



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **December 5, 2016**, at 6:30 PM, in the Cheryl Selman Room, Ground Floor Level, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

With the exception of item A-1, the Board of Education reserves the right to take up any agenda item in any order regardless of how items are listed.

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District. Persons desiring to address the Board concerning items not on the agenda must submit a written request form, available from the Clerk of the School Board, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each.

A. OPENING EXERCISES

- A.1. Call to order and confirm that a quorum of the Board is present.
- A.2. Flag salute led by the Memorial High School JROTC under the direction of Colonel Greg Barrack.
- A.3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A.4. Motion and vote to adopt the agenda.

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

- C.1. Superintendent's special presentations and awards.
- C.2. Resolution of Appreciation for Mr. Marvin Blades Sr., Campus Police and Security police sergeant, deceased. Motion and vote on motion to adopt resolution.
- C.3. Resolution of Appreciation for Ms. Carol Compher, autism paraprofessional at Jackson Elementary School, deceased. Motion and vote on motion to adopt resolution.
- C.4. Resolution of Appreciation for Ms. Lekisha Hollowell-Todd, transportation bus driver, deceased. Motion and vote on motion to adopt resolution.
- C.5. Resolution of Appreciation for Ms. Patricia Whitfield-Madison, teacher at McKinley Elementary School, deceased, Motion and vote on motion to adopt resolution.

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

Regular Meetings
November 21, 2016

E. CONSENT AGENDA – Motion and vote on recommendation.

F. ACTION AGENDA – Motion and vote on each recommendation.

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS/CONCERNS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

Consideration and possible action on any matter which could not have been reasonably foreseen prior to the legal time deadline for posting of the agenda for this meeting.

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, December 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.

E.2. RECOMMENDATION: Enter into a lease agreement with the Mabee Center for the 52nd Annual Basketball Tournament of Champions to be held December 28, 29, and 30, 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 \$28,500

FUND NAME/ACCOUNT: SAF #536

RATIONALE: The Mabee Center will lease the arena, mezzanine, press room, dressing rooms, practice gym, north lobby, entrances, exits, and parking lots for the sole purpose of the Tournament of Champions. The teams will be given opportunities to interact with the students, parents and faculty members from around the country giving them a diverse experience.

E.3. RECOMMENDATION: Enter into an agreement with the FACE (French-American Culture Exchange) Foundation, New York City, New York, to provide a \$6,000 grant to Eisenhower International School to assist the immersion program with the Coin Lecture Project from the date of execution through September 30, 2017. ("Coin lecture" in French means "reading corner.")

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: These grant monies will be used to purchase French language books, both fictional and non-fictional, that are fun and appropriate for each grade level. Accepting the terms of the agreement will provide the Eisenhower French students with financial assistance for their Coin Lecture project.

FINANCIAL SERVICES

E.4. RECOMMENDATION: Approve the November 18, 2016, through December 1, 2016, New Encumbrances and Encumbrance Changes Report.

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

BOND PROJECTS AND ENERGY MANAGEMENT

- E.5.** RECOMMENDATION: Approve amendment 6A to the master contract, supplement #6, with Nabholz Construction Services, Tulsa, Oklahoma, to provide construction management services for the interior renovation at Marshall Elementary School.
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovation at Marshall Elementary School is \$1,000,000.
FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.
RATIONALE: This project is part of the 2015 bond issue.
- E.6.** RECOMMENDATION: Approve amendment #5A to the master contract, supplement #5, to Nabholz Construction Services, Tulsa, Oklahoma, to provide construction management services for the interior renovation at McClure Elementary School.
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovations at McClure Elementary School is \$1,000,000.
FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond fund.
RATIONALE: This project is part of the 2015 bond issue.
- E.7.** RECOMMENDATION: Approve amendment #6A to the master contract, supplement #6, with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, for the interior renovations at Lindbergh Elementary School.
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
COST: The construction manager will be paid on a fee schedule based on the project. The estimated cost of the interior renovation is \$1,000,000 at Lindbergh Elementary School.
FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.
RATIONALE: This project is part of the 2015 bond issue.

- E.8.** RECOMMENDATION: Approve amendment #4A to the master contract, supplement #4, with Crossland Construction Corporation, Incorporated, Tulsa, Oklahoma, to provide construction management services for the interior renovation at Carnegie Elementary School.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovation at Carnegie Elementary School is \$1,900,000.
- FUND NAME/ACCOUNT: This project is contingent upon the success sale and receipt of the 2017A bond fund.
- RATIONALE: The interior renovation at Carnegie Elementary School is part of the 2015 bond issue.
- E.9.** RECOMMENDATION: Approve amendment #5A to the master contract, supplement #5, with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, for the interior renovation at Academy Central Elementary School.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovation at Academy Central Elementary School is \$2,135,000.
- FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.
- RATIONALE: This project is part of the 2015 bond issue.
- E.10.** RECOMMENDATION: Approve amendment #7A to the master contract, supplement #7, with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, for the interior renovations at Eliot Elementary School.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the interior renovation at Eliot Elementary School is \$1,900,000.
- FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.
- RATIONALE: This project is part of the 2015 bond issue.
- E.11.** RECOMMENDATION: Approve supplement #3 to the master contract with Allied Engineering Group LLC., Tulsa, Oklahoma, to provide engineering services for the HVAC improvements at Key Elementary School, Hale Junior High School and Thoreau

