



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **February 24, 2020**, 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 Memorial High School JROTC under the direction of Colonel Greg Barrack.
- A.3. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A.4. Recognition of visitors.

B. MOTION AND VOTE TO ADOPT THE AGENDA

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

D. APPROVAL OF MINUTES

Approve the minutes of the February 3, 2020, regular meeting of the board and the minutes of the January 31, 2020 special meeting of the board.

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

J. CITIZENS COMMENTS

K. SUPERINTENDENTS 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, March 9, 2020, 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:

Approve a memorandum of understanding (MOU) with The Opportunity Project to implement, in partnership with district staff, supports and systems to ensure students have equitable access to high-quality expanded learning opportunities beyond the school-day as well as the development of critical social and emotional learning skills for students.

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 item presents no cost to the district.

RATIONALE: The collaboration between The Opportunity Project and Tulsa Public Schools was developed through the Wallace Foundation's Partnership for Social Emotional Learning Initiative (PSELI), where the work centers around school day staff and out-of-school time partners aligning efforts to implement social and emotional learning strategies for students and adults. A key component of the collaboration is to develop and implement comprehensive systems and supports, that bridge in-school and out-of-school programs, in order to create seamless expanded learning experiences that provide students with the time and space to master skills, explore interests, and to build positive relationships with peers and adults.

E.3. RECOMMENDATION: Enter into an agreement with Tulsa Parks (Leake Park) and the City of Tulsa for the use of area streets and the Leake Park grounds and facilities for Thoreau Demonstration Academy's "Wolf 5K Run and Fun Walk" to be held on April 11, 2020.

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 item presents no cost to the district.

RATIONALE: This will be Thoreau Demonstration Academy's second "Wolf 5K Run and Fun Walk." All proceeds will benefit Thoreau's extended-day program that is no longer district funded. The alternate date of April 18, 2020, will be used in case of inclement weather.

- E.4.** RECOMMENDATION: Enter into a contract with Kincaid Coach Lines, Tulsa, Oklahoma, to provide bus transportation for McLain High School students to travel to Pine Bluff, Arkansas, on April 3, 2020.
- 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 \$3200.00
- FUND NAME/ACCOUNT: Title I Funds #11-5118-2199-505110-494-000000-000-05-720-5118
- RATIONALE: Kincaid Coach Lines will provide bus transportation for McLain High School students to travel to Pine Bluff, Arkansas, to expose scholars to a University outside of Oklahoma that they have expressed interest in.
- E.5.** RECOMMENDATION: Enter into a contract with the Yale Center for Emotional Intelligence to provide training and technical assistance services for the implementation of the RULER program in the following authorized schools: McClure, Whitman, Eugene Field, Council Oak, Robertson, Grissom, and Hamilton, in addition to the RULER district team.
- FURTHER RECOMMEND: The attorneys for the schools 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: \$14,000.00
- FUND NAME/ACCOUNT: 11-0224-2573-503600-000-000000-000-05-020-0244
- RATIONALE: RULER is an evidence-based approach for integrating social and emotional learning into schools, developed at the Yale Center for Emotional Intelligence. RULER applies “hard science” to the teaching of what have historically been called “soft skills.” RULER teaches the skills of emotional intelligence — those associated with recognizing, understanding, labeling, expressing, and regulating emotion. Decades of research show that these skills are essential to effective teaching and learning, sound decision making, physical and mental health, and success in school and beyond. Currently, RULER is implemented in these schools across the district: McClure, Whitman, Eugene Field, Council Oak, Robertson, Grissom, and Hamilton.
- E.6.** RECOMMENDATION: Enter into a facilities usage agreement with the University of Tulsa, Tulsa, Oklahoma to house the 2020 High School Kravis Summer Arts Camp June 1-12, 2020, on the University of Tulsa campus, Phillips Hall Building.
- 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 item presents no cost to the district.

RATIONALE: The Kravis Arts Program, now in its 18th year, allows high school students to receive instruction from University of Tulsa professors on the University of Tulsa campus. Students engage in advanced-level coursework utilizing state of the art equipment in the Art Department building. Along with the Summer Arts Program we are introducing an additional mini Spring Arts experience.

TALENT MANAGEMENT

- E.7.** RECOMMENDATION: As a housekeeping measure, delete policy 4804, a policy necessary in 2013-2014 for the state-required piloting of “Other Academic Measures” in the evaluation of teachers.

RATIONALE: This policy, which pertained to teachers and leaders and leader effectiveness work of the Oklahoma State Department of Education (OSDE) is no longer necessary. It was adopted in order to be in compliance with state law and OSDE expectations. Given that the “Other Academic Measures” pilot ended without full-scale implementation, it may now be deleted.

- E.8.** RECOMMENDATION: To adopt new school board policy 4413- Employee Fraternalization that provides clear guidance regarding personal and professional workplace interactions.

RATIONALE: Tulsa Public Schools strongly believes that a work environment where employees maintain clear boundaries between employee personal and business interactions is necessary for effective business operations. While this proposed policy does not prohibit the development of friendships or romantic relationships between co-workers, it does establish standards of conduct to be followed by employees who have a personal relationship during working hours and within the working environment.

- 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 annualized rate regardless of length of effective date of contact.

FINANCIAL SERVICES

- E.10.** RECOMMENDATION: Approve the January 31, 2020 - February 20, 2020 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.11. RECOMMENDATION:

Amend item E.13 of the October 21, 2019, agenda, entering into contracts with bidders for the secure entries at Carver Middle School and Project Accept as follows:

TRADES	VENDOR	AMOUNT
Demolition	Ark Wrecking	\$7,998.00
Millwork	Fadco	\$26,817.46
Hollow Metal (Mat. Only)	Builders Supply	\$4,100.00
FRP Doors (Mat. Only)	Builders Supply	\$5,000.00
Door Hardware	Builders Supply	\$25,975.00
Glass & Glazing	Advantage Glass	\$10,315.00
Drywall & Ceiling	Wiljo	\$18,720.00
Paint	Wiljo	\$7,340.00
Flooring	Taylor Enterprises	\$14,051.00
Window Treatments	Contract Drapery	\$1,325.00
Low Voltage	Lighthouse Electric	\$43,058.00
TOTAL TRADES:		\$164,699.46

RATIONALE: The contract for millwork was originally awarded to Arnold Brothers; however, they have since withdrawn from the project because they determined they cannot meet the timeline. The contract for millwork is now being awarded to the second lowest responsible bidder.

