



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **October 8, 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 led by the McLain High School JROTC under the direction of Lieutenant Colonel Darwin Sellers.
- 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

September 4, 2018

SPECIAL MEETINGS

July 31, 2018

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

Motion, second, discussion and vote on motion to enter into a resignation agreement with Stephanie Tate and to authorize its execution by the Board President and Board Clerk.

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 Tuesday, October 23, 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.

DEPUTY SUPERINTENDENT

E.1. RECOMMENDATION: Approve routine field trips.

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

E.2. RECOMMENDATION: Enter into a contract with the Greenwood Cultural Center, Tulsa, Oklahoma, to host and provide services for Booker T. Washington High School's winter formal on January 19, 2019.

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 \$2,785.00

FUND NAME/ACCOUNT: Booker T. Washington High School Activity Fund #573

REQUISITION/CONTRACT: 61900288

RATIONALE: The winter formal is an annual event that Booker T. Washington High School has held for the past 18 years. Approximately 600 to 800 students attend.

E.3. RECOMMENDATION: Renew or enter into contracts, as applicable, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during the 2018-2019 school year. Agencies may service any school with written permission of the school principal.

Consolation Counseling Services, LLC
Let's Talk, LLC
Life Strategies International, Inc.
Tulsa Sunshine Center

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

COST: No cost to the district

RATIONALE: These school-based services will include individual counseling, family counseling, referral services, classroom consultation, team intervention and case management that support the academic goals by decreasing out-of-school suspensions, improving attendance and increasing classroom academic learning time.

TALENT MANAGEMENT

- E.4.** RECOMMENDATION: Approve routine staffing items.

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

- E.5.** RECOMMENDATION: Enter into a contract with National Equity Project of Oakland, CA, to provide professional development, consulting, coaching, technical assistance, capacity-building and strategic planning services around the intentional design of equity and related management of complex change.

COST: Not to exceed \$100,000.00

FUND NAME/ACCOUNT: Grant Funds, 11-0224-2573-503600-000-000000-000-05-041-0224

REQUISITION/CONTRACT: 11902779

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

FINANCIAL SERVICES

- E.6.** RECOMMENDATION: Approve the September 14 - October 4, 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.

BOND PROJECTS AND ENERGY MANAGEMENT

- E.7.** RECOMMENDATION: Approve change order #1 to K & M Shillingford for the HVAC improvements at Kendall Whittier Elementary School. The original contract was approved on the January 16, 2018, agenda, E-11 in the amount of \$1,075,200.00.

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: Total increase of \$128,000.00

FUND NAME/ACCOUNT: Bond Fund, 32-1270-4720-504500-000-000000-025-12-251-HV003

REQUISITION/CONTRACT: 11903015

RATIONALE: The HVAC improvements are part of the 2015 bond issue.

- E.8.** RECOMMENDATION: Enter into contracts with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, the lowest responsible bidders for the secure entries at Gilcrease, Mark Twain, Hawthorne, Anderson and Bunche elementary schools.

Demolition	Ark Wrecking	\$ 27,620.00
Aluminum Storefront	Alred Glass	\$ 47,187.00
Glass & Glazing	Alred Glass	\$ 47,600.00
Drywall & Ceiling	Wiljo	\$ 47,260.00
Painting	Skyco	\$ 36,865.00
Door Hardware (Material only)	James Jones	\$ 49,018.00
FRP Doors (Material only)	James Jones	\$ 39,710.00
Plumbing	J & M Plumbing	\$ 29,809.00
Finish Hardware Installation	James Jones	\$ 39,000.00
Total Trades		\$ 364,069.00

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: This project is part of the 2015 bond issue.

- E.9.** RECOMMENDATION: Assign the contracts for the secure entries at Gilcrease, Mark Twain, Hawthorne, Anderson and Bunche 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 General Contractors and Construction Managers Incorporated. The project is part of the 2015 bond issue.

- E.10.** RECOMMENDATION: Approve amendment 15C with Trigon General Contractors and Construction Managers Incorporated, Tulsa, Oklahoma, for the secure entries at Gilcrease, Mark Twain, Hawthorne, Anderson and Bunche elementary schools.

Allowances	\$341,850.06
General Conditions	\$65,772.49
Management Fees	\$34,741.97
Reimbursables	\$45,766.48
Trade Contracts	\$364,069.00
Phase 4 Total GMP	\$852,200.00

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 \$852,200

FUND NAME/ACCOUNT: Facilities Bond Fund, 32-1230-4720-504500-000-000000-054-12-167-SE007, 32-1230-4720-504500-000-000000-021-12-200-SE007, 32-1230-4720-504500-000-000000-033-12-425-SE007, 32-1230-4720-504500-000-000000-017-12-198-SE007

REQUISITION/CONTRACT: 11903025

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

- E.11.** RECOMMENDATION: Approve change order #1 to Crossland Construction Company Incorporated for the elevator replacement at Rogers College High. The original contract was approved on August 7, 2017, agenda, E-17 in the amount of \$309,701.00.

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: Total decrease of \$15,305.88

REQUISITION/CONTRACT: 41800118

RATIONALE: The HVAC improvements are part of the 2015 bond issue. There was an allowance that was remaining after the completion of the project.

- E.12.** RECOMMENDATION: Purchase white fleet vehicles for the district's maintenance department and campus police from the lowest responsible bidders.

John Vance Motors	\$102,391.96
Bill Knight Ford	\$73,255.00
Vance Country Ford	\$195,283.10
Professional Turf Products L.D.	\$71,000.00
TOTAL	\$437,267.98

COST: Not to exceed \$437,267.98

FUND NAME/ACCOUNT: Bond Fund, 32-1410-2720-507610-000-000000-000-12-003

RATIONALE: The purchase of white fleet is part of the 2015 bond issue.

- E.13.** RECOMMENDATION: Approve an equipment lease purchase agreement and related instruments between the district and BOK Financial Equipment Finance, Inc. for the lease purchase of LED lighting equipment for a districtwide lighting retrofit for a term of 48 months.
- 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 \$4,500,000
- FUND NAME/ACCOUNT: Building Fund, to be charged to the applicable bond account
- RATIONALE: The lighting retrofit will include replacement of existing light fixtures and bulbs with LED fixtures and bulbs in order to realize significant cost savings resulting from lower utility costs and increased life span.
- E.14.** RECOMMENDATION: Adopt a resolution of necessity for condemnation of a tract of land consisting of approximately .98 acres adjacent to East Central High School and identified as 1133 S. 120th E. Avenue, Tulsa, Oklahoma, including the interest of A. W. Hunter in such property, and authorize any and all other actions as may be necessary or appropriate for the District's acquisition of such property, whether through purchase or exercise of the District's power of eminent domain.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: The District's appraiser has valued the property at \$185,000.00. However, unless an agreement is reached with the landowner(s), the amount that the District will have to pay will be determined through court proceedings for condemnation of the property and cannot be determined at this time.
- FUND NAME/ACCOUNT: Facilities Bond Fund, 32-1250-4200-507100-000-000000-070-12-710-PE004
- RATIONALE: The District needs to acquire the property for the additional parking space that will be necessary for the new field house at East Central High School.
- E.15.** RECOMMENDATION: Approve the purchase of Automated Logic Control Equipment from HKS Energy Solutions dba ES2, Tulsa, Oklahoma.
- 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 \$400,000.00
- RATIONALE: The Automated Logic Equipment is replacing the outdated IONet system.

OPERATIONS

- E.16.** RECOMMENDATION: Enter into an agreement to purchase an add-on module for PowerSchool Registration Software from PowerSchool Group LLC, Folsom, California, effective September 18, 2018, through June 30, 2019.
- 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 \$133,000.00
- FUND NAME/ACCOUNT: Bond Fund, 33-1146-2112-507330-000-000000-000-02-058-
- REQUISITION/CONTRACT: 11902914
- RATIONALE: With the increased use of online registration and school choice applications, an electronic registration and choice application software is needed to follow best practices in regard to timely student enrollment and school choice application processes. The electronic registration and school choice application system will integrate seamlessly with our current student information system, PowerSchool, and allows a multi-criteria approach to school choice applications.

F. ACTION AGENDA - Motion and vote on recommendations

TALENT MANAGEMENT

- F.1.** RECOMMENDATION: Approve and ratify the negotiations agreement and approve the execution of the agreement between the district and the Tulsa Classroom Teachers Association (TCTA) for the 2018-2019 school year and a related memorandum of understanding.
- RATIONALE: Agreement has been reached with TCTA for the current school year of 2018-2019.
- F.2.** RECOMMENDATION: Approve and ratify the negotiations agreement and approve the execution of the agreement between the District and the American Federation of Teachers (AFT) 6049 Oklahoma for the 2018-2019 school year.
- RATIONALE: An agreement has been reached with AFT 6049 for the 2018-2019 school year.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G.1.** RECOMMENDATION: Pay College Board, New York, New York, for Advanced Placement (AP) exams for students at Edison Preparatory School during the 2018-2019 school year.
- COST: Not to exceed \$55,000
- FUND NAME/ACCOUNT: Edison's School Activity Fund #529

RATIONALE: Approximately 600 exams will be given, which are prepaid by students at a cost of \$97.00 per exam. Students at Edison Preparatory School experience quality learning in the classroom by participating in AP courses and validate that experience by taking AP exams.

- G.2.** RECOMMENDATION: Enter into a building usage agreement with the Junior League of Tulsa, Tulsa, Oklahoma, to provide space for the Memorial High School Holly Ball on December 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 \$3,000.00

FUND NAME/ACCOUNT: Memorial High School Activity Fund #864

REQUISITION/CONTRACT: 61900544

RATIONALE: The Holly Ball is an annual event for the senior class at Memorial High School that is attended by the entire school population and their guests. Expenses may include, but are not limited to: DJ, security, venue, catering and photographer. The Holly Ball has been held for 30 years. The ball promotes school spirit and pride.

- G.3.** RECOMMENDATION: Enter into a Memorandum of Understanding with Mental Health Association Oklahoma to respond to requests for mental health screening for 6th – 12th grade students within the district.

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: TPS and Mental Health Association Oklahoma recognize the need for mental health screening and, when appropriate, referral for further mental health evaluation and treatment for TPS students who, with parental permission, opt to participate in the Teen Screen program and whose screening indicates a positive result.

- G.4.** RECOMMENDATION: Enter into a consulting agreement with Collaborative for Academic, Social and Emotional Learning (CASEL) to provide support services for systemic social and emotional learning (SEL) implementation.

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

COST: Not to exceed \$150,000.00

FUND NAME/ACCOUNT: Grant Funds, 11-0244-2573-503600-000-000000-000-05-020-0244

RATIONALE: This agreement is to provide an extension of services provided through the Wallace Foundation planning grant to continue through the implementation phase of this grant. CASEL partners will assist and advise TPS in the implementation

of Social Emotional Learning strategies and the gathering of SEL assessment data. These strategies will be used to strengthen systems and site level activities for our students.

G.5. RECOMMENDATION: Revise School Board Policy 9403-Parent Involvement.

