



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **November 4, 2019**, at 6:30 PM, in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK

With the exception of item A-1, the Board of Education reserves the right to take up any agenda item in any order regardless of how items are listed.

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District.

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

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

A. OPENING EXERCISES

- A.1.** Call to order and confirm that a quorum of the Board is present.
- A.2.** Flag salute led by the McLain High School JROTC under the direction of Lieutenant Colonel Darwin Sellers.
- A.3.** Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A.4.** Motion and vote to adopt the agenda.

B. RECOGNITION OF VISITORS

C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS

D. APPROVAL OF MINUTES

Approve the minutes of the October 21, 2019, regular meetings 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. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

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

N. ANNOUNCEMENTS

The next regular scheduled meeting of the Board of Education will be held on Monday, November 18, 2019, 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 Doubletree Hotel Warren Place, Tulsa, Oklahoma, to host Memorial High School's senior breakfast on May 12, 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 \$11,000.00

FUND NAME/ACCOUNT: Memorial's School Activity Fund #868

REQUISITION/CONTRACT: 62000726

RATIONALE: The senior breakfast is an annual event for the senior class at Memorial High School that is attended by students and families to celebrate the end of the students' senior year in high school. This event has provided students with the opportunity to become involved with event planning and practice organization and teamwork skills.

E.3. RECOMMENDATION: Renew or enter into contracts, as applicable, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during the 2019-2020 school year. Agencies may service any school with written permission of the school principal.

Therapeutic Life Choices
Flow Counseling Services

A Caring Alternative
Restorer of Youth and Families, LLC
Latino Community Development Agency.

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

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 the length of effective date of contract.

FINANCIAL SERVICES

- E.5.** RECOMMENDATION: Approve the October 18, 2019 - October 31, 2019, 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.6.** RECOMMENDATION: Revise the funding source on previously approved item E.15 of the October 7, 2019, agenda approving supplement #13 to the master contract with Allied Engineering Group, LLC, for interior renovations at Dolores Huerta Elementary School and East Central Junior High School.

COST:

Dolores Huerta Elementary:	\$1,700,000
East Central Junior High:	\$6,000,000

The engineer will be paid 5.25 percent of the total cost of the Dolores Huerta Elementary School interior renovations and the East Central Junior High School HVAC improvements.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2020A bond issuance. The Dolores Huerta Elementary School interior renovations and the East Central Junior High School HVAC improvements are part of the lease-purchase agreement with BOK Finance.

RATIONALE: This amendment is necessary because the previous agenda item failed to indicate that the Dolores Huerta Elementary School interior renovations and the East Central Junior High School HVAC improvements are part of the lease-purchase agreement with BOK Finance.

- E.7.** RECOMMENDATION: Approve supplement #16 to Crossland Construction Company, Inc., to provide construction management services for the secure entry projects at Lewis & Clark Elementary School, Skelly Elementary School, and Mayo Demonstration Academy.

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

COST: The estimated total cost of the projects is \$567,951.31. The construction manager will be paid on a fee basis of 4.25 percent management fee and 8.75 percent general conditions.

FUND NAME/ACCOUNT: These projects are part of the lease-purchase agreement with Bok Financial Equipment Finance, Inc., that was approved on October 21, 2019.

RATIONALE: The above referenced projects are part of the 2015 bond issue.

E.8. RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders for the secure entry projects at Lewis & Clark Elementary School, Skelly Elementary School, and Mayo Demonstration Academy.

SCHOOL	TRADES	VENDOR	AMOUNT	
Lewis & Clark	Demo	Ark Wrecking	\$ 5,610	
	Millwork	Fadco	19,970	
	Doors, Frames, Hardware, Install	Builders Supply	33,518	
	Electrical	Lighthouse Electric	38,470	
	Security Glass & Install	Apax	8,832	
	Flooring	Interior Concepts	17,600	
	Drywall and paint	ML Jones	15,015	
	TOTAL TRADES:			\$139,015
Mayo	Millwork	MSW	\$ 8,195	
	Doors, Frames, Hardware, Install	Jones Com. Hardware	36,287	
	Low Voltage & Special Systems	Lighthouse Electric	27,112	
	Security Glass & Install	Apax	19,852	
	Flooring	Interior Concepts	14,500	
	TOTAL TRADES:			\$105,946
	Skelly	Demo	Ark Wrecking	\$ 8,310
Millwork		MSW	9,723	
Doors, Frames, Hardware, Install		Builders Supply	28,760	
Low Voltage & Special Systems		Lighthouse Electric	30,434	
Security Glass & Install		Alred	13,585	
Flooring		Interior Concepts	9,950	
Signage – Skelly Elementary		Amx	1,660	
Drywall and Paint		ML Jones	16,591	
TOTAL TRADES:			\$119,013	

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

COST: The estimated total cost of the three secure entry projects is \$567,951.31

FUND NAME/ACCOUNT: These projects are part of the lease-purchase agreement with Bok Financial Equipment Finance, Inc., that was approved on October 21, 2019.

