



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **September 6, 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 Washington High School JROTC under the direction of Lieutenant Colonel Rustan Schwichtenberg.
- 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.** Resolution of Appreciation for Ms. Alene Cooper, teacher assistant at Jackson Elementary School, deceased. Motion and vote on motion to adopt resolution.
- C.2.** Resolution of Appreciation for Ms. Teresa Curry, teacher assistant at Gilcrease Elementary School, deceased. Motion and vote on motion to adopt resolution.
- C.3.** Resolution of Appreciation for Ms. Judy McIntyre, budget analyst at the Charles C. Mason Education Service Center, deceased. Motion and vote on motion to adopt resolution.
- C.4.** Resolution of Appreciation for Mr. Allen Newman, glazier craftsman at Maintenance and Plant Operations, deceased. Motion and vote on motion to adopt resolution.
- C.5.** Resolution of Appreciation for Ms. Karen Nichols, principal's secretary at Hale Jr. High School, deceased. Motion and vote on motion to adopt resolution.
- C.6.** Resolution of Appreciation for Mr. Sydney Patrick sheet metal craftsman at Maintenance and Plant Operations, deceased. Motion and vote on motion to adopt resolution.
- C.7.** Resolution of Appreciation for Ms. Lisa Romine, MD paraprofessional at ECDC Bunche, deceased. Motion and vote on motion to adopt resolution.
- C.8.** Resolution of Appreciation for Ms. Elyne Stout, teacher at Mitchell Elementary School, deceased. Motion and vote on motion to adopt resolution.
- C.9.** Resolution of Appreciation for Ms. Evelyne Wren, child nutrition cook I at Thoreau Demonstration Academy, deceased. Motion and vote on motion to adopt resolution.
- C.10.** Superintendent's special presentations and awards.

D. Approve minutes of previous meeting of the Board of Education.

| | |
|------------------------|-------------------------|
| <u>Regular Meeting</u> | <u>Special Meetings</u> |
| August 15, 2016 | May 24, 2016 |
| | July 6, 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, September 19, 2016, at 6:30 p.m. in the Cheryl Selman Room at the Charles C. Mason 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 SCHOOLS

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.

TEACHING AND LEARNING

E.2. RECOMMENDATION: Enter into individualized education plans (IEP) service agreements with Broken Arrow, Checotah, Collinsville, Inola, and Pryor public schools to provide a free appropriate public education (FAPE) for certain students for whom they are unable to do so.

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/CONTRACT: 41700265, 41700274, 41700277, 41700284 and 41700266

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

E.3. RECOMMENDATION: Renew the contract with Oklahoma Health Care Authority (OHCA) Oklahoma City, Oklahoma, to provide Medicaid reimbursement for Tulsa Public Schools 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 \$240,000

FUND NAME/ACCOUNT: Medicaid Fund, 11-0698-8900-509300-239-000000-000-05-066-0698

RATIONALE: Renewal of the contract with OHCA will allow the district to file Medicaid claims for the reimbursement of state and local funds spent by the district for health-related services to Medicaid eligible children. The Medicaid program provides funding support for special education and health-related programs through the expenditure of

reimbursed Medicaid funds, which increases student ability to participate and perform in the learning process. The district will keep the federal percentage at 59.94% and state share is 40.06%. The figure above is based on billing for \$600,000 of reimbursable services.

E.4. RECOMMENDATION: Enter into a contract with Public Consulting Group Inc. (PCG) to provide Medicaid billing services 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 \$100,000

FUND NAME/ACCOUNT: Medicaid Resources Federal Fund

RATIONALE: This contract will ensure support of the district's Medicaid billing program. PCG will provide Medicaid billing services that will support Medicaid reimbursements efforts, thereby improving the efficiency and effectiveness of the Medicaid program and supporting the district's students. PCG will be paid with reimbursed Medicaid funds at a rate of 12% up to \$100,000 and 10% for any billing in excess of \$100,001. There is no up-front cost.

E.5. RECOMMENDATION: Renew the memorandum of understanding with Tulsa County Technology Center School District #18 (Tulsa Tech) to participate in the Tulsa Tech Aerospace Academy (TTAA) program 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 \$31,200

FUND NAME/ACCOUNT: General Fund, 11-0956-1000-505990-100-000000- 000-08-600

REQUISITION/CONTRACT: 11701281

RATIONALE: The goal of the TTAA is to prepare students for the world of work by providing an opportunity to earn a high school diploma and obtain occupational training and employability skills with an emphasis on the aerospace job cluster.

E.6. RECOMMENDATION: Renew the memorandum of understanding with Tulsa County Technology Center School District #18 (Tulsa Tech) to participate in the Tulsa Tech Career Academy (TTCA) program 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 \$194,000

FUND NAME/ACCOUNT: General Fund, 11-0956-1000-505990-100-000000- 000-08-600-XXXX

REQUISITION/CONTRACT: 11701279

RATIONALE: The goal of the TTCA is to prepare students for the world of work by providing an opportunity to earn a high school diploma and obtain occupational training and employability skills.

E.7. RECOMMENDATION: Enter into a contract agreement with Lenore Blank Kelner and Company, Silver Spring, Maryland, to provide arts integration training for a select group of district teachers on Saturday, September 10, 2016.

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

COST: Not to exceed \$2,500

FUND NAME/ACCOUNT: Title II, part A/11-5410-2213-503600-000-000000- 210-05-044-5410

REQUISITION/CONTRACT: 11701431

RATIONALE: Kennedy Center Presenter Lenore Blank Kelner will present Laying a Foundation: Defining Arts Integration as part of Any Given Child Tulsa Professional Development Institute Series. This session gives teachers the opportunity to uncover the characteristics of quality arts integration. In addition, this session includes teacher participation in an arts-integration lesson and examines how arts-integrated instruction aligns with current principles and best practice.

E.8. RECOMMENDATION: Purchase services from TNTP, Brooklyn, New York, to provide assistance and support in the implementation of strategic instructional priorities and initiatives 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 \$690,000 (donor funded)

FUND NAME/ACCOUNT: Foundation for Tulsa Schools, 11-0224-2212-503200-000-000000-000-05-070-0224

REQUISITION/CONTRACT: 11701446

RATIONALE: TNTP will continue to support the district with implementing its Vision for Learning and the district's instructional priorities in the 2016-2017 school year. TNTP will support the district's commitment to create powerful learning experiences for all by implementing an aligned PreK-12 instructional program and: (1) establish practices for conducting instructional reviews and manage the implementation of formal instructional quality reviews to measure progress on instructional priorities; (2) provide support for selection and adoption of a high quality math curriculum over the course of the school year, including designing and implementing a selection process, rubrics, stakeholder engagement, and project management; (3) build capacity in staff to ensure that professional development opportunities for stakeholders are aligned; provide support to adapt/create content for School Leader Institutes; (4) provide technical support and advisement, as needed, on academic priorities and systems, processes and tools used by district leaders to bring the shared vision to life and to monitor the quality of college and career-ready teaching across the district.

E.9. RECOMMENDATION: Enter into a service contract with Preferred Family Health Incorporated d/b/a/ Dayspring Community Services, an Oklahoma corporation ("Dayspring), Springfield, Missouri, to provide the English Language Learners (ELL)/Immigrant Parent Outreach Program for the parents of ELL/Immigrant students 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 \$60,000

FUND NAME/ACCOUNT: Title III Funds, 11-5710-2194-503200-410-000000-000-05-070-5710

REQUISITION/CONTRACT: 11700156

RATIONALE: The ELL/Immigrant Parent Outreach Program provides ELL/Immigrant parent outreach case managers through Day Spring to encourage and strengthen relationships between school sites and parents of ELL/Immigrant students.

ELL/Immigrant case managers help to facilitate meaningful involvement and support for the academic and linguistic achievement of ELL/Immigrant students in the following ways: 1) home visits by case managers and school staff to enable direct communication and build relationships of trust between the parents of ELLs/Immigrants and the school; 2) being present and involved at many school functions to encourage ELL/Immigrant parent participation; 3) presenting workshops and trainings to ELL/Immigrant parents on the goals and purpose of the ELL/Immigrant program, information on the school system including procedures and expectations, and activities that can be done at home as a family to enhance student learning opportunities.

FINANCIAL SERVICES

E.10. RECOMMENDATION: Approve the August 12, 2016, through September 1, 2016, New Encumbrances and Encumbrance Changes.

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

BOND PROJECTS AND ENERGY MANAGEMENT

E.11. RECOMMENDATION: Amend item E-16 approved on the July 18, 2016, agenda to change the vendor name from Alred Plumbing to **Alred Glass**, for bid package 8A, glass and glazing; to change the vendor from Omni Electrical to **Omni Mechanical** for bid package 15B, HVAC; and to add bid package **15A, plumbing**.

| Phase 1 | | |
|-----------------|----------------------------|--------------|
| Alred Glass | 8A Glass/Glazing | \$24,718.00 |
| Omni Mechanical | 15 A and 15B HVAC/Plumbing | \$250,964.00 |

COST: No additional cost to the district.

RATIONALE: The construction manager on the project inadvertently submitted incorrect information.

TALENT MANAGEMENT

- E.12.** RECOMMENDATION: Approve routine staffing items.

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

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

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

INFORMATION AND OPERATIONS

- E.14.** RECOMMENDATION: Approve the length of the 2016-2017 school year to be calculated in hours as allowed by House Bill 1864. Specifically, the school year would consist of 1,148.67 hours with 168 total days taught for the Annual Statistical Report calculations.

RATIONALE: House Bill 1864 provides for calculation of the school year by days or school hours. It also modifies time allowed for professional meetings and the number of hours for parent-teacher conferences to be counted as classroom instruction, and clarifies language relating to the extended-day schedule. Using the school-hour method of calculation will allow calendar flexibility, if needed, and will not impact the district's average daily membership or average daily attendance calculations.

GENERAL COUNSEL

- E.15.** RECOMMENDATION: Approve an addendum to the charter public schools contracts with the following charter public schools to incorporate a performance framework into the existing contract. The academic, financial and organizational components of the charter public school shall be assessed annually as set forth in the framework.

Collegiate Hall, Inc.

College Bound Academy, Inc.

KIPP Tulsa Academy College Preparatory, Inc.

Tulsa Honor Academy, Inc.

Tulsa Legacy Charter School, Inc. (formerly known as Lighthouse Academies of Tulsa, Inc., d/b/a/ Tulsa Lighthouse Charter School)

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

COST: No cost to the district.

RATIONALE: The performance framework shall, at a minimum, guide the renewal recommendation of the charter public school. Furthermore, the performance framework shall provide the charter public school with key academic, financial and organizational performance information that will help foster continuous improvement and feedback for the charter public school board, staff and community. Tulsa School of Arts and Sciences has been intentionally omitted because the renewal contract previously approved by the Board of Education and effective July 1, 2016, already incorporates the performance framework.

F. ACTION AGENDA - Motion and vote on recommendations

DEPUTY SUPERINTENDENT

F.1. RECOMMENDATION: Expand the licensing agreement with Northwest Evaluation Association (NWEA) approved on the April 4, 2016, agenda, item E-5, to include licenses for fifth- and sixth-grade students at McClure Elementary (140 students) and Whitman Elementary (160 students); and seventh- and eighth-grade students at Memorial Junior High School (460 students) 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: \$9,250

FUND NAME/ACCOUNT: Remediation Fund, 11-3620-2240-506140-426-000000-000-05-093-3620

REQUISITION/CONTRACT: 11702014

RATIONALE: NWEA MAP testing is a requirement for Summit Basecamp personalized learning programs at McClure Elementary, Whitman Elementary, and Memorial Junior High School. Test results (1) inform teachers' and school leaders' design of personalized curriculum for each student and (2) inform district decisions to expand this program based on performance measurements. MAP tests are critical to the effective execution of personalized learning programs. This item is being submitted for consideration on the action agenda in order to meet the testing window of September 6 through September 21, 2016.

CHIEF OF SCHOOLS

F.2. RECOMMENDATION: Enter into a memorandum of understanding with Communities in Schools of Mid-America, Inc., Tulsa Education, Inc., and George Kaiser Family Foundation to provide general youth service at Nathan Hale High School and another school or schools to be identified during the 2016-2017 school year.

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

COST: No cost to the district.

REQUISITION/CONTRACT: 41700273

RATIONALE: This is a continuation of the program serving pregnant or parenting students at Hale High School that began during the 2013-2014 school year. Pregnant and parenting students are at significantly higher risk for poor academic achievement including failure to graduate, poor attendance and dropping out of school. There are approximately 3,000 pregnant and parenting students within TPS zip codes at any given time. While not all of these students remain in school, pregnancy in high school students is a significant issue within TPS. Any costs related to the program will be assumed by and paid directly by private donors.

F.3. RECOMMENDATION: Enter into a Memorandum of Understanding with Communities in Schools of Mid-America, Inc. to implement the Communities in Schools (CIS) model in selected schools during the 2016-2017 school year.

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

COST: No cost to the district.

