



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **February 3, 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 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.** Recognition of visitors.

B. MOTION TO VOTE AND ADOPT THE AGENDA

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

D. APPROVAL OF MINUTES

Approve the minutes of the January 21, 2020, regular 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. SUPERINTENDENTS REPORTS/PRESENTATIONS

K. CITIZENS COMMENTS

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,

February 24, 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: Enter into a contract with the Tulsa University Allen Chapman Activity Center to host Will Rogers High School's JROTC Military Ball on April 25, 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 \$5,000.00

FUND NAME/ACCOUNT: Roger's School Activity Fund #564

REQUISITION/CONTRACT: 62001857

RATIONALE: The Military Ball is an annual event that recognizes the achievements of cadets and the JROTC program.

E.3. RECOMMENDATION: Enter into an agreement with Oklahoma Department of Wildlife Conservation and the Oklahoma aquatic education-fishing in schools program.

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: Fishing in schools is a program that teaches the positive, lifetime activity of fishing in public and private schools and institutions across the U.S. Fishing in schools educates students about fish, insects, aquatic environments, resource stewardship and conservation. This program not only introduces students to the lifelong sport of fishing but also incorporates safety, fish identification, management, and outdoor ethics.

TALENT MANAGEMENT

E.4. RECOMMENDATION: Approve routine staffing items.

RATIONALE:

Routine personnel actions implement the various talent management plans and priorities authorized by the Board of Education. All salaries are listed at an effective annualized rate regardless of length of effective date of contract.

INFORMATION AND ANALYTICS

E.5. RECOMMENDATION:

Enter into an agreement with Video Reality, Oklahoma City, Oklahoma, as a result of Request for Proposal #20003 to upgrade the wireless microphone systems district wide.

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 \$240,000

FUND NAME/ACCOUNT:

Bond Fund, 36-1173-2580-506530-000-000000-000-02-XXX

REQUISITION/CONTRACT: 12007567

RATIONALE: This project will replace and standardize the wireless microphone systems district wide as well as bring them into compliance with the new Federal Communications Commission guidelines that go into effect in June 2020.

E.6. RECOMMENDATION: Renew the contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2020, through June 30, 2021, for wide-area network (Metro Ethernet) services. This exercises the fourth of four voluntary renewal periods and is the result of request for proposal #16020.

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 \$1,275,034.44 (payable after 2020-2021 budget approval)

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

REQUISITION/CONTRACT: E-Rate item

RATIONALE: This will provide the district with a high-performing and reliable network for school and administrative sites. E-Rate discounts are expected to be 90 percent with the non-discount share being funded by the Oklahoma Universal Service Fund (OUSF) for OUSF eligible charges and the district's General Fund for the remainder including 10 percent of surcharges and fees that are not covered by OUSF and are estimated to be \$35,000.

E.7. RECOMMENDATION: Renew and amend the contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2020, through June 30, 2021, for internet access services at 10 Gbps (billion bits per second) with demarcation at the data center located at the district's Maintenance and Transportation campus. This exercises the fourth of four voluntary renewal periods and is the result of request for proposal #16018.

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 \$165,192.00 (payable after 2020-2021 budget approval)

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

REQUISITION/CONTRACT: E-Rate item

RATIONALE: This internet service will continue to provide capacity to meet the instructional needs of the district with the dedicated broadband internet connection to the data center located at the district's Maintenance and Transportation campus. Internet access for all district sites will be provided using this connection, load-balanced with the connection at the data center located in the Charles C. Mason Education Service Center. E-Rate discounts are expected to be 90 percent. The remaining cost is expected to be funded by the Oklahoma Universal Service Fund.

- E.8.** RECOMMENDATION: Renew and amend the contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2020, through June 30, 2021, for internet access services at 10 Gbps (billion bits per second) with demarcation at the Charles C. Mason Education Service Center. This exercises the third of four voluntary renewal periods and is the result of request for proposal #17011.

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 \$165,192.00 (payable after 2020-2021 budget approval)

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505320-000-000000-000-02-026

REQUISITION/CONTRACT: E-Rate item

RATIONALE: This internet service will continue to provide capacity to meet the instructional needs of the district with the dedicated broadband internet connection to the data center located at the Charles C. Mason Education Service Center. Internet access for all district sites will be provided using this connection, load-balanced with the connection at the data center located at the district's Maintenance and Transportation campus. E-Rate discounts are expected to be 90 percent. The remaining cost is expected to be funded by the Oklahoma Universal Service Fund.

