



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **August 6, 2018**, at 6:30 PM, in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK.

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.

In accordance with Board Policy 1301, individuals may comment on business items or recommendations appearing under the Action or Information portions of a regular meeting agenda. Requests to comment must be made by submitting a completed form for each topic. Forms are available from the Board Clerk before the beginning of each meeting. Requests will be accepted at any time up to the consideration of the Consent Agenda portion of the meeting. Statements are limited to five minutes each.

Persons desiring to address the Board concerning items not on the agenda must submit a written request form, available from the Clerk of the School Board, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each.

A. OPENING EXERCISES

- A.1.** Call to order and confirm that a quorum of the Board is present.
- A.2.** Flag salute
- A.3.** Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A.4.** Motion and vote to adopt the agenda.

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

D. APPROVE MINUTES OF PREVIOUS MEETINGS OF THE BOARD OF EDUCATION

REGULAR MEETINGS

07/02/18

SPECIAL MEETINGS

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 AND CONCERNS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

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

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, August 20, 2018, at 6:30 p.m. in the Cheryl Selman Room, at the Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma.

O. MOTION AND VOTE TO ADJOURN

E. CONSENT AGENDA - Motion and vote on recommendations

Note: With the exception of encumbrances, student trips and routine staffing items, consent items appeared on the previous regular meeting's agenda as information agenda items unless otherwise indicated.

CHIEF OF 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: Pay expenses associated with International Baccalaureate (IB) examination fees for Booker T. Washington High School for exams being taken during the 2018-2019 school year.

COST: Not exceed \$80,000.00

FUND NAME/ACCOUNT: General Fund, IB Account 11-0735-1764-50-6100-251-000000-000-07-735 (not to exceed \$35,000.00) and Washington High School Activity Fund Account #528.

RATIONALE: Booker T. Washington students will register for the May 2019 IB exams during the month of October. All May 2019 exam fees must be paid to IB no later than December 15, 2018. There are two fees that must be paid for each registrant. The school assumes the cost of the "Candidate Registration Fee," which is currently \$168.00 per student. Registrants are responsible for the individual "Subject Exam Fees," which are currently \$116 per exam and will be paid into the Washington High School Student Activity Fund (#528). Students who qualify for the free/reduced lunch program receive assistance with exam fees, only paying \$20.00 per exam, while the BTW Foundation pays \$60, and the school assumes responsibility for the remainder of the cost per exam. Currently, 149 BTW students are enrolled with up to two being taken in their junior year and four to six taken in the senior year. Also, all eligible juniors and seniors enrolled in individual IB courses have the option of taking the IB exam for possible college credit.

E.3. RECOMMENDATION: Approve an Agreement for Services between Phoenix Rising alternative school and bART School of Music to provide instrumental instruction, music theory and music appreciation lessons during the 2018-2019 school year for students in 9th-12th grade.

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: Phoenix Rising students will have the opportunity to explore a variety of instruments, learn about musical resources and connections with the community, complete the fine arts requirement and receive equitable services as those offered in other high schools.

- E.4.** RECOMMENDATION: Approve an agreement with Modus to provide transportation to and from social service and medical appointments. This transportation will be available for Tulsa Public School students and their families by referral from Strong Tomorrow case managers.

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. Will be paid through donor funds.

RATIONALE: Many students do not have access to reliable and safe transportation to reach appointments, jobs and health care. Providing reliable transportation to TPS students and their families will enable them to access services necessary to reach their full potential. Modus provides trained drivers who have undergone criminal, driving record and reference checks.

TEACHING AND LEARNING

- E.5.** RECOMMENDATION: Amend Item E.75. of the June 18, 2018, agenda approving individualized education plans (IEP) service agreements with various Oklahoma school districts to include Claremore Public 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.

RATIONALE: The board approved entering into individualized education plans (IEP) service agreements with various Oklahoma school districts on June 18, 2018; however, Claremore Public Schools was omitted from the list. This item is necessary to allow the district to provide free appropriate public education (FAPE) to students that Claremore Public Schools is unable to accommodate during the 2018-2019 school year.

TALENT MANAGEMENT

- E.6.** RECOMMENDATION: Approve routine staffing items.

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

DESIGN AND INNOVATION

- E.7.** RECOMMENDATION: Renew the contract with 2Revolutions, LLC to provide community engagement and design school coaching services beginning August 2018 through June 30, 2019. This is the first of two annual renewal options in accordance with RFP #18011.

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: Cost not to exceed \$200,000.00 during fiscal year 2019.

FUND NAME/ACCOUNT: Grant Funded, 11-0250-2573-503600-000-000000-000-05-005-0250

REQUISITION/CONTRACT: 11901193

RATIONALE: 2Revolutions, LLC will support Tulsa Public Schools in developing and implementing a local engagement and school design coaching strategy. The vendor shall provide services including, but not limited to: (1) supporting the district's engagement of stakeholders in deeper conversations about education; (2) support the district development of a clear vision for high school in Tulsa; and (3) design, support and coach schools participating in the project.

FINANCIAL SERVICES

- E.8.** **RECOMMENDATION:** Approve the July 13 - August 2, 2018, New Encumbrances and Encumbrance Changes Report.

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

- E.9.** **RECOMMENDATION:** Enter into a contract with Rossana Ahtone, bilingual licensed clinical social worker of Broken Arrow, Oklahoma, to provide comprehensive mental health and social services for eligible Title I children at St. Pius X, San Miguel, Sts. Peter & Paul Catholic School, and Holy Family Cathedral School in Tulsa, Oklahoma.
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: COST: Not to exceed \$80,000.00

FUND NAME/ACCOUNT:

Title I, Part A, 11-5118-5500-503200-494-000000-000-05-093-5118

REQUISITION/CONTRACT: 11900692, 11900693, 11900694, 11900695

RATIONALE: The Every Student Succeeds Act requires equitable participation of eligible students in area private nonpublic schools. These school-based services may include, but are not limited to, individual and family counseling, referral services, classroom consultation, team intervention and case management, which support academic goals by decreasing out-of-school suspensions, improving attendance and increasing classroom academic learning time. Only eligible children with parent permission who live in a Tulsa Public Schools attendance area will be served.

BOND PROJECTS AND ENERGY MANAGEMENT

- E.10.** RECOMMENDATION: Enter into contract with the lowest responsible bidder for GPS systems for all district buses.
- 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. The contractor and amounts will be provided on the consent agenda after the bid opening.
- FUND NAME/ACCOUNT: This is contingent upon the successful sale and receipt of the 2018B bond funds.
- RATIONALE: The GPS system is part of the 2015 bond issue.
-
- E.11.** RECOMMENDATION: Approve the purchase of four (4) Type C and five (5) Type D diesel buses from Midwest Bus Sales Incorporated, El Reno, Oklahoma, the lowest responsible bidder.
- 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 \$916,376. (Type C buses are 4 x \$97,019.00 & Type D buses are 5 x \$105,660) each.
- FUND NAME/ACCOUNT: Bond account: 32-1410-2720-507620-000-000000-000-12-003- contingent upon the successful sale and receipt of the 2018B bond issuance.
- RATIONALE: The new buses are part of the 2015 bond issue.
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- E.12.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the classroom addition at MacArthur Elementary School.
- | | Phase I | Phase II |
|---------------------------|-----------------------|-----------------|
| Sitework | Cherokee Builders | \$169,715.00 |
| Civil | Duncan and Sons | \$171,300.00 |
| Concrete | Contech | \$449,400.00 |
| Insulating Concrete Forms | C & N Masonry | \$140,000.00 |
| Masonry | Procraft Masonry | \$197,800.00 |
| Structural Steel | Bennett Steel | \$312,670.00 |
| Roofing and Sheetmetal | Turner Roofing | \$296,925.00 |
| Drywall and Ceilings | RLS Construction | \$201,733.00 |
| Plumbing | All American Plumbing | \$129,393.00 |
| HVAC | American Air | \$235,200.00 |
| Electric | Raceway Electric | \$218,950.00 |
| Rough Carpentry | James Jones | \$19,372.50 |
| Hollow Metal | James Jones | \$28,070.00 |

Ashphalt and Striping	Ellsworth Construction	\$28,580.00
Millwork	Fadco	\$125,060.21
Resilient Flooring & Carpet	Interior Concepts	\$42,500.00
Ceramic Tile	Interior Concepts	\$40,000.00
Wall Protection	Vale Painting	\$16,490.00
Rough Carpentry	James Jones	\$19,372.50
Total Contracts		\$2,570,528.50 \$272,002.71

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

RATIONALE: The classroom addition at MacArthur is part of the 2015 bond issue.

- E.13.** RECOMMENDATION: Assign the contracts for the classroom addition at MacArthur Elementary 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.

RATIONALE: The individually awarded contracts will be encumbered as one contract to Trigon General Contractors and Construction Managers, Incorporated. The project is part of the 2015 bond issue.

- E.14.** RECOMMENDATION: Approve amendment 13A with Trigon General Contractors and Construction Managers for the classroom addition at MacArthur Elementary.

	Phase I	Phase II
Allowances	\$185,351.14	\$338,794.76
General Conditions	\$165,062.38	\$58,817.08
Management Fee	\$116,644.08	\$41,564.07
Reimbursables	\$59,413.90	\$389,566.38
Trade Contracts	\$2,570,528.50	\$272,002.71
Guaranteed Maximum Price	\$3,097,000.00	\$1,100,745.00

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

COST: Not to exceed \$4,197,745.00

FUND NAME/ACCOUNT: Facilities Bond Fund, (Phase I) 32-1210-4720-504500-000-000000-032-12-305-SA007 for \$3,097,000 contingent upon successful sale and receipt of the 2018B bond issuance and (Phase II) for \$1,100,745.00 is contingent upon the successful sale and receipt of the 2019A bond issuance.

REQUISITION/CONTRACT: 41900122

RATIONALE: The classroom addition is part of the 2015 bond issue.

- E.15.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the library addition at Lanier Elementary School.

		Phase I	Phase 2
Insulated Concrete	Advanced Concrete Forming	\$139,000.00	
Cast in Place Concrete	Contech	\$141,500.00	
Masonry	Brazeal Masonry	\$117,000.00	
Structural Steel	Bennett Steel	\$116,100.00	
Roofing & Sheetmetal	Atwell Roofing	\$214,000.00	
Drywall & Ceilings	D & D Interiors	\$59,527.00	
Plumbing	DaVco Mechanical	\$43,365.00	
HVAC	DaVco Mechanical	\$138,600.00	
Electric	Raceway Electric	\$174,800.00	
Sitework	Contech	\$66,000.00	
Fire Sprinkler	All American Fire	\$18,300.00	
Hollow Metal	James Jones	\$11,272.00	
Air/Water Barrier	Commercial Waterproofing	\$17,720.00	
Rough Carpentry	James Jones	\$10,400.00	
Alum, Glass, & Glazing	Alred Glass	\$19,774.00	
Rough Carpentry	James Jones		\$10,400.00
Finish Hardware	Builders Supply		\$30,925.00
Demolition	Howard Construction Services		\$16,400.00
Flooring	Interior Concepts		\$34,000.00
Millwork	FadCo		\$28,724.90
Low Voltage	Lighthouse Electric		\$79,000.00
Total Trade Contracts		\$1,287,358.00	\$199,449.90

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

RATIONALE: The library addition at Lanier Elementary is part of the 2015 bond.

