



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **August 5, 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
- 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

Regular Meetings Special Meetings

May 6, 2019

July 1, 2019

E. CONSENT AGENDA - Motion and vote on recommendation.

F. ACTION AGENDA – Motion and vote on each recommendation.

G. INFORMATION AGENDA

H. STAFF REPORTS

I. BOARD MEMBER REPORTS AND CONCERNS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORTS/PRESENTATIONS

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

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

N. ANNOUNCEMENTS

The next regular scheduled meeting of the Board of Education will be held on Monday, August 19, 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: Renew the contracts with the following school booster clubs to sell stadium food and beverage concessions during the 2019-20 school year.
East Side Booster Club - East Side Stadium
Edison Track and Field Booster Club - LaFortune Stadium
Central Basketball Booster Club - S.E. Williams Stadium
TYAA Bulldogs - Driver Stadium
Webster PTSA - Milton Stadium

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: These contractors will provide concession services at all athletic and other events in the stadiums during the 2019-2020 school year. The district benefits monetarily from stadium concessions, which enhance the overall athletic program.

- E.2.** RECOMMENDATION: Enter into a contract with the Oklahoma Caring Foundation Caring Van Program and Tulsa Health Department to offer, upon district request, immunization services to students who qualify for the State Vaccine for Children's Program, 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.

RATIONALE: These services supplement those provided by the district's Department of Health and Wellness and may assist with increasing state immunization rates. They will be offered upon approval of the district, site administrator, and consent of the parent/legal guardian. The contract further sets forth the understanding of the parties with respect to the establishment and operation of this program.

- E.3.** RECOMMENDATION: Enter into an agreement with ArbiterSports, Inc., Sandy, Utah, to pay game officials for football, baseball, softball, wrestling, and soccer as needed 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: Not to exceed \$80,000
FUND NAME/ACCOUNT: General Fund, 11-0000-2199503430-000-000000-000-16-068

RATIONALE: The agreement will allow the district to pay officials in a timely manner by making one payment each month to ArbiterSports, Inc. ArbiterSports, Inc. will handle all payroll considerations, which currently are being processed through the district. The agreement will streamline the district's ability to pay officials in an efficient manner and will greatly reduce the amount of work by school personnel.

TEACHING AND LEARNING

E.4. RECOMMENDATION: Amend the contract with SHL Talent Management, item E.39 of the June 17, 2019, agenda, to reflect a contract amount not to exceed \$10,300.

COST: Not to exceed \$10,300 (an increase of \$300)

FUND NAME/ACCOUNT: 11-4120-1000-506530-316-81000-000-05-XXX-4120

RATIONALE: This amendment is necessary because of an unexpected increase in the Brainbench Skills Testing subscription price for the 2019-2020 school year.

E.5. RECOMMENDATION: Amend the contract with Scenario Learning, item E.53 of the June 17, 2019, agenda, to increase the contract amount to not exceed \$30,850.

COST: Not to exceed \$30,850 (an increase of \$1,350)

RATIONALE: This amendment is necessary because an additional component has been added to the Safeschools platform that has resulted in an increased subscription price.

TALENT MANAGEMENT

E.6. 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.7. 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.

INFORMATION AND ANALYTICS

E.8. RECOMMENDATION: Enter into a contract with Kajeet Inc., McLean, Virginia, for their Kajeet SmartBus Select program that includes a Kajeet Custom Data Plan. This agreement will be effective for a 12-month period beginning upon completion of the Wi-Fi installation.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education

be authorized to execute the document(s) on behalf of the district.

COST: Not to exceed \$10,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-504320-000-000000-000-02-056

REQUISITION/CONTRACT: 12000718

RATIONALE: This solution will provide Wi-Fi connectivity on the district's 11 activity buses. This will extend instructional time as well as help enrich field trips and extracurricular activities by providing access to instructional tools and experiences via the internet. The 11 activity buses were selected for this enhancement because they are typically used for longer trips. The annual fee is approximately \$840 per bus and will increase or decrease based on the number of vehicles chosen for Wi-Fi.

FINANCIAL SERVICES

- E.9.** RECOMMENDATION: Approve the July 12, 2019 - August 1, 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.