FINANCIAL SERVICES

- E.9.** RECOMMENDATION: Approve the January 17-30, 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.

- E.10.** 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:

General Fund, 11-0000-2313-508100-000-000000-000-08-097

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

E.11. RECOMMENDATION: Enter into a contract with the lowest responsible bidder for the installation of a new elevator at Hale High School.

TRADE	CONTRACTOR	AMOUNT
Elevator	Schindler Elevator	\$71,500
TOTAL TRADES:		\$71,500

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

COST: This project is contingent upon the sale and receipt of the 2020A bond issuance.

RATIONALE: This item was presented to the board for information on January 6, 2020. The new elevators at Hale High School are part of the 2015 bond issue.

E.12. RECOMMENDATION: Assign the trade contract for the Hale High School elevator project to Trigon General Contractors and Construction Managers, 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: This item was presented to the board for information on January 6, 2020. The new elevators at Hale High School are part of the 2015 bond issue.

E.13. RECOMMENDATION: Approve amendment #16B with Trigon General Contractors and Construction Managers, Inc., for the installation of new elevators at Hale High School.

Trade Contract:	\$71,500.00
Payment Bond:	507.65
General Conditions:	5,040.54
Management Fee:	<u>3,081.93</u>
TOTAL GMP:	\$80,130.12

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: \$80,130.12 - This project is contingent upon the successful sale and receipt of the 2020A bond issuance.

FUND NAME/ACCOUNT: Bond Fund, 37-1231-4720-504500-000-000000-071-12-715-AI010 - This project is contingent upon successful sale and receipt of the 2020A bond issuance.

REQUISITION/CONTRACT: 42000168

RATIONALE: This item was presented to the board for information on January 6, 2020. The installation of new elevators at Hale High School is part of the 2015 bond issue.

- E.14.** RECOMMENDATION: Enter into a contract with FADCO, Inc., for millwork at various sites throughout the district. This is a two-year contract effective February 3, 2020, through February 2, 2022.

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 this contract will not exceed \$1,000,000.

FUND NAME/ACCOUNT: Bond Funds, applicable accounts. Funding for the various projects will be encumbered through appropriate construction managers and direct purchase orders.

REQUISITION/CONTRACT: 42000172

RATIONALE: This item was presented to the board for information on November 18, 2019. Millwork throughout the district is part of the 2015 bond issue.

- E.15.** RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders for interior renovations at Rogers College High School.

TRADE	CONTRACTOR	COST
Demolition	Ark Wrecking	\$31,695
Floor Abatement	Asbestos Handlers	29,800
Door Assemblies	Builders Supply	83,850
Finish Flooring	Carrolls Com Flooring	95,037
Gypsum Board Assemblies	Green Country Interiors	100,970
Painting	River Paint	115,410
Epoxy Resin Countertops	Best Company	43,685
Specialty Items	Red Mountain	73,400
Lockers	Oklahoma Specialties	74,500
Window Treatments	Advantage Window Treatments	7,361
Plumbing	J&M	39,300
HVAC	KMS	46,594

Electric	Lighthouse Electric	49,000
Low Voltage	Lighthouse Electric	23,918
TOTAL TRADES:		\$814,520

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

COST: This project is contingent upon the sale and receipt of the 2020A bond issuance.

RATIONALE: Interior renovations at Rogers College High School are part of the 2015 bond issue.

- E.16.** RECOMMENDATION: Assign trade contracts for the Rogers College High School interior renovation project to Crossland Construction Company, 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 interior renovations at Rogers College High School are part of the 2015 bond issue.

- E.17.** RECOMMENDATION:

Approve amendment #13D with Crossland Construction Company, Inc., for interior renovations at Rogers College High School.

COST

Trade Contracts:	\$814,520
Reimbursables:	107,199
Allowances:	99,038
General Conditions:	89,316
Management Fees:	<u>47,178</u>
TOTAL GMP:	\$1,157,251

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: \$1,157,251 - Interior renovations at Rogers College High School

FUND NAME/ACCOUNT: Bond Fund account codes: 37-1230-4720-504500-000-000000-068-12-730-RN019 and 37-1180-4720-504500-000-000000-068-12-730-RN019 contingent upon successful sale and receipt of the 2020A bond issuance.