RATIONALE: The above referenced projects are part of the 2015 bond issue.

E.9. RECOMMENDATION: Assign trade contracts for the Lewis & Clark Elementary School, Skelly Elementary School, and Mayo Demonstration Academy secure entry projects to Crossland Construction Company, Inc., the construction manager at risk on the projects.

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. These projects are a part of the 2015 bond issue.

E.10. RECOMMENDATION: Approve amendment #16A with Crossland Construction for the secure entry projects at Lewis & Clark Elementary School, Skelly Elementary School, and Mayo Demonstration Academy, and further approve the "Assignment of Contract" assigning said contracts to Bok Financial Equipment Finance, Inc., lessor under the equipment lease-purchase agreement dated October 21, 2019.

Lewis & Clark	Trade Contracts	\$139,015.00
	Reimbursables	30,394.07
	Allowances	7,000.00
	General Conditions	15,435.79
	Management Fees	<u>8,153.41</u>
	TOTAL GMP:	\$199,998.27

Mayo	Trade Contracts	\$105,946.00
	Allowances	15,000.00
	Reimbursables	32,533.90
	General Conditions	13,429.49
	Management Fee	<u>7,093.65</u>
	TOTAL GMP:	\$174,003.04

Skelly	Trade Contracts	\$119,013.00
	Reimbursables	41,461.18
	Allowances	10,600.00
	General Conditions	14,968.99
	Management Fees	<u>7,906.83</u>
	TOTAL GMP:	\$193,950.00

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

COST: The estimated total cost of the three projects is \$567,951.31.

FUND NAME/ACCOUNT: These projects are part of the lease-purchase agreement with Bok Financial Equipment Finance, Inc., that was approved on October 21, 2019.

RATIONALE: The above referenced projects are part of the 2015 bond issue.

E.11. RECOMMENDATION: Amend item E.13 of the August 5, 2019, agenda approving trade contracts for Rogers Stadium to reflect the following:

TRADE	VENDOR	PHASE I	PHASE II
Demolition	Timberwolf	\$28,600	
Alternate 5	Timberwolf	(3,996)	
Site Concrete	Crossland Construction	1,129,000	
Alternate 2 & 3	Crossland Construction	(25,500)	
Roofing System	Atwell Roofing	226,328	
Joint Sealant & Waterproofing	Commercial Waterproofing	48,500	
Door Assemblies	Builders Supply	95,091	
Storefront & Glazing	Advantage Glass	78,365	
Gypsum Assemblies	Midwest Drywall	319,000	
Finish Flooring	R & R Tile & Carpet	62,470	
Alternate 3	R & R Tile & Carpet	(37,591)	
Elevator	Otis	79,556	
Fire Suppression	Hollon Fire Protection, LLC	37,000	
Plumbing	OMNI Mechanical	299,459	
Alternate 4	OMNI Mechanical	(17,300)	
HVAC	American Air	257,950	
Electrical	Lighthouse Electric	457,500	
Alternate 4	Lighthouse Electric	(7,900)	
Earthwork Alternate 2	Crossland Construction	(16,500)	
Alternate 5	Crossland Construction	(6,500)	
Site Utilities	Timberwolf	110,000	
Millwork	Arnold Cabinets		\$31,346
Overhead Doors	Overhead Doors of Tulsa		4,633
Epoxy Flooring	R & R Carpet & Tile		16,909
Specialties	Builders		68,680
Signage	Oakwood Graphics		12,662
Lockers	OK Specialty Supply		49,000
Window Treatments	Contract Drapery		4,165
Asphalt	Dunhams		29,222
Fencing	Ranchers		<u>21,450</u>
TOTAL CONTRACT:		\$3,113,532	\$238,067

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

RATIONALE: The interior renovations at Rogers Stadium are part of the 2015 bond issue.

