



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **December 3, 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 Central High School JROTC under the direction of Commander Larry Benzel.
- 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 Meeting Special Meeting
November 19, 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

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 regular scheduled meeting of the Board of Education will be held on Monday, December 17, 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:** Enter into an agreement with the Community Food Bank of Eastern Oklahoma to provide meals free of charge to students on a predetermined and emergency basis for the remainder of the 2018-2019 school year.
- FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST:** No cost to the district

RATIONALE: The mission of the Community Food Bank of Eastern Oklahoma is to feed the hungry of eastern Oklahoma through a network of partner agencies and to engage communities in ending hunger. The agreement with the Community Food Bank of Eastern Oklahoma provides an opportunity for students and families to receive nutritious meals free of charge during times of hardship for families and in emergency situations.

- E.2.** **RECOMMENDATION:** Amend the memorandum of understanding with Youth Services of Tulsa approved on the July 2, 2018, agenda, item E-7, to include utilizing Office of Adolescent Health grant funds to reimburse costs associated with the sex education component of Strong Tomorrows and related curricula and materials. Additional TPS responsibilities outlined in the amendment include providing Youth Services with deidentified data for grant reporting requirements, through the Strong Tomorrows program, "Replicate Selected Evidence Based Programs," and employee information for cost reimbursement. Youth Services of Tulsa provides sexual health programming that empowers teens to make healthy life choices.
- FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST:** No cost to the district

RATIONALE: The goal of the program is to empower teens to make healthy life choices and change their behavior in ways that will reduce their risk of unplanned pregnancy or becoming infected with HIV and other sexually transmitted infections.

- E.3.** **RECOMMENDATION:** Amend item E-20 approved on the June 18, 2018, agenda to include renewing the contract for the 2018-2019 school year with Counseling & Recovery Services of Oklahoma, Inc. (CRSOK) operating the CALM 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: Each year, the district enters into contracts with community facilities in order to provide educational services to all appropriate and eligible students attending or residing at said facilities. The contract with the CALM Center was inadvertently left off the June 18, 2018, agenda.

- E.4.** RECOMMENDATION: Approve the co-op agreement for the 2018-2019 school year with Tulsa Legacy Charter School and Monroe Demonstration Academy for junior high sports as sanctioned by the Oklahoma Secondary Schools Activities Association as follows: girls and boys basketball, girls and boys soccer.

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: Monroe Demonstration Academy and Tulsa Legacy Charter School will co-op in two co-curricular activities. The additional number of students from both schools will enhance the opportunity for students to participate fully in junior high athletic activities.

- E.5.** RECOMMENDATION: Enter into an agreement with Guthrie Green and the City of Tulsa for the use of downtown streets and the Guthrie Green grounds and facilities for the Tulsa Public Schools' "School Pride 5K Ride/Run and Fun Run" to be held on March 2, 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: \$4,000.00

FUND NAME/ACCOUNT: Athletics School Activity Fund #536

RATIONALE: This is the 18th annual Tulsa Public Schools' "School Pride" 5K Run and Bike Ride. All proceeds will benefit the district's Physical Education programs in kindergarten through 12th grade.

- E.6.** RECOMMENDATION: Enter into a lease agreement with the ORU Mabee Center for the 53rd Annual Basketball Tournament of Champions to be held December 27 – 29, 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 \$32,000.00

FUND NAME/ACCOUNT: Athletics School Activity Fund #536

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

- E.7.** RECOMMENDATION: Enter into contract with Marriott Tulsa Southern Hills to provide facilities and catering for the district's 7th Annual Hall of Fame Banquet on January 17, 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 \$11,000.00
- FUND NAME/ACCOUNT: Athletics School Activity Fund #536
- RATIONALE: The Athletic Hall of Fame banquet is held to honor students who have achieved success in athletics as well as academics.

TALENT MANAGEMENT

- E.8.** 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.
- E.9.** RECOMMENDATION: Approve routine staffing items.
- RATIONALE: Routine personnel actions implement the various talent management plans and priorities authorized by the Board of Education. All salaries are listed at an effective annualize rate regardless of the length of effective date of contract.

INFORMATION AND ANALYTICS

- E.10.** RECOMMENDATION: Enter into a partnership agreement with Northwest Evaluation Association (NWEA) to correlate Oklahoma State Testing Program (OSTP) scores to NWEA assessment scores.
- 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: Linking of NWEA scores to the Oklahoma State Testing Program (OSTP) scores will allow the district to understand the relationship between students' performance on interim growth assessments and the official state test. This will allow educators to identify and support students at risk of scoring below proficient on the OSTP earlier in the school year and allow the district to more fully understand the relationship between the tests.

FINANCIAL SERVICES

- E.11.** RECOMMENDATION: Approve the November 16 - 29, 2018, New Encumbrances and Encumbrance Changes Report.

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

- E.12.** RECOMMENDATION: Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2018-2019 fiscal year.

PTAs/PTOs/PTSAs:

Carnegie Elementary PTA
Disney Elementary PTA
Emerson Elementary PTA
Mayo Demonstration PTA
Walt Whitman Elementary PTA

BOOSTER CLUBS:

ECKC Football Parent Teacher Association Inc.
Edison Touchdown Club
Memorial Music Booster Club
BTW Pom Booster Club

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

BOND PROJECTS AND ENERGY MANAGEMENT

- E.13.** RECOMMENDATION: Enter into contract with the lowest responsible bidder for the low voltage and electrical on secured entries at Gilcrease, Mark Twain, Hawthorne, Anderson and Bunche Elementary Schools.

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

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

- E.14.** RECOMMENDATION: Assign the contract for the low voltage and electrical on the secured 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.

COST: TBD

FUND NAME/ACCOUNT: Bond Fund, TBD

REQUISITION/CONTRACT: TBD

RATIONALE: The individually awarded contracts will be part of the Trigon General Contractors and Construction Managers, Inc., GMP previously approved October 8, 2018, item E-10. The project is part of the 2015 bond issue.

- E.15.** RECOMMENDATION: Enter into contracts with the lowest responsible bidder for the new Educare 4.

Storm Sewer

Utilities

Building Concrete

Masonry

Steel

Plumbing

Mechanical

Electrical

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 new Educare 4 facility is part of the Early Childhood Improvements in the 2015 bond issue.

- E.16.** RECOMMENDATION: Assign the contracts for the Educare 4 to Crossland Construction Company, Incorporated, Tulsa, Oklahoma, the construction manager at risk on the project.

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

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

- E.17.** RECOMMENDATION: Approve amendment 12A with Crossland Construction Company, Incorporated, for construction of the Educare 4 facility.

Trade Contracts

Reimbursables

Allowances

General Conditions

Management Fees

Total GMP

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
COST: This is currently in the bidding phase. The subcontractors names and amounts will be presented on the consent agenda.

FUND NAME/ACCOUNT: Bond Fund, applicable account

REQUISITION/CONTRACT: TBD

RATIONALE: The new Educare 4 facility is part of the Early Childhood Improvements in the 2015 bond issue.

- E.18.** **RECOMMENDATION:** Enter into contracts with the lowest responsible bidder for tornado resistant cooling doors on the classroom addition at MacArthur and Grissom elementary schools.

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

RATIONALE: The new classroom additions will serve as FEMA storm shelters, and are part of the 2015 bond issue.

