



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **Monday, July 18, 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.
- 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
July 5, 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, August 1, 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.

DEPUTY SUPERINTENDENT

E-1. RECOMMENDATION: Approve routine field trips.

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

E-2. RECOMMENDATION: Pay International Baccalaureate (IB) for annual dues and examination fees for Washington High School during the 2016-2017 school year.

COST: Not to exceed \$87,880

FUND NAME/ACCOUNT: Washington's School Activity Fund #528 (\$39,000); and Washington's International Baccalaureate Account, 11-0735-1764-506100-251-000000-000-07-735 (\$38,000 for examination fees and \$10,880 for dues)

REQUISITION NUMBER: 11700401

RATIONALE: Annual dues allow students from Washington High School to participate in the IB diploma program. Washington is one of two schools in the state authorized to offer the IB diploma program. Students will register for 2017 IB exams during the month of October. Exam fees must be paid by December 15, 2016. There are two fees that must be paid for each candidate who registers to take an exam. The school will pay for the cost of the "Candidate Registration Fee" which is \$168 per student. Students will be responsible for the "Individual Subject Exam Fees," which is \$116 per exam. If a student qualifies for free/reduced lunch, the student pays \$10 per exam, the BTW Foundation pays \$60 per exam, and Washington High School assumes responsibility for the remainder of the cost per exam. Washington has 142 students enrolled in the full IB diploma program.

E-3. RECOMMENDATION: Renew an agreement between the Confucius Institute and the East Asia Institute at the University of Oklahoma to provide a Chinese after-school experience at Carnegie Elementary School during 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: No cost to the district.

RATIONALE: This agreement will create a collaborative after-school program to expose students to the Chinese culture with fun language activities, tai chi, visual

arts, music and dance. Sessions will consist of two eight-week terms, one each semester, for two hours each school day. The University of Oklahoma will provide a qualified instructor and Tulsa Public Schools' students will pay a participation fee of \$70 per week to participate in the Tulsa Chinese After School Experience (TCASE) program. The participation fee funds will be used to cover the cost of the teacher's salary. Other portions of the program costs are supported through a grant by the University of Oklahoma College of Arts and Sciences/Confucius Institute/East Asia Institute.

- E-4.** RECOMMENDATION: Renew the memorandum of understanding with Redeemer Covenant Church to provide volunteerism and support for teachers, students, and families at Mark Twain Elementary School during 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: No cost to the district.

REQUISITION NUMBER: 41700133

RATIONALE: Redeemer Covenant Church will support Mark Twain Elementary School during the 2016-2017 school year by providing on-site coordination of volunteers from Redeemer Covenant Church, collecting and distributing school uniforms, and providing and distributing incentives and recognitions for teachers, students and families. The relationship between Redeemer Covenant Church and Mark Twain Elementary School is to provide stability to the educational environment through volunteerism and community supports.

- E-5.** RECOMMENDATION: Renew a memorandum of understanding with the Tulsa Debate League, Tulsa, Oklahoma, to provide support to grow and sustain debate programs in district high schools during the 2016-2017 school year. Debate coaches will receive professional development and debate teams at participating schools will participate in district, local, and state competitions.

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: 41700153

RATIONALE: Research shows that urban debaters achieve significantly higher grade point averages, SAT and ACT scores, and graduate from high school and college in significantly higher numbers than their non-debating peers in the same schools. The program is modeled after successful urban debate leagues across the country which aim to expand the access to academically rigorous debate in Title I schools.

- E-6.** RECOMMENDATION: Enter into an agreement with Music Celebrations International LLC, Tempe, Arizona, to provide parade arrangements, coach transportation, accommodations, meals, tour management, entrance fees, wreath, t-shirts, photo/videos, gratuities, and liability insurance for up to 130 Honor Marching Band students, band directors, and chaperones to participate in the 2017 National Memorial Day Parade in Washington D.C., May 25-30, 2017.

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 exceed \$110,000

FUND NAME/ACCOUNT: To be paid from the appropriate activities account.

RATIONALE: Development of the Tulsa Public Schools Honor Marching Band will provide band students representing all nine high schools the opportunity to see national monuments, learn the history of American involvement in military actions, and represent the city, state and district in a nationally-recognized event.

- E-7.** RECOMMENDATION: Renew the agreement with Awareity, Inc. to extend the license and use of software services for administration, staff and students for access to Threat Assessment, Incident Management and Prevention Services (TIPS) digital reporting system and TIPS hotline answering services 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 \$10,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2120-505300-000-000000-000-16-020

REQUISITION NUMBER: 11700446

RATIONALE: TIPS offers a unique and holistic suite of tools to immediately improve threat-assessment efforts, incident reports, incident management, intervention and prevention efforts. The availability of digital and phone reports will provide a wide base of reporting alternatives for our patrons.

- E-8.** RECOMMENDATION: Enter into a memorandum of understanding with ImpactTulsa for a continued partnership focused on collective impact between Tulsa Public Schools and ImpactTulsa 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: No cost to the district.

RATIONALE: The purpose of this agreement is to continue a collaborative partnership that will support the district in aligning resources, increasing shared accountability and leveraging best practices across the broader Tulsa County education community with the aim of giving all students the opportunity to obtain a high-quality education that prepares them for success.