COST: No cost to the district

RATIONALE: Board policy 9403 has been updated to include proper statutory language and reference to the "Every Student Succeeds Act," passed into law on December 10, 2015, and becomes effective for districts July 1, 2017. In September 2017, a committee of parents, teachers, administrators, community members and district staff met and recommended no other changes.

G.6. RECOMMENDATION: Approve receipt of a grant to the Strong Tomorrows Program from the Oklahoma State Department of Health in the amount of \$125,000.00. This money will be used by the Strong Tomorrows program to purchase evidence based programming, training materials and travel for site visits.

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

FUND NAME/ACCOUNT: 11-0264-1000-50xxx-000-000000-000-05-xxx0264

RATIONALE: Strong Tomorrows provides a case worker at Nathan Hale, East Central, McLain and Central high schools, with services provided to our other high schools as needed. The estimated number of expecting and parenting students served is 150. Case managers work directly with participating students to offer education and training on such topics as prenatal care, education/career planning, parenting, pregnancy prevention and early childhood education. This grant money will allow the Strong Tomorrows program to expand their ability to provide resources, materials and support for the needs of these families.

G.7. RECOMMENDATION: Twenty-four English studying students from Amiens, France will travel to Tulsa, Oklahoma, November 17 through December 1, 2018, to experience American culture and school life. They will be hosted by Edison families and will participate in Edison activities. Tulsa and Amiens are sister cities. Edison High School and Lycée Luzarches have a verbal agreement to host students from France in November and return the exchange with Edison students going to Amiens during Spring Break 2019.

COST: Not to exceed \$2,000.00

FUND NAME/ACCOUNT: Edison Preparatory School Activity Fund #_____.

RATIONALE: The French students from Amiens will come each year in the first semester and students from Edison will go during spring break to Amiens in order to maintain and encourage the existing friendship between the two countries and the two cities where the schools are located, and to develop international exchanges and educational cooperation between members of both school communities.

- G.8.** RECOMMENDATION: Renew or enter into contracts, as applicable, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during the 2018-2019 school year. Agencies may service any school with written permission of the school principal.

Centerpoint Behavioral Health Systems

Let's Talk

Therapeutic Life Choices

Sassin & Associates

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 school-based services will include individual counseling, family counseling, referral services, classroom consultation, and team intervention and case management which support the academic goals by decreasing out-of-school suspensions, improving attendance and increasing classroom academic learning time.

TEACHING AND LEARNING

- G.9.** RECOMMENDATION:
Appoint Gifted and Talented Local Advisory Committee members for 2018-2019 and 2019-2020 school years as follows:

Linnea Van Eman Ph.D., Coordinator of Gifted and Talented Services

Stephanie Hathcock Ph.D., OSU Assistant Professor and Coordinator of Gifted Programming

DeVon Douglass, Chief Resilience Officer, Office of the Mayor

Whitney Stauffer, Selser Schaefer Architects, Parent (Council Oak)

LaDonna Penny, Tulsa County Sheriff's Office, Parent (Rogers)

Sarah Guardiola, COO Guardiola Outreach Development Consulting, Parent (Zarrow)

Dorean Templeton, Gilcrease staff, Parent (Gilcrease, Carver)

Janiel Orrick, Parent (Clinton West)

Mickie Grauberger, Parent (Clinton West)

Teresa Pena, Assistant Principal (Disney)

Cynthia DePalma, Gifted Instructional Mentor- Parent (Mayo, Edison)

Pat O'Dea, Elementary Site Gifted staff (McClure, Marshall)

Amber Maxwell, Elementary Site Gifted staff (Sequoyah)

Sharon Hatfield, Elementary Site Gifted staff (Clinton West)

Karen Dotson, Elementary Site Gifted staff (Skelly)

Susan Comfort, Elementary Site Gifted staff (Salk)

Robin Harris, Elementary Site Gifted staff (Owen)

Sally Cannizzaro, JH Site Gifted staff (Central JH, Hale JH, McLain 7th-8th)

Tara Gordon, MS Site Gifted staff (Thoreau Demonstration)

COST: No cost to the district

RATIONALE: According to the Education of Gifted and Talented Children Act Section 910.1, the District is required to create a Board approved local advisory committee tasked with the duties to assist in the formulation of district goals for gifted

education, to assist in development of the District plan for gifted child education programs, and to perform other advisory duties as may be requested by the Board of Education. The district welcomes nominations submitted by associations whose purpose is advocacy for gifted and talented children.

- G.10.** RECOMMENDATION: Approve grant funding from the Michael and Susan Dell Foundation for Year 2 of the “How I know” formative assessment pilot. “How I know” will continue supporting pilot teachers and school leaders in strengthening formative assessment practices within their classrooms and spreading formative assessment throughout schools.

COST: No cost to the district

RATIONALE: TPS, with the Michael and Susan Dell Foundation, will continue to strengthen 20 pilot teacher’s formative assessment practices in the second year of the “How I know” pilot. The two-year pilot focuses on teacher implementation of classroom level formative assessment practices. Grant funds are allocated to technology, teacher development and partnership with WestEd. Teacher development will focus on continuing to build teacher knowledge around formative assessment practices with support from WestEd, including online training modules tailored to formative assessment best practices, as well as teacher-specific progress feedback. These metrics, based on progress feedback, will measure improvement of formative assessment practices within the pilot teachers’ classrooms. TPS’s dedication to relationships, relevance and rigor will be upheld by processes that provide immediate feedback of student understanding. Students are provided skills that promote classroom involvement, and academic ownership with the goal of creating self-directed learners that embody the TPS Graduate profile.

- G.11.** RECOMMENDATION: Enter into an agreement with Achievement Network (ANet) to engage in a year of learning with district and school leaders to support teachers in analyzing student learning data that illuminate mastery of college and career ready standards during the 2018-2019 school year.

COST: Not to exceed \$112,725.00

FUND NAME/ACCOUNT: Grant Funds, 11-0224-2573-503600-000-000000-000-05-041-0224

REQUISITION/CONTRACT: 11904426

RATIONALE: One of our district’s top priorities is ensuring there is a great teacher in every classroom. Great teacher teams must work together to form a clear picture of where students are going (college and career ready learning expectations), where they are now and what steps to take to move learning forward. In school year 2018-2019, ANet will provide coaching, tools and resources to build district and selected school leader capacity around assessment and data literacy. This will increase school leaders’ capacity to coach teachers around the teaching and learning cycle, in alignment with our Tulsa Way for Teaching & Learning, to empower teachers to better assess student mastery of grade-level learning expectations and how to adapt instruction accordingly. In school year 2019-2020, schools that opted in to the ANet work in 2018-2019 will adopt interim assessment cycles and ANet coaching supports to help teacher teams more deeply understand student mastery of grade-level

learning expectations in order to further student growth. A randomized control trial conducted through the Investing in Innovation (i3) program showed that when schools have the right basic conditions in place and partner with ANet, students achieve 6-8 months of additional learning over a 2-year period than those not participating with ANet.

TALENT MANAGEMENT

- G.12.** RECOMMENDATION: Approve adjunct status of one class each for the following teachers during the 2018-2019 school year.

Jessica Martin, Physical Education, Carnegie Elementary School
Leigh Ingram, Art, Wayman Tisdale Fine Arts Academy

COST: No cost to the district

RATIONALE: All teachers must hold a valid Oklahoma teaching certificate to teach in that field. However, persons with distinguished qualifications may assume teaching courses as an adjunct teacher for up to 270 clock hours of classroom teaching per semester. Those for consideration must be approved by the district board as well as approved by the Oklahoma State Board of Education, via application. Such allowances expose our students to subject matter experts who are applying knowledge outside of the common education setting.

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

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

INFORMATION AND ANALYTICS

- G.14.** RECOMMENDATION: Enter into a contract with CatchOn, Inc., Nashville, Tennessee, for a pilot of their application discovery tool, for a period of 30 days.

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: CatchOn will help determine what education technology applications are being used across the district and to what extent they are being used. This will aid the district in supporting teachers, schools and departments. A pilot will provide the district time to evaluate the CatchOn tool at no cost.

DESIGN AND INNOVATION

- G.15.** RECOMMENDATION: Amend the College Bound School lease to increase costs charged for custodial services from \$70,525.00 annually to \$85,950.00 annually.

COST: No cost to the district

RATIONALE: College Bound School has requested to increase their custodial services from one full time Head Custodian, one full time Evening Custodian and one part time (four hour) Evening Custodian to one full time Head Custodian and two full time Evening Custodians. College Bound School is a Tulsa Public Schools authorized charter school.

BOND PROJECTS AND ENERGY MANAGEMENT

- G.16.** RECOMMENDATION: Enter into contract with the lowest responsible bidder to replace existing elevators with new elevators at Edison Preparatory and Hale High 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 elevator replacements are part of the 2015 bond issue.

- G.17.** RECOMMENDATION: Assign the contracts for the replacement of the existing elevators at Edison Preparatory and Hale High 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 General Contractors and Construction Managers, Incorporated. The project is part of the 2015 bond issue.

- G.18.** RECOMMENDATION: Approve supplement #16 to the master contract with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, to provide construction management for elevator replacements at Edison Preparatory and Hale High schools.

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

COST: The estimated cost of the elevator replacement at Edison Preparatory and Wright Elementary schools is \$250,000.00. The construction manager will be paid 4.25% in management fees and 8.75% on general conditions.

RATIONALE: The elevator replacement at Edison Preparatory and Hale High schools are part of the 2015 bond issue.

- G.19.** RECOMMENDATION: Approve amendment 16A with Trigon General Contractors and Construction Managers, Incorporated for elevator replacements at Edison Preparatory and Hale High schools.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: This project is in the bidding phase. The contractor and amount will be provided on the consent agenda.
- FUND NAME/ACCOUNT: TBD
- RATIONALE: The elevator replacements at Edison Preparatory and Hale High schools are part of the 2015 bond issue.
- G.20.** RECOMMENDATION: Enter into contract with APAX Glass the lowest responsible bidder for the exterior glass at McLain High School field house.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: The total cost of the contract is \$112,000.00. The funding was part of the guaranteed maximum price that was previously approved on the October 16, 2017, agenda, item E-13.
- FUND NAME/ACCOUNT: TBD
- REQUISITION/CONTRACT: 11802279/41800124
- RATIONALE: The new field house is part of the 2015 bond issue.
- G.21.** RECOMMENDATION: Assign the contract for the exterior glass at McLain High School Field House to Flintco LLC, Tulsa, Oklahoma, and the construction manager at risk on the project.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: The total cost of the contract is \$112,000. The funding was part of the GMP that was previously approved on October 16, 2017, E-13.
- RATIONALE: The individually awarded contracts will be part of the GMP that was previously approved to Flintco LLC. The project is part of the 2015 bond issue.
- G.22.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the interior improvements at McLain High School to remodel existing counseling area and restroom improvements.
- | | | |
|--------------------------|------------------|-------------|
| Demolition | Ark Wrecking | \$15,730.00 |
| Door Hardware | Jones Commercial | \$23,208.00 |
| Drywall & Painting | Wiljo | \$25,772.00 |
| Electric and Low Voltage | Lighthouse | \$10,500.00 |
| TOTAL | | \$75,210.00 |

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: The total cost will be encumbered with an increase to the GMP.