- E.19.** **RECOMMENDATION:** Assign the contracts for the tornado resistant cooling doors at MacArthur Elementary School to Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma and at Grissom Elementary School to Crossland Construction Company, Incorporated.

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 (MacArthur) and one contract to Crossland (Grissom). The projects are part of the 2015 bond issue.

- E.20.** **RECOMMENDATION:** Enter into contracts with the lowest responsible bidders for the pool re-purpose project at East Central High School.

Demolition	Ark Wrecking	\$ 44,720.00
Drywall & Ceilings	Bennett/Cahill	\$ 124,006.00
Plumbing	J&M Plumbing	\$ 46,615.00
Heating & Air Conditioning	K&M Shillingford	\$ 94,590.00
Electric	Lighthouse Electric	\$ 121,088.00
Low Voltage	Lighthouse Electric	\$ 15,350.00
Concrete	Contech	\$ 34,000.00

Structural Steel	Bennett Steel	\$ 25,400.00
Flooring	Interior Concepts	\$ 19,900.00
Painting	Vale Painting	\$ 16,140.00
Finish Hardware	James Jones	\$ 22,478.00
TOTAL TRADES		\$ 564,287.00

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

RATIONALE: The building pool re-purposing project is part of the 2015 bond issue.

- E.21.** RECOMMENDATION: Assign the contracts for the pool re-purposing project at East Central High School to Trigon General Contractors and Construction Managers Incorporated, Tulsa, Oklahoma, the construction manager at risk on the project.

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

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.22.** RECOMMENDATION: Approve amendment 17A with Trigon General Contractors and Construction Managers, for the pool re-purposing project at East Central High School.

Trades	\$ 564,287.00
Allowances	\$ 49,701.04
General Conditions	\$ 60,854.50
Management Fees	\$ 32,144.22
Reimbursables	\$ 95,513.24
TOTAL GMP	\$ 802,500.00

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 \$802,500.00

FUND NAME/ACCOUNT: Bond Fund, 32-1280-4720-504500-000-000000-070-12-710-UP001

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

OPERATIONS

- E.23.** RECOMMENDATION: Approve the length of the 2019-2020 school year to be calculated in hours as allowed by House Bill 1864. Specifically, the school year would consist of 1,148.67 hours with 168 total days taught for the Annual Statistical Report calculations.

COST: No cost to the district

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

- E.24.** RECOMMENDATION: Approve the 2019-2020 school calendar.

COST: No cost to the district

RATIONALE: The Calendar Committee recommends a start date of August 20, 2019, for the 2019-2020 school year. The calendar includes 168 school days. The committee leveraged insights from the student attendance analysis and study to design the proposed calendars. The calendar meets the state requirements for professional development days and parent-teacher conference days.

F. ACTION AGENDA - Motion and vote on recommendations

CHIEF OF SCHOOLS

- F.1.** RECOMMENDATION: Post factum approval to renew an agreement with the Asia Society to continue Booker T. Washington High School's status as a member of the Hanban-Asia Society Confucius Classrooms Network September 1, 2018, through August 31, 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: No cost to the district

RATIONALE: This agreement enables Booker T. Washington to participate in an international partnership dedicated to building the field of Chinese language teachers and learning in American schools. This will be Washington's tenth year to participate in the program. We are asking for the item to be considered on the action portion of the agenda because the Asia Society did not approve funding of the 2018-2019 academic year grant in the amount of \$12,330.00 until November 12, 2018, causing the item to be post fact.

DESIGN AND INNOVATION

F.2. RECOMMENDATION: Approve the expansion of Collegiate Hall Charter School to include a PK-3rd grade configuration in addition to their current 4th-8th grade offering. The expansion would begin in 2020-2021 after an initial planning year. Collegiate Hall will add two grade levels per year beginning with PK-K at 60 students per grade level. When fully grown Collegiate Hall will add an additional 300 students. For the purposes of renewal decisions, this expansion will be an amendment to the current Collegiate Hall charter school contract. This approval shall be subject to a mutually agreeable and fully executed renewal contract between the parties.

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

RATIONALE: Collegiate Hall offers robust STEM programming to students from the P61 neighborhood as well as other parts of Tulsa. Collegiate Hall works diligently to prepare students to be successful in high school and college and works in close partnership with Memorial High School to create a clear pipeline after students leave Collegiate Hall. The addition of grades PK-3 will create a more consistent educational experience for Collegiate Hall students with less transitions prior to high school. Collegiate Hall will be including their STEM focus for all grades and include SEL programming for PK-8th graders. The Collegiate Hall contract was renewed in March of 2017 based on their performance against Tulsa Public Schools' Charter Performance Framework. Their track record of success, combined with a comprehensive plan for expansion, provides adequate evidence of Collegiate Hall's readiness to serve students in grades PK-3.

F.3. RECOMMENDATION: Approve the expansion of Tulsa Honor Academy to include a high school program beginning with the 2019-2020 school year and continuing for a total of five years. For the purposes of renewal decisions, the Tulsa Honor Academy high school will be reviewed on its own timeline for renewal and separate from the current Tulsa Honor Academy charter that operates 5th-8th grades. The high school will serve 125 students per grade level and will grow one grade level per year to a total of 500 students in the 2022-2023 school year. This approval shall be subject to mutually agreeable and fully executed renewal contracts between the parties.

FURTHER RECOMMEND: Prior to opening in the 2019-2020 school year, the district shall ensure that the high school campus of the Tulsa Honor Academy Charter Schools facility meets state and local standards for safety and accreditation and is sufficient to deliver the academic program set forth in the approved application. The attorneys for the School District prepare and approve the appropriate charter school contract and the proper officers of the Board of Education be authorized to execute the contract on behalf of the District.

RATIONALE: Tulsa Honor Academy serves the students of East Tulsa. Tulsa Honor Academy consistently meets the criteria set out in the Tulsa Public School's Charter Performance Framework. Their current 5th-8th grade charter has maintained a 97% attendance rate, a 93% retention rate, and outperformed the state average on every

math assessment in every grade last year. Their track record of success combined with a comprehensive plan for high school expansion, provides adequate evidence of Tulsa Honor Academy's readiness to serve students in grades 9-12.

- F.4.** RECOMMENDATION: Approve expansion of the Tulsa School of Arts and Sciences (TSAS) to include 6th grade classes in addition to their current configuration. The expansion would begin with the 2020-2021 school year, after an initial planning year. The expansion will continue for a total of 4 years to run concurrently with their 2019-2024 charter renewal. The addition of a 6th grade will add up to 75 students to TSAS for a total of 525. This approval shall be subject to a mutually agreeable and fully executed renewal contract between the parties.

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

RATIONALE: Tulsa School of Arts and Sciences (TSAS) is one of the longest running charter schools in Tulsa and the state of Oklahoma. They consistently meet the criteria set forth in the Tulsa Public School's Charter Performance Framework. The addition of a 6th grade allows for alignment with other TPS middle school grade configurations and affords incoming TSAS students a more streamlined transition into a 6-12 pathway.

- F.5.** RECOMMENDATION: Approve renewal of the Charter School Contract with Tulsa School of the Arts and Sciences (TSAS) for a five-year term. This renewal will authorize TSAS to continue to operate as a charter school for 7th through 12th grades.

