



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **September 16, 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 Edison Preparatory High School JROTC under the direction of Lieutenant Colonel Carmen Hill.
- 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 August 19, 2019, 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. 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, October 7, 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 agreements with the Veterans Parade Committee, Tulsa Events Group LLC, the Oklahomas for Equality Center, and the Dr. Martin Luther King Committee, Tulsa, Oklahoma, to participate in various parades during the 2019-2020 school year.

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

COST: This item presents no cost to the district.

RATIONALE: The Veterans Parade will be held on Monday, November 11, 2019; the Tulsa Christmas Parade will be held in December 2019; the Martin Luther King, Jr., Parade and rally will be held in January 2020; and the Tulsa Pride Parade will be held in the summer 2020. The district will create floats with materials provided by the Maintenance Department. Tulsa Public Schools has participated in these parades for many years.

E.3. RECOMMENDATION: Enter into a contract with Mara Benitez to provide consulting services in planning and designing an equity focused framework to increase social emotional learning and a climate of connection and belonging that support learning.

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: \$49,800 to be paid through grant funds

RATIONALE: As part of the Relate 918 work, school leaders and their teams at Council Oak, Eugene Field, McClure, Robertson, Whitman and will work to transform the culture of their schools to increase student outcomes and deepen adult practices in equity and social emotional learning. The change in behavior and mindsets form the basis for deep change efforts that can be piloted and shared across the school community. The process creates a sense of ownership and efficacy over the work of transforming the school to better serve students further from opportunity.

TALENT MANAGEMENT

- E.4.** RECOMMENDATION: Approve position creations/deletions.

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

- E.5.** 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.6.** RECOMMENDATION: Approve the August 30, 2019 - September 12, 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.7.** RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the stadium at Rogers College High School.

TRADE	VENDOR	PHASE I	PHASE II
Masonry	C & H Masonry	\$149,000	
EIFS	PT Enterprise	138,513	
Outdoor Bleachers	Play by Design	341,300	
Exterior Lighting	Lighthouse Electric		\$424,000
TOTAL TRADES:		\$628,813	\$424,000

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 currently in the bidding phase. The subcontractors' names and amounts will be presented on the consent agenda.

FUND NAME/ACCOUNT: The cost was included in the Crossland Construction Co., Inc., GMP that was previously approved and encumbered as item E-22 of the August 19, 2019, agenda.

Bond Fund, 35-1250-4720-504500-000-000000-068-12-730-PE008 - Contingent upon the successful sale and receipt of August 2019 bond issuance.

REQUISITION/CONTRACT: 41800183

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

E.8. RECOMMENDATION: Assign the contracts for the Rogers College High School Stadium 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 were encumbered as one contract to Crossland Construction Company, which was approved as Item E.22 of the August 19, 2019, agenda. The project is part of the 2015 bond issue.

E.9. RECOMMENDATION: Approve change order #1 with Atwell Roofing in the amount of \$96,774.

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 change order is \$96,774 with \$45,000 assigned to Unity Learning Academy and \$51,774 assigned to Monroe Demonstration Academy. The original contract was approved on the February 19, 2019, agenda, item E.14, in the amount of \$1,138,400.

FUND NAME/ACCOUNT: 35-1260-4720-504500-000-000000-023-12-230-RF006 for Unity LA and 35-1260-4720-504500-000-000000-067-12-563-RF028 for Monroe

REQUISITION/CONTRACT: 41900181/41900181

RATIONALE: Roof improvements are part of the 2015 bond issue. This change order is necessary because additional wet insulation was found after the project was started.

E.10. RECOMMENDATION: Renew the contract with Zonar Systems, Seattle, Washington, for GPS systems for all district buses. This contract will be effective February 1, 2020, through June 30, 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 \$33,174.99

FUND NAME/ACCOUNT: Bond Fund, 32-1410-2720-507330-000-000000-000-12-003

REQUISITION/CONTRACT: 12002727

RATIONALE: The GPS system is part of the 2015 bond issue.

OPERATIONS

E.11. RECOMMENDATION: Enter into a contract with ATIS Elevator, St. Louis, Missouri, for qualified elevator inspector services for the 2019-2020 school year in accordance with the terms and conditions of Request for Proposal #19073.

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 \$8,000

FUND NAME/ACCOUNT: Building Fund, 21-0000-2620-503400-000-000000-03-025

REQUISITION/CONTRACT: 22000097

RATIONALE: The state requires all elevators and lifts be inspected annually by an elevator inspector licensed by the state of Oklahoma. This contract allows for inspection and testing of elevators and lifts to confirm that the equipment meets code, as well as safety devices are functioning as required. Expenditures during the 2018-2019 school year totaled approximately \$8,000.00.