REQUISITION/CONTRACT: 41900154

RATIONALE: Interior renovations at Rogers College High School are part of the 2015 bond issue.

F. ACTION AGENDA - Motion and vote on recommendations

BOND PROJECTS AND ENERGY MANAGEMENT

- F.1.** RECOMMENDATION: Receive bids for the purchase of \$23,000,000 Combined Purpose General Obligation Bonds, Series 2020A, and motion and vote to award said bonds to the lowest bidder complying with the notice of sale and instructions to bidders.

RATIONALE: At the January 6, 2020, meeting, the Board authorized the advertisement of bids for the District's \$23,000,000 Combined Purpose General Obligation Bonds, Series 2020A to fund certain improvements to existing school sites, library improvements and equipment and acquisition of classroom learning materials. Consequently, offering documents and other instructions were distributed by the District's Financial Advisor to interested financial institutions and broker dealers to receive bids at 11:00 a.m. on February 3, 2020. A compilation of the bids received will be presented to the Board at the meeting for consideration and action. The action item would be accepting the lowest rate of interest bid to purchase the Bonds.

- F.2.** RECOMMENDATION: Consider and vote on a resolution providing for the issuance of general obligation bonds in the sum of \$23,000,000 by the School District, authorized at an election duly called and held for such purpose (March 3, 2015); designating the bonds as "Combined Purpose General Obligation Bonds, Series 2020A", providing for registration thereof; providing for levy of an annual tax for the payment of principal and interest on the same; and fixing other details of the issue.

RATIONALE: The resolution authorizes the issuance of the 2020A Bonds in the amount and for the purpose so indicated and outlines key components related to the Bonds as well as providing for the levy of an annual tax to make principal and interest payments when due. The Bonds will mature on March 1, 2025, reflecting a five-year term. The appropriate action item is passing the resolution authorizing the issuance of the 2020A Bonds.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G.1.** 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: 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.

- G.2. 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.

- 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 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.

- G.4. 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.

TEACHING AND LEARNING

- G.5.** 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:

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

- G.6.** 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.

- G.7.** 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.

BOND PROJECTS AND ENERGY MANAGEMENT

G.8. 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.

G.9. 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	\$18,687.34
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.

- G.10.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the interior renovations at Patrick Henry Elementary School.

TRADE	CONTRACTOR	PHASE I	PHASE II
Demolition			
Rough Carpentry			
Millwork			
Door Hardware			
Drywall and Ceiling			
Painting			
Flooring			
Metal Lockers			
Plumbing			
HVAC			
Electrical			
Low Voltage			
Window Treatments			
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 above referenced project is contingent upon the sale and receipt of the 2020A bond issuance.

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

- G.11.** 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.

- G.12.** RECOMMENDATION: Approve amendment #22A with Trigon General Contractors and Construction Managers, Inc., for the interior renovations at Patrick Henry 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, applicable accounts - This project is contingent upon the successful sale and receipt of the 2020A bond issuance.

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

OPERATIONS

G.13. 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.

SUPPORTING INFORMATION – February 3, 2020

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
Edison Preparatory High School/Volleyball Team	Students: 18 Parents: 5 Staff: 2	To attend the “LongWalk” Leadership Conference/West Fork, Arkansas	February 21-23, 2020	1	Not to exceed \$1,000.00/Edison’s Student Activity Fund #547
Booker T. Washington High School/Various BTW Students	Students: 7 Parents: 0 Staff: 1	To participate in the University of Arkansas Model Arab League Conference/Little Rock, Arkansas	February 27-29, 2020	2	This item presents no cost to the district. (funded by BTW’s Foundation Grant)
Edison Preparatory High School/Football Players	Students: 8 Parents: 0 Staff: 1	To attend the “LongWalk” Leadership Conference/West Fork, Arkansas	February 28-March 1, 2020	1	Not to exceed \$1,500.00/Edison’s Student Activity Fund #542
Booker T. Washington High School/Pom-Pom Dancers	Students: 12 Parents: 0 Staff: 2	To participate in the Universal Dance Association (UDA) National Competition at Universal Studios/Orlando, Florida	March 4-11, 2020	6	No cost to the district. (funded by BTW’s Booster Club)
McLain High School/9-12 Grade Students	Students: 50 Parents: 0 Staff: 6	Historical Tour to visit the University of Arkansas a HBCU/Pine Bluff, Arkansas	April 3, 2020	1	Not to exceed \$3,400.00/Title 1 Account #11-5118-2199-505110-494-000000-000-05-720-5118