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

RATIONALE: The current charter school contract with TSAS expires June 30, 2019. Founded in 2001, TSAS is one of the longest standing charter schools not only in Tulsa, but in the state of Oklahoma. TSAS is a blue ribbon school with consistently exceptional ACT scores and their 2018 graduation rate was 83%. TSAS has demonstrated financial and organizational stability and their contract renewal will allow Tulsa students to continue to benefit from this option.

GENERAL COUNSEL

- F.6.** RECOMMENDATION: Update School Board Policy 8102 regarding the naming of school district facilities.

RATIONALE: The proposed update of policy 8102, and the accompanying new regulation 8102-R, will better reflect the values of the district and facilitate an inclusive, thoughtful, and specific process for the naming and renaming of school facilities.

G. INFORMATION AGENDA

CHIEF OF SCHOOLS

G.1. RECOMMENDATION: Enter into a memorandum of understanding with the Tulsa Dream Center, Tulsa, Oklahoma, to provide academic enrichment opportunities to students at Gilcrease and Penn elementary schools, December 17, 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: No cost to the district.

RATIONALE: This program supports the creation of community learning centers that provide academic enrichment opportunities during non-school hours for children, particularly students who attend high-poverty and low-performing schools. The program helps students meet state and local student standards in core academic subjects, such as reading and math; offers students a broad array of enrichment activities that can complement their regular academic programs; and offers literacy and other educational services to the families of participating children.

G.2. RECOMMENDATION: Enter into a memorandum of understanding with The Metropolitan Environmental Trust (The M.e.t.), Tulsa, Oklahoma, to provide sound environmental practices to the students at Emerson Montessori Elementary School, December 17, 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: No cost to the district.

RATIONALE: The M.e.t. is an Oklahoma public trust authority established in 1987 to collaboratively address Tulsa area solid waste issues in an environmentally sustainable manner. The M.e.t.'s Green STEM program, which teaches STEM (Science, Technology, Engineering, and Math) subjects with environmental, or 'green', themes, will be incorporated into the series of lessons taught by The M.e.t. to Emerson students. Emerson has transitioned to become a Montessori public school, has added an urban community farm to its school grounds and has hired an urban farmer. These elements of the new Emerson make it an ideal school at which to teach innovative environmental topics, including sensible and forward-thinking solid waste management.

TEACHING AND LEARNING

G.3. RECOMMENDATION: Amend the purchase with Project Lead the Way (PLTW), approved on the June 18, 2018, agenda, item E-49, to include access to high school programming online resources for Central High School.

COST: Not to exceed \$16,000.00 (an additional \$3,000.00 cost to the district)

FUND NAME/ACCOUNT: General Fund, 11-4120-1000-508100-317-880000-000-05-705-4120

REQUISITION/CONTRACT: 11906496

RATIONALE: Central initially offered only middle school programming. High school programming was later considered.

- G.4.** RECOMMENDATION: Enter into an agreement with TSHA, Inc. of Tulsa, Oklahoma to provide licensed sign language interpreters as needed to interpret for hearing impaired students, effective January 1, 2019, 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 \$10,000.00
- FUND NAME/ACCOUNT: General Fund, 11-0000-2212-503200-000-000000-000-06-070
- REQUISITION/CONTRACT: 11906909
- RATIONALE: To provide additional sign language interpreters as needed. This will ensure that a free and appropriate public education is provided to hearing impaired students in accordance with the Individuals with Disabilities Education Act.

TALENT MANAGEMENT

- G.5.** RECOMMENDATION: Renew the contract with Standard Insurance to provide life insurance to district eligible employees.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: Not to exceed \$1,000,000.00
- FUND NAME/ACCOUNT: Chargeable to applicable fund/account
- RATIONALE: Life insurance is an employee benefit provided by the district for the purpose of hiring and retaining qualified employees.
- G.6.** RECOMMENDATION: Renew the contract with Symetra Life Insurance to provide long term disability to district eligible employees.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: Not to exceed \$1,000,000.00
- FUND NAME/ACCOUNT: Chargeable to applicable fund/account
- RATIONALE: Long term disability is an employee benefit provided by the district for the purpose of hiring and retaining qualified employees.

- G.7.** RECOMMENDATION: Pay eligible retiring Certified Teachers and Certified Administrators a differentiating incentive in exchange for early, written, and irrevocable notice of their intent to retire according to the requirements set forth by the Oklahoma Teachers' Retirement System, effective no sooner than the last work day of the employee's 2018-2019 contract, and no later than July 1, 2019. Such notice will also constitute the employee's irrevocable resignation of employment with the district, effective on the last work day of the employee's 2018-2019 contract or June 30, 2019, whichever is earlier. A \$2,000.00 incentive will be paid to eligible employees who provide written notice no later than close of business January 31, 2019, a \$1,000.00 incentive to those who provide written notice by close of business February 28, 2019, or a \$500.00 incentive to those who provide written notice by close of business March 29, 2019.

RATIONALE: By providing differentiated incentives, employees will be encouraged to provide notification of their intent to leave the district due to retirement as early as possible, which will allow the district to initiate the hiring process earlier. These retirement incentives allow the district to recruit and ensure school-based certified positions are staffed prior to the start of the school year. Early hiring is a recognized best practice that helps districts secure the most qualified talent in competitive markets. For purposes of this incentive, Certified Administrator means a school-based certified administrator employed on Certified Administrator Contract for 2018-2019, and Certified Teacher means a school-based certified employee, other than an administrator, who is employed on a Certified Employee Contract (Non-Administrators) for 2018-2019, and whose compensation is based on the teacher pay scale. Disputes as to whether a teacher or administrator qualifies for an early retirement incentive payment shall be resolved by the Chief Talent Officer, whose decision is final and non-appealable.

- G.8.** RECOMMENDATION: Approve position creations/deletions.

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

INFORMATION AND ANALYTICS

- G.9.** RECOMMENDATION: Renew the contract with Upwork Enterprise, Mountain View, California, to provide technical support to the IT and data teams, effective from the date of execution through December 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 \$200,000.00

FUND NAME/ACCOUNT: Grant Funds, applicable account

REQUISITION/CONTRACT: TBD

RATIONALE: Upwork Enterprise is a leading organization in the supply of freelance workers with strong technical expertise. This will allow the IT and Data Strategy and Analytics team to provide more rapid support especially in the case where highly specialized skills are needed.

FINANCIAL SERVICES

- G.10.** RECOMMENDATION: Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2018-2019 fiscal year.

PTAs/PTOs/PT SAs:

Dual Language Academy PTO
Grissom Elementary PTA
Memorial High School PTA

BOOSTER CLUBS:

Booker T Washington T-Connection Band Parent Org.

COST: No cost to the district

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

- G.11.** RECOMMENDATION: Enter into an agreement between Independent School District Number One of Tulsa County, Oklahoma, and Municipal Finance Services, Inc ("MFSOK"), Edmond, Oklahoma, to assist in compiling financial information included in any Final Official Statements, as well as, assisting in the submission of aforementioned information to the Electronic Municipal Marketplace Access system ("EMMA").

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: \$1,500.00

FUND NAME/ACCOUNT: 11-0000-2313-508100-000-000000-000-08-097

REQUISITION/CONTRACT: 11906533

RATIONALE: Municipal Finance Services, Inc. serves as our bond advisor and is an expert in this field. Tulsa Public Schools staff engages this firm on a variety of bond related topics and analysis. This service by Municipal Finance Services, Inc. will ensure that Tulsa Public Schools' obligation for transparency in the municipal bond market is met by compiling and filing the appropriate information with Electronic Municipal Marketplace Access system.