- E.10.** RECOMMENDATION: Renew the contract with Legacy Studios, Andover, New Jersey, for student pictures and yearbooks.

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.

FUND NAME/ACCOUNT: Applicable School Activity Fund accounts

RATIONALE: The vendor collects funds from students for pictures/yearbooks, and then a commission check is sent to the school for deposit into the appropriate school activity fund account. Actual expenditures are determined by individual site choices regarding quantity, features, and services.

BOND PROJECTS AND ENERGY MANAGEMENT

- E.11.** RECOMMENDATION: Enter into a contract with Clampett Industries, LLC, dba EMG, Owings Mills, Maryland, for a facility condition assessment (FCA) on all Tulsa Public Schools facilities.

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 \$686,517.64

FUND NAME/ACCOUNT: Bond Fund, 35-1200-2620-503370-000-000000-000-12-037 - Contingent upon the sale and receipt of bond funds 2019B

RATIONALE: In preparation for the 2021 bond issue, a facility study is needed to analyze existing facilities. In addition to the study, EMG will provide capitol asset management software to provide management reports and to monitor the physical condition of district facilities.

E.12. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for LED lighting at various sites as follows:

<u>LIGHTHOUSE ELECTRIC</u>	<u>PHASE III</u>	<u>PHASE IV</u>
Rogers College High		\$413,162
MacArthur Elementary	\$103,752	
Cooper Elementary	105,538	
Dolores Huerta Elementary	100,420	
Greeley (Tulsa Legacy Charter)	136,312	
Patrick Henry Elementary	<u>94,098</u>	
Total Contract Price	\$540,120	\$413,162

<u>BIG JOHNSON ELECTRIC</u>	
Salk Elementary	\$145,234
Total Contract Price	\$145,234

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:

Light House Electric: Phase III: \$540,120, Phase IV: \$413,162

Big Johnson Electric: Phase II: \$145,234

FUND NAME/ACCOUNT: Bond Fund, as follows:

Rogers College High	37-1230-4720-504500-000-000000-068-12-730-LL005 – Contingent upon the successful sale and receipt of the spring 2020 bond issuance.
MacArthur Elementary	35-1230-4720-504500-000-000000-032-12-305-LL005*
Cooper Elementary	35-1230-4720-504500-000-000000-010-12-158-LL005*
Dolores Huerta Elementary	35-1230-4720-504500-000-000000-009-12-156-LL005*
Greeley (Tulsa Legacy)	35-1230-4720-504500-000-000000-090-12-807-LL005*
Patrick Henry Elementary	35-1230-4720-504500-000-000000-041-12-205-LL005*
Salk Elementary	35-1230-4720-504500-000-000000-046-12-402-LL006*

*Contingent upon the successful sale and receipt of the August 2019 bond issuance.

REQUISITION/CONTRACT:

Lighthouse Electric Inc contract #: 42000138

Big Johnson's Electric Inc contract #:42000139

RATIONALE: The LED lighting improvements are part of the 2015 bond issue. The new energy efficient lighting will result in PSO rebates totaling approximately \$34,584.

E.13. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for Rogers Stadium.

TRADE	VENDOR	PHASE I	PHASE II
Demolition	Ark Wrecking	\$28,600	
Alternate 5	Ark Wrecking	(3,996)	
Site Concrete	Crossland Construction	1,129,000	
Alternate 5	Crossland Construction	(2,500)	
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	Holland Fire Protection	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)	
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:		\$3,159,532	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.14. RECOMMENDATION: Assign the contracts for the Rogers Stadium to Crossland Construction Company Incorporated, Tulsa, Oklahoma, the construction manager at risk on the project.

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

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

E.15. RECOMMENDATION: Approve Amendment 11A with Crossland Construction Company Incorporated for the construction of the stadium at Rogers College High School.

	PHASE I	PHASE II
Trade Contracts	3,159,532	238,067
Reimbursables	165,134	102,598
Allowances	665,000	17,000
General Conditions	267,750	24,142
Management Fees	<u>148,205</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: \$4,382,620

FUND NAME/ACCOUNT: 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 stadium at Rogers is part of the 2015 bond issue.

E.16. RECOMMENDATION: Declare the Park Elementary School site surplus to the needs of the district, and authorize the superintendent to offer the real estate for public sale.