- E-9.** RECOMMENDATION: Approve the 2016-2017 Student and Family Guide to Success which includes the Behavior Response Plan (BRP).

RATIONALE: The Student and Family Guide to Success is reviewed and revised annually to comply with any new state statues, or with changes in district policies and is used by staff, students and stakeholders to promote positive behavior and describe actions subject to disciplinary referrals.

FINANCIAL SERVICES

- E-10.** RECOMMENDATION: Purchase near-peer mentoring services from City Year, Inc., for placement of City Year corps members on a fulltime basis in certain district schools 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 \$770,000

FUND NAME/ACCOUNT: Title I, Part A, 11-5118-1000-503200-494-000000-000-xxx-5118 (\$690,000 from a Title I district set-aside, and \$80,000 from the individual site Title I budgets of the six schools listed below)

REQUISITION NUMBER: 11700090

RATIONALE: During the 2015-2016 school year, City Year deployed 50 corps members at six schools (Kendall-Whittier Elementary, Clinton Middle, Rogers College Junior High, Eugene Field Elementary, Sequoyah Elementary, and Webster High schools). If approved, City Year will deploy an additional 27 corps members during the 2016-2017 school year at Webster High School, McLain Jr. High School and McLain High School. City Year is a nationally recognized youth

development and educational support nonprofit organization that deploys its corps members to deliver research-based, whole-school supports and student interventions targeting the early warning indicators of poor attendance, unsatisfactory behavior, and course failure in English and math.

- E-11. RECOMMENDATION:** Approve the following scheduled principal and interest installments on district bond issues due for the 2016-2017 fiscal year. The payment will be made by wire or warrant. The money for these payments will be available in the district's Debt Service Fund.

Payment Date	Issue Date	Principal	Interest	Total
2016.0701	2014.0701C	10,210,000.00	331,825.00	10,541,825.00
2016.0701	2014.0701D	1,790,000.00	54,147.50	1,844,147.50
2016.0701	2015.0101A		733,260.00	733,260.00
2016.0701	2015.0101B		310,365.00	310,365.00
2016.0801	2012.0801B	9,500,000.00	130,625.00	9,630,625.00
2016.0801	2013.0801B	7,500,000.00	225,000.00	7,725,000.00
2016.0801	2013.0801C	2,500,000.00	68,750.00	2,568,750.00
2016.0901	2011.0901	10,500,000.00	105,000.00	10,605,000.00
2016.0901	2013.0301A		31,250.00	31,250.00
2016.0901	2014.0301B		33,562.50	33,562.50
2016.0901	2014.0301A		50,812.50	50,812.50
2016.1001	2012.0401A		12,500.00	12,500.00
2017.0101	2014.0701C		255,250.00	255,250.00
2017.0101	2014.0701D		53,700.00	53,700.00
2017.0101	2015.0101A	8,080,000.00	244,420.00	8,324,420.00
2017.0101	2015.0101B	3,420,000.00	103,455.00	3,523,455.00
2017.0201	2012.0801B		71,250.00	71,250.00
2017.0201	2013.0801B		150,000.00	150,000.00
2017.0201	2013.0801C		50,000.00	50,000.00
2017.0201	2015.0801C		604,125.00	604,125.00
2017.0201	2015.0801D		337,500.00	337,500.00
2017.0301	2013.0301A	2,500,000.00	31,250.00	2,531,250.00
2017.0301	2014.0301B	1,790,000.00	33,562.50	1,823,562.50
2017.0301	2014.0301A	2,710,000.00	50,812.50	2,760,812.50
2017.0401	2012.0401A	1,250,000.00	12,500.00	1,262,500.00
2017.0501	2015.1101E		697,003.13	697,003.13
2017.0501	2016.0501		140,625.00	140,625.00
		61,750,000.00	4,922,550.63	66,672,550.63

COST: The total principal and interest cost is \$66,672,550.63.

RATIONALE: Bond installment payments are a required component of every bond issue. Last year's principal and interest totaled \$51,167,917.00, with \$48,250,000.00, in principal and \$2,917,917.00, in interest. Cost varies each year as bonds are issued/retired.

- E-12.** RECOMMENDATION: Approve the July 1, 2016 - July 14, 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-13.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the roof replacement projects at Hawthorne Elementary School and the Grant facility.

Turner Roofing	Base Bid 1: Cold process built-up roof, Alternate 1 and 2 - Hawthorne Elementary School	\$1,266,835
Empire Roofing	Base Bid 2: Standing seam metal roof- Grant facility	\$383,306

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 \$1,650,141

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B bond funds.

RATIONALE: The roof replacements are part of the 2015 bond issue.

- E-14.** RECOMMENDATION: Enter into contract with Lighthouse Electric Inc., Tulsa, Oklahoma, the lowest responsible bidder, for low voltage and electrical work.

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 exceed \$1,000,000

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B bond funds.

RATIONALE: The district needs additional data and electrical work on an as-needed basis.

E-15. RECOMMENDATION: Approve amendment #3A with Trigon General Contractors and Construction Managers, Inc., Tulsa, Oklahoma, for the classroom addition at Kerr Elementary School.