BOND PROJECTS AND ENERGY MANAGEMENT

- G.12.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the classroom addition at Key Elementary School.

Sitework	Nabholz Construction	\$48,376.21
Concrete	Cantera	\$37,300.00
Total Trades		\$85,676.21

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: Revised site grading and new storm sewer was needed.

- G.13.** RECOMMENDATION: Assign the contracts for the classroom addition at Key Elementary School to Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, the construction manager at risk on the project.

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

RATIONALE: The individually awarded contracts will be encumbered as one contract to Trigon General Contractors and Construction Managers, Incorporated. Revised site grading and a new storm sewer was needed.

- G.14.** RECOMMENDATION: Approve increase to amendment 9B with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, for the classroom addition at Key Elementary School.

Allowances	\$885.32
Trade Contracts	\$85,676.21
Reimbursables	\$3,319.30
General Conditions	\$5,365.05
Management Fees	\$3,791.30
TOTAL GMP	\$99,037.18

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 \$99,037.18

FUND NAME/ACCOUNT: Facilities Bond Fund, 38-1210-4720-504500-000-000000-027-12-255-SA006

REQUISITION/CONTRACT: 41700325

RATIONALE: The classroom addition is part of the 2015 bond issue. The increase is the result of revised site grading and the need for a new storm sewer.

- G.15.** RECOMMENDATION: Approve Supplement #13 to the master contract with Crossland Construction Co., Inc., Tulsa, Oklahoma, to provide construction management for the Interior Renovations, Phase I at Rogers College High School.
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
COST: The estimated cost of the interior renovations is 1,000,000.00. The construction manager will be paid 4.25% in management fee and 8.75% on management fees.
- RATIONALE: The Interior Renovation at Rogers College High School is part of the 2015 bond issue.
- G.16.** RECOMMENDATION: Enter into contract with the lowest responsible bidder for the interior renovations at Rogers College High School.
Demolition
Wall & Floor Tile
Epoxy Flooring
Gypsum Board Assemblies
Painting
Specialty Items
Marble Slabs & Marble Toilet Partitions
Plumbing
HVAC
Electrical
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 interior renovations at Rogers College High School are part of the 2015 bond issue.
- G.17.** RECOMMENDATION: Assign the contracts for the interior renovations at Rogers College High School to Crossland Construction Co., Inc., Tulsa, Oklahoma, the construction manager at risk on the project.
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- RATIONALE: The individually awarded contracts will be encumbered as one contract to Crossland Construction Company, Inc. The project is part of the 2015 bond issue.
- G.18.** RECOMMENDATION: Approve the Amendment #13A with Crossland Construction Co., Inc., Tulsa, Oklahoma, for the Interior Renovations at Rogers College High.
Trade
Reimbursables

Allowances

General Conditions

Management Fees

Total GMP

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

COST: Not to exceed

RATIONALE: Interior Renovations at Rogers College is part of the 2015 bond issue.

G.19. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for Rogers Stadium.

Building Demo

Site Concrete

Building Concrete

Masonry

Structural Steel

Metal Bleachers

Millwork

Roofing Systems

Metal Panels

Joint Sealants & Waterproofing

Door Assemblies

OH Doors

Aluminum Storefront and Glazing

Gypsum Board Assemblies

Painting

Finished Flooring Systems

Specialty Items

Signage

Lockers

Elevator

Window Coverings

Plumbing

HVAC

Electrical

Low Voltage

Earthwork

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 interior renovation at Rogers stadium is part of the 2015 bond issue.

- G.20.** RECOMMENDATION: Assign the contracts for the Rogers Stadium to Crossland Construction Company Incorporated, Tulsa, Oklahoma, the construction manager at risk on the project.

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

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

- G.21.** RECOMMENDATION: Approve Amendment 11A with Crossland Construction Company Incorporated for the construction of the stadium at Rogers College High School.

Trades

Allowances

General Conditions

Management Fees

Reimbursables

TOTAL GMP

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

COST: This is currently in the bidding phase. The contractors names and amounts will be presented on the consent agenda.

RATIONALE: The stadium at Rogers is part of the 2015 bond issue.

- G.22.** RECOMMENDATION: Approve the resolution to acquire a tract of land consisting of approximately .22 acres adjacent to East Central High School, including the interest of A.W. Hunter of Tulsa LLC., in such property, through purchase.

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 \$200,000.00 + closing cost of \$5,000.00

RATIONALE: Land is being purchased for future expansion at East Central.

OPERATIONS

- G.23.** RECOMMENDATION: To revise School Board Policies 2108, 3307 and 4402 regarding tobacco, smoking, and vaporizers.

RATIONALE: The language in these policies needed to be revised to reflect current practices and to strengthen policies. The current practices include prohibiting smoking in personal vehicles on district property, confiscation of the prohibited product,

provision of Oklahoma Tobacco Helpline and other cessation resources, requiring outside agencies using facilities to follow policies, and the posting of signs at all facilities prohibiting the use of tobacco on property. The proposed policy changes will strengthen our district commitment to a healthy environment which will open up more opportunities for our school sites and district to be recognized as a certified healthy school or district that is committed to supporting healthy choices through environmental and policy changes. This certification will allow the district to apply for grants for additional funding.

SUPPORTING INFORMATION**CONSENT ITEM E-8****POSITION CREATIONS/DELETIONS****Create:**

Position	Salary/Grade	Duties
Deputy Chief of Schools - Mason ESC Annual Budget Impact: \$105,000 min. - \$157,600 max. Overtime Status: Exempt Funding Source: 11-0000-2321-501110-000- 000000-107-16-065	XG-03 12 Months	Responsible for supporting educational excellence across all networks of schools in Tulsa Public Schools. The Deputy Chief of Schools supports the educational performance of the district by establishing a clear vision and strategic direction for instructional leadership, school culture and school improvement initiatives. The Deputy Chief of Schools supports efforts to build world-class schools that will provide for powerful, personalized learning that is engaging and joyful for all students and staff. The Deputy Chief of Schools will work in close collaboration with the Deputy Chief Academic Officer and other leaders across the organization to improve instructional quality and school cultures with the goal of creating a high-performing learning organization that ensures that ensures students will graduate ready for success in college, career and in life.

