



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, May 16, 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 Nathan Hale High School JROTC under the instruction of Major Mike Maguffee.
- 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

May 2, 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, June 6, 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: Renew the contract with Pearson NCS, Austin, Texas, for the use of the Thoreau Demonstration Academy facility, June 1-July 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: No cost to the district. Pearson will pay \$15,525 plus utilities for the use of the building.

REQUISITION NUMBER: 41301520

RATIONALE: Pearson grades tests for the National Board for Professional Teaching Standard to determine National Board Certified Teacher status. The Thoreau facility has been used for the past 16 years.

- E-2.** RECOMMENDATION: Enter into a facilities usage agreement with the University of Tulsa to house the High School Kravis Residential Summer Arts Camp for the 2016 school year. This high school arts camp will be offered June 13-24, 2016, on the University of Tulsa Campus, Phillips Hall building. Students will live on campus for the duration of the 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.

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 is a new component to the camp. Students will have the option to live on campus for the duration of the camp, thus providing them with a sense of what college life is like.

- E-3.** RECOMMENDATION: Enter into a collaboration with Data Science for Social Good at the University of Chicago to partner on a project aimed at developing an early warning indicator system for early childhood grades. The Data Science for Social Good Fellowship brings top data scientists together for a three-month summer fellowship to work on pressing challenges in the public and social sector. Tulsa

Public Schools' data team will work in collaboration with Data Science for Social Good fellows to create an early warning system that allows teachers and principals to better support students before they fall behind academically.

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: By participating in the Data Science for Social Good fellowship, teachers and principals will gain important education data, resources and expertise to better serve students.

- E-4.** **RECOMMENDATION:** Enter into an agreement with the Oklahoma Public School Resource Center (OPSRC) effective July 1, 2016, authorizing OPSRC to fund the district's Director of Charter and Partnership Schools position and support the district's charter authorizer policies and practices, and provide software to efficiently manage and monitor charter schools. The agreement will renew upon mutual ratification and appropriations by the district in future fiscal years.

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: 41301523

RATIONALE: The district sponsors six charter schools. This grant opportunity will support the authorizing practices of the district while receiving support from the National Association of Charter School Authorizers (NACSA). NACSA is an independent voice for strong charter school authorizing practices. Under the agreement, Tulsa Public Schools will receive funding to pay for the cost of the Director of Charter and Partnership Schools position, assistance in enhancing its authorizing practices within the district, and funding for software to efficiently manage and monitor charter schools, which will ease the administrative burdens for both the district and its charter schools.

- E-5.** **RECOMMENDATION:** Approve an update to the district's Revised Charter School Collaboration Compact.

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: A compact between the district and the charters authorized by the district provides a vision and structure for collaboration, planning, interaction, and mutual learning. This update was developed to better highlight current successes and priorities. Furthermore, it formally includes three new charter schools authorized by the district as signatories: Collegiate Hall, College Bound Academy and Tulsa Honor Academy.

FINANCIAL SERVICES

- E-6.** RECOMMENDATION: Approve the April 30, 2016 - May 13, 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-7.** RECOMMENDATION: Enter into a contract with RSM, US, LLP, Oklahoma City, Oklahoma, to provide auditing services in response to Professional Auditing Services Request for Proposal 14045 with four annual renewal options.

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

COST: \$111,240

FUND NAME/ACCOUNT: General Fund, 11-0000-2318-503310-000-000000-000-09-092

REQUISITION NUMBER: 11614367

RATIONALE: RSM, US, LLP, will perform an independent financial and compliance audit of the district's 2015-2016 financial statements. This firm has been the district's auditor for the past seven years.

Bond Projects and Energy Management

- E-8.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the following trades for the interior renovations at the Roosevelt site.

2A	Demolition	Ark Wrecking	\$28,180.00
4A	Drywall	SW Drywall	\$85,170.00
5A	Flooring	Interior Concepts	\$16,600.00
9A	Plumbing & HVAC	Platinum Mechanical	\$450,300.00
11A	Electrical	Lighthouse	\$225,000.00

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.

RATIONALE: The interior renovations at the Roosevelt site are required to relocate the Tulsa School for Arts and Science charter school.

- E-9.** RECOMMENDATION: Assign the contracts for the interior renovations project at the Roosevelt site to Nabholtz Construction, 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: The interior renovations project at the Roosevelt site is part of the 2015 bond issue.

- E-10.** RECOMMENDATION: Approve amendment #2A with Nabholz Construction, Tulsa, Oklahoma, for the interior renovations at the Roosevelt site.

Allowances	\$85,675.00
General Conditions	\$83,708.88
Management Fee	\$37,076.79
Reimbursable	\$84,703.00
Trade Contracts	\$805,250.00
GMP	\$1,096,413.67

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 \$1,096,413.67

FUND NAME/ACCOUNT: This project is contingent upon the sale and receipt of the 2016B bond funds.

RATIONALE: The interior renovations project at the Roosevelt site is required to relocate the Tulsa School for Arts and Science charter school.

HUMAN CAPITAL

- E-11.** RECOMMENDATION: Approve routine staffing items.