	Phase 1	Phase 2
Allowances	\$273,643.00	\$70,806.00
General Conditions	\$160,891.14	\$7,042.37
Management Fee	\$113,696.41	\$4,976.61
Reimbursable	\$308,599.45	117175.02
Trade Contracts	\$2,143,170.00	N/A
Guaranteed Maximum Price	\$3,000,000.00	\$200,000.00

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 \$3,200,000

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B bond funds.

RATIONALE: This project is part of the 2015 bond issue.

E-16. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the following trades for the classroom addition at Kerr Elementary School.

		Phase 1
Ark Wrecking	2A Demolition	\$44,400
D. Kerns	2B Sitework	\$87,000
D. Kerns	3A Concrete	\$248,000
ProCraft	4A Masonry	\$184,200
Bennett Steel	5A Structural Steel	\$133,400
Coreslab	5B Structural Precast	\$401,291
Atwell Roofing	7A Roofing and Sheetmetal	\$275,000
Alred Plumbing	8A Glass and Glazing	\$24,718
Bennett Cahill	9A Drywall and Ceiling	\$156,497
Interior Concepts	9B Flooring	\$43,400
Vale Painting	9C Painting	\$14,500
Omni Electrical	15B HVAC	\$250,964
Lighthouse Electric	16A Electrical	\$ 279,800

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 classroom addition is part of the 2015 bond issue.

- E-17.** RECOMMENDATION: Assign the contracts for the classroom addition at Kerr Elementary School to Trigon General Contractors and 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: The individual awarded contracts will be encumbered as one contract to Trigon General Contractors and Construction Management, Inc., Tulsa, Oklahoma. The project was included in the 2015 bond issue.

- E-18.** RECOMMENDATION: Terminate the contract dated March 17, 2016, with Fanning/Howey Associates, Inc., Oakbrook, Illinois, for professional consulting services regarding strategic planning and student population projections.

COST: Originally approved March 7, 2016, as item F-1, for a cost not to exceed \$42,000. The district is in the process of determining the amount, if any, to be paid for services rendered prior to the date of termination.

RATIONALE: The consultation is in breach of contract having failed to perform its services in a satisfactory and timely manner.

HUMAN CAPITAL

- E-19.** RECOMMENDATION: Approve routine staffing items.

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

- E-20.** RECOMMENDATION: Submit an application for a one-year renewal of the districtwide waiver to Standard VII of the Oklahoma State Department of Education Media Accreditation Standards concerning staffing of school library media centers.

COST: No cost to the district.

RATIONALE: Originally granted on June 29, 1999, and renewed in 2015 the waiver allows the district to create an Intern Library Media Specialist Program and "grow our own" librarians in a time of national and statewide shortages of certified library media professionals.

- E-21.** RECOMMENDATION: Enter into a grant agreement with the Broad Center for the placement of up to three residents as employees filling vacant positions at the district. The Broad Center will provide professional development to each of the residents and pay the district 33% of the annual salary costs for up to two years, subject to the district's decision to renew the contract on an annual basis.

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

COST: There are no costs to district aside from the budgeted salary of the residents filling open positions.

RATIONALE: The Broad Center for the Management of School Systems prepares and develops experienced management professionals to better understand the context of urban education and the best organizational practices from the private and public sectors. Under this agreement, the district will commit to ensuring the residents have access to coaching and mentoring from a senior-level district leader and engage in meaningful projects that will allow them to optimize learning opportunities.

F. ACTION AGENDA - Motion and vote on each recommendation

No items submitted.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G-1.** RECOMMENDATION: Approve a memorandum of understanding with Tulsa Regional STEM Alliance (TRSA), Tulsa, Oklahoma, 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: No cost to the district.

REQUISITION NUMBER: 41700233

RATIONALE: The Tulsa Regional STEM Alliance is a collaborative network of over 80 partners (including education, business, non-profits, philanthropy, faith-based communities and government), all of whom are interested in increasing the number of students who are interested in, and academically prepared to pursue, a future STEM career. Through these partnerships, TRSA is able to provide a wide variety of STEM experiences for students throughout the Tulsa region. In this effort, TRSA needs the ability to learn from and build upon existing efforts by collecting and analyzing data to identify best practices to be shared. TRSA will comply with any district requirements to submit survey instruments for approval by an institutional review board or research office.

- G-2.** RECOMMENDATION: Enter into a memorandum of understanding with A New Leaf, Inc., Tulsa, Oklahoma, for the 2016-2017 school year. This memorandum of understanding provides the broad framework for cooperation and support between A New Leaf, Inc. and Tulsa Public Schools at Memorial High School.

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

COST: No cost to the district.

REQUISITION NUMBER: TBD

RATIONALE: A New Leaf, Inc. provides programs in a greenhouse environment serving as a vocational training center for individuals with developmental disabilities. Staff members at Memorial High School are working collaboratively with A New Leaf, Inc. to coordinate activities and offer services for students and adults with disabilities.

- G-3.** RECOMMENDATION: Enter into a contract with the Juvenile Bureau of the District Court of Tulsa County, operating the Phoenix Rising Alternative School, to pay the salary and benefits for one 0.5 art teacher during 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: No cost to the district.