RATIONALE: School districts may sell surplus property in accordance with surplus sale procedures set forth in Okla. Stat., Title 70, section 5-17(11) and Board Policy 5402.

E.17. RECOMMENDATION: Accept conveyance of the following described real property by Special Warranty Deed from Tulsa Development Authority:
 Lots 1 through 6, less the South 29.5 feet of Lot 6, Block 21, Burgess Hill Addition and Lots 17 through 22 less the South 29.5 feet of Lot 17, Block 21, Burgess Hill Addition and Lots 1 through 24 less the East 12 feet thereof, Block 4, Kirkpatrick

Heights Addition together with the vacated alleys and streets adjacent thereto, all in the City of Tulsa, Tulsa County, State of Oklahoma.

FURTHER RECOMMEND: That the attorney for the school district review and approve the form of the Special Warranty Deed.

RATIONALE: The above-described property is currently leased from the University Center at Tulsa Authority pursuant to a long-term lease. The property comprises the southern portion of the expanded Emerson Elementary School campus. University Center at Tulsa Authority has recently conveyed the property back to the Tulsa Development Authority and the Tulsa Development Authority has offered to donate the property to the school district. The conveyance of the property to the school district will extinguish the lease with the University Center at Tulsa Authority.

OPERATIONS

- E.18.** **RECOMMENDATION:** Purchase frozen custard for school sites during the 2019-2020 school year from Wiljackal LLC, dba Freckles Frozen Custard, in accordance with the terms and conditions of request for proposal #19043.

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 \$145,000

FUND NAME/ACCOUNT: Child Nutrition Fund, 22-3850-3150-506310-700-000000-000-03-053

RATIONALE: Frozen custard is an ala carte item available for students and adults to purchase at all school levels. Expenditures during the 2018-2019 school year totaled approximately \$157,687.40. During the 2019-2020 school year, Child Nutrition will purchase custard products at the price of \$0.65 for plain/\$0.70 with added toppings rather than the 2018-2019 school year price of \$0.75 plain/ \$0.81 with added toppings, thereby recognizing an estimated reduction in expenditures.

- E.19.** **RECOMMENDATION:** Enter into an agreement for meal services with KIPP Tulsa Academy University Preparatory, Inc., for 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 district will provide food services for KIPP charter school students. KIPP will pay all costs incurred by the district in providing food service. Revenue will be deposited into the child nutrition fund. Gross receipts for 2018-2019 totaled approximately \$222,614.85.

- E.20.** **RECOMMENDATION:** Enter into an agreement for meal services with Tulsa School of Arts and Sciences, Inc. (TSAS) for 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 district will provide food services for TSAS students. TSAS will pay all costs incurred by the district in providing food services. Revenue will be deposited into the child nutrition fund. Revenue will be determined by the number of meals provided and price per meal. This is the first year for TSAS to contract for meal service.

- E.21.** RECOMMENDATION: Purchase food and supplies for the Child Nutrition Catering Department during the 2019-2020 school year from Tankersley, in accordance with the terms and conditions of request for proposal #19045.

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 \$70,000

FUND NAME/ACCOUNT: Child Nutrition Fund, 22-0223-3150-506300-700-000000-000-03-053

REQUISITION/CONTRACT: 12000599

RATIONALE: Orders for food and supplies are placed by the Child Nutrition Catering Department as needed to meet catering requirements. Expenditures during the 2018-2019 school year totaled approximately \$69,677.95

- E.22.** RECOMMENDATION: Purchase food and supplies for the Education Service Center Haven Cafe during the 2019-2020 school year from Tankersley, in accordance with the terms and conditions of request for proposal #19045.

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 \$72,000

FUND NAME/ACCOUNT: Child Nutrition Fund, 22-0222-3150-506300-700-000000-000-03-053

REQUISITION/CONTRACT: 12000604

RATIONALE: Orders for food and supplies are placed by the ESC Haven cafeteria as needed to meet menu requirements. Expenditures during the 2018-2019 school year totaled approximately \$73,298.92.

- E.23.** RECOMMENDATION: Approve a price increase for student-paid lunches during the 2019-2020 school year. The price increase for secondary school lunches will be \$0.05 per lunch.

COST: This item presents no cost to the district.