Demonstration Academy; roof repairs at Central High School; and the pool re-purposing project 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: The HVAC and roofing fee is based on 5.25% of guaranteed maximum price (GMP) and 7% of guaranteed maximum price (GMP) for pool re-purposing project. The estimated cost for the HVAC project at Hale Junior High School is \$5,000,000, Key Elementary School is \$2,000,000 and Thoreau Demonstration Academy is \$900,000; roof repairs at Central High School is \$320,000 and pool repurposing at East Central High School is \$1,000,000.

FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.

RATIONALE: We have a master contract approved on agenda November 16, 2015, E-10 with Allied Engineering Group, LLC., Tulsa, Oklahoma, to provide services for multiple projects throughout the 2015 bond at a negotiated fee. This supplement assigns the project to Allied Engineering Group, LLC. This project is part of the 2015 bond issue.

- E.12. RECOMMENDATION:** Approve an agreement with the University Center at Tulsa Authority to convey approximately five acres of land adjacent to the Emerson Elementary School site. The site was originally approved for a long-term lease with the district, but the University Center at Tulsa has decided to convey the property in lieu of the lease.

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 land is adjacent to the existing Emerson Elementary School site. It is needed for the building addition planned in the 2015 bond.

- E.13. RECOMMENDATION:** Approve amendment #3A to the master contract supplement #3 with Crossland Construction Company, Incorporated, Tulsa, Oklahoma, to provide construction management services for the new classroom addition at Emerson Elementary School.

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

COST: The construction manager will be paid on a fee schedule based upon the size of the project. The estimated cost of the addition at Emerson Elementary School is \$11,300,000.

FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of the 2017A bond funds.

RATIONALE: The new classroom addition at Emerson Elementary School is part of the 2015 bond issue.

TALENT MANAGEMENT

- E.14.** 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.

- E.15.** RECOMMENDATION: Approve routine staffing items.

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

- E.16.** RECOMMENDATION: Approve adjunct status for Lauren Anderson, Physical Education, at Hawthorne Elementary School during the 2016-2017 school year.

RATIONALE: All teachers must hold a valid Oklahoma teaching certificate to teach in that field. However, persons with distinguished qualifications may assume teaching courses as an adjunct teacher for up to 270 clock hours of classroom teaching per semester. Utilizing an elementary education certified teacher in physical education at the elementary level, to include pre-kindergarten and kindergarten, will prevent the school from having to hire a long-term substitute to cover the physical education class and ensure the students are taught by a trained teacher with pedagogy and experience.

INFORMATION AND OPERATIONS

- E.17.** RECOMMENDATION: Approve Tulsa Public Schools (TPS) to serve as consortium lead and participant of Tulsa Public Schools Consortium for E-rate filing.

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: Joining a consortium with Tulsa Honor Academy, Collegiate Hall, and College Bound Academy, allows TPS to receive E-rate discounts for eligible services provided to consortium members which is a potential benefit to the district.

F. ACTION AGENDA - Motion and vote on recommendations

TALENT MANAGEMENT

F.1. RECOMMENDATION: Pay eligible retiring teachers and applicable administrators a differentiating incentive for early notice of an irrevocable and written notification of retirement according to the requirements set forth by the Oklahoma Teachers' Retirement System to become effective no sooner than the end of a retiring employee's employment contract term for the 2016-2017 fiscal year. A \$2000.00 incentive will be paid to eligible employees who provide written notice no later than close of business January 31, 2017 or a \$1000.00 incentive to those who provide written notice by close of business February 28, 2016.

RATIONALE: By providing a differentiated incentive employees will be encouraged to give notification of retirement as early possible which will allow for much earlier hiring. These retirement incentives allow the district to recruit and ensure classroom and key positions are staffed prior to the start of the school of year. Early hiring is a recognized best practice that helps districts secure the most qualified talent in competitive markets. The term "administrator" is a position graded within the Education Grade (EG) salary schedule; or an administrative position which is graded within the Executive Grade (XG) and Business Grade (BG) salary schedule grade 10 and above. The term "teacher" is a person, other than an administrator, who is employed on a certified contract for the 2016-2017 fiscal years and whose compensation is based from the teachers' pay scale. In case of a dispute as to whether any teacher or administrator qualifies for an early retirement incentive payment, such dispute shall be resolved by the Chief Talent Officer, whose decision is final and non-appealable.

G. INFORMATION AGENDA - Motion and vote on recommendations

CHIEF OF SCHOOLS

G.1. RECOMMENDATION: Enter into a contract with the Pearl District building to provide a room for East Central High School's senior prom, April 22, 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 \$1,050

FUND NAME/ACCOUNT: East Central's School Activity Fund #866

RATIONALE: The senior prom is a tradition at East Central High School. The senior class comes together in an elegant setting to celebrate and promote school spirit.