- E.12.** RECOMMENDATION: Amend item E.15 of the August 5, 2019, agenda approving Amendment 11A with Crossland Construction Company, Inc., for the construction of the stadium at Rogers College High School to reflect the following:

	PHASE I	PHASE II
Trade Contracts:	3,113,532	238,067
Reimbursables:	208,952	102,598
Allowances:	665,000	17,000
General Conditions:	269,155	24,142
Management Fees:	<u>148,982</u>	<u>13,363</u>
TOTAL COST:	\$4,405,621	\$395,170

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: \$4,405,621, Phase II: \$395,170

FUND NAME/ACCOUNT: No increase to encumbrance

REQUISITION/CONTRACT: 41800183

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

OPERATIONS

- E.13.** RECOMMENDATION: Authorize CLEAResult, in partnership with Oklahoma Natural Gas Commercial Program, to install energy saving products to facilities across the district.

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

COST: No cost to the district.

RATIONALE: CLEAResult is a third-party organization that has partnered with Oklahoma Natural Gas to provide and install weather seals and door sweeps on exterior doors at no cost to the district to help reduce utility cost. This will allow Tulsa Public Schools to become part of an energy efficiency rebate program with Oklahoma Natural Gas.

- E.14.** RECOMMENDATION: Amend item E-216, approved on the June 17th, 2019 agenda, to increase the amount of the contract with West Pest and Lawn Management, Inc., Tulsa, Oklahoma, to an amount not to exceed \$30,000. The additional funds are needed to cover the increased calls for treatments and other emergencies throughout the district.

COST: Not to exceed \$130,000 (an increase of \$30,000)

FUND NAME/ACCOUNT: Building Fund, 21-0000-2620-504300-000-000000-000-03-025

REQUISITION/CONTRACT: 120044199

RATIONALE: The original amount was based on the previous year's expenditures; however, this year has seen an increase in activity requiring additional treatments. This increase is necessary for the ongoing inspection and treatment of the schools in a timely manner.

- E.15.** RECOMMENDATION: Revise school board policy 2206 regarding transfers of in-district students.

COST: No cost to the district.

RATIONALE: This update to 2206 clarifies existing requirements regarding the in-district transfer of TPS students, with regard to both neighborhood and magnet schools. In addition, it provides that the entry point into TPS schools is Pre-Kindergarten, whether the student is attending as a neighborhood student or attending on a transfer. Related regulations 2206-R1 and R2 reflect these clarifications and improve enrollment procedures for our students.

F. ACTION AGENDA - Motion and vote on recommendations

TALENT MANAGEMENT

- F.1.** RECOMMENDATION: Approve and ratify the negotiations agreement and approve the execution of the agreement between the district and the Tulsa Classroom Teachers Association (TCTA) for the 2019-2020 school year.

RATIONALE: Agreement has been reached with TCTA for the current school year of 2019-2020.

- F.2.** RECOMMENDATION: For the purpose of providing parity, approve salary adjustments for individuals in certified positions who were hired prior to July 1, 2019, and not covered by a collective bargaining agreement. An adjustment of 1.5 percent (plus any applicable career adjustments) will apply to all such employees hired prior to July 1, 2019 and shall be paid during the 19-20 school year. These adjustments are intended to provide parity with employees whose salaries will be caught up to reflect their appropriate years of service through the board's approval of the negotiated agreement with TCTA.

RATIONALE: These certified employee wage adjustments provide parity with employees who are covered by the TCTA collective bargaining.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G.1.** RECOMMENDATION: Enter into a contract with the Oklahoma Jazz Hall of Fame, Tulsa, Oklahoma, to host Will Rogers High School's prom on April 24, 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 \$2,500.00

FUND NAME/ACCOUNT: Will Roger's School Activity Fund #868

REQUISITION/CONTRACT: 62001159

RATIONALE: The senior prom is an annual event for the senior class at Will Rogers 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: Approve revisions to Board Policy 2613, Expectant and Parenting Students.

COST: This item presents no cost to the district.

RATIONALE: The revision clarifies the district's nondiscrimination policy for pregnant and parenting students. The Board Policy Committee reviewed recommended revisions to this policy and the supporting regulation during its September committee meeting.

FINANCIAL SERVICES

- G.3.** RECOMMENDATION: Approve sanctioning of the following booster clubs and parent/teacher associations in accordance with Board Policy 5707 for the 2019-2020 fiscal year:

PTAs/PTOs/PTSAs

Bell Elementary PTA
Celia Clinton Elementary PTA
Council Oak Elementary PTA
Dual Language Academy PTO
Lanier Elementary PTA
Lewis & Clark Elementary PTA
Lindbergh Elementary PTO
Peary Elementary PTA

BOOSTER CLUBS

East Central Soccer Booster Club
Edison Eagles High School Pom Booster Club
Tulsa Memorial Football Booster Club, Inc
Memorial Music Booster Club
BTWashington Swim Booster Club
Memorial High School Girls Basketball 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.4. RECOMMENDATION: Authorize Utility Rebate Consultants, Inc. (URC), to conduct a utility review and audit of the district's electric, gas, water, and sewage services bills. 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: URC will receive one-third of all discounts and recoverable funds from billing errors. The district will receive two-thirds of all discounts and recoverable funds from billing errors found by URC. There is no cost to the district if there are no savings found.