- E.16.** RECOMMENDATION: Assign the contracts for the library addition at Lanier Elementary 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.

RATIONALE: The individually awarded contracts will be encumbered as one contract to Trigon General Contractors and Construction Managers Incorporated. This project is part of the 2015 bond issue.

- E.17.** RECOMMENDATION: Approve the amendment #14A with Trigon General Contractors and Construction Managers for the library addition at Lanier Elementary School.

	Phase I	Phase II
Trade Contracts	\$1,287,358.00	\$199,449.90
Reimbursables	\$11,717.96	\$41,603.20
Allowances	\$204,597.41	\$90,520.94
General Conditions	\$124,036.71	\$28,112.00
Management Fees	\$67,289.92	\$14,613.96
GMP	\$1,695,000.00	\$374,300.00

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

COST: Not to exceed \$2,069,300.

FUND NAME/ACCOUNT: Library Bond Funds, (Phase I) 32-1522-4720-504500-000-000000-028-12-260-LC001 for \$1,500,000. & Facilities Bond Funds, 32-1210-4720-504500-000-000000-028-12-260-LC001 for \$195,000 contingent upon successful sale and receipt of 2018B bond issuance and (Phase II) \$374,300.00 will be contingent upon the successful sale and receipt of the 2019A bond issuance.

REQUISITION/CONTRACT: 41800175

RATIONALE: The library addition at Lanier is part of the 2015 bond issue.

- E.18.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the classroom addition at McClure Elementary School.

Utility Relocation	CRS Mechanical	\$39,839.51
Unsuitable Soils Removal	Timberwolf	<u>\$48,757.00</u>
Total Trade Contracts		\$88,596.51

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

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

- E.19.** RECOMMENDATION: Assign the contracts for the classroom addition at McClure Elementary School to Nabholz Construction Company, Tulsa, Oklahoma, the construction manager at risk on the project.

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

RATIONALE: The individually awarded contracts will be encumbered as one to Nabholz Construction Company.

E.20. RECOMMENDATION: Approve amendment 4B with Nabholz Construction Company, Tulsa, Oklahoma, for the classroom addition at McClure Elementary School.

Trade Contracts	\$88,596.51
Reimbursables	\$599.16
Allowances	\$10,053.96
General Conditions	\$4,991.71
Management Fees	<u>\$3,368.37</u>
GMP	\$107,609.71

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 \$107,609.71

FUND NAME/ACCOUNT: Bond Fund, 32-1210-4720-504500-000-000000-036-12-320-SA008 -- Contingent upon the successful sale and receipt of the 2018B bond issuance.

REQUISITION/CONTRACT: 41800119

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

F. ACTION AGENDA - Motion and vote on recommendations

BOARD OF EDUCATION

- F.1.** RECOMMENDATION: Motion, discussion and vote on motion to postpone the effective date of renaming the school known during the 2017-2018 school year as Robert E. Lee Elementary School until the conclusion of the regularly scheduled board meeting of August 20, 2018.

RATIONALE: On June 18, 2018, the board voted to extend the date on which it would rename the school known in the 2017-2018 school year as Robert E. Lee Elementary School. To allow the recommended name to be presented to the board as an information item on August 6, 2018, and for a vote at the next regularly scheduled board meeting of August 20, 2018, the board should extend the date for renaming the school from August 6, 2018, to August 20, 2018. Until August 20, 2018, the school's official name for any record keeping purposes will continue be its site code.

TALENT MANAGEMENT

- F.2.** RECOMMENDATION: With regard to individuals employed as certified teachers, approve salary increases required by H.B. 1023xx, effective August 1, 2018, for the 2018-2019 school year. Specifically, approve the amended 2018-2019 teacher salary schedule such that teachers to receive the required increase in pay, progress one year on the salary schedule to reflect their appropriate number of years taught.

RATIONALE: As Destination Excellence describes, the education of our children is driven by the hard work and passion of Team Tulsa teachers. H.B. 1023xx, effective August 1, 2018, requires that certified personnel receive a marked salary increase for the 2018-19 school year. The revised salary schedule will help the district in its ongoing goal of providing its teachers more competitive salaries that are also more commensurate with their experience and professional responsibilities.

- F.3.** RECOMMENDATION: With regard to individuals employed as certified principals and assistant principals, approve the salary increases required by H.B. 1023xx, effective August 1, 2018, for the 2018-2019 school year. Specifically, for the 2018-2019 school year, their salaries shall be increased by the relevant increases reflected in the teacher salary schedule based on the employee's number of service years worked and recognized in the state of Oklahoma in addition to the standard career increments and adjustments.

RATIONALE: Principals and assistant principals are crucial members of Team Tulsa. H.B. 1023xx, effective August 1, 2018, requires that certified personnel (which include certified principals and assistant principals) receive a salary increase for the 2018-2019 school year. This agenda item helps the district work toward raising the salaries of these employees to more competitive levels reflective of their immense professional responsibilities as school leaders.

F.4. RECOMMENDATION: With regard to all certified personnel other than teachers/principals/assistant principals whose job descriptions require certification, approve the salary increases required by H.B. 1023xx, effective August 1, 2018, for the 2018-2019 school year. Specifically, for the 2018-2019 school year, their salaries shall be increased by the relevant increases reflected in the teacher salary schedule based on the employee's number of service years worked and recognized in the state of Oklahoma in addition to the standard career increments and adjustments.

RATIONALE: The certified staff covered by this agenda item include a variety of important education professionals--including, for example, the individuals responsible for the development of the district's curriculum, the design and delivery of our teachers professional learning, and the professionals who support our students' emotional and behavioral needs. H.B. 1023xx, effective August 1, 2018, requires that all certified personnel receive a salary increase for the 2018-2019 school year. This pay adjustment will help the district retain talent professionals who provide vital services for our schools, staff, students and families.

G. INFORMATION AGENDA

BOARD OF EDUCATION

- G.1.** RECOMMENDATION: Rename the school that – prior to its name rescension effective July 1, 2018 - was known as "Robert E. Lee Elementary" to "Council Oak Elementary." This name change will be effective August 6, 2018, upon the conclusion of the regularly scheduled board meeting.

RATIONALE: On March 15, 2018, as an extension of Tulsa Public Schools' ongoing work to ensure that district buildings and sites have names that reflect the district's core values of equity, character, excellence, team and joy, the board rescinded the school name of "Robert E. Lee Elementary." On May 7, 2018, the board voted 4-3 to accept the nomination of "Lee School" to be effective July 1, 2018. After individual reflection, as well as feedback from constituents and school community members, the board voted on June 18, 2018, to postpone the effective date of renaming "Robert E. Lee Elementary" to "Lee School" until August 6, 2018. During the postponement, an ad hoc committee composed of parents, alumni, teachers, students, and school and district leaders conducted the work necessary to develop a nomination for a new name for the school prior to the 2018-2019 school year. To arrive at its recommendation, the committee initially considered more than 100 potential names. After discussion and deliberation, the committee narrowed the list to five name options and created multiple opportunities for both members of the school and larger community to share their feedback on those five. Additionally, the ad hoc committee considered variations of those five final names that included the word "Lee." Ultimately, the ad hoc committee supported the final nomination of "Council Oak Elementary" as the new name for the school. Council Oak – the historic site at which, in 1886, the Muscogee (Creek) Nation held its first council fires after being forcibly removed from the southeastern United States – is located northwest of the school building and both are on the same Creek allotment of Wehiley Naharkey. Council Oak represents the historic founding of Tulsa and symbolizes hope, the strength of the school community and the value of perseverance and unity in working to build a brighter future for children.

CHIEF OF SCHOOLS

- G.2.** RECOMMENDATION: Enter into an agreement with Franklin Covey Client Sales, Inc., Salt Lake City, Utah, to purchase "The Leader in Me" coaching system for use at Hoover Elementary School during the 2018-2019 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 \$6,150.00

FUND NAME/ACCOUNT: Title I, 11-5118-2213-503200-494-000000-000-05-215-5118

REQUISITION/CONTRACT: 11901096

RATIONALE: "The Leader in Me" is a schoolwide model structured to increase teacher effectiveness, student engagement and academic achievement while preparing students to be leaders. The principal leader at Hoover Elementary School applied for and received the grant in order to implement the program. Hoover is in its fifth year and will participate for one more year.

- G.3.** RECOMMENDATION: Renew the agreement with Zearn, Inc., New York, New York, to provide online instructional software to students at MacArthur Elementary School during the 2018-2019 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 \$2,500.00

FUND NAME/ACCOUNT: Title I Fund, 11-5118-1000-506530-494-000000-000-05-305-5118

REQUISITION/CONTRACT: 11901160

RATIONALE: This software will be used to differentiate, remediate and challenge students as an individualized component of the math curriculum being used in the classroom allowing students to work on individual skills and provide them another opportunity to relearn material. This software will allow teachers the opportunity to individualize supports for the students and allow them to work at their own pace to master the content that is needed at each grade level. This software will support growth in math, which is an area of need at MacArthur.

- G.4.** RECOMMENDATION: Enter into a contract with Camp Waluhili, Chouteau, Oklahoma, as the venue for the annual Edison Senior Retreat, September 29 - October 1, 2018.

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 \$2,500.00

FUND NAME/ACCOUNT: Edison's School Activity Fund #864

REQUISITION/CONTRACT: 61900005

RATIONALE: This event has been held for eleven years and has provided students with the opportunity to become involved with event planning, organizational and teamwork skills. It is intended to promote a sense of togetherness and a sense of becoming aware of college demands that happen during the course of the senior year. Security will be provided, and parents and faculty will be in attendance.

- G.5.** RECOMMENDATION: Enter into a license agreement with Uncommon Schools, New York, New York, to purchase sets of Plug and Play materials for Burroughs Elementary School for the 2018-2019 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 \$1,500.00

FUND NAME/ACCOUNT: School Improvement Funds, 11-5150-2213-506530-494-000000-000-05-135-5150

REQUISITION/CONTRACT: 11901161

RATIONALE: Plug and Plays are ready-to-use modules designed to improve teaching. The modules support our Destination Excellence core values by offering ready-made PowerPoint presentations with embedded videos of techniques and actions that we are currently implementing district wide. Burroughs Elementary School is seeking to purchase all the needed materials for two to three hour professional development on specific Teach Like a Champion techniques.

- G.6.** RECOMMENDATION: Renew the contracts with the following school booster clubs to sell stadium food and beverage concessions during the 2018-2019 school year.
East Central Soccer Booster Club, East Side Stadium
Edison Track and Field Booster Club, LaFortune Stadium
Will Rogers High School Athletics, S.E. Williams Stadium
Tulsa Youth Athletics Association, Melvin Driver Stadium
Webster PTSA Warrior Wagon, Marshall Milton Stadium
- 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 contractors will provide concession services at all athletic and other events in the stadiums during the 2018-2019 school year. The district benefits monetarily from stadium concessions to enhance the overall athletic program.