DATA STRATEGY AND ANALYTICS

G.2. RECOMMENDATION: Enter into a contract with Columbia Center for Public Research and Leadership, New York, New York to provide expert support for the development of a content and resource recommendation tool for teachers and principals.

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 \$85,000

FUND NAME/ACCOUNT: Donor funded

TBD

RATIONALE: In order to support teachers and principals in making data-informed decisions, the Office of Data Strategy and Analytics is building out a recommendation engine that will be included in the current data dashboard. This recommendation engine will offer content, intervention and professional growth recommendations to users. The team at the Center for Public Research and Leadership will lead the work identifying tools, resources and content that are aligned to the district's instructional vision to be included in the recommendation engine.

FINANCIAL SERVICES

G.3. RECOMMENDATION: Accept the Comprehensive Annual Financial Report which includes the independent audit report of RSM, US, LLP for the fiscal year ending June 30, 2016.

RATIONALE: Oklahoma law requires school districts to have an audit performed each year and accepted by the Board of Education. The Comprehensive Annual Financial Report is the reporting standard for governmental financial reporting. The audit was conducted in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. The audit included examining evidence supporting the amounts and

disclosures in the combined financial statements. The audit also included assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall combined financial statement presentation.

- G.4.** RECOMMENDATION: Approve sanctioning for the following booster clubs and Parent/Teacher Associations (PTAs), Parent/Teacher Organizations (PTOs) and Parent/Teacher/Student Associations (PTSAs) in accordance with Board Policy 5707 for the 2016-2017 fiscal year.

Booster Clubs

BTW Orchestra/Jazz
BTW Touchdown Club
Edison Eagles Volleyball
Edison Home Run Club
Lady Cardinals Basketball
Lady Eagle Diamond Club
Hornet Speech and Debate
Hornet Softball Booster Club
McLain Quarterback Club
McLain Titan Wrestling
Memorial Band Booster
Memorial Baseball Booster
Memorial HS Softball Booster
Memorial Women's Basketball
Tulsa Memorial JROTC
Tulsa Memorial Golf

PTA/PTO/PTSA

Anderson Elementary
Columbus Elementary
ECDC Bunche
Edison Preparatory
Eisenhower International
Eliot Elementary
Grimes Elementary
Hamilton Elementary
Peary Elementary

RATIONALE: Sanctioned status provides organizations exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the district and are beneficial to students under the guidelines established in Board Policy 5707. These organizations have submitted the required information in support of their applications.

BOND PROJECTS AND ENERGY MANAGEMENT

- G.5.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder for fire shutters for the new classroom addition at Kerr Elementary School.
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
COST: There is no cost to the district. The original guaranteed maximum price approved on the July 18, 2016, agenda, item E15, included this cost as an allowance.
RATIONALE: This addition to Kerr Elementary School is part of the 2015 bond issue.
- G.6.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder for new stage lighting at Edison Preparatory School and Rogers College 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: This project is in the bidding phase. Final numbers will be presented on the consent agenda.
RATIONALE: The auditorium improvements are part of the 2015 bond issue.

GENERAL COUNSEL

- G.7.** RECOMMENDATION: Approve Met Cares Foundation (“Met Cares”) for a partnership school with Tulsa Public Schools as requested in Met Cares' partnership school application subject to the terms and conditions of a mutually agreeable contract to be negotiated by the parties and presented to the board for consideration and approval at a future meeting. District staff will begin negotiations and planning with team members from Met Cares.
COST: No cost to the district.
RATIONALE: The term “partnership school” refers to a variety of autonomy-rich school models with enhanced control over the school’s budget, staffing, curriculum, calendar/bell times, professional learning, and assessment. Though the characteristics of each school will differ by model, and even within models, partnership schools must provide exceptional education to students and commit to higher levels of accountability in exchange for increased autonomy. Partnership schools—capitalizing on their role as designers as described within our strategic plan—expand high-quality school offerings through new school strategies, models and customized supports. They provide school teams with opportunities to innovate and create environments that meet the needs of their students. They allow the district to identify, support and, as appropriate, scale the best ideas that emerge from the innovation and design work of our teachers, leaders and schools.
Met Cares is a 501(c)(3) charitable, nonprofit and non-sectarian organization that works to empower families to achieve lifelong success by improving the quality of health, education and economic development in our community. Met Cares wishes to

partner with Tulsa Public Schools as a “1691 partnership school,” a school design initiated by the district and authorized by the state legislature in 2015 in HB 1691. While not all partnership schools are 1691 schools, the 1691 school model allows the district to partner with an outside educational service provider to expand the district’s instructional capacity. Using this model, Met Cares wishes to open a school that serves Tulsa Public Schools students according to the terms of a written contract with the district based upon the school design proposed in Met Cares’ application and the negotiation of the parties. The parties are working toward a fall 2017 opening of the school. It is anticipated that the Met Cares’ school would serve elementary students as a neighborhood school (“school of right”), using a slow-growth model that begins with pre-kindergarten, kindergarten and first grade in year one, with one grade added each year thereafter.