RATIONALE: The third-party company will conduct an audit of the district's utility bills and search for any recoverable fees that were billed in error. This audit will include, but not be limited to, rebates, refunds, overcharges, and billing errors. URC will conduct tariff research and rate analysis' for each account, including meter calculations, demand charges, interval readings, meter constants, fuel adjustment factors, line loss, line surcharges, facilities fees, and other line item charges. Included in this research will be a review of rate charges going back one to 36 months to find any wrong rate charges that may have been corrected, but not credited back to the district.

G.5. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the energy management systems at Patrick Henry and Salk elementary schools.

Patrick Henry Elementary:	Temperature Control Systems	\$27,785.82
	Ramsey System Services	\$25,661.05
Salk Elementary:	Temperature Control Systems	\$30,559.53
	Ramsey System Services	\$30,312.21

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

COST: Patrick Henry: \$53,446.87

Salk: \$60,871.74

FUND NAME/ACCOUNT: These projects are part of the lease-purchase agreement with Bok Financial Equipment Finance Inc., that was approved on October 21, 2019.

RATIONALE: These projects are part of the 2015 bond issue.

OPERATIONS

- G.6.** **RECOMMENDATION:** Enter into a contract with Cox Business Center to provide a venue and services for the Improved Enrollment Expo on January 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 \$40,000
- FUND NAME/ACCOUNT:** Donor Fund, 11-0224-3300-504430-000-000000-000-05-021-0224
- REQUISITION/CONTRACT:** 12003711
- RATIONALE:** Cox Business Center will provide Tulsa Public Schools with a venue and services to hold a School Expo. The School Expo will be an opportunity for families to learn more about Tulsa Public Schools opportunities and meet with school leaders. Families will also have the opportunity to enroll for the 2020-2021 school year on site.

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
Council Oak Elementary/4 th Grade Students	Students: 75 Parents: 18 Staff: 4	Study trip to Crystal Bridges Museum/Bentonville, Arkansas	October 25, 2019	1	This item presents no cost to the district. (Funding will be provided by the Museum). The district was informed of this opportunity on October 21, 2019 making this a post fact item.
Edison Preparatory School/ Varsity Pom-Pom Quad	Students: 18 Parents: 25 Staff: 2	To participate in the National Dance Team Union Championship Competition/Orlando, Florida	February 20-25, 2020	4	This item presents no cost to the district. (Funding will be provided by Edison's Booster Club).
Edison Preparatory School/Advanced Choir	Students: 40 Parents: 5 Staff: 1	To participate in the Heart of America Choir Competition/Kansas City, Missouri	February 28-March 1, 2020	1	This item presents no cost to the district. (Funding will be provided by Parents).
Edison Preparatory School/Orchestra Students	Students: 29 Parents: 3 Staff: 1	To participate in the Disney Performing Arts Workshop/Orlando, Florida	March 14-21, 2020	0	This item presents no cost to the district. (Funding will be provided by Edison's String Booster Club).
Key Elementary School/4 th grade Students	Students: 47 Parents: 0 Staff: 6	Study trip to Crystal Bridges Museum/Bentonville, Arkansas	April 24, 2020	1	This item presents no cost to the district. (Funding will be provided by the Museum).
Edison Preparatory School/Exchange Program Students	Students: 21 Parents: 0 Staff: 3	Study Abroad Cultural Exchange Program/ Beijing and Shanghai, China	July 5-18, 2020	0	This item presents no cost to the district. (Funding will be provided by Parents).