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

INFORMATION AND OPERATIONS

- E-12.** RECOMMENDATION: Amend the lease agreements with Tulsa Honor Academy and College Bound Academy, approved on the June 15, 2015, agenda, item E-139, to reflect the additional square footage of the new classroom addition.

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 Honor Academy and College Bound Academy share the Eastside Academy facility and operate on an extended academic calendar. Construction of the new wing is slated to be completed in late May, and both schools stand to benefit from increased space. Assuming the additional space May 22, 2016 allows them to adequately prepare for staff training in early July and classes beginning in early August.

F. ACTION AGENDA - Motion and vote on each recommendation

CHIEF OF STAFF

F-1. RECOMMENDATION: Postfact approval to renew the agreement with Walsworth Yearbooks, Marceline, Missouri, to provide school yearbooks for Daniel Webster High School students.

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

COST: Not to exceed \$5800

FUND NAME/ACCOUNT: Daniel Webster High School Activity Fund #572

RATIONALE: A misunderstanding that Walsworth Yearbooks was included in the June 15, 2015, agenda, item E-68, resulted in the item not being submitted in a timely manner. Walsworth Yearbooks will collect funds from students for pictures/yearbooks and then a commission check will be sent to the school for deposit into the appropriate school activity fund account. Actual expenditures are determined by Daniel Webster's choice regarding quantity, features and services.

G. INFORMATION AGENDA

CHIEF OF STAFF

- G-1.** RECOMMENDATION: Enter into a memorandum of understanding with Teach For America, Inc. to host a summer institute for Teach For America corps members, wherein corps members in conjunction with Tulsa Public Schools' teachers will provide tuition-free summer instruction to district students.

FURTHER RECOMMEND: The attorneys for the District review and approve the memorandum of understanding and the proper officers of the Board of Education be authorized to execute the memorandum on behalf of the District.

COST: No cost to the district. Cost for stipends were previously approved on the April 4, 2016, Agenda, item E-14.

REQUISITION NUMBER: 41301524

RATIONALE: The District offers an annual summer education program to its students, and Teach For America conducts an annual summer training program for new corps members in which corps members are trained in pedagogy and teaching strategies and have the opportunity to teach in actual classroom settings. During the summer institute, Teach For America corps members in on junction with Tulsa Public Schools' teachers will provide tuition-free innovative instruction to District students. The summer institute will mutually benefit the district and Teach For America.

- G-2.** RECOMMENDATION: Pay Advanced Placement Services for Advanced Placement (AP) exams for students at Memorial High School during 2015-2016 school year.

COST: Not to exceed \$28,000

FUND NAME/ACCOUNT: Memorial's Schools Activity Fund #529

RATIONALE: Administering AP exams provides students with the opportunity to earn college credit, as well as better prepare them for college entrance exams. Exams are prepaid by students at a cost of \$92 per exam.

- G-3.** RECOMMENDATION: Approve a memorandum of understanding (MOU) with YMCA GO Club of Tulsa to provide an extended summer school program for kindergarten through fifth-grade students enrolled at Eugene Field, Gilcrease, MacArthur, and Salk elementary schools for a total of 200 students at each site for the 2016 summer school session.

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. The district will include the use of space at each site and the sharing of data collected for evaluation purposes. The YMCA will cover the entire cost to offer the program free to students.

REQUISITION NUMBER: 41301525

RATIONALE: The district and the YMCA have collaborated to offer GO Club, Graduate Oklahoma, programs for several years. The program is currently serving students at McClure Elementary School as an extended day offering throughout the school year. Children who are healthy and feel better about individual safety and wellbeing have a better chance to do well in each grade and complete high school. GO Club staff will utilize the CATCH Kids Club after-school curriculum. This coordinated approach will help children adopt healthy dietary and physical activity behaviors by positively changing the health environments of recreational programs, schools, and home. The program also includes nutrition, literacy, the arts, STEM and specialty programming. The results from the project will help in better understanding out-of-school time programs and the impact on children and their families and their success in school.

- G-4.** RECOMMENDATION: Update School Board policy 1501 - District Statement of Vision, Mission, Beliefs, and Theory of Change.

RATIONALE: The updating of policy 1501 reflects the district's new mission, vision, beliefs and values under its strategic plan Destination Excellence. The policy also includes language regarding the district's theory of change, which describes how we will manage the district and support schools to reach the goals and vision set forth in the strategic plan.

FINANCIAL SERVICES

Bond Projects and Energy Management

- G-5.** RECOMMENDATION: Approve deduct change order #1 to Crossland Construction Company, Tulsa, Oklahoma, for the new classroom project at Edison Preparatory School. The original contract was approved on the October, 6, 2014, agenda, item E-13, in the amount of \$5,299,610.

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 deduct change order is \$20,485.37.

RATIONALE: The entire budgetary allowances identified for the project were not used.

G-6. RECOMMENDATION: Approve deduct change order #1 to Trigon General Contractors and Construction Managers, Inc., Tulsa, Oklahoma, for the athletic locker room project at East Central High School. The original contract was approved on the September 16, 2013, agenda, item E-14, in the amount of \$2,066,508.