REQUISITION/CONTRACT: 41700272

RATIONALE: This is a continuation of the agreement that began during the 2013-2014 school year. Communities In Schools establishes collaborations between service agencies, corporations, foundations, the community and schools to effectively address both the academic and non-academic resources and services needed to at-risk youth in order for them to attain a quality education. Collaborations are formed with reputable community-based agencies in order to bring comprehensive services (e.g. tutoring, mentoring, after school programs, assistance with accessing food, clothing, and school supplies, parent involvement activities, English as a Second Language programs, health services, etc.) onto the school campus to help address the needs of students. Any costs related to this program will be assumed by the Foundation for Tulsa Schools.

- F.4.** **RECOMMENDATION:** Renew the agreement with Johns Hopkins University and Growing Together, Inc. to continue implementation of the Talent Development Secondary Model of school reform at selected Growing Together school sites 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/CONTRACT: 41700269

RATIONALE: The 2016-17 school year is the fourth year of the program participation agreement for implementation of the Talent Development Secondary model. The model is a comprehensive secondary school reform model developed by Johns Hopkins University. It contains components designed to transform a school into a high performing learning community that features a standards-driven curriculum, research based instructional practices, a personalized learning environment, a school climate that is conducive to teaching and learning, and intensive support for faculty members and administrators. Any costs associated with this program will be assumed by and paid directly by Growing Together.

- F.5.** **RECOMMENDATION:** Renew the agreement with Growing Together, Inc., which will provide the District reimbursement for expenses it incurs related to the Growing Together programs and set forth the terms of its engagement in the Growing Together initiative 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/CONTRACT: 41700267

RATIONALE: The district and Growing Together, Inc. are parties to various agreements and collaborations for comprehensive assessment of the needs of students and schools and implementation of focused supports at targeted schools within the district. This agreement will allow the district to be reimbursed for certain expenses related to the Growing Together programs and clarify the parties' roles and expectations. This is a contract authorizing reimbursement to the district by philanthropic donors up to \$1,027,253.

BOND PROJECTS AND ENERGY MANAGEMENT

F.6. **RECOMMENDATION:** Approve a right-of-way agreement with Oklahoma Natural Gas Company, Tulsa, Oklahoma, to provide service to the new compressed natural gas (CNG) fueling facility.

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

COST: No cost to the district.

RATIONALE: This project is part of the 2015 bond issue. The 20 foot easement is required to provide gas service to the compressed natural gas fueling station. The existing gas service did not provide enough pressure.

G. INFORMATION AGENDA - Motion and vote on recommendations

DEPUTY SUPERINTENDENT

G.1. RECOMMENDATION: Enter into a contract with National Equity Project of Oakland, California, to provide professional development, consulting, coaching, technical assistance, capacity-building and strategic planning services around the intentional design of equity and related management of complex change 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 \$150,000 (donor funded)

FUND NAME/ACCOUNT: Foundation for Tulsa Schools, 11-0224-2542-503200-000-000000-000-05-041-0224

RATIONALE: As a core value of Destination Excellence, equity is critical to achieving our mission and vision for Tulsa Public Schools. Partnership with the National Equity Project, a nationally recognized leader in equity, will provide support to executive leadership and key stakeholders in identifying inequities in the system, diagnosing root cause and developing a long-range plan in order to reverse the impacts of inequity on students. National Equity Project brings 20 years of experience partnering with system leaders to deliver on the promises they make in their communities to provide an exceptional and transformative public education. Their approach focuses on the technical, relational, social, and cultural aspects of complex change efforts focused on achieving equitable results and will support district and school leaders in the development of immediate and long-range plans to address inequity. In order to execute such far-reaching and complex improvements, additional support is provided for understanding the mechanisms of sustainable improvement, including raising awareness of systems thinking and empowering people to do what is right.

G.2. RECOMMENDATION: Enter into a contract with Education Resource Strategies (ERS) to provide the district with continued technical assistance, training and analysis 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 \$130,000 (donor funded)

FUND NAME/ACCOUNT: Foundation for Tulsa Schools, 11-0224-2541-503120-100-000000-000-05-091-0224

RATIONALE: Education Resource Strategies provided analysis and technical assistance across 2015-2016 that assisted the district leadership in understanding how people, time and money are used across the district. Aspects of this analysis and technical assistance support the development of Destination Excellence and more specifically, the operational plan to realize Destination Excellence. In order to make the most of this clear vision and fact base, the district is now poised to help school leaders and their teams develop a deliberate strategy for organizing resources. The 2016-2017 school year presents an opportunity to both continue the momentum from

the 2015-2016 partnership, and to also lay the foundation for success in the 2017-2018 initiatives. To that end, the 2016-2017 ERS-TPS partnership would have four primary goals: (1) Build TPS' capacity for strategic school design work. (2) Begin to plan for student based budgeting in order to ensure a reasonable runway if TPS is to produce 2018-2019 budgets by early 2018. (3) Continue ERS support of TPS' effective data-use to inform key decisions and structure important principal support conversations. (4) Provide technical assistance and coaching for the interim chief financial officer.

CHIEF OF SCHOOLS

G.3. RECOMMENDATION: Renew a one-year scope-of-work agreement with Barbara Crock, Crock Leadership Associates, Kalamazoo, Michigan, for October 1, 2016, through September 30, 2017. This agreement will offer a professional development program for instructional leadership directors, principals and assistant principals with three or more years of experience and will include the design of a specialized curriculum, field visits, forums, problems of practice sessions, individual development plans and the participant selections process. This work will be coordinated and codesigned with the Office of the Executive Director of Educator Effectiveness and Professional Learning and under the direction of the chief of schools.

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

COST: Not to exceed \$139,400

FUND NAME/ACCOUNT: School Leadership Grant, 11-7789-2573-503600-000-000000-000-05-044-7789

REQUISITION/CONTRACT: 11701744

RATIONALE: The district will contract with Crock Leadership Associates to collaborate in the development and delivery of a customized professional development program for instructional leadership directors, principals and assistant principals with three or more years of experience. The purpose of this work is to build these leaders' instructional leadership skills and expand their areas of expertise.

G.4. RECOMMENDATION: Approve the third amendment to the service agreement with TNTP (formerly known as The New Teacher Project) to provide calibration and feedback training to the district's school leaders. TNTP's expert evaluators and feedback specialists will work with school leaders on teacher observation/feedback skills. This agreement pertains to a strategy funded by the new School Leadership Program Grant, October 1, 2016, through September 30, 2017. The original agreement was approved on the December 16, 2013, agenda, item E-19, in the amount of \$200,000, and extended on the September 15, 2014, agenda, item E-12, in the amount of \$225,000.

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: Not to exceed \$225,000

FUND NAME/ACCOUNT: School Leadership Grant, 11-7789-2573-503600-000-000000-000-05-044-7789

REQUISITION/CONTRACT: 11701751

RATIONALE: TNTP will provide intensive, high quality, personalized support to school leaders to improve the ability to observe and provide accurate, actionable and effective feedback to teachers based on the Tulsa Model. The calibration and feedback program for assistant principals will use video recordings and virtual coaching to provide assistant principals with expert assessment of whether they observe, rate and provide feedback to teachers in an accurate and effective manner. TNTP coaches will use this information to provide one-on-one counsel and support to assistant principals on individual areas of strengths/opportunities for development.

G.5. RECOMMENDATION: Renew a one-year agreement for grant program evaluation services with Metis Associates, New York, New York, relating to the district's work within the School Leaders Program October 1, 2016, through September 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 to exceed \$63,000

FUND NAME/ACCOUNT: School Leadership Grant, 11-7789-2573-503600-000-000000-000-05-044-7789

REQUISITION/CONTRACT: 11701758

RATIONALE: The district will contract with Metis Associates to provide professional services by analyzing multiple sources of qualitative and quantitative data from a variety of respondent groups. Throughout the year, Metis will collect, review and analyze program data, including professional data attendance and training materials. Results will be reported to the district on a monthly basis.

G.6. RECOMMENDATION: Enter into an agreement with Oral Roberts University (ORU) Mabee Center, Tulsa, Oklahoma, for the 2017 commencement ceremonies to be held on May 16, 17, 18 and 19, 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 to exceed \$75,000

FUND NAME/ACCOUNT: General Fund, 11-0071-2199-50-4400-000-000000-000-16-076

REQUISITION/CONTRACT: 11701561

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

- G.7.** RECOMMENDATION: Enter into an agreement with International Institute for Restorative Practices to provide professional development to selected district personnel on September 28 and 29, November 2 and 3, and December 5 and 6, 2016.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officer of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: Not to exceed \$55,000 (donor funded)
- FUND NAME/ACCOUNT: Foundation for Tulsa Schools, 11-0224-2573-503600-000-000000-000-05-020-0224
- RATIONALE: The district has committed to reduce suspensions at all sites. In keeping with that goal, the use of restorative practices has been shown to reliably reduce misbehavior, bullying, violence and crime among students and improve the overall climate for learning.

TEACHING AND LEARNING

- G.8.** RECOMMENDATION: Enter into a contract with the STEM Center for Teaching and Learning, Reston, Virginia, for the Engineering by Design programming at East Central 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: Not to exceed \$600
- FUND NAME/ACCOUNT: General Fund, 11-4120-1000-506810-317-880000-000-05-710-4120
- REQUISITION/CONTRACT: 11701818
- RATIONALE: The STEM Center for Teaching and Learning™ Engineering by Design™ (EbD™) program is a K-12 solution for states, school districts and schools wanting to deliver an engineering/technological literacy curricula through science, technology, engineering and mathematics (STEM.) In only the fourth year of existence, EbD™ now includes over 350 participating schools nationwide. The EbD™ network links schools and teachers that believe that the ingenuity of children is untapped, unrealized potential that, properly motivated, will lead to the next generation of technologists, innovators, designers, and engineers.
- G.9.** RECOMMENDATION: Enter into a memorandum of understanding with Boston Avenue United Methodist Church, Tulsa, Oklahoma, to continue providing Sistema Tulsa to Burroughs, Chouteau, Lee elementary students and orchestra students from various secondary schools for the 2016-2017 school year. In addition, Sistema Tulsa will provide services to choir students from various elementary schools.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: No cost to the district.

RATIONALE: Sistema Tulsa is a new after-school music education program where students in grades fourth and fifth will study a musical instrument and join a children's symphony orchestra. This orchestra includes string, woodwind, brass, and percussion instruments. The intensive five-days per week curriculum focuses on developing important skills which encourage students to pursue their aspirations for personal, family, and community success and realize their full potential as a young musical artist and scholar.

- G.10.** **RECOMMENDATION:** Enter into an agreement with Marriott Southern Hills to hold professional development training for the Tulsa Teacher Institute on October 7, 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.

RATIONALE: The agreement with Marriott Southern Hills will allow the district to use three conference rooms for the October 7, 2016, Tulsa Teacher Institute at no cost. Tulsa Public Schools will provide its own audio/visual, and the Foundation for Tulsa Schools will pay Marriott directly for food expenses.

- G.11.** **RECOMMENDATION:** Enter into an agreement with SMG, to hold professional development training for the October 7, 2016, Tulsa Teacher Institute at the Cox Business Center.
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: \$8,595
FUND NAME/ACCOUNT: Foundation for Tulsa Schools,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 October 7, 2016. This is a part of the cultural priorities training. Because of the size of attendees (1800), the Cox Center was selected as it has the facilities to house the large number of participants. Attendees will be participating based on grade and/or specialty area.

DATA STRATEGY AND ANALYTICS

- G.12.** **RECOMMENDATION:** Enter into a contract with Upwork Enterprise, Mountain View, California, to provide technical support for the development of the district's data dashboards 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 \$250,000 (donor funded)

FUND NAME/ACCOUNT: Foundation for Tulsa Schools, 11-0224-2580-503460-000-000000-000-05-007-0224

REQUISITION/CONTRACT: 11702180

RATIONALE: Upwork Enterprise is a leading organization in the supply of freelance workers with strong technical expertise. This will allow for the Data Strategy and Analytics team to develop data dashboards at a much quicker rate than is currently feasible. These dashboards will provide teachers, school leaders and district administrators with timely data in an intuitive format that allows for data-driven decisions to be made.

- G.13.** RECOMMENDATION: Enter into a contract with CollegeBoard, New York, New York, to provide the national PSAT assessment to 10th- and 11th-grade students throughout the district 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 \$50,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2240-506140-000-000000-000-14-007

REQUISITION/CONTRACT: TBD

RATIONALE: The PSAT/NMSQT is a college-readiness exam, measuring the reading, writing and language, and math skills high school students need for college and a career. Students participating in the PSAT/NMSQT have increased opportunities to receive college scholarships and recognition for outstanding achievement scores. Additionally, the results from the assessment will be used to determine potential readiness for student enrollment in Advanced Placement (AP) coursework in high school.

BOND PROJECTS AND ENERGY MANAGEMENT

- G.14.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the following trades for the pool re-purposing and locker rooms phase II projects at Central High School.

Demolition
Concrete
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.

RATIONALE: The pool re-purposing project at Central High School is part of the 2015 bond issue.

- G.15.** RECOMMENDATION: Assign the contracts for the pool re-purposing and locker rooms phase II projects at Central High School to Trigon General Contractors and Construction Managers Incorporated, 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.

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

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

- G.16.** RECOMMENDATION: Approve amendment 4A with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, for the pool re-purposing and locker rooms phase II projects at Central High School.