RATIONALE: The building improvements and restroom upgrades are part of the 2015 bond issue.

- G.23.** **RECOMMENDATION:** Assign the contracts for the interior improvements at McLain High School to Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, the construction managers at risk on the project.

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

COST: The total cost will be encumbered with an increase to the GMP

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.

- G.24.** **RECOMMENDATION:** Approve increase amendment 12B with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, for the interior improvements at McLain High School.

Allowances	\$51,896.00
General Conditions	\$11,442.38
Management Fee	\$6,044.03
Trade Contracts	\$75,210.00
Reimbursables	\$7,916.68

**Guaranteed
Maximum Price
(GMP)** \$152,509.10

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: Total increase of \$152,510.00

FUND NAME/ACCOUNT: Facilities Bond Funds, 32-1230-4720-504500-000-000000-064-12-720-RN035

REQUISITION/CONTRACT: 11904253

RATIONALE: The building improvements and restroom upgrades are part of the 2015 bond issue.

- G.25.** **RECOMMENDATION:** Approve the change order #1 to ASCI for the drainage improvements at the maintenance facility. The original contract was approved on July 2, 2018, in the amount of \$303,533.00.

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: The total amount of the increase is \$45,000.00

FUND NAME/ACCOUNT: Facilities Bond Fund, 32-1212-4720-504500-000-000000-082-12-008-PV017

REQUISITION/CONTRACT: 11904148

RATIONALE: The additional paving was required to improve the drainage at the maintenance facility. The drainage improvements are part of the 2015 bond issue.

- G.26.** **RECOMMENDATION:** Approve the purchase of security camera, software licensing and site server replacement.

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 is currently in the bidding phase. The total cost will be presented on the consent agenda.

FUND NAME/ACCOUNT: Bond Fund, applicable bond fund account

REQUISITION/CONTRACT: TBD

RATIONALE: The district will be changing the existing software licensing for all security cameras. This process will take approximately 18 months. The security camera refresh is part of the 2015 bond issue.

- G.27.** **RECOMMENDATION:** Amend Amendment 1A, approved on the October 16, 2017, agenda, Item E-13 for the glass and glazing #2 bid package with Apax Glass for the sum of \$46,380, in lieu of the \$57,111 that was previously approved.

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.

FUND NAME/ACCOUNT: This is a trade for the McLain field house and paid by the construction manager Flintco.

RATIONALE: The original agenda item amount for the Glass & Glazing on Phase II was inadvertently entered incorrectly.

GENERAL COUNSEL

- G.28.** **RECOMMENDATION:** Clarify and revise certain school board policies relating to student enrollment, specifically: policies 2202(Student Admissions), 2206(School Transfers of In-District Students), and 2209(International Exchange Student Enrollment).

RATIONALE: With these revisions, the district will clarify and improve district policies relating to student enrollment practices and align them more with district values and objectives. To complement the modification to these policies, district staff is also

updating and revising regulations 2206-R1 and 2206-R2 (Procedures Relating to Neighborhood Transfers; and Procedures for Admission to Magnet Schools, respectively).

SUPERINTENDENT OF SCHOOLS

G.29. RECOMMENDATION: Adopt a resolution calling a board member election for Election District Number One and Election District Number Two on April 2, 2019, for a general election, and, if necessary, a primary election on February 12, 2019; authorizing publication of a legal notice of board member election; posting of the legal notice of board member election at the Charles C. Mason Education Service Center and the Tulsa County Election Board, Creek County Election Board, and the Osage County Election Board; and authorizing a press release of the filing period for board member elections; and to take all other actions required by law.

FURTHER RECOMMEND: Reimburse the Tulsa County Election Board for expenses associated with the election.

COST: Not to exceed \$50,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2314-503100-000-000000-000-09-091

RATIONALE: The annual school resolution must be filed with the Tulsa County Election Board no later than November 16, 2018. Payment for expenses includes equipment, supplies, postage, etc.

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
Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend the Bass Pro Classic Air Rifle March/Ozark, Missouri	October 14, 2018	0	Not to exceed \$500.00/Rogers School Activity Fund #564.
Webster High School/Debate Team	Students: 2 Parents: 0 Staff: 0	To participate in the Demonstrate Debate Tactics/ Rogers, Arkansas	October 18, 2018	0	No cost to the district.
Washington High School/Boys Varsity Basketball	Students: 12 Parents: 0 Staff: 4	Elite Showcase/Wichita Falls, Texas	November 2-3, 2018	1	No cost to the district (funded by BTW's Booster Club).
Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend the Rifle Match Drill Meet/Van Buren, Arkansas	November 11, 2018	0	Not to exceed \$500.00/Rogers School Activity Fund #564.
Washington High School/ Speech and Debate	Students: 8 Parents: 1 Staff: 1	To participate in the Glenbrook's Speech Tournament/Chicago, Illinois	November 15-19, 2018.	3	Not to exceed \$3500.00/General Account #11-0735-1765-505820-251-000000-000-07-735 and BTW's Booster Club.
Washington High School/ Boys Varsity Basketball	Students: 12 Parents: 0 Staff: 4	To participate in the Thanksgiving Hoopfest/ Duncanville, Texas	November 22-24, 2018	0	No cost to the district (funded by BTW's Booster Club).
Washington High School/ Speech and Debate	Students: 19 Parents: 1 Staff: 1	To participate in the University of Texas Speech and Debate Tournament/Austin, Texas	December 6-9, 2018	2	Not to exceed \$5500.00/General Account #11-0735-1765-505820-251-000000-000-07-735 and BTW's Booster Club.
Washington High School/Cheerleaders	Students: 25 Parents: 0 Staff: 2	National Cheerleaders Association Championship/Dallas, Texas	January 24-27, 2019	2	No cost to the district (funded by BTW's Booster Club).
Washington High School/ Speech and Debate	Students: 10 Parents: 1 Staff: 1	To participate in the Harvard Speech and Debate Tournament/Boston, Massachusetts	February 14-19, 2019	3	Not to exceed \$6500.00/General Account #11-0735-1765-505820-251-000000-000-07-735 and BTW's Booster Club.
Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend the Rifle Match Drill Meet/Ft. Smith, Arkansas	February 16, 2019	0	Not to exceed \$500.00/Rogers School Activity Fund #564.
Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend the Webb City Drill Meet/Webb City, Missouri	February 17, 2019	0	Not to exceed \$500.00/Rogers School Activity Fund #564.

Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend the Birdville Drill Meet/Birdville, Texas	March 10, 2019	0	Not to exceed \$500.00/Rogers School Activity Fund #564.
Memorial High School/Engineering Academy Robotics Team	Students: 30 Parents: 6 Staff: 2	To compete in the FIRST Robotics Regional Competition/Knoxville, Tennessee	March 26-30, 2019	4	Not to exceed \$7000.00/Memorial's School Activity Fund #564/640 and the Robotics Booster Club.
Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend the Air Capital Drill Meet/Wichita, Kansas	March 30, 2019	0	Not to exceed \$500.00/Rogers School Activity Fund #564.
Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend the Western Regionals/Mesquite, Texas	April 14, 2019	0	Not to exceed \$500.00/Rogers School Activity Fund #564.
Memorial High School/Engineering Academy Robotics Team	Students: 30 Parents: 6 Staff: 2	To compete in the FIRST Robotics Regional Championship/Houston, Texas	April 16-21, 2019	4	Not to exceed \$7000.00/Memorial's School Activity Fund #564/640 and the Robotics Booster Club.
Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend the Staff Ride Drill Meet/Ft. Smith, Arkansas	April 20, 2019	0	Not to exceed \$500.00/Rogers School Activity Fund #564.
Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend the National's Drill Meet/Daytona Beach, Florida	May 1-6, 2019	4	Not to exceed \$500.00/Rogers School Activity Fund #564.
Washington High School/Speech and Debate	Students: 4 Parents: 1 Staff: 1	To participate in the National Individual Event Tournament of Champions/Omaha, Nebraska	May 10-13, 2019	2	Not to exceed \$3500.00/General Account #11-0735-1765-505820-251-000000-000-07-735 and BTW's Booster Club.
Thoreau Demonstration Academy/French Students	Students: 12 Parents: 0 Staff: 2	Language Exchange Program/Amiens, France	May 28 - June 18, 2019	0	No cost to the district (parents will pay directly to the travel agent)
Will Rogers College High School/JROTC Cadets	Students: 12 Parents: 0 Staff: 2	To attend Six Flags/Arlington, Texas	May 30, 2019	0	Not to exceed \$500.00/Rogers School Activity Fund #564.
Washington High School/Speech and Debate	Students: 8 Parents: 1 Staff: 1	To participate in the National Speech and Debate Tournament (NSDA)/Dallas, Texas	June 15-22, 2019.	0	Not to exceed \$7500.00/General Account #11-0735-1765-505820-251-000000-000-07-735 and BTW's Booster Club.

SUPPORTING INFORMATION**CONSENT ITEM E-4****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Adams, John	8/16/18	\$60,957.00	Teacher	M-32
Adesiyen, Funmilayo	8/16/18	\$37,901.00	Teacher	B-0
Asberry, Courtney	8/27/18	\$9.35	Teacher Assistant	IS-3
Avery, Christine	8/27/18	\$9.10	Cafeteria Assistant	MT-1
Babb, Laurel	8/24/18	\$41,800.00	Teacher	B-8
Bailon, Jessica	9/17/18	\$11.24	Plant Operations Clerk	CA-5
Ballard, Destyni	9/10/18	\$11.24	Health Assistant	CA-5
Bell, Arielle	8/16/18	\$37,901.00	Teacher	B-0
Bias, Aretha	8/27/18	\$9.10	Cafeteria Assistant	MT-1
Blackwater, Judith	8/16/18	\$39,147.00	Teacher	M-0
Bland, Sally	9/26/18	\$9.35	Teacher Assistant	IS-3
Boatman, Stephanie	8/16/18	\$37,901.00	Teacher	B-0
Brewer, Tamara	9/25/18	\$10.81	Paraprofessional	IS-6
Brown, Bryan	9/10/18	\$37,386.00	Social Worker	BG-4
Brown, Martha	9/12/18	\$10.81	Paraprofessional	IS-6
Byrd, Tyler	8/16/18	\$30,000.00	Apprentice	NS
Castaneda De Romero, Rebeca	9/18/18	\$10.32	Evening Custodian	MT-3
Christensen, Leon	9/17/18	\$47,975.00	Teacher	D-10
Clayton, Griggs	8/20/18	\$30,000.00	Apprentice	NS
Clements, Brandy	8/16/18	\$37,901.00	Teacher	B-0
Cochran, Sarah	8/16/18	\$37,901.00	Teacher	B-0