TEACHING AND LEARNING

- G.7.** RECOMMENDATION: Purchase site-based, job-embedded coaching support for teachers in the areas of classroom culture, schoolwide culture, and classroom management from the most responsive and responsible offerors in accordance with the terms and conditions of Request for Proposal #19000.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: Not to exceed \$900,000.00
- FUND NAME/ACCOUNT: Title I, Part A district or site budgets, 11-5118-2213-503200-494-000000-000-05-XXX-5118, 11-5118-2213-503200-494-000000-000-05-XXX-5118 or 11-5150-2213-503200-494-000000-000-05-XXX-5150
- REQUISITION/CONTRACT: 11901523
- RATIONALE: This request for proposals is seeking a partner to provide support around research- and evidence-based classroom instructional strategies that will improve academic achievement. In addition, this partner will focus on building the

cultural competence of teachers as well as addressing disempowering teacher mindsets. We are seeking a partner that will train and coach teachers in the implementation of instructional strategies that increase the rigor to support student achievement and reach all students.

- G.8.** RECOMMENDATION: Purchase services of a professional learning strand focusing on the instructional literacy methods, mindset and language development approach to effectively support English learners in grades K-12 from the most responsive and responsible offerors in accordance with the terms and conditions of Request for Proposal #18071.

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 \$600,000.00

FUND NAME/ACCOUNT: Striving Readers Funds, 11-5380-2213-503200-431-000000-000-05-093-5380

REQUISITION/CONTRACT: 11901563

RATIONALE: The district was awarded a Striving Readers grant for the 2018-2019 through 2021-2022 school years. Tulsa Public Schools will serve the students in the PK-12 Hale feeder pattern (Skelly Early Childhood Education Center, Skelly Elementary, Owen Elementary, Jones Elementary, Hale Junior High and Hale High schools). The Tulsa Public Schools/CAP Tulsa Striving Readers Initiative will serve approximately 3,500 students and 250 teachers with high quality, needs-based consulting services, instructions training (especially for English learners), and resources and materials that supplement, complement and advance the district's literacy plan and help these schools build on the foundation they have constructed with core curriculum training and implementation as well as English learner services and resources.

TALENT MANAGEMENT

- G.9.** RECOMMENDATION: Approve position creations/deletions.

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

INFORMATION AND ANALYTICS

- G.10.** RECOMMENDATION: Amend the contract with Tyler Technologies, Falmouth, Maine, approved on the August 2, 2010, agenda, item F-1, to allow Tulsa Public Schools to use DocOrigin software for Munis.

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 additional cost to the district

RATIONALE: The district's Munis vendor has adopted DocOrigin software to replace Adobe for Tyler Forms processing. Converting to this software is required in preparation for future upgrades to the Munis system.

- G.11.** RECOMMENDATION: Enter into a one-year agreement with the President and Fellows of Harvard College, Cambridge, Massachusetts, for the purpose of having one district employee participate in the Strategic Data Project (SDP) at the Center for Education Policy Research at Harvard.

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 \$59,000.00

FUND NAME/ACCOUNT: General Fund, 11-0224-2542-503100-000-00000-000-05-007-0224

REQUISITION/CONTRACT: 11901603

RATIONALE: By participating in the Strategic Data Project at the Center for Education Policy Research at Harvard, the district will receive extensive support in its continued commitment to using high quality research methods and data analysis to bear on strategic management and policy decisions. By participating in the SDP, the district's data fellow will receive extensive in-person and remote professional development and guidance in district-centered data projects. The program anticipates a two-year partnership upon the mutual agreement of the parties. Harvard provides travel and other incidental costs associated with the in-person trainings.

FINANCIAL SERVICES

- G.12.** RECOMMENDATION: Purchase services from CAP Tulsa, Tulsa, Oklahoma, to provide services to Skelly Early Childhood Center for eligible students participating in the Striving Readers program during the 2018-2019 school year.

COST: Not to exceed \$83,750.00

FUND NAME/ACCOUNT: Striving Readers, 11-5380-1000-503200-431-000000-000-05-093-5380

REQUISITION/CONTRACT: 11901444

RATIONALE: The district was awarded a Striving Readers grant for the 2018-2019 through 2021-2022 school years. Tulsa Public Schools will partner with Community Action Project (CAP) Tulsa to serve the students in the PK-12 Hale feeder pattern (Skelly Early Childhood Education Center, Skelly Elementary, Owen Elementary, Jones Elementary, Hale Junior High, and Hale High schools). The Tulsa Public Schools/CAP Tulsa Striving Readers Initiative will serve approximately 3,500 students and 250 teachers with high-quality, needs-based consulting services, instructions training (especially for English learners), and resources and materials that supplement, complement and advance the district's literacy plan and help these schools build on the foundation they have constructed with core curriculum training and implementation as well as English learner services and resources.

BOND PROJECTS AND ENERGY MANAGEMENT

- G.13.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the classroom addition at Grissom Elementary School.

Site Work

Concrete

Insulation Concrete

Forms

Masonry

Structural Steel

Drywall and Ceilings

Roofing and Sheet

Metal

Site Utilities

Plumbing

HVAC

Electric

Low Voltage

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

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

- G.14.** RECOMMENDATION: Assign the contracts for the classroom addition at Grissom Elementary School to Crossland Construction Company 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.

RATIONALE: The individually awarded contracts will be encumbered as one contract to Crossland Construction Company Incorporated. The project is part of the 2015 bond issue.

- G.15.** RECOMMENDATION: Approve amendment #10A with Crossland Construction Company Incorporated for the classroom addition at Grissom Elementary School.

Allowances

General Conditions

Management Fees

Reimbursables

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: This project is in the bidding phase. The contractor's names and amounts will be presented on the consent agenda, after the bid is awarded.

FUND NAME/ACCOUNT: Bond Fund, 32-1210-4720-504500-000-000000-019-12-449-SA003 contingent upon the successful sale and receipt of the 2018B bond issuance

REQUISITION/CONTRACT: 41900121

RATIONALE: The classroom addition at Grissom is part of the 2015 bond issue.

- G.16.** RECOMMENDATION: Enter into contracts with the lowest responsible bidder for the secure entries at Hamilton, Burroughs, Robertson, Penn and Whitman elementary schools.

		Phase III
Aluminum Storefront - Whitman	Alred Glass	\$14,609.00
Electric - Penn	Lighthouse Electric	\$20,000.00
Electric - Whitman	Lighthouse Electric	\$20,385.00
HVAC - Penn	KM Shillingford	\$46,000.00
Total Trade Contracts		\$100,994.00

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

RATIONALE: The secure entries are part of the 2015 bond issue.

- G.17.** RECOMMENDATION: Assign the contracts for the secure entries at Hamilton, Burroughs, Robertson, Penn and Whitman elementary schools 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.

RATIONALE: The individually awarded contracts will be encumbered as one contract to Trigon. This project is part of the 2015 bond issue.

- G.18.** RECOMMENDATION: Approve amendment #15B with Trigon General Contractors and Construction Managers Incorporated, Tulsa, Oklahoma, for the secure entries at Hamilton, Burroughs, Robertson, Penn and Whitman elementary schools.

	Phase III
Allowances	\$23,593.00
General Conditions	\$11,338.86
Management Fees	\$5,989.35
Reimbursables	\$6,043.10
Trade Contracts	\$100,994.00
GMP	\$147,958.31

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 \$147,958.31

FUND NAME/ACCOUNT: Bond Fund, 32-1230-4720-504500-000-000000-043-12-355-SE007 for \$108,003.28 at Penn and 32-1230-4720-504500-000-000000-051-12-435-SE007 for \$39,955.03 at Whitman. Phase III is contingent upon the successful sale and receipt of the 2018B bond issuance.

REQUISITION/CONTRACT: 41900001

RATIONALE: The secure entries are part of the 2015 bond issue.

GENERAL COUNSEL

- G.19.** RECOMMENDATION: Clarify and add statutory language to school board policy 1102.

COST: No cost to the district

RATIONALE: The section of district policy 1101 regarding board vacancies should be revised to include clarifying language from Okla. Stat. 26, section 13A-110, regarding the term of persons appointed to fill board vacancies.

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
Washington High School/Football Team	Students: 90 Parents: 0 Staff: 15	To participate in the Bentonville Football game/Bentonville, Arkansas	August 25, 2018	0	Not to exceed \$3,000/Washington's School Activity Fund #542
Washington High School/Football Team	Students: 90 Parents: 0 Staff: 15	To participate in the Shreveport Football game/Shreveport, Louisiana	September 7-8, 2018	1	Not to exceed \$11,000/Washington's School Activity Fund #542
Eisenhower International School; Zarrow International School and Dual Language Academy/5 th Grade Students	Students: 50 Parents: 0 Staff: 4	Study Abroad Program/Madrid, Spain	September 14, 2018 – November 9, 2018	38	No cost to the district/funding provided by Eisenhower and Zarrow International School Foundations (Exchange Program), Parent Teacher Association (PTA) and parents/guardians.
Eisenhower International School; Zarrow International School and Dual Language Academy/5 th Grade Students	Students: 15 Parents: 0 Staff: 2	Study Abroad Program/Heredia, Costa Rica	October 12, 2018 – November 9, 2018	15	No cost to the district/funding provided by Eisenhower and Zarrow International School Foundations (Exchange Program), Parent Teacher Association (PTA) and parents/guardians.

SUPPORTING INFORMATION**CONSENT ITEM E-6****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Anderson, Demetris	7/09/18	\$15.50	Desktop Support Analyst	TS-9
Bautista Enrique, Carlos	8/07/18	\$40,000.00	Athletic Trainer	BG-5
Brown, Quinn	8/20/18	\$13.11	ED Paraprofessional	IS-10
Calvin, Kelli	8/20/18	\$10.81	Teacher Assistant	IS-6
Chea, Amanda	8/16/18	\$42,220.00	Nurse – Supervisor	B-17
Childs, Diana	8/20/18	\$12.46	Teacher Assistant	IS-6
Clark, Crystal	7/25/18	\$37,916.00	Instructional Mentor	M-9
Cole, Lisa	8/07/18	\$64,000.00	ELD Coordinator	EG-1
Dean, Emily	8/16/18	\$38,660.00	Nurse – Supervisor	B-13
Diaz, Alexandra	8/20/18	\$12.00	Teacher Assistant	IS-6
Dover, Erika	8/08/18	\$10.83	School Clerk	CA-3
Gilbert, Kaili	8/20/18	\$10.81	Paraprofessional	IS-6
Gunnells, Jamice	6/25/18	\$11.21	Bus Driver	MT-7
Haddox, Arin	8/20/18	\$12.00	Teacher Assistant	IS-6
Hansel, Mary	8/20/18	\$12.46	Paraprofessional	IS-6
Harmon, Terrie	6/25/18	\$11.21	Bus Driver	MT-7
Hunter, Marqaux	8/16/18	\$47,736.00	Speech Language Pathologist	M-22
Ibarra, Fawwna	8/09/18	\$10.20	Parent Involvement Facilitator	IS-3
Jackson, Tamara	8/20/18	\$11.21	Bus Driver	MT-7
Jones, Anisa	8/07/18	\$49,500.00	Assistant Principal	EG-3
Kesler, Rebecca	8/08/18	\$13.60	Principal Secretary	CA-8