REQUISITION NUMBER: 41700162

RATIONALE: This is an addendum to Phoenix Rising contract to reflect their intention to pay the salary and benefits for a .5 art teacher at their site during the 2016-2017 school year. The Juvenile Bureau came to an agreement with Tulsa Public Schools to fund 0.5 of Ms. Jessica Keith's salary during the 2016-2017 school year thereby creating a 0.5 art position for the school. The Juvenile Bureau shall pay for the part-time art teacher to be utilized only at Phoenix Rising Alternative School, at the total amount quoted by the Tulsa Public Schools' budget director at \$21,212 all-inclusive of benefits.

- G-4.** RECOMMENDATION: Renew the contract with Big Picture Learning to purchase professional development, technical assistance and coaching during 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 \$95,650

FUND NAME/ACCOUNT: Alternative Education Professional Development Fund, 11-0000-2213-503200-430-000000-000-16-077 (\$47,825); and Federal Projects Fund, 11- 3880- 2213-503200-430-000000-000-05-745-3880 (\$47,825)

RATIONALE: One initiative of the district is continuing the redesign of alternative services. The Tulsa Met Program has been designed with the philosophy of Big Picture schools. The design has transformed lives of students as only those most at risk for dropping out are served with a 96 percent graduation rate. Approximately the same percentages of these students attend college and about 80 percent of them complete college in four years. The recommended support will continue the redesign of educational services at Tulsa Met Middle, Tulsa Met High School,

Tulsa Learning Academy, Project Accept, Phoenix Rising, Margaret Hudson, TRAICE Jr. High, TRAICE High School, and special facilities.

- G-5.** RECOMMENDATION: Enter into an agreement with SMG to hold professional development training at the Cox Business Center Tulsa, Oklahoma, on August 17 and 18, 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: \$19,077

FUND NAME/ACCOUNT: Donor Funds,11-0224-2321-504400-000-000000-000-05-091-0224

RATIONALE: Tulsa Public Schools will utilize the Cox Business Center (SMG is the managing agent for Cox Business Center) for professional development training on August 17 and 18, 2016. The Cox Business Center was selected as it has the facilities to house the large number of participants (2,800 on August 17 and 2,100 on August 18). The training taking place on August 17 is "No Nonsense Nurturing." This is a part of the cultural priorities training. The August 18 training will be conducted by Amplify, Core Knowledge, and LearnZillion. Attendees will be participating based on grade and/or specialty area. Other groups, based on grade and/or specialty, will be utilizing the space available at Wilson Teaching and Learning, Kendall Whittier Elementary School and Nathan Hale Jr. High School.

- G-6.** RECOMMENDATION: Purchase services from WestEd to provide a comprehensive programmatic review of districtwide services for English Learners (ELs) and facilitate the development of a district master plan for English Learner success during the 2016-2017 school year.

COST: Not to exceed \$150,000

FUND NAME/ACCOUNT: TBD

RATIONALE: The collaborative partnership between WestEd and Tulsa Public Schools will facilitate the development of a district master plan for English Learner (EL) success that will lead to significant improvements in outcomes for ELs. To achieve this objective, the plan will leverage existing strengths, identify and prioritize improvement areas, support implementation, address sustainability, and support and reflect effective stakeholder engagement. The assessment and plan development process will produce a strong master plan for ELL Success, foster a collaborative learning community that shares responsibility and accountability for ELs, and strengthen the district's ELL leadership and implementation capacity.

- G-7.** RECOMMENDATION: Enter into a contract with Amplify Education, Inc., Brooklyn, New York, to provide professional development and onboarding/implementation support for the launch of new K-8 Reading/English Language Arts resources in 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 \$643,428

FUND NAME/ACCOUNT: Donor funding

RATIONALE: The district will launch new instructional resources for K-8 English reading in the 2016-2017 school year. In order to support teachers to effectively use the resources, Amplify will provide training workshops, technical support, online webinars, and in-person coaching support to equip teachers, leaders and central office staff with the information and tools for successful and sustainable program implementation.

FINANCIAL SERVICES

Bond Projects and Energy Management

- G-8.** RECOMMENDATION: Approve amendment #3A with Nabholz Construction Corporation, Tulsa, Oklahoma, for the new classroom addition at Zarrow International School.

Allowances
General Conditions
Management Fee
Reimbursable
Trade Contracts
Guaranteed Maximum Price

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

COST: The project is in the bidding phase and final bids will be identified on the consent agenda.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B bond funds.

RATIONALE: This project is part of the 2015 bond issue.

- G-9.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the following trades for the new classroom addition at Zarrow International School.

Demo
Site work
Concrete
Masonry
Roofing
Joint Sealers and Waterproofing
Structural precast
Structural steel
Glass and glazing
Drywall and ceiling
Flooring
Plumbing
Heating and Air Conditioning
Electric

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

COST: The project is in the bidding phase and final bids will be identified on the consent agenda.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of 2016B bond funds.

RATIONALE: The new classrooms at Zarrow International School are part of the 2015 bond issue.