Allowances
General Conditions
Management Fee
Reimbursable
Trade Contracts
GMP

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

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

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

- G.17.** RECOMMENDATION: Approve change order #1 to Advantage Glass Incorporated, Tulsa, Oklahoma, for the window replacement project at McKinley and Key elementary schools. The original contract was approved on the May 2, 2016, agenda, item E-7 in the amount of \$727,797.

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

COST: The total change order is \$35,000.

FUND NAME/ACCOUNT: Facilities Bond Funds, 31-1251-4720-504500-000-000000-037-12-325-WR002 (\$18,789.16); and 31-1251-4720-504500-000-000000-027-12-255-WR002 (\$16,210.84)

REQUISITION/CONTRACT: 41700013

RATIONALE: This window replacement was part of the 2015 bond issue. Additional window shades are required to complete the project.

G.18. RECOMMENDATION: Approve change order #1 to McIntosh Services for the heating, ventilation and air conditioning (HVAC) improvements at Lindbergh Elementary School. The original contract was approved on February 16, 2016, agenda, item E-11 in the amount of \$1,848,489.

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

COST: The total change order is \$100,000.

FUND NAME/ACCOUNT: Facilities Bond Fund, 31-1230-4720-504500-000-000000-031-12-275-RN023

REQUISITION/CONTRACT: 41700002

RATIONALE: This project was part of the 2015 bond issue. Additional painting, a new walk in freezer cooler and HVAC controls are required to complete the project.

SUPPORTING INFORMATION

CONSENT ITEM E-1

ROUTINE FIELD TRIPS

| SCHOOL/ PARTICIPANTS | NUMBER OF STUDENTS/ PARENTS/ STAFF | PURPOSE OF TRAVEL AND LOCATION | TRAVEL DATES | NUMBER SCHOOL DAYS MISSED | TRAVEL COST AND FUNDING SOURCE |
|---|---|--|-------------------------|--|--|
| Webster High School/FFA Chapter | Students: 7 Parents: 0 Staff: 2 | Participate in the National FFA Convention/Indianapolis, Indiana | October 15-23, 2016 | 2 | Not to exceed \$4500/Student Activity Fund #865 Alumni Foundation and Secondary Pathways |
| Hale High School/Boys Basketball Team | Students: 15 Parents: 0 Staff: 2 | Participate in the Elite 14 Showcase/ Wichita Falls, Texas | November 5, 2016 | 0 | Not to exceed \$500/Hale's Student Activity Fund #539 |
| East Central High Band Members | Students: 50 Parents: 5 Staff: 1 | Alamo Bowl San Antonio, Texas | December 27 – 31, 2016 | 0 | SAF 562 Not to exceed \$30,000 Paid by donations No cost to district |
| Hale High School/Boys and Girls Basketball Team | Students: 30 Parents: 0 Staff: 2 | Participate in the Interstate Basketball Classic Tournament/ Coffeyville, Kansas | January 19-21, 2017 | 2 | Not to exceed \$1500/Hale's Student Activity Fund #539 |