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Coleman, Grace	8/16/18	\$40,210.00	Teacher	B-5
Crowley, Nolan	8/16/18	\$37,901.00	Teacher	B-0
Dailey, Glenda	9/10/18	\$9.14	Cafeteria Assistant	MT-1
Darwin, Ronell	9/18/18	\$15.00	Service Desk Analyst I	TS-4
Deere, Abigail	8/27/18	\$9.14	Cafeteria Assistant	MT-1
Deming, Nicole	8/16/18	\$39,147.00	Teacher	M-0
Dotson, Jill	8/16/18	\$40,673.00	Teacher	B-6
Drumm, Gwendolyn	8/16/18	\$45,962.00	Teacher	D-7
Duvall, Andrea	8/16/18	\$19,180.00	Half Time Teacher	B-1
Edwards, Frances	8/29/18	\$22,500.00	Traveling Manager	BG-A
Eigenman, Sadie	9/13/18	\$12.00	Paraprofessional	IS-6
Elledge, Mike	8/16/18	\$59,457.00	Teacher	M-29
Enloe, Millie	8/27/18	\$9.79	Cafeteria Assistant	MT-1
Epp, Stephen	8/16/18	\$40,210.00	Teacher	B-5
Epps, Courtney	8/16/18	\$40,673.00	Teacher	B-6
Faith, Elaine	9/15/18	\$9.35	Teacher Assistant	IS-3
Fazo, Sherry	8/16/18	\$39,279.00	Teacher	B-3
Ferguson, Kaitlin	8/16/18	\$37,901.00	Teacher	B-0
Fleak, Carmela	8/16/18	\$40,673.00	Teacher	B-6
Ford, Teresa	8/16/18	\$30,000.00	Apprentice	NS
Gentry, Christi	8/16/18	\$30,000.00	Apprentice	NS
Goodwin, Diana	10/09/18	\$58,213.00	Assistant Principal	EG-3
Gossman, Katie	8/16/18	\$37,901.00	Teacher	B-0

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Graham, Alexander	8/22/18	\$30,000.00	Apprentice	NS
Gray, Bobbie	10/01/18	\$9.63	Evening Custodian	MT-3
Hall, Kurt	8/16/18	\$30,000.00	Apprentice	NS
Harrison, Jacob	8/16/18	\$37,901.00	Teacher	B-0
Haworth, Lorrie	8/16/18	\$18,950.00	Half Time Teacher	B-0
Hayes, Denise	8/16/18	\$66,196.00	Teacher	M60-34
Hayley, Jarmon	8/16/18	\$37,901.00	Teacher	B-0
Hendrick, Jennifer	8/16/18	\$37,901.00	Teacher	B-0
Henry, Christopher	8/16/18	\$37,901.00	Teacher	B-0
Henry, Robbie	8/16/18	\$37,901.00	Teacher	B-0
Henson, Caroline	8/16/18	\$39,147.00	Teacher	M-0
Herd, John	8/16/18	\$37,901.00	Teacher	B-0
Hettler, Adam	9/11/18	\$37,901.00	Teacher	B-0
Hickerson, Jessica	8/16/18	\$37,901.00	Teacher	B-0
Hill, Richard	9/10/18	\$9.63	Unassigned Custodian	MT-3
Hoogendijk, Brian	8/16/18	\$41,476.00	Teacher	M-5
Howe, Michael	8/16/18	\$30,282.50	Teacher	M30-26
Howell, Mollie	8/16/18	\$37,901.00	Teacher	B-0
Huambachano, Amanda	8/16/18	\$41,476.00	Teacher	M-5
Hubner, Jacqueline	8/16/18	\$39,279.00	Teacher	B-3
Hughes, Aaron	8/16/18	\$30,000.00	Apprentice	NS
Hyslop, Julie	8/16/18	\$37,901.00	Teacher	B-0
Ingram, Leigh	8/16/18	\$37,901.00	Teacher	B-0

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Irwin, Jill	8/16/18	\$37,901.00	Teacher	B-0
Jones, Dominique	8/16/18	\$37,901.00	Teacher	B-0
Jones, Johnniece	9/10/18	\$9.53	Before and After Care Site Assistant	MT-2
Karraker, Zelda	8/16/18	\$37,901.00	Teacher	B-0
Kendrick, Marisa	8/16/18	\$42,486.00	Teacher	D-0
Kersey, Lyndsey	8/20/18	\$10.81	Teacher Assistant	IS-6
Kilman, Darryl	8/16/18	\$37,901.00	Teacher	B-0
Knauls, Tony	9/10/18	\$30,000.00	Apprentice	NS
Laguna Rivera, Diana	8/22/18	\$10.85	Evening Custodian	MT-3
Lanfersieck, Kay	8/16/18	\$40,545.00	Teacher	M-3
Leach, Kathy	8/16/18	\$20,900.00	Half Time Teacher	B-8
Ledford, Shyanne	8/16/18	\$44,198.00	Teacher	M60-6
Lee, Addison	8/22/18	\$30,000.00	Apprentice	NS
Legg, Corey	9/20/18	\$9.63	Cook II	MT-3
Lepine, Marguerite	8/16/18	\$38,360.00	Teacher	B-1
Li, Xiaoda	8/20/18	\$15,000.00	Part Time Apprentice	NS
Liebhart, Florence	8/16/18	\$37,901.00	Teacher	B-0
Linn, Channing	8/16/18	\$37,901.00	Teacher	B-0
Littlejohn, Karisma	9/19/18	\$9.25	Before and After Care Assistant	MT-2
Llazzaga, Karina	8/27/18	\$9.10	Cafeteria Assistant	MT-1
Loesch, Catherine	8/16/18	\$45,437.00	Teacher	M30-10
Logan, Adaira	8/27/18	\$9.14	Cafeteria Assistant	MT-1

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Lynch, Carson	8/16/18	\$30,000.00	Apprentice	NS
Mace, Casey	8/16/18	\$40,085.00	Teacher	M-2
Mack, Amber	8/16/18	\$37,901.00	Teacher	B-0
Manzini, Maria	9/12/18	\$10.81	Paraprofessional	IS-6
Marshall, Dena	8/16/18	\$37,901.00	Teacher	B-0
Martin, Jerrico	8/16/18	\$42,423.00	Teacher	M-7
Martin, Jessica	8/16/18	\$37,901.00	Teacher	B-0
Martinez, Samantha	9/05/18	\$9.92	School Clerk	CA-3
May, Kieran	8/16/18	\$37,901.00	Teacher	B-0
McCaskey, Marynda	8/16/18	\$30,000.00	Apprentice	NS
McCaskill, Teona	8/27/18	\$9.10	Cafeteria Assistant	MT-1
McCool, Lorraine	8/16/16	\$40,210.00	Teacher	B-5
McCord, Ryan	8/16/18	\$37,901.00	Teacher	B-0
McDonald, Davis	8/16/18	\$15,000.00	Apprentice	NS
McKenzie, Lacy	8/16/18	\$43,412.00	Teacher	B-11
Merrill, Edna	8/16/18	\$65,957.00	Teacher	M-44
Miller, Allison	8/16/18	\$37,901.00	Teacher	B-0
Mitchell, Donnell	8/16/18	\$30,000.00	Apprentice	NS
Mitchell, Quiana	9/10/18	\$9.14	Cafeteria Assistant	MT-1
Newton, Alison	8/16/18	\$37,901.00	Teacher	B-0
Neyens, Shalan	8/27/18	\$10.40	Cafeteria Assistant	MT-1
Outland Henderson, Mary	8/27/18	\$9.79	Cafeteria Assistant	MT-1
Parker, Christina	8/29/18	\$30,000.00	Apprentice	NS

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Paxton, Angela	8/16/18	\$37,901.00	Teacher	B-0
Phillips, Danny	10/08/18	\$18.39	Preventive Maintenance Craftsperson	MT-14
Pitezal, McKinsey	8/16/18	\$37,901.00	Teacher	B-0
Platt, Meisha	8/27/18	\$9.14	Cafeteria Assistant	MT-1
Powders, Garrett	10/09/18	\$56,000.00	Web Manager	BG-7
Powell, Jackie	8/16/18	\$39,147.00	Counselor	M-0
Quintana, Antonio	8/22/18	\$30,000.00	Apprentice	NS
Riggs, Glen	8/16/18	\$40,585.00	Teacher	M-3
Robinson, Cree	8/27/18	\$9.10	Cafeteria Assistant	MT-1
Rucker, Shavonna	9/11/18	\$11.24	Health Assistant	CA-5
Rutherford, Brittany	9/11/18	\$9.35	Teacher Assistant	IS-3
Salgado, Yvette	8/27/18	\$9.14	Cafeteria Assistant	MT-1
Sanchez, Wendy	8/16/18	\$39,616.00	Teacher	M-1
Scott, Kristen	8/16/18	\$37,901.00	Teacher	B-0
Shrout, Andrea	8/16/18	\$30,000.00	Apprentice	NS
Siddiqi, Bazla	9/24/18	\$9.35	Teacher Assistant	IS-3
Smith, Audrianna	9/24/18	\$11.17	School Clerk	CA-3
Smith, Lisa	8/16/18	\$37,901.00	Teacher	B-0
Smith, Nicolette	9/12/18	\$10.81	Paraprofessional	IS-6
Snow, Terri	8/16/18	\$39,147.00	Teacher	M-0
Stafford, Olivia	8/16/18	\$37,901.00	Teacher	B-0
Stanley, Nichol	9/04/18	\$8.29	Bus Assistant	MT-A
Stevens, Kaitlyn	9/20/18	\$9.35	Teacher Assistant	IS-3

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Stone, Chance	8/16/18	\$37,901.00	Teacher	B-0
Suarez, Sandra	9/10/18	\$9.10	Cafeteria Assistant	MT-1
Taylor, Jessie	9/11/18	\$9.35	Teacher Assistant	IS-3
Than, Kayla	8/16/18	\$37,901.00	Teacher	B-0
Ting, Diana	9/17/18	\$12.00	Teacher Assistant	IS-6
Todd, Lisa	8/22/18	\$43,096.00	Teacher	M-8
Treat, Tawanna	8/16/18	\$37,901.00	Teacher	B-0
Tylicki, Miles	9/11/18	\$9.63	Evening Custodian	MT-3
Valles, Maria	9/10/18	\$9.79	Cafeteria Assistant	MT-1
Vestal, Lindsey	9/04/18	\$30,000.00	Apprentice	NS
Wallace, Sarah	8/16/18	\$37,907.00	Teacher	B-0
Walters, Jordan	8/16/18	\$37,901.00	Teacher	B-0
Walton, James	9/17/18	\$12.37	Bus Driver	MT-7
Wegner, Juli	8/16/18	\$42,486.00	Teacher	D-0
Williams, Andre	8/23/18	\$30,000.00	Apprentice	NS
Williams, Ladrea	9/10/18	\$9.41	Cafeteria Assistant	MT-1
Wilson, Amy	8/27/18	\$47,470.00	Teacher	M-14
Wilson-Armour, Carole	8/16/18	\$30,000.00	Apprentice	NS
Winesburg, Sarah	8/16/18	\$37,901.00	Teacher	B-0
Wolff-Jarvis, Caroline	9/26/18	\$12.46	Health Assistant	CA-5
Yerton, Jacob	9/12/18	\$12.46	Teacher Assistant	IS-6
Zugelder, Nicole	8/16/18	\$37,901.00	Teacher	B-0