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 deduct change order is \$15,138.40.

RATIONALE: The entire budgetary allowances identified for the project were not used.

G-7. RECOMMENDATION: Approve deduct change order #1 with Trigon General Contractors and Construction Managers, Inc., Tulsa, Oklahoma, for the classroom addition project at Mitchell Elementary School. The original contract was approved on the October, 7, 2013, agenda, item E-24, in the amount of \$2,996,000.

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 deduct change order is \$12,674.19.

RATIONALE: The entire budgetary allowances identified for the project were not used.

G-8. RECOMMENDATION: Approve deduct change order #1 to Trigon General Contractors and Construction Managers, Inc., Tulsa, Oklahoma, for the interior renovation project at Lee Elementary School. The original contract was approved on the April 20, 2015, agenda, item E-14, in the amount of \$1,805,000.

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 deduct change order is \$34,310.67.

RATIONALE: The entire budgetary allowances identified for the project were not used.

G-9. RECOMMENDATION: Approve software and integration services with TSC Software Integration Service, LLC., Dallas, Texas.

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

COST: The cost of the services will be based on 40 percent of the calculated savings from a reduction in energy use of IP devices.

RATIONALE: The integration service will remotely and automatically turn off IP devices that are attached to Cisco switches during non-use periods resulting in energy savings districtwide. The system includes monitoring and override to reactivate devices the moment they are switched back on if needed for off-hours.

HUMAN CAPITAL

- G-10.** RECOMMENDATION: Enter into a contract with the Amity Institute to act as a visa sponsor for current and incoming candidates chosen from the Visiting Teachers Program in Spain.

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 \$35,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2571-508100-000-000000-000-04-041

RATIONALE: The district has a specific need for bilingual and biliterate teachers. While the need is limited, the district will continue to participate in a visiting teachers program offered by the Oklahoma State Department and the country of Spain. This small cohort of no more than 12 bilingual teachers have education experience and, after successfully completing the hiring process and demonstrating competency in both languages, would be able to fill various immersion vacancies. The sponsorship fee would cover all costs associated with managing the process of securing immigration visas for the employee and any family members to be handled by Amity Institute.

INFORMATION AND OPERATIONS

- G-11.** RECOMMENDATION: Purchase VMware software licensing from Dell, Roundrock, Texas, to be installed on the new servers scheduled for installation.

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: \$54,025.44

FUND NAME/ACCOUNT: 2010 Bond 34-1172-2580-506530-000-000000-000-02-026

REQUISITION NUMBER: 11614425

RATIONALE: Utilizing VMware software to run virtual servers enables the hardware infrastructure to support many more applications more efficiently. VMware software is currently in use and supports almost 200 servers running over 100 applications that facilitate the business of the district. This new VMware license will provide the software needed to fully utilize the new server hardware.

SUPPORTING INFORMATION

CONSENT ITEM E-11

ROUTINE STAFFING ITEMS

ELECTIONS

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Certificated/Administrative:				
Endress, Debra	5/02/16 5/24/16	M-30	\$ 4,057.77 202.89 624.27	Psychometrist-Enrollment Center/Special Education and Student Services Special Education Additional days Rate: \$54,936.00
Montoya, Anamaria	1/04/16 5/18/16	B-1	14,393.75 959.56	Teacher-Chouteau/ Special Education Rate: \$32,900.00
Support (Hourly):				
Carter, Ladetrik	4/25/16 5/17/16	MT-7	\$ 11.21	Bus Driver- Transportation
Cochran, Jeri	4/18/16 5/17/16	IS-10	13.71	Autism Paraprofessional- Carnegie Return from leave
Deleon, Maria	4/22/16 6/30/16	MT-3	9.35 .46	Custodian-Penn Shift differential
Gilkey, David	5/02/16 5/18/16	MT-1	8.87	Child Nutrition Services (CNS) Assistant – East Central
Jamison, Lonnie	4/18/16 6/30/16	MT-11	14.16	Lead Distribution Specialist-Warehouse/ Materials Management Return from leave
Miller, Emily	5/02/16 5/18/16	MT-1	9.03	CNS Assistant-Central
Miller, Latoya	5/03/16 6/30/16	MT-9	13.64	Culinary Coordinator- ESC/Child Nutrition

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Potrillo De Flores, Bertha	2/01/16 5/18/16	MT-1	\$ 9.66	CNS Assistant-East Central Jr. High Return from leave
Rhoden, Steven	4/18/16 5/17/16	IS-10	13.51	MD Paraprofessional- Memorial Return from leave
Rogers, Norma	4/11/16 5/19/16	CA-3	13.69	Clerk-MacArthur Return from leave
Silkey, Sherri	4/25/16 6/30/16	MT-3	10.37 .52	Custodian-Gilcrease Shift differential
Tohkubbi, Mary	4/18/16 5/18/16	MT-1	9.00	CNS Assistant- Hale Jr. High Return from leave
Walker, Francine	2/29/16 5/18/16	MT-3	11.06	CNS Cook I – McLain Return from leave
Wathen-Hubbard, Lisa	5/02/16 5/18/16	MT-1	9.03	CNS Assistant-Grimes