- G-10.** RECOMMENDATION: Assign the contracts for the classroom addition at Zarrow International School to Nabholz Construction Corporation, 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: This project is part of the 2015 bond issue.

- G-11.** RECOMMENDATION: Approve change order #1 to K & M Shillingford (KMS), Inc., Tulsa, Oklahoma, for the HVAC renovation project at Marshall Elementary School. The original contract was approved on the January 4, 2016, agenda, item E-9, in the amount of \$3,109,000.

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 \$124,000.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B bond funds.

RATIONALE: A walk-in freezer was added to improve the kitchen facility, and additional classroom display boards were also required. This project is part of the 2015 bond issue.

- G-12.** RECOMMENDATION: Approve change order #1 to American Air Conditioning of Tulsa, Inc., Broken Arrow, Oklahoma, for the HVAC renovation project at McClure Elementary School. The original contract was approved on the March 21, 2016, agenda, item E-12, in the amount of \$1,660,112.

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 \$50,000.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B bond funds.

RATIONALE: Additional walls required painting and marker and tack boards needed to be replaced. This project is part of the 2015 bond issue.

- G-13.** RECOMMENDATION: Approve change order #2 to Field Turf USA, Inc., Auburn Hills, Michigan, for the turf and track replacement project at the East Side Sports Complex. 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 \$66,000.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B bond funds.

RATIONALE: The project is part of the 2015 bond issue.

- G-14.** RECOMMENDATION: Approve amendment #1B to Nabholz Construction Corporation, Tulsa, Oklahoma, for the classroom addition at Springdale Elementary School. The original contract was approved on the October 19, 2015, agenda, item E-11, in the amount of \$4,499,885.90.

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 amendment is \$105,000.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B bond funds.

RATIONALE: The project is part of the 2015 bond issue.

- G-15.** RECOMMENDATION: Approve a resolution to acquire a tract of land consisting of approximately 3.78 acres adjacent to McKinley Elementary School, including the interest of Valjean A. West in such property, through purchase, or condemnation, including adoption of a resolution of necessity, and taking any such and all other actions as may be necessary for such acquisition.

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: Full appraised value of the property.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B bond funds.

RATIONALE: McKinley Elementary School is currently overcrowded with eight classrooms located in trailers. The acquisition of the adjacent 3.78 acres will improve student safety, allowing the construction of additional permanent classroom and of a student, off-street drop-off and pick-up traffic lane. Property improvements would also include water retention work to eliminate the current flooding due to storm water runoff.

- G-16.** RECOMMENDATION: Approve the lease agreement with the University Center at Tulsa Authority for a tract of land approximately 5.253 acres that is adjacent to Emerson Elementary School. The term of the lease will be for 50 years with an option to renew for an additional 50, at a cost of one dollar per 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: One dollar per year.

RATIONALE: The additional land will allow for the expansion at Emerson Elementary School. This is part of the 2015 bond issue.

HUMAN CAPITAL

- G-17.** RECOMMENDATION: Enter into an agreement with National University setting forth the terms under which they will place student interns (student teachers) with teachers within the district for purposes of fulfilling teacher and administrator preparation requirements 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: No cost to the district.

RATIONALE: This is an additional university agreement to those that were approved on the June 20, 2016, agenda, item E-100. The agreement will allow the district to partner with National University in their efforts to train and prepare future certified educators. Partnering with universities in this manner allows the district to provide valuable feedback on student progress in regards to the success of future employment in an urban school setting and in addition to influencing the knowledge, experiences and practical skills of its future workforce and applicant pool.

INFORMATION AND OPERATIONS

- G-18.** RECOMMENDATION: Enter into a service agreement with the most responsive bidder, through June 30, 2017, for technical resources to supplement the Information Technology staff.

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 \$650,000

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2016B and 2016C bond funds.

RATIONALE: The final phase of the 2013 Smart and Secure Bond coupled with the 2015 Bond continue to increase the amount and utilization of technology in the classroom. It is imperative that Information Technology have access to additional resources to provide technology planning, deployment, and timely support to teachers and staff. The estimated cost in 2014-2015 was \$410,000.

CORRECTION TO PREVIOUSLY APPROVED ROUTINE FIELD TRIPS

July 5, 2016, item E-1 – Correct the number of participants.

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
Edison Preparatory Middle/High School	Students: 60 Parents: 5 Staff: 2	Study Trip to watch the 2017 45 th Presidential Inauguration and visit multiple Historic sites and Landmarks/Washington D.C.	January 18-21, 2017	3	No cost to the District (parents will pay Education First (EF) Tours directly).