E.12. RECOMMENDATION: Amend Item E.15 of the October 21, 2019, agenda approving amendment #1 with AC Owen Construction, LLC, for the secure entry projects at Carver Middle School and Project Accept as follows:

Trade Contracts	\$164,699.46
Allowances	24,569.54
Reimbursables	23,087.10
General Conditions	21,235.61
Management Fee	<u>18,687.34</u>
TOTAL PHASE 5 GMP:	\$252,279.05

RATIONALE: This amendment is necessary because the lowest responsible bidder originally awarded the millwork contract withdrew from the project. This resulted in millwork being awarded to the second lowest responsible bidder, which increased the amount of trade contracts, but reduced the cost of allowances. This does not create a change in the total price of the Phase 5 GMP.

- E.13.** RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders for the interior renovation project at Patrick Henry Elementary School.

TRADE	CONTRACTOR	PHASE I	PHASE II
Demolition	Ark Wrecking	\$182,790.00	
Millwork	Fadco	20,000.00	\$161,106.26
Drywall and Ceiling	Brookside Interiors	198,102.00	
Painting	Vale Painting	82,270.00	
Flooring	Interior Concepts	224,000.00	
Metal Lockers	Murray Womble	95,465.00	
Plumbing	All American Plumbing	218,760.00	
Heating & Air Conditioning	K&M Shillingford	118,000.00	
Electrical	Raceway Electrical	139,850.00	
Low Voltage	Lighthouse Electric	92,500.00	
TOTAL TRADES:		\$1,371,737.00	\$161,106.26

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 Patrick Henry Elementary School interior renovation project is part of the 2015 bond issue.

- E.14.** RECOMMENDATION: Assign the trade contracts for the Patrick Henry Elementary School interior renovation project to Trigon General Contractors and Construction Managers, Inc., 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, Inc. The Patrick Henry Elementary School interior renovation project is part of the 2015 bond issue.

- E.15.** RECOMMENDATION: Approve amendment 22A with Trigon General Contractors and Construction Managers, Inc., for the interior renovation project at Patrick Henry Elementary School.

	PHASE I	PHASE II
Trade Contracts:	\$1,371,737.00	\$161,106.26
Rembursables:	55,670.31	24,950.31
Allowances:	468,125.00	171,030.00
Allowance for Modifications:	45,000.00	5,000.00
General Conditions:	161,120.25	30,352.36
Payment Bond:	10,934.71	2,059.92

Management Fees:	<u>87,407.73</u>	<u>16,466.15</u>
TOTAL GMP:	\$2,199,995.00	\$410,965.00

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:

PHASE I	PHASE II
\$2,199,995.00	\$410,965.00

FUND NAME/ACCOUNT:

PHASE I:

Bok Lease-Purchase Agreement	\$1,207,663.60
2020A Bond Funds	\$792,331.40
Building Fund (applicable accounts)	\$200,000.00

PHASE II:

2020B Bond Funds	\$410,965.00
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REQUISITION/CONTRACT: 42000177

RATIONALE: The interior renovation project at Patrick Henry Elementary School is part of the 2015 bond issue.

OPERATIONS

E.16. RECOMMENDATION: Adjust the boundary of Cooper Elementary school by including the MetroPlex Garden Apartments (Lot 1, Block 2 Eastland Acres), eliminating the non-contiguous zone. Any student and their siblings currently enrolled at Dolores Huerta will be allowed to remain.

FURTHER RECOMMEND: This item presents no cost to the district.

RATIONALE: The non-contiguous boundary that we are proposing to eliminate was originally approved in 2013 to reduce overcrowding at Cooper Elementary. This overcrowding situation does not exist today. Most families in this non-contiguous boundary want to attend school at Cooper which is closer to their home.

F. ACTION AGENDA - Motion and vote on recommendations

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

G.1. RECOMMENDATION: Enter into a contract with the Junior League of Tulsa, Inc., Tulsa, Oklahoma, to host East Central High School's prom on May 02, 2020.

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 \$775.00

FUND NAME/ACCOUNT: East Central High School Activity Fund #868

REQUISITION/CONTRACT: 62002051

RATIONALE: The senior prom is an annual event for the senior class of East Central High School that is attended by seniors and their guests to celebrate the ending of senior year. This event has provided all students the opportunity to become involved with event planning and practice organizational and teamwork skills. This event also gives the Class of 2020 a time to enjoy each other's company in a lovely setting as they begin the final academically challenging month of high school.

- G.2.** RECOMMENDATION: Enter into a contract with the Campbell Hotel Renaissance Square Event Center, Tulsa, Oklahoma, to host Nathan Hale High School's senior prom on April 11, 2020.

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 \$2,250.00

FUND NAME/ACCOUNT: Hale High School Class of 2020 #60-8000-2199-508100-900-000000-000-00-715

REQUISITION/CONTRACT: 62001895

RATIONALE: The senior prom is an annual event for the senior class of Nathan Hale High School that is attended by seniors and their guests to celebrate the ending of senior year. This event has provided all students the opportunity to become involved with event planning and practice organizational and teamwork skills. This event also gives the Class of 2020 a time to enjoy each other's company in a lovely setting as they begin the final academically challenging month of high school.

- G.3.** RECOMMENDATION: Enter into a contract with Kincaid Coach Lines, Tulsa, Oklahoma, to provide bus transportation for McLain High School students to travel to Pittsburg, Kansas, on April 8, 2020.

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 \$985.00

FUND NAME/ACCOUNT: Title I Funds #11-5118-2720-504421-494-000000-000-05-720-5118

RATIONALE: Kincaid Coach Lines will provide bus transportation for McLain High School students to travel to Pittsburg, Kansas, to expose scholars to a University outside of Oklahoma that they have expressed interest in.

- G.4.** RECOMMENDATION:
Name the new field house at McLain High School "Tulsa McLain Athletics Center," name the basketball court "Bolton/Pegues Court," name the hospitality suite "Joe Shoulders Hospitality Suite," and name the entrance into the gym "Tatia Brown Commons Area."

COST: This item presents no cost to the district.

RATIONALE:

In accordance with Board Policy 8102 and Board Regulation 8102R, an ad hoc committee was formed to select names for the new field house facilities at McLain High School. In accordance with policy, the committee held four meetings, a public forum, and conducted a survey to solicit community input. **Tulsa McLain Athletics Center:** The committee selected this name because it reinforces the branding of McLain High School and indicates the location of the school. **Bolton/Pegues Court:** The committee chose this name to honor Coach Mike Bolton and Coach Luther Pegues, who are both retired McLain coaches, educators, and TPS Athletics Hall of Fame members. **Joe Shoulders Hospitality Suite:** The committee chose this name to honor Joe Shoulders, who was a retired coach and educator at McLain High School and a Hall of Fame member. **Tatia Brown Commons Area:** The committee chose this name to honor Tatia Brown, who was an outstanding McLain student athlete inducted into the TPS Athletics Hall of Fame and a member of the Women's National Championship Basketball team at Louisiana Tech University in 1988.