RATIONALE: The price increase is based on the paid lunch equity calculation that requires prices cover the cost of meals served to students who are not eligible for

free or reduced priced meals. This increase is required to maintain compliance with Section 205 of the Healthy, Hunger-Free Kids Act of 2010. The secondary lunch price during the 2018-2019 school year was \$2.80. The cost of secondary lunches during the 2019-2020 school year will be \$2.85. The last price increase for student meals occurred with the 2017-2018 school year.

F. ACTION AGENDA - Motion and vote on recommendations

DEPUTY SUPERINTENDENT

- F.1.** RECOMMENDATION: Enter into an agreement with Whetstone Education, LLC, New Orleans, Louisiana, to provide online professional development to various elementary and secondary schools 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: Not to exceed \$200,000
- FUND NAME/ACCOUNT: Various options including Bond Funds, General Funds, School Activity Funds, Title I Funds and PTA, on a per-user basis at each school site.
- RATIONALE: Whetstone Education is a customizable observation and feedback platform that allows school leaders, teacher mentors, and teachers to share data and feedback. Observation data, communication tools, and built-in reports will help leaders, mentors and teachers work collaboratively toward instructional coaching goals. Each user license will be billed at the discounted Tulsa rate of \$65 per user per year. This item is being submitted for consideration on the action agenda due to an irregularity in the district's agenda software management system. The item was created on May 17, 2019, and was just discovered on July 10, 2019.

DESIGN AND INNOVATION

- F.2.** RECOMMENDATION: Authorize the district to enter into an agreement with Project Wayfinder that protects Project Wayfinder's copyright and ensures appropriate use of materials. This agreement enables staff training in early August. This agreement will be effective upon date of execution through June 30, 2020.
- COST: This item presents no cost to the district.
- RATIONALE: Project Wayfinder provides a developmentally appropriate curriculum for adolescents that focuses on self-exploration and self-understanding. This curriculum will be incorporated into Webster High School's freshman advisory period and supports their new school model.

OPERATIONS

- F.3.** RECOMMENDATION: Extend the current contract with Sodexo Services, Inc., to provide management services for the district's Child Nutrition Services from August 16, 2019, through August 19, 2019.
- COST: Not to exceed \$500

FUND NAME/ACCOUNT: Child Nutrition Fund, 22-3850-3120-505700-000-000000-000-03-053

RATIONALE: The contract fee shall be all inclusive of management salaries, profit, and other operating costs and will be billed at the negotiated fee per meal/meal equivalent. The district is finalizing the RFP process and will not be able to get Board approval before the August 19, 2019, Board meeting. The recommended three-day extension to the contract ending on August 16, 2019, will ensure that the preparation for start of school child nutrition services continues without disruption.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

- G.1.** RECOMMENDATION: Enter into a special-event permit with the City of Tulsa for blocking off a section of streets from 39th to 41st from Delaware to Florence for Edison High School's homecoming parade on September 20, 2019.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: Not to exceed \$110
- FUND NAME/ACCOUNT: Edison School Activity Fund #573
- REQUISITION/CONTRACT: 62000010
- RATIONALE: The parade has been held for more than 24 years and has outgrown the school's parking lot. The parade promotes school pride and community involvement.
- G.2.** RECOMMENDATION: Enter into a service contract with MicroSociety, Inc., to provide onsite professional development training services and technical assistance for the implementation of a MicroSociety at Monroe Demonstration Academy 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: Not to exceed \$25,000
- FUND NAME/ACCOUNT: Title I Funds, 11-5150-2213-503600-494-000000-000-05-563-5150
- REQUISITION/CONTRACT: 12000913
- RATIONALE: MicroSociety is an educational environment in which students build and run a miniature society within their building. Teachers take the role of consultants and facilitators enabling their students to effectively run their society. The model is based on the premise that by placing decision making and authority to run the society in the hands of the students for at least three periods a week they will become engaged in the connections between curriculum and real life in ways that are meaningful to them and will result in greater student motivation to stay in school, take responsibility for their own learning, and succeed.