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

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Alvarado, Lily	8/19/19	\$12.69	ParaTeacher	IS-3
Bell, Amanda	10/09/19	\$9.82	Paraprofessional	IS-3
Bibbo, Melissa	10/22/19	\$43,900.00	Social Services Specialist	BG-7
Brooks, Anthony	9/26/19	\$10.11	Teacher Assistant	IS-6
Coleman, Rondi	10/21/19	\$13.49	Para Autism 1:1	IS-10
Conner, Jean	10/14/19	\$8.97	Bus Driver Assistant	MT-A
Cook, Misty	10/01/19	\$29.00	Interpreter	NS
David, Jasmine	8/27/19	\$13.49	Paraprofessional MD	IS-10
Davis, Kelly	11/06/19	\$85,000.00	Director of Secondary ESS	BG-10
Davis, Miracle	10/21/19	\$12.00	Teacher Assistant	IS-6
Deere, Abigail	10/28/19	\$9.82	Paraprofessional	IS-3
Dixon, Courtney	10/21/19	\$10.31	Custodian	MT-3
Dixon, Shelia	10/22/19	\$10.31	Evening Custodian	MT-3
Eaton-Clark, Grace	9/09/19	\$9.82	Paraprofessional	IS-3
Elledge, Audrey	10/02/19	\$9.82	Teacher Assistant	IS-3
Engram, Kenisha	10/01/19	\$13.49	Paraprofessional MD	IS-10
Estes, Miriam	10/07/19	\$11.21	Teacher Assistant	IS-6
Ferrell, Brandon	8/30/19	\$9.82	Paraprofessional	IS-3
Hackler, Dennis	10/21/19	\$9.82	Paraprofessional DD	IS-3
Hanson, Kelly	8/18/19	\$14.67	Teacher Assistant	IS-6

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Hawkins, Theo	10/23/19	\$11.21	Paraprofessional	IS-10
Herrera, Maria	10/10/19	\$10.42	Evening Custodian	MT-3
Jasso-Garcia, Estefania	10/22/19	\$10.31	School Clerk	CA-3
Johnson, Stephanie	9/23/19	\$12.37	Teacher Assistant	IS-6
Keller, Kathleen	10/02/19	\$11.21	Teacher Assistant	IS-6
Martin Moreno, Ana	10/14/19	\$10.83	School Clerk	CA-3
Mason, Kesean	10/21/19	\$10.31	Evening Custodian	MT-3
Mendoza, Ilse	10/21/19	\$11.02	Clerk	CA-5
Montgomery, Tricia	9/02/19	\$10.83	Teacher Assistant	IS-6
Ochoa, Evelyn	9/05/19	\$9.82	Teacher Assistant	IS-3
Owen, Katherine	9/30/19	\$13.49	Paraprofessional DHI	IS-6
Paredes, Vanessa	10/02/19	\$13.49	Paraprofessional MD	IS-10
Pena, Ricardo	10/21/19	\$10.31	Evening Custodian	\$10.31
Perez, Daniela	10/07/19	\$9.71	Before and After Care Site Assistant	MT-2
Pryor, Kayre	11/06/19	\$68,000.00	Coordinator of Emotionally Disturbed	EG-5
Roberts, Meko	11/05/19	\$13.90	Campus Security Officer	TS-5
Rodriguez De Ramirez, Maria	10/21/19	\$10.31	Evening Custodian	MT-3
Ruz Martinez, Norangelee	9/23/19	\$13.08	Teacher Assistant	IS-6
Santiago-Colon, Yolaris	9/30/19	\$12.00	Parent Involvement Facilitator	IS-6
Shaw, Ronald	10/15/19	\$10.83	Evening Custodian	MT-3
Spangler, Mary	8/19/19	\$12.00	Teacher Assistant	IS-6

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Tedford, Tara	9/23/19	\$9.82	Teacher Assistant	IS-3
Terrell, Sara	10/04/19	\$13.49	Paraprofessional ED	IS-10
Thomas, Eric	11/05/19	\$14.89	Campus Security Officer	TS-5
Timoshenko, Stacy	8/19/19	\$12.00	Teacher Assistant	IS-6
Trueblood, Bethany	10/21/19	\$12.00	Paraprofessional	IS-6
Wasdin, Diego	10/21/19	\$10.31	Evening Custodian	MT-3

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Amador, Amanda	9/23/19	\$13.49	Teacher Assistant	Para Autism	IS-10
Bejar, Guadalupe	8/19/19	\$10.84	Paraprofessional	Paraprofessional 1:1	IS-3
Benton, Lakristie	8/15/19	\$44,788.00	Teacher	Teacher	M30-9
Black, Noel	10/21/19	\$12.36	Bus Driver	Special Needs Bus Driver	MT-7
Boone, Delores	8/16/19	\$26,501.00	Traveling Manager	Cafeteria Manager	BG-A
Boone, Earline	10/07/19	\$12.54	Cook I	Cook II	MT-3
Brown, Taezhon	8/19/19	\$12.34	Parent Involvement Facilitator	Teacher Assistant	IS-6
Caudle, Martin	10/02/19	\$70,525.00	Instructional Mentor	Coordinator of Elementary SLD	EG-5
Cleveland, Joya	10/08/19	\$53,000.00	Case Manager – Strong Tomorrows	Program Manager – Strong Tomorrows	BG-6
Clonts, Georgia	10/07/19	\$12.79	Assistant Manager	Cook I	MT-2
Collins, Teresa	8/19/19	\$12.00	Teacher Assistant	Teacher Assistant	IS-6