TEACHING AND LEARNING

- G.5.** RECOMMENDATION: Approve a memorandum of understanding (MOU) with YMCA Go Club of Tulsa to provide an extended summer school program for kindergarten through fifth grade students enrolled at Hamilton, Kendall Whittier, Clinton West, Cooper, McClure, and Whitman elementary schools for a total of up to 240 students at each site for the 2020 summer school session. The district will include the use of space at each site and sharing of data collected for evaluation purposes. The program will be offered to students for free.

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 item presents no cost to the district.

RATIONALE: The district and the YMCA have collaborated to offer GO Club (Graduate Oklahoma), programs for several years. The program is currently serving students at 5 school sites during the regular school year. Research shows that children who are healthy and feel better about individual safety and well-being have a better chance to do well in each grade and complete high school. During the summer program, GO Club staff will utilize the CATCH Kids Club after-school curriculum. The program also includes nutrition, literacy, the arts, STEM and youth development programming. In order to reduce the negative impact of "summer slide", students will engage in YMCA GO program and the results from the project will help in better understanding out-of-school time programs and the impact on children and their families and their success in school.

- G.6.** RECOMMENDATION: Purchase musical instruments for various sites from the most responsive and responsible vendor in accordance with the terms and conditions of the Request for Proposal.

COST: Not to exceed \$300,000

FUND NAME/ACCOUNT: Charge to applicable bond fund accounts

RATIONALE: Tulsa Public Schools is committed to increasing fine arts opportunities for all students. Purchasing new musical instruments will increase student access to high-quality resources. Fine Arts materials and musical instruments were included in the 2015 bond issue.

- G.7.** RECOMMENDATION: Enter into a contract with Great Minds LLC, Washington, DC, to provide the district with access to mathematics professional development sessions at Wilson Teaching and Learning including "Preparation and Customization of a Eureka Math Lesson", "Focus on Fluency", and "Lead Eureka Math".

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

COST: Not to exceed \$6,000

FUND NAME/ACCOUNT: Federal Funds 11-5520-2213-508600-496-000000-000-05-093-5520

REQUISITION/CONTRACT: 12006760

RATIONALE: Eureka Math is a part of our district-selected mathematics curriculum for grades K-8 and the professional learning opportunities benefit teacher and leader growth and development. Great Minds regional institutes provide robust learning opportunities on college- and career-ready instructional practice. Hosting a local institute in Tulsa will ensure access for our teachers without the additional costs of travel. Great Minds will offer discounted professional development sessions to Tulsa Public Schools in exchange for four training spaces provided in kind. Additionally, Tulsa Public Schools will receive a credit equal to the value of five registrations.

DESIGN AND INNOVATION

- G.8.** RECOMMENDATION: Authorize Tulsa Public Schools to enter into a multi-agency agreement to support City Lab, a spring and summer break youth development and employment program. This agreement defines roles and responsibilities between and amongst Tulsa Community College, Tulsa Public Schools, City Year Tulsa, and the Tulsa Regional Stem Alliance.

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 a grant funded program with no cost to Tulsa Public Schools.

RATIONALE:

City Lab is a youth employment development and employment program that Tulsa

Public Schools and Tulsa Community College deliver in partnership. City Lab connects high school youth to real-world problems and prepares them to design solutions. The program is grant funded and focuses on students at Hale High School, East Central High School, Central High School, and Rogers High School.

Tulsa Public Schools designed and piloted City Lab in the 2018-2019 school year.

FINANCIAL SERVICES

G.9. RECOMMENDATION:

Approve sanctioning of the following booster clubs in accordance with Board Policy 5707 for the 2019-2020 fiscal year:

BTW Cheer Booster Club, Inc.
BTW Lady Hornets Soccer Booster Club, Inc.
BTW Pom, Inc.
Edison JROTC Eagle Battalion Booster Club

COST: This item presents 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.

BOND PROJECTS AND ENERGY MANAGEMENT

G.10. RECOMMENDATION: Amend item E.12 of the January 21, 2020, agenda, approving an amendment with Nobholz Construction Company, Incorporated, for the interior renovations at Edison Preparatory High School by correcting the amendment number to **9C**.

RATIONALE: An incorrect amendment number was listed on the original agenda. This item is necessary to correct that error.

G.11. RECOMMENDATION: Amend item E.12 of the December 16, 2019, agenda, approving an amendment with Crossland Construction Company, Incorporated, for the new stadium at Rogers College High School by correcting the amendment number to **11B**.

RATIONALE: An incorrect amendment number was listed on the original agenda. This item is necessary to correct that error.

G.12. RECOMMENDATION: Award a contract to Jones Commercial Hardware, to provide hardware and doors for the Patrick Henry Elementary School interior renovation

project, and adopt a resolution setting forth the reasons for awarding the contract to the second lowest dollar bidder.

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

COST: Not to exceed \$121,712.00

FUND NAME/ACCOUNT:

Paid for through project construction manager

REQUISITION/CONTRACT:

Paid for through project construction manager

RATIONALE: The recommendation to award the hardware and door contract to Jones Commercial Hardware is based on the fact that the low bidder, Felix Thompson, Tulsa, Oklahoma, has done substandard work for the district in the past. For this reason, district staff recommends awarding the contract to the second lowest bidder, Jones Commercial Hardware.

- G.13. RECOMMENDATION:** Enter into trade contracts with the lowest responsible bidders for the interior renovation project at Salk Elementary School.

TRADE	CONTRACTOR	PHASE I	PHASE II
Demolition			
Abatement			
Door Assemblies Install			
Door Assemblies Supply			
Finish Flooring			
Gypsum Assemblies			
Painting			
Plumbing			
HVAC			
Electrical			
Low Voltage			
Signage			
TOTAL TRADES:			

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 Salk Elementary School interior renovation project is contingent upon the sale and receipt of the 2020A bond issuance.

RATIONALE: The Salk Elementary School interior renovation project is part of the 2015 bond issue.

- G.14. RECOMMENDATION:** Assign the trade contracts for the Salk Elementary School

interior renovation project to Crossland Construction Company, Incorporated, 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 Salk Elementary School interior renovation project is part of the 2015 bond issue.

- G.15.** RECOMMENDATION: Approve amendment 15A with Crossland Construction Company, Incorporated, for the interior renovation project at Salk Elementary School.

PHASE I PHASE II

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.

FUND NAME/ACCOUNT:

Bond fund account: 37-1230-4720-504500-000-000000-046-12-402-RN016

Contingent upon the successful sale and receipt of 2020A bond funds

REQUISITION/CONTRACT:

42000175

RATIONALE: The interior renovation project at Salk Elementary School is part of the 2015 bond issue.

- G.16.** RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders for the Carver Middle School Stadium improvement project.

TRADE	CONTRACTOR	PHASE I	PHASE II
Artificial Turf			
Painting			
Special Equipment			
Plumbing			
Electrical			
TOTAL TRADES:			

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.