- G.3.** RECOMMENDATION: Enter into a building usage agreement with the Doubletree Hotel Warren Place, Tulsa, Oklahoma, to provide space for the Edison Preparatory School Jingle Bell Ball XXXII on December 20, 2019.
 FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
 COST: Not to exceed \$3,321
 FUND NAME/ACCOUNT: Edison Preparatory School Activity Fund #573
 REQUISITION/CONTRACT: 62000013
 RATIONALE: The Jingle Bell Ball has been held for more than 30 years. It provides an event for students to promote spirit and pride.
- G.4.** RECOMMENDATION: Enter into an agreement with Franklin Covey Client Sales, Inc., Salt Lake City, Utah, to purchase "The Leader in Me" coaching system for use at Hoover Elementary School 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: Not to exceed \$12,000
 FUND NAME/ACCOUNT: Title I, 11-5118-2213-503200-494-000000-000-05-215-5118
 REQUISITION/CONTRACT: 12001093, 12001386
 RATIONALE: "The Leader in Me" is a school-wide model structured to increase teacher effectiveness, student engagement, and academic achievement while preparing students to be leaders. These themes are consistent with Hoover's school-wide plan.
- G.5.** RECOMMENDATION: Enter into an agreement with Franklin Covey Client Sales, Inc., Salt Lake City, Utah, to purchase "The Leader in Me" coaching system for use at Grimes Elementary School 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: Not to exceed \$7,500
 FUND NAME/ACCOUNT: Title I, 11-5118-1000-506530-494-000000-000-05-199-5118
 REQUISITION/CONTRACT: 12001348
 RATIONALE: "The Leader in Me" is a school-wide model structured to increase teacher effectiveness through professional development, student engagement via strong relationships with adults and connected learning, and academic achievement while preparing students to be leaders in the community. These themes are consistent with the Grimes Elementary School-wide Plan.

- G.6.** RECOMMENDATION: Enter into an agreement with Franklin Covey Client Sales, Inc., Salt Lake City, Utah, to purchase "The Leader in Me" coaching system for use at Bell Elementary School 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: Not to exceed \$10,350
FUND NAME/ACCOUNT: Title I, 11-5118-1000-506530-494-000000-000-118-5118
REQUISITION/CONTRACT: 12001170
RATIONALE: "The Leader in Me" is a school-wide model structured to increase teacher effectiveness through professional development, student engagement via strong relationships with adults and connected learning, and academic achievement while preparing students to be leaders in the community. These themes are consistent with the Bell Elementary School-wide Plan.
- G.7.** RECOMMENDATION: Enter into an agreement with Good Sports, Inc., Quincy, Massachusetts, to accept donated sporting goods and equipment for Central 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: This item presents no cost to the district.
RATIONALE: Good Sports is a participant in the nationwide "Lets Play" initiative program, sponsored by Keurig Dr. Pepper. Good Sports is a non-profit corporation that gives all kids the lifelong benefits of sports and physical activity by donating new equipment, apparel and footwear to those most in need. The total donation is valued at \$99,754.64.
- G.8.** RECOMMENDATION: Renew the memorandum of understanding with the Tulsa Classroom Teachers Association (TCTA), Tulsa, Oklahoma, regarding teacher participation in the school improvement grant at Hamilton Elementary School, as well as extra duty stipends that will be paid to teachers who participate in the program 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: Cost of affiliation, professional development, and extended learning stipends will not exceed \$195,000.
FUND NAME/ACCOUNT: Grant Funds, 11-5190-xxxx-501700-000-000000-210-05-204-5190
RATIONALE: Hamilton Elementary School was awarded a school improvement grant beginning July 1, 2017, through June 30, 2021. This is the third year of the grant. The grant requires additional work on behalf of teachers at Hamilton and allows for additional compensation. Hamilton teachers will receive \$800, and will be required to participate in ten additional professional development days, five of which are outside

of contract hours and will be compensated at the teachers' effective hourly rate of pay. Additionally, teachers may choose to work up to an extra 60 minutes per day to provide additional learning time for Hamilton students. The extended learning time allows a teacher to earn up to an additional \$4,576 during the school year.

- G.9.** RECOMMENDATION: Enter into an agreement with Expo Square Pavilion, Tulsa, Oklahoma, for the 2020 commencement ceremonies to be held on May 20 -23, 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 \$20,000
FUND NAME/ACCOUNT: General Fund, 11-0071-2199-50-4400-000-000000-000-16-076
REQUISITION/CONTRACT: 12001300
RATIONALE: Graduation is an annual event to celebrate the success of the district's high school seniors. Rental of the above-named facility and other expenses involved in the 2020 ceremonies are included in the contract.