The Met Cares’ proposal presents exciting opportunities for Tulsa Public Schools’ students and a solid foundation for their long-term success in college, career and life. Their organizational, academic and financial plan meet or exceed the district’s criteria for approving such a partnership. Met Cares and the district team are well positioned to begin negotiations.

CONSENT ITEM E-1

ROUTINE SECONDARY 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
Booker T. Washington High School/ Baseball Team	Students: 24 Parents: 8 Staff: 2	Participation in the Spring Break Baseball Tournament/Pensacola, Florida	March 12-17, 2017	0	No cost to the District (\$15,000 funded by parents).
Central, East Central, Edison, Hale, McLain, Memorial, Rogers, Washington, and Webster High School	Students: 100 Parents: 10 Staff: 15	National Memorial Day Parade, Washington DC.	May 21-30, 2017	0	No Cost to District (\$110,000 will come from Fundraising and donations)

SUPPORTING INFORMATION

CONSENT ITEM E-14

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
CTE Program Specialist –ESC/ College and Career Readiness	EG-3 12 months	Supervise CareerTech teachers to ensure that state and federal guidelines for their programs are met. Coordinate development and effective delivery of curriculum for College and Career Readiness Program. Provide support in technology purchases and maintenance. Support functions of CareerTech student organizations. Coordinate College and Career Advisory Council activities. Provide professional development for teachers. Provide support to new teachers.
<i>Annual Budget Impact:</i> \$ 48,700 min. – \$ 73,100 max.		
<i>Funding Source:</i> 11-4210-2120-501110- 330-000000-210-05-064- 4210		

Delete:

Position	Salary/Grade	Duties
CTE Program Specialist-ESC/ College and Career Readiness	EG-2 12 months	Supervise CareerTech teachers to ensure that state and federal guidelines for their programs are met. Coordinate development and effective delivery of curriculum for College and Career Readiness Program. Provide support in technology purchases and maintenance. Support functions of CareerTech student organizations. Coordinate College and Career Advisory Council activities. Provide professional development for teachers. Provide support to new teachers.
<i>Annual Budget Impact:</i> \$ 45,700 min. – \$ 68,500 max.		
<i>Funding Source:</i> 11-4210-2120-501110- 330-000000-210-05-064- 4210		

Create:

Position	Salary/Grade	Duties
Network Technician – ESC/Information Technology 4 positions	TS-11 \$17.04/hr. to \$23.13/hr. 12 Months	Provide daily field support for network applications. Complete work order assignments as defined by the network lead. Work closely with vendors as needed: Network Hardware/Software (Installation & Maintenance), Network Cabling Infrastructure (Installation & Maintenance) and Network Engineering Team Support.
<i>Annual Budget Impact:</i> \$ 141,772 min. – \$ 192,442 max.		
<i>Funding Source:</i> 11-0000-2580-501210- 000-000000-332-02-028		

Delete:

Position	Salary/Grade	Duties
Network Technician- ESC/ Information Technology	CA-14 \$15.50/hr. to \$21.00/hr. 12 Months	Provide daily field support for network applications.
<i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max.		
<i>Funding Source:</i> 11-0000-2580-501210- 000-000000-332-02-028		

Delete:

Position	Salary/Grade	Duties
Lead Telecomm Technician – ESC/ Information Technology	TS-11 \$17.04/hr. to \$23.13/hr. 12 Months	Provide daily field support for network applications.
<i>Annual Budget Impact:</i> \$ 35,443 min. – \$ 48,110 max.		
<i>Funding Source:</i> 11-0000-2620-501210- 000-000000-707-02-028		

Delete:

Position	Salary/Grade	Duties
Telecomm Technician – ESC/Information Technology 2 positions	TS-9 \$15.50/hr. to \$21.00/hr. 12 Months	Provide support for district telephone systems and voice cabling infrastructure. Includes hardware/software maintenance and configuration for voicemail, call distribution & core telephone systems. Assist in making recommendations for district telephone support models.
<i>Annual Budget Impact:</i> \$ 64,480 min. – \$ 87,360 max.		
<i>Funding Source:</i> 11-0000-2620-501210- 000-000000-707-02-028		

Create:

Position	Salary/Grade	Duties
Audio Video Technician – ESC/ Information Technology 3 positions	TS-9 \$15.50/hr. to \$21.00/hr. 12 Months	Maintain and operate production light systems, digital/analog sound boards, public address and intercom systems.
<i>Annual Budget Impact:</i> \$ 96,720 min. – \$ 131,040 max.		
<i>Funding Source:</i> 21-0000-2640-501210- 000-000000-607-02-028		

Delete:

Position	Salary/Grade	Duties
Lead Business Machine Technician – ESC/Information Technology	TS-9 \$15.50/hr. to \$21.00/hr. 12 Months	Provide daily hardware support and leadership for district office components. Devices include printers, fax machines, copiers, riso-graphs and laminators.
<i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max.		
<i>Funding Source:</i> 21-0000-2640-501210- 000-000000-607-02-028		

