, to attend professional development geared toward the summer institute.

Tulsa Public Schools - Traditional Calendar

2016-2017 School Calendar

August 2016						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2016						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2016						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2016						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2016						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2017						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2017						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2017						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2017						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2017						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2017						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Teacher Professional Days
Teacher/Support Institute Days
First Day of Quarter
Holiday - No Classes
Parent Conference Day
Last Day of Quarter

Quarter Information	
Classes Begin	Aug 22, 2016
1st Day of 1st Quarter	Aug 22, 2016
Last Day of 1st Quarter	Oct 18, 2016
1st Day of 2nd Quarter	Oct 19, 2016
Last Day of 2nd Quarter	Dec 21, 2016
1st Day of 3rd Quarter	Jan 4, 2017
Last Day of 3rd Quarter	Mar 21, 2017
1st Day of 4th Quarter	Mar 22, 2017
Last Day of Classes	May 24, 2017

Classes Not in Session - Holiday	
Labor Day	Sep 5, 2016
Fall Break	Oct 20 & 21, 2016
Fall P/T Conf.	Oct 19, 2016
Thanksgiving	Nov 23-25, 2016
Winter Break	Dec 22-Jan 3, 2017
Martin L King Jr.	Jan 16, 2017
President's Day	Feb 20, 2017
Spring Break	Mar 13-17, 2017
Spring P/T Conf.	Mar 20, 2017
Memorial Day	May 29, 2017

If __ Snow days are used	The last day of classes will be:
Zero	May 17, 2017
One	May 18, 2017
Two	May 19, 2017
Three	May 22, 2017
Four	May 23, 2017
Five	May 24, 2017

First Quarter	40 days
Second Quarter	40 days
Third Quarter	47 days
Fourth Quarter	46 days

Classes Not in Session - Professional Days	
August 16-19, 2016	
October 7, 2016*	
December 2, 2016*	
February 3, 2017	
May 25, 2017	

Five weather days built in.

If additional make-up days are needed, the dates are:
Feb 20, 2017
Mar 20, 2017

*Enrollment Center closes at 1:00 pm 27

Regular Meeting, April 4, 2016
Pending Board Approval