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
LaMay, Edith	7/25/18	\$64,244.00	Supervisor – School Psychology	BG-8
Martin, Amber	8/20/18	\$13.11	Autism Paraprofessional	IS-10
Massey, Ronald	7/12/18	\$9.92	Evening Custodian	MT-3
Metzger, Kristen	8/20/18	\$10.81	Teacher Assistant	IS-6
Monge Monge, Benita	7/12/18	\$9.35	Unassigned Custodian	MT-3
Morrow, Sandi	7/25/18	\$37,406.00	Instructional Mentor	M-8
Neves, Paula	7/23/18	\$16.74	Executive Administrative Assistant	CA-15
Nicholas, Rachel	8/07/18	\$57,500.00	Assistant Principal	EG-5
Parajuli, Navara	7/12/18	\$9.49	Day Custodian	MT-3
Parperis, Kathryne	8/16/18	\$45,630.00	Nurse	B-22
Peterson, Hayley	8/16/18	\$33,956.00	Speech Language Pathologist	M-0
Reed, Melissa	8/20/18	\$12.46	Teacher Assistant	IS-6
Rogers, Melisa	7/25/18	\$42,936.00	Instructional Mentor	M-16
Sheffield, Jordan	7/25/18	\$35,300.00	Instructional Mentor	B-6
Shelton, Tammy	8/07/18	\$49,000.00	Assistant Principal	EG-3
Smith, Kristen	8/07/18	\$49,250.00	Assistant Principal	EG-3
Steele, Rachel	7/25/18	\$11.27	Cook II	MT-3
Thierry, Nora	7/18/18	\$13.60	Principal Secretary	CA-8
Wagner, Christine	7/25/18	\$36,376.00	Instructional Mentor	M-6
Walker, Lakrisa	8/07/18	\$49,500.00	ELD Coordinator	EG-1

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Bates, Keri	7/23/18	\$49,713.00	Teacher	Assistant Principal	EG-3
Bejarano, Gloria	8/02/18	\$13.25	Head Custodian	Head Custodian	MT-9
Black, Kevin	8/20/18	\$16.50	Autism Paraprofessional	ED Paraprofessional	IS-10
Blakney, Kimberly	8/07/18	\$57,165.00	Assistant Principal	Principal Interim	EG-6
Brown, Michelle	7/23/18	\$57,500.00	Assistant Principal	Assistant Principal	EG-5
Cardenas, Viridiana	8/09/18	\$11.60	Enrollment and Student Information Registrar	Parent Involvement Facilitator	IS-6
Carter, Heather	7/28/18	\$12.33	School Clerk	Principal Secretary	CA-8
Church, Amy	7/25/18	\$37,200.00	Teacher	Instructional Mentor	B-10
Clay, Susan	7/25/18	\$57,053.00	Instructional Mentor	Lead Instructional Mentor	EG-1
Clayburg, Sharyl	7/25/18	\$52,400.00	Instructional Mentor	Lead Instructional Mentor	EG-3
Connell, Cathy	8/20/18	\$12.26	Teacher Assistant	Paraprofessional	IS-6
Cossman, Tracy	7/23/18	\$68,000.00	Staff Allocation Analyst	School Support Partner	BG-9
Durbin, Melanie	7/23/18	\$23,995.00	Cafeteria Manager	Cafeteria Manager	BG-B
Durham, Jenifer	7/23/18	\$53,750.00	Assistant Principal Interim	Assistant Principal	EG-5
Farrow, Teresa	7/23/18	\$20,328.00	Assistant Cafeteria Manager	Traveling Cafeteria Manager	BG-A
Farrow, Valarie	7/18/18	\$76,202.00	Admin – Special Assignment	Principal Interim	EG-7
Fields, Sharmel	6/27/18	\$9.35	Unassigned Custodian	Evening Custodian	MT-3
French, Whitney	7/25/18	\$34,500.00	Teacher	Instructional Mentor	B-4

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Garman, Kari	8/07/18	\$54,800.00	Dean	Assistant Principal	EG-4
Gonzales, Sabina	7/23/18	\$63,632.00	ELD Coordinator	Assistant Principal	EG-3
Herring, Sonia	7/09/18	\$12.60	Bus Driver	Special Needs Bus Driver	MT-7
Hudson, Erinn	7/25/18	\$42,936.00	Teacher	Instructional Mentor	M-16
Issacs, James	7/23/18	\$54,322.00	Assistant Principal	Principal Interim	EG-6
Jones, Diana	7/02/18	\$13.03	Family Applications Clerk	Operations Support Clerk	CA-5
Jones-Chunu, Melissa	7/30/18	\$53,531.00	Teacher	Assistant Principal	EG-3
Kearney, Cindy	7/25/18	\$52,912.00	Instructional Mentor	Lead Instructional Mentor	EG-1
Kelps, Susan	8/16/18	\$39,045.00	Teacher	Teacher	M60-7
Kennedy, Kylinn	7/25/18	\$36,376.00	Teacher Coach	Instructional Mentor	M-6
Kingsley, Isla	7/25/18	\$61,803.00	Instructional Mentor	Lead Instructional Mentor	EG-1
Lee, Teresa	8/08/18	\$13.99	Autism Paraprofessional	School Clerk	CA-3
Lewis, Rakisha	7/09/18	\$12.43	Bus Driver	Special Needs Bus Driver	MT-7
Maxeiner, Timothy	8/07/18	\$49,515.00	Dean	Assistant Principal	EG-4
McBride, Tracy	8/20/18	\$11.33	Cafeteria Assistant	Paraprofessional	IS-3
Miller, Kristen	8/08/18	\$13.24	Teacher Assistant	Principal Secretary	CA-8
Payne, Lashaunda	7/12/18	\$13.22	Paraprofessional	Parent Involvement Facilitator	IS-6

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Perez, Janis	7/11/18	\$14.34	Cafeteria Manager	Registrar	CA-9
Prevett, Deidre	7/18/18	\$81,598.00	Principal	Manager Indian Education	EG-8
Randell, Stacey	7/25/18	\$50,844.00	Teacher	Instructional Mentor	M30-23
Ray, Kelly	6/25/18	\$9.35	Unassigned Custodian	Evening Custodian	MT-3
Rentie, Shavonna	8/20/18	\$13.11	Paraprofessional	MD Paraprofessional	IS-10
Rodriguez, Gabriel	8/20/18	\$11.92	Para Teacher	ED Paraprofessional	IS-6
Schroepfer, Claire	7/23/18	\$68,000.00	Talent Development Specialist	School Partner Support	BG-9
Settle, Connie	7/25/18	\$52,400.00	Instructional Mentor	Lead Instructional Mentor	EG-1
Smith, Kristi	7/02/18	\$16.98	Administrative Assistant III	Budget Technician	CA-12
Stofferahn, Helen	7/23/18	\$12.63	Traveling Cafeteria Manager	Assistant Cafeteria Manager	MT-6
Thomas, Patricia	6/19/18	\$11.15	Evening Custodian	Assistant Custodian Head	MT-5
Trout, Darla	7/25/18	\$67,969.00	OCC Therapist	Supervisor of Related Services – Interim	EG-8
Walker, Maurice	8/07/18	\$65,000.00	Teacher	Assistant Principal	EG-5
Walls, Talitha	7/25/18	\$52,400.00	Instructional Mentor	Lead Instructional Mentor	EG-1
Wells, Benton	7/25/18	\$60,000.00	Instructional Mentor	Lead Instructional Mentor	EG-1
West, Jessica	7/25/18	\$40,800.00	Teacher	Instructional Mentor	B-16
Wilson, Rochelle	7/23/18	\$52,500.00	Teacher	Assistant Principal	EG-5

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Wood, Robin	6/19/18	\$10.70	Day Custodian	Assistant Custodian	Head MT-5
Young, Lori	8/10/18	\$54,544.00	Psychometrist	Psychologist	M30-26

SEPARATIONS

Name	Effective Date	Position
Alikor, Patty	6/04/18	Teacher
Anaya, Maria	7/13/18	Evening Custodian
Ashworth, Marian	6/21/18	Principal Secretary
Bereal, Aisha	7/24/18	Social Worker-Network
Brown, Chrystal	6/04/18	Teacher
Carl, Teena	7/20/18	Teacher
Clifton, Lela	9/04/18	Talent Specialist
Curtis Dunbar, Patricia	6/18/18	Teacher
Dawkins, Paula	7/14/18	Cafeteria Manager
Elliott, Jenny	7/01/18	Teacher
Esmond, Amanda	5/31/18	Teacher Assistant
Evans, Daniale	6/04/18	Teacher
Everett, Sharon	6/29/18	Evening Custodian
Flaton, Danielle	7/11/18	Teacher
Ford, Josey	7/05/18	Evening Custodian
Frey, Derek	6/04/18	Teacher
Gellner, Corry	6/09/18	Teacher
Gillespie, Pamela	6/04/18	Teacher
Hasty, Rebecca	6/23/18	Teacher
Hendrix, Samantha	6/04/18	Teacher
Hubbard, Elizabeth	7/16/18	Cafeteria Assistant
Huss, Tiffany	6/04/18	Teacher
Jones, Darren	5/31/18	Paraprofessional
Lamb, Jami	6/26/18	Teacher
Lazar, Liz	7/19/18	Nutrition Instructor
Loggins, Justin	6/25/18	Unassigned Custodian
Meador, Catherine	6/04/18	Teacher
Moore, Dion	7/09/18	Teacher
Moses, Linda	6/04/18	Teacher
Oliver, Larry	7/29/18	Transportation Craftsperson
Owens, Milan-Paris	5/31/18	Health Assistant
Pendergrass, Janece	7/05/18	Teacher
Philpot, Lauren	6/18/18	Teacher
Pilehvar, Parisa	6/04/18	Teacher

SEPARATIONS – Continued

Name	Effective Date	Position
Ragsdale, Roderick	5/18/18	Bus Driver
Ramos Paramo, Salatiel	7/01/18	Teacher
Rickman, Martha	6/12/18	Teacher
Robinson, Charity	7/10/18	Teacher
Sanders, Shawntiana	7/01/18	Teacher
Schonberner, Nicolas	7/09/18	Teacher
Sepulveda, Eufracia	7/23/18	Evening Custodian
Smith, Maxine	7/11/18	Evening Custodian
Stivers, Kim	6/30/18	School Clerk
Thomas, Carolyn	7/24/18	Instructional Mentor
Tovar, Angelica	7/03/18	Evening Custodian
Wade, Abigail	8/01/18	Teacher
Warner, Cameron	6/04/18	Teacher
Watson-Ivy, Shean	7/05/18	Teacher
Williams, Alicia	7/25/18	Counselor
Williams, Wendy	7/31/18	Teacher

SUBSTITUTE AND TEMPORARY ELECTIONS

CLERKS

Hernandez-Mercado, Leydi
Reynolds, Margaret
Wicks, Matthias

CNS

Baskerville, Antonia
Bruner, Edwina
Guy, Jason
Horton, Pamela
Johnson, Beverly
McCaskill, Teona
Pickerel, Johnny
Pickering, Donna
Roldan, Aurelia