F. ACTION AGENDA - Motion and vote on recommendations

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G.1.** RECOMMENDATION: Enter into a consulting agreement with Collaborative for Academic, Social, and Emotional Learning (CASEL) to provide support services for systemic social and emotional learning (SEL) implementation from September 1, 2019 through August 31, 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 \$150,000.

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

RATIONALE: This agreement is to provide an extension of services provided through the Wallace Foundation planning grant to continue through the implementation phase of this grant. CASEL partners will assist and advise TPS in the implementation of Social Emotional Learning strategies and the gathering of SEL assessment data. The strategies will be used to strengthen systems and site-level activities for our students.

- G.2.** RECOMMENDATION: Approve a contract with SchoolMint, Inc., Miami, Florida, to continue the Hero incident-tracking system for East Central High School, January 21, 2020, through January 20, 2021.

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 \$2,205.00

FUND NAME/ACCOUNT: Bond Fund, 35-1169-1000-506530-100-000000-000-07-710

REQUISITION/CONTRACT: 12002850

RATIONALE: The Hero system will be used for monitoring students who are tardy and for issuing tardy passes. By having the Hero system, administrative teams will be able to expedite morning procedures by addressing infractions as students enter the building. The goal is to get the students to their first hour classes in the most efficient way possible.

TEACHING AND LEARNING

- G.3.** RECOMMENDATION: Approve the end user license agreement with Vista Higher Learning to provide online platform access to Santillana and Yabisi Spanish language instructional resources for junior high, middle school and high school multilingual teachers and students for the 2019-2020 school year.

COST: No cost to the district.

RATIONALE: The online Santillana and Yabisi Spanish language instructional materials enrich the language learning experience and engagement for students studying Spanish and provide for learning growth and progress views for multilingual teachers.

TALENT MANAGEMENT

- G.4.** RECOMMENDATION: Amend the occupational medicine and drug screening contract with Occupational Health Centers of the Southwest, Oklahoma City, Oklahoma, d.b.a., Concentra, previously approved by the Board on June 17, 2019, to increase the contract amount \$10,000.

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: \$10,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2574-503360-000-000000-000-04-041

REQUISITION/CONTRACT: 12000233

RATIONALE: The need for occupational medicine and drug screening services for the 2018-2019 school year have exceeded the initial estimate. The original contract amount was \$66,000; however, it appears the actual cost for the school year will be closer to \$76,000. The additional cost is the result of higher than expected turnover and hiring rates.

- G.5.** RECOMMENDATION: Approve position creations/deletions.

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

FINANCIAL SERVICES

- G.6.** RECOMMENDATION: Enter into a contract with Valerie Larson-Howard, licensed clinical social worker of Tulsa, Oklahoma, to provide comprehensive mental health and social services for eligible Title I children at St. Pius X School in Tulsa, Oklahoma, from the date of execution of the contract through June 30, 2020.

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

COST: Not to exceed \$10,000

FUND NAME/ACCOUNT: Title IV, Part A, 11-5520-5500-503200-494-000000-000-05-093-5520

REQUISITION/CONTRACT: 12002481

RATIONALE: The Every Student Succeeds Act requires equitable participation of eligible students in area private nonpublic schools. These school-based services may include, but are not limited to, individual and family counseling, referral services, classroom consultation, team intervention and case management, which support academic goals by decreasing out-of-school suspensions, improving attendance and increasing classroom academic learning time. Only eligible children with parent permission who live in a Tulsa Public Schools attendance area will be served.

- G.7.** RECOMMENDATION: Approve sanctioning of the following booster clubs in accordance with Board Policy 5707 for the 2019-2020 fiscal year:
Edison Cross Country Parent, Teacher, Student Booster Club
TMC (Memorial) Cross Country-Track Booster Club
Booker T Washington Baseball Booster Inc.

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.8.** RECOMMENDATION: Approve supplement #3 to the master contract with GS Helms and Associates LLC, Jenks, Oklahoma, to provide architectural services for the classroom addition at Owen Elementary School.

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

COST: The estimated cost of the classroom addition at Owen is \$2,000,000. The architect will be paid 7% of the total cost of the project.

FUND NAME/ACCOUNT: 37-1210-4400-503320-000-000000-039-12-345-SA009

contingent upon successful sale and receipt of 2020A bond issuance.

REQUISITION/CONTRACT: 42000153

RATIONALE: The classroom addition at Owen Elementary School is part of the 2015 bond issue.

- G.9.** RECOMMENDATION: Approve supplement #2 to the master contract with CJC Architects, Inc., to provide architectural services for the library addition at Patrick Henry Elementary School.