REQUISITION/CONTRACT: The Carver Middle School Stadium improvement project is contingent upon the sale and receipt of the 2020A bond issuance.

RATIONALE: The Carver Middle School Stadium improvement project is part of the 2015 bond issue.

- G.17.** RECOMMENDATION: Assign the trade contracts for the Carver Middle School Stadium improvement project to Trigon General Contractors and Construction Managers, Inc., 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 trade contracts will be encumbered as one contract to Trigon General Contractors and Construction Managers, Inc. The Carver Middle School Stadium improvement project is part of the 2015 bond issue.

- G.18.** RECOMMENDATION: Approve amendment 24A with Trigon General Contractors and Construction Managers, Inc., for the Carver Middle School Stadium improvement project.

PHASE I

PHASE II

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.

FUND NAME/ACCOUNT: Bond Fund, applicable accounts - Contingent upon the successful sale and receipt of the 2020A bond issuance.

RATIONALE: The Carver Middle School Stadium improvement project is part of the 2015 bond issue.

- G.19.** RECOMMENDATION: Approve supplement 14 to the master contract with Allied Engineering Group, LLC, for the Carver Middle School Stadium improvement 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 Carver Middle School Stadium improvement project is

\$1,400,000. The engineer will be paid 5.25 percent of the total cost of the improvements.

RATIONALE: The Carver Middle School Stadium improvement project is part of the 2015 bond issue.

- G.20.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the track resurfacing projects at SE Williams, LaFortune, and Rogers stadiums.
- 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 above referenced track resurfacing projects are contingent upon the sale and receipt of the 2020A bond issuance.
- FUND NAME/ACCOUNT: Bond Fund, applicable accounts - Contingent upon the sale and receipt of the 2020A bond issuance.
- RATIONALE: The SE Williams, LaFortune, and Rogers Stadium track resurfacing projects are part of the 2015 bond issue.

CONSENT ITEM E-1

ROUTINE FIELD TRIPS

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
McLain High School/9-12 Grade Students	Students: 50 Parents: 0 Staff: 5	To tour Pittsburg State University/Pittsburg, Kansas	April 8, 2020	1	Not to exceed \$919.00/Title I Account #11-5118-2720-504421-494-000000-000-05-720-5118
Carver Middle School/Youth Leadership III Class (Women of Power Program)	Students: 23 Parents: 3 Staff: 1	To educate and introduce young ladies to 3 major types of undergraduate institutions (Rice University, Prairie View A&M and University of Houston), promote STEM learning through Sea World Educational Experience, build teamwork and leadership skills/Prairie View and Houston, Texas	May 15-19, 2020	3	This item presents no cost to the district. (funded by Parents/Students)
Booker T. Washington High School/Seniors	Students: 5 Parents/Volunteers: 12 Staff: 2	To explore many countries in Europe with the potential to earn college credits/ Netherlands, Germany, Austria, Italy, Switzerland, France and England – (Europe)	June 1-15, 2020	0	This item presents no cost to the district. (funded by Parents and the Women of Power Booster Club)

SUPPORTING INFORMATION

CONSENT ITEM E-7

SCHOOL BOARD POLICY

TULSA PUBLIC SCHOOLS

POLICY 4804

TEACHER LEADER EFFECTIVENESS (TLE) EVALUATION
OTHER ACADEMIC MEASURES

Purpose: To establish a written policy of evaluation for teachers and administrators consistent with the requirements of state law.

It is the policy of the Board of Education to maintain and annually review, following consultation with or involvement of representatives selected by local teachers, a written policy of evaluation for all teachers and administrators. The procedure for evaluating members of the Tulsa Classroom Teachers Association (TCTA) and any standards of performance and conduct proposed for adoption beyond those established by the State Board of Education are negotiable items under the District's collective bargaining agreement. Nothing in this section shall be construed to annul, modify or to preclude the renewal or continuing of any existing agreement heretofore entered into between the District and TCTA.

This policy has limited application and pertains solely to the state-mandated pilot of Other Academic Measures (OAM) in 2013-2014. It pertains to all 2013-2014 Tulsa Public School principal and assistant principals. It also applies to all 2013-2014 teachers at ECDC Porter, Remington Elementary, Memorial Junior High, and Washington High School, but no others. The policy regarding the pilot's implementation for these select teachers and leaders shall be as follows:

Other Academic Measures Pilot 2013-2014

All certified teachers and leaders will comply with the requirements of the District's Teacher and Leader Effectiveness evaluation models. In the 2013-2014 school year, qualitative components of the evaluation will count for 100 percent of the employee's total score. Specifically, teachers' evaluation scores will be derived from the procedures as described in the Tulsa Model for the Observation and Evaluation of Teachers, and leaders' evaluations will be derived from the use of the McREL instructional leader evaluation model.

In the 2013-2014 school year, the District will conduct a pilot with respect to other academic measures (OAMs) as defined and required by state law, but OAM scores will not be a part of the employee's final evaluation score. This pilot will involve a representative sample of the District's teachers and leaders. All teachers and leaders identified for participation in the pilot by the Office of Teacher and Leader Effectiveness (TLE) are required to participate in the pilot OAM program. (As noted above such teachers and leaders are: all principals and assistant principals in the District, plus all teachers at ECDC Porter, Remington Elementary School, Memorial Junior High School, and Washington High School.) This policy pertains to

PROPOSED FOR DELETION

the 2013-2014 piloting of the OAMs and shall be reviewed and revised after the pilot to ensure the optimum OAM policy in the 2014-2015 school year when all teachers and leaders will participate. The Office of Teacher and Leader Effectiveness will work with the leadership of Tulsa Classroom Teachers Association (TCTA) and the officers of the Tulsa Association of Elementary School Principals (TAESP) and Tulsa Association of Secondary School Principals (TASSP) to adopt any necessary regulations providing greater detail to the procedures and requirements of the pilot year implementation, including, but not limited to, the scaling of OAMs, the procedures for collecting the teacher and leaders' OAM selections and the reporting of this information.

Board Approved Other Academic Measures

The Board of Education adopts the attached list of OAMs as its Preferred OAM List. These OAMs, selected from the options approved by the State Board of Education with the input from the District's working groups of teachers and leaders, are deemed to be the most valid, reliable, fair and workable options for the District's teachers and leaders. The Preferred OAM List is intended to provide maximum flexibility for the District's teachers and leaders and high quality feedback.

Each employee is entitled to select one (1) OAM from the Preferred OAM List relating to the teacher or leader's position. The Preferred OAM List is intended to include at least two (2) OAMs for each type of teacher and leader on the list. To the extent that the Preferred OAM List fails to include at least two (2) OAM options, the Superintendent shall make a recommendation to the Board of Education for approval of additional OAMs. The Superintendent will not make recommendations to the Board regarding adopting additional OAMs if two (2) approved, appropriate OAMs are already on the Preferred OAM List.