SUPPORTING INFORMATION

CONSENT ITEM E-19

ROUTINE STAFFING ITEMS

ELECTIONS

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Certificated/Administrative:				
Bashaw, Catharine	8/08/16	BG-11	\$ 104,057.52	Worker's Compensation Attorney-ESC/ General Counsel Rate: \$117,000.00
Brandt, Forrest	8/16/16 5/25/17	M-18	45,016.00 2,250.80	Teacher-Key/ Special Education
Compassi, Shawna	8/16/16 5/25/17	B-0	32,900.00 1,645.00	Teacher-Edison/ Special Education
Goad, Patricia	8/16/16 5/25/17	B-9	36,800.00	Teacher-Grissom/ Pre-K
Greuel, Katherine	8/16/16 5/25/17	M-0	33,956.00	Teacher-Whitman/ Reading
Hill, Harmony	8/16/16	B-7	35,700.00	Teacher-Cooper/ Grade 1 Return from leave
Horn-Speck, Taylor	7/14/15 5/26/17	BG-5	35,100.00	Child Nutrition Services (CNS) Nutrition Educator-Ross
Jennings, Joseph	5/16/16	BG-12	11,681.97	Executive Director of Information Technology-ESC/Information and Operations Rate: \$94,916.00 Return from leave
Lopez, Carlos	7/19/16	BG-10	90,594.91	Talent Management Partner-ESC/Talent Management Rate: \$95,230.00

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
McGee, Latonya	5/09/16	B-9	\$ 1,731.95	Teacher-Hale/ Special Education Rate: \$38,103.00 Return from leave
Phillips, Kyler	8/16/16 5/25/17	B-0	32,900.00	Teacher-Edison/Math
Ray, Holly	8/16/16 5/25/17	M-10	38,326.00	Librarian-Gilcrease
Riggs, Cassandra	8/16/16 5/25/17	B-9	36,800.00 1,840.00	Teacher-Remington/ Special Education
Sharp, Jessica	8/16/16 5/25/17	B-0	32,900.00	Teacher-Burroughs/ Grade 2
Thomas, Janet	8/16/16	M-9	37,916.00	Teacher-Hamilton/ Grade 2 Return from leave
Williams, Terri	8/16/16 5/25/17	B-18	43,430.00	Teacher-Salk/Grade 3
Winston, Angela	8/16/16	B-13	38,660.00	Teacher-Edison/ Math Return from leave
Wright, Megan	8/16/16	M-10	38,326.00	Teacher Coach-Wilson/ Academic Services Return from leave
Support (Hourly):				
Copley, Brenda	7/29/16 6/30/17	CA-15	\$ 20.10	Executive Administrative Assistant-ESC/ General Counsel
Parker, Robert	6/27/16 6/30/16	MT-16	23.99	Carpentry Shop Foreperson-Maintenance Return from leave
Rimmer, Kendall	7/11/16 6/30/17	TS-4	15.00	Service Desk Analyst I – Information Technology

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Rowe, Lisa	7/29/16 6/30/17	CA-18	\$ 24.52	Worker's Compensation Paralegal-ESC/ General Counsel
Scott, Chris	7/11/16 6/30/17	TS-9	18.25	Service Desk Analyst II – Information Technology
Stockton, Melinda	8/16/16 5/25/17	MT-6	11.99	Site Director-Eisenhower/ Before and After Care
Urbina-Velasco, Hiber	7/19/16 6/30/17	MT-8	13.70	Grounds Journeyperson- Maintenance
Williams, Marichael	6/28/16	MT-8	13.70	Grounds Journeyperson- Maintenance
<u>Rescind:</u>				
Segovia-Martha, Silvia	5/02/16 6/30/16	MT-3	\$ 9.91	Custodian-Hale Return from leave
Turner, Jonathea	5/02/16 5/18/16	MT-1	8.87	Child Nutrition Services (CNS) Assistant- Eugene Field Return from leave

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Beach, Terry	Assistant Principal- Washington EG-5	7/21/16	\$ 71,260.00	\$ 71,260.00	Assistant Principal- Central EG-5
Benson, Lori	Teacher- Gilcrease/ Special Education M-19	8/16/16	45,526.00 2,276.30	45,526.00	Teacher-Gilcrease/ Grade 4 Special Education M-19
Bollin, Scott	Applications Programmer- ESC/Information Technology BG-6	7/19/16 6/30/17	54,259.00	84,084.20	Director of Application Development-ESC/ Information Technology BG-12 Rate: \$89,400.00
Crespo-Burgos, Elizabeth	CNS Assistant Manager-Tulsa Met High MT-6	7/21/16 5/26/17	11.14	18,000.00	CNS Traveling Manager-Ross BG-A
Diamond, Joshua	Teacher-East Central/English M30-9	7/21/16	39,034.00	50,750.00	Assistant Principal- Thoreau EG-4
Hatley, Joan	Parateacher- Eisenhower IS-6	8/16/16 5/25/17	12.87	32,900.00	Teacher-Eisenhower/ Music B-0
Hess, Kevin	PC Technician- ESC/Client Services TS-9	7/01/16	17.24	40,162.00	Application Support Analyst-ESC/ Information and Technology BG-5