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

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Amara, Radhika	1/16/20	\$41,000.00	Teacher	M-0
Beavers, Eli	1/13/20	\$12.00	Paraprofessional	IS-10
Fleming, Sheila	1/21/20	\$9.82	Teacher Assistant	IS-3
Fointno, Kayla	1/15/20	\$30,000.00	Apprentice	NS
Fox, Kerry	1/21/20	\$26,796.00	.6 Time Speech Pathologist	M-6
Gonzalez, Deborah	1/15/20	\$40,000.00	Teacher	B-0
Hill, Ramona	1/09/20	\$13.08	Paraprofessional	IS-6
Johnson, Cassandra	1/08/20	\$40,000.00	Teacher	B-0
Long, Claren	1/21/20	\$13.49	1:1 Paraprofessional	IS-6
Marfechukm Nicholas	2/10/20	\$88,000.00	Product Owner	BG-11
Montilla, Kerina	1/15/20	\$12.00	Teacher Assistant	IS-6
Moore, Christina	1/15/20	\$9.82	Teacher Assistant	IS-3
Price, Brian	1/21/20	\$30,000.00	Apprentice	NS
Read, Jessica	1/10/20	\$30,000.00	Apprentice	NS
Sanchez, Silvia	1/21/20	\$10.42	Evening Custodian	MT-3
Shrum, Zechariah	1/06/20	\$12.00	Teacher Assistant	IS-6
Washington, Frank	1/27/20	\$12.36	Bus Driver Trainee	MT-7

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Alberno Ichart, Anabel	8/15/19	\$50,074.00	Teacher	Teacher	M60-13
Ary, Jennie	11/01/19	\$11.31	Cook I	Cook II	MT-3
Bollin, Scott	2/03/20	\$69,624.00	Interim Lead Application Manager	Application Manager	BG-11
Burgess, Darlene	1/06/20	\$58,982.00	Teacher	Teacher	M30-24
Carson, Myretha	11/01/19	\$11.33	Cook I	Cook II	MT-3
Colbert, Cameron	9/03/19	\$40,000.00	Apprentice	Teacher	B-0
Forehand, Clydia	8/15/19	\$67,568.00	Counselor	Counselor	BNC-30
Frank, Adrian	8/15/19	\$41,745.00	Apprentice	Teacher	B-4
Giffin, Franchon	11/04/19	\$30,338.50	Half Time Teacher	Half Time Teacher	M-30
Glenn, Sonya	1/06/20	\$26,676.00	Assistant Cafeteria Manager	Traveling Cafeteria Manager	BG-A
Gomez, Maria	1/13/20	\$12.21	Cook II	Evening Custodian	MT-3
Grayson, Niva	1/06/20	\$12.20	MD Paraprofessional	School Clerk	CA-3
Howard, Beth	8/15/19	\$56,090.00	Teacher	Teacher	NBM30-19
Kramer, Katelyn	8/08/19	\$43,700.00	Dean	Dean	M-5
Marquez, Nellie	1/21/20	\$16.26	Switchboard Operator	Service Analyst II	Desk TS-9

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Ramirez, Carmen	1/13/20	\$11.12	Evening Custodian	Head Custodian	MT-7
Redfearn, Amber	1/22/20	\$50,000.00	Treasury Bookkeeper	Budget Allocation Analyst	BG-5
Sherman, Carleigh	1/22/20	\$30,000.00	School Clerk	Apprentice	NS
Summers, Lawanna	1/06/20	\$41,410.00	Half Time Counselor	Teacher	M-1
Trueblood, Bethany	12/01/19	\$25,372.00	Half Time Apprentice, Half Time Paraprofessional	Half Time Teacher, Half Time Paraprofessional	M-0, IS-6
Verner-Brown, Jacqueline	11/01/19	\$40,000.00	Apprentice	Teacher	B-0
Williams, Matthew	8/15/19	\$42,250.00	Apprentice	Teacher	M-3