Because of the difficulty in amassing, reviewing and analyzing data regarding OAMs, no employee will be permitted to use more than one OAM per school year.

For the pilot implementation of OAMs in 2013-2014, the scale details applicable to each OAM will be determined in consultation with the leadership of TCTA, TAESP and TASSP after OAM performance data has been collected at the end of the 2013-2014 school year, or the fall of 2014, as relevant. To aid teachers in selecting an OAM, the general attributes of the scale are described on the Preferred OAM List as well as the teachers/leaders for whom the OAM options pertain.

Selection of Other Academic Measures

Each teacher and leader, in conjunction with their supervisors, will select an OAM from the Preferred OAM List. The OAM selected must meet the following criteria:

- be specific to the employee's job assignment (for employees teaching multiple subjects, the employee may select an OAM which is relevant to any of the subjects);
- reflect student performance that is impacted by the teacher/leader; and
- be objectively quantifiable.

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Selection and Approval of OAM and Related Processes

For the 2013-2014 pilot of the OAM policy, teachers and leaders shall have until the last work day before winter break to submit their OAM selections to the Office of Teacher and Leader Effectiveness. The Office of Teacher and Leader Effectiveness shall provide advance notice to all teachers and leaders participating in the pilot of the start date of the selection period and the required procedures and forms for submitting their selected OAMs. If the OAM selected requires a SMART plan, the employee must also submit the SMART plan on the template provided by the Office of Teacher and Leader Effectiveness at the time of the selection.

The Office of Teacher and Leader Effectiveness shall provide supervisors with five (5) working days to verify that the teacher or leader selected an OAM relating to his or her job assignment; that the assessment or data collection relating to the OAM is readily available and will not require unanticipated testing or expenditures at the school; and with regard to all OAMs requiring a SMART plan, that the goals are challenging yet attainable.

The Board respects each individual employee's right to select an appropriate OAM. The metrics on the Preferred OAM List provide ample choice to teachers while maintaining the District's need for workability and consistency. The Preferred OAM List items are also deemed to be the most reliable and valid options of those approved by the State Board of Education.

Upon written request to the Office of Teacher and Leader Effectiveness, a teacher or leader may request to use an OAM metric approved by the State Board of Education that is not on the Preferred OAM List relating to his or her job assignment. The written request must be received within ten (10) days of the first day of the selection period. The request shall describe in detail (1) the rationale for why the items on the Preferred OAM List are not appropriate; (2) how the item identified by the teacher will be a valid, reliable and workable option for the teacher/leader and their supervisor; (3) how the OAM metric relates to an assessment or activity already deployed at his or her school; (4) how the item meets all of the other required criterion described above in "Selection of Other Academic Measures;" and (5) a proposed complete, challenging and reasonable scale for assessing the teacher's performance on the OAM with an accompanying SMART goal relating to the OAM.

The Office of Teacher and Leader Effectiveness, in consultation with TCTA, TAESP and TASSP will review the OAM proposal and notify the teacher or leader making the request of whether the proposed OAM is approved within fourteen (14) calendar days.

Employees Who Teach Multiple Grades / Subjects

In the event an employee teaches multiple grades/subjects, the employee will not select an OAM for each grade/subject. Employees teaching multiple grades/subjects are only guaranteed two (2) OAM choices total, not two (2) choices per grade/subject.

Employees and supervisors are expected to work together collegially through this process. If an impasse develops at any point during this process, the employee and the supervisor will begin a mediation process.

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Mediation Process

If an employee and supervisor are unable to agree on the appropriateness of the OAM, data sources and/or SMART plan, either party can request that the Executive Director of Teacher and Leader Effectiveness meet with the parties to determine an appropriate outcome. In order to request mediation, either party may email burkja@tulsaschools.org to request mediation. The Executive Director will promptly schedule a meeting with both parties and at the conclusion of the conference if the parties still have not reached an agreement the Executive Director will make a determination. The Executive Director will provide a written report of the agreement reached or decision made within two (2) school days of the meeting. The Executive Director's decision is final and non-appealable.

Extenuating Circumstances

In the event an extenuating circumstance (e.g., student teacher, extended illness, natural disaster, etc.) impacts student achievement after approval of the OAM, a reflective analysis will be used in lieu of the OAM score. The analysis must be in depth and provide information regarding the data which is available, the factors which contributed to the data, and the employee's assessment of all factors surrounding the OAM.

Evaluation Timing

Because it is impossible to obtain all necessary OAM assessment data before the end of the 2013-2014 school year, OAM scores will be released to employees, for information only, in the fall of 2014 as the data becomes available.

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Board Approved

Preferred List of Other Academic Measures

Teachers and Leaders

Most Common Teacher Positions (Non-Enrichment, non-special ed, etc.)	Approved Measures	Time Period Measured/Compared
PK classroom teachers	<ul style="list-style-type: none"> ▪ SMART goal related to one or more academic standards (growth or attainment) ▪ Currently administered “off the shelf” test (growth or attainment) 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013- Spring 2014, or Spring 2013 to Spring 2014. ▪ If Attainment: Spring 2014 results
K-6 classroom teachers	<ul style="list-style-type: none"> ▪ Tripod Student Survey <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013 to Spring 2014 ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in relevant NWEA MAP/MPG assessment 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in SRI Results, as appropriate 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant OCCT scores 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
7-8 classroom teachers	<ul style="list-style-type: none"> ▪ Tripod Student Survey <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013 to Spring 2014 ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in SRI results, as appropriate 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant OCCT/EOI results 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant EXPLORE results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
9-12 classroom teachers	<ul style="list-style-type: none"> ▪ Tripod Student Survey <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013 to Spring 2014 ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in SRI results, as appropriate 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant OCCT/EOI scores 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant PLAN/ACT results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant ACT Workkeys results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014

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Less Common Types of Teacher Positions	Approved Measures	Time Period Measured/Compared
Arts/Music	<ul style="list-style-type: none"> ▪ Tripod Student Survey ▪ Portfolio with SMART Goals (relating to teacher’s contribution to student academic growth) ▪ Growth in School-Wide Attendance ▪ Growth in Fine Arts Assessment (existing, standardized test) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
AVID	<ul style="list-style-type: none"> ▪ Same as all teachers grades 7-12 ▪ SMART Goal work (relating to teacher’s contribution to student academic growth relating to pre-AP) 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades 7-12 ▪ Growth/Attainment over 2013-2014
Career Tech	<ul style="list-style-type: none"> ▪ Same as all teachers grades 7-12 ▪ SMART Goal work (relating to teacher’s contribution to student academic growth or project based learning modules) 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades K-12 ▪ Growth/Attainment over 2013-2014
Counselor	<ul style="list-style-type: none"> ▪ Oscar Goals (an existing SMART goal-type process) ▪ Portfolio with SMART Goals (relating to teacher’s contribution to student academic growth) ▪ Growth in School-Wide Attendance 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Dean	<ul style="list-style-type: none"> ▪ Portfolio with SMART Goals (relating to discipline and/or attendance) ▪ Growth in School-Wide Attendance 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
ELL	<ul style="list-style-type: none"> ▪ Tripod Student Survey (if self-contained class with 10 or more students) ▪ Growth in Access Objectives ▪ SMART Goal work (relating to teacher’s contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Gifted and Talented	<ul style="list-style-type: none"> ▪ Same as all teachers grades K-12 ▪ Portfolio with SMART Goals (relating to teacher’s contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades K-12 Growth/Attainment over 2013-2014