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position			Grade or Degree and Step
Adams, Matthew	8/16/18	\$37,901.00	Apprentice	Teacher			B-0
Adrian, Rebecca	8/16/18	\$37,901.00	Apprentice	Teacher			B-0
Alonso Fuentes, Ana	8/16/18	\$37,901.00	Apprentice	Teacher			B-0
Anderson, Rayshinda	9/17/18	\$13.32	Paraprofessional	Teacher Assistant			IS-6
Austin, Tevin	8/20/18	\$37,901.00	Apprentice	Teacher			B-0
Banuelos, Alicia	8/13/18	\$11.05	Cafeteria Assistant	Cook I			MT-2
Barnett, Janelle	9/07/18	\$52,826.00	Instructional Mentor	Lead Instructional Mentor			EG-1
Bartlett, Vanda	8/16/18	\$30,000.00	Teacher	Apprentice			NS
Basden, Martine	8/16/18	\$37,901.00	Apprentice	Teacher			B-0
Basora, John	8/16/18	\$37,901.00	Apprentice	Teacher			B-0
Bass, Jennifer	8/16/18	\$37,901.00	Apprentice	Teacher			B-0
Belding, Ruth	8/16/18	\$43,265.50	Half Time Teacher	Three	Fourths	Time	B-28
Bilbruck, Gregory	8/16/18	\$37,901.00	Apprentice	Teacher			NS
Black, Tierany	8/16/18	\$39,147.00	Apprentice	Teacher			M-0
Blagas, Providencia	8/27/18	\$12.38	Cook I	Cook II			MT-3
Boulware, Korey	10/01/18	\$13.99	Paraprofessional	Warehouse Specialist V	Distribution		MT-9
Bracho Reyes, Yujany	8/16/18	\$37,901.00	Teacher Assistant	Teacher			B-0
Brito, Juana	8/16/18	\$37,901.00	Apprentice	Teacher			B-0
Brown, Jasmine	8/27/18	\$12.60	Bus Driver	Special Needs Bus Driver			MT-7

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Bryant, Dina	8/16/18	\$38,360.00	Apprentice	Teacher	B-1
Burge, Susan	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Burton, Natalie	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Bury, Kerri	9/07/18	\$64,300.00	Instructional Mentor	Lead Instructional Mentor	EG-1
Calvert, Marieta	9/10/18	\$11.09	Cafeteria Assistant	Cook I	MT-2
Campbell, Aysha	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Campbell, Mylissa	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Campbell, Thomas	8/16/18	\$37,901.00	Paraprofessional	Teacher Assistant	B-0
Cartwright, Andrea	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Chesser, Amanda	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Cole, Kasandera	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Collier, Cara	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Cox, Steven	8/16/18	\$38,360.00	Apprentice	Teacher	B-1
Crisp, Timothy	8/16/18	\$39,147.00	Apprentice	Teacher	M-0
Davis, Timothy	8/16/18	\$39,147.00	Apprentice	Teacher	M-0
Dennis, Amy	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Diaz, Alexandra	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Dietrich, Lynne	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Dixon, CoQuestia	8/13/18	\$39,147.00	Apprentice	Counselor	M-0
Eubanks, Sheridan	8/16/18	\$39,147.00	Apprentice	Teacher	M-0
Evans, Michelle	8/16/18	\$37,901.00	Apprentice	Teacher	B-0

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Evans, Sarah	8/16/18	\$37,901.00	Teacher Assistant	Teacher	B-0
Farmer, Brenda	8/27/18	\$13.60	Bus Driver	Special Needs Bus Driver	MT-7
Farrow, Terisa	8/16/18	\$23,200.00	Traveling Manager	Cafeteria Manager	BG-B
Fizer, Ellen	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Flanagan, Michael	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Flatt, Amber	8/16/18	\$37,901.00	Teacher Assistant	Teacher	B-0
Flowers, Maxine	8/13/18	\$12.05	Cook II	Cook I	MT-2
Ford, Teresa	8/16/18	\$40,210.00	Apprentice	Teacher	B-5
Gambill, Robert	8/16/18	\$39,147.00	Apprentice	Teacher	M-0
Garcia, Angelica	8/13/18	\$11.61	Cook I	Cook II	MT-3
Gay, Isabelle	8/16/18	\$37,901.00	ED Paraprofessional	Teacher	B-0
Gerber, Misty	9/07/18	\$56,503.00	Instructional Mentor	Lead Instructional Mentor	EG-1
Goodman, Nathaniel	8/16/18	\$30,000.00	School Clerk	Apprentice	B-0
Goodrich, Urma	9/13/18	\$54,376.00	Assistant Principal	Teacher	M-32
Goodson, Erica	8/16/18	\$52,273.00	Teacher	Teacher	M-6
Guzman, Piera	8/13/18	\$10.25	Cook I	Cafeteria Assistant	MT-1
Guzman, Piera	8/13/18	\$10.25	Cook I	Cafeteria Assistant	MT-1
Harris, Jonathan	8/16/18	\$39,738.00	Apprentice	Teacher	B-4

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Harris, Vanessa	8/16/18	\$37,901.00	Teacher Assistant	Teacher	B-0
Hearn, James	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Hernandez, Esutolia	9/04/18	\$15.40	Head Custodian	Head Custodian	MT-5
Hernandez, Mary	8/27/18	\$10.94	Cafeteria Assistant	Cook I	MT-2
Holly, Ginnie	8/27/18	\$11.05	Cafeteria Assistant	Cook I	MT-2
Hooker, Julie	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Horn, Carolyn	8/13/18	\$13.58	Health Assistant	Health Assistant	CA-4
Hoyt, Jason	8/16/18	\$39,147.00	Apprentice	Teacher	M-0
Jackson, Arnold	8/20/18	\$12.76	Bus Driver	Lead Bus Driver	MT-7
Jennings, Lesley	8/16/18	\$38,360.00	Teacher Assistant	Teacher	B-1
Jones, Diane	8/16/18	\$45,717.75	Half Time Teacher	Three Fourths Time Teacher	M-32
Jones, Diane	9/17/18	\$14.36	Paraprofessional	Teacher Assistant	IS-3
Jones, Nykoa	8/27/18	\$14.06	Special Needs Bus Drover	Bus Driver	MT-7
Khan, Requia	8/27/18	\$10.94	Cafeteria Assistant	Cook I	MT-2
King, Stefanie	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Kingsley, Isla	9/07/18	\$64,300.0	Instructional Mentor	Lead Instructional Mentor	EG-1
Klenke, Chanelle	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Langston, Debra	8/16/18	\$37,901.00	Paraprofessional	Teacher	B-0
Lawson, Kandice	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Ledbetter, Kayla	8/16/18	\$37,901.00	Apprentice	Teacher	B-0

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Lee, Patricia	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Lovett, Meghan	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Loza-Hernandez, Bianca	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Lyles, Arnecia	8/16/18	\$30,000.00	Teacher Assistant	Apprentice	NS
Marsh, Donald	8/14/18	\$11.55	Bus Driver	Bus Driver	MT-7
Martin, Bethany	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Martinez Belinchon, Raquel	8/16/18	\$46,548.00	Teacher	Teacher	M60-10
Martinez, Lourdes	8/13/18	\$12.81	Cafeteria Assistant	Cook I	MT-2
Marwedel, Jyme	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Mason, Patricia	8/16/18	\$48,448.00	Autism Paraprofessional	Teacher	B-17
McQuarters, Lori	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
McQueen, Rose	8/13/18	\$12.95	Cook II	Assistant Manager	MT-6
Merrick, Stephen	8/16/18	\$20,502.00	One fourth time teacher	Half Time Teacher	M-4
Miller, Maite	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Minyard, Preston	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Miranda, Yolanda	9/18/18	\$10.98	Evening Custodian	Unassigned Custodian	MT-3
Montenegro Cabrera, Martin	8/16/18	\$40,545.00	Paraprofessional	Teacher	M-3
Montes De Orca, Aynid	8/27/18	\$12.12	Cook I	Cook II	MT-3

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Norberg, Bonnie	8/27/18	\$14.13	Cafeteria Assistant	Cafeteria Manager Assistant	MT-6
Norris, Emma	8/16/18	\$37,901.00	MD Paraprofessional	Teacher	B-0
Nozari, Shahnaz	8/27/18	\$11.92	Cook I	Cook II	MT-3
O'Neal, Tina	8/16/18	\$45,047.00	Apprentice	Teacher	M-11
Owen, David	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Page, Ann	9/24/18	\$10.91	Before and After Care Site Assistant	Para Teacher	IS-3
Parra, Jennifer	8/20/18	\$23,273.44	Apprentice	Teacher Assistant, Apprentice	IS-6, NS
Peacher, Mary	8/16/18	\$37,901.00	Paraprofessional	Teacher	B-0
Perez Gonzalez, Silvia	8/16/18	\$45,437.00	Teacher	Teacher	M30-10
Priddy, Fonda	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Reed, Erica	8/13/18	\$11.24	Cafeteria Assistant	Cook I	MT-2
Reid, Caley	8/16/18	\$39,147.00	Teacher	Teacher	M-0
Rice, Julie	8/16/18	\$53,449.00	Psychometrist	Teacher	M-20
Riley, Alexis	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Rimmer, Kendall	10/09/18	\$41,000.00	Service Desk Analyst I	School Website Administrator	BG-5
Roberts, Carolyn	8/20/18	\$15.91	MD Paraprofessional	Paraprofessional	IS-6
Roberts, Grace	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Rodgers, Paul	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Rodriguez, Lluvia	8/13/18	\$11.86	Evening Custodian	Head Custodian	MT-5

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Ross, Gerrie	8/27/18	\$14.44	Unassigned Custodian	Evening Custodian	MT-3
Sanders, Nelly	8/29/18	\$14.33	1:1 Autism Paraprofessional	1:1 Paraprofessional	IS-3
Smith, D’Juania	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Talbot, Karen	8/13/18	\$12.88	Cook I	Cook II	MT-3
Tankersley, Michael	8/27/18	\$12.43	Team Driver	Bus Driver	MT-7
Thompson, Rebecca	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Tillery, Jessica	8/27/18	\$11.05	Cafeteria Assistant	Cook I	MT-2
Trout, Darla	9/12/18	\$67,969.00	Interim Related Services Supervisor	OCC Therapist	BG-8
Wagener, Krystal	8/20/18	\$12.76	Bus Driver	Lead Bus Driver	MT-7
Waite, John	8/16/18	\$30,000.00	Teacher	Apprentice	NS
Waite, Micah	8/16/18	\$39,147.00	Apprentice	Teacher	M-0
Wallace, John	8/01/18	\$11.39	Evening Custodian	Unassigned Custodian	MT-3
Washington, Beverly	8/13/18	\$11.80	Cafeteria Assistant	Cook I	MT-2
Washington, Julia	8/13/18	\$11.72	Cafeteria Assistant	Cook I	MT-2
Watkins, Chelsea	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Weber, Nancy	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Williams, Lisa	8/16/18	\$39,147.00	Apprentice	Counselor	M-0
Wilson, Robyn	8/16/18	\$39,147.00	Apprentice	Teacher	M-0
Yerton, Thomas	8/17/18	\$13.14	Bus Driver	Special Needs Bus Driver	MT-7
Zibell, Kelly	8/16/18	\$37,901.00	Apprentice	Teacher	B-0