SEPARATIONS

Name	Effective Date	Position
Abercrombie, Anbriel	11/22/19	Bus Driver
Baltazar, Stefany	1/07/20	Teacher
Beccera, Jerry	1/17/20	Paraprofessional
Cuellar, Cassy	12/20/19	Teacher
Cuellars, Sandra	1/16/20	Assistant Cafeteria Manager
Gibney, Amanda	12/12/19	Health Assistant
Gibson, Clayton	12/20/19	Teacher
Hagan, Rebecca	1/24/20	Teacher
Harrison, Lyle	12/20/19	Teacher
Holmes, Michael	1/14/20	Bus Driver
Jacobs, Kandace	12/20/19	Teacher
Jimenez, Sylvia	1/06/20	Evening Custodian
Johnson, Tracy	12/02/19	Principal Secretary
Lopez, Kaytlin	1/17/20	Evening Custodian
Montalvo Urquizo, Leticia	1/13/20	Evening Custodian
Morgan, Ernest	11/16/19	Bus Driver
Pendleton, Carl	12/20/19	Teacher Assistant
Tarvin, Amanda	12/20/19	Teacher
Tharp, Tisha	1/13/20	Health Assistant

SEPARATIONS

Name	Effective Date	Position
Vann-Blade, Grace	12/20/19	Teacher
Wagner, Alvin	12/24/19	Mastercraftsman

RESCIND:

Higgins, Anita	12/20/19	Teacher
Torres, Courtney	12/20/19	Teacher

SUBSTITUTE AND TEMPORARY ELECTIONS

CUSTODIANS

Starks, Kiausha
Verdin-Felix, Feliciano

SUBSTITUTE CAFETERIA ASSISTANT

Lewis, Daezana

DRS STUDENT WORKERS

Fuentes-Lemus, Joshua
Strickler, Elias
Warrior, Geordon

NUTRITION INSTRUCTOR

Lizar, Liz

TUTORS

Paschall, Jeana
Swanson, Jean

SUBSTITUES

Shields, Jim

ADJUNCT COACHES

Edison

Kirk Walker, wrestling adjunct coach @ \$2,142, January 15, 2020 to May 31, 2020

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

McClure Elementary - 11-0000-2194-501700-000-000000-322-07-320

Pay certified teachers, named and to be determined, a \$250 per semester stipend (not to exceed \$1,500) as Grade Level Team Leads responsible for coordinating logistics, serving as the point person for Child Study Team, coordinating Social Emotional/Social Justice Instruction at the grade level for the 2019-2020 semesters indicated.

- Semester 1
 - Adam Drumm
 - Cheyenne Johnson
 - Rebecca Walton
- Semester 2
 - Rebecca Walton
 - Sierra Peak
 - TBD

McClure Elementary - 11-0000-2194-501700-000-000000-322-07-320

Pay Tierany Black, certified teacher, a \$750 stipend, as the Parent Involvement Coordinator responsible for maintaining the parent involvement binder, the parent involvement Title 1 plan, and parent outreach for the 2019-2020 school year.

Supplemental Counseling - Title IV - 11-5520-2120-501700-496-000000-203-05-093-5520

Pay certified staff, to be named, \$1500 (total not to exceed \$10,000) to provide before/after school CHAMPS mentoring to secondary students outside of contract hours during the 2019-2020 school year.

Data Strategy & Analytics – 11-0000-2542-501210-000-000000-350-02-007

Pay Joe Jennings, Executive Director of Information Technology, a stipend of \$1,385 per month (not to exceed \$8,310) as interim Chief Information and Analytics Officer, January 2, 2020 to June 30, 2020.

Information Technology – 11-0000-2580-501210-000-000000-109-02-030

Pay Sean Berkstresser, Director of Data Strategy, a stipend of \$1,050 per month (not to exceed \$6,300) as interim Executive Director of Information Technology, January 2, 2020 to June 30, 2020.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct effective date on separated employee October 7, 2019 page 41

SEPARATIONS

Name	Effective Date	Position
Anderson, Kenneth	9/04/19	Master Craftsman

Correct salary and effective date on adjustment December 16, 2019 pay 15

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Bozone, Sarah	1/02/20	\$73,000.00	Administrative Services Manager	Clerk of the Board	BG-8

SUPPORTING INFORMATION

INFORMATION ITEM G-6

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.

PROPOSED FOR DELETION

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.

PROPOSED FOR DELETION

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

PROPOSED FOR DELETION

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

PROPOSED FOR DELETION

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

INFORMATION ITEM G-7

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.