SUPPORTING INFORMATION

CONSENT ITEM E-12

ROUTINE STAFFING ITEMS

ELECTIONS

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-------------------------------------|--------------------|--------------|-----------------------|---|
| Certificated/Administrative: | | | | |
| Albero Ichart, Anabel | 8/16/16 5/25/17 | M30-9 | \$ 39,034.00 | Teacher-Skelly/Pre-K |
| Alegria Arenas, David | 8/16/16 5/25/17 | B-9 | 36,800.00 | Teacher-Eisenhower/ Grade 1 |
| Austin, Meghan | 08/21/16 | B-13 | 38,660.00 | Teacher Coach-Wilson/ Teaching and Learning Return from leave |
| Ayora Soares, Sandra | 8/16/16 5/25/17 | B-4 | 34,500.00 | Teacher-Skelly/Grade 3 |
| Bailey, Sawyer | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Lee/Grade 2 |
| Barnes, Christie | 8/16/16 5/25/17 | B-20 | 43,930.00 2,196.50 | Teacher-Hale Jr. High/ Special Education |
| Bereal, Aisha | 8/10/16 6/09/17 | BG-4 | 34,000.00 | Social Worker-Enrollment Center/Student and Family Support Services |
| Betts, Paige | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Lewis and Clark/ Grade 1 |
| Boller, Pamela | 8/16/16 5/25/17 | M-7 | 18,398.00 919.00 | Teacher-Dual Language/ Special Education Half-time |
| Bonk, Nicole | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-East Central/ Math |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|---------------------------|--------------------|--------------|-----------------------|--|
| Bowlby, David | 8/16/16 5/25/17 | B-0 | \$ 32,900.00 | Teacher-Grimes/Grade 2 |
| Brown, Brandi | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Mark Twain/ Grade 3 |
| Brown, Sydney | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Mitchell/Grade 5 |
| Bryant, John | 8/16/16 5/25/17 | M-30 | 17,482.00 | Teacher-Edison MS/ Fine Arts Half-time Former Employee (f.e.) |
| Buford, Carlton | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-East Central/ Advanced Math |
| Cabeza Martinez, Cristina | 8/16/16 5/25/17 | M-5 | 35,576.00 | Teacher-Eisenhower/ Kindergarten |
| Campbell, Gayle | 8/16/16 5/25/17 | B-10 | 37,200.00 1,860.00 | Teacher-Edison/ Special Education f.e. |
| Carrell, Melissa | 8/16/16 5/25/17 | M-10 | 38,326.00 | Teacher-McClain/ English |
| Chapman, Austin | 8/16/16 5/25/17 | B-1 | 32,900.00 | Teacher-East Central Jr. High/ELD |
| Chrz, Toni | 8/16/16 5/25/17 | B-28 3-CI | 51,630.00 | Teacher-McKinley/ Grade 1 |
| Clark, Charity | 8/16/16 5/25/17 | BG-4 | 37,000.00 | Social Worker-McClure |
| Compton, Christopher | 8/08/16 6/30/17 | BG-5 | 43,500.00 | Application Support Analyst-ESC/ Information Technology f.e. |
| Copp, Nicole | 8/16/16 5/25/16 | B-1 | 33,300.00 | Teacher-East Central Jr. High/ELA |
| Coulson, Jennifer | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Sequoyah/ Kindergarten |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-------------------------------|--------------------|--------------|-----------------------|---|
| Danks, Teresa | 8/16/16 5/25/17 | M-0 | \$ 33,956.00 | Teacher-Grimes/ Grade 6 |
| Davis, Terri | 8/16/16 5/25/17 | M-28 4-CI | 54,936.00 | Teacher-Jackson/ Pre-K f.e. |
| Davis, Virginia | 8/16/16 5/25/17 | M-13 | 40,286.00 1,831.00 | Counselor-Cooper Counselor |
| Dickinson, Phillis | 8/16/16 5/25/17 | M-18 | 22,508.00 | Teacher-Celia Clinton/ Enrichment Technology Half-time |
| Donaldson, Melissa | 8/16/16 5/25/17 | B-22 1-CI | 46,630.00 | Teacher-Jones/Grade 3 |
| Duffy, Courtney | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Gilcrease/ Grade 2 |
| Ellis, Jackie | 8/22/16 5/25/17 | B-21 | 44,104.32 | Teacher-McLain/English Rate: \$45,130.00 |
| Escobar Vall, Ana Maria | 8/16/16 5/25/17 | M60-9 | 40,155.00 | Teacher-Kendall-Whittier/ Grade 3 |
| Fernandez Victorero, Rosa Ana | 8/16/16 5/25/17 | M60-9 | 40,155.00 | Teacher-Springdale/ Grade 3 |
| Fisher, Charlette | 8/29/16 6/30/17 | BG-5 | 35,178.51 | Application Support Analyst-ESC/ Information Technology Rate: \$41,759.00 Return from leave |
| Freter, Joy | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Marshall/ Grade 2 |
| Gaffen, Jeff | 8/16/16 5/25/17 | B-12 | 38,020.00 | Teacher-Edison/Math |
| Ghram, Jennifer | 8/16/16 5/25/17 | M-13 | 40,286.00 | Teacher-Hale/English |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-----------------------|--------------------|----------------|---------------------------------|--|
| Granger, Jr., Charles | 8/16/16 5/25/17 | B-1 | \$ 32,900.00 | Teacher-McLain Jr. High/English, ELD f.e. |
| Griffith, Lisa | 8/16/16 5/25/17 | B-1 | 33,300.00 | Teacher-Choteau/ Grade 2 |
| Grooms, Rebecca | 08/15/16 | EG-5 | 50,288.45 | Assistant Principal- Memorial Rate: \$54,718.00 Return from leave |
| Guinn, Julie | 8/16/16 5/25/17 | M-22 | 47,736.00 | Teacher-Bell/ Kindergarten |
| Guinn-Jones, Jodi | 8/16/16 5/25/17 | M-1 | 33,956.00 1,831.00 964.66 | Counselor-McLain Seventh Grade Academy Counselor Additional days |
| Harnden, Katherine | 8/16/16 5/25/17 | B-5 | 34,900.00 | Teacher-Eugene Field/ Grade 5 |
| Harper, Mary | 8/23/16 5/25/17 | B-0 | 32,900.00 | Teacher-McClain /Math |
| Hart, Katherine | 8/16/16 5/25/17 | M-0 | 33,956.00 964.66 1,831.00 | Counselor/East Central Jr. High Additional days Counselor |
| Heck, Erin | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Penn/Grade 3 |
| Howe, Mike | 8/16/16 5/25/17 | M30-27 2-CI | 55,044.00 | Librarian-Patrick Henry |
| Imboden, Leah | 8/16/16 5/25/17 | B-1 | 32,900.00 | Teacher-Hale/Math |
| Jackson, David | 8/16/16 5/25/17 | M-12 | 39,476.00 | Teacher-Webster/ Chemistry |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-------------------------------------|--------------------|--------------|-----------------------|---|
| Johnson, Hana | 8/16/16 5/25/17 | B-1 | \$ 33,300.00 | Teacher-Rogers/Biology |
| Johnson, June | 8/16/16 5/25/17 | M-16 | 42,936.00 | Librarian-Eisenhower |
| Johnson, Katie | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Springdale/ELD |
| Johnson, Teresa | 8/16/16 | B-11 | 37,610.00 1880.50 | Teacher-Penn/ Special Education Return from leave |
| Jones, Trina | 8/18/16 5/25/17 | B-7 | 35,091.48 | Teacher-Washington/Art Rate: \$35,700.00 |
| Kendall, Shearer | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Kendall-Whittier/ ELD |
| King, Jeffrey | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Kerr/Music |
| King, Marissa | 8/16/16 5/25/17 | M-2 | 34,776.00 | Teacher-Kendall-Whittier/ Grade 5 |
| Kirunda, Patrick | 8/01/16 6/30/17 | BG-4 | 39,502.63 | Zone Manager- Plant Operations Rate: \$43,000.00 |
| Knighten, LaDawna | 8/16/16 5/25/17 | M-0 | 33,956.00 1,697.80 | Teacher-Chouteau/ Special Education |
| Livingston-Williams, Meredith | 8/16/16 5/25/17 | B-0 | 32,900.00 1,645.00 | Teacher-Monroe Demonstration Academy/ Special Education |
| Lonsdale, Amy | 8/16/16 5/25/17 | B-15 | \$ 40,190.00 | Teacher-Mark Twain/ Math, Science |
| Lopez de Armentia Llanos, Javier | 8/16/16 5/25/17 | B-6 | 35,300.00 | Teacher-Zarrow/Grade 5 |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|------------------------|--------------------|--------------|-----------------------------------|--|
| Lovely, Kristine | 8/16/16 5/25/17 | M-25 2-CI | 25,718.00 1,285.90 | Teacher-Carver/ Special Education Half-time f.e. |
| Mabon, Mackenzie | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Skelly /Pre-K |
| Martin, Jacquelyn | 8/16/16 5/25/17 | B-16 | 40,800.00 | Teacher-Bell/Grade 2 |
| Mason, Michael | 8/16/16 5/25/17 | M-11 | 38,986.00 | Teacher-Eisenhower/ P.E. |
| Mateo Moreno, Veronica | 8/16/16 5/25/17 | M-3 | 35,176.00 | Teacher-Eisenhower/ Kindergarten |
| McCoy, Austin | 8/10/16 6/09/17 | BG-5 | 35,000.00 | Social Service Specialist- Kendall-Whittier |
| Mendenhall, Ginger | 8/16/16 | D-21 | 26,430.50 | Teacher- Tulsa Met/ English Language Development Half-Time Return from leave |
| Merritt, Stephen | 8/17/16 5/25/17 | M-1 | 34,170.74 | Teacher-McClure, Key, Mayo, Salk/Music Rate: \$34,366.00 |
| Mitchell, Dinnia | 8/16/16 5/25/17 | M-1 | 34,366.00 1,718.00 | Teacher-Memorial Jr. High/ Special Education f.e. |
| Mize, Jon | 8/18/16 5/25/17 | B-0 | \$ 32,526.13 | Teacher-Hamilton/P.E. Rate: \$32,900.00 |
| Moran, Pamela | 8/16/16 | M-22 | 48,736.00 2,436.80 1,356.14 | Teacher-Parkside Alternative education Additional days Return from leave |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-------------------------|--------------------|--------------|--------------------------|--|
| Morrow, Kristina | 8/16/16 5/25/17 | B-12 | 38,020.00 1,901.00 | Teacher-Sequoyah/ Special Education |
| Moses, Anita | 8/19/16 5/25/17 | B-21 1-CI | 22,671.84 | Reading Interventionist/ Key f.e. Rate: \$23,065.00 Half-time |
| Noble, Mary | 8/10/16 6/09/17 | BG-4 | 32,000.00 | Social Worker-Penn |
| Ostrowski, Cassandra | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Robertson/ Grade 3 |
| Oxford, Brenda | 8/16/16 5/25/17 | B-21 1-CI | 46,130.00 | Teacher-Jackson/ Grade 3 f.e. |
| Patterson, Holly | 8/16/16 5/25/17 | B-22 | 45,630.00 | Teacher-McKinley/ Grade 1 |
| Peralta, Irving | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Penn /Art |
| Peralta, Tiffany | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Whitman/ Art, Music |
| Pierce, Candice | 8/18/16 5/25/17 | B-0 | 32,900.00 | Teacher-Thoreau/ Language Arts, Social Studies |
| Plaza Vela, Luis | 8/16/16 5/25/17 | M30-4 | 36,694.00 | Teacher-Dual Language Academy/Grade 5 |
| Powell, Amber | 8/10/16 6/09/17 | BG-4 | 34,000.00 | Social Worker-Enrollment Center/Student and Family Supports |
| Prescott, Major Michael | 8/01/16 5/25/17 | NS | \$ 72,231.96 1,664.00 | Certified JROTC Instructor-East Central JROTC |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|------------------------------------|--------------------|--------------|-----------------------|---|
| Price, Heather | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Salk/Grade 3 |
| Radcliffe, Mary | 8/16/16 | B-18 | 43,430.00 | Teacher-Lanier/ Music Enrichment Return from leave |
| Ramos, Steven | 8/16/16 5/25/17 | M60-0 | 36,005.00 | Teacher-McKinley/ELD |
| Rawat, Michael | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-East Central/ Math |
| Ray, Deborah | 8/16/16 5/25/17 | B-19 | 43,430.00 | Teacher-McKinley/ Grade 4 |
| Ray, Shaniqua | 8/16/16 5/25/17 | B-4 | 34,500.00 | Teacher-Monroe Demonstration Academy/ Math |
| Riddle, Katrina | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Lewis and Clark/ Grade 2 |
| Roberson, Crystal | 8/16/16 5/25/17 | B-0 | 32,900.00 1,645.00 | Teacher-East Central/ Special Education |
| Romeu Gonzalez Barros, Asuncion | 8/16/16 5/25/17 | M-9 | 37,916.00 | Teacher-Eisenhower/ Grade 4 |
| Ross, Bradlee | 8/16/16 5/25/17 | B-2 | 33,700.00 | Teacher-Jones/ Grade 6 |
| Royals, Patricia | 8/16/16 5/25/17 | M-22 1-CI | 24,368.00 1,218.40 | Teacher-McKinley/ Special Education f.e. Half-time |
| Self, Katharine | 8/16/16 | B-4 | \$ 34,500.00 | Teacher-Dual Language/.5 ELD .5 Music Enrichment Return from leave |
| Selleri, Laura | 8/16/16 5/25/17 | B-1 | 33,300.00 | Teacher-Celia Clinton/ Grade 1 f.e. |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|--------------------|--------------------|--------------|---------------------------------------|--|
| Sipes, Marlow | 8/16/16 5/25/17 | M-0 | 20,373.60 1,018.00 3,000.00 | Speech Pathologist- Enrollment Center/ Special Education and Student Services 3/5 Time Rate: \$33,956.00 Special Education Speech Pathologist |
| Smallwood, Betty | 8/16/16 5/25/17 | M30-37 | 55,936.00 | Teacher-Celia Clinton/ Grade 4 |
| Starnes, Patricia | 8/16/16 5/25/17 | M-20 1-CI | 23,868.00 | Teacher-Bell/ELD f.e. |
| Streber, Kaitlin | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Salk/Grade 4 |
| Surrell, Amanda | 8/16/16 5/25/17 | B-6 | 35,300.00 | Teacher-Key/Pre-K |
| Swindell, Kristen | 8/16/16 5/25/17 | B-2 | 33,700.00 | Teacher-Celia Clinton/ Kindergarten f.e. |
| Teegarden, Asriel | 8/16/16 | B-12 | 38,020.00 | Teacher-Lee/Grade 2 Return from leave |
| Tome Martin, Maria | 8/16/16 5/25/17 | B-9 | 36,800.00 | Teacher-Springdale/ Grade 1 |
| Troyer, Tessa | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Salk/Grade 2 |
| Truett, Lauren | 8/08/16 | B-4 | 17,250.00 | Teacher-Jones/ Reading Interventionist Half-time Return from leave |
| Veale, Rachel | 8/16/16 5/25/17 | M-7 | \$ 36,796.00 1,818.00 1,033.40 | Teacher-Phoenix Rising/ Career Tech Additional days |
| Walker, LaKrisa | 8/16/16 5/25/17 | M-0 | 16,450.00 | Teacher-Rogers Jr High/ELD |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|---------------------------|--------------------|--------------|-----------------------|---|
| Waterman, Deborah | 8/16/16 5/25/17 | B-4 | 34,500.00 | Teacher-Jackson/ Grade 2 f.e. |
| Wheeler, Nicole | 8/16/16 5/25/17 | B-0 | 32,900.00 | Teacher-Penn /Grade 5 |
| Whitmer, Kristen | 8/16/16 5/25/17 | M-0 | 33,956.00 | Teacher-Rogers/ Chemistry |
| Williams, Bryan | 8/18/16 | D-32 | 61,563.38 3078.17 | Teacher-Wright/ Special Education Return from leave |
| Work, Kelli | 8/15/16 5/25/17 | M-30 | 54,936.00 2,746.80 | Teacher-McLain Special Education f.e. |
| Yeager, Rebecca | 8/10/16 6/09/17 | BG-5 | 35,000.00 | Social Services Specialist-Robertson |
| Support (Hourly): | | | | |
| Alvarez, Wendy | 8/23/16 5/24/17 | IS-6 | \$ 10.81 | Teacher Assistant (TA)- Peary |
| Anderson, Nicole | 8/18/16 5/24/17 | IS-6 | 12.81 | Paraprofessional-Wright |
| Anderson, Quinn | 8/18/16 5/24/17 | IS-10 | 13.11 | Paraprofessional-Wright |
| Battle, Margo | 8/22/16 5/24/17 | MT-7 | 11.21 | Bus Driver |
| Beachy, Chloe | 8/16/16 5/24/17 | MT-1 | \$ 11.21 | Site Director-Mayo Demonstration Academy/ Before and After Care |
| Becknell, Dominique | 8/18/16 5/24/17 | IS-10 | 13.11 | Paraprofessional-Central |
| Bentiz-Uriostegui, Gloria | 7/26/16 6/30/17 | MT-3 | 9.76 .48 | Custodian-Plant Operations Shift differential |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-----------------------------|--------------------|--------------|-----------------|---|
| Berryman, Angela | 8/18/16 5/24/17 | IS-6 | 10.81 | Parateacher-East Central |
| Borens, Rachel | 8/01/16 6/30/17 | MT-3 | 9.81 .46 | Custodian-Mayo Shift differential |
| Brown, Imani | 8/08/16 5/24/17 | MT-7 | 11.21 | Bus Driver |
| Brown, Joshua | 8/09/16 6/30/17 | MT-3 | 9.35 .46 | Custodian-Jones Shift differential |
| Brown, Quinn | 8/18/16 5/24/17 | IS-6 | 11.21 | TA-Project Accept |
| Bush, Stephanie | 8/15/16 6/01/17 | CA-8 | 14.39 | Principal's Secretary- TRAICE |
| Campbell, Thomas | 8/18/16 5/24/17 | IS-6 | 10.81 | TA-Kendall-Whittier |
| Cardenas De Loeza, Marisa | 5/25/16 6/30/17 | MT-5 | 11.29 | Head Custodian-Skelly Return from leave |
| Carter, Wynton | 8/16/16 5/24/17 | MT-1 | 9.76 | Assistant Site Director- Patrick Henry/ Before and After Care |
| Charrier, Jane | 8/18/16 5/24/17 | IS-6 | 14.15 | TA-Grissom Return from leave |
| Flores, Maria | 7/23/16 6/30/17 | MT-3 | \$ 9.49 .47 | Custodian- Eastside Academy Shift differential |
| Galarza De Villegas, Carina | 8/18/16 5/25/17 | MT-1 | 8.87 | Child Nutrition Services (CNS) Assistant- East Central Return from leave |
| Garcia De Luna, Rosanni | 7/27/16 6/30/17 | MT-3 | 9.35 .46 | Custodian-McClain Shift differential |
| Garcia-Rubalcava, Rosa | 7/29/16 6/30/17 | MT-3 | 9.35 .46 | Custodian-Clinton Shift differential f.e. |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|------------------------|--------------------|--------------|-----------------|---|
| Hale, Samuel | 9/07/16 6/30/17 | MT-9 | 12.92 | Culinary Coordinator- ESC/Child Nutrition |
| Harrell, Vicki | 8/17/16 6/30/17 | MT-3 | 9.35 | Custodian-McClure |
| Hightower, Christopher | 8/18/16 5/24/17 | IS-10 | 14.31 | Paraprofessional-Hale f.e. |
| Hillman, Mary | 8/18/16 5/24/17 | IS-3 | 9.35 | TA-Celia Clinton |
| Hourez, Sabrina | 8/18/16 5/24/17 | IS-3 | 11.46 | TA-Kendall-Whittier |
| Hurling, Antonio | 8/22/16 5/24/17 | IS-6 | 11.21 | TA-Monroe Demonstration Academy |
| Jamison, Conqueen | 8/16/16 5/24/17 | MT-7 | 11.21 | Bus driver |
| Johnson, Jennifer | 8/18/16 5/24/17 | IS-6 | 10.81 | TA-Hamilton |
| Johnson, Sherron | 8/19/16 6/13/17 | CA-3 | 9.76 | Clerk-Central |
| Jones-Hawkins, Marco | 9/16/16 5/24/17 | MT-A | \$ 8.44 | Site Assistant- Eisenhower/ Before and After Care f.e. |
| Jones, Anthony | 8/22/16 6/30/17 | MT-3 | 9.35 .46 | Custodian-Jones Shift differential |
| Jones, Darren | 8/18/16 5/24/17 | IS-10 | 13.11 | ED Paraprofessional- Burroughs |
| Kelley, Leona | 8/17/16 6/30/17 | MT-3 | 9.35 .46 | Custodian-Plant Operations Shift differential |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|-----------------------|--------------------|--------------|-----------------|---|
| Khan, Sidra | 8/18/16 5/25/17 | MT-1 | 8.87 | CNS (Child Nutrition Services) Assistant-Lewis and Clark f.e. |
| Kirby, Abriella | 8/18/16 5/24/17 | IS-3 | 9.35 | TA-Jones |
| Knight, Amber | 8/18/16 5/24/17 | IS-6 | 11.21 | TA-Sequoyah |
| Laffita, Daniel | 8/22/16 6/30/17 | MT-3 | 9.35 | Custodian-Salk |
| Lankster, Haleigh | 8/18/16 5/24/17 | IS-6 | 10.81 | TA-Anderson f.e. |
| Lough, Anderson | 8/18/16 5/24/17 | IS-10 | 13.11 | Paraprofessional-Carnegie f.e. |
| Love, Laquesha | 8/08/16 5/26/17 | CA-3 | 10.84 | Clerk-Penn f.e. |
| Marshall, Doris | 8/24/16 5/24/17 | IS-6 | 12.46 | Parent Involvement Facilitator-Tulsa Met f.e. |
| Mays, Michael | 8/01/16 6/30/17 | TS-10 | 19.18 | PC Technician-ESC/ Client Services |
| McArthur, Brittany | 8/18/16 5/24/17 | IS-6 | \$ 10.81 | TA-McClure |
| McCleelan, Jozette | 8/18/16 6/13/17 | CA-3 | 9.76 | Clerk-McLain Jr. High f.e. |
| McKenzie, Cathy | 8/18/16 5/24/17 | IS-3 | 9.35 | Paraprofessional - Memorial f.e. |
| Minter, Darlene | 8/18/16 5/24/17 | IS-6 | 10.81 | Parateacher-Thoreau |
| Mitchell, Christopher | 8/18/16 5/24/17 | IS-10 | 13.11 | Paraprofessional - McLain |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|---------------------------|--------------------|--------------|-----------------|---|
| Munoz de Calcada, Leticia | 8/24/16 5/25/17 | MT-A | 11.38 | CNS Cook II-Hoover |
| Munoz, Edward | 8/01/16 6/30/17 | TS-10 | 19.18 | PC Technician-ESC Client Services |
| Nash, Tiajuanna | 8/16/16 5/24/17 | MT-7 | 11.63 | Bus Driver f.e. |
| Ogans, Sausha | 8/16/16 5/30/17 | CA-5 | 10.70 | Health Assistant-Kerr |
| Ogletree, Morgan | 8/18/16 5/24/17 | IS-6 | 11.21 | TA-Penn |
| Ortiz Claudio, Maria | 8/08/16 5/26/17 | CA-3 | 9.76 | Clerk-McClure |
| Owen, Darryl | 8/18/16 5/24/17 | IS-6 | 10.81 | TA-East Central |
| Petella, Joseph | 7/27/16 6/30/17 | MT-11 | 19.02 | Head Custodian- East Central Return from leave |
| Petit, Candise | 8/22/16 5/24/17 | IS-6 | \$ 12.46 | TA-Gilcrease f.e. |
| Portillo Cornejo, Alondra | 8/08/16 6/13/17 | CA-3 | 10.84 | Clerk-East Central |
| Rausch, Sandra | 8/18/16 5/24/17 | IS-10 | 13.11 | Paraprofessional-Salk |
| Record, Martin | 8/18/16 6/30/17 | MT-13 | 22.32 | Rofer Craftsperson- Maintenance Return from leave |
| Reich, Billye | 8/18/16 5/24/17 | IS-6 | 12.46 | TA-Lewis and Clark |
| Rodriguez, Andrus | 8/18/16 5/24/17 | IS-10 | 13.11 | Paraprofessional - Memorial Jr. High f.e. |