SEPARATIONS

Name	Effective Date	Position
Bargains, Beverly	8/24/18	Cook II
Baughman, Tamara	9/14/18	Bus Assistant
Beck, Cindy	9/11/18	Teacher Assistant
Bowie, Alexandria	8/20/18	Cafeteria Assistant
Calloway, Trikeisha	8/23/18	Evening Custodian
Cattaneo, Gina	6/04/18	Teacher
Chacon, Suzan	8/13/18	School Clerk
Conley, Jacquelyn	8/20/18	Teacher Assistant
Cornejo Baza, Marcela	9/14/18	Evening Custodian
Davies, Daniel	9/17/18	Apprentice
Dudley, Julia	8/24/18	Cook I
Dyer, Joseph	5/31/18	Teacher Assistant
Farell, Hannah	8/15/18	Teacher
Foster, Brandon	9/13/18	Apprentice
Fulk, Andrew	8/23/18	Bus Driver
Gaytan, Pablo	9/18/18	Evening Custodian
Gilbert, Karen	9/21/18	Parent Involvement Facilitator
Gilbert, Karen	9/21/18	Parent Involvement Facilitator
Griggs, Clayton	9/18/18	Apprentice
Grounds, Catherine	8/27/18	Teacher Assistant
Hamlin, Laurantette	9/07/18	School Clerk
Herndon, Allen	8/27/18	Teacher
Hulford, David	8/31/18	Transportation Clerk
Hyslop, Julie	9/19/18	Teacher
Jackson, Jaleeza	9/05/18	Teacher Assistant
James, Gregory	8/16/18	Executive Director – Exceptional Student Services
Jerome, Robert	9/04/18	LT. Investigator
Jones, Jennifer	8/29/18	Bus Driver
Jordan, Amy	8/08/18	Health Assistant
King, Steve	9/07/18	Special Needs Bus Driver
Kinnamon, David	9/10/18	Teacher
Lankster, Vanesha	8/31/18	School Clerk
Lembke, Leah	8/24/18	Teacher
Leon, Brandon	9/21/18	Evening Custodian
Lucas, Freda	6/30/18	Parent Involvement Facilitator
May, Douglas	9/06/18	Police Major
McIntosh, Dwayne	9/04/18	Warehouse Distribution Specialist V
Mier, Cassie	8/31/18	Teacher
Mills, Amy	8/10/18	Psychologist
Murray, Brenton	8/27/18	Teacher
O'Dell, Joshua	5/07/18	Desktop Technician
Oberst, Steven	9/06/18	Bus Driver
Patterson, Anthony	8/29/18	Bus Driver
Pete, Jasmin	9/18/18	School Clerk
Ray, Hannah	8/22/18	Teacher

SEPARATIONS – Continued

Name	Effective Date	Position
Romo, Veronica	9/28/18	School Clerk
Spyres, Steven	10/05/18	Emergency Manager
Thompson, Dalena	8/31/18	Evening Custodian
Thornton, Earnestine	9/10/18	Bus Assistant
Walker, Margaret	9/24/18	Bus Assistant
Wallace, Sarah	9/07/18	Teacher
Weddington, Marsha	10/19/18	Teacher
Wilson, Amy	8/31/18	Teacher

Rescind:

Hall, Kenneth	8/21/18	Cafeteria Assistant
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SUBSTITUTE AND TEMPORARY ELECTIONS

BUS DRIVERS

Hoops, Gary
Hulford, David
Kelley, Brittany
Layson-Hall, Angela
Walton, LaMarcus

CUSTODIANS

Brown, Michael
Mitchell, Cynthia
Penny, Esha
Perez, Maribel
Taylor, Shomari

CNS

Arnes, Eileen	Martinez Romero, Mirna	Rikat, Fredy
Echevarria Garcia, Angel	Melgar, Irma	Sanchez, Elva
Hall, Demeatrice	Mitchell, Quiana	Torres Restrepo, Nelcy
Herrin, James	Moore, Zaida	White, Priscilla
Hopkins, Celestia	Mora, Erica	Williams Harris, Starla
Kurowicki, Crystal	Morales Bayron, Maria	Williams Rawls, Deitra
Lambert, Brittany	Palafox Chavez, Hortencia	

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

DRS STUDENT WORKERS

Bullett, Sierra	Gayton, Briana
Alvarado, Jose	Williams, Brandon
Delatte, Danielle	Tate, Marquan
Segura, Emily	Santiago-Roman, Ruben
Gray, Leanna	Burrell, Victor
Tarrant, Makayla	Moreno, Ernie
Shinde, Joshua	Zavala, Melanie
Bates, Kenneth	Oleson Michael
Adams, Devin	Bosn, Emmanuel

SUBSTITUTES

Chaplin, Jennifer	Orr, Christy	Crabbe, Jo
Collins, Marcia	Ousley, Jennifer	Henderson, Betty
Dunlap, Richard	Peter, David	Nichols, Matthew
Harper, Benjamin	Sparling, Michael	Smith, Denise
Roach, Ladonna	Taylor, Melva	Taylor, Melva
Barnhardt, Stephanie	Walner, Brenda	Whiteley, Timothy
Brewer Mildred	White, Yvonne	Williams, Mildred
Cox, Cara	Blalock, Victoria	Wright, Lorrie
Kosofsky, Mary	Cato, Cheryl	Hagar, Berbyl

SUBSTITUTE INTERPRETERS

Banks, Jonathan	Queen, Angela
Banks, Nydia Michelle	Rose, Tsuru Maria
Barnes, MaryJo	Sadler Susan
Campbell, Gayle	Fisher, Sherry
Catlett, Matthew	Terrio, Jaclyn
Cook, Misty	Tucker, Jenese
Hays, Mary	Yoak, Nicole

TUTORS

Bean, Dana
Blackbrn, Darlene
Clark, Joanna
Fatigante, Carrie
Paschall, Jeana

ADJUNCT COACHES

Edison Jr. High

Jeannetta Elliott, 7th grade girls' basketball adjunct coach @ \$1,145, September 1, 2018 to June 2, 2019

Memorial

Donald Shoemake, girls' cross country adjunct coach @ \$504, September 1, 2018 to June 2, 2019

Memorial

Donald Shoemake, boys' cross country adjunct coach @ \$504, September 1, 2018 to June 2, 2019

Webster

Matthew Campbell, boys' soccer adjunct coach @ \$1,202, August 10, 2018 to June 2, 2019

Rogers

Arthur Cummisky, girls' soccer adjunct coach @ \$1,202, September 13, 2018 to June 2, 2019

Caver

Donald Pope, football assistant adjunct coach @ \$1,373, September 14, 2018 to June 2, 2019

Edison Jr. High

Terry Bradford, 8th grade boys' basketball adjunct coach \$1,145, September 14, 2018 to June 2, 2019

Edison Jr. High

Terry Bradford, 9th grade boys' football adjunct coach \$2,877, September 14, 2018 to June 2, 2019

Edison Jr. High

Isaiah Irvin, football adjunct coach @ \$1,373, September 17, 2018 to June 2, 2019

East Central

William Lamho, wrestling assistant adjunct coach @ \$2,142, September 14, 2018 to June 2, 2019

Edison Jr. High

Kirk Walker, football assistant adjunct coach @ \$1,373, September 14, 2018 to June 2, 2019

Edison

Jeff Oxford, boys' basketball assistant adjunct coach @ \$1,356, September 14, 2018 to June 2, 2019

East Central

Claudia Proia, band assistant adjunct coach @ \$1,572, September 17, 2018 to June 2, 2019

East Central

Korie Martin, girls head soccer adjunct coach @ \$3,878, September 17, 2018 to June 2, 2019

Central

Wylan Terrell, football assistant adjunct coach @ \$3,335, September 19, 2018 to June 2, 2019

Monroe

Dedlorn Sanders, football assistant adjunct coach @ \$1,373, September 20, 2018 to June 2, 2019

ADJUNCT COACHES – Continued

Hale

Ty Bell, football assistant adjunct coach @ \$3,335, September 20, 2018 to June 2, 2019

Hale Jr. High

Emeka Watson, football assistant adjunct coach @ \$1,373, September 21, 2018 to June 2, 2019

Washington

Rachel Block, 9th grade girls' basketball adjunct coach @ \$2,119, September 21, 2018 to June 2, 2019

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

Pay Michael Wilson, Edison HS baseball adjunct coach, not to exceed \$6000, for extra coaching duties Sept 1, 2018 to June 1, 2019. Edison Home Run Club has reimbursed the district, therefore there is no cost to the district.

Athletics – School Activity Fund #536

Pay Memorial Football coaches additional stipend not to exceed a total of \$8,000 for the 2018-19 season, paid by the Memorial Booster Club therefore there is no cost to the district. Stipends to be paid as follows; Brian Worrell not to exceed \$2,089, Lee Kizzar not to exceed \$665, Brandon Swain not to exceed \$665, Joe Ballard not to exceed \$665, Bryce Hoggatt not to exceed \$458, Jacob Tiger not to exceed \$458, and Travis Stallings not to exceed \$3,000.

Athletics – School Activity Fund #536

Pay adjunct coach, Georgette Morris, Washington Volleyball a stipend not to exceed \$798.00, for extra coaching duties Aug 1, 2018 to Oct 1, 2018. BTW Volleyball Booster Club has reimbursed the district, therefore there is no cost to the district.

Access to Success Stipends – 11-3621-1000-501700-426-400000-415-05-636-3621

11-3621-2120-501700-426-000000-203-05-636-3621

11-3621-2212-501700-426-000000-109-05-636-3621

11-3621-2410-501800-426-000000-615-05-636-3621

Pay teachers, to be named, at their regular hourly rate of pay to provide instructional support outside of contract hours for the Access to Success (Twilight) program. The Access to Success (Twilight) program is designed to assist those students with credit recovery/accrual to assist with on-time graduation completion.

Pay Josh Vess, Virtual Systems Coordinator, \$600 per semester to process enrollment in Edgenuity courses and serve as on-site troubleshooter for the Access to Success (Twilight) program.

Pay Charlene McBean-Freeman, Principal Secretary, \$1,100 per semester to serve as the on-site clerk for the Access to Success (Twilight) program. Duties include but are not limited to answering parent questions, providing student progress reporting to parents, monitoring and reporting student attendance to school site(s) and parents.

Pay Melissa Sawyer, Counselor, \$600 per semester to provide weekly orientations, track student credits, and provide counseling services for the Access to Success (Twilight) program. Other duties include but are not limited to coordinating with other site counselors to review course credits and assure alignment with the students' graduation completion plan.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

On track to graduate work - 11-3621-2120-501700-426-000000-203-05-xxx-3621

Pay counselors, to be named, at their current hourly rate of pay, (total not to exceed \$15,000 plus benefits) during the 2018-2019 school year to assist in district graduation, ICAP (Individual Career Action Plan), and post-graduation efforts, outside of normal contract hours.

CN Multiple Café Site Manager Multi Café Site Management–

22-3850-3120-501210-700-000000-513-03-xxx

Pay the following Cafeteria Manager a stipend of \$400/month per site August-May 2018-19 to manage all operational and administrative café duties for the dual sites listed below for the 2018-2019 school year.