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

COST: The estimated cost of the classroom addition at Patrick Henry is \$1,500,000. The architect will be paid 7 percent of the total cost of the project.

FUND NAME/ACCOUNT: 32-1219-4400-503320-000-000000-041-12-205-LC002

REQUISITION/CONTRACT: 12002682/42000151

RATIONALE: The library addition at Patrick Henry Elementary School is part of the 2015 bond issue.

- G.10.** RECOMMENDATION: Approve supplement #22 to the master contract with Trigon General Contractors and Construction Managers, Inc., for interior renovations at Patrick Henry Elementary School.

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

COST: \$1,973,000

The construction manager will be paid 4.25 percent in management fees and 8.5 percent in general conditions on the project.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of 2020A bond funds and lease purchase funds.

RATIONALE: The improvements at Patrick Henry Elementary School are part of the 2015 bond issue.

- G.11.** RECOMMENDATION: Approve supplement #15 to the master contract with Crossland Construction Co., Inc., Tulsa, Oklahoma, to provide construction management for the interior renovation at Salk Elementary School.

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

COST: The estimated cost of the interior renovations is \$2,600,000. The construction manager will be paid 3.5 percent in management fees and 8.75 percent on general conditions.

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

- G.12.** RECOMMENDATION: Approve supplement #13 to the master contract with Allied Engineering Group, LLC., for interior renovations at Salk, John Hope Franklin, Patrick Henry, and Dolores Huerta elementary schools and HVAC improvements at East Central Junior High School.

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

COST:

Salk Elementary:	\$2,600,000
John Hope Franklin Elementary:	\$1,000,000
Patrick Henry Elementary:	\$1,973,000
Dolores Huerta Elementary:	\$1,700,000
East Central Junior High:	\$6,000,000

The construction manager will be paid 5.25 percent of the total cost of the East Central Junior High HVAC improvements and the Dolores Huerta interior renovations, and 5.25 percent of the MEP portion of the Salk, John Hope Franklin, and Patrick Henry elementary schools interior renovations.

FUND NAME/ACCOUNT: Contingent upon the successful sale and receipt of the 2020A bond funds.

RATIONALE: The interior renovations at Salk, John Hope Franklin, Patrick Henry, and Dolores Huerta elementary schools and the HVAC improvements East Central Junior High School are part of the 2015 bond issue.

- G.13.** RECOMMENDATION: Correct item E.13. of the March 11, 2019, agenda approving amendment 13B with Crossland Construction Company, Incorporated, for the interior renovation project at Rogers College High School as follows:

	<u>PHASE II</u>	<u>PHASE III</u>
Trade Contracts	\$1,720,433	\$329,280
Reimbursables	287,909	37,265
Allowances	394,082	45,000
General Conditions	210,212	36,010
Management Fee	<u>91,442</u>	<u>15,664</u>
TOTAL GMP:	\$2,704,078	\$463,219

RATIONALE: This correction is necessary due to a clerical oversight while entering costs.

- G.14.** RECOMMENDATION: Approve supplement #10 to the master contract with Nabholz Construction Corp., Tulsa, Oklahoma, to provide construction management for the interior renovations at Dolores Huerta Elementary School.

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

COST: Phase I: \$1,700,000. The construction manager will be paid 3.5 percent in management fees and 8.58 percent on general conditions.

FUND NAME/ACCOUNT: This project is contingent upon the successful sale and receipt of 2020A bond funds and lease purchase funds.

RATIONALE: The improvements at Dolores Huerta Elementary School are part of the 2015 bond issue.