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Davis, Rhonda	8/19/19	\$9.82	Paraprofessional	Teacher Assistant	IS-3
De La Vega Nolte, Alejandra	8/19/19	\$12.00	Teacher Assistant	ParaTeacher	IS-6
Demae, Ashley	8/16/19	\$21,496.32	Cafeteria Manager	Cafeteria Manager	BG-A
Drew, Candace	4/05/19	\$14.33	Para Autism	Paraprofessional ED	IS-10
Dugas, Dorothy	8/19/19	\$14.71	Para Autism	Paraprofessional	IS-6
Eaton, Shannon	10/23/19	\$16.18	Para Autism 1:1	Paraprofessional MD	IS-10
Edwards, Quincy	8/19/19	\$13.49	Paraprofessional MD	Para Autism	IS-10
Fields, Shalala	8/21/19	\$10.57	Evening Custodian	Part Time Custodian	MT-3
Freeman, Lynnlee	9/01/19	\$37,901.00	Apprentice	Teacher	B-0
Hamilton, Don	8/19/19	\$15.14	Paraprofessional	Teacher Assistant	IS-6
Hedrick, Pamela	9/19/19	\$17.51	Paraprofessional DD	Paraprofessional MD 1:1	IS-10
Hoffman, Vicki	9/02/19	\$11.12	Café Assistant	Cook I	MT-2
Horton, Jill	10/21/19	\$12.03	Cook I	Cook II	MT-3
Jackson, Sondra	10/16/19	\$8.70	Bus Driver Trainee	Bus Driver Assistant	MT-A
Johnson, Sherron	7/01/19	\$12.13	Clerk	Parent Involvement Facilitator	IS-6
King, Ashley	9/01/19	\$37,901.00	Apprentice	Teacher	B-0
Lewis, April	8/19/19	\$13.49	Paraprofessional	Paraprofessional ED	IS-10
Luevano, Maria	8/16/19	\$12.33	Cook I	Cook II	MT-3
Martinez, Maria	8/12/19	\$12.17	Cook I	Cook II	MT-3
Mejia, Maria	9/09/19	\$12.28	Café Assistant	Cook I	MT-2

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Miles, Dasha	8/19/19	\$9.82	Teacher Assistant	Part Time Parent Involvement Facilitator	IS-3
Mitchell, Quiana	10/07/19	\$9.78	Café Assistant	Cook I	MT-2
Moreno, Veronica	8/19/19	\$13.49	Paraprofessional Autism	Paraprofessional Autism 1:1	IS-10
Naumann, Jesse	8/19/19	\$13.49	Paraprofessional DHI 1:1	Paraprofessional DHI 1:1	IS-3
Nealy, Melinda	8/19/19	\$12.03	Part Time Teacher Assistant	Teacher Assistant	IS-6
Nevarez, Alejandra	8/19/19	\$13.49	Paraprofessional Autism	Paraprofessional	IS-3
Osborn, Summer	8/19/19	\$10.83	Teacher Assistant	Teacher Assistant	IS-3
Parker, Maurita	8/19/19	\$14.06	Paraprofessional DD	Paraprofessional	IS-6
Piedra, Erika	8/14/19	\$13.33	Cook I	Assistant Manager	MT-6
Phillips, Lashawna	9/09/19	\$12.03	Cook I	Cook II	MT-3
Rentie, Shavonna	8/19/19	\$15.76	Paraprofessional Autism 1:1	Paraprofessional 1:1	ED MT-10
Robinson, Fern	9/23/19	\$10.80	Café Assistant	Cook I	MT-2
Robinson, Jamortria	8/19/19	\$10.51	Teacher Assistant	Health Assistant	CA-4
Rush, Lajuanya	8/27/19	\$14.33	Paraprofessional MD 1:1	Paraprofessional	IS-6
Saldivar, Alta	9/30/19	\$12.06	Evening Custodian	Custodian	MT-3
Sanchez, Vivianna	10/10/19	\$11.94	Paraprofessional Autism	Paraprofessional DD	IS-3
Sattefield, Gloria	9/30/19	\$11.84	Cook I	Cook II	MT-3
Schmoker, Jordan	9/01/19	\$37,901.00	Apprentice	Teacher	B-0