TEACHING AND LEARNING

- G.10.** RECOMMENDATION: Purchase services from WestEd, San Francisco, CA, effective upon execution through June 30, 2019, to provide support for pilot teachers and school leaders in strengthening formative assessment practices within their classrooms and spreading formative assessments throughout schools.
COST: Not to exceed \$64,000
FUND NAME/ACCOUNT: Grant Funds, 11-0258-2573-5203600-000-000000-000-05-041-0258
REQUISITION/CONTRACT: 12001221
RATIONALE: In partnership with WestEd, the district will continue to receive professional development, coaching, and content to strengthen 20 pilot teachers' formative assessment practices in the third year of the Michael and Susan Dell Foundation (MSDF) "How I Know" pilot. The pilot focuses on teacher implementation of classroom level formative assessment practices. WestEd will be paid through the MSDF grant to provide professional development that will continue to build teacher and school leader knowledge around formative assessment practices, including online professional learning modules, professional development, and coaching tailored to formative assessment best practices. The district's dedication to relationships, relevance, and rigor will be upheld by processes that provide immediate feedback of student understanding. Students are provided skills that promote classroom involvement and academic ownership with the goal of creating self-directed learners that embody the TPS graduate profile. This item is being submitted for consideration on the action agenda to expedite services to meet the terms of the grant.

- G.11.** RECOMMENDATION: Amend item E.61 of the June 17, 2019, agenda that recommended renewal of TransAct Parent Notifications, an online portal of translated school documents, to not exceed a total amount of \$19,900 (an increase of \$7,000).

COST: Not to exceed \$19,900 (an increase of \$7,000)

FUND NAME/ACCOUNT: Bond Fund, 33-1171-2230-505300-000-000000-000-06-070

RATIONALE: The vendor initially submitted a quote with an error in the renewal cost. The corrected cost is the same rate as in previous years.

TALENT MANAGEMENT

- G.12.** 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.

- G.13.** RECOMMENDATION: Approve the contract with the law firm of Kevin Michael Riley, effective September 2, 2019, through June 30, 2020, to facilitate visa sponsorship for international candidates chosen from the Visiting Teachers Program in Spain.

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: \$3,000

FUND NAME/ACCOUNT: TBD

REQUISITION/CONTRACT: TBD

RATIONALE: The district strives to secure a diverse workforce and retain a quality workforce of teachers. Sourcing teachers from out of country increases the diversity of our pool while providing strong incentive to remain within the district. This source of teachers increases the number of prospects with specific educational experience and will be able to fill difficult to staff vacancies. This fee would cover the costs associated with managing the process of securing immigration visas.

DESIGN AND INNOVATION

- G.14.** RECOMMENDATION: Enter into a service agreement with Tulsa Honor Academy, Tulsa, Oklahoma, for the purpose of providing custodial and grounds service to the Tulsa Honor Academy High School building located on the Bell Elementary School property for 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: No cost to the district.

RATIONALE: Tulsa Honor Academy has entered into a lease agreement that

includes custodial and grounds services for their Middle School location in the Bell Annex building. This service agreement provides for separate and specific detail for the custodial and grounds costs for the new High School location. Tulsa Honor Academy will pay the District \$30,700 for this service.

BOND PROJECTS AND ENERGY MANAGEMENT

G.15. RECOMMENDATION: Approve the sale of the Addams Elementary School site to Square One Compassion, Tulsa, Oklahoma. Square One will pay the district \$450,000 for the building and 10 acres of land.

RATIONALE: The Addams site became vacant in 2011 and was declared surplus on June 6, 2011. In recent months, the district has received two bids on the site. The best and most responsible bid has been made by Square One Ltd. If the sale of this property is approved, the anticipated closing date will be November 1, 2019.

G.16. RECOMMENDATION: Approve supplement #20 to the master contract with Trigon General Contractors and Construction Managers, Incorporated, Tulsa, Oklahoma, to provide construction management 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: This item is currently in the bidding phase.