SUPPORTING INFORMATION – September 16, 2019

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
Booker T. Washington/Exchange Program	Students: 11 Parents: 0 Staff: 2	Study abroad trip to Sainte-Famille High School/Amiens, France	September 28 – October 12, 2019	10	No cost to the district/funding provided by parents and host families in Amiens, France.
George Washington Carver Middle School/ 6 th Grade Class	Students: 217 Parents: 12 Staff: 2	Study trip to Dr. George Washington Carver Museum/Diamond, Missouri	October 8-9, 2019	1	Not to exceed \$7000/Carver's School Activity Fund #558
Booker T. Washington/Speech and Debate Team	Students: 9 Parents: 0 Staff: 2	To participate in the Glenbrook's Speech Tournament/Chicago, Illinois	November 21-25, 2019	2	Not to exceed \$3500.00/General Account #11-0735-1765-505820-251-000000-000-07-735 and BTW's Booster Club.
Booker T. Washington/Speech and Debate Team	Students: 15 Parents: 0 Staff: 2	To participate in the University of Texas Speech and Debate Tournament/Austin, Texas	December 5-8, 2019	2	Not to exceed \$5500.00/General Account #11-0735-1765-505820-251-00000-000-07-735 and BTW's Booster Club.
Booker T. Washington/Speech and Debate Team	Students: 10 Parents: 0 Staff: 2	To participate in the Harvard Speech and Debate Tournament/Boston, Massachusetts	February 13-17, 2020	2	Not to exceed \$8000.00/General Account #11-0735-1765-505820-251-000000-000-07-735 and BTW's Booster Club.
Thoreau Demonstration Academy/Science Students	Students: 21 Parents: 0 Staff: 2	To participate in the STEM Study-Trip Program/Disney World – Orlando, Florida	March 13-19, 2020	0	No cost to the district. (Funding provided by parents).
Booker T. Washington/Speech and Debate Team	Students: 4 Parents: 0 Staff: 2	To participate in the National Tournament of Champions/Chicago, Illinois	May 1-3, 2020	1	Not to exceed \$3500.00/General Account #11-0735-1765-505820-251-000000-000-07-735 and BTW's Booster Club.
Thoreau Demonstration Academy/ French Immersion Program	Students:12 Parents: 0 Staff: 2	Study abroad trip to Amiens, France/Amiens, France	May 26, 2020 -- June 17, 2020	0	No cost to the district. (parents will pay the travel agent directly)
Booker T. Washington/Speech and Debate Team	Students: 10 Parents: 0 Staff: 2	To participate in the National Speech and Debate Association National Tournament/Albuquerque, New Mexico	June 14-20, 2020	0	Not to exceed \$8000.00/General Account #11-0735-1765-505820-251-000000-000-07-735 and BTW's Booster Club.

SUPPORTING INFORMATION

CONSENT ITEM E-4

POSITION CREATIONS/DELETIONS

Delete:

Position	Salary/Grade	Duties
<p>Special Services Data Specialist-ESC/Exceptional Student Support Services</p> <p><i>Annual Budget Impact:</i> \$23,317 min. – \$31,096 max.</p> <p><i>Funding Source:</i> 11-6210-2544-501210-239-105000-609-05-066-6210</p>	<p>CA-6 \$11.21/hr. to \$14.95/hr. 12 Months</p>	<p>The Special Service Data Specialist assists in the bi-monthly preparation, complete dissemination, monitoring and problem resolution of school compliance report data. Reviews, monitors and inputs IEP, MEEGS, REDS data from all school sites. Processes, handles, files and maintains completion data related to student data management. Assists in the maintenance, tracking, documentation and correspondence of special education students requesting county and emergency transfers.</p>

Create:

Position	Salary/Grade	Duties
<p>Manager of Elementary Data Driven Instruction-ESC/ Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max.</p> <p><i>Funding Source:</i> 11-0000-2240-501110-000-000000-xxx-06-070</p>	<p>EG-5 12 Months</p>	<p>Responsible for implementing and monitoring the district’s comprehensive assessment strategy for PK-5. Creates and curates high-leverage tools to support assessment literacy across elementary schools and best practices aligned to the Tulsa Way for Teaching and Learning. Provides expertise and guidance to Instructional Leadership Directors and school leaders as they lead cycles of data-driven instructional practice. Works closely with the Manager of Secondary Data-Driven Instruction and the Data Strategy and Analytics team to ensure alignment across grade levels, robust supports for data-driven practice, and user-friendly data reporting tools to support instructional planning.</p>

Create:

Position	Salary/Grade	Duties
<p data-bbox="201 281 505 411">Manager of Instructional Resources- ESC/ Teaching and Learning</p> <p data-bbox="201 447 505 543"><i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max.</p> <p data-bbox="201 579 505 676"><i>Funding Source:</i> 11-0000-2212-501110- 000-000000-xxx-06-070</p>	<p data-bbox="607 281 743 342">EG-5 12 Months</p>	<p data-bbox="824 281 1479 1079">Ensures the responsible procurement, equitable distribution and effective use of instructional materials to support the Tulsa Way for Teaching and Learning. Collaborates with Academic Content Managers to ensure materials alignment with Tulsa Learning Expectations and Tulsa Public Schools' Vision for Learning. Coordinates with site personnel to ensure every student and teacher has materials needed for instruction. Maintains accurate records of all textbooks and instructional materials and manages the annual preparation and ordering of instructional materials. Coordinates resource adoption cycles, acting as an advisor to the content managers and selection committee members. Assures cost containment by determining the best possible method of purchase while considering all factors; current contracts, surplus, bids, quotes or proposals. Collaborates with the professional learning department to provide teacher and leader training on the use of adopted instructional materials.</p>

Create:

Position	Salary/Grade	Duties
<p>Manager of Library Media Services-</p> <p><i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110- 000-000000-xxx-06-070</p>	<p>EG-5 12 Months</p>	<p>Ensures libraries in each of the district's schools provide equitable access to books, digital information sources, and media for all students. Collaborates with the city-county public library and district departments to ensure school libraries are equipped with up-to-date information literacy materials, and supports librarians to innovate with emerging technologies and maker spaces. Designs and implements strategic plans to ensure all students have access to the informational, research, and literary resources needed to support students' college and career success. Designs and delivers aligned professional development for all district librarians and provides additional coaching and support to novice librarians. Supports the design and implementation of computer science lessons and units in alignment with information literacy standards. Supervises the equitable distribution of funds and resources to all district libraries, and supports school teams with selection of librarian candidates.</p>

Delete:

Position	Salary/Grade	Duties
<p>District Assessment Coordinator- ESC/Teaching and Learning</p> <p><i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 68,500 max.</p> <p><i>Funding Source:</i> 11-0000-2240-501110- 000-000000-108-06-070</p>	<p>EG-2 12 Months</p>	<p>The District Assessment Coordinator is responsible for the finalized and revised testing calendar. Schedule meetings for Building Testing Coordinators (BTC) State review for grades 3-8 and EOI. Schedule BTC meeting with the State Department each January. Prepare packet for Principals and BTC containing state law mandates. Assist with all vendor test uploads. Assist in disaggregating data for state and federal reports.</p>

Delete:

Position	Salary/Grade	Duties
Academic Coordinator-ESC/ Teaching and Learning 2 Positions <i>Annual Budget Impact:</i> \$ 97,400 min. – \$ 146,200 max. <i>Funding Source:</i> 11-0000-2212-501110- 000-000000-211-06-070	EG-3 12 Months	Provides leadership in the development, implementation, and evaluation of a comprehensive curriculum and instructional program; plans, develops, organizes, and implements the policies, regulations, guidelines, and procedures pertaining to the district curriculum.

Create:

Position	Salary/Grade	Duties
Student and Family Support Site Coordinator-Enrollment Center/ Student and Family Support Services <i>Annual Budget Impact:</i> \$ 42,014 min. – \$ 59,026 max. <i>Funding Source:</i> 11-0282-2194-501210- 000-000000-322-05-198- 0282 11-0282-2194-501210- 000-000000-322-05-230- 0282	BG-6 200 Days	Student and Family Support Site Coordinator coordinates supports for students and families, as well as implements programs and activities based upon the specific needs of the school, which may include, learning supports, discipline and suspensions, attendance, and social emotional learning. The Site Manager will provide direct assistance for students and families to overcome barriers to engaged learning. The Site Manager also works with community partners and volunteers to bring needed supports into the school to help students succeed.

-SUPPORTING INFORMATION

CONSENT ITEM E-5

ROUTINE STAFFING

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Anaya, Maria	8/22/19	\$10.83	Evening Custodian	MT-3
Bell, Britney	8/19/19	\$11.21	Teacher Assistant	IS-6
Berrigan, Kathleen	8/19/19	\$12.00	Teacher Assistant	IS-6
Brown, Roy	8/19/19	\$13.49	Paraprofessional ED	IS-10
Burch, Amanda	8/19/19	\$12.00	Teacher Assistant	IS-6
Carson, Kimmie	8/19/19	\$13.49	Paraprofessional MD	IS-10
Carter, Madeline	9/17/19	\$19.74	Deputy Clerk of the Board	CA-16
Chacon, Suzan	8/26/19	\$13.60	Principal's Secretary	CA-8
Childs, Antwain	8/26/19	\$8.70	Bus Driver Assistant	MT-A
Collins, Teresa	8/19/19	\$11.21	Teacher Assistant	IS-6
Conner, Richard	8/26/19	\$13.64	Bus Driver Trainee	MT-7
Contreras, Fabiola	8/28/19	\$10.32	Part Time Custodian	MT-3
Crow, Tyson	9/03/19	\$18.43	School Safety Officer	TS-11
Daniels, Kenesha	8/26/19	\$11.13	Cook II	MT-3
Daulton, Lorraine	8/19/19	\$9.82	Paraprofessional	IS-3
Dehart, Cecilia	8/19/19	\$9.82	Teacher Assistant	IS-6
De La Vega-Nolte, Alejandra	8/19/19	\$12.00	Teacher Assistant	IS-6
Doyle, Brian	9/03/19	\$17.96	Behavior Support Specialist	IS-12
Duncan, Kimberly	8/19/19	\$12.00	Teacher Assistant	IS-6
Dyer, Joseph	8/12/19	\$11.21	Paraprofessional	IS-6
Embrey, Sarah	8/19/19	\$11.21	Teacher Assistant	IS-6