Kristina Solt: Eliot and Wright (\$800.00 monthly)

Julie Lamb: Bunche and Gilcrease (\$800.00 monthly)

Transportation – 11-0181-2720-501210-000-000000-513-03-003

Pay support employee, LaShona Moore @ \$1.20/hour worked for additional department duties September 1, 2018 to June 30, 2019.

Reimagine High School Design Learning – 11-0250-2212-501210-0000-000000-109-05-005-0250

Pay non-certified staff listed below in Webster, McLain, Hale and Tulsa Learning Academy, a stipend total not to exceed \$4,500 per non-certified staff member, with a total not to exceed \$27,000 to participate in design workshops, monthly virtual coaching, and independent design team workshops outside of contract hours during the 2018- 2019 school year. Non-certified staff on the design teams will conduct interviews with key stakeholders; participate in six all-day work sessions; participate in approximately four hours per week of independent and team work during the 2018-2019 school year; participate in 1-2 national site visits; participate in periodic virtual and on-site design coaching; and fully support and participate in all aspects of the design process. Total stipend per staff member is based upon an estimate of 200 hours of work outside of contract hours.

Charlene McBean-Freeman

Joshua Vess

Lori Wixon

Victoria Hall

Lushuna Blalock Humphrey

Nancy Rodriguez-Martinez

Memorial Jr. High – 11-0000-1000-501700-210-000000-000-07-663

Pay certified employee, Mackenzie Chesbro, a stipend of approximately \$1,000 per month (total not to exceed \$1,200) to provide after school detention during the 2018-2019 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct salary amount on adjunct coach September 4, 2018 page 30

Washington

Holmes, Cassidy, head volleyball adjunct coach @ \$3,371, August 15, 2018 to June 2, 2019

Correct effective date on elections September 17, 2018 page 23

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Kellam, Terry	9/24/18	\$50,000.00	School Website Administrator	BG-5

Correct substitute and temporary payments for employees and account number July 2, 2018 page 23

Reimagine High School Design Learning – 11-0250-2212-501210-0000-000000-109-05-005-0250

Pay certified teachers, listed below, in four designated design high schools a stipend total not to exceed \$4,500 per teacher (total not to exceed \$126,000) to participate in design workshops, monthly virtual coaching, and independent design team workshops outside of contract hours during the 2018-2019 school year. Teachers on the design teams will conduct interviews and focus group interviews with key stakeholders; participate in six all-day work sessions; participate in approximately four hours per week of independent and team work during the 2018-2019 school year; participate in 1-2 national site visits; participate in periodic virtual and on-site design coaching; and fully support and participate in all aspects of the design process. Total stipend per teacher is based upon an estimate of 200 hours of work, outside of contract hours.

Daniel Bellville
Christina Kauffman Sommers
Kay Dennis
Alba Fenton Torres
Michelle Brown
Patricia Mott
Precious Lango
Tamara Danley
Lanette Duncan
D'Ann Huggins
Shane Keim
Alice Rathe
John Harris
Chad Beesley
Wes Hamilton
Connie Ray

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct substitute and temporary payments for employees and account number July 2, 2018 page 23

Reimagine High School Design Learning – 11-0250-2212-501210-0000-000000-109-05-005-0250

Pay a building administrator, listed below, in designated design high schools a stipend total not to exceed \$4,500 per administrator (total not to exceed \$18,000) to participate in design workshops, monthly virtual coaching, and independent design team workshops outside of contract hours during the 2018-2019 school year. The building administrator will lead the design team; coordinate and collaborate with Design Lab staff; collaborate with the school-based project manager; conduct interviews and focus group interviews with key stakeholders; participate in six all-day work sessions; participate in approximately four hours per week of independent and team work during the 2018-2019 school year; participate in 1-2 national site visits; and fully support and participate in all aspects of the design process. Total stipend per administrator is based upon an estimate of 200 hours of work, outside of contract hours.

Dixie Speer
Shelly Holman
Sheila Riley
Renee Rabovsky
John Williams

SUPPORTING INFORMATION

INFORMATION ITEM G.5.

TULSA PUBLIC SCHOOLS

Policy 9403

PARENT AND FAMILY ENGAGEMENT

PURPOSE: Tulsa Public Schools shall promote parent and family engagement in all schools and work as equal partners with parents and families in preparing every student for the greatest success in college, careers and life, as mandated by Title I, Part A, of the Elementary and Secondary Education Act of 1965, reauthorized by the Every Student Succeeds Act.

The Board believes and acknowledges that parent and family engagement raises the academic achievement level of students. Additionally, parents become empowered, teacher morale improves, and communities grow stronger when parents and families take an active role in educating their children. Schools shall involve parents and families in the education of their children at all grades levels.

The Superintendent or designee shall provide coordination, technical assistance, and other support necessary to assist all schools in planning and implementing effective parent and family engagement activities to improve student academic achievement and school performance. Section 1116 of the Elementary and Secondary Education Act, Title I, Part A, Parent and Family Engagement, establishes that to build capacity for parent and family engagement within schools, a district is to “develop jointly with, agree on with, and distribute to parents and family members of participating children a written parent and family engagement policy.” This policy and subsequent policies regarding building parents’ and families’ capacity for engagement will be implemented throughout Tulsa Public Schools.

Building Parents’ and Families’ Capacity for Engagement

The Board believes that empowering parents and families to insist on improvement, giving schools extra incentive to do so, and by giving parents and families options regarding their children’s education helps the district to realize its vision of “Destination Excellence” for patrons of the community. As a result of this belief, the Board shall create an environment of supportive and collaborative parent and family engagement.

1. Program Information for parents and families: Tulsa Public Schools shall provide assistance to parents and families of all children in understanding such topics as the state’s academic content, achievement standards, the assessments being used, the requirements of Title I, Part A, of the Elementary and Secondary Education Act, and how to monitor their children’s progress and work with educators to improve their achievement.

2. **Materials and Training:** Tulsa Public Schools shall provide materials and training as applicable, such as literacy training and training on how to use technology, to help parents and families work with their children to improve achievement.
3. **Educate Educators:** Tulsa Public Schools shall educate teachers, pupil services personnel, principals, and other staff, with the assistance of parents and families, in the value and utility of contributions of parents and families, in how to reach out to, communicate with, and work with parents and families as equal partners, implement and coordinate parent and family programs, and build ties between parents, families and the school.
4. **Preschool Coordination:** Tulsa Public Schools shall, “to the extent feasible and appropriate,” coordinate and integrate parent and family engagement programs with Head Start, Even Start, and other preschool programs, and conduct other activities, such as parent and family resource centers, which encourage and support parents and families in more fully participating in the education of their children.
5. **Understandable Communication:** Tulsa Public Schools shall ensure that information related to school and parent and family programs, meetings, and other activities is sent to the parents and families of all children in a format, and, to the extent practicable, in a language the parents and families can understand.
6. **Other Requested Activities:** Tulsa Public Schools shall provide such other reasonable support for parent and family engagement activities as parents and families may request.

SUPPORTING INFORMATION

INFORMATION ITEM G-13

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
Education Pioneers Impact Fellow-ESC/Operations <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. <i>Funding Source:</i> Grant Funded	BG-5 12 Months	An integral part of Tulsa Public School's Campus Police and Tulsa Police Department's Community Policing implementation is strengthening the relationship between police and students. There are several strategies identified by the Tulsa Commission on Community Policing that involve the Police Department working with schools and the Tulsa Public School Campus Police. These include aligning practices of TPS Campus Police and Tulsa Police and creating a consistent discipline framework so that students have a similar experience and expectations from law enforcement while in school and in the community. The Education Pioneer Impact Fellow would work to understand current practices and create a strategy to unify the approach of TPD and TPS Police to further positive relationships and trust between high school students and police. The Education Pioneer Impact Fellow will also work with Tulsa Public School's department of Student and Family Services to evaluate and identify restorative practices and supports that can be connected, coordinated and integrated with youth policing practices in and out of school.

Delete:

Position	Salary/Grade	Duties
Multimedia Journalist-ESC/Communications <i>Annual Budget Impact:</i> \$ 31,500 min. – \$ 47,300 max. <i>Funding Source:</i> 11-0000-2560-501210- 000-000000-344-14-062	BG-3 12 Months	Write, design, and develop various district publications and content for various platforms to support the marketing and communications strategy of the district. Provide capacity to write copy for publication and developing high-quality content pieces. Assist in coordinating news and events from schools and write articles for posting on social media. Work closely with all sites and departments in the district to create custom graphic designs for their individual needs. Assist with web development and graphic design. Assist in production of project-based presentations, electronic communications, and other promotional or campaign materials.

Create:

Position	Salary/Grade	Duties
Media Relations Manager-ESC/ Communications <i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max. <i>Funding Source:</i> 11-0000-2560-501210- 000-000000-344-14-062	BG-8 12 Months	Under the direction of the Director of Communications, provide day-to-day management and strategic oversight of media relations and social media for Tulsa Public Schools. The media relations manager will ensure that the district continues to have strong and productive partnerships with local and national media outlets and will work proactively to support reporters with leads and contacts that provide a multi-faceted engaging story. The manager will also serve as the district's primary contact for media inquiries and requests. Working in coordination with the district's PR and marketing coordinator and web manager, the successful candidate will also develop and execute an effective social media strategy that highlights the district's strategic priorities, core values and beliefs, and drives the narrative of Tulsa Public Schools as a destination for excellence to teach, learn, and work.

Create:

Position	Salary/Grade	Duties
Police Officer- ESC/Campus Police & Security Services 2 Positions <i>Annual Budget Impact:</i> \$ 48,360 min. – \$ 65,520 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-959-17-049	TS-9 \$15.50/hr. to \$21.00/hr. 195 Days	Provide law enforcement and police services to the schools, school grounds and areas adjacent to the school. Investigate allegations of criminal incidents per police department policies and procedures. Enforce state and local laws and ordinances. Make appropriate referrals to juvenile authorities or other governmental agencies.

Delete:

Position	Salary/Grade	Duties
Campus Security Officer-ESC/Campus Police & Security Services 4 Positions <i>Annual Budget Impact:</i> \$ 73,256 min. – \$ 97,844 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-959-17-049	TS-3 \$11.74/hr. to \$15.68/hr. 195 Days	Under general supervision of the Police Chief provides security presence and assistance to faculty, staff and to Campus Police Officers in the enforcement of state laws and the Student Code of Conduct. The position will be supervised on site by the Campus Police Officer who will be responsible for all security and policing issues on campus. Security officers will be expected to assist at athletic events, special events and other assignments outside the normal duty time.

Create:

Position	Salary/Grade	Duties
Academic Support Coordinator-ESC/Federal Programs <i>Annual Budget Impact:</i> \$ 49,945 min. – \$ 74,869 max. <i>Funding Source:</i> 11-5118-2213-501000- 494-000000-211-05- 251-5118	EG-4 215 Days	To provide pedagogical leadership for the development and implementation of the school's academic instructional programs. Provides leadership and support for the staff and collaborates with administrators and instructional staff in assuring that effective and challenging curriculum and instructional practices are occurring in all classrooms; guides the staff in the process of using relevant data to arrive at informed choices in making and adjusting instructional decisions and practices; and assists the principal in administration and supervising the instructional program by assisting teachers in their classrooms through demonstrations, modeling, peer observations and active discussions of student data and student work. Works with teachers and administrators to infuse diversity and multiculturalism into the curriculum.