SUPPORTING INFORMATION**CONSENT ITEM E-9****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Anderson, Ashlie	10/22/18	\$9.10	Cafeteria Assistant	MT-1
Butler, John	11/13/18	\$12.00	Teacher Assistant	IS-6
Catholic, Kendra	11/26/18	\$9.82	Teacher Assistant	IS-3
Catlett, Cindy	10/26/18	\$10.31	Evening Custodian	MT-11
Childs, Terry	8/20/18	\$9.82	Paraprofessional	IS-3
Crowell, Kathryn	11/05/18	\$9.10	Cafeteria Assistant	MT-1
Daniel, Lucille	8/20/18	\$13.49	1:1 DD Paraprofessional	IS-10
Dennis, Kenya	10/22/18	\$30,000.00	Apprentice	NS
Denton, Stacey	11/12/18	\$12.36	Bus Driver	MT-7
Dobyns, Michelle	11/27/18	\$10.31	School Clerk Assistant	CA-3
Duncan, Stacy	8/20/18	\$13.49	ED Paraprofessional	IS-10
Eastwood, Jennifer	11/12/18	\$13.08	Security Officer	TS-3
Fields, Samantha	11/12/18	\$12.00	Teacher Assistant	IS-6
Fischer, Colleen	11/08/18	\$26,075.00	Half Time Teacher	M-19
Flores Moxthe, Yolanda	11/05/18	\$9.88	Cafeteria Assistant	MT-1
Fogel, Gerald	10/29/18	\$8.97	Bus Assistant	MT-A
Gallant, Allison	8/20/18	\$12.00	Paraprofessional	IS-6
Garcia, Ruby	11/05/18	\$10.28	Cafeteria Assistant	MT-1
Gardner, Ashley	11/05/18	\$9.88	Cafeteria Assistant	MT-1
Gentry, Oshea	11/14/18	\$10.31	Evening Custodian	MT-3
Green, Virgil	11/19/18	\$50,000.00	Police Major	BG-4

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Greene, Kendrea	10/29/18	\$47,736.00	Case Manager – Strong Tomorrows	BG-4
Guerrero, Denise	10/22/18	\$9.88	Cafeteria Assistant	MT-1
Haggard, Molly	11/07/18	\$9.82	DHI Paraprofessional	IS-3
Hampton, Dennis	11/12/18	\$30,000.00	Apprentice	NS
Hardin, Laura	11/16/18	\$49,726.00	Teacher	B-18
Hencheck, Tamara	11/19/18	\$9.82	Library Teacher Assistant	IS-3
Henderson, Mikkell	10/22/18	\$12.36	Bus Driver	MT-7
Hilliard, Corey	11/07/18	\$12.00	Teacher Assistant	IS-6
Johnson, Danella	10/10/18	\$30,000.00	Apprentice	NS
Kyle, Kevin	11/02/18	\$10.31	Evening Custodian	MT-3
Lopez, Silvia	11/12/18	\$10.83	Day Custodian	MT-3
Martin, Markysha	11/19/18	\$30,000.00	Apprentice	NS
McClary, Loretta	8/20/18	\$13.49	Autism Paraprofessional	IS-10
Meeks, Alex	11/26/18	\$38,000.00	Transportation Supervisor	BG-2
Meleza, Stephanie	11/05/18	\$9.31	Cafeteria Assistant	MT-1
Mora, Erica	10/22/18	\$9.10	Cafeteria Assistant	MT-1
Moreland, Deena	10/22/18	\$9.13	Cafeteria Assistant	MT-1
Murphy-McNutt, Marjery	10/22/18	\$43,670.00	Teacher	M-9
Newell, Kaitlyn	12/04/18	\$50,000.00	IT Project Coordinator	BG-6
Oliver, Latisha	11/07/18	\$9.71	Before and After Care Assistant	MT-2
Pendergraft, Carolee	11/12/18	\$44,597.00	Teacher	B-13

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Perez, Darlene	11/20/18	\$15.28	Administrative Assistant IV	CA-12
Proffit, Angela	12/04/18	\$40,155.00	Speech Pathologist	M30-0
Pruitt, Jane	11/05/18	\$9.60	Cafeteria Assistant	MT-1
Quintana, Antonio	9/04/18	\$38,360.00	Teacher	B-1
Reames, Mariah	8/20/18	\$9.82	Paraprofessional	IS-3
Reginald, Widener	8/16/18	\$39,279.00	Teacher	B-3
Robkoff, Larry	11/14/18	\$45,375.00	Teacher	B-14
Rodriguez Garcia, Darline	8/22/18	\$11.21	Paraprofessional	IS-6
Roldan, Aurella	11/05/18	\$9.41	Cafeteria Assistant	MT-1
Rowland, Sheila	11/19/18	\$30,000.00	Apprentice	NS
Seng, Michael	11/12/18	\$39,279.00	Teacher	B-3
Smith, Alexander	8/20/18	\$11.21	DHI Paraprofessional	IS-6
Vaughn, Luci	11/12/18	\$9.82	Teacher Assistant	IS-3
Velasco, Jessica	11/15/18	\$11.35	Administration Assistant I	CA-5
Villalobos, Elizabeth	11/12/18	\$9.82	Teacher Assistant	IS-3
Willis-Wallace, Jasmine	12/12/18	\$55,000.00	Program Operations Manager	BG-6
Winegarten, Rachel	8/20/18	\$13.49	ED Paraprofessional	IS-10
Wingfield, Sarah	11/12/18	\$12.00	Teacher Assistant	IS-6
Young, Betty	11/14/18	\$10.83	Evening Custodian	MT-3

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Barnett, Pamela	10/29/18	\$13.65	Team Drier	Coach Bus Driver	MT-8
Berry, Tina	8/16/18	\$48,316.00	Teacher	Teacher	M60-11
Black, Kevin	11/13/18	\$16.50	1:1 ED Paraprofessional	Paraprofessional	IS-6
Brewer, Tamara	9/25/18	\$11.21	Paraprofessional	Paraprofessional	IS-6
Brockunier, Jacob	11/06/18	\$13.49	1:1 Autism Paraprofessional	Autism Paraprofessional	IS-10
Cox, Jeffery	10/22/18	\$12.51	Evening Custodian	Head Custodian	MT-7
Edwards, Frances	11/16/18	\$24,200.00	Traveling Manager	Cafeteria Manager	BG-B
Facione, Vadean	10/01/18	\$39,147.00	Apprentice	Teacher	M-0
Gomez, Maria	10/29/18	\$13.06	Cafeteria Assistant	Head Custodian	MT-8
Goudeau, Loretta	10/29/18	\$13.65	Team Driver	Coach Bus Driver	MT-8
Guthrie, Bruce	8/16/18	\$37,901.00	Apprentice	Teacher	B-0
Hagar, Chantelle	11/05/18	\$10.48	Cafeteria Assistant	Cook I	MT-2
Hamilton, Connie	8/16/18	\$67,696.00	Dean	Interventionist	M60-31
Ingram, Trendy	10/01/18	\$37,901.00	Apprentice	Teacher	B-0
Johnson, Brittany	10/01/18	\$13.49	Autism Paraprofessional	Autism Paraprofessional	IS-10
Johnson, Marcal	8/13/18	\$42,423.00	Counselor	Counselor	M-7
Jones, Amy	8/16/18	\$52,987.00	Librarian	Librarian	NBM60-15
Jones, Veronica	10/15/18	\$39,147.00	Apprentice	Teacher	M-0
Jones, Volonda	10/08/18	\$11.75	Cook I	Cook II	MT-3
Joseph, James	10/29/18	\$15.04	Team Driver	Coach Bus Driver	MT-8