Delete:

Position	Salary/Grade	Duties
Business Machine Technician – ESC/ Information Technology	TS-11 \$17.04/hr. to \$23.13/hr. 12 Months	Provide daily hardware support for district office components. Devices include printers, fax machines, copiers, riso-graphs and laminators.
<i>Annual Budget Impact:</i> \$ 35,443 min. – \$ 48,110 max.		
<i>Funding Source:</i> 21-0000-2640-501210- 000-000000-607-02-028		

Delete:

Position	Salary/Grade	Duties
Light/Sound Technician – ESC/ Information Technology	TS-9 \$15.50/hr. to \$21.00/hr. 12 Months	Provide support for maintenance of house lighting, sound and video boards during all events. Provide professional sound and light support for special meetings and functions throughout the district.
<i>Annual Budget Impact:</i> \$ 32,240 min. – \$ 43,680 max.		
<i>Funding Source:</i> 21-0000-2640-501210- 000-000000-607-02-028		

SUPPORTING INFORMATION

CONSENT ITEM E-15

ROUTINE STAFFING ITEMS

ELECTIONS

<u>Name</u>	<u>Effective Date</u>	<u>Degree/ Step</u>	<u>Contract Amount</u>	<u>Assignment</u>
Certificated/Administrative:				
Champlin, Karyl	11/09/16 5/25/17	M-2	\$ 23,315.73 1,165.79	Teacher-Rogers College Jr. High/ Special Education Rate: \$34,776.00
Cowans, Tamarita	11/07/16 5/25/17	M-0	23,151.82	Teacher-Eugene Field/ Pre-K Rate: \$33,956.00 Return from leave
Francis, James	11/07/16 5/25/17	M30- 28	37,029.33	Teacher-Eliot/Grade 4 Rate: \$55,544.00 Return from leave
Hinman, Floyd	12/06/16 6/30/17	BG-4	20,150.76	Challenge Course Operations Specialist- Helmzar Former Employee (f.e.) Rate: \$35,400.00
Roberts, Russell	11/14/16 5/25/17	B-09	24,045.45	Teacher-Washington/Art Rate: \$36,800.00 Return from leave
Sack, Jennifer	11/14/16 5/25/17	M-03	22,984.32 1,196.39	Counselor-Washington Counselor Rate: \$35,176.00 Return from leave
Tinker, Samuel	11/09/16 5/25/17	NS	11,713.92 588.70	Apprentice-East Central Jr. High/ Special Education f.e. Rate: \$25,000.00
Support (Hourly):				
Anton Rucio, Belen	11/11/16 5/24/17	IS-6	\$ 11.21	Parateacher-Eisenhower

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
Ashley, Shawn	10/09/16 6/30/17	MT-5	\$ 10.19 .51	Assistant Building Grounds Supervisor- East Central Shift differential
Beard, Dachele	11/14/16 5/24/17	IS-3	10.30	Teacher Assistant (TA)- Thoreau f.e.
Briggs, Angela	11/21/16 5/25/17	MT-1	9.03	Child Nutrition Services (CNS) Assistant-Webster
Chatmon, Georgetta	11/21/16 5/25/17	MT-2	10.64	CNS Cook I-Academy Central f.e.
Clonts, Georgia	11/21/16 5/25/17	MT-1	10.03	CNS Assistant-Robertson
Elam, Pamela	11/07/16 5/25/17	MT-1	8.87	CNS Assistant-KIPP
Escalera-Rojas, Lucha	11/10/16 6/30/17	MT-3	9.35 .46	Custodian-Plant Operations Shift differential
Flores Moxthe, Yolanda	10/24/16 6/30/17	MT-3	9.76 .49	Custodian-Rogers Shift differential
Freeling, Demetric	10/24/16 5/25/17	MT-1	9.03	CNS Assistant-Key
Gaut, Mary	10/25/16 5/25/17	IS-10	14.63	Autism Paraprofessional- Gilcrease Return from leave
Hernandez Soberano, Raquel	10/10/16 5/25/17	MT-1	8.87	CNS Assistant-Bell
Johnson, Brittany	11/10/16 6/30/17	MT-3	9.35 .46	Custodian-Tulsa Legacy Shift differential
Khan, Ruqia	11/07/16 5/25/17	MT-1	8.87	CNS Assistant-Disney
Kirkendoll, Ronald	11/07/16 6/30/17	MT-14	17.37	Electrical Craftsman- Maintenance Return from leave