ELECTIONS – continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Fox, Ryan	9/17/19	\$110,000.00	Director of School Leader and Support Talent	BG-11
Gerow, Richard	8/26/19	\$12.00	Teacher Assistant	IS-6
Gobourne Doughty, Cydney	8/05/19	\$50,000.00	Learning Director	EG-4
Griffin, Deborah	8/26/19	\$12.49	Bus Driver Trainee	MT-7
Harris, Nicholas	8/19/19	\$13.49	Para Autism	IS-10
Harris, Suzanne	8/15/19	\$37,901.00	Teacher	B-0
Hernandez-Cruz, Angelica	8/19/19	\$11.21	Teacher Assistant	IS-6
Hill, Camry	8/19/19	\$13.49	Paraprofessional MD	IS-10
Hobbs, Darcie	9/17/19	\$50,000.00	Data Strategist	BG-7
Johnson, Edwin	8/19/19	\$11.21	Paraprofessional	IS-6
Joslin, Mikayla	8/26/19	\$13.49	Para Autism	IS-10
Kingfisher Hawkins, Ondrea	8/19/19	\$11.21	Paraprofessional	IS-6
Klar, Bracken	9/17/19	\$75,500.00	Director of Community Engagement	BG-9
Lemus, Susana	8/19/19	\$9.82	Teacher Assistant	IS-3
Lopez, Jose	8/19/19	\$10.11	Evening Custodian	MT-3
Mahoney, Nicholas	8/21/19	\$19.75	School Safety Officer	TS-11
Mayfield, Corey	8/19/19	\$9.82	Teacher Assistant	IS-3
McBee, Lostara	8/22/19	\$13.08	Principal's Secretary	CA-8
McElwain, Sydney	8/19/19	\$9.82	Teacher Assistant	IS-3
Miller, Ruth	8/19/19	\$12.00	Teacher Assistant	IS-6
Minchez Barrios, Elsy	8/26/19	\$10.32	Evening Custodian	MT-3
Mitchell, Francesa	8/26/19	\$15.74	Behavior Support Specialist	IS-12

ELECTIONS – continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Morton, Jane	8/30/19	\$16,935.49	Part-Time Speech Pathologist Apprentice	NS
Naumann, Jesse	8/19/19	\$12.00	Paraprofessional DHI 1:1	IS-3
Oehm, Dave	8/21/19	\$19.75	School Safety Officer	TS-11
Parker, Tre' Christopher	8/20/19	\$11.21	Teacher Assistant	IS-6
Perez-Gutierrez, Divanny	8/22/19	\$13.26	Registrar	CA-9
Phillips-Thomas, Jazzmine	8/20/19	\$12.00	Teacher Assistant	IS-6
Pierce, Alphonzo	8/27/19	\$10.32	School Clerk	CA-3
Roman, Evelyn	9/03/19	\$11.77	Account Specialist	CA-6
Rooks, Sherry	9/04/19	\$90,000.00	Director of Elementary ESS	BG-10
Sanchez, Viviana	8/19/19	\$13.49	Para Autism	IS-10
Schwyhart, Shelby	9/03/19	\$28,064.52	Nurse Apprentice	NS
Simmons, Rachel	9/17/19	\$25,689.00	Social Worker	BG-4
Spoo, Kira	8/22/19	\$12.00	Paraprofessional	IS-6
Steidley, Tia	8/19/19	\$11.21	Paraprofessional	IS-6
Taylor, Stanvon	8/23/19	\$13.49	Paraprofessional ED	IS-10
Terrell, Octavia	8/19/19	\$13.49	Paraprofessional MD	IS-10
Thomson, Scott	8/15/19	\$11.37	Evening Custodian	MT-3
Todd-Garcia, Jannett	8/19/19	\$9.82	Teacher Assistant	IS-3
Vann, Paul	8/26/19	\$12.36	Bus Driver Trainee	MT-7
Vargas, Mary	8/26/19	\$10.83	School Clerk	CA-3
Warzecha, Chelsea	8/19/19	\$12.00	Para Teacher	IS-6
Weister, Audrey	8/20/19	\$12.00	Paraprofessional	IS-6
Wirick, Tamera	8/19/19	\$13.21	Paraprofessional	IS-3