ELECTIONS - Continued

| Name | Effective Date | Degree/ Step | Contract Amount | Assignment |
|----------------------|--------------------|--------------|-----------------|--|
| Roney, Monnie | 8/08/16 5/26/17 | CA-3 | 10.84 | Clerk-Emerson |
| Ruiz Arambulo, Reyna | 8/09/16 6/30/17 | MT-3 | 9.35 .46 | Custodian-Eisenhower Shift differential |
| Sallis, Breona | 8/10/16 5/30/17 | CA-5 | 10.70 | Health Assistant-Marshall |
| Sharpe, Shannon | 8/18/16 5/24/17 | IS-6 | 11.84 | TA-Lanier |
| Shughart, Crystal | 8/18/16 5/24/17 | IS-6 | 10.81 | TA-Grissom |
| Six, Brandy | 8/18/16 5/24/17 | IS-6 | 14.31 | ED Paraprofessional - Hale Jr. High f.e. |
| Stalnaker, Linda | 8/22/16 5/25/17 | MT-1 | 10.11 | CNS Assistant-Gilcrease Return from leave |
| Stroud, Stephanie | 7/18/16 5/24/17 | MT-1 | \$ 9.35 | Assistant Site Director- Grimes/Before and After Care f.e. |
| Thurmond, Sheila | 8/08/16 5/26/17 | CA-3 | 9.76 | Clerk-Academy Central |
| Tyson, Shannon | 8/01/16 5/24/17 | MT-7 | 11.21 | Bus Driver |
| Vandyke, Christopher | 8/09/16 6/30/17 | MT-3 | 9.35 .46 | Custodian- Frost Head Start Shift differential |
| Victory, Tonya | 8/08/16 5/26/17 | CA-3 | 10.84 | Clerk-Eugene Field |
| Whayne, William | 8/12/16 6/30/17 | MT-3 | 9.49 | Custodian-Central Return from leave |
| Wilson, Linda | 8/08/16 5/26/17 | CA-3 | 10.90 | Clerk-Mayo Return from leave |
| Yackeschi, Lucinda | 8/30/16 5/25/17 | MT-2 | 9.83 | CNS Cook-Central Return from leave |

ADJUSTMENTS

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|-------------------------------------|---|--------------------|---|-----------------------|--|
| Certificated/Administrative: | | | | | |
| Arterberry, Chenani | Dean- Washington/ M-12 | 8/16/16 | \$ 39,476.00 2,242.96 2,403.00 | \$ 39,476.00 | Teacher-Washington/ English Additional days Dean |
| Barto, Laura | Teacher- Phoenix Rising/Special Education B-24 1-CI | 8/16/16 | 47,630.00 2,381.50 2,381.50 1,324.72 | 47,630.00 2,381.50 | Teacher-Clinton/ Special Education Special Education Alternative Education Additional days |
| Bevan, Karen | Teacher-Disney/ ELD M-14 | 8/16/16 | 42,834.00 | 44,455.00 | M60-14 |
| Boudrey, Lisa | Teacher- Robertson/ Special Education | 8/16/16 | 33,300.00 1,665.00 | 33,000.00 1,665.00 | Teacher-Marshall / Special Education |
| Briggs, Robert | Teacher-Clinton/ Geography D-7 | 8/16/16 | 40,145.00 | 40,145.00 2,007.25 | Teacher-Clinton/ Special Education |
| Bright, Dian | Instructional Coach-Wilson B-6 | 8/16/16 | 35,300.00 | 35,300.00 4,759.09 | Teacher-Nathan Hale Jr. High/Math Additional days |
| Brooks, Stephanie | CNS Traveling Manager-Ross BG-A | 8/10/16 5/26/17 | 19,121.00 | 21,500.00 | CNS Manager- Kendall-Whittier BG-B |
| Brown, Marianne | Teacher-Grimes/ Special Education M-23 | 8/16/16 | 49,436.00 2,471.80 | 51,844.00 2,592.20 | M30-23 Special Education |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|-----------------|---|--------------------|---|-----------------------------------|---|
| Caddy, Robyne | Teacher- MacArthur/ Grade 3 M30-32 3-CI | 8/16/16 | \$ 59,544.00 | \$ 59,544.00 2,777.00 | Teacher-MacArthur/ Special Education |
| Caldwell, Linda | Teacher-Grimes/ Pre-K M-9 Full-time | 8/16/16 | 47,736.00 | 24,368.00 | Teacher-Emerson/ Pre-K Half-time |
| Carvell, James | Teacher- Thoreau/ Math M-27 2-CI | 8/16/16 | 52,436.00 | 56,436.00 | Credit for Education M60-27 2-CI |
| Cochran, Todd | Teacher- Robertson/ Grade 2 | 8/16/16 | 37,916.00 | 37,916.00 1,895.80 | Teacher-Robertson / Special Education |
| Cohron, Wayne | Paraprofessional -Penn IS-6 | 8/16/16 5/25/17 | 10.81 | 32,900.00 1,645.00 | Teacher-Memorial B-0 Special Education |
| Cox, Catherine | Nurse-McLain B-24 | 8/16/16 | 47,630.00 | 49,936.00 | M-24 |
| Culley, Shenara | Teacher- Sequoyah/ Special Education M-5 | 8/16/16 | 35,976.00 1,798.80 | 35,976.00 1,831.00 | Counselor-Sequoyah Counselor |
| Durham, Jeffrey | Teacher- Phoenix Rising/ Career Tech B-20 1-CI | 8/16/16 | 45,430.00 2,271.50 1,262.22 2,289.00 | 45,430.00 2,271.50 1,262.22 | Teacher-TRAICE/ Science Alternative Education Additional days Career Tech |
| Farris, Heather | Library Teacher Assistant- Lindbergh IS-6 | 8/16/16 5/25/17 | 12.21 | 32,900.00 | Librarian-Lindbergh B-0 |
| Ganzel, James | Dean-McLain B-5 | 8/10/16 | 34,900.00 2,403.00 1,982.96 | 35,976.00 2,403.00 2,044.09 | M-5 Dean Additional days |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|------------------|---|--------------------|-----------------------------------|-----------------------------------|--|
| Gilliam, Christy | Teacher- Eugene Field/ Grade 4 B-0 | 8/16/16 | \$ 32,900.00 | \$ 36,300.00 | Teacher-Eugene Field/Grade 4 B-8 |
| Johnson, Ebony | Senior Director of Student Engagement- Enrollment Center/ Constituent and Student Services EG-11 1-CI | 9/1/16 | 103,243.00 | 85,846.52 9,135.00 | Interim Executive Director of Student and Family Support Services-Enrollment Center/Student and Family Support Services EG-11 Rate: \$103,243 Interim |
| Kouns, Tracy | Web Developer- ESC/ Communications CA-16 3-CI | 8/15/16 6/30/17 | 24.63 | 59,285.00 | Application Programmer- ESC/Information Technology BG-6 3-CI |
| Lane, Krysta | CNS Manager- Grimes BG-A | 8/10/16 5/26/17 | 18,463.00 | 20,679.00 | CNS Manager- Hamilton BG-B |
| Lawrence, Sandra | Librarian- East Central M-26 | 8/16/16 | 51,936.00 | 51,936.00 925.00 1,418.64 | Librarian-McLain High, Jr. High Alternative Education Additional days |
| Lepine, John | Teacher- McLain/English B-2 Half-time | 8/16/16 | 16,850.00 | 17,388.00 | M-2 Half-time |
| Looney, Teona | Bus Driver MT-7 | 8/16/16 5/25/17 | 11.02 | 33.300.00 | Teacher-Burroughs/ Music B-1 |
| Louie, Jamar | Teacher- McLain/P.E. B-3 | 8/16/16 | 34,100.00 | 34,100.00 1,705.00 968.75 | Teacher- McLain/TRAICE Alternative Education Additional days |
| Lykins, Mary | Counselor- Washington M-19 | 8/10/16 | 45,526.00 1,831.00 2,586.70 | 47,714.00 1,831.00 2,711.02 | M30-19 Counselor Additional days |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|--------------------|--|--------------------|----------------------|-----------------------|---|
| Mendenhall, Ginger | Teacher-Tulsa Met/ELD D-21 1-CI Full-time | 8/16/16 | \$ 42,861.00 | \$ 26,430.50 | Teacher-Tulsa Met/ ELD D-21 1-CI Half-Time Alternative Additional days |
| | | | 2,643.06 1,473.32 | 1,321.53 736.66 | |
| Metzer, Joseph | Teacher-Kerr, Disney, Jones and Cooper/ Music M-29 | 8/16/16 | 51,436.00 | 53,436.00 | Add Career Increments M-29 2-CI |
| Nabring, Charles | Teacher-Phoenix Rising/ Alternative Education B-2 | 8/16/16 | 33,700.00 | 33,700.00 | Teacher-McLain Seventh Grade Academy/Math Additional days Alternative Education |
| | | | 957.39 1685.00 | | |
| Oliver, Dominique | Teacher-Rogers Jr. High/Special Education M-04 Half-time | 8/16/16 | 17,788.00 | 35,576.00 | Teacher-Rogers Jr. High/ Special Education M-04 Full-time |
| | | | 889.40 | 1,685.00 | |
| Pratt, Joy | Paraprofessional -Grimes IS-6 | 8/16/16 5/25/17 | 10.81 | 32,900.00 1,645.00 | Teacher-Hoover/ Special Education B-0 |
| Quigley, Terry | Teacher-Rogers College Jr. High/ Alternative Education B-0 | 8/16/16 | 32,900.00 | 32,900.00 | Teacher-Robertson/ P.E. Alternative Education Additional days |
| | | | 1,645.00 934.66 | | |
| Quint, Jo | Teacher-Monroe Demonstration Academy/Gifted and Talented, ELD B-0 | 8/16/16 | 32,900.00 | 34,100.00 | Credit for Experience B-3 |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|------------------|--|--------------------|-----------------------------------|-------------------------------|---|
| Ramsey, Rue | CTE Program Specialist- ESC/College and Career Readiness EG-3 | 9/01/16 | \$ 57,830.00 | \$ 57,830.00 | Coordinator of Family and Community Engagement- Enrollment Center/ Student and Family Supports EG-3 |
| Ratliff, Socorro | Parateacher- Eisenhower IS-6 | 8/16/16 5/25/17 | 12.48 | 32,900.00 | Teacher-Eisenhower/ Grade 5 B-0 |
| Read, Charlotte | Instructional Coach-Wilson/ Teaching and Learning M-20 1-CI | 8/16/16 | 47,736.00 6,373.09 | 47,736.00 | Teacher-Memorial Jr. High/Math M-20 1-CI Additional days |
| Redmond, Joseph | Teacher- Washington/ TRAICE M-16 | 8/16/16 | 42,936.00 2,146.78 1,219.78 | 42,936.00 | Teacher-Washington/ History, US Government M-16 Alternative Education Additional days |
| Renfow, Jerry | Teacher- Phoenix Rising/ Alternative Education B-13 Full-time | 8/16/16 | 38,660.00 1,932.00 1,098.30 | 19,330.00 966.50 549.15 | Teacher-Juvenile Detention Center/ Half-time Alternative Education Additional days |
| Roark, Douglas | Counselor- Central M-3 | 8/16/16 | 35,176.00 1,831.00 1,998.64 | 35,176.00 | Teacher-Central/Art Counselor Additional days |
| Smith, Amber | Instructional Coach-Wilson M-3 | 8/16/16 | 35,176.00 4,796.73 | 35,176.00 | Reading Interventionist/ Rogers M-3 Additional days |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|--------------------------|---|--------------------|---|---------------------------------------|---|
| Stafford, Terri | Occupational Therapist- Enrollment Center/Special Education and Student Services BG-8 3/5 Time | 8/10/16 | \$ 30,982.00 3,000.00 | \$ 41,310.00 4,000.00 | 4/5 Time Rate: \$51,637.00 Occupational Therapist |
| Todd, Deshawna | Teacher- McKinley/ Grade 1 B-05 | 8/16/16 | 34,900.00 | 35,976.00 | Teacher-McKinley/ Grade 1 M-5 |
| Wattoff, Elizabeth | Teacher-Rogers College Jr. High/ Math B-12 | 8/16/16 | 38,020.00 | 39,476.00 | M-12 |
| William, Wendy | Teacher- Shadow Mountain Behavioral Health/Special Education B-09 | 8/16/16 | 36,800.00 1,840.00 1,045.45 1,840.00 | 36,800.00 1,840.00 1,045.45 | Teacher-Shadow Mt Behavioral/ Alternative Education Additional days Special Education |
| Yevtushenko, Maria | Teacher-Edison MS/Russian B-13 Full-time | 8/16/16 5/25/17 | 38,660.00 | 19,330.00 | Teacher- Sequoyah/ELD B-13 Half-time |
| Support (Hourly): | | | | | |
| Angelo, Violet | Head Custodian- Celia Clinton MT-6 | 7/14/16 6/30/17 | \$ 12.60 | \$ 11.77 | Head Custodian- TRAICE MT-5 |
| Ayers, Juanita | Custodian-Plant Operations MT-3 | 7/29/16 6/30/17 | 10.97 .52 | 11.29 | Head Custodian- Owen MT-5 Shift differential |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|--------------------------------|---|--------------------|---------------------|----------------------|---|
| Baker, Sydney | Clerk- Eugene Field CA-3 181 days | 8/18/16 6/13/17 | \$ 11.56 | \$ 11.56 | Clerk-Clinton CA-3 172 days |
| Cartwright, Diana | Site Assistant- Before and After Care MT-A | 8/19/16 5/25/17 | 8.29 | 8.87 | CNS Assistant- Robertson MT-1 |
| Chavez, Irma | Custodian-Plant Operations CA-3 | 8/01/16 6/30/17 | 10.90 | 10.90 .54 | Custodian-Enrollment Center Shift differential |
| Clayton, Margaret | Custodian-Dual Language Academy MT-3 2-CI | 7/26/16 6/30/17 | 12.23 .61 | 13.21 | Head Custodian- Hawthorne MT-5 2-CI Shift differential |
| Damien De Los Reyes, Janeth | Clerk- Rogers Jr. High CA-3 7hrs/day 172 days | 8/08/16 6/13/17 | 10.30 | 10.30 | Clerk-Rogers CA-3 8hrs/day 195 days |
| Gamble, Jacqueline | Principal's Secretary- Cooper CA-8 | 8/08/16 6/13/17 | 15.80 | 14.38 | Clerk-Central CA-3 |
| Helt, Michael | Heavy Equipment Craftsperson- Maintenance MT-11 | 8/15/16 6/30/17 | 14.58 | 15.89 | PC Technician-ESC/ Client Services TS-9 |
| Hernandez, Esmeralda | Health Assistant- Columbus CA-4 | 8/18/16 6/13/17 | 11.38 | 10.64 | Clerk-East Central CA-3 |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|----------------------------|--|--------------------|---------------------|----------------------|---|
| High, Melissa | TA-Robertson IS-3 6hrs/day 172 days | 8/08/16 5/26/17 | \$ 12.71 | \$ 12.71 | Clerk-Robertson CA-3 181 days |
| Hill, Lynn | TA-Porter IS-3 6hrs/day | 8/18/16 5/24/17 | 12.85 | 12.85 | TA-Skelly IS-3 7hrs/day |
| James, Marissa | Bus driver- Transportation MT-7 | 8/15/16 5/24/17 | 11.21 | 9.92 | Bus assistant- Transportation MT-A |
| Judd, Stacy | Parent Involvement Facilitator- Rogers Jr. High IS-6 | 8/08/16 6/13/17 | 12.70 | 11.65 | Clerk-Rogers Jr. High CA-3 |
| Kelly, Michelle | Paraprofessional -Wright IS-10 | 8/18/16 5/24/17 | 15.83 | 12.32 | Paraprofessional- Skelly Upper IS-3 |
| Leggett-Beard, Jennifer | Parent Involvement Facilitator-Key IS-6 | 8/16/16 5/24/17 | 11.14 | 10.41 | Clerk-Patrick Henry CA-5 |
| Lopez, Veronica | TA-Anderson IS-3 | 8/08/16 5/26/17 | 9.35 | 9.35 | Clerk-Anderson CA-3 |
| Lynch, Vickie | Principal's Secretary- Eugene Field CA-8 185 days | 8/09/16 6/13/17 | 13.49 | 12.15 | Clerk-Hale CA-3 12 months |
| Malone, Michelle | TA-Penn IS-6 6hrs/day | 8/18/16 5/24/17 | 12.48 | 12.48 | TA-Anderson IS-6 7hrs/day |
| Manns, Patricia | Head Custodian- Burroughs MT-5 | 7/29/16 6/30/17 | 11.90 | 12.85 | Head Custodian- Cherokee Legacy Charter MT-7 |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|----------------------------|---|--------------------|---------------------|----------------------|--|
| Metrailler, Robin | TA-Memorial IS-6 8hrs/day | 8/18/16 6/13/17 | \$ 12.48 | \$ 12.48 | Clerk-Memorial CA-3 7hrs/day |
| Morris, Tonya | Custodian-Frost MT-3 | 8/01/16 6/30/17 | 9.91 .49 | 10.70 | Head Custodian- Tulsa Legacy MT-5 Shift differential |
| Norris, Michael | Custodian-Celia Clinton MT-3 | 7/14/16 6/30/17 | 9.88 .49 | 10.76 | Head Custodian- Celia Clinton MT-6 Shift differential |
| O'Brien-Hicks, Jennifer | Autism Paraprofessional -Columbus IS-10 | 8/18/16 6/13/17 | 14.42 | 12.76 | Clerk-Rogers Jr. High CA-3 |
| Perry, Valerie | TA-Hale IS-6 8hrs/day | 8/18/16 6/13/17 | 13.08 | 13.08 | Clerk-Hale CA-3 7hrs/day |
| Perryman, Terry | Labor Journey person- Maintenance MT-7 | 7/04/16 6/30/17 | 11.92 | 13.49 | Painter Craftsperson- Maintenance MT-11 |
| Ponder, Mary | Cook II- Eugene Field MT-3 | 8/29/16 5/25/17 | 10.30 | 11.22 | Assistant CNS Manager -Eugene Field MT-6 |
| Robertson, Brenda | CNS Assistant- Mark Twain MT-1 | 8/15/16 5/25/17 | 9.03 | 9.75 | CNS Cook II-ESC/ Child Nutrition MT-3 |
| Robinson, Jim | Grounds Journey person- Maintenance MT-8 | 7/18/16 6/30/17 | 13.91 | 14.88 | Grounds Lead- Maintenance MT-9 |
| Simpson, Billy | Custodian- Clinton MT-03 | 8/17/16 6/30/17 | 9.81 | 9.81 .46 | Custodian-Marshall MT-3 Shift differential |