ELECTIONS - Continued

Name	Effective Date	Degree/ Step	Contract Amount	Assignment
McClure, Joyce	11/09/16 5/24/17	MT-A	\$ 8.44	Site Assistant-Patrick Henry/Before and After Care
Olea Ramirez, Sonia	11/07/16 5/25/17	MT-1	9.03	CNS Assistant-Cooper
Parsons, Kathy	11/07/16 6/01/17	CA-8	13.70	Principal's Secretary-Kerr
Perryman, Chris	11/11/16 5/24/17	IS-6	11.21	Paraprofessional-McLain Seventh Grade Academy f.e.
Ramirez, Saul	11/07/16 6/30/17	MT-3	10.30 .52	Custodian-Monroe Demonstration Academy Shift differential
Reynolds, Jamie	11/21/16 5/25/17	MT-1	10.54	CNS Assistant-Thoreau
Salim, Tony	10/25/16 6/30/17	MT-10	13.28	Craftperson-Transportation Return from leave
Sandoval Garcia, Maria	11/21/16 5/25/17	MT-1	8.87	CNS Assistant-Disney
Segovia-Martha, Silvia	11/08/16 6/30/17	MT-03	9.91	Custodian-Plant Operations Return from leave
Thompson, Tina	11/09/16 5/25/17	MT-1	9.41	CNS Assistant-Hamilton f.e.
Treagesser, Jeffrey	11/07/16 5/24/17	IS-10	13.55	Autism Paraprofessional-Clinton
West, Marty	10/24/16 5/25/17	MT-1	8.87	CNS Assistant-Salk

ADJUSTMENTS

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Certificated/Administrative:					
Copp, Maria	Teacher-East Central Jr. High/ English Reading B-1	8/16/16 5/25/17	\$ 33,300.00	\$ 34,366.00	M-1
Knighnten, Ladawna	Teacher- Chouteau/ Special Education M-0	11/08/16 5/25/17	33,956.00 1,414.80	11,479.44	Teacher-Central Jr. High/ELD M-0 Part-time Rate: \$16,978.00
Rauh, Samuel	Apprentice- Rogers Jr. High/ English NS	10/01/16 5/25/17	25,000.00	27,589.25	Teacher-Rogers Jr. High/English M-0 Rate: \$33,956.00
Support (Hourly):					
Aviles, Bobbie	CNS Traveling Manager-Ross CA-11	11/28/16 5/26/17	\$ 13.18	\$ 13.49	*Minimum Grade – Fair Labor Standards Act (FLSA)
Balla, Bernadett	Assistant Site Director-Mayo Demonstration/ Before and After Care MT-3	10/10/16 5/24/17	9.81	10.69	Site Director-Lee/ Before and After Care MT-6
Bates, Abbey	CNS Assistant- Bell MT-1 6.5hrs/day	10/10/16 5/25/17	9.03	9.66	CNS Cook I-Bell MT-2 7.5hrs/day
Botello, Rita	CNS Manager- Marshall CA-12	11/28/16 5/26/17	13.70	14.13	*Minimum Grade – FLSA

*These adjustments are necessary in order to be in compliance with recent Federal Wage and Hour guideline changes.

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Burks, Melva	CNS Assistant- Eliot MT-1 6hrs/day	11/07/16 5/25/17	\$ 10.53	\$ 10.53	CNS Assistant- ECDC Porter MT-1 7hrs/day
Carter, Kay	CNS Manager- ECDC Reed CA-11	11/28/16 5/26/17	13.06	13.49	*Minimum Grade – FLSA
Carter, Wynton	Assistant Site Director-Patrick Henry/Before and After Care MT-3	11/07/16 5/24/17	9.76	10.69	Site Director-Lanier/ Before and After Care MT-6
Crespo-Burgos, Elizabeth	CNS Traveling Manager-Ross CA-11	11/28/16 5/26/17	12.30	13.49	*Minimum Grade – FLSA
Davis, Jeanette	CNS Manager- Mayo Demonstration CA-11	11/28/16 5/26/17	13.56	13.99	*Minimum Grade – FLSA
Davison, Allean	CNS Manager- McLain CA-11	11/28/16 5/26/17	12.91	13.49	*Minimum Grade – FLSA
Dawkins, Paula	CNS Manager- Dual Language Immersion Program CA-11	11/28/16 5/26/17	13.04	13.49	*Minimum Grade – FLSA
Dollar, Calvin	Supervisor- Transportation CA-14	11/28/16 6/30/17	13.94	15.50	*Minimum Grade – FLSA
Durbin, Melanie	CNS Manager- Memorial Jr. High CA-11	11/28/16 5/26/17	12.56	13.49	*Minimum Grade – FLSA

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ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Espinosa, Frank	Assistant CNS Manager- Hamilton MT-6	11/07/16 5/25/17	\$ 10.80	\$ 9.91	CNS Cook II-Peary MT-3
Glenn, Sonya	CNS Assistant- Remington MT-1	10/24/16 5/25/17	8.87	9.49	CNS Cook I- Remington MT-2
Geeter, Marilyn	CNS Assistant- Hamilton MT-1 7hrs/day	11/21/16 5/25/17	11.12	11.12	CNS Assistant- Hamilton MT-1 6.5hrs/day
Griffin, Regina	CNS Manager- McLain Seventh Grade Academy CA-11	11/28/16 5/26/17	13.56	13.99	*Minimum Grade – FLSA
Gul, Afsheen	CNS Manager- Park CA-11	11/28/16 5/26/17	12.14	13.49	*Minimum Grade – FLSA
Hampton, Lemeka	CNS Cook II- Hamilton MT-3	11/07/16 5/25/17	10.21	11.13	Assistant CNS Manager-Hamilton MT-6
Hardaman, Marlene	Supervisor- Transportation CA-14	11/28/16 6/30/17	14.19	15.50	*Minimum Grade – FLSA
Henley, Lee Ann	CNS Traveling Manager-Ross CA-11	11/28/16 5/26/17	13.06	13.49	*Minimum Grade – FLSA
Hinds, Ramon	Paraprofessional -Edison Middle School IS-6	11/07/16 5/24/17	10.81	13.11	ED Paraprofessional- Edison IS-10
Hunter, Nina	CNS Assistant- Wright MT-1 6hrs/day	11/21/16 5/25/17	9.03	9.03	CNS Assistant-Wright MT-1 7.5hrs/day