PROPOSED FOR DELETION

Less Common Types of Teacher Positions	Approved Measures	Time Period Measured/Compared
Librarian	<ul style="list-style-type: none"> ▪ Survey (to be developed by working group; a single-item portfolio) ▪ Growth in SRI results, as appropriate ▪ SMART Goal work (relating to teacher's contribution to student academic growth) ▪ Portfolio with SMART goals (relating to teacher's contribution to student academic growth) ▪ Growth in School-Wide Attendance 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Nurse	<ul style="list-style-type: none"> ▪ SMART Goal work (relating to teacher's contribution to student academic growth) ▪ Portfolio (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Physical Education	<ul style="list-style-type: none"> ▪ Tripod Student Survey ▪ Fitness Gram ▪ Growth in School-Wide Attendance 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Read 180	<ul style="list-style-type: none"> ▪ Same as all teachers grades K-12, as appropriate 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades K-12
ROTC	<ul style="list-style-type: none"> ▪ Tripod Student Survey ▪ SMART goal relating to Superintendent Review 	<ul style="list-style-type: none"> ▪
Staff Development Teacher	<ul style="list-style-type: none"> ▪ Teacher Survey (to be developed by working group, a single-item portfolio) ▪ SMART Goal work (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
Special Ed	<ul style="list-style-type: none"> ▪ Same as teachers grades K-12, as appropriate ▪ SMART Goal work (relating to teacher's contribution to student academic growth) ▪ Portfolio (if class is comprised of students for whom the other OAMs are not appropriate; relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ See timeframes above relating to OAMs for teachers grades K-12 ▪ Growth/Attainment over 2013-2014
Speech Path/Psych	<ul style="list-style-type: none"> ▪ Survey (to be developed by working group, a single-item portfolio) ▪ SMART Goal work (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014
TRAICE	<ul style="list-style-type: none"> ▪ SMART Goal work (relating to teacher's contribution to student academic growth) ▪ Portfolio (relating to teacher's contribution to student academic growth) 	<ul style="list-style-type: none"> ▪ Growth/Attainment over 2013-2014

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Leader Positions	Approved Measures	Time Period Measured/Compared
Principals	<ul style="list-style-type: none"> ▪ District-Approved Teacher Perception Survey (a single item portfolio) <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013- Spring 2014, or Spring 2013 to Spring 2014. ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in NWEA MAP/MPG results (all subjects) 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant PLAN/EXPLORE/ACT results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ OCCT/EOI growth (all relevant subjects) 	<ul style="list-style-type: none"> ▪ Spring 2013-Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in SRI Results 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant ACT Workkeys results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
Assistant Principals	<ul style="list-style-type: none"> ▪ District-Approved Teacher Perception Survey Modified for APs (a single-item portfolio) <ul style="list-style-type: none"> ○ Growth or Attainment 	<ul style="list-style-type: none"> ▪ If Growth: Fall 2013 to Spring 2014 ▪ If Attainment: Spring 2014 results
	<ul style="list-style-type: none"> ▪ Growth in NWEA MAP/MPG (all subjects) 	<ul style="list-style-type: none"> ▪ Fall 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant PLAN/EXPLORE/ACT results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ OCCT/EOI growth (all relevant subjects) 	<ul style="list-style-type: none"> ▪ Spring 2013-Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in SRI Results, as appropriate 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014
	<ul style="list-style-type: none"> ▪ Growth in relevant ACT Workkeys results 	<ul style="list-style-type: none"> ▪ Fall 2013 to Fall 2014
	<ul style="list-style-type: none"> ▪ Growth in School Attendance 	<ul style="list-style-type: none"> ▪ Spring 2013 to Spring 2014

SUPPORTING INFORMATION

CONSENT ITEM E-8

SCHOOL BOARD POLICY

TULSA PUBLIC SCHOOLS – PROPOSED NEW POLICY

POLICY 4413

EMPLOYEE FRATERNIZATION POLICY

Tulsa Public Schools strongly believes that a work environment where employees maintain clear boundaries between employee personal and business interactions is necessary for effective business operations. Although this policy does not prevent the development of friendships or romantic relationships between co-workers, it does establish boundaries as to how relationships are conducted during working hours and within the working environment.

The guidance provided in this policy seeks to protect all school district employees from actual or perceived negative consequences of close friendships and romantic relationships in the workplace, while respecting the rights of individual employees. The board recognizes that the relationships described in this policy impact the individuals who are directly involved, and may also impact other school district employees. Even under the best circumstances, certain types of relationships between coworkers can lead to general workplace discomfort for other employees, reduced confidence in supervisor decisions, suspicions of favoritism, distraction due to gossip, and lost time on work-related tasks.

Procedures

1. While on district property (on or off hours) or otherwise performing work for the district, employees shall conduct themselves in an appropriate workplace manner. Employees shall not engage in any behavior or personal exchanges which interferes with district business or their own or others' productivity or which would make a reasonable person uncomfortable.
2. Employees who allow personal relationships with co-workers to adversely affect the work environment will be subject to Tulsa Public Schools disciplinary policy, including counseling for minor problems. Failure to change behavior and maintain expected work responsibilities is viewed as a serious disciplinary matter.
3. Employee off-duty conduct is generally regarded as private, as long as such conduct does not create problems within the workplace. An exception to this principle, however, is romantic or sexual relationships between supervisors and subordinates, and romantic/sexual relationships with certain district officials. Individuals in supervisory or managerial roles, and those with authority over others' terms and conditions of employment, are subject to more stringent requirements under this policy due to their status as role models, their access to sensitive information, and their ability to affect the employment of individuals in subordinate positions.
 - In general, when there is a romantic relationship between an employee and a supervisor, manager, executive, or other school official in a sensitive/influential

position, that relationship must be disclosed. Written notice shall be made to the individuals' respective immediate supervisors and the chief talent officer or their designee, and the notice must be made by both employees separately. Each notice shall acknowledge that the relationship is consensual and that the individual has read the board's policy and regulations regarding nondiscrimination and harassment. The Superintendent or their designee will review the circumstances to determine whether any conflict of interest or potential risk to the district's interests exists.