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Gillespy, Melanie	Librarian- Jackson M-1	8/14/15	\$ 34,366.00	\$ 35,384.00	M30-1
Support (Hourly):					
Boyd, Courtney	CNS Assistant- Owen MT-1 8hrs/day	5/02/16 5/18/16	\$ 9.01	\$ 9.01	7hrs/day
Cavin, Ralph	CNS Assistant- Eugene Field MT-1 7hrs/day	5/02/16 5/18/16	9.07	9.07	CNS Assistant- McClure MT-1 7.5hrs/day
Cisneros-Basquez, Isela	Clerk-East Central CA-3 172 days	5/05/16 5/20/16	9.76	9.76	195 days
Espinosa, Frank	CNS Cook II – Hamilton MT-3	5/02/16 5/18/16	9.91	10.80	CNS Assistant Manager-Hamilton MT-6
Hacker, Charles	Machinist Lead- Maintenance MT-15 6-CI	7/01/16 6/30/17	25.59	24.11	HVAC Craftsperson- Maintenance MT-14 6-CI
Henson, Ilse	CNS Assistant Manager- Hamilton MT-6 2-CI	5/02/16 5/18/16	15.24	13.32	CNS Cook II – Hamilton MT-3 2-CI
Jones, Gregory	Warehouse Specialist V- Warehouse/ Materials Management MT-9	4/08/16 6/30/16	13.17	12.30	Warehouse Specialist III- Warehouse/ Materials Management MT-8
Kerschner, Ross	Machinist Craftsperson- Maintenance MT-14 6-CI	7/01/16 6/30/17	24.84	24.84	HVAC Craftsperson- Maintenance MT-14 6-CI

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Longcrier, Kimberly	CNS Assistant- McClure MT-1	5/02/16 5/18/16	\$ 10.03	\$ 10.73	CNS Cook I – McClure MT-2
McIntire, Ronald	Journeyman- Maintenance MT-14	4/21/16 6/30/16	18.49	19.96	Heavy Equipment Foreperson- Maintenance MT-16
Mullen, Melissa	CNS Assistant- Salk MT-1	5/02/16 5/18/16	9.00	9.63	CNS Cook I –Central MT-2
Rhoden, Steven	Autism Paraprofessional -Memorial Jr. High IS-10	4/18/16 5/17/16	13.51	12.28	Paraprofessional- Cooper IS-6
Rodriguez, Laura	Head Custodian- Jones MT-5	4/21/16 6/30/16	10.70	11.55	Head Custodian- McClure MT-7
Rooks, Bradley	TA-Jones IS-3 172 days	4/27/16 6/30/16	9.35	10.19	Head Custodian- Jones MT-5
Smith, Randall	Grounds Light Mechanic Craftsperson- Maintenance MT-10	7/01/16 6/30/17	15.30	14.29	Plumber Apprentice- Maintenance MT-9
Waller, Jimmie	Heavy Equipment Craftsperson- Maintenance MT-11	7/01/16 6/30/17	15.00	13.76	Grounds Journeyman- Maintenance MT-8
Whitecloud, Veronica	CNS Assistant- Hoover MT-1 7hrs/day	5/02/16 5/18/16	9.54	9.54	6.5hrs/day
Wilson, Robert	HVAC Lead- Maintenance MT-15	7/01/16 6/30/17	19.87	18.57	Preventive Maintenance Craftsperson- Maintenance MT-14

LEAVES OF ABSENCE

Name	Effective Date	Assignment
Support (Hourly):		
Galarza De Villegas, Carina	4/28/16	CNS Assistant-East Central Jr. High

RETIREMENTS

Name	Effective Date	Assignment
Certificated/Administrative:		
Delgado, Loida	6/30/16	Coordinator of Parent Involvement, Homeless Education-Enrollment Center/ Student and Family Supports
Getter, Phyllis	6/01/16	Teacher-Hoover/Grade 5
Lovely, Kristine	6/06/16	Teacher-Carver/Special Education
McKenzie, Andrew	4/15/16	Director of Early Childhood Services- ESC/Curriculum and Instruction
McKenzie, Janet	6/01/16	Instructional Coach-Wilson/Academic Services
Padalino, Thomas	6/30/16	Principal-Thoreau
Schmidt, Derrick	7/10/16	Principal-Edison
Smith, Marie	6/30/16	Executive Director of Organizational and Professional Learning-Wilson/Academic Services
Swanson, Jean	4/01/16	Director of Constituent and Student Services- ESC/Deputy Superintendent
Wood, Paula	4/01/16	Director of School and Community Relations- ESC/Chief of Staff
Support: (Hourly)		
Bigelow, Steven	4/08/16	Warehouse Specialist III – Warehouse/ Materials Management
Hensley, Claudia	4/05/16	Executive Administrative Assistant-ESC/ Information and Operations
Russell, Lynda	4/08/16	Executive Administrative Assistant-ESC/ Student and Constituent Services