ADJUSTMENTS - Continued

| Name | Position Grade/Step (if applicable) | Effective Date | Present Contract | Proposed Contract | Reason |
|--------------------|--|--------------------|---------------------|----------------------|---|
| Strout, Lauren | Assistant Site Director-Patrick Henry/Before and After Care MT-3 | 8/17/16 5/24/17 | \$ 10.84 | \$ 12.97 | Site Director-Patrick Henry/Before and After Care MT-6 |
| Taylor, Etta | ED Paraprofessional -Burroughs IS-10 7hrs/day 172 days | 8/08/16 5/26/17 | 13.11 | 11.60 | Clerk-Burroughs CA-3 8hrs/day 181 days |
| Templeton, Doreen | CNS Assistant- McLain MT-1 | 8/18/16 5/24/17 | 8.87 | 9.35 | Parent Involvement Facilitator-Gilcrease IS-3 |
| Thornton, Susan | TA-Hoover IS-3 1-CI 6hrs/day 172 days | 8/08/16 5/26/17 | 11.62 | 11.62 | Clerk-Hoover CA-3 1-CI 8hrs/day 181 days |
| Wagner, Zackary | Grounds Laborer- Maintenance MT-4 | 8/15/16 6/30/17 | 10.23 | 11.74 | Grounds Journey person- Maintenance MT-8 |
| Washington, Golden | Clerk-Rogers College Jr. High CA-3 | 8/08/16 5/24/17 | 9.49 | 11.84 | Parent Involvement Facilitator – Rogers College Jr. IS-6 |

LEAVES OF ABSENCE

| Name | Effective Date | Assignment |
|-------------------------------------|----------------|--|
| Certificated/Administrative: | | |
| Anderson, Amanda | 7/08/16 | Teacher-Sequoyah/Grade 1 |
| Buell, Jenna | 8/05/16 | Teacher-Zarrow/ Grade 5 |
| Bustinza, Alejandra | 8/09/16 | Teacher-McKinley/ ELD |
| Cannizzaro, Sally | 8/02/16 | Teacher Coach-Wilson/Teaching and Learning |
| Depalma, Cynthia | 7/07/16 | Teacher-Mayo/Gifted and Talented |
| Depalma, Daniel | 7/07/16 | Teacher-Kerr/Enrichment Art |
| Gabriel, Jenny | 9/12/16 | Teacher-Whitman/Special Education |
| Grooms, Rebecca | 7/28/16 | Assistant Principal-Memorial |
| Howard, April | 8/24/16 | Teacher-Eugene Field/ Grade 3 |
| Ide, Judith | 7/23/16 | Teacher-Salk/Special Education |
| Jones, Cynthia | 9/01/16 | Teacher-Celia Clinton/Grade 5 |
| Parker, Erica | 8/13/16 | Teacher-Chouteau/Fine Arts |
| Place, Elizabeth | 8/16/16 | CNS Traveling Manger-Ross |
| Richardson, Donna | 7/28/16 | CNS Manager-Sequoyah |
| Support (Hourly): | | |
| Blanton, Carol | 8/10/16 | TA-Mark Twain |
| Brooks, Georgia | 8/16/16 | Floor Crew-Maintenance |
| Chavez-Lopez, Neydy | 8/25/16 | CNS Assistant-Rogers |
| Cing, Zuan | 8/01/16 | Custodian-Webster |
| Evans, Latonya | 8/18/16 | Principal Secretary-Anderson |
| Gladd, Dorothy | 8/18/16 | CNS Assistant Manager-East Central |

LEAVES OF ABSENCE - Continued

| Name | Effective Date | Assignment |
|---------------------------|----------------|--|
| Goffe-Newman, Roxanne | 8/04/16 | Benefits Specialist-ESC/Talent Management |
| Gonzalez-Montano, Lorenzo | 8/02/16 | Custodian-Patrick Henry |
| Jay, Louis | 8/04/16 | Head Custodian-Robertson |
| Leonard, Nancy | 7/18/16 | Bus Driver-Transportation |
| Manning, Stuart | 8/01/16 | CNS Assistant Manager-Sequoyah |
| Mejia, Gabriela | 8/10/16 | CNS Assistant-East Central |
| Miller, Loretta | 8/08/16 | Head Custodian-ESC |
| Morris, Nakia | 8/03/16 | CNS Cook-ECDC-Reed |
| Moseby, Billie | 8/16/16 | TA-Jackson |
| Parker, David | 7/05/16 | Custodian-Rogers |
| Parker, Robert | 7/27/16 | Carpentry Foreperson-Maintenance |
| Peacock, Patricia | 8/22/16 | CNS Assistant-Eugene Field |
| Peterson, Carolina | 8/17/16 | Warehouse Distribution Specialist-Warehouse/Materials Management |
| Prince, Linda | 7/02/16 | Paraprofessional-Eugene Field |
| Record, Martin | 8/03/16 | Roofer Craftsperson-Maintenance |
| Rogers, Rachel | 8/08/16 | Autism Paraprofessional-Marshall |
| Spencer, Billy | 6/06/16 | Bus Driver-Transportation |
| Thang, Ngo | 8/01/16 | Custodian-Webster |
| Upman, Belva | 5/19/16 | CNS Assistant-Patrick Henry |
| Yackeschi, Lucinda | 5/18/16 | CNS Cook-Central |

RETIREMENTS

| Name | Effective Date | Assignment |
|-------------------------------------|----------------|--------------------------|
| Certificated/Administrative: | | |
| Cressman, Sherrill | 8/16/16 | Teacher-Chouteau/Grade 6 |

RESIGNATIONS

| Name | Effective Date | Assignment |
|-------------------------------------|----------------|---|
| Certificated/Administrative: | | |
| Adams, Joy | 8/11/16 | Teacher-Hale Jr. High/P.E. |
| Akin, Jake | 8/05/16 | Teacher-McLain/English |
| Anderson, Shelby | 8/11/16 | Teacher-Monroe Demonstration Academy/P.E. |
| Biondi, Jessica | 8/13/16 | Teacher-Hawthorne/Kindergarten |
| Carreno, Josephine | 8/09/16 | Teacher-Eisenhower/Grade 4 |
| Conner, Jonathan | 8/17/16 | Teacher-McClain/Advanced Math |
| Ehrle, Robert | 8/08/16 | Counselor-Carver |
| Farnsworth, Kris | 8/18/16 | Teacher-Salk/Grade 6 |
| Gaffen, Jeff | 8/17/16 | Teacher-Edison /Advanced Math |
| Gernhardt, Lindsay | 5/23/16 | Teacher-Tulsa Met/Grades 7 and 9 |
| Jimenez, Pablo | 8/11/16 | Teacher-Hale Jr. High/Spanish |
| Jones, Leah | 5/25/16 | Teacher-Jackson/Grade 1 |
| Kelley, Poppy | 8/08/16 | Teacher- Rogers Jr. High/French |
| Ligon, Mark | 8/01/16 | Teacher-Eisenhower /PE |
| Martin, David | 8/22/16 | Teacher-Edison/Math Interventionist |
| McKeeman, Mary | 7/29/16 | Teacher-Cooper/Spec Education |
| Miller, Rita | 8/11/16 | Teacher-Sequoyah/Grade 3 |