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Basteri, David	8/19/19	\$14.33	Paraprofessional ED	Paraprofessional ED 1:1	IS-10
Black, Noel	8/05/19	\$12.36	Bus Driver Trainee	Bus Driver	MT-7
Borens, Timothy	8/19/19	\$8.29	Bus Driver Trainee	Bus Driver Assistant	MT-A
Brown, Charzetta	8/26/19	\$16.62	Principal's Secretary	Registrar	CA-9
Bury, Kerri	8/12/19	\$74,900.00	Instructional Mentor	Manager of Secondary Data Driven Instruction	EG-5
Carmona, Maria	8/12/19	\$10.31	School Clerk	Parent Involvement Facilitator	IS-3
Choudhary, Saba	8/12/19	\$11.90	Cook I	Cook II	MT-3
Eaton, Quentin	8/16/19	\$20.01	Teacher	Behavior Specialist	Support IS-12
Floyd, Latrecia	8/19/19	\$15.20	Paraprofessional DD	Behavior Specialist	Support IS-12
Gibson, Camisha	8/26/19	\$12.65	Assistant Cafeteria Manager	Bus Driver Trainee	MT-7
Goodrich, Urma	7/24/19	\$60,957.00	Teacher	ESS Site Specialist	M-32
Johnson, Brittany	8/16/19	\$13.63	Building Ground Site Supervisor	Acting Ground Supervisor	Building Site MT-8
Kelser, Rebecca	8/30/19	\$14.28	Registrar	Principal's Secretary	CA-8
Kirby, Jennifer	8/19/19	\$14.84	School Clerk	Behavior Specialist	Support IS-12
Lester, Erin	9/09/19	\$108,000.00	Director of Data Driven Instruction	Executive Director of Teaching & Learning	XG-1
Ludeke, Eric	7/01/19	\$12.60	Bus Driver	Team Driver	MT-7
Lykins, Mary	8/15/19	\$58,824.00	Counselor	Counselor	M60-22
Mabrey, Barbara	7/24/19	\$52,787.00	Teacher	ESS Site Specialist	B-23

ADJUSTMENTS - continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Mackey, Mariah	8/05/19	\$12.36	Bus Driver Trainee	Bus Driver	MT-7
McClanahan, Travis	8/20/19	\$66,000.00	Data Strategist	Associate Application Developer	BG-9
Moore, Debra	8/19/19	\$12.00	Teacher	Paraprofessional	IS-6
Moore, Miranda	8/19/19	\$10.11	Teacher Assistant	Paraprofessional DD	IS-3
Oakley, Linda	8/05/19	\$10.42	Assistant School Clerk	School Clerk	CA-3
Patterson, John	9/17/19	\$41,500.00	Special Services Data Specialist	Data and Reporting Specialist	BG-4
Payne, Terry	7/29/19	\$12.49	Bus Driver	Special Needs Bus Driver	MT-7
Rentie, Shavonna	8/19/19	\$15.76	Para Autism	Para Autism 1:1	IS-10
Shoats, Colleen	8/22/19	\$11.31	Teacher Assistant	Health Assistant	CA-4
Stewart, Debra	8/19/19	\$15.70	Terminal Manager	Bus Driver	MT-7
Sutterfield, Mindy	8/20/19	\$53,000.00	Executive Administrative Assistant	Operations Associate	BG-5
Tyler, Taja	8/05/19	\$12.36	Bus Driver Trainee	Bus Driver	MT-7
Villarreal, Elia	8/16/19	\$11.77	Evening Custodian	Building Ground Site Supervisor	MT-7
Walton, Lemorris	9/16/19	\$39,000.00	Supervisor	Terminal I Manager	BG-4
Williams, Jennifer	8/19/19	\$13.49	Teacher Assistant	Paraprofessional Autism 1:1	IS-10

SEPARATIONS

Name	Effective Date	Position
Berryman, Dillon	8/01/19	Bus Driver
Biggers, Shauna	8/09/19	Teacher Assistant
Celestine, Ariel	8/19/19	Evening Custodian
De Maria, Emerson	8/30/19	Data Strategist
Herrerra Riera, Candy	8/18/19	Teacher Assistant
Marshall, Enrik	8/13/19	Evening Custodian
Reed, Barbara	5/22/19	Bus Driver
Ross, Gayle	8/02/19	Bus Driver
Russell, Catherine	8/15/19	Bus Drier
Suggs, Herbert	8/16/19	School Clerk
Villavicencio, Maria	8/26/19	Evening Custodian
Williams, Brooke	6/30/19	Parent Involvement Facilitator

RESCIND:

Osborn, Summer	5/22/19	Assistant Manager
Rouse, Carey	7/29/19	Bus Driver

SUBSTITUTE AND TEMPORARY ELECTIONS

INTERPRETERS

McCrate, Janee

ADJUNCT TEACHERS

Hale Junior High School

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

Monroe Demonstration Academy

Sanders, Dedlorn, assistant football adjunct coach @ \$1,373.00, September 1, 2019 to June 2, 2020.