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Abbott, Rachael	6/01/16	Teacher-Salk/Kindergarten
Contreras, Julio	6/03/16	Instructional Leadership Director, Secondary-ESC/Deputy Superintendent
Deardorff, Malarie	6/01/16	Teacher-Mayo/Special Education
Dyce, Kim	6/30/16	Deputy Superintendent-ESC/ Office of the Superintendent
Flores, Dalia	6/03/16	Instructional Leadership Director-ESC/ Deputy Superintendent
Grant, Anthony	6/10/16	Assistant Principal-Anderson
Hodges-Guard, Marie	4/22/16	Teacher-Wright/Special Education
Lebak, Tamara	5/17/16	Instructional Coach-Wilson/Academic Services
Luneau, Tyson	6/01/16	Teacher-East Central/Social Studies
Lynch, Andrea	5/26/16	Nutrition Educator-Ross/Child Nutrition
Nodine, Cassandra	3/25/16	Instructional Coach-Wilson/Academic Services
Potts, Crystal	6/01/16	Teacher-East Central Jr. High/Language Arts
Pratt, Brian	6/01/16	Psychologist-Enrollment Center/ Special Education and Student Services
Roloff, Marilyn	5/18/16	Teacher-McLain/Math
Rupley, Daniel	6/01/16	Teacher-Hamilton/Art
Sullivan, LaTasha	6/01/16	Teacher-McClure/Grade 2
Valucci, Mary	5/20/16	Speech Pathologist-Enrollment Center/ Special Education and Student Services
Williams, Patricia	6/01/16	Teacher-Marshall/Grade 3
Wilson, Deborah	6/02/16	Certified Occupational Therapy Assistant- Enrollment Center/Special Education and Student Services

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Support (Hourly):		
Cooper, Jacqueline	5/03/16	CNS Cook II – McLain Seventh Grade Academy
Cox, John	5/03/16	PC Technician-ESC/Information Technology
Fletcher, Brandy	4/18/16	Teacher Assistant (TA)-East Central
Goddard, Virginia	5/17/16	Paraprofessional-Memorial
Gunter, Santaysha	4/04/16	Bus Driver-Transportation
Jeffrey-Dunbar, Gwendolyn	5/19/16	Clerk-Academy Central
Jones, Chiniqua	3/24/16	Custodian-Memorial
Klippert, Andrew	4/22/16	Bus Driver-Transportation
Llera-Llorente	5/17/16	Parent Involvement Facilitator-Hamilton
Mills, Matthew	4/29/16	Applications Support Analyst-ESC/ Information Technology
Palmer, Martin	4/22/16	TA-McLain
Redman, Sarah	4/20/16	Autism Paraprofessional-Memorial
Reiofrio, Leticia	5/05/16	Clerk-East Central
Robison, Debra	5/04/16	Parent Involvement Facilitator-Thoreau
Rocha-Gusman, Magdalena	4/22/16	TA-Springdale
Tankersley, Michelle	5/18/16	TA-Cooper
<u>Rescind:</u>		
Burch, Derrick	4/25/16	TA-East Central

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Bowie, David	4/21/16	ED Paraprofessional-East Central Jr. High
Gardner, Shannon	4/14/16	Bus Driver-Transportation
Hawkins Brown, Jamie	4/15/16	Bus Driver-Transportation
Murray, Myrna	4/28/16	CNS Assistant-Salk

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

Dewald, Grace
Modenbach, Linda
Reyna, Andrew

Principal's Secretary-Hale Jr. High

Ancira, Eva

Clerk

Walton, Cathy

Custodian

Castillo Gonzalez, Emma
Jackson, Donald

Challenge Course Instructor

Millard, Amanda

DRS Student Worker

Ervin, Kistoyrea
Gwaltney, Jaden
Myers, Molly
Tatum, Cynthia

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Novice Teacher Professional Development - 11-3610-2213-501700-000-000000-210-05-044-5410

Pay experienced teachers, to be named @ \$30/hr. to attend and/or facilitate professional development geared toward the summer fellowship in June 2016.

Pay novice teachers, to be named @ \$18/hr. to attend professional development geared toward the summer fellowship in June 2016.

Novice Teacher Summer Fellowship - 11-3610-1000-501700-000-000000-210-05-044-5410

Pay novice teachers, to be named @ \$23/hr. to provide instruction to TPS students during the summer fellowship in June 2016.

Pay novice teachers, to be named @ \$23/hr. to provide instruction to TPS students during the summer fellowship in July 2016.

Pay experienced teachers, to be named @ \$30/hr. to provide coaching to novice teachers during the summer fellowship in July 2016.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Summer Food Program (Summer Café) - 2 22-7660-3120-501210-700-000000-953-03-023

Pay support staff, listed below, at the hourly rates listed below, to work in the Summer Café Program. Total cost to be reimbursed by the United States Department of Agriculture through Child Nutrition Programs Division of the State Department of Education, May 19, 2016 through August 12, 2016 unless noted.