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Huerta, Kendall	Homeless Liaison Assistant-ESC/ Federal Programs and Special Projects BG-5 12 months	7/19/16	\$ 41,209.00	\$ 48,763.00	Coordinator of Homeless Education- ESC/Student and Family Support Services BG-7 200 days
James, Gregory	Area Coordinator- ESC/Special Education and Student Services EG-5	7/01/16	60,000.00	60,000.00 12,000.00	Area Coordinator- ESC/Special Education and Student Services EG-5 Interim Executive Director of Special Education and Student Services
Lewis, Dionne	Teacher- Monroe/ Social Studies M-9	8/16/16	37,916.00	37,916.00 1,895.00	Teacher-Monroe/ Special Education M-9
Mason, Christy	Teacher- Eisenhower/ Grade 4 B-11	8/14/15	37,610.00	38,326.00 2,000.00	Teacher-Hamilton/ Academic Engagement Bilingual
Myers, Joshua	PC Technician- ESC/Client Services TS-9	7/01/16	17.22	40,162.00	Application Support Analyst-ESC/ Client Services BG-5
Page, Ginger	Assistant Principal-Disney EG-3	7/21/16	50,243.00	56,272.00	Assistant Principal- Washington EG-5
Paine, Joan	Principal- ECDC Reed EG-6	7/01/16	71,420.00	65,109.00	Assistant Principal- Skelly EG-3

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Palmer, Tamala	Application Support Analyst- ESC/Client Services BG-5	7/01/16	\$ 59,417.00	\$ 63,541.00	Application Programmer- ESC/Client Services BG-6
Phillippsen, Michael	Teacher- Edison/Math B-4	8/14/15	34,500.00	35,576.00	M-4
Rich, Jennifer	Teacher- Thoreau/Math B-14 Half-Time	8/16/16	19,685.00	39,370.00	Teacher-Thoreau/ Math B-14 Full-Time
Walker, Jo	CNS Assistant Manager-Rogers MT-6	7/21/16 6/05/17	12.46	21,000.00	CNS Traveling Manager-Ross BG-A
Washington, Adairia	CNS Manager- Hamilton BG-B	7/14/16 5/26/17	21,422.00	36,500.00	CNS Area Manager- Ross BG-5
Weatherholt, Elizabeth	TA-Edison IS-6	6/16/16 5/25/17	13.07	33,956.00	Librarian-Washington M-0
White, Dionne	Assistant Principal- Hamilton EG-3	7/21/16	49,530.00	49,530.00	Assistant Principal- Anderson EG-3
Whiteley, Martha	Counselor- Jones M-15	8/16/16	42,216.00 1,831.00	42,216.00 1,831.00 1,199.32	Counselor-Monroe M-15 Counselor Additional days
Wyatt, Denise	Librarian-ECDC Porter M-10 Half-Time	8/16/16	19,163.00	39,444.00	Librarian-Hamilton M30-10 Full-Time

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Support (Hourly):					
Barnett, Pamela	Bus Driver MT-7	5/04/16 5/18/16	\$ 11.21	\$ 11.21 .30	Team Driver
Bennett, Lieuquestia	Bus Driver MT-7	5/04/16 5/18/16	11.21	11.21 .30	Team Driver
Clay, Nurian	Parent Involvement Facilitator-East Central Jr. High IS-6	7/01/16 6/30/17	12.21	13.18	Principal's Secretary- East Central Jr. High CA-8
			1.00	1.00	Interpreter Stipend
Delgado, Adriana	Clerk-East Central CA-3	7/01/16 6/30/17	9.49	11.74	Principal's Secretary- East Central CA-8
			1.00	1.00	Interpreter Stipend
Edwards, Dale	Paraprofessional -Webster IS-6	8/18/16 5/24/17	12.65	13.92	MD Paraprofessional- Webster IS-10
Edwards, Rodney	Machinist Craftsperson- Maintenance MT-14	7/01/16 6/30/17	24.03	22.62	Glazier Craftsperson- Maintenance MT-13
King, Lawrence	Head Custodian- Margaret Hudson MT-7	5/23/16 6/30/16	11.38	12.85	MT-10
Lara-Valladolid, Brenda	Clerk-Owen CA-3 8hrs/day	8/18/16 5/24/17	9.49	9.49	TA-Owen IS-3 6hrs/day
Mork, Melissa	Bus Driver MT-7	5/04/16 5/18/16	11.21	11.21 .30	Team Driver
			.15		Lead Driver
Morton, Matthew	Paraprofessional -Lindbergh IS-6	8/18/16 5/24/17	10.81	13.11	MD Paraprofessional- Edison IS-10

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Ricard, Maurice	Bus Driver MT-7 3-CI	5/04/16 6/30/16	\$ 17.05 .30	\$ 18.13	Coach Driver MT-8 Special Needs
Tisdale, Weldon	Paraprofessional -Academy Central IS-3	8/18/16 5/24/17	9.35	13.11	MD Paraprofessional- Academy Central IS-10

LEAVES OF ABSENCE

Name	Effective Date	Assignment
Certificated/Administrative:		
Jennings, Joseph	4/21/16	Executive Director of Information Technology-ESC/Information Technology
Kerr, Debra	5/19/16	Counselor-Clinton
Williams, Bryan	5/03/16	Teacher-Wright/Special Education
Support (Hourly):		
De La Mora Ramirez, Maria	7/01/16	Custodian-ESC
Mason, Sharon	7/01/16	Talent Specialist-ESC/Talent Management
Parker, Robert	6/08/16	Carpentry Shop Foreperson -Maintenance
Paz, Jose	6/20/16	Custodian-Washington
Rasco, Mary	6/22/16	Administrative Assistant IV-ESC/ Instructional Leadership