Communications Specialist

Schoenefeld, Brian

BUS DRIVERS

Grady, Tamiko
Jones, Jenifer
Marsh, Donald
Perryman, James
Porter, Rebecca
Taylor, Jerriann

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

HEALTH ASSISTANT

Adams, Delzener

Substitute Sign Language Interpreter

Catlett, Matthew

TUTORS

Alexander, Walter	Iten, Therese
Alonso, Aaron	Lepine, John
Bomer, Judy	Littlejohn, Barbara
Brulc, Kathleen	McDonald, Carolyn
Chandler, JoAnn	Steichen, Erin
Curley, Kathleen	Testa, Christine
Forler, Dianne	Tierney, Kay

SUBSTITUTES

Abbott, Annette	Costner, Kylie	Long, Virtlee G	Shorrock, Colleen
Ailsworth, Lisa	Crenshaw, Marsha	Lovelace, Merry	Short, Leila
Albom, Marianna	Davis, Barbara	Marks, Earline	Shrove, Vada A
Baker, Lynette	Day, Sharon	Martin, Nola Lorine	Snellgrove, Margaret E
Ballard, Nora	Eicher, Kirstan	Mixon, Jim	Spahr, Leesa
Barnett, Lesa R	Garrison, Samuel	Monhollon, Susan	Spaulding, Judy K
Barre', Brenda	Glenn, Jo	Moore, Janine	St John, Raymond H Jr
Bartholomew, Marilyn	Goff, Carmelitha	Musungayi, Nkaya Tina	Stephens, D'juana
Bean, Dana	Goolsby, Dr. Annie J	NewComer, Jean R	Tamimi, Wafa Al
Biggs, Dorothea	Hampton, Dennis	Norman, Johnnie M	Tottress, Janiace
Birmingham, Kennette	Harris, Samantha	Oakes, Jean	Tryon, Steve
Blair, Judith	Helfenbein, Connie	Osborn, Barby D	Vargas, Orlando
Blakemore, Nancy	Herren Hale, Mina	Parker, Mary Ann	Wade, Donna Dee
Brothers, Paul	Jackson, Sandra L	Parrett, James M	Wade, Kaniesha
Brown, Levi	Jacobs, Randy	Paschall, Jeana K	Wallen, Carmela
Buford, Juanita	Johnson, Angela	Pegues, Luther	Wells, Beverly
Burka, Charles G II	Kefferson, Yvonne O	Perdue, Melissa L	White, Janelle
Butler, Mary L	Knipfer, Brenda C	Peters, Bonnie L	White, Joseiah
Buyckes, Willa	Koloff, Kevin	Peterson, Bailey	Williams, Jordan
Cato, Cheryl	LaFortune, John	Polk, Beth	Wilson, Lonnie M
Chapman, Debra S	Lee, Linda	Rodgers, Robert D	Wright, Shaundra Laurice
Clardy, Clarissa	Lomangino, Donald	Rose, Rutha	Zouioueche, Nadjia

TEACHERS RE-ELECTED 2018-2019

TEMPORARY EMPLOYEE CONTRACT – ONE SEMESTER ONLY

BLANKENSHIP, JERUSHA M	MILLER, BRITTANY P
BLYTHE, BRENDA J	MILLER, TYLER R
BOWMAN, ABBY D	REICHMUTH, AMY
COLEMAN, GENELL M	ROGERS, JASON S
CRUTCHER, SHANNON	RYU, HWASONG
DEASON, GARRY L III	SCOTT, DANELLE M
DRAPER, KATHRYN G	SIMCOE, REBECCA A
ECKENFELS, NATALIE H	SWANSON, LINDSAY A
FOWLER, CASSANDRA D	THOMAS, JEFFERY
JONES, DIANE L	VIVAR, KRISTIN A
JUDKINS, KAREN S	WALKER, ANGELA L
LANDBURG, GREGORY W	WHITE, BRANDI D
LANTZ, KEVIN M	ZUNIGA, SHERIDAN N
LEGGINS, HERLENA P	

TEMPORARY CERTIFIED EMPLOYEE CONTRACT

ABEL, MONICA D	BIGBY, CHRISTOPHER	BRUNEAU, PATRICIA L
ABERNATHY, LAURA E	BITZER, CHAD D	BUCHMAN, MELISSA N
AGUAYO, ANDREA	BLACK, ANNA M	BUGG, PAIGE M
ALEXANDER, MARIA	BLACK, JASON C	BUGGS, RANDY J
ALLEN, SUSAN	BLACKWELL, AMANDA J	BUTLER, STELLA L
ANDERSON, DANIEL H	BOLLIS, ALEXIS C	BUXTON, TERRY L
ANDERSON, TAYLA M	BORNERT, HEIDI C	CAJEFE, IGMEDIO A
ANTLE, KELLY A	BOUDREAUX, JAMIE S	CAMPBELL, SARAH M
ANTON RUCIO, BELEN	BOUGHNER, ROBERT L	CARBY, KYRA C
ARANDA, ISABEL	BOUWKAMP, IVY R	CARMINATI, DANIELLE A
ARMOUR, PATRICE	BOWMAN, KELLY J	CARNES, SANDRA L
ARMSTRONG, KAILA A	BOYD, SUSAN M	CARPENTER, EMILY M
ARNOLD, KAYLEIGH N	BRACHER, AMY E	CATALDO, KARIN G
AUTRY, DEBRA K	BRADFORD, LYDIA J	CHENOWETH, STEVEN
BAILEY, COREY A	BRANNON, JAMES O JR	CHRISTY, DARYL
BARRERA, CHRISTIAN S	BREWER, KYLEIGH M	CINDLE, CATHERINE M
BASSE, DENNY J	BRISTOW, REBECCA M	CLARK, RODNEY A
BAUER, MARY A	BRITT, JEREMY	CLINE, RODNEY D
BEAMAN, SHELLY L	BROOKS, BRENDA S	COBERLY, DEANNA L
BEAVER, MATTHEW K	BROOKS, MOLLY C	COLE, ERYNN
BELDING, RUTH A	BROWN, CHELICE	COLEMAN-WOODS, LAKENDRA D
BELL, SANDRA A	BROWN, EMILY R	COLLIER, ROBERT
BELLO, ERNESTO JR	BROWN, FAITH K	COLLINS, GRANT I
BELLVILLE, DANIEL	BROWN, JOHN T	CONKLIN, ROBERT
BEVENUE, KIMBERLY R	BROWN, SUSAN C	COOK, AMY L

TEMPORARY CERTIFIED EMPLOYEE CONTRACT – Continued

CORNGOLD, KIRA R	FRITZ, KELI D	HORNBUCKLE, JIMI D
COUGHLON, DORIS A	FRYHOVER, JORDAN M	HOUSEL, ASHTON W
COX, SARAH D	FULLER, SAVANNAH	HOUSTON, LAKINDA M
CRAWFORD, AMY B	GAMBLE, CARRE S	HOUSTON, MARLON S
CRUEL, KIMBERLY M	GARBA, HAMSATU	HUANG, ALANYA
DALE, ABIGAIL C	GARCIA, ADELE	HUDSON, ERINN A
DANIEL, STEVEN D	GARDNER, EMILY J	HUDSON, MELISSA D
DANIELS, KERRY E	GASTINEAU, MARLENA	HUNT, ALICIA D
DAVIS, DEANN R	GENSKE, EMILY A	HUNTER, HANNAH M
DAVIS, MICHALA P	GERLACH, SYDNEY S	HURD, JALESSA S
DAY, BARBARA D	GHOLSON, CAMILLE Y	HURTADO, ALEXANDRA V
DE HARO, BLANCA	GOINS, MALLORY D	HUTCHISON, MIRANDA R
DEFORD, NATHAN C	GRANT, RONALD E	HUYNH, XUAN H
DEHAY, KELLI L	GRIFFIN-BRANNON, ERICA R	INGLE, KENDALL A
DELGADILLO, LILIA	GRISHAM, LAURA	INGRAM, KATRINA M
DEWART, CERESE M	HADEED, KRISTINE L	IVY, CHEIANNE A
DOLLAR, BAILEY	HAHN, PAULETTE E	JACKSON, CAROL D
DUDNEY, EMILY	HALEY, CINDY K	JACOBS, RHONDA L
DUKES, JENTLE	HALL, DIANA M	JADIS, CLAIRE N
DUNCAN, BRENN A	HALL, ERIKA	JEFFRIES, AMBER R
DUNCAN, MICHAEL R	HAMES, MARK H	JOHNSON, JENNIFER C
ECHEVARRIA, FELIX	HARDY, LYSONDRA J	JOHNSON, KORIE C
EICHER, NATHAN R	HARMON, SHELBY F	JOHNSON, ROBIN J
ELLIS, HEATHER J	HARRISON, BRIANA M	JONES, BRIAN K
ELLISON, KAREN R	HARTMAN, PATRICIA	JONES-ZENTZ, SHELBY N
EMERSON, ASHLEY M	HATTON, RAVEN J	KEIM, SHANE E
ENYARD, SCARLET R	HAYES, BARBARA L	KELLER, KEARA
ERMIS, MORGANNE M	HEFTON, CARRIE D	KELLEY, POPPY M
ESTES, GENEVIEVE M	HEIDLER, ABIGAIL C	KIM, EUNWOO
ESTES, MELODY E	HENDERSON, QUETA A	KLETZLY, COLEEN
ETTER, SUSAN	HENDERSON, SUSAN C	KNAPP-SCHMIDTKE, JACQUELINE M
EVANS, STEPHEN B	HENDERSON, TARA L	KNOP, JESSICA N
FAZZINI, PATRICIA J	HENDRICKS, DIANA M	KRUIS, KAREN
FELLER, DONALD W	HERRMANN, CODY	KWON, SANG-YOP A
FERNANDEZ, HANNAH E	HILL, KEARIN C	LAMONT, PATRICIA D
FIELDS, PHYLLIS L	HILL, KENYAH S	LAMUNYON, TIFFNEY J
FLORES, ALBERTO	HITSMAN, ANNA	LANDSAW, SARAH E
FLORES, ERIC D	HOGUE, SAMANTHA M	LANGO, PRECIOUS K
FORD, REBECCA D	HOLDER, REBECCA	LAWRENCE, DONNA S
FOREMAN, TERESA L	HOLLINGSWORTH, WILLIAM	LAWRENCE, VICTORIA
FOSTER, EMMETT J	HOLT, RACHEL K	LAWSON, ANNE MARIE C