SUPPORTING INFORMATION

INFORMATION ITEM G.28.

TULSA PUBLIC SCHOOLS

Policy 2202

STUDENT ADMISSIONS

PURPOSE: To clarify student admissions, compulsory attendance age and entrance age requirements.

General Provisions:

All children between the ages of five years on or before September 1 and 21 years on or before September 1 who have not graduated from high school will be allowed to attend school in the District free of charge; however, these children must reside within the boundaries of the District or have an approved out-of-district transfer.

Proof of guardianship and date of birth is required before enrollment can be completed. Acceptable documentation of guardianship and birth include, but are not limited to: certified copies of birth certificates, foreign birth certificates, school records, passports, affidavits, adoption records, or other documents verifying legal age may be considered acceptable proof of date of birth. Requests for these documents should not bar or discourage a prospective student from enrolling and attending school, including a student who is undocumented or has parents who are undocumented, or a child or youth who is homeless as defined by the McKinney-Vento Homeless Assistance Act.

Oklahoma law requires children over the age of 5 and under the age of 18 years who have not finished four years of high school to attend school unless the child is excused from such attendance as provided by law. The parent/guardian having charge of such children will be held legally responsible for complying with this compulsory attendance law.

Students shall be placed in an appropriate course and grade level based upon documentation of competency in the current Oklahoma standards. In exceptional cases, placement may also be determined upon a review of other relevant information, including, but not limited to, the age of the student and the results of any proficiency promotion testing.

Kindergarten: A child who has reached the age of five years on or before September 1 of the school year is required to be enrolled in kindergarten. A child who is five years of age shall be excused from kindergarten attendance until the next school year if a parent/guardian notifies the school in writing of election to withhold the child from kindergarten until the next school year. Kindergarten must be completed prior to enrollment in the first grade. Once a student has enrolled in the District, retention and promotion decisions shall be based upon the determination of school leaders, who shall consult with teachers, relevant district staff and families.

Pre-Kindergarten:

Families are strongly encouraged to enroll their four-year old students in pre-kindergarten to prepare them for success in elementary school and foster their social and emotional development. While the number of pre-kindergarten seats at each school are limited, Tulsa Public Schools is able to provide pre-kindergarten program to every four-year old given the number of programs across the district.

All children who are at least four years of age but not more than five before September 1 and have not attended kindergarten are eligible to attend a school's pre-kindergarten program if space is available at that school. Unless there are extenuating circumstances, students who are five years of age by September 1 will be placed in kindergarten. District staff will consult with school staff and families in determining the appropriate placement of overage students and whether to retain a student who has already attended a district pre-kindergarten program.

The District will make reasonable efforts to provide families with access to their neighborhood school. District staff shall specify enrollment deadlines and admission processes for its pre-kindergarten programs on an annual basis based upon current programming opportunities and the availability of seats. The deadlines and processes required of families shall be posted on the District's website.

Established by Law
Legal Reference: Title 70 O.S., 10-105, and 1210-282.
Revised: June 2013; October 2018

SCHOOL TRANSFERS OF IN-DISTRICT STUDENTS

PURPOSE: To inform families of the District's in-district transfer policies and support students' success upon enrollment at their school.

The District's attendance areas determine the schools in which students will be enrolled. There are two types of transfers that authorize an in-District student to enroll in a school outside of their attendance area: a neighborhood transfer and a magnet transfer. Both transfer types require application. The conditions and supports relating to transfers are intended to provide District students and their families with reasonable, high-quality enrollment options that will support students' success in school.

Conditions Necessary to Receive Neighborhood Transfers:

The Superintendent or their designee is authorized to consider and approve a transfer request from a student residing in the District from their attendance area school to any non-magnet school with the appropriate grade level, as long as the conditions listed below are met:

- ☐ The student submits a completed application to the transfer office by the relevant deadline
- ☐ There is space available in the receiving school as defined in regulation 2206-R
- ☐ Parents/guardians agree to provide transportation for the student

If there are more applications than available spaces, a random lottery system will be used for selection within the appropriate window.

If a transfer is granted, the student will begin attending the new school at the beginning of the fall semester unless there are extenuating circumstances determined by the Superintendent or their designee indicating that it would be more appropriate for the student to attend the new school earlier. If a student wishes return to their attendance area school, they must complete the semester at the school to which they transferred. Exceptions will be made only in extenuating circumstances and upon approval by the Superintendent or their designee.

Conditions Necessary to Receive a Magnet Transfer:

The enrollment office processes all applications to attend one or more of the district's magnet schools/programs. Magnet schools/programs are available in all grade levels and provide specific types of instructional programs. There are seat limitations in all magnet schools, and enrollment is allowed only upon application. Additional information, including enrollment criteria, is detailed in 2206-R2.

Revocations of Non-Magnet and Magnet Transfers:

The District approves all transfers with the expectation that the school will be a successful fit for the student. The District reserves the right to remove the student from a school they have transferred to and enroll them at a different site in the event that chronic absenteeism or

misconduct indicates the new school would be a better placement. These determinations will be made by the Superintendent or their designee in consultation with the student's family and the principals of the relevant schools.

In the event there is no longer capacity (enough seats) to accommodate students attending a non-magnet school on a neighborhood transfer, the District will work with families and school leaders to determine the best solution for balancing the needs of transfer students and the obligation to serve students living in the enrollment area. Any revocation of a neighborhood transfer on the basis that there is no longer capacity at the school shall be timed in a way to minimize the disruption to students' learning as much as possible (i.e., begin the following school year).

Transfer Limitations Relevant to Magnet and Non-Magnet Transfers:

Unless there are extenuating circumstances as determined by the Superintendent or their designee, transfers at the elementary level are limited to one in the primary grades kindergarten through second; one in grades three through fifth/sixth; one at the middle/junior high school level; and one at the high school level. Pre-Kindergarten placements are granted for the Pre-Kindergarten school year only and do not guarantee a transfer into kindergarten except at Dual Language Academy (magnet), Emerson (non-magnet), Greenwood Learning Academy at Academy Central (non-magnet), and Mayo Elementary (magnet)—as these schools' educational programs are explicitly designed with a grade configuration starting at Pre-Kindergarten.

Automatic Renewal of Magnet and Non-Magnet Transfers:

Once a transfer has been approved to a school and the student has attended the school to which the transfer was granted, renewal of the transfer to that school for the next school year will be automatic unless a cancellation is requested in writing by the parent/guardian or there is an authorized revocation of the transfer as authorized by board policy. However, a student transitioning from an elementary to a middle/junior high school, or from a middle/junior high school, to a high school, must apply for a transfer if the student desires to attend a school other than the attendance area school for the following year.

Adopted: November 1982
Revised: January 2012; October 2018
Cross Reference: 3316, Athletics
2204, Early Graduation
2614, Tardiness and
Truancy

INTERNATIONAL EXCHANGE STUDENT ENROLLMENT

PURPOSE: To define the admission opportunities of non-immigrant international students through recognized international exchange programs, sister-school exchanges and through the privately facilitated tuition-paying process.

The district recognizes the educational and cultural value of international exchange programs and international exchange students and authorizes the admission and participation of a limited number of non-immigrant international students to the regular educational programs offered in the district's schools.

This policy and accompanying regulation do not apply to documented or undocumented immigrants residing within the district's boundaries. Such students are guaranteed admission pursuant to federal law and board policy, and the District will not inquire into such students' immigration status.

International Exchange Students:

An "International Exchange Student" is a student who qualifies for a J-1 visa or an F-1 visa under the regulations of the United States Department of Immigration and Naturalization Services and who temporarily resides within the district's boundaries without their parents or a legal guardian for the purpose of attending school.

International exchange students are authorized only within the district's high schools. International exchange students must:

- obtain and comply with all F-1/J-1 visa requirements (including an appropriate proficiency in the English language)
- live with a family residing within the district boundaries who will have temporary guardianship of the student during the exchange
- be at least 16 years of age and no older than 19 years of age by the end of the relevant school year
- submit an application for enrollment no later than July 1 of the previous school year and be approved for admission by the Superintendent or their designee in consultation with the principal of the relevant high school prior to the start of school
- attend the high school within the enrollment area of their host family, unless a transfer is approved in writing by the Superintendent or their designee after consultation with the relevant principal

The period of attendance must be at least a full academic school year unless otherwise approved by the Superintendent or their designee. In no event shall admission be longer than twelve months. Any credit earned while enrolled in a district high school will be recorded on the student's Tulsa Public Schools' transcript, but not credit earned prior to enrollment in the district. While they may participate in graduation activities, international exchange students will not receive a high school diploma from the district.

All applications and information shall be processed and facilitated by the district's enrollment office. When approving the admission and placement of international exchange students, the Superintendent or their designee may consider the number of international exchange students already attending the district, the relevant school and the capacity of a school to accept additional students.

J-1 Visa International Exchange Students ("J-1 Students") are exchange students attending district schools on a J-1 Visa as part of a group-sponsored international exchange program. J-1 students attending a district school must be associated with an international exchange program recognized by the Council on Standards for International Education Travel and approved by the district's enrollment office. The District may waive tuition requirements of J-1 international exchange students based upon the student's economic hardship. Note that pursuant to federal regulations in 22 CFR Part 62, sponsors may not facilitate the enrollment of more than five exchange students in one school unless the school itself has requested, in writing, the placement of more than five students from the sponsor.

The international exchange program must have a local representative residing in or near the district who will meet with the student, host family, and school personnel on a regular basis. The local program representative must provide orientation services, both pre-departure and upon arrival in the United States, to the student and the host family to help international students adjust to a new culture and have a successful exchange. The program representative must ensure that the host family is acquainted with the needs and requirements of housing a visitor for a long period of time, advised of potential problems in hosting an international student and provided with suggestions for coping with these problems. The program representative must communicate with the student and host family during the duration of the exchange and ensure appropriate supports are provided.

F-1 Visa International Exchange Students ("F-1 Students") are privately-sponsored and facilitated international exchange students. Unlike J-1 students, these students must pay full tuition pursuant to federal law. To be admitted, and prior to obtaining the federal Non-immigrant Student Status I-20 form, they must prepay the full/unsubsidized, per-capita cost of a high school education as determined by the district's chief financial officer. This prepayment is due by August 1 of the relevant school year. Should an F-1 student attend for less than a full school year, tuition will only be refunded if a true hardship situation is demonstrated. The private sponsor assumes parental responsibility including financial obligations while the international student is in attendance.

Sister-School Students

Sister-School Students are international students visiting the district as tourists for short periods of time through sister-school programs in other countries (example: the longstanding exchange program of the district's immersion schools). These short visitation programs are administered and facilitated by the district's schools and their sister-school sites in the foreign country. The schools will determine the classes and activities these students will participate in and ensure they keep current and complete records of where the students are residing.

Adopted: November 1982

Revised: September 2013; October 2018