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Knutson, Barbara	10/22/18	\$17.49	Interpreter	DHI Paraprofessional	IS-6
Lesley, Sharalyn	10/11/18	\$10.71	Teacher Assistant	Teacher Assistant, Parent Involvement Facilitator	IS-3
Martinez, Beatriz	10/01/18	\$37,901.00	Apprentice	Teacher	B-0
Nash, Elores	9/04/18	\$37,901.00	Apprentice	Teacher	B-0
Norfleet, Charles	11/14/18	\$10.77	Bus Assistant	Evening Custodian	MT-3
Ousley, Jennifer	10/04/18	\$37,901.00	Apprentice	Teacher	B-0
Owens, Larry	11/15/18	\$14.94	Teacher Assistant	1:1 Paraprofessional	ED IS-10
Palmer, Jaquela	8/20/18	\$12.56	Cook II	Paraprofessional	IS-6
Palmore, Loretta	8/16/18	\$49,726.00	Teacher	Teacher	B-18
Powers, Marcus	10/01/18	\$39,147.00	Apprentice	Teacher	M-0
Reed, Shellee	8/16/18	\$40,210.00	Teacher	Teacher	B-5
Rico Ceballos, Marcela	10/08/18	\$11.09	Cafeteria Assistant	Cook I	MT-2
Robinson, Matthew	8/16/18	\$40,545.00	Librarian	Librarian	M-3
Rooks, Bradley	11/05/18	\$14.16	Head Custodian	Carpentry Craftsperson	MT-11
Rutherford, Randy	10/29/18	\$37,901.00	Dean	Interventionist	B-0
Schlotfelt, Shelly	11/12/18	\$11.54	School Clerk Assistant	School Clerk	CA-3
Todd, Valeeta	8/20/18	\$14.33	Paraprofessional	Autism Paraprofessional	IS-10
Wilcox, Jeremy	9/04/18	\$37,901.00	Apprentice	Teacher	B-0

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Williams, Ladrea	11/05/18	\$11.00	Cook I	Cook II	MT-3
Willmann, Kerry	10/01/18	\$40,210.00	Apprentice	Teacher	B-0

SEPARATIONS

Name	Effective Date	Position
Blevins, Ameka	10/16/18	Evening Custodian
Boccard, Brianna	8/16/18	Teacher
Buck, Jessica	5/31/18	Teacher Assistant
Cozby, Christopher	11/20/18	Teacher
Gonzalez, Lorenzo	10/22/18	Evening Custodian
Goodman, Connie	11/08/18	Cafeteria Assistant
Hernandez, Kasey	11/27/18	Teacher
Howard, Bryan	11/09/18	Dean
Jarman, Jill	8/20/18	Teacher Assistant
Jones, Sandra	11/23/18	Teacher
Lane, Kayleigh	9/14/18	Cook I
Lawless, Valentina	11/12/18	Teacher
Leggins, Herlena	12/21/18	Teacher
Martinez Barrientos, Alejandra	10/29/18	Evening Custodian
McIntosh, Stephany	11/20/18	Cafeteria Assistant
Newton, Tim	10/29/18	
Peter, David	11/02/18	Teacher Assistant
Powell, Jackie	12/03/18	Teacher
Richins, Barbara	11/09/18	School Clerk
Sanders, Sherry	11/02/18	Routing Specialist
Torres, Nelcy	11/08/18	Cafeteria Assistant
Vaught, Stormy	11/02/18	Evening Custodian
Whitehead, Nehemiah	10/18/18	Autism Paraprofessional
Wilcox, Jeremy	11/20/18	Teacher
Zapata Cruz, Angelica	10/31/18	Evening Custodian

SUBSTITUTE AND TEMPORARY ELECTIONS

BUS DRIVER

Russell, Catherine

CNS

Carson, Myretha

Davis, Crystal

Lozano De Rodarte, Karla

Ross, Melva

Woods, Jeannette

CUSTODIANS

Martinez Barrientos, Alejandra

DRS STUDENT WORKERS

Percefull, Tyler

SUBSTITUTES

Gornek, Laura

Mason, Elizabeth

Guyton, Carmen

Mcweeney, Jamie

Hamlin, Lauranette

Moore-gahagan, Kelley

Hawkins, Roberta

Randall, Dawn

Jones, Taylor

Taylor, Edwina

King, Spencer

Tyes, Antonio

Lea, Shauni

Whitehead, James

Mace, Austin

Zuniga, Ayme

TUTOR

Avery, Janie

Jarman, Jill

ADJUNCT COACHES

Rogers

Bertabitha Bailey, girls' basketball adjunct coach @ \$2,577, November 14, 2018 to June 2, 2019

Hale Jr. High

Charles Crook, 7th grade girls' basketball assistant adjunct coach @ \$1,145, November 5, 2018 to June 2, 2019

Washington

Aric Gaines, 9th grade boys' basketball assistant adjunct coach @ \$2,119, November 5, 2018 to June 2, 2019

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Talent Management – 11-0000-2572-501210-000-000000-337-04-041

Pay talent specialist, Amanda Bland @ \$2/hr. worked (total not to exceed \$2,080) for additional department responsibilities from January 1, 2019 to June 30, 2019.

Rogers – 81-2262-1000-506810-100-000000-000-07-715

Pay Shaun Moseman, Asst. Principal of Will Rogers College, stipend not to exceed \$2,800, to perform training of tardy tracking system to Hale HS employees for the 2018-19 school year.

Athletics – School Activity Fund #536

Pay employees, Edison HS cross country coaches Francie Hamer (a total not to exceed \$1500.00) and Barbara Pinkerton (a total not to exceed \$2000.00) for summer 2018 additional coaching duties. Edison Cross Country Booster Club has reimbursed the district so therefore there will be no cost to the district.

East Central – 11-0000-2620-501210-000-000000-954-01-710

Pay support employee, Judith Rodriguez @ \$1.38/hr. worked for interim night assistant duties from 1/01/18 to June 30, 2019.

SUPPORTING INFORMATION

CONSENT ITEM E-24

2019-2020 SCHOOL CALENDAR

Tulsa Public Schools - DRAFT

2019-2020 School Calendar

August 2019

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2019

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2019

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2019

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2019

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2020

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2020

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March 2020

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2020

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2020

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

School is not in session on days highlighted in:

Professional Days
Holiday/Break
Civic Engagement Day*
Parent Conference Day
First Day of Quarter
Last Day of Quarter
*non-contract day

Quarter Information:

Classes Begin	Aug 20, 2019
1st Day of 1st Quarter	Aug 20, 2019
Last Day of 1st Quarter	Oct 16, 2019
1st Day of 2nd Quarter	Oct 21, 2019
Last Day of 2nd Quarter	Dec 20, 2019
1st Day of 3rd Quarter	Jan 6, 2020
Last Day of 3rd Quarter	Mar 11, 2020
1st Day of 4th Quarter	Mar 12, 2020
Last Day of Classes**	May 21, 2020**
Last Day for teachers is 1 day after the last day of school	
First Quarter	39 days
Second Quarter	38 days
Third Quarter	45 days
Fourth Quarter	46 days
Commencement Week	May 18 - 23

Classes Not in Session

Teacher PD/WD	Aug 14-19, 2019
Labor Day	Sep 2, 2019
Teacher PD	Oct 14 & 15, 2019***
Fall P/T Conf.*	Oct 18, 2019*
Fall Break	Oct 17 & 18, 2019
Holiday	Nov 4, 2019
Civic Engagement	Nov 5, 2019
Thanksgiving	Nov 25-29, 2019
Winter Break	Dec 23-Jan 3, 2020
Martin L. King Jr.	Jan 20, 2020
President's Day	Feb 17, 2020
Teacher PD	Feb 18, 2020***
Spring P/T Conf.*	Mar 13, 2020*
Spring Break	Mar 16-20, 2020
Teacher Last day	May 22, 2020
(contingent on weather days, but 1 day after the last day of school)	

*please check with your school for exact dates and times
***Enrollment Center closes at 1:00 pm

Any additional calendar days beyond May 21, 2020, naturally occurring or other, will result in an extension of the calendar. If additional make-up days are needed these dates may be used: 2/17/2020 & 3/13/2020.