TEMPORARY CERTIFIED EMPLOYEE CONTRACT – Continued

LEDDY, AMY J	OROS ZAMUDIO, MARIA DEL CARMEN	SALBINO, CHEYENNE N
LEDOUX, HILLARY M	OVERHULS, JILL L	SBANOTTO, LINDSEY
LEFLER, JANET	OWEN, DARRYL R	SCHMID, MELINDA
LLOYD, NANCY J	OWENS, AMAYA	SCHRIEWER, ROBERT
LONG, SARAH R	PARNELL, ROBYN L	SCHUSTER, JORDAN L
LONGWITH, TRISHA	PARR, CLAUDIA G	SCOTT, JAYME L
LOONEY, CARYN R	PATEL, NEAL J	SEDWICK, MARY L
LOWE, BIANCA	PATTERSON, JARED L	SEMON, KARISA T
LOWRY, GREGORY J	PEAK, SIERRA D	SHOEMAKER, HAILEY R
LOWRY, LAUREN N	PEARSE, MELODIE J	SHORES, MONICA M
LOWTHER, JENNIFER	PEARSON, LAURA	SIMONELLI, THEODORE P III
MACOMB, JULIE A	PEELEN, AVERY C	SIMPSON, MARSHA L
MADERAZO, HEATHER M	PERRY, TAMARA L	SKAGGS, MONICA D
MANGRUM, NICKIE L	PHILLIPS, MARTY	SMITH, AMBER E
MARCAS, JANA R	PHIPPS, CONLEY L	SMITH, CHARRON R
MARQUINA PANDURO, CARLA A	PINNEY, CHRISTY	SMITH, JANET M
MARSHALL, LACEY	PITTMAN, PHILIP	SOAP, KIMBERLY A
MCALISTER, CRISTA N	PITTS, MICHAEL D	SPEARS, JULIE R
MCGILBRA, CORTNI R	POLANCO, KALEE A	SPENCER, JAYSEN T
MCKEEMAN, MARY B	POTTS, CRYSTAL A	SPREITER, BENJAMIN M
MEACHAM, CALEB	PREVETT, CAMILLE	STAMBECK, DONALD S
MEYER, KEELA R	PRICE, TRINITY A	STEEL, SAMANTHA G
MILLER, EMILY N	PRIDE, TAYLOR	STOOPS, REBEKAH D
MILLER, KIRSTEN	PUNTES-ZAMARRIPA, ALONDRA	STORY, DANA
MINGUEZ, JOSE I	PURVIS, MARY C	SUNDAY, PAUL N
MITCHELL, CHRISTOPHER B	QUALE-PIPER, KIMBERLY J	TABER, JESSICA
MOFFITT, BENAIHA	RAGAN, AMANDA J	TAYLOR, HEATHER A
MOLENCUPP, VICTORIA L	RAIBER, SAMANTHA J	THOMAS, THERESA E
MONDAY, PATRICIA A	RAUSS, OLIVIA D	THOMPSON, JASMINE M
MOORE, AMY	REATHER, KAYLA R	THOMPSON, JUDY A
MOORE, MEGAN N	REEDER, JUDITH E	THUESON, KIMBERLY S
MORGAN, ANDREA K	REICH, BILLYE J	TIGER, HEATHER K
MORRIS, GRAYDON C	REICHARD, MARY M	TOMLINSON, BAILEY C
MORRISON, JEAN T	RILEY, BRIDGET M	TORRES CIARALLI, JEANNETTE
MYERS, CHELSEA V	RODGERS, KAREN R	TRAYLOR, MAURIE L
NEAL, RENE L	ROSE, JOHN L	TURNBULL, NIKOLIA M
NELSON, JOSEPH D	ROSS, JENNIFER J	TURNER, ASHLEY E
NEMARD, JANEY L	ROYBAL, SENLIN	VELAZQUEZ, AMANDA V
NOBLE, PAMELA K	RYAN, ELLEN L	VESS, CARLA P
O'DELL, KRISTIN L	SABRI, MOHAMMAD K	VOGEL, LINDSEY M

TEMPORARY CERTIFIED EMPLOYEE CONTRACT – Continued

WALKER, MAURICE E	WILLIS, ANNETTE C
WALKER, SHERRI L	WILLS, MELISSA M
WALTON, NOLENE D	WILSON, AARON
WALTON, RACHEL	WILSON, BECKY K
WALTON, REBECCA E	WILSON, BRIAN C
WANN, JOSHUA	WILSON, TAYLOR J
WARREN, KATHERINE M	WING, MEGAN B
WATKINS, NAJLA J	WINTON, DAVID
WEBSTER, KARIN K	WITTROCK, JAMIE D
WHITE, DUSTIN	WOLF, STEVEN R
WICKS, MARIAH E	WORK, KELLI E
WIDEMAN, KAREN D	WORLEY, SARAH J
WILCOVE, RACHEL J	WORTH, PAMELA L
WILKERSON, MICHELLE R	WYBLE, WILLIAM H
WILL, ADDISON S	YOUNG, CHAUNTEL L
WILLIAMS, KIMBERLY D	YOUNG, KRISTEN
WILLIAMS, MICHAEL K	YOUNGBLOOD, KAITLIN R
WILLIKY, CARLY N	ZANDBERGEN, LAQUANDA G

CERTIFIED EMPLOYEE CONTRACT

AHN, CHRIS J	COBBINS, CHARLES P	ESTES, ZACHARIAH I
ALVARADO, MICHELLE L	COFFEY, COURTNEY C	FARRELL, KIRK R
ANDERSON, GINA R	COLE, SHELLY R	FARRIS, HEATHER M
BARNES, CHRISTIE A	COMPASSI, SHAWNA M	FERNANDEZ, CATHERINE E
BENNETT, KELLY J	COOK, KINSEY D	FIELDS, SERINA
BETTS, PAIGE N	COPP, MARIA N	FOLEY, STEVEN C
BOLLER, PAMELA J	COULSON, JENNIFER L	FORGA, PAMELA
BONK, NICOLE L	COX, PATRICIA D	FRETER, JOY L
BOONE, SHELBY N	DALTON HOFFMAN, MARGARET	FROESE, SAVANAH
BOWLBY, DAVID B	DANIELS, TONY C II	GOAD, PATRICIA K
BRANDT, FORREST J	DAVIS, REGAN	GORDON, KEVIN C
BROWN, SYDNEY M	DAVIS, TERRI L	GREGORY, MELANIE A
BRUSH, ANDREA M	DAVIS, VIRGINIA S	GREUEL, KATHERINE A
CALIP, BRAD	DE MERRIT, DEAN R	GRISSE, KEITH E
CARR, LISA L	DEWALL, TESSA S	HANSEN, KAITLYN M
CARRELL, MELISSA A	DIAZ PULIDO, OLGA L	HATLEY, JOAN
CATHEY, LINDSEY N	DIAZ RODRIGUEZ, VERONICA	HINES, ROBIN C
CHILDERS, PARKER A	DICKINSON, PHILLIS	HOLLINGSWORTH, SUSAN S
CHRZ, TONI M	DIXON, JAYDE E	HOPPER, JULIANNA M
CLANCY, HANA Y	ELIZALDE, PATRICIA X	HURT, CHRISTOPHER A
CLAYTON, AMBER N	ELLIS, JACKIE F	IRWIN, MARY

CERTIFIED EMPLOYEE CONTRACT – Continued

JENNINGS, JOY E	RAY, SHANIQUA R
JOHNSON, JUNE A	RICHARDS, STEPHANIE
JOHNSON, KATIE G	ROBLING, SHANNON N
JONES, PATRICIA L	ROBY, JERI L
KING, JEFFREY A	ROWLAND, GABRIELLE
LARKIN, ERIN	ROWLAND, JOCELYN C
LEE, ALICIA J	SCARBROUGH, CARTER
LEE, KEU	SHARP, JESSICA D
LITTLE, DELILAH A	SHEARER, KENDALL E
LIVINGSTON WILLIAMS, MEREDITH G	SILVA, BRIDGET A
LOGAN, SHARON R	SILVA, MARGARET L
LOVELY, KRISTINE H	SIMMONS, BRADLEY
MABON, MACKENZIE	SIMMONS, DAKOTA L
MARKARIAN, ALEXA J	SMALLWOOD, BETTY L
MARTIN, SHEILA A	SMITH, JANET E
MCCASLIN, JOANN L	STARNES, PATRICIA S
MCCOY, JOHN M	STEWART, JESSICA R
MCCRARY, BARBARA A	STICK, SARA E
MCCULLAH, BILLY D	SUMMERFIELD, YLENIA
MCCULLOUGH, KIRSTEN M	SWINDELL, KRISTIN N
MERCER, DARRELL H JR	TENBARGE, CHRISTINE
MERRICK, STEPHEN C	THOMAS, JENNIFER A
MERRILL, AMY E	THOMAS, KEVIN B
MIZE, JON S	VEALE, RACHEL
MONTGOMERY, TANJA M	VIVION, JENNIFER D
MOORE, CANDACE E	WADLINGTON, CAMILLE A
MOORE, LINDA S	WARD, KEITH R
MORRIS, MICHI M	WEATHERFORD, TARA L
MOSES, ANITA L	WEATHERHOLT, ELIZABETH G
MOSES, SHELBY B	WEAVER, ANGELA D
OSBORNE, DAN D	WEBER, CHRISTIE S
OXFORD, BRENDA S	WHEELER, LISA L
PAYNE, KATIE E	WHITT, KATELYN
PEREZ, ELIANNE V	WILBER, SABRINA B
PHILLIPS, KYLER S	WILLARD, SARAH E
PIERCE, CANDICE E	WILLIAMS, BRENDA J
PRESCOTT, MICHAEL C	WILLIAMS, CATHY
PRICKETT, AMANDA L	WILLIAMS, MATTHEW C
PYLANT, TERESA L	WILLIAMS, TERRI R
RAMOS, STEVEN M	WILSON, JULIAN A
RATLIFF, SOCORRO G	WILSON, LAURELLE J
RAUH, SAMUEL	YOUNG, DANIELLE E

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Health and Wellness – 11-0000-2132-501700-000-000000-347-16-059

Pay school nurses, to be named, @ \$23/hr. to attend after hours required training sessions to provide before and/or after school instruction, as needed for the 2018-2019 school year.

Before and After Care - 11-0244-2213-501700-000-000000-xxx-05-xxx-0244

Pay certified and support employees listed below, stipend of \$3,000/per employee, to serve as Social and Emotional Learning (SEL) Champions. The role of the SEL Champion is to act as the main point of contact for the Wallace Initiative at each school site. All information regarding this SEL initiative will be sent directly to the SEL Champion throughout the school year and it is then the responsibility of the SEL champion to ensure that other school staff members and out-of-school time staff are kept informed. The SEL champion will also have some professional development outside of school hours during 2018-2019 contract.

- Kelly Cates
- Cynthia Murdock
- Stephanie Richards
- Carrie Jones
- Bridget Silva

Before and After Care Site Director – xx-xxxx-xxxx-xxxxxx-xxx-xxxxxx-xxx-xx-xxx-xxxx

Pay two Before and After Care Site Directors, to be named, an additional \$3.82/hr. worked (not to exceed \$7,800) to perform extra duties as defined through the Wallace Grant from July 1, 2018 to June 30, 2019.

Before and After Care Site Director – xx-xxxx-xxxx-xxxxxx-xxx-xxxxxx-xxx-xx-xxx-xxxx

Pay Edie Taylor, Before and After Care Site Director at McClure, a stipend of \$3,000 to perform extra duties as defined through the Wallace Grant from July 1, 2018 to June 30, 2019.

Child Nutrition: 22-3850-3120-501210-700-000000-609-03-053

Approval of the following to be employed to assist as needed and process free and reduced applications forms for the 2018-2019 school year, at the rate listed below. The total cost will be charged to the 2018-2019 not to exceed \$50,000.