Central High School

Matthews, Corey, 9th grade assistant football adjunct coach @ \$2,877.00, September 1, 2019 to June 2, 2020.

SUBSTITUTE AND TEMPORARY ELECTIONS - continued

ADJUNCT TEACHERS - continued

Edison High School

Bentley, Joanna, head boy's swimming adjunct coach @ \$1,391.00, September 1, 2019 to June 2, 2020.

Bentley, Joanna, head girl's swimming adjunct coach @ \$1,391.00, September 1, 2019 to June 2, 2020.

Bradford, Terry, 9th grade assistant football adjunct coach @ \$2,877.00, September 1, 2019 to June 2, 2020.

Braxton, Brandon, assistant football adjunct coach @ \$3,335.00, September 1, 2019 to June 2, 2020.

Hale High School

Bell, Ty, assistant football adjunct coach @ \$3,335.00, September 1, 2019 to June 2, 2020.

Willis, Ira, head baseball adjunct coach @ \$2,667.00, September 1, 2019 to June 2, 2020.

McLain High School

Birmingham, Jr., Michael, assistant football adjunct coach @ \$3,335.00, September 1, 2019 to June 2, 2020.

Memorial High School

Shoemaker, Donald, head boy's cross country adjunct coach @ \$1,008.00, September 1, 2019 to June 2, 2020.

Shoemaker, Donald, head girl's cross country adjunct coach @ \$1,008.00, September 1, 2019 to June 2, 2020.

Rogers High School

Birmingham, Holly, 9th grade girl's basketball adjunct coach @ \$2,119.00, September 1, 2019 to June 2, 2020.

Bressler, Samuel, assistant football adjunct coach @ \$3,335.00, September 1, 2019 to June 2, 2020.

Timmons, John, head boy's soccer adjunct coach @ \$3,878.00, September 1, 2019 to June 2, 2020.

Washington High School

Blicht, Mike, 9th grade assistant football adjunct coach @ \$2,877.00, September 1, 2019 to June 2, 2020.

Cherry, Dustin, assistant football adjunct coach @ \$3,335.00, September 1, 2019 to June 2, 2020.

Kokis, Kaspars, head girl's soccer adjunct coach @ \$3,878.00, September 1, 2019 to June 2, 2020.

Webster High School

Bowman, Ronald, boy's basketball adjunct coach @ \$2,577.00, September 1, 2019 to June 2, 2020.

Crow, Kevin, assistant wrestling adjunct coach @ \$2,142.00, September 2, 2019 to June 2, 2020.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

Pay Edison head football coach, Tony Daniels, a stipend not to exceed \$6000.00 for extra coaching duties. Edison Touchdown Club has reimbursed the district so therefore there will be no cost to the district.

Communications – 11-0000-2560-501210-000-000000-615-14-062

Pay administrative assistant, Sarah Agee, @ \$3.40/hr. for hours worked for additional duties in support of our community engagement and outreach around our work to shape the future through strategic investments and resource reallocations from August 28, 2019 to December 13, 2019.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct adjustment July 1, 2019 page 19

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Caldwell, JoAnn	8/05/19	\$70,000.00	Academic Coordinator	Fine Arts Academic Content Manger	EG-5

Correct effective date on adjustment August 19, 2019 page 24

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Christman, Melisa	8/01/19	\$49,500.00	Strategic Support Specialist	Teaching & Learning Operations Manager	BG-5

SUPPORTING INFORMATION

INFORMATION ITEM G-5

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Lead Case Manager, Strong Tomorrows- Enrollment Center/ Student and Family Support Services</p> <p><i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.</p> <p><i>Funding Source:</i> 11-0251-2113-501210- 000-000000-352-05-020- 0251</p>	<p>BG-5 12 Months</p>	<p>The Lead Case Manager supports the Strong Tomorrows Case Manager team, as well as, expecting and parenting students through the Strong Tomorrows Program, which is collaboration among the school, local public and private human services agencies to ensure academic success and graduation. The Strong Tomorrows Program has four focus areas: high school graduation, health and wellness, high quality childcare.</p>

Create:

Position	Salary/Grade	Duties
<p>Program Manager, Strong Tomorrows- Enrollment Center/Student and Family Support Services</p> <p><i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max.</p> <p><i>Funding Source:</i> 11-0251-2113-501210- 000-000000-109-05-020- 0251</p>	<p>BG-6 12 Months</p>	<p>The Program Manager supports expecting and parenting students through the Strong Tomorrows Program, which is collaboration among the school, local public and private human services agencies to ensure academic success and graduation. The Strong Tomorrows Program has four focus areas: high school graduation, health and wellness, high quality childcare.</p>