Board Approved on: TBD

TULSA PUBLIC SCHOOLS

Policy 8102

NAMING OF FACILITIES

The names of the district's schools and other facilities should inspire and challenge our community to pursue the highest standards of human ideals, citizenship, scholarship and community service. The naming of a facility has significant ramifications for current and future members of the school and district communities. As such, the names of facilities should reflect the district's values and withstand the passage of time.

This policy sets forth the board's expectations regarding the naming of its facilities. It shall apply to the naming of new facilities, renaming of facilities and includes direction regarding other formal recognitions of individuals on district facilities.

For the purpose of this policy, "facility" refers to a District-owned site, school or a portion of a school or site. Examples of a portion of a facility may include, but not be limited to, auditoriums, theaters, conference areas, cafeterias, media centers/libraries, gymnasiums, athletic fields/structures, etc.

Recension of Existing Facility Names:

At any time, the Board of Education may consider actions to rescind an approved name of a facility and authorize its renaming. Sufficient cause to rescind the name of a facility exists when the Board determines, in its sole discretion, that the individual or organization for which the facility is named is in direct conflict with the values, beliefs or best interests of the district. Such reasons include, but are not limited to, when the person or organization for which a facility is named has been convicted of a felony, engages in acts involving moral turpitude, has engaged in behavior which has brought the name into dishonor for any reason, or for any other good cause as determined by the Board. School names may also be rescinded if they become obsolete or inappropriate because of the community it serves or the programming it provides. A recommendation to rescind a name must be put on a regularly scheduled board agenda as an information item prior to be considered for final action by the board.

Requirements for the Naming or Renaming of Facilities:

The naming or renaming of a facility must be approved by the Board of Education, which has sole discretion in determining the name of a facility. A new facility will be subject to naming as soon as feasible and appropriate, for example, after its construction has been approved, the site has been selected and the architect appointed.

When a new physical facility is to replace an existing facility on the same or on a different site, the facility shall keep the name of the school facility it replaces unless the name is rescinded by the Board. Likewise, when an existing school moves from one site to another, the name of the school shall follow that move unless the Board rescinds the existing name.

As noted above, names selected for facilities should reflect the district's values and be worthy of longstanding recognition. The names of the district's facilities should reflect the richness and diversity of the district's student body.

When selecting a name, the board shall seek formal input from both the school community and the wider district/Tulsa community according to the process described in the regulation relating to this policy. The regulation shall require that the board be presented with at least one, and no more than three, recommended names to act upon by a committee of the school community. Formal input from the school community shall be a primary tool for determining the recommendation(s) presented to the board. So that members of the public may provide public comment, and to ensure time to thoughtfully consider the recommendation presented to the board, the board shall provide an opportunity for public comment at three or more public meetings before taking final action on the recommendation. Exceptions may be made to the timing of final board action if it serves the best interests of the district. Personal prejudice, favoritism, political pressure, or temporary popularity should not be an influence in the Board's decisions.

Facilities shall be named or renamed to reflect one or more of the following criteria:

- a. to honor a person, as outlined below,
- b. to recognize the geographic section of the city in which the facility is located,
- c. to recognize the academic theme of the school, or the function of the facility in the case of non-instructional facilities, or
- d. to reflect a fundamental and enduring value of the district

Facilities Named After Individuals:

For a facility to be named after a person, the individual shall have made an outstanding contribution to the education of children, to the district's community, or to greater humanity. Individuals shall be of exemplary personal character. In particular, the individual for whom a school is named shall be of the highest character and reflect one or more of the following characteristics:

- a. an individual whose life or work reflect an unyielding commitment to the education of children,
- b. an individual whose name readily inspires others and reflects the most honorable characteristics of humanity,
- c. an individual who has provided significant and long-standing service or contributions to the school, district, city, state, nation or society as a whole.

Prior to naming a facility after an individual, the credentials, character and reputation of the individual shall be carefully scrutinized and evaluated according to the regulation accompanying this policy.

Except for compelling reasons, the facility shall be named after an individual who has been deceased for at least five years. Specifically, when unusual circumstances or compelling reasons prevail, facilities may be named for a living person who meets the criteria listed above. District facilities will not be named after a current employee of the district or an elected official while serving in office.

Formal Recognitions Such as Plaques, Statutes and Similar Acknowledgements:

The Board must approve all decisions relative to formal recognition plaques or any other forms of formal recognition for the donation of real property, equipment, or furnishings by private sources, including those items acquired by the District from donated funds. While the precise standards of facility naming do not apply to formal recognitions, the Board shall make recognition decisions that reflect the values of the district and that do not conflict with the general intentions of this policy.

REGULATION REGARDING THE NAMING OF FACILITIES: 8102-R

Purpose:

This regulation and the actions taken in its operation shall support the board's intention that the names of its facilities inspire and challenge our community to pursue the highest standards of human ideals, citizenship, scholarship and community service. The district shall ensure that the process used to select a facility's name serves the goal of producing one or more recommended names that reflect the district's values and withstand the passage of time—ensuring meaningful and formal input from a school community, if applicable, and providing opportunities for input from the district's community at large.

The process of receiving nominations, submitting nominations for public input, making recommendations to the board, and board action:

As described in board policy, the process of naming or renaming a facility (hereinafter referred to as "naming") may occur in several different contexts, for example, when a new facility is being built, when a name of an existing facility has been rescinded, or when the board decides to change the name of a school when it is moved to a new location. At a regularly scheduled board meeting, the superintendent shall announce the initiation of the naming or renaming process and inform the public that the superintendent will be accepting nominations for the facility's name. This announcement shall be repeated at the next regularly scheduled meeting as well. Any individual may present one or more nominations so long as each nomination includes a written rationale explaining how the name meets the board's criteria for a facility's name. All good faith nominations meeting this criteria will be provided by the superintendent to an ad hoc committee, which will consider those nominations as well as similarly qualified nominations presented directly to the ad hoc committee and any committee nominations. The committee shall specify a deadline by which all nominations should be received that allows for full and broad participation from the school community.

The board president shall identify the members of the ad hoc committee, which should reflect the diversity of the student body. The members of the committee shall include, at a minimum:

- The principal; or in the case of a non-school facility, a person named by the superintendent
- The superintendent, or their designee.
- In the case of schools, two teachers at the facility designated by the faculty; or in the case of non-school facilities, two district employees designated by the superintendent
- Two parents of the school designated by the board president; or in the case of a non-school facility, two parents designated by the board's president
- Two individuals outside of the school community recommended by the superintendent because of the individuals' engagement with the district's mission
- The board member of the district in which the facility resides

The superintendent will designate which committee member shall chair the committee. The board president is encouraged to include one or more students on the committee, if appropriate.

The role of the ad hoc committee is to vet good faith nominations and solicit formal input from the school community so that the committee may provide the board with up to three recommended names upon the completion of their work. The superintendent shall designate an employee or contractor to help facilitate ad hoc committee meetings, including the work of vetting nominations, establishing process timelines, and designing meeting agendas. This employee or contractor shall also assist the committee in its efforts to obtain formal input from the school community, if applicable. Though the precise methods of soliciting formal input from the school community shall be determined by the ad hoc committee, the committee must ensure that all members of the school community have adequate opportunity for feedback and input, for example, by written/online surveys, grade level parent meetings, or forums. In particular, the expectation is that input be solicited from all current parents and staff in a manner that removes barriers relating to work schedules, socio-economic status and language.