ADJUSTMENTS - Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Stansbury, Kelci	9/03/19	\$37,901.00	Apprentice	Teacher	B-0
Stubblefield, Cynthia	9/01/19	\$41,196.00	Apprentice Counselor	Counselor	M60-0
Thomas, Joseph	8/19/19	\$14.33	Paraprofessional ED	Paraprofessional Autism 1:1	IS-10
Timothy, Dawnn	7/01/19	\$10.84	Parent Involvement Facilitator	School Clerk	CA-3
Todd, Jannett	8/19/19	\$9.82	Teacher Assistant	ParaTeacher	IS-3
Tryon, Steven	8/19/19	\$14.38	Paraprofessional Autism	Paraprofessional MD 1:1	IS-10
Wall, Lauren	9/09/19	\$13.49	Paraprofessional DD	Para Autism	IS-10
Williams, Angelica	10/07/19	\$12.05	Cook I	Cook II	MT-3
Woods, Kerrye	8/28/19	\$13.49	Paraprofessional ED 1:1	Para Autism 1:1	IS-10
Zaragoza Naranjo, Estefania	9/02/19	\$11.82	Cook I	Cook II	MT-3

SEPARATIONS

Name	Effective Date	Position
Bales, Clifton	10/24/19	School Safety Officer
Baskerville, Antonia	10/08/19	Café Assistant
Bell, Shimiko	10/08/19	Health Assistant
Bencke, Susan	8/07/19	Paraprofessional
Bolt, Jennifer	7/15/19	Paraprofessional MD 1:1
Brillon-Reillo, Melissa	9/03/19	Paraprofessional
Carter, Timothy	8/15/19	Café Assistant
Cornelius, Sylvia	8/16/19	Cook I
Crisp, Barbara	11/01/19	Instructional Mentor
Cruz, Zonia	8/16/19	Assistant Manager
Cummings, Kerra	8/19/19	Paraprofessional
Davila, Isabel	10/15/19	Paraprofessional DD
Davis, Jeanette	7/18/19	Cafeteria Manager
De Guerra, Sandra	8/22/19	Cafeteria Assistant

SEPARATIONS - Continued

De La Cruz, Leticia	10/18/19	Café Assistant
Deere, Abigail	8/08/19	Cook II
Dissanayake, Ruvani	6/30/19	Teacher Assistant
Distel, Olivia	10/22/19	Assistant Cafeteria Manager
Eaton, Quentin	11/01/19	Behavior Support Specialist
Esparza Jimenez, Carolina	10/23/19	Cafeteria Assistant
Espitia, Alma	9/03/19	Café Assistant
Fanin, Sonya	8/02/19	Café Assistant
Faulk, Sherry	10/22/19	Health Assistant
Flores, Dora	10/15/19	Evening Custodian
Ford, John	5/24/19	Paraprofessional
Gaasch, Stacey	8/19/19	Paraprofessional DD
Gallant, Allison	5/10/19	Paraprofessional
Garcia, Ruben	9/09/19	Cafeteria Assistant
Gardner, Ashley	8/09/19	Cook I
Garth, Tyron	10/06/19	Paraprofessional MD 1:1
Glover, DeMarico	9/16/19	Bus Driver
Grigson, Tara	10/01/19	Teacher
Guerrero, Denise	5/22/19	Café Assistant
Guzman, Piera	8/23/19	Assistant Cafeteria Manager
Hall, Anthony	10/11/19	Building Ground Site Supervisor
Hill, Lynne	9/30/19	Principal's Secretary
Holmes, Valerie	5/23/19	Café Assistant
Howell, Latoya	8/03/19	Paraprofessional
Jardon, Saenz, Maria	10/18/19	Evening Custodian
Jarvis, Mega	8/21/19	Health Assistant
Jefferson, Ashley	5/15/19	Café Assistant
Jihad, Aseelah	8/01/19	Café Assistant
King, Nancy	9/21/19	Teacher Assistant
Kirkland, Melody	6/24/19	Paraprofessional
Kubecka, Sandra	7/01/19	Teacher Assistant
Ledford, Judith	8/07/19	Cafeteria Manager
Maxwell, Celestine	9/13/19	Before and After Care Site Director
Meleza, Stephanie	5/23/19	Café Assistant
Moore, Kortni	10/04/19	Teacher Assistant
Olaniyan, Akin	8/16/19	Cook II
Oyarzo, Felipe	10/14/19	Case Manager – Strong Tomorrows
Pickens Jennifer	9/26/19	Parent Involvement Facilitator
Pierre-Paul, Martha	10/21/19	Teacher
Radke, Wanda	8/19/19	Café Assistant
Ralston, Allison	8/05/19	Paraprofessional MD
Ramos, Roxanna	9/04/19	Cook I
Reed, Dianne	1/09/20	Budget Analyst
Reyburn, Snoda	7/31/19	Community Engagement Facilitator
Robinson, Fern	8/09/19	Café Assistant
Rodriguez, Jayme	10/03/19	Teacher Assistant
Romans, Elizabeth	8/30/19	Teacher Assistant
Salimas Avila, Diana	5/22/19	Café Assistant
Smith, Haley	8/12/19	Teacher Assistant