- Direct Supervisor – Subordinate Relationships: Romantic relationships are prohibited. No employee may engage in a romantic relationship with any employee they directly supervise, or to whom they directly report, even if the relationship is consensual, without jeopardizing their employment/assignment and the employment/ assignment of the other individual. In the event a prohibited romantic relationship develops between employees in a direct reporting position, they remain obligated to disclose the relationship as outlined above.
 - Indirect Supervisor – Subordinate Relationships: The board strongly discourages employees who have indirect supervisory authority over another school district employee from engaging in a romantic relationship with that employee. However, in the event both parties wish to engage in a romantic relationship outside of work time, these employees must take special care to maintain the appropriate professional boundaries outlined within this policy and must disclose the relationship as outlined above.
4. When a relationship between employees creates a conflict-of-interest or potential risk to the district's interests, Tulsa Public Schools will work with the parties involved to consider options for resolving the problem. Examples of resolutions include, but are not limited to, removing the supervisory control of one party to the relationship or making sure the parties no longer work together on matters where one is able to influence the other or take action for the other. Matters such as hiring, firing, promotions, performance management, compensation decisions and financial transactions are examples of situations that may require reallocation of duties to avoid any actual or perceived reward or disadvantage. In some cases, other measures may be necessary, such as transfer of one or both parties to other positions or departments.
 5. Failure to cooperate with Tulsa Public Schools to resolve a real or perceived conflict or problem caused by a relationship between co-workers or among managers, supervisors or others in positions of authority in a mutually agreeable fashion may be deemed insubordination and result in disciplinary action up to and including termination.
 6. The provisions of this policy apply regardless of the sexual orientation or marital status of the parties involved.
 7. Where doubts exist as to the specific meaning of the terms used above, employees should make judgments based on the overall spirit and intent of this policy.
 8. Any concerns about the administration of this policy should be addressed to the chief talent officer or her/his designee.

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

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Alferez, Esther	1/09/20	\$10.72	Evening Custodian	MT-3
Braggs, Willie	2/04/20	\$126,599.73	JROTC Instructor	NS
Carnes, Adam	2/04/20	\$30,000.00	Apprentice	NS
Carthel, Thad	1/22/20	\$12.00	Para Teacher	IS-6
Charles, Melody	2/18/20	\$40,000.00	Teacher	B-0
Coronado, Jennifer	1/29/20	\$10.31	School Clerk	CA-3
Cotton, Beverly	1/23/20	\$30,000.00	Apprentice	NS
Ed, Michelle	1/13/20	\$61,500.00	Manager – Administrative Services	BG-6
Gill, Jessica	1/24/20	\$13.49	1:1 ED Paraprofessional	IS-10
Green, Jaclyn	2/11/20	\$12.36	Bus Driver Trainee	MT-7
Gunter, Skye	2/19/20	\$9.23	Bus Assistant	MT-A
Harrison, LaShawn	1/27/20	\$12.99	Bus Driver Trainee	MT-7
Holden, David	1/24/20	\$30,000.00	Apprentice	NS
Lewis, Marcus	2/10/20	\$9.60	Bus Assistant	MT-A
Loveless, Johnathan	1/28/20	\$40,000.00	Teacher	B-0
Masabarakiza, Laurent	1/24/20	\$30,000.00	Apprentice	NS
Maxwell, Sandra	2/11/20	\$32,892.50	Half Time Teacher	M30-34
Moffitt, Nakita	1/30/20	\$60,177.00	Teacher	M-29
Montilla, Kerina	1/15/20	\$12.00	Teacher Assistant	IS-6
Morrow, Donald	1/28/20	\$58,074.00	Teacher	B-30
Rodriguez, Veronica	1/13/20	\$9.82	Teacher Assistant	IS-3

Royal, Deana	1/28/20	\$40,000.00	Teacher	B-0
Thomas, Camille	2/08/20	\$30,000.00	Apprentice	NS

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Alvarez-Perez, Wuileyne	1/23/20	\$13.08	Teacher Assistant	Teacher Assistant	IS-6
Balsiger, Samuel	1/06/20	\$30,000.00	Teacher Assistant	Apprentice	NS
Beaver, Matthew	1/27/20	\$40820.00	Teacher Assistant	Teacher	B-2
Berkowitz, Cinde	8/15/19	\$43,700.00	Teacher	Teacher	M-5
Boren, Ashley	2/04/20	\$11.44	Cafeteria Assistant	Cook I	MT-2
Garrett, Mark	1/06/20	\$15.43	Autism Paraprofessional	1:1 Autism Paraprofessional	IS-10
Henry, Bailie	12/01/19	\$40,000.00	Apprentice	Teacher	B-0
Hinkle, Kathryn	1/06/20	\$13.08	Teacher Assistant	Paraprofessional	IS-6
Howard, Tymber	2/03/20	\$30,000.00	Paraprofessional	Apprentice	NS
Jabeen, Rukhshanda	1/29/20	\$13.48	Cook I	Paraprofessional	IS-6
Jones, Volana	1/06/20	\$13.13	Cook II	Assistant Cafeteria Manager	MT-6
King, Lawrence	1/13/20	\$12.19	Cook II	Cook I	MT-2
Loesch, Catherine	8/15/19	\$48,316.00	Teacher	Teacher	M60-11

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Loomis, Colton	1/06/20	\$40,000.00	Apprentice	Teacher	B-0
Madaffari, Jesse	1/06/20	\$40,000.00	Apprentice	Teacher	B-0
Neyens, Shalen	1/17/20	\$12.73	Cook I	Cook II	MT-3
Owens, Larry	11/11/19	\$15.24	1:1 ED Paraprofessional	ED Paraprofessional	IS-10
Raines, Sharon	8/15/19	\$47,519.00	Teacher	Teacher	M60-10
Reames, Patricia	8/15/19	\$42,745.00	Teacher	Teacher	M-4
Rogers, Jason	8/15/19	\$40,820.00	Apprentice	Teacher	B-2
Sayago, Silvia	9/27/19	\$13.08	Teacher Assistant	Teacher Assistant	IS-6
Seawright, Claudia	2/03/20	\$18.17	Talent Specialist	Principal Secretary	CA-9
Shrum, Zechariah	1/06/20	\$13.08	Teacher Assistant	Teacher Assistant	IS-6
Starr, Jason	2/17/20	\$17.89	Campus Security Officer	School Officer Safety	TS-11
Stevenson, Tyler	1/06/20	\$40,000.00	Apprentice	Teacher	B-0
Trapp, Kathryn	2/10/20	\$12.97	School Clerk	Health Assistant	CA-5
Webber, Thomas	11/01/19	\$43,160.00	Teacher	Teacher	B-6