FUND NAME/ACCOUNT: TBD

REQUISITION/CONTRACT: TBD

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

G.17. RECOMMENDATION: Enter into contracts with the lowest responsible bidders for the library addition at Patrick Henry Elementary School.

TRADE	VENDOR	PHASE 2	PHASE 3
Demolition			
Abatement			
Door Assemblies			
Finish Flooring			
Gypsum			
Assemblies			
Painting			
Specialty Items			
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: This item is currently in the bidding phase.

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

- G.18.** RECOMMENDATION: Assign the contracts for the new library at Patrick Henry Elementary School, Phases 2 and 3, to Crossland Construction Company, Incorporated, Tulsa, Oklahoma, the construction manager at risk on the project.
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

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

- G.19.** RECOMMENDATION: Approve amendment 13B with Trigon Construction Company, Incorporated, for the new library at Patrick Henry Elementary School.

PHASE 2

PHASE 3

Trade Contracts
Reimbursables
Allowances
General Conditions
Management Fee

TOTAL GMP:

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

COST: This item is currently in the bidding phase.

FUND NAME/ACCOUNT:

Bond fund account code: 35-1522-4720-504500-000-000000-041-12-205-LC002 contingent upon sale and receipt of 2019B bond issuance.

REQUISITION/CONTRACT: 42000142

RATIONALE: The new library at Patrick Henry is part of the 2015 bond issue.

- G.20.** RECOMMENDATION: Enter into contracts with the lowest responsible bidder(s) for plumbing upgrades at Rogers College High School.
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: TBD

FUND NAME/ACCOUNT: NA

REQUISITION/CONTRACT: NA

RATIONALE: The plumbing upgrades at Rogers College High School are part of the 2015 bond issue.

- G.21.** RECOMMENDATION: Assign the contracts for the plumbing upgrades at Rogers College High School to CRS Mechanical, 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.
- FUND NAME/ACCOUNT: NA
REQUISITION/CONTRACT: NA
- RATIONALE: The individually awarded contracts will be encumbered as one contract to CRS Mechanical. The project is part of the 2015 bond issue.

OPERATIONS

- G.22.** RECOMMENDATION: Approve a memorandum of understanding (MOU) with the City of Tulsa's Police Department to formalize a partnership agreement focusing on developing and implementing strategies with youth-to-officer and officer-to-youth interactions within the district and extend those practices into communities. This MOU will be effective during the 2019-2020 school year. This program is the result of the Mayor's 77 Community Policing recommendations that the Tulsa Commission on Community Policing strategies identified, which involves the Police Department working with schools within 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: This item presents no cost to the district.
- RATIONALE: The Tulsa Police Department and the Tulsa Public Schools Campus Police and Student and Family Support Services departments will collaborate on proactive strategies to support youth-to-officer and officer-to-youth interactions. Doing so will support the vision and mission of the school district to maintain a safe and joyous culture, improve school climate, and support educational opportunities for all students.
- G.23.** RECOMMENDATION: Amend item E.241 of the June 17, 2019, agenda to read; **"Purchase gasoline and diesel fuel on the spot market from the most economical and responsive local bulk fuel source;** and from Fleetcor Technologies, Charlotte, North Carolina, on the City of Oklahoma City's contract for off-site needs, during the 2019-2020 school year."
- COST: Not to exceed \$2,000,000
- FUND NAME/ACCOUNT: General Fund, 11-0000-2720-506250-000-000000-000-03-003
- REQUISITION/CONTRACT: 22000064, 12001106, 120001103, 12001131
- RATIONALE: Purchasing bulk fuel on the open spot market will utilize competition to obtain the lowest price and delivery in the current low fuel price environment.

G.24. RECOMMENDATION: Enter into a service agreement with Community Action Project of Tulsa County, Inc., Tulsa, Oklahoma, for the purpose of providing fire and burglar alarm monitoring at CAP Reed and ECDC Reed schools for 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 Community Action Project of Tulsa County, Inc., Tulsa, Oklahoma, has entered into a ground lease and sublease agreements that include custodial services for the Tulsa Children's Coalition locations. This service agreement provides for separate and specific detail for the fire and burglar alarms and related costs for these services for the locations listed above. CAP will pay the District \$2,400 for this service.