RETIREMENTS

Name	Effective Date	Assignment
Support (Hourly):		
Turentine, Fannie	5/17/16	Paraprofessional-Webster

No Contract Offer

Name	Effective Date	Assignment
Certificated/Administrative:		
Kelley, William	6/15/16	Teacher-McKinley/Special Education

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Behen, Jaime	7/07/16	Teacher-Gilcrease/Grade 2
Campbell, Brandy	6/15/16	Teacher-Sequoyah/Kindergarten
Capps, Christina	7/22/16	Teacher-Thoreau/Grade 6
Chakavarthi, Srinivasaraghav	7/09/16	Teacher-Gilcrease/Grade 6
Cook, Mark	6/22/16	Teacher-Salk/Grade 4
Crane, Otis	6/28/16	Teacher-McLain Seventh Grade Academy/Geography
Dalton, Mallory	6/22/16	Teacher-Tulsa Met High/Alternative Education
DeAndrade, Leonardo	6/22/16	Teacher-Eisenhower/Grade 5
Dunn, Meghan	7/21/16	Teacher-Anderson/Grade 3
Emmitt, Susan	6/13/16	Teacher-Academy Central/Special Education
Gruver, Raelynn	6/16/16	Teacher-Jones/Grade 6
Gunter, Nicholas	8/01/16	Teacher-Lewis and Clark/Grade 2
Horowitz, Cory	6/28/16	Teacher-East Central/Physics
Kindbom, Kelsey	6/27/16	Teacher-Edison/Grade 7
Mischnick, Sarah	6/27/16	Teacher-Celia Clinton/Grade 3
Moorer, Cristle	6/23/16	Teacher-Celia Clinton/Grade 4

RESIGNATIONS

Name	Effective Date	Assignment
Murray, Mary	6/25/16	Teacher-Penn/Grade 3
Nail, Dustyn	6/23/16	Teacher-Gilcrease/Art
Nikaghanri, Sabrina	6/25/16	Teacher-Cooper/Grade 6
Owen, Travis	6/24/16	Teacher-Memorial/TRAICE
Owens, Brandy	6/30/16	Teacher-Penn/Music
Porto, Virginia	6/30/16	Teacher-Thoreau/Spanish
Saied, Victoria	6/22/16	Teacher-Hoover/Grade 1
Shaw, Beth	6/20/16	Teacher-Bell/ELD
Starkey, Taryn	6/28/16	Teacher-East Central/Art
Whitson, Courtney	6/22/16	Teacher-Jones/Grade 1
Support (Hourly):		
Arenas, Rosendo	6/20/16	Custodian-McKinley
Arreola, Marco	6/07/16	Painter, Plasterer Craftsperson-Maintenance
Brooks, Charmin	5/17/16	TA-Hoover
Dixon, Byron	5/17/16	Autism Paraprofessional-Edison
Heldenreich, Joseph	6/17/16	Grounds Lead-Maintenance
Jackson, Shawn	6/15/16	MD Paraprofessional-McLain
McLaughlin, Leslie	6/16/16	TA-ECDC Reed
Pinder, Latonya	6/27/16	Paraprofessional-Memorial
Sherry, Morgan	6/29/16	Parent Involvement Facilitator-Penn
Sizemore, Juan	6/06/16	Bus Driver
Vaughns, Bettye	6/17/16	TA-Emerson

SUBSTITUTE AND TEMPORARY ELECTIONS

Clerk

Morrall, Amanda

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

Pay certificated staff member Nicki West a total not to exceed \$750 and certificated staff member Branden Carr a total not to exceed \$250 to provide supplemental coaching for BTW girls soccer during the school year 2015-2016. Total cost will not exceed \$1000 and is being paid by the BTW Lady Hornets Soccer Booster Club.

Induction Coach Additional Days - 11-5410-2213-501110-000-000000-211-05-044-5410

Pay 9 Induction Coach – Mentor Teachers (Melissa Ihde, Megan Wright, Naomi Poindexter, Jennifer Thomas, Carolyn Thomas, Lisa Owens, Kerri Bury, Mary D. Williams, Leticia Abad) at their daily rate of pay, for 24 additional days of work during the 2016-2017 school year. Additional days will allow Induction Coaches to assist in the design and facilitation of new teacher on-boarding training, as well as to begin supporting new teachers prior to the first day of school, assuring a strong start to their year.

Instructional Media and Library Services Professional Development - 11-0000-2220-501700-000-000000-000-06-069

Pay certified instructional staff, to be named, @ \$21/hr. to attend professional development in allowable areas outside of contract hours during the 2016-2017 school year and certified instructional staff, to be named, @ \$26/hr. (total not to exceed \$5,000) to provide professional development in allowable areas outside of contract hours during the 2016-2017 school year.

Strategic Action Plan Professional Development - 11-0224-2213-501700-000-000000-210-05-044-0224

Pay teachers, to be named, \$21/hr. to attend and \$26/hr. (total not to exceed \$12,500) to facilitate professional development outside of contract hours for work supporting action plans under the new strategic plan. Possible work includes professional development regarding mentoring, coaching, novice teacher support, literacy support, math support, special education transformation, teacher leader work, etc.