Assistant Director @ \$16.42 – Kurt Stillman (May 27, 2016 – July 13, 2016)
Program Manager @ \$15.45 – Wendy Thompson (May 20, 2016 – August 9, 2016)
Assistant Manager @ \$13.65 – Katharine McKinney (May 20, 2016 – August 9, 2016)
Office Manager @ \$13.65 – Shampaigne Willcox
Lead Monitor @ \$14.45 – Julie Wilson (May 27, 2016 – July 13, 2016)
Lead Program Delivery Monitor @ \$13.65 – Maria Mota (May 20, 2016 – August 9, 2016)
Floor Manager @ \$11.75 – Erica Jamison

Site Monitors @ \$13.65 - (May 20, 2016 – August 9, 2016)

Barnes, Allyson (May 27 – July 13, 2016)	Washington, Adairia
Grigsby, Dawn	Copher, Carly
Ponder, Tabatha	Hayes, Tonnie
Schaefer, Diana	Walker, Jo (May 19 – August 12, 2016)
Lamb, Julia (May 19– August 12, 2016)	Wimberly, Shelly (May 19– August 12, 2016)

Delivery Assistants @ \$11.75

Walker, Kenisha	Patton, Carmen (May 20– August 9, 2016)
Walker, Natasha	Sandoval, Marisela
Williams, Brandy	Bates, Abbey

Delivery Assistants SUB @ \$11.75

Distel, Olivia	Gilford, Dorothea
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Cook Assistants @ \$10.75

Allen, Linda	Allen, Thomasina
Cardenas Rodriguez, Norma	Boone, Earline
Boyd, Courtney	Wassom, Leticia
Gibson, Laura	Kaup, Sherry
Kinney, Maureen	Lins, Pam
Moctezuna, Adelia	Ortega, Argana (May – August 9, 2016)
Paiz, America	Talbot, Karen
Thornton, Byrder	Walker, Debra
Boyle, Helena	Crisp, Carrie
Walker, Shalonda	Marquez, Nancy

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Summer Food Program (Summer Café) – Continued

Cook Assistants @ 10.75

Salomon, Anna	Requeña, Stella
Lara, Olga	Oden-Mack, Gwen
Flowers, Maxine	Porteous, Patricia
Powell, Patricia	Quiñones, Maria de la Luz
Quiroz, Irma	Robertson, Linda
Villaseñor, Velma	Bushman, Ashley
Bell, Neva	Duran, Maria
Bills, Sandra	Gomez, Maria del Pilar
Chance, Vera	Randall, Tileda
Duran, Teresa	Ward, Shandalaya
Alvarado, Maria	Estrada, Melinda
Gutierrez, Maria	Cruz Escobar, Marisol
Rosales, Jannet	Norberg, Bonnie
Wright, Deborah	Russell, Fike
Rebollar de Ocha, Lorenza	Billingsley, Rubie
Boden, Evelyn	Taylor, Tiffany
Brown, Patricia	Cross, Lisa
Balauseac, Hilde	Arismendi, Glenda
Hernandez, Griselda	King, Lawrence
Burns, Catherine	Madden, Michelle
Myers, Rebecca	Nozari, Shahnaz
De Freitas, Andrew	Rosales, Patricia
Portillo de Flores, Bertha	Renteria, Nancy
Smith, Wendy	Swagerty, Polly
Washington, Juila	Patrick, Georgia

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

Summer Food Program (Summer Café) – Continued

Summer School Cafeteria Assistants @ \$10.75

Robertson, Brenda	Dunn, Tammy (May 20– August 9, 2016)
Burgos, Elizabeth	Carter, Lasasha (May 20– August 9, 2016)
Dake, Tammy (May 30– August 9, 2016)	Frederick, Melissa
Davison, Renee (May 20– August 9, 2016)	Drake, Earlene
Trammell, Mary	Frierson, Donna
Tatum, Robert	Gul, Afsheen
Hampton, Lemeka	Harvey, Rolanda
Key, Jennifer (May 20– August 9, 2016)	Hernandez, Diana (May 20– August 9, 2016)
Ledford, Judith	Powerdrill, Michelle
Morris, Michelle (May 20– August 9, 2016)	Gardner, Ashley
Musungayi, Misenga (May 20 – August 9)	Espinosa, Frank
McQueen, Rose	Vaughn, Aldene
Goff, Dana	Magoon, Roberta
Villarruel, Maria	Charlene Anthony
	Rita Botello (May 30– August 9, 2016)

Child Nutrition Summer Labor 2016 – 22-3850-3120-501210-700-000000-958-03-053

Pay support management staff @ hourly rate listed below, to work May 20, 2016 – August 5, 2016

Summer CAP Manager (Disney) @ \$15.45 – Robin Eischens

Summer CAP Manager (Frost) @ \$15.45 – Jamie Jordan

Summer CAP Manager (Skelly) @ \$15.45 – Frances Edwards

Summer CAP Manager (McClure) @ \$15.45 – Carole Miles

Summer CAP Manager (Eugene Field) @ \$15.45 – Margie Jones

Summer CAP Manager (ECDC Reed) @ \$15.45 – Kay Carter

Pay support staff @ the hourly rates listed below, to work May 19, 2016 through August 5, 2016

Summer CAP Assistant Manager (Skelly) @ \$13.65 – Summer Osborn (May 19, 2016 – August 5, 2016)