RESIGNATIONS - Continued

| Name | Effective Date | Assignment |
|----------------------------|----------------|--------------------------------------|
| Nelson, Pamela | 8/09/16 | Social Services Specialist-Robertson |
| Ozdemir, Katelyn | 8/03/16 | Teacher-Cooper/ELD |
| Phillips-Goodnight, Deadra | 8/11/16 | Teacher-East Central /Career Tech |
| Quale-Piper, Kimberly | 8/01/16 | Dean-Memorial |
| Rainwater, Terry | 8/19/16 | Teacher-Rogers College Jr. High |
| Searan, Michaella | 8/08/16 | Teacher-Hawthorne/Kindergarten |
| Townsend, Mary | 8/01/16 | Teacher-Kerr/Music |
| Ullsperger, Cody | 8/09/16 | TFA Teacher-Whitman /Grade 3 |
| Vachpittack, Charles | 8/05/16 | Teacher-Wright /Grade 4 |
| Waddell, Joshua | 8/05/16 | Counselor-East Central Jr. High |
| Weaver, Isaiah | 7/29/16 | Teacher-Memorial/Drama |
| Whayne, Kimberly | 8/08/16 | Teacher-Central/Science |
| Winrich, Sherm | 8/11/16 | Teacher-Burroughs/Music |
| Wright, Steven | 8/12/16 | Teacher-Key/Enrichment ,Music |
| Support (Hourly): | | |
| Allgood, Matt | 8/16/16 | CNS Cook-Street School |
| Bennett, John | 8/03/16 | TA-Carver |
| Berens, Nicholaus | 8/18/16 | Parateacher-McLain |
| Bowler, Courtney | 8/15/16 | Principal Secretary-Marshall |
| Branch, Susan | 6/01/16 | Clerk-Edison |
| Briscoe, Peter | 8/10/16 | Custodian-Transportation |
| Brownell, Samantha | 8/03/16 | MD Paraprofessional-Chouteau |
| Butler, Dwight | 8/10/16 | Bus driver-Transportation |

RESIGNATIONS - Continued

| Name | Effective Date | Assignment |
|--------------------------|----------------|---|
| Carey, Mary | 7/26/16 | Site Director-Patrick Henry/Before and After Care |
| Dumbar, Maureen | 8/02/16 | Parateacher-Thoreau |
| Estrada, Darla | 8/18/16 | Cook II-Peary |
| Flanders, Carol Anne | 8/17/16 | TA-Anderson |
| Ford, John | 7/27/16 | Clerk-McLain |
| Gillespie, Brenda | 8/11/16 | Bus assistant-Transportation |
| Green Collins, Karen | 8/12/16 | Health Assistant-Zarrow |
| Hale, Julie | 8/04/16 | TA-Hamilton |
| Harris, Tennile | 8/06/16 | CNS Assistant-Academy Central |
| Harvey, Rolanda | 8/05/16 | CNS Cook-Academy Central |
| Hinckley, Jackie | 8/15/16 | TA-Carver |
| Horton, Brenda | 9/09/16 | Clerk-Washington |
| Jett, Amy | 7/29/16 | Clerk-Hale |
| Karlin, Dana | 6/01/16 | Library TA-Eisenhower |
| Kovach, Shaunda | 7/25/16 | Paraprofessional-Cooper |
| Kummers, Hilary | 5/17/16 | TA-Lindbergh |
| Loffer, Glynda | 8/08/16 | Clerk-Hamilton |
| Marshall, Sara | 8/16/16 | TA-East Central |
| Murphy, Linda | 8/16/16 | TA-Kendall-Whittier |
| Navas, Monica | 6/01/16 | Clerk-McClure |
| Olden, Tammara | 8/09/16 | TA-Lindbergh |
| Parks, Cynthia | 8/03/16 | Autism Paraprofessional-Marshall |
| Perez-Gutierrez, Divanny | 8/15/16 | TA-McClure |

RESIGNATIONS - Continued

| Name | Effective Date | Assignment |
|-------------------|----------------|--|
| Pierce, Daniel | 8/08/16 | Master Craftsperson-Transportation |
| Rangi, Manpreet | 8/17/16 | TA-Celia Clinton |
| Reed, Payton | 8/01/16 | Health Assistant-Kerr |
| Robinson, Adolfo | 7/29/16 | Assistant Head Custodian-Edison |
| Rollins, Mario | 8/08/16 | Security Officer-ESC/Campus Police |
| Sauceda, Cynthia | 8/10/16 | TA-Peary |
| Shaske, Tria | 8/12/16 | Special Needs Bus Driver-Transportation |
| Shavon, Allen | 8/17/16 | TA-Whitman |
| Stanton, Johnthan | 8/12/16 | Bus driver-Transportation |
| Sundquist, Joshua | 6/25/16 | Bus driver-Transportation |
| Thomas, Sherri | 8/08/16 | TA-Wright |
| Thompson, Tina | 8/04/16 | CNS Assistant-Hamilton |
| Tipton, Shante' | 7/25/16 | Site Director-Lanier/Before and After Care |
| Tyson, Shannon | 8/09/16 | Bus Driver-Transportation |
| Walls, Ladona | 8/03/16 | Health Assistant-ECDC Porter |
| Warren, Shayla | 8/12/16 | Health Assistant-Emerson |
| Whitley, Tabatha | 8/12/16 | Assistant CNS Manager-Memorial |
| Woods, Jennifer | 8/15/16 | CNS Assistant-Robertson |

TERMINATIONS

| Name | Effective Date | Assignment |
|--------------------------|----------------|---|
| Support (Hourly): | | |
| Brown, Joshua | 8/11/16 | Custodian-Jones |
| Goffe-Newman, Roxanne | 8/11/16 | Benefits Specialist-ESC/Talent Management |

SUBSTITUTE AND TEMPORARY ELECTIONS

Substitute Teachers

| | | |
|------------------------|----------------------------|---------------------------|
| Adams, John | Dudley, Kristina | Ivory, Ebon |
| Alexander, Thomasine | Dudley, Patience | Jackson, Sandra |
| Alvarez, Deidre | Dugger, Leigh Ann | Jacobs, Randy |
| Amoah, Linda | Dunlap, Richard | Jeffrey-Dunbar, Gwendolyn |
| A'Neal, Sharon | Duran Gamez, Odalys | Jenkins, Paulette |
| Arivett, Angelia | Earl, Roger | Johnson, Betty Jo |
| Armstrong, Ingrid | England, John | Johnson, Charles |
| Arnold, Evelyn | Erivin, John | Jones, Lacresha |
| Ayodele, Phyllis | Evans, Kathleen | Jones, Sandra |
| Ayodele, Yetunde | Evans, Beverly | Kassisieh, Peggy |
| Bailey, Tonya | Everidge, Barbara | Keley, Jacqueline |
| Baker, Lynetta | Farrar-Ailsworth, Monalisa | Kerr, Donna |
| Bare, Brenda | Fitzhugh, David | Kirk, Ivy |
| Barnett, Cerita | Foster, Mark | Krueger, Sarah |
| Basnett, Patricia | Frayser Jr., Robert | Ladd, Joy |
| Battle, Margo | Frisbee, Judith | Lawrence, Donna |
| Bell, Danielle | Gibbs-Zor, Norma | Leddy, Amy |
| Bland, Amanda | Glass, Tianna | Lee-Akeredolu, Rachel |
| Blythe, Brenda | Glenn, Jo | Lehman, Kathryn |
| Boyd, Nicole | Goff, Carmelitha | Lewis, Angel |
| Bracho Reyes, Yujany | Goodwin, Brenda | Lewis, Robert |
| Broker, Wesley | Grace, Joyce | Lindsey, Wesley Paul |
| Brown, Kevin | Guess, Delois | Lloyd-Evans, Anna |
| Brunson, Garlan | Haight, Judy | Lovelace, Merry |
| Burkhalter, Alex | Hale, Linda | Lugar, Durand |
| Cairl, Judith | Haley, Eddy | Madden, Christabell |
| Carrel-Johnston, Danna | Hampton, Sandra | Mason, Barney |
| Carroll, Darlene | Hankins, Latrice | Mass, Cheryl |
| Chapman, Debra | Harison, Kevin | Mathis, Jameka |
| Chatman, Elena | Harris, Takesha | Mayo, Zenobia |
| Chowning, Julita | Hart, James | McCarthy, Gregory |
| Clark, Gregory | Hartman, Richard | McGhee, Jack |
| Clark, Vicki | Hasse, Cindy | McKerley, Craig |
| Cobbins, Shirley | Hawkins, Roberta | McKitrick, Lillie |
| Coleman, Cornelius | Helfenbein, Connie | McLerran, Casey |
| Cook, Kinsey | Henderson, Berry | McQueen, Bernadette |
| Cotton-Oliver, Mary | Henderson, Queta | Meek, Elaine |
| Cox, Cara | Hendricks, Stephen | Meeks, Margaret |
| Crabbe, Jo Lyn | Hines, Robin | Miller, Charlotte |
| Cruel, Kimberly | Holmes Jones, Dianne | Mills, Jessie |
| Cumby, Barbara | Howell, Renner | Miskell, Darrell |
| Daniels, Kerry | Hoyer, Carla | Mitchell, Jessica |
| Davis, Barbara | Hurd, Carlie | Monhollon, Susan |
| Dean, Tonya | Hurd, Demetra | Moore, Jama |
| Dick, Merleanna | Hyslop, Julia | Moore, Karen |
| Driver, Shawn | Ijaz, Samra | Moore, Michael |
| Driver, Bre'Ana | Irvin, Isaiah | Morain, Brook |

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Substitute Teachers

| | | |
|------------------------|----------------------|---------------------------|
| Moreno, Claudia | Sampson, Wilfred | Tumy, Suzanne |
| Morgan, Timothy | Sanchez, Kellie | Vargas, Orlando |
| Morris, Haskell | Satterfield, Gloria | Vess, Carla |
| Mott, Lisa | Shaw, Renee | Wade, Donna |
| Murphy, Linda | Sheets, Joe | Walker, Danielle |
| Musungayi, Nkaya Tina | Shreve, Vada | Ward, Shannon |
| Newcomer, Jean | Simpson, Christopher | Wayland, Judy |
| Nichols, Rebecca | Smith, Denise | Westfall, Leslie |
| Owen, Erin | Soper, Paula | Wheeler, Pat |
| Owens, Cecilia | Stampley, Martin | Wherry, Lucille |
| Pappas, Friday | Stanton, Venus | White, Joseiah |
| Parker, Princess | Stevens, Carolina | White, Phyllis |
| Parks-Alberts, Melanie | Stunkard, Sherri | Williams, Ora |
| Paschall, Jeana | Talent, Karmen | Williams-Hardy, Christine |
| Paul, Leslie-Ann | Taylor, Melody | Wilson, Shellie |
| Perez, Jose | Taylor, Melva | Wissen, Beverly |
| Perry, Jennifer | Thomas, Deborah | Wold, Debra |
| Phillips, Kelsey | Thomas, Delores | Womack, Beulah |
| Pick, Deborah | Thompson Jr, Lester | Wright, Cheryl |
| Pickard, Suzanne | Thorpe, Ivy | Wright, Shaundra |
| Pimentel, Sana | Tiger, Anthony | Wright, Elizabeth |
| Pipkin, Jocelyn | Tilley, Sandra | Yarbrough, Donna |
| Polk, Beth | Toby, Harold Scott | Young, Johnny |
| Praker, Mary Ann | Torres, Kenny | Youngblood, Kaitlin |
| Reagan, Raven | Tottress, Janiace | Zeigler, Taulease |
| Rodgers, Robert | Tottress, Barbara | Zouioueche, Nadjia |
| Rollerson, Leon | Townsend, Joy | Zugelder, Nicole |
| Rose, Rutha | Troutt, Linda | |
| Saladin, Paul | Tumy, Robert | |

Temporary Educational Staff

Boudet, Veronique
Furlow, Carie
Moses, Anita
Skaggs, Cecille
Williams, Cathy

Accompanists

Hardrider, Dorothy
John, Cynthia
Lundgren, Loretta

Artists-in-Residence

Anderson, Kolby
Bradford, Davontai
Clark, Denna
Graham, Nicole
Jackson, Jerrell
James, Marcus
Northrop, Jason
Robertson, Jayson
Rollerson, Leon

Social Services Specialist

Lee, Keasha

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Interpreters

Hays, Mary
Lane, Darla
Potter, Julie

Tutors

Boyer, Jennifer f.e.
Coleman, Cornelious
Flynn, Rebecca
Hale, Linda
Haws, Julie
Iten, Therese
Livingston, Leslie
Padalino, Thomas
Rodehaver, Jennifer