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ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Jones, Shionka	Site Assistant- Before and After Care MT-A	11/07/16 5/24/17	\$ 8.44	\$ 13.11	ED Paraprofessional- Wright IS-10
Key, Jennifer	CNS Manager- Jones CA-11	11/28/16 5/26/17	12.76	13.49	*Minimum Grade – FLSA
Lamp, Mary	CNS Manager- Eisenhower CA-11	11/28/16 5/26/17	13.82	13.99	*Minimum Grade – FLSA
Lefler, Patricia	CNS Manager- Lee CA-11	11/28/16 5/26/17	12.53	13.49	*Minimum Grade – FLSA
McElroy, Linda	CNS Cook II- Patrick Henry MT-3 1-CI 6.5hrs/day	11/07/16 5/25/17	11.61	10.88	CNS Cook I- Lindbergh MT-2 1-CI 7hrs/day
McKinney, Katharine	CNS Manager- Hoover CA-11	11/28/16 5/26/17	12.97	13.49	*Minimum Grade – FLSA
Mota, Maria	CNS Manager- East Central Jr. High CA-12	11/28/16 5/26/17	13.79	14.13	*Minimum Grade – FLSA
Musungayi, Misenga	CNS Manager- Ross CA-12	11/28/16 5/26/17	13.66	14.13	*Minimum Grade – FLSA
Owens, Henrietta	CNS Manager- Lindbergh CA-12	11/28/16 5/26/17	13.50	14.13	*Minimum Grade – FLSA
Perez, Dolores	CNS Cook I- Skelly MT-2 1-CI	11/21/16 5/25/17	11.37	12.13	CNS Cook II-Skelly MT-3 1-CI
Perez, Janis	CNS Manager- Rogers College CA-12	11/28/16 5/26/17	13.70	14.13	*Minimum Grade – FLSA

*These adjustments are necessary in order to be in compliance with recent Federal Wage and Hour guideline changes.

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Place, Elizabeth	CNS Traveling Manager-Ross CA-11	11/28/16 5/26/17	\$ 12.76	\$ 13.49	*Minimum Grade – FLSA
Rausch, Sandra	MD Paraprofessional -Edison Middle School IS-10	10/24/16 5/24/17	13.11	11.60	Paraprofessional- Owen IS-3
Richins, Jaxon	ED Paraprofessional -Edison Middle School IS-10	11/07/16 5/24/17	13.51	11.96	Clerk-Edison CA-3
Roberts, Faris	Apprentice- Skelly, Penn/ Special Education NS	11/07/16 5/24/17	17.75	12.46	Paraprofessional- Edison Middle School IS-6
Rodriguez, Laura	Building Ground Site Supervisor- McClure MT-7	4/21/16 6/30/17	11.55	10.70	Building Ground Site Supervisor-McClure MT-5
Shemereko, Nina	CNS Assistant- Thoreau MT-1	11/21/16 5/25/17	9.03	9.66	CNS Cook I-Thoreau MT-2
Speed, Linda	Paraprofessional -Hoover IS-3 6hrs/day	8/08/16 5/24/17	11.12	11.12	Paraprofessional- Hoover IS-3 7hrs/day
Stofferahn, Helen	CNS Manager- Eliot CA-11	11/28/16 5/26/17	13.32	13.49	*Minimum Grade – FLSA
Strickland, Susan	CNS Traveling Manager-Ross CA-11	11/28/16 5/26/17	13.04	13.49	*Minimum Grade – FLSA

*These adjustments are necessary in order to be in compliance with recent Federal Wage and Hour guideline changes.

ADJUSTMENTS - Continued

Name	Position Grade/Step (if applicable)	Effective Date	Present Contract	Proposed Contract	Reason
Thompson, Wendy	CNS Manager- Hale CA-12	11/28/16 5/26/17	\$ 13.79	\$ 14.13	*Minimum Grade – FLSA
Vallejo, Maria	Principal's Secretary-Kerr CA-8	11/09/16 5/26/17	12.33	11.11	Clerk-Salk CA-3
Yarbrough, Amelia	CNS Traveling Manager-Ross CA-11	11/28/16 5/26/17	12.14	13.49	*Minimum Grade – FLSA
Washington, Deloyce	CNS Assistant- Wright MT-1 6.5hrs/day	11/21/16 5/25/17	9.00	9.00	CNS Assistant-Wright MT-1 7.5hrs/day

*These adjustments are necessary in order to be in compliance with recent Federal Wage and Hour guideline changes.