Summer CAP Assistant Manager (McClure) @ \$13.65 – Ruth Worrell

Summer CAP Assistant Manager (Disney) @ \$13.65 – Zonia Cruz

Summer CAP Assistant Manager (Frost) @ \$13.65 – Tammy Pierce

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Summer CAP Cook II @ \$11.75

Garcia, Martha
Guy, James
Ponder, Mary
Longcrier, Kim

Rodriguez, Patricia
Gallegas, Silvia

Summer CAP Kitchen Assistant @ \$10.75

Bargine, Beverly
Ramirez, Maria
Ruiz, Martha
Silvia Salas
Nuñez, Guadalupe
Isela Palafox
David, Bonnie
Ivanatenkova, Nina
Obella, Graciela
King, Fannie
Guerra, Liliana
Flores, Maria
Peacock, Patricia
Hernandez Torres, Antonia
Aranda, Maria
Salcedo, Graciela

Summer CAP Staff @ \$10.75

Thoolfegar, Hussien
Rodriguez, Barbara
Carbajal, Maria
Grayson, Oneclia
Vanbuskirk, Delores
Perez, Dolores
Aranda, Erika
Tow, Starla
Cavin, Ralph
Asberry, Rodney
Ware, Danetta
Patrick, Jennifer
Chantre, Anita
Akins, Ronnie

Child Nutrition Summer Labor 2016 – 22-0223-3150-501210-700-000000-958-03-053

Pay two support staff members, to be named @ \$11.75/hr. to work May 18, 2016 – August 17, 2016 at ESC Haven cafeteria. Hours will be determined weekly.

Child Nutrition Summer Labor 2016– 22-3850-3180-501210-700-000000-953-03-053

Pay support staff members, to be named @ nutrition instructor rate to work May 20, 2016 – July 13, 2016 at Ross Child Nutrition. Hours will be determined weekly.

Summer Fine Arts Professional Development – 11-0000-2720-504421-000-280000-000-06-070

Pay 9 certified staff members, to be named @ \$23/hr. (total not to exceed \$3000) to write fine arts curriculum June 27-29, 2016 for the Tulsa Public Schools Fine Arts Department.

Summer Kravis Arts Camp – 81-2439-1000-506810-100-000000-000-06-070

Pay Beverly Wissen, certified employee @ 23/hr. (total not to exceed \$3,500) to manage and direct the Kravis Summer Arts Camp offered June 15-26, 2015, on the Rogers College Senior High School Campus.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Title Change

April 25, 2016 agenda, Item F page 2. This title change was not submitted on the April 25, 2016 due to human capital clerical error.

Current Department	Current Title	New Department	New Title
Information and Technology	Computer Operator I	No Change	Service Desk Analyst

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

April 25, 2016 agenda, Item F, page 2. This item was submitted incorrectly, due to human capital error on the April 25, 2016 Agenda.

April 25, 2016 Agenda, page 88 – Rescind title change

Current Department	Current Title	New Department	New Title
Accountability	District Assessment Coordinator	Data Strategy and Analytics	Assessment Coordinator

April 25, 2016 Agenda, page 66 – Correct number of contract days and annual budget impact.

Create:

Position	Salary/Grade	Duties
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Occupational Therapist-ESC/Special Education and Student Services

BG-8
190 days

Provide educationally necessary intervention in the area of motor skill development, focusing primarily on fine motor and sensorimotor development. Services are provided in a variety of school settings, ranging from preschool to high school.

Annual Budget Impact:
\$ 47,080 min.-
\$ 70,619max.

Funding Source:
11-0000-2135-501210-
239-000000-334-06-066

**Note: To be effective
July 1, 2016**

TULSA PUBLIC SCHOOLS

POLICY 1501

THE DISTRICT'S MISSION, VISION, BELIEFS, VALUES AND THEORY OF CHANGE

PURPOSE: To establish the district's mission, vision, beliefs, values and theory of change.

Mission and Vision

As representatives of the Tulsa community and leaders of our district, the Board defines the District's mission and vision to guide the organization and administration of its schools. The Board's vision, detailed in its strategic plan *Destination Excellence*, is that Tulsa Public Schools be the destination for extraordinary educators who work with our community and families to ignite the joy of learning and prepare every student for the greatest success in college, careers and life. Doing so, the District will fulfill its mission to inspire and prepare every student to love learning, achieve ambitious goals and make positive contributions to our world.

Through *Destination Excellence*, the Board adopted a comprehensive framework for key strategic priorities. This policy framework is based on—and organized around—the belief that the entire Tulsa Public Schools community must be learners, contributors and designers for us to realize our vision. It articulates the priorities each of us—educators, community members, students and staff—will undertake to make our aims a reality. It also describes our beliefs and values as guideposts for how we approach our work and implement our priorities.

Our Beliefs

Our beliefs describe what we hold as inherent truths.

Our Students Can: Every child can learn. Every child has talent. Every child has value. Great education is demanding and engaging, structured and joyful, challenging and supportive. To succeed in a competitive world and to serve as the next generation of leaders, students must engage in their education, own their learning and feel accepted and supported in our schools.