Clerks

Jimenez, Alicia
Smith, Rita
Steele, Sandy

Custodian

Butler, Montfrey
Perez, Jose

Bus Drivers

Johnson, Betty Jo
Marshall, Bernadette
Tiger, Anthony

CNS

Carruth, Courtney
Castillo, Danielle
Clonts, Georgia
Colin Mora, Claudia
Deloache, Sam
Echols, Misty
Fortney, Mavis
Garcia, Angelica
Gilbreath, Jack
Green, Lucretia
Hoffman, Vickie

Jihad, Aseelah
Kinnard, William
Lewis, Leshena
Lincoln, Addie
McCaskill, Ebony
McDowell, Sheree
Mercado-Echevarria, David
Moss, Christa
Rice, Ramona
Ritterhouse, Mary
Salisbury, Sarah

Sherman, Joshua
Simpson, Shelly
Stocker, Suzanne
Thompson, Betsy
Tshiyamba, Marleine
Warren, Kahlie
Washington, Brittany
West, Marty
Widger, Eric
Witt, Donna

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Adjunct Teachers

East Central – 11-000-1000-501930-820-136000-201-07-710

Jose Escobedo Avila, Soccer Assistant @ \$1,202, March 1, 2017 to June 4, 2017

Monroe Demonstration Academy – 11-000-1000-501930-810-136000-201-07-563

Kaleb Logan, Cheerleading Varsity @ \$2,060, August 1, 2016 to November 6, 2016

East Central – 11-000-1000-501930-820-136000-201-07-710

William Childs, Boys Basketball @ \$2,577, November 1, 2016 to March 12, 2017

Edison – 11-000-1000-501930-820-136000-201-07-712

Terry Bradford, 9th Grade Football Coach @ \$2,877.00, August 1, 2016 to November 6, 2016

Webster – 11-000-1000-501930-820-136000-201-07-740

Ronald Bowman, Boys Basketball @ \$2,577, November 1, 2016 to March 12, 2017

Thoreau – 11-000-1000-501930-820-136000-201-07-573

Scott Childers, Football Coach @ \$1,373, August 1, 2016 to November 6, 2016

Edison Jr. High – 11-000-1000-501930-810-136000-201-07-537

Jeannetta Elliott, Girls Basketball @ \$1,145, November 1, 2016 to March 12, 2017

Rogers – 11-000-1000-501930-810-136000-201-07-730

Jessie Pitts, Volleyball Coach @ \$1,202, August 1, 2016 to November 6, 2016

Washington – 11-000-1000-501930-810-136000-201-07-735

Shelby Swanson, Volleyball Coach @ \$3,371, August 1, 2016 to November 6, 2016

Edison – 11-000-1000-501930-820-136000-201-07-712

James Shields, Wrestling Coach @ \$2,142, November 1, 2016 to March 12, 2017

Memorial – 11-000-1000-501930-820-136000-201-07-725

Dewayne Whittaker, 9th Grade Football Coach @ \$2,877, August 1, 2016 to November 6, 2016

Memorial – 11-000-1000-501930-820-136000-201-07-725

Travis Stallings, Wrestling Coach @ \$2,142, November 1, 2016 to March 12, 2017

Webster – 11-000-1000-501930-820-136000-201-07-740

Kevin Crow, Wrestling Coach @ \$2,142, November 1, 2016 to March 12, 2017

Hale – 11-000-1000-501930-820-136000-201-07-715

Bruce Madden, Football Coach @ \$3,335, August 1, 2016 to November 6, 2016

Memorial – 11-000-1000-501930-820-136000-201-07-725

Forest Whitaker, 9th Grade Football Coach @ \$2,877, August 1, 2016 to November 6, 2016

Webster – 11-000-1000-501930-810-136000-201-07-740

Eddie Massey, Girls Cross Country Coach @ \$1,008, August 1, 2016 to November 6, 2016

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

Adjunct Teachers

Webster – 11-000-1000-501930-810-136000-201-07-740

Matthew Levenson, Boys Soccer @ \$3,878.00, March 1, 2017 to June 4, 2017

Hale – 11-000-1000-501930-820-136000-201-07-715

Aaron Petty, Football Coach @ \$3,335, August 1, 2016 to November 6, 2016

Edison – 11-000-1000-501930-820-136000-201-07-712

11-000-1000-501930-810-136000-201-07-712

Michael Deckard, Baseball Coach @ \$2,667, August 1, 2016 to November 6, 2016

Michael Deckard, Softball Coach @ \$2,667, August 1, 2016 to November 6, 2016

East Central – 11-000-1000-501930-820-136000-201-07-710

11-000-1000-501930-810-136000-201-07-710

Samuel Stacey, Cross Country Coach @ \$1,008, August 1, 2016 to November 6, 2016

Samuel Stacey, Track Coach @ \$1,200, March 1, 2017 to June 4, 2017

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

CNS Multiple Café Site Managers (Operations and Administrative) Stipend:

For full operational and administrative supervision of multiple café sites, managers will receive a monthly stipend of \$400.00 per fully staffed and operating kitchen. Maximum number of sites to be assigned to each manager is (2). This stipend will allow a reduction of average labor cost, annually, by approximately 750 labor hours or \$12,000 per site.

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

Pay the following cafeteria managers a stipend of \$800/month August-May 2016-2017 to manage all operational and administrative café duties for the dual sites listed below for the 2016-2017 school year.

Tonnie Hayes: Edison Middle and Edison (\$800.00 monthly)
Francis Edwards: Skelly Primary and Skelly (\$800.00 monthly)
Mary Neely: Hale Jr. High and MacArthur (\$800.00 monthly)
Janis Perez: Rogers and Street School/Margaret Hudson (\$800.00 monthly)
Diana Schafer: Memorial High and Key (\$800.00 monthly)
Krysta Lane : Hamilton and Tulsa Met (\$800.00 monthly)
Tabitha Ponder: McKinley and Mitchell (\$800.00 monthly)
Judy Austin: Carver and Burroughs (\$800.00 monthly)
Delores Boone: Gilcrease and Bunche ECDC (\$800.00 monthly)
Susan Laird: Monroe Demonstration Academy and Penn (\$800.00 monthly)
Kathy McKinney: Hoover and Lanier (\$800.00 monthly)
Patricia Jennings: Grissom and Carnegie (\$800.00 monthly)

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES - Continued

CNS Multiple Café Site Manager (Administrative and Full Service TPS Satellites) Stipend:

For administrative supervision of multiple café sites and/or TPS satellites receiving full service out of (1) full operating kitchen. Managers will receive a monthly stipend of \$200.00 per site.

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

Pay the following cafeteria managers a stipend of \$200/month August-May 2016-17 to manage all administrative café duties for the sites listed below for the 2015-2016 school year.

Renee Davidson: McLain and McLain Middle (\$400.00 monthly)
Michelle Morris: Central High and Central Jr. High (\$400.00 monthly)
Tammy Dunn: Bell and Bell Primary (\$400.00 monthly)
Dawn Grigsby: BTW, TRAICE Middle/High, Phoenix Rising (\$600.00 monthly)

CNS Multiple Café Site Manager (TPS Satellites/ on-Site Charters – meals only):

For administrative supervision of TPS satellites receiving meals only, Managers will receive a monthly stipend of \$75.00 per site.

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

Pay the following Cafeteria Managers a stipend of \$75/month August-May 2016-17 to manage all administrative café duties for the sites listed below for the 2015-2016 school year.

Pam Carmens: Tulsa Learning Academy

CNS Area Manager Supervision -22-3850-3120-501210-700-000000-109-03-053

Area Manager – Sheila Russell

Pay a monthly stipend at the rate of \$125.00 for direct monitoring of operations for TPS contracted and satellite programs, August 2016- May 2017. Stipend at the rate of \$25.00 per contracted meal site up to a maximum of \$300.00.

of contracted meal sites – 5 (2 CAP sites, Margaret Hudson, Street School, Bell Primary)

Area Manager – Debbie Cearley

Pay a monthly stipend at the rate of \$200.00 for direct monitoring of operations for TPS contracted and satellite programs, August 2016- May 2017. Stipend at the rate of \$25.00 per contract/satellite meal site up to a maximum of \$300.00.

of contracted meal sites – 8 (4 CAP sites, Hutcherson YMCA, 3 Charter sites)

Area Manager – Kurt Stillman

Pay a monthly stipend at the rate of \$75.00 for direct monitoring of operations for TPS contracted and satellite programs, August 2016- May 2017. Stipend at the rate of \$25.00 per contract/satellite meal site up to a maximum of \$300.00.

of contracted meal sites – 3 (Kipp, Traice 6-12 at Lindsey, Phoenix Rising)

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

CNS Area Manager Supervision -22-3850-3120-501210-700-000000-109-03-053

Area Manager – Adairia Washington

Pay a monthly stipend at the rate of \$25.00 for direct monitoring of operations for TPS contracted and satellite programs, August 2016- May 2017. Stipend at the rate of \$25.00 per contract/satellite meal site up to a maximum of \$300.00.

of contracted meal sites – 1 (Project Accept Lombard)

Area Manager – Janet Anderson

Pay a monthly stipend at the rate of \$25.00 for direct monitoring of operations for TPS contracted and satellite programs, August 2016- May 2017. Stipend at the rate of \$25.00 per contract/satellite meal site up to a maximum of \$300.00.

of contracted meal sites – 1 (TLA)

2016-17 General CNS Extra Duty Stipends

Child Nutrition CAP/HeadStart/Charter Extra Duties - 22-3850-3120-501210-700-000000-953-03-053

Pay cafeteria managers a stipend based on their daily rate, for days worked outside of their normal contracted days for management of required contracted meal service and training.

Child Nutrition CAP/HeadStart/Charter Extra Duties - 22-3850-3120-501210-700-000000-958-03-053

Pay cafeteria employees for contract meal service based on their current hourly rate, for worked performed outside of their normal contract.

Child Nutrition Emergency Extra Duty - 22-3850-3120-501210-700-000000-953-03-053

Pay cafeteria managers, to be named, a stipend based on their daily rate, for days worked outside of their normal contracted days due to operational emergencies at site.

Child Nutrition Emergency Extra Duty - 22-3850-3120-501210-700-000000-958-03-053

Pay cafeteria employees, to be named, based on their current hourly rate, for work performed outside of their normal contract due to operational emergencies at site.

Child Nutrition Extra Duty Catering - 22-3850-3120-501210-700-000000-953-03-053

Pay cafeteria managers, to be named, a stipend based on their daily rate, for days worked outside of their normal contracted days due to catering functions at site.

Child Nutrition Extra Duty Catering - 22-3850-3120-501210-700-000000-958-03-053

Pay cafeteria employees, to be named, based on their current hourly rate, for work performed outside of their normal contract due to catering functions at site.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Child Nutrition – 22-3850-3180-501210-700-000000-955-03-053

Pay the following support staff their current hourly rate (total not to exceed \$15,000) to teach Nutrition Education Classes as requested by schools during the 2016 - 2017 school year.

Hough, Carla
Lazar, Liz

CNS Extra Duties - 22-3850-3120-501210-700-000000-609-03-053

Pay employees listed below at the rates listed below (total not to exceed \$25,000) to assist as needed and process lunch forms for the 2016-2017 school year.

\$13.42/hr:

Carrino, Neta
Ferrell, Doris
Hunt, James
Jones, Mable

\$15.00/hr

Morris, Angela

Key Extra Duties – 11-0000-1000-501700-100-105000-210-07-255

Pay certificated staff member a total not to exceed \$1,000 to provide data disaggregation and data analysis to support instruction for Key during the 2016-2017 school year.

SUPPORTING INFORMATION

CONSENT ITEM E-13

POSITION CREATIONS/DELETIONS

Create:

| Position | Salary/Grade | Duties |
|--|---------------------------|--|
| <p>Family and Community Engagement Coordinator- Enrollment Center/ Student and Family Supports</p> <p><i>Annual Budget Impact:</i> \$ 50,000 min. – \$ 75,000 max.</p> <p><i>Funding Source:</i> 11-5118-2194-501210- 495-000000-322-05-093</p> | <p>BG-7 12 months</p> | <p>Under the guidance from the Director of Family and Community Engagement, the Family and Community Engagement Coordinator provides guidance for pursuing an integrated strategy to support the exchange of information, purposeful interaction, and meaningful participation to build family and community engagement for each of the TPS (pre-K - 12) district schools, families, school administration/staff and community partners. Promotes guidance and best practices as lead contact for each of the district's school appointed parent facilitators and appointed volunteer coordinators. Maintains compliance to Title I and ESSA family engagement policy through program evaluation and assessment. Establishes and maintains a database for district and school site volunteer/community partner work, and assists to monitor volunteer and community partner adherence to district policy and procedures governing volunteer participation.</p> |

Delete:

| Position | Salary/Grade | Duties |
|---|---------------------------|---|
| <p>Coordinator of Parent Involvement/Homeless Education- Federal Programs and Special Projects</p> <p><i>Annual Budget Impact:</i> \$ 52,500 min. – \$ 78,700 max.</p> <p><i>Funding Source:</i> 11-5118-2194-501110-494- 000000-322-05-093-5118</p> | <p>EG-4 12 months</p> | <p>Provide vision and implementation of district family and community engagement.</p> |