LEAVES OF ABSENCE

Name	Effective Date	Assignment
Certificated/Administrative:		
Calhoun, Kenneth	12/07/16	Executive Director of Talent-ESC/ Talent Management
Francis, James	10/10/16	Teacher-Eliot/Grade 4
Freter, Joy	10/15/16	Teacher-Marshal/Grade 2
Nolan, Teresa	11/16/16	Teacher-Mark Twain/Special Education
Sack, Jennifer	11/01/16	Counselor-Washington
Support (Hourly):		
Brice, Jackson	11/03/16	Campus Security Officer-McLain Seventh Grade Academy/Campus Police
Brown, Patricia	9/21/16	CNS Assistant-Monroe
Colbert, Richard	10/27/16	Special Needs Driver-Transportation
Foster, Rebecca	10/25/16	Paraprofessional-MacArthur
Kirkendoll, Ronald	10/17/16	Electrical Craftsman-Maintenance
Lundy, Harley	10/31/16	Head Custodian-Thoreau
McElroy, Linda	11/03/16	CNS Cook-Patrick Henry
Prince, Linda	10/31/16	Autism Paraprofessional-Carnegie

RESIGNATIONS

Name	Effective Date	Assignment
Certificated/Administrative:		
Brotton, Travis	11/09/16	Teacher-Edison/Advanced Math
Tinker, Samuel	11/10/16	Teacher-East Central Jr. High/Special Education
Support (Hourly):		
Bernal, Diana	11/28/16	CNS Cook II-Rogers

RESIGNATIONS - Continued

Name	Effective Date	Assignment
Clark, Claudia	11/04/16	CNS Assistant-Clinton
Gonzalez, Marili	11/22/16	CNS Assistant-College Bound Academy
Hightower, Christopher	11/03/16	Autism Paraprofessional-Clinton
Holman, Earlene	10/28/16	Custodian-Whitman
Laffita, Daniel	11/08/16	Custodian-Salk
Love, Connie	11/09/16	Bus Driver-Transportation
Petit, Candise	11/09/16	TA-Gilcrease
Sharp, Judy	10/31/16	CNS Assistant-Burroughs
Taylor, Tiffany	11/04/16	Health Assistant-Chouteau
Willcox, Shampaign	11/04/16	CNS Assistant-Edison Middle School
Yackeschi, Lucinda	8/16/16	CNS Cook I-Eugene Field

TERMINATIONS

Name	Effective Date	Assignment
Support (Hourly):		
Borens, Rachel	10/03/16	Custodian-Mayo Demonstration
Grayson, James	11/08/16	Bus Driver-Transportation
Harrell, Vicki	10/17/16	Custodian-McClure
Jones, Anthony	10/24/16	Custodian-Plant Operations
Jones, Marico	11/08/16	Site Assistant-Eisenhower/Before and After Care
McGee, Charmetrea	10/26/16	Bus Driver-Transportation
Thompson, Betsy	11/04/16	CNS Cook I-Academy Central

SUBSTITUTE AND TEMPORARY ELECTIONS

BUS DRIVERS

Bradshaw, Andy
Doakes, Sylvia f.e.

INTERPRETER

Dittmer, Jordan

SUBSTITUTE TEACHER

Green, Keisha

TUTORS

Jones, Diane
McKie, Dena
Mounce-Scoggin, Virginia

DRS STUDENT/WORKERS

Brady, Caitlyn
Carnett, Dwayne
Ervin, Kistoyrea
Giangreco, Isabella
Henderson, Destiny
Lopez, Hailee
Ousley, Edward
Pittman-Stowers, Stormy
Shores, Nicholas

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

Edison Cross Country Booster to pay Edison coaches Larry Cagle \$2,000, Matthew McAfee \$1,500, Sarah Kennedy \$1,000, and Bobby Bomer \$1,000 additional stipend for summer run club for the 2016-2017 school year. Total cost will not exceed \$5,500. Edison Cross Country Booster has reimbursed the district; therefore there is no cost to the district.

Athletics – School Activity Fund #536

Pay Edison head football coach Tony Daniels a total not to exceed \$1440 for additional football coaching duties. Edison Touchdown Club has reimbursed the district so therefore there will be no cost to the district.

Collegeboard – School Activity Fund #529

Pay certificated staff member Rachel Stacy-McAnany a total not to exceed \$500 for large volume testing administration during May 2016, as designated and determined by The Collegeboard.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

November 21, 2016 Agenda, page 25 – Correct present contract amount.

ADJUSTMENTS

<u>Name</u>	<u>Position Grade/Step (if applicable)</u>	<u>Effective Date</u>	<u>Present Contract</u>	<u>Proposed Contract</u>	<u>Reason</u>
Gallion, Aaron	Telecom Technician- ESC/Client Services TS-9	11/28/16 6/30/17	18.54	20.54	Network Technician- ESC/Client Services TS-11