SEPARATIONS

Name	Effective Date	Position
Adamo, Janna	5/29/20	Counselor
Allen, Anita	5/21/20	Teacher
Becerra, Amanda	2/03/20	Clerk
Burrell-Bey, Michael	2/14/20	Teacher
Burris, Charles	5/21/20	Teacher
Calip, Brad	2/05/20	Teacher
Casteel, Nathan	1/31/20	Teacher
Chacon, Suzan	1/17/20	Principal's Secretary
Chandler-Smith, Tiffany	1/10/20	Teacher
Cruel, Kimberly	1/28/20	Teacher
Fisher, Erika	1/24/20	Cafeteria Assistant
Ford, Teresa	1/31/20	Teacher
Ford, Teresa	1/31/20	Teacher
Gatewood, Lisa	9/26/19	Brailist Paraprofessional
Haferdon, Marcus	6/01/20	Teacher
Henley, Lee Ann	1/31/20	Cafeteria Manager
Hutton, Emily	2/14/20	Director of Strategic Initiatives
Johnson, Kewonna	11/12/19	ED Paraprofessional
Jones, Sylvester	1/24/20	Special Needs Bus Driver
Jordan, LaTonya	2/14/20	Health Assistant
Legg, Brianna	2/14/20	Assistant Cafeteria Manager
Littlejohn, Sheila	1/23/20	Cook I
Macias, Cristian	1/31/20	Evening Custodian
Mahoney, Nicholas	2/10/20	School Safety Officer
Mitchell, Jack	5/26/20	Counselor
Montes De Oca, Ayrid	2/14/20	Cook II
Mulkins, Rosemary	5/30/19	Psychologist
Mut-Tracy, Nicholas	2/13/20	Academic Operations Specialist
Neeley, Mary	6/01/20	Cafeteria Manager
Ochoa, Evelyn	1/17/20	Teacher Assistant
Pacheco, Olivia	8/30/19	Paraprofessional
Paupaw, Kiesha	1/30/20	Bus Driver
Peterson, Hayley	2/14/20	Speech Pathologist
Plaster, Penny	6/09/20	Parent Involvement Facilitator
Quoetone, Ramona	6/01/20	Teacher
Robinson, Mario	1/23/20	Head Custodian
Sanchez, Silvia	2/06/20	Evening Custodian
Sanders, Nathan	1/31/20	Teacher
Santana Martinez, Claudio	1/31/20	Evening Custodian
Stanley, Gloria	2/11/20	Cafeteria Assistant
Thornton, Susan	2/21/20	Attendance Clerk
Weatherholt, Elizabeth	2/03/20	Librarian
Weaver, Paula	5/23/20	Speech Pathologist
Young, Chauntel	1/17/20	Teacher

SUBSTITUTE AND TEMPORARY ELECTIONS

CUSTODIAN

Gomez-Medina, Natali

SUBSTITUTE CAFETERIA ASSISTANT

Albano, Omar

Towry, Tina

Ware, Patsy

TUTOR

Stilson, Jennie

SUSTITUTE

Kelley, Ashlynn

Packer, Gary

Horner, Kristy

Schnell, Melanie

Darko, Darlene

Burkhalter, Alex

Ayodele, Phyllis

Thornton, Anita

Travers, John

Romero, Lorri

Olden, Tammara

Larue, Regina

Williams, Jordan

Davis, Teresa

Kirby, Abriella

Cartwright, Ashley

Hirschi, Kent

Beckert, Marla

Crosby, Bobbie LeeAnn

Leah, Shannon

Krehbiel, Abigail

Gajda, John

Haverkemp, Timothy

Jackson, Paul

Wells, Bradlee

Farrell, Kirk

Ogden, Sarah

Blesch, Sarah

Lowe, Rashad

Omar, Ahmed

Schroeder, Lucas

Jones, James

Little, Saxon

Garth, Tyron

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Rogers Jr. High – 11-0000-2410-506190-000-000000-000-07-664

Pay certified employees, Margaret Rhodes and Ann Eichenberger, a stipend of \$923 each, to serve as additional junior high team leaders for the 2019-2020 school year.

Washington – School Activity Fund #520

Pay support employee, Rolonda Watkins, @ her current rate pay (total not to exceed \$1,000.00) to perform extra duties as a Parent Facilitator after her normal workday for the 2018-2019 school year.

Pay support employee, Shelley Kerr, @ her current rate of pay (total not to exceed \$500.00) to assist with the performance of extra duties as Parent Facilitator after her normal workday for the 2019-2020 school year.

Washington – School Activity Fund #520

Pay certified teacher Joyelle Payne a stipend, not to exceed \$1,800.00, to oversee curriculum design for our Teachers as Advisors program and to serve as our MYPIB facilitator for professional development days for BTW faculty members.

Washington – School Activity Fund #520

Pay certified teacher Craig Hoxie a total not to exceed \$1,200.00 to serve as the site Activity Period Coordinator for the 2019-2020 school year in addition to his/her regular assigned duties.

Washington – School Activity Fund #520

Pay certified teacher, John Potocnik a stipend, not to exceed \$1,500.00, to assist with additional athletic duties including monitoring of athletes, processing of athletic paperwork, etc., in addition to his regular assigned duties.

Lanier Elementary – 11-0000-2410-501210-000-000000-615-07-260

11-0000-2410-501210-000-000000-609-07-260

Pay Melinda Archer, principal secretary, and Michelle Hernandez, school clerk, a stipend of \$2/hr worked for health assistant responsibilities, January 13, 2020 to May 28, 2020.

Lanier Elementary – 11-0000-1000-501700-100-105000-210-07-260

Pay Kathy Nowlin, special education teacher, a stipend of \$1,000 for additional special education site responsibilities for the 2019-2020 school year.

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

Pay Catrina Arnold, a stipend of \$1/hr. worked for additional departmental responsibilities, February 3, 2020 to June 30, 2020.

Librarian Collection Assembly – 11-0000-2220-501700-000-000000-06-069

Pay certified or retired librarians to be named a stipend @ \$26/hr. (not to exceed \$4,000) to develop an equitable collection of books for consolidated sites during non-contract hours.

Kravis Summer Arts Camp – 81-2439-2340-501700-000-000000-000-06-070

Pay 17 certified staff members to be named @ \$23/hour (total not to exceed \$37,000) to manage Kravis Summer Arts Camp (June 1st through 12th) on the University of Tulsa campus, Phillips Hall Building, and also the Lewis and Clark Elementary School Campus.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

East Central Jr. High – 11-0000-1000-501920-810-136000-201-07-659

Pay certified employee, Kimberly Wandell, a stipend of \$1,300 for coaching soccer during the 2019-2020 school year.

East Central Jr. High – 11-0000-1000-501920-820-136000-201-07-659

Pay certified employee, Jonnatan Montes, a stipend of \$1,300 for coaching soccer during the 2019-2020 school year.