After soliciting and reviewing feedback from the school community, the ad hoc committee shall determine at least three, and no more than five, possible recommendations for wider community input and present those names to the superintendent in writing. Barring any inconsistencies with the possible recommendations and the board's policy, the superintendent shall ensure that the wider district and Tulsa community has meaningful opportunity to provide feedback on all of the possible recommendations through a survey, through comment during public meetings or through another similar method(s). Members of the ad hoc committee shall carefully receive, review and consider the larger community's input when determining their final recommendation, which may include one to three names for consideration. If the committee decides to recommend more than one name, it may choose to designate their order of preference. Prior to submitting the final recommendation to the board, the superintendent shall review the recommendation with the committee to ensure it complies with the policy's requirements.

After consultation with and the approval of the district's leadership committee, the superintendent shall present the recommendation to the board as an information item at a regularly scheduled board meeting. The board shall not take final action on the recommendation any sooner than the third regularly scheduled board meeting following the recommendation unless the board president deems it necessary to take action earlier. The board may approve a recommended name or reject the recommendation, thereby sending the matter back to the superintendent and committee for a new recommendation. Unless stated otherwise by the board, the name shall be effective immediately with regard to new facilities, and with regard to facilities whose names were rescinded, upon the effective date of the rescension.

SUPPORTING INFORMATION**INFORMATION ITEM G-8****POSITION CREATIONS/DELETIONS****Create:**

Position	Salary/Grade	Duties
Routing Manager- Transportation/ Transportation <i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max. <i>Funding Source:</i> 11-0000-2740-501210- 000-000000-712-03-003	BG-6 12 Months	Manage and develop all functions of the Routing Department. Interface with schools and other departments, as well as outside organization and other government entities, to plan the delivery of transportation services. Provide terminals with the planning support they need to deliver transportation services. Provide safety, traffic, and geospatial analysis to resolve challenges and inform strategic decisions.

Delete:

Position	Salary/Grade	Duties
Transportation Craftsperson- Transportation/ Transportation <i>Annual Budget Impact:</i> \$ 24,390 min. – \$ 32,797 max. <i>Funding Source:</i> 11-0000-2740-501210- 000-000000-712-03-003	MT-10 \$13.49/hr. to \$18.14/hr. 12 Months	Repairing diesel, gasoline and alternative fueled trucks school buses, and automobiles.

Create:

Position	Salary/Grade	Duties
Communication and Project Specialist- ESC/Campus Police and Security <i>Annual Budget Impact:</i> \$ 24,390 min. – \$ 32,797 max. <i>Funding Source:</i> 21-0000-2660-501210- 000-000000-961-17-049	TS-5 \$13.49/hr. to \$18.14/hr. 12 Months	Communication and Project Specialist will provide coordination and management of department special projects and initiatives, leadership and training to the dispatch team, management and record keeping of CP calls for service, collect data and analyze trends to enhance CP in data-driven decisions. This position provides data support for CP best practices in deployment and school community support. Additionally the position will provide support to dispatch, oversee the needs and timelines of internal projects including but not limited to department protocols, community policing, CLEET CE, grant opportunities, and other tasks assigned by the Chief of Police or designee).

SUPPORTING INFORMATION

INFORMATION ITEM G-23

BOARD POLICY REVISIONS

TULSA PUBLIC SCHOOLS

Policy 2108

SMOKING OR THE POSSESSION OR USE OF TOBACCO AND VAPORIZERS BY STUDENTS

PURPOSE: To prohibit smoking or the possession or use of tobacco by students.

Smoking or the possession or use of tobacco products by all students while on school property, or school sponsored events which includes field trips and athletic events, 24 hours a day, seven days a week, is prohibited. This policy extends to personal vehicles while such vehicles are on school property. Prohibited products includes, but are not limited to: cigarettes, cigars, loose tobacco, rolling papers, snuff, chewing tobacco, e-cigarettes, personal vaporizers, and electronic delivery systems, or any other form of tobacco product.

Smoking means the carrying by a person or having access to a lighted cigar, cigarette, pipe or other lighted smoking article. Smoking also includes using products which mimic or simulate smoking behavior, regardless of whether such products actually contain tobacco. This prohibition includes but is not limited to e-cigarettes, personal vaporizers, and electronic nicotine delivery systems.

Appropriate disciplinary action will be taken in accordance with the Behavior Response Plan. The school administrator will confiscate the prohibited tobacco product.

Adopted: May 1987

Revised: October 2013

Revised: December 2018

Cross Reference: 4402, Tobacco Use - Smoking on School Premises by Employees and Patrons

Legal Reference: Title 21 O.S., 1241, 1242

TEACHING ABOUT ALCOHOL, TOBACCO, OTHER DRUGS, AND SUBSTANCE ABUSE

PURPOSE: To establish the Board's intent for teaching students about the negative effects of alcohol, tobacco, other drugs, and substance abuse.

The Board recognizes the abuse of alcohol, tobacco, and other drugs constitutes a hazard to the physical and emotional development of students. Therefore, the District will:

- Educate as to the negative effects of such abuse.
- Establish and maintain a substance abuse prevention program.
- Cooperate with government and private agencies offering services.
- Allow students to receive counseling about alcohol, tobacco, other drugs, and substance abuse without fear of reprisal.
- Provide students with access to the relevant tobacco cessation hotline and other cessation materials.

Adopted: November 1982

Revised: November 2004

Revised: December 2018

Legal Reference: Title 70 O.S., 1210.221, .222, .223, .224, .225, .227, and .228 Cross
Reference: 2109, Reporting Student Substance Use/Abuse

SMOKING AND VAPORIZERS ON SCHOOL PREMISES BY EMPLOYEES AND PATRONS

PURPOSE: To prohibit smoking and the use of tobacco products on District property and in District vehicles.

Smoking and the use of all tobacco products is prohibited on District property, including in District vehicles, personal vehicles and at District sponsored events 24 hours a day, seven days a week. If patrons and visitors refuse to abstain from using tobacco, they will be asked to leave the property. Any outside agency using the district's facilities, including stadiums must abide with this policy.

Prohibited products include, but are not limited to: cigarettes, cigars, loose tobacco, rolling papers, snuff, chewing tobacco, e-cigarettes, personal vaporizers, and electronic delivery systems, or any other form of tobacco product.

Smoking means the carrying by a person or having access to a lighted cigar, cigarette, pipe or other lighted smoking article. Smoking also includes using products which mimic or simulate smoking behavior, regardless of whether such products actually contain tobacco. This prohibition includes but is not limited to e-cigarettes, personal vaporizers, and electronic nicotine delivery systems.

Site managers and supervisors are responsible for the enforcement of this policy. Employee violations will be addressed using disciplinary policies inclusive of due processes for employees.

The District will promote the relevant cessation hotline to ensure awareness of the statewide services that are available.

Signs will be posted at school property entrances that the facility is tobacco free.

Adopted: June 1987

Revised: October 2013

Revised: December 2018

Cross Reference: 2108, Tobacco Use or Possession by Students

Legal Reference: Title 63 O.S., 1-1521, 1522, 1523, 1524, 1525, 1526, 1527