SEPARATIONS - Continued

Steele, Rachel	5/23/19	Assistant Manager
Stiles, Jeremy	9/16/19	Paraprofessional ED
Stillman, Daniel	5/23/19	Café Assistant
Supernaw, John	12/20/19	Registrar
Tenbarge, Christine	7/20/19	Teacher
Tiry, Barbara	9/27/19	Teacher
Tshryamba, Marleine	5/17/19	Café Assistant
Whitehouse, Linda	6/30/18	Principal's Secretary

SUBSTITUTE AND TEMPORARY ELECTIONS

CUSTODIAN

Gonzalez, Teresa

INTERPRETERS

Banks, Jonathan
Barnes, Mary Jo
Yoak, Nicole
Bowen, Sarah
Campbell, Gayle

ADJUNCT TEACHERS

Carver Middle School

Boone, Jr., Larry, assistant football adjunct coach @ \$1,373.00, September 1, 2019 to June 2, 2020.

East Central Junior High

Cunningham, Andraous, assistant 8th grade boy's basketball adjunct coach @ \$1,145.00, September 1, 2019 to June 2, 2020.

Rogers Junior High

Morrow, Marcus, 8th grade girl's basketball adjunct coach @ \$1,145.00, September 1, 2019 to June 2, 2020.

East Central High School

Asberry, James, head basketball adjunct coach @ \$7,041, October 23, 2019 to May 30, 2020.

Hale High School

Hicks, Raymond, assistant baseball adjunct coach @ \$1,387.00, September 1, 2019 to June 2, 2020.

Robertson, Kelsie, assistant volleyball adjunct coach @ \$1,202.00, September 1, 2019 to June 2, 2020.

Rogers High School

Morrow, Marcus, head girl's basketball adjunct coach @ \$2,577.00, September 1, 2019 to June 2, 2020.

Rodriguez III, Jorge, 9th grade boy's basketball adjunct coach @ \$2,119.00, September 1, 2019 to June 2, 2020.

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

ADJUNCT TEACHERS - Continued

Washington High School

Block, Rachel assistant girl's basketball adjunct coach @ \$2,577.00, September 1, 2019 to June 2, 2020.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Child Nutrition

CN Multiple Café Site Manager (TPS Satellites/ on-Site Charters – meals only):
For administrative supervision of TPS satellites receiving meals only, Managers will receive a monthly stipend of \$100.00 per site.

Multi Café Site Management –

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

Pay the following Cafeteria Managers a stipend of \$100/month Aug-May 2020 to manage all administrative café duties for the sites listed below for the 2019-2020 school year.

Tammy Dunn: THA High School – (\$100/month)

Special Education Boot Camp – 11-0000-2212-501700-239-000000-108-06-066

Pay five exceptional student support staff to be named, (total no to exceed \$5,000) to manage all operational and administrative duties for an Oklahoma State Department of Education sponsored nontraditional route to Special Education Certification outside of contracted hours for Fall 2019 boot camp starting September, 29th – December 7th, 2019.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct salary on election September 16, 2019 page 18

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Embrey, Sarah	8/19/19	\$13.49	Teacher Assistant	IS-6

SUPPORTING INFORMATION

INFORMATION ITEM G-2

SCHOOL BOARD POLICY

TULSA PUBLIC SCHOOLS

Policy 2613

EXPECTANT AND PARENTING STUDENTS

PURPOSE: To prohibit discrimination of expectant and parenting students to allow participation in educational programs and activities offered by the District.

The Tulsa Public School District recognizes that students have the right and responsibility to attend school regardless of their pregnancy, parenting or marital status. The district will educate expectant and parenting students and will provide reasonable accommodations to support and encourage all expectant and parenting students to obtain their high school diploma. No student will be excluded from, denied the benefit of, or discriminated against under any educational program or activity on the basis of their pregnancy or parenting status.