\$14.64/hour:

Doris Ferrell
Carla Hough
Irmgard Tatic
Mackenzie Moody
Emily Andrews

Talent Management - 11-0224-2340-501110-000-000000-109-14-021-0224

Pay Kate Knox-Graves and Anissia West, teachers on special assignment – equity, @ their daily rate of pay (not to exceed \$6,000) for additional days in July 2018 for working for The Tulsa Way .

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 \$20,000) to teach Nutrition Education Classes and assist in clerical menu development as requested by schools during the 2018 - 2019 school year.

- Anthony, Emily
- Hough, Carla
- Moody, Mackenzie

Nutritional Service – 22-3850-3180-501210-700-000000-958-03--053

Pay Taylor Horn- Speck a stipend of \$25/day, (total not to exceed \$5,000) to provide Nutrition Services for Community Action Project of Tulsa County Early Childhood Education Programs.

Federal Programs & Special Projects - 11-0224-2511-501210-000-000000-305-05-093

Pay Beth Richardson, Budget Analyst, a stipend of \$2.81/hr. worked for additional federal programs and grants responsibilities, August 1st, 2018, to June 30, 2019.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct effective date on elections July 18, 2018 page 15

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Carlson, Aspasia	7/31/18	\$100,000.00	Project Director	BG-11

Correct title on adjustment July 18, 2018 page 15

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Emerson, Robin	7/01/18	\$72,160.00	Principal	Interim Director Site Based Special Services	BG-10

SUPPORTING INFORMATION

INFORMATION ITEM G-8

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
Web Manager-ESC/Communications <i>Annual Budget Impact:</i> \$ 50,000 min. – \$ 75,000 max. <i>Funding Source:</i> 11-0000-2560-501210- 000-000000-505-14-062-	BG-7 12 Months	Provide long-term strategic oversight for and day-to-day management of the Tulsa Public Schools website. Responsible for growing the district's digital reach with fresh, relevant, and robust content that provides an exceptional user experience and markets the district as a destination for excellence in teaching and learning. The web manager will work with the communications team, department-level web team members, and school-level web team members to ensure that branding, messaging, tone, and style are aligned across all district and school web pages and will serve as district lead in developing internal capacities to create and manage high-quality website content reflecting the district's core values and strategic priorities.

Delete:

Position	Salary/Grade	Duties
Web Designer-ESC/Communications <i>Annual Budget Impact:</i> \$ 30,808 min. – \$ 41,819 max. <i>Funding Source:</i> 11-0000-2560-501210- 000-000000-505-14-062-	CA-16 \$17.04/hr. to \$23.13/hr. 12 Months	Under the direction of the Director of Communications, develop and execute creative visual concepts for online, digital and other communications initiatives that improve accessibility of district content for parents, students and other stakeholders. Develop, maintain and grow the district's online presence and collaborate with internal stakeholders to ensure the support of Destination Excellence priorities.

Delete:

Position	Salary/Grade	Duties
Coordinator-Indian Education-Enrollment Center/Indian Pupil Education <i>Annual Budget Impact:</i> \$ 44,500 min. – \$ 66,700 max. <i>Funding Source:</i> 11-5610-2330-501110- 429-000000-110-05-604- 5610	BG-6 12 Months	Increase academic achievement and self-worth of Native American students. Engage Native American families and community in the academic program of Tulsa Public Schools. Effectively execute the goals and strategies of Title VII and JOM.

Create:

Position	Salary/Grade	Duties
Program Operations Manager-ESC/Talent Management <i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max. <i>Funding Source:</i> 11-0000-2572-501210- 000-000000-xxx-04-041-	BG-6 12 Months	The Program Operations Manager (POM) will manage program operations, in Talent Management, including the execution of professional development sessions, coaching visits, online coursework completion and certification exam preparation. Support a small caseload of Tulsa Teacher Corps members with direct instruction and classroom management coaching. Additionally, the POM shall be a key contributor to community engagement and outreach. Each of the aforementioned activities are designed to ensure the teacher preparation program meets ambitious goals.

Create:

Position	Salary/Grade	Duties
Data Strategist- ESC/Data Strategy and Analytics 2 positions <i>Annual Budget Impact:</i> \$ 100,000 min. – \$ 150,000 max. <i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX-XXX- XXXXXX-XXX-XX-XXX- <i>Federal Programs</i>	BG-7 12 Months	The data strategist will work in a highly collaborative and cross-functional setting. The primary aim of the data strategist will be to lead and support in moving the district towards using data as a strategic asset across school sites and within the central office. The role will be project based with the focus area shifting from project to project.

Create:

Position	Salary/Grade	Duties
Project Manager- Achieving Classroom Excellence- ESC/Teaching and Learning 2 positions <i>Annual Budget Impact:</i> \$ 70,800 min. – \$ 106,000 max. <i>Funding Source:</i> 11-3621-2572-501210- 000-000000-000-05-041- 3621	BG-4 12 Months	Provide leadership and support in the evaluation, development, and implementation of Teaching & Learning initiatives, as well as ongoing support to coordinate day-to-day activities related to Teaching & Learning priorities including: project management, summer programming, talent management, leadership development, operational logistics and communications.

INFORMATION ITEM G-19

TULSA PUBLIC SCHOOLS

Policy 1102

BOARD OF EDUCATION

PURPOSE: To define elections and organization of the Board of Education and to outline requirements, duties, responsibilities, authority, and compensation for Board members.

Legal Status

State law provides public schools will be maintained and operated by local boards of education. Therefore, local school boards are legal instruments of the state and derive their powers from the Oklahoma Legislature. They have responsibilities to the local citizenry they serve, and by whom they are elected. Independent School District Number One, Tulsa County, Oklahoma, has seven school board members. Each board member is chosen by the electorate of a designated portion of the District to a four-year term of office.

Powers and Responsibilities

Members of the Board will exercise and retain full legislative authority and control over the schools. This jurisdiction will be in accordance with the policies established by the Board, the constitution and laws of the state of Oklahoma.

In exercising rights and responsibilities affecting the governance of the District, the Board will adopt policies serving as guidelines for the organization and administration of schools. Administrative authority, and the power to delegate such authority, will be given to the Superintendent. The Superintendent serves as Chief Executive Officer of the District in carrying out the policies of the Board.

The Board may exercise its powers only when convened in a legally constituted meeting.

School Board Elections

Candidates

Candidates vying for office as a member of the Board of Education for TPS will file written declarations of candidacy at the Tulsa County Election Board. Candidates seeking election to a local school board are also required to file a statement of organization, a report of contributions and expenditures, and a statement of financial interests with the Clerk of the Board of Education. These statements must comply with all the procedural requirements established and enforced by the Oklahoma Ethics Commission and will be public records. The records will be maintained for 4 years by the Board Clerk and may be posted on the District's website. The filing period will

1102 Page 1 of 10

begin at 8:00 a.m. on the first Monday in December through 5:00 p.m. on the following Wednesday.

Eligibility

To be eligible as a candidate for member of the Board of Education, a person must have been a registered voter with the Tulsa County Election Board, residing within the geographical boundaries of the election district for which the person desires to become a candidate for six months preceding the first day of the filing period.

No person will be eligible as a candidate for, or elected to be, a member of the Board unless the person has been awarded a high school diploma or certificate of high school equivalency. No person will be eligible as a candidate for, or to serve on, the Board if currently employed by the District or related within the second degree by affinity or consanguinity to any other member of the Board or to any employee of the District. These prohibitions will not apply to members who were serving on September 1, 1992. A person who has been convicted of a misdemeanor involving embezzlement or a felony under the laws of Oklahoma or of the United States, or has entered a plea of guilty or nolo contendere to a misdemeanor involving embezzlement or a felony, or has been convicted of a crime in another state that would have been a misdemeanor involving embezzlement or a felony under the laws of Oklahoma, or has entered a plea of guilty or nolo contendere to such crime, will not be eligible as a candidate for, or be elected as a member of the Board for a period of 15 years following completion the sentence, or during the pendency of an appeal of such conviction or plea, unless the person has received a pardon.

General Election

On the second Tuesday in February, a general election will be held, except in any year when a presidential preferential primary is held in February and then the election shall be held on the same day as the Presidential Preferential Primary. The electors of each election district in which a member's term is expiring or in which a vacancy exists will select nominees from among candidates for a member to represent such election district. If, in the general election, one candidate has a majority of all votes cast then a run-off election is not required and that candidate is elected to represent the election district. If no candidate receives more than 50 percent of the votes cast in the general election, then a run-off election will be held between the two candidates with the highest number of votes.

Run-off Election

On the first Tuesday in April, there will be a run-off election in an election district in which no candidate received a majority of the votes cast at the general election. The electors of the election district will select one of the two candidates at such run-off election as the member of the Board representing such election district.

Term of Office

The term of each member, except for members appointed to fill a vacancy, will be four years commencing on the first regular, special, or emergency Board meeting after the member has been certified as elected.

. Persons appointed to fill vacancies in the first half of the term of office for the board position shall serve only until the next succeeding election, at which time the office which they hold shall be placed on the ballot for the balance of the unexpired term. Vacancies filled by appointment following the delivery of the resolution calling for regular elections to the Secretary of the Tulsa County Election Board will be filled until the next regular elections the following year. Persons elected to fill an unexpired term will begin the term of office at the next regular meeting of the Board following the election. Persons appointed to fill vacancies after the first half of the term of office for the board position shall serve for the balance of the unexpired term. If the Board does not fill the vacancy by appointment within 60 days of the date the Board declared the seat vacant, the Board will call a special election to fill the vacancy for the unexpired term.

Notwithstanding the preceding language, in the event there is an open position on the board of education and no candidate has filed, the vacancy shall be filled by appointment by the board according to state law. Such persons appointed to fill vacancies as provided for in this subsection shall serve for the balance of the term.

School Board Unexpired Term Fulfillment

The Board has the power to fill by appointment any vacancy occurring within its ranks for a period extending until the next regular District election. An election will be held to fill the balance of the unexpired term. If the vacancy is not filled by the Board within 60 days, the Tulsa County Election Board will call for a special election to fill the vacancy for the unexpired term.

School Board Member Oath of Office

Each member of the Board will take and subscribe to the following oath:

"I, _____ (name) _____, hereby declare under oath, that I will faithfully perform the duties of member of the Board of Education of Independent School District Number One, Tulsa County, Oklahoma, to the best of my ability and that I will faithfully discharge all of the duties pertaining to said office and obey the Constitution and laws of the United States and Oklahoma."

School Board Member Code of Ethics

The Board desires its members to adhere to all laws regarding conflict of interest and to avoid actions that might embarrass themselves and the Board. Therefore, the Board will adhere to the following code of ethics:

As a member of my local Board of Education, I will strive to improve public education and I will:

Attend all regularly scheduled Board meetings insofar as possible and become informed concerning the issues to be considered at those meetings.

Recognize that I should endeavor to make policy decisions only after full discussion at public Board meetings.

Render all decisions based on the available facts and my independent judgment and refuse to surrender that judgment to individuals or special interest groups.

Encourage the free expression of opinion by all Board members and seek systematic communications between the Board and students, employees, and all elements of the community.

Work with other Board members to establish effective Board policies.