Our teachers make it happen: Extraordinary teachers are the heart of successful schools. They must continually hone their craft and content knowledge to design engaging learning and facilitate success in every student. We require much of our teachers, and we must provide the conditions and work environments that promote professional satisfaction and student achievement. This means that our entire community must value, respect, and support teachers as the irreplaceable professionals they are.

Our principals are key: Principals' responsibilities are strategic, vast and intense. As leaders, they must be visible, hire the right staff, cultivate talent, build relationships with families and communities, foster positive and safe school culture and ensure results. As such, the education service center must support principals' growth as instructional leaders and be their primary support system in strengthening the quality of teaching and learning in all classrooms.

Our district is "all in": Effective teams collaborate and continually assess and improve their service to schools. They attend to present needs while preparing for the future. This means our employees and board must work together, reflect, adjust, think ahead and innovate in service to powerful teaching and learning.

Our community is essential: Our children and schools need all of us—educators, families, and community partners. High quality schools are vital to the health of our community. We must engage our families and all of Tulsa by embracing transparency, holding ourselves accountable to high standards, proactively communicating and working as a team united in the success of every student.

Our Values

Our values and beliefs serve as the foundation for all of our work and are the essence of our culture. Our values guide how we work and interact with each other.

Equity: All children deserve the opportunity to develop their full academic and social potential. Valuing equity means that we must provide resources and supports matched to student need, for every student in every school. Our diversity is a community treasure, and we must foster an inclusive environment by examining biases and resolving unfair practices.

Character: We are honest, trustworthy and have high standards of behavior. We make decisions, take action and approach our work based on what is best for our students and their success. We do the right thing even when it is hard. We face difficulty with courage and have the moral fortitude to act in accordance with our beliefs. While we do not always agree, we treat one another with kindness and respect.

Excellence: Tulsa needs and expects world-class public schools. We work hard together and expect a lot of one another because high standards produce exemplary knowledge, skills, abilities and mindsets. Achieving excellence means striving for it every moment of every day. It means sweating the small stuff while we focus on the big picture with determination and persistence.

Team: We care for one another, support the personal and professional development of one another, and work together to improve our community. Together we celebrate success, learn from struggles and invest in the development of our teams and team members. While we value our work together and invest mightily in it, we also honor and respect the commitments our team members have to their families and communities outside of work.

Joy: We love to have fun! Play is invaluable for students and adults alike. Joy at school and at work makes us more productive, because when we create, innovate and imagine, our motivation grows. At Tulsa Public Schools, we foster exuberant classrooms, schools and places of work where children and adults pursue their passions and are relentlessly curious. We want to ensure that everyone knows the excitement that comes from working deeply on a problem, task or concept and experiencing breakthrough moments.

Theory of Change

The Board's theory of change is that Tulsa Public Schools will be the destination for top educators and a proof point for what is possible in urban education by embracing innovation and supporting the design and implementation of new learning models while continuously improving teaching and learning for all. The power of our collective efforts will result in each student graduating ready for success in college, careers and life.

To implement this theory of change, the District—as an organization—must be learners, contributors and designers.

- As a learning organization, TPS will make investments to continuously improve the current system and ensure that all educators, students and schools benefit from high quality teaching and learning
 - A key strategic initiative is to move the system forward by creating powerful learning experiences for all. One example of a strategic priority within this initiative is building teachers' knowledge and expanding their mastery of content and the instructional practices needed to provide powerful and engaging instruction to students with diverse needs and interests.
- As a contributing organization, TPS will foster a culture of empowerment and engagement in the classroom, the community and in the district in order to spur change and effectively manage its diverse portfolio of schools.
 - A key strategic initiative is to ensure the well-being and success of our students by cultivating safe, supportive, and joyful school cultures. One example of a strategic priority within this initiative is the development of school support teams to assist students struggling to meet academic, behavior and attendance goals, and the building of positive, empowering cultures in schools that embrace all students, families and communities
 - A key strategic initiative is to develop leaders at classroom and school level. One example of a strategic priority within this initiative is developing strong professional learning pathways to develop the classroom management and instructional competencies of first- and second-year teachers of core subjects or special education.

- As designing organization, TPS will foster and embrace innovation through new instructional practices and classroom and school designs to help re-imagine the public school experience
 - A key strategic initiative is to expand what is possible by engaging in classroom, school, and organizational design. Examples of a strategic priority within this initiative include fostering promising innovative practices of individual teachers and teams of teachers through “kickstart” funding opportunities, as well as pursuing strategic partnerships with educational service providers to expand the District’s instructional capacity and reach.

To be successful and transformative, the District’s Theory of Change must be supported by the appropriate organizational conditions, which shall be grounded in our values and beliefs, especially the value of equity. In addition, as described above, an underpinning belief of the Board is that schools must be staffed with high capacity teams that are empowered with the flexibility and authority to articulate how they will design, learn and contribute in service to the district’s vision and academic priorities. Flexibility is a key strategy to accelerate student achievement, as are change and performance management (including a high-quality school performance framework), a strong data infrastructure, a central office culture of service, and a resource allocation aligned with the District’s values, beliefs and Theory of Change.