Communicate to other Board members and the Superintendent expressions of public reaction to Board policies and school programs.

Inform myself about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school boards' association.

Support the employment of those persons best qualified to serve as school employees and insist on a regular and impartial evaluation of all employees.

Avoid being placed in a position of conflict of interest and refrain from using my Board position for personal or partisan gain.

Take no private action that will compromise the Board or administration and respect the confidentiality of information that is privileged under applicable law.

Remember always that my first and greatest concern must be the educational welfare of the students attending the public schools.

School Board Member Conflict of Interest

District School Board members are expected to maintain the highest ethical standards in the conduct of District affairs.

A situation presenting a conflict of interest may take many different forms. No Board member should use the District affiliation for private or personal advantage. No Board member should have any outside business interests which might, in fact or appearance, interfere with the individual's loyalty to the District. No Board member should have any interest or association that interferes with, or appears to impair, the independent exercise of the judgment in the best interests of the District.

Contracts with Board Members or Business in Which Board Members Have an Interest

The District will not enter into any contract with a Board member or any company, individual, business concern, or other entity in which any Board member is directly or indirectly interested, except as otherwise provided by Oklahoma law.

The Board Clerk will request each new Board member to provide a statement of companies, individuals, business concerns, or other entities in which the new Board member has an interest. In addition, the Board Clerk will annually request a similar statement from each incumbent Board member. These statements will be provided to the District's Purchasing office. Any listed entity will be placed on a "no bid" list as long as the Board member continues on the Board or until the Board member notifies the Board Clerk that the affiliation no longer exists.

Questions concerning the application of this portion of this policy will be referred to the Board attorney for a written opinion.

Gifts and Favors

A Board member shall not seek any gift, payment, fee, service, rebate, valuable privilege, hospitality, meal, entertainment, admission tickets, flowers, discount, travel, sporting event (including golf and other social athletic events), vacation, use of vacation property, loan (other than a conventional loan from a lending institution) or other favor from any person or business organization that does, or seeks to do business, with the District. No Board member shall accept or convert anything of value in exchange for referral of third parties to any such person or business organization.

A Board member shall not accept gifts or favors (including those described above) from any person or business organization where these might tend, or appear to tend, in any way to impair independent judgment concerning District operations. Board members MAY accept common courtesies, gifts, or meals of a nominal value (\$125 or less) usually associated with accepted business practices for themselves. Care should be taken to avoid accepting frequent common courtesies or gifts from the same person or business organization that does, or seeks to do business, with the District. Additionally, promotional and advertising novelties and tickets specifically used for advertising purposes are allowable. If an unsolicited gift of more than nominal value is offered or received, it must be declined or returned.

An offer of a gift or favor shall be reported promptly, in writing, to the Board President. Under NO circumstances is it permissible to accept a gift of cash or cash equivalents (for example: gift certificates, stocks or other forms of marketable securities).

Travel

Board members will not accept or participate in travel that is paid or provided by a vendor or prospective vendor, even if the travel is deemed to benefit the District. Vendors or prospective vendors who extend travel opportunities to Board members will be advised of this policy.

Unlawful or Unethical Payments

A Board member shall not give, or promise to give, any property, gift, business favor, or anything of value to another person or entity if the giving of such items is, or appears to be, improper or unethical.

It is in the best interest of the District to avoid even the appearance of impropriety. The District's concern is not only whether activity is technically legal or customary, but also whether or not the public might reasonably view such an act as improper or unethical if all the circumstances were fairly disclosed. The District intends to follow a uniform practice in all areas of its operation consistent with its basic policy.

Competition

Representation of the District in transactions in which the Board member or any close relative has a substantial interest is prohibited. Competition with the District, directly or indirectly, in the purchase or sale of property or interests in property is prohibited.

New School Board Member Orientation

The Board and Superintendent, to the best of their ability, will assist each newly elected or appointed member to understand the Board's functions, policies, and administrative regulations.

In discussions with new members, the Board President and/or Superintendent will clarify procedures involving:

- How a community member (parent/guardian, teacher, student, business representative, etc.) may make a request of the Board and what appropriate responses/actions of an individual Board member should be when a request is presented directly to the Board member.
- How Board members make arrangements to visit schools and the protocol associated with such visits.
- How Board members assigned a specific task may request information or services of the staff.
- How the Board receives and examines complaints relating to personnel.

Each newly elected or appointed member of the Board will be given selected materials for Board members and other pertinent District documents and data.

Organization of the School Board

There are five basic statements dealing with the organization of the Board. These are:

- At the first regular, special or emergency Board meeting after the annual ~~st~~ election and certification of election of new members, the Board will elect officers and organize for the ensuing year. The Board may reorganize at any other time in which circumstances may require.
- Officers of the Board will consist of the President, Vice President, Treasurer, Director of Treasury Services, Encumbrance Clerk, Clerk and Deputy Clerk. Only the President and Vice President are required to be elected members of the Board. The President and Vice President shall serve a term of one year and until a successor is elected and qualified. The Treasurer, Director of Treasury Services, Encumbrance Clerk, Clerk and Deputy Clerk will hold office during the pleasure of the Board.
- Election of officers will be by nomination and voice vote unless the majority of the Board members request a vote by ballot. A majority vote of the members present and voting is required for election.
- All standing committees will be appointed by the Board President.
- By law, the Superintendent is chief executive officer of the Board.

School Board Officers

President and Vice President

The Board President, in addition to the duties prescribed by law, will exercise such powers as properly pertain to the office. In carrying out responsibilities, the President will:

- Preside at Board meetings.
- Bring before the Board such matters that may require the attention of the Board.
- Make certain that the policies of the Board are properly enforced.
- Appoint or provide the election of any Board committee desired or required by decision of the Board.
- Sign contracts and warrants authorizing school expenditures.
- Perform other duties as may be required by the Board. In the absence of the President, the Vice President will have the powers of the President and perform such duties. When a quorum of the Board has convened, and neither the President nor the Vice President is present, and no other Board member has been designated by the President to chair the meeting, the members will select a member to serve as chairperson for that meeting.

Treasurer and Director of Treasury Services

In addition to the duties and obligations imposed by state law, the Treasurer will perform other duties as may be required by the Superintendent. In the absence of the Treasurer, the Director of Treasury Services will have the powers of the Treasurer and perform the duties.

Clerk and Deputy Clerk

The Clerk will be present at all public meetings of the Board, keep an accurate journal of its proceedings, take charge of its books and documents, countersign all warrants drawn upon the Treasurer by order of the Board, maintain all required school board election related filings for a period of four (4) years, and perform other duties prescribed by law or required by the Board. The Deputy Clerk will serve in the absence of the Clerk and will have these responsibilities when serving in that capacity.

School Board – Superintendent Relationship

The Board recognizes one of its greatest responsibilities is to establish a good working relationship with the Superintendent. Failure to meet this responsibility results in disruption of the educational process and poor community attitudes concerning the schools. Unless harmony that is based on mutual trust and understanding exists, the children of the community become the losers.

The Board delegates to the Superintendent primary responsibility for all matters of decision and administration that come within the scope as chief executive officer of the District as determined by the established policies of the Board. While the Board reserves to itself the right to make ultimate decisions on all matters related to policy, it will normally proceed in these areas only after receiving recommendations from its chief executive officer.

School Board – Staff Communication

The business of the Board is conducted with the Superintendent who is responsible for implementation of its decisions. The Superintendent usually delegates some responsibilities to subordinates, but exercises general supervision of their execution. However, subordinates are responsible primarily to their immediate supervisor and the Superintendent. They are responsible only indirectly to the Board.

Recognizing this situation, Board members will generally refrain from dealing directly with staff on school matters. Exceptions are on such occasions as when employees are invited before the Board by the Superintendent to assist in interpreting some phase of the school program or when the Board is conducting a fact-finding inquiry on a school matter about which these persons possess information.

The appropriate Cabinet member will work with Board committees in an advisory capacity regarding matters related to the committees' area of responsibility.

Continuing Education

Each Board member shall be required, within 15 months following or preceding election, to complete a two-day new school board member workshop sponsored by the State Department of Education in cooperation with the Oklahoma State School Boards Association. Other organizations and associations may conduct workshops if they represent district boards of education. Such workshops will include study and instruction on the subjects of: school finance, Oklahoma School Code and related laws, ethics and duties, and responsibilities of district boards of education members.

A Board member may attend 12 hours of other workshops conducted by OSSBA, or upon approval of the State Board of Education, by any organization or association representing district boards of education as an alternative to the above requirement. Once a new Board member has completed certification, a minimum of 15 hours of continuing education shall be required during the term of office. A Board member may attend and receive credit for approved workshops before the time the Board member is sworn in and seated as a member of the Board.

The Board Clerk will be responsible for notifying Board members of regular and continuing education requirements. If there is a change in Board membership, the Board Clerk will also notify the State Department of Education.

School Board Memberships

The Board will maintain memberships in the national and state school boards associations and take an active part in the activities of these groups. It may also maintain institutional memberships in other educational organizations that the Superintendent and Board find to be of benefit to members and District personnel.

The materials and services of these organizations will be available for use by the Board and the staff.

School Board Legislative Program

The Board, as an agent of the state, must operate within the bounds of state and federal laws affecting public education. If the Board is to meet its responsibilities to the residents and students of this community, it must work vigorously for the passage of new laws designed to advance the cause of good schools and for the repeal or modification of existing laws that impede this cause. Recognizing this:

- The Board will keep itself informed of pending legislation and actively communicate its concerns and make its position known to elected representatives at the local, state and national level.
- The Board will work with legislative representatives, Oklahoma State School Boards Association, National School Boards Association and other concerned groups in developing an annual, as well as a long-range, legislative program.
- The Superintendent or designee will be the official legislative representative of the Board. The Superintendent will be authorized to speak on the Board's behalf with respect to legislation being considered by the Oklahoma State legislature or the United States Congress. In dealing with the Oklahoma legislature or Congress, the Board's representative will be guided by positions taken by the Board.

School Board Member Conferences, Conventions, and Workshops

The Board encourages participation of its members at appropriate conferences, conventions, and workshops. Funds for these activities will be included in the District budget on an annual basis.

When a conference is not attended by the full Board, those who do participate will be encouraged to share information, recommendations, and materials acquired at the conference.

School Board Member Compensation and Expenses

Board members will be paid \$25 for each regular, special, or adjourned meeting from the District's General Fund that they attend, not to exceed \$100 in a calendar month. All payments made to Board members are treated as employee compensation in determining applicable state and federal withholding requirements.

Expense reimbursement for Board members will be under the same guidelines in Policy 5204, "Expense Reimbursement," except that any required approval is granted by the Board President. Board members will use the same documentation for reimbursement for expenses and forms for reimbursement of travel expenses as required by Board policy for District employees.

Adopted: November 1982

Revised: April 2015

Reference: 5204, Expense Reimbursement

Legal Reference: 26 O.S., 5-105 (a)
26 O.S., 13A-106
26 O.S., 13A-110
26 O.S., 13A-103
26 O.S., 13A-105
70 O.S., 5-107A-B
70 O.S., 5-117
70 O.S., 5-119
70 O.S., 5-124
70 O.S., 2-110 through 2-119

1102 Page 10 of 10