G.25. RECOMMENDATION: Rescind item E.206 of the June 17, 2019, agenda approving a contract agreement with ATIS Elevator.

COST: This item presents no cost to the district.

RATIONALE: This agenda item did not reference the correct request for proposal. A new item will be created and brought to the board for approval at a future meeting.

G.26. RECOMMENDATION: Approve the contract with Sodexo Services, Inc., to provide management and food procurement services for the district's Child Nutrition Services, August 20, 2019, through June 30, 2020. This is a one year contract with four annual renewal options in accordance with the terms and conditions of Request for Proposal #2019.

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

COST: There is no cost to the district. Child Nutrition services are self-funded.

FUND NAME/ACCOUNT: Child Nutrition Fund, 22-3850-3120-505700-000-000000-000-03-053

REQUISITION/CONTRACT: TBD

RATIONALE: Sodexo Services will provide management and food procurement services for the district's Child Nutrition Services for the 2019-2020 school year. The contract fee is all inclusive of management salaries, profit and other operating costs and will be billed at the negotiated fee per meal/meal equivalent. This new contract will allow the district to significantly improve its child nutrition services to students by introducing new programs, improving ability to change menus based on student input, and providing a wider variety of options and support to our schools, students and families.

SUPPORTING INFORMATION

CONSENT ITEM E.6.

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Roofer Apprentice- Maintenance/ Maintenance</p> <p><i>Annual Budget Impact:</i> \$ 22,293 min. – \$ 29,760 max.</p> <p><i>Funding Source:</i> 21-0000-2620-501210- 000 000000-707-01-002</p>	<p>MT-08 \$12.33/hr. to \$16.46/hr. 12 Months</p>	<p>A roofer apprentice will report directly to the shop foreperson in the day-to-day operation of the maintenance programs; does skilled work in maintenance and inspections of all types of roofs. Experience in carpentry in cutting, sizing, aligning and overlapping roofing paper and/or other roofing materials, as well as, the ability to use roofing tools is preferred.</p>

Delete:

Position	Salary/Grade	Duties
<p>Brick Mason- Maintenance/ Maintenance</p> <p><i>Annual Budget Impact:</i> \$ 26,686 min. – \$ 36,160 max.</p> <p><i>Funding Source:</i> 21-0000-2620-501210- 000-000000-701-01-002</p>	<p>MT-13 \$14.76/hr. to \$20.00/hr. 12 Months</p>	<p>The Brick Mason Craftsperson is expected to provide prompt quality service to every school every day. Provide a variety of tasks necessary to maintain, build, alter, and repair brick, stone structures and surfaces. The employee must also have the ability to work with, ceramic tile, cory tile, and similar type of tile work that would be associated with the use of mortar. Must be willing to work outside in all types of weather conditions and follow all safety requirements. Must report day-to-day operations to shop foreperson and/or lead-person, report and track material costs and maintain a daily time sheet.</p>

Create:

Position	Salary/Grade	Duties
<p data-bbox="203 279 475 411">Data and Reporting Specialist-ESC/ Exceptional Student Support Services</p> <p data-bbox="203 447 505 546"><i>Annual Budget Impact:</i> \$ 35,400 min. – \$ 53,000 max.</p> <p data-bbox="203 581 505 709"><i>Funding Source:</i> 11-6210-2544-501210- 239-105000-609-05- 066-6210</p>	<p data-bbox="613 279 737 342">BG-4 12 Month</p>	<p data-bbox="824 279 1479 1270">Responsible for the implementation of the district's special education and homebound web-based coursework program. Ensures regular updates are performed to the courseware program for optimal functioning. Reconfigure computers at building sites that do not have the ability to run the program. Provide monthly trainings to teachers and other district personnel in utilizing the program and interpreting student reports. Facilitate student enrollment in the educational courseware program. Manipulate and monitor student information and data. Troubleshoot and diagnose courseware and computer issues. Assist students in accessing and using the web-based courseware. Create Medicaid reports as required. Process billing claims as they come in and verify authenticity of claim. Maintain records of claim amounts, money owed and money received. Provide professional development to staff that bill Medicaid on proper procedures for billing. Maintain current on the laws that govern billing to avoid situations of payback. Work with district IEP system and billing tool to coordinator the online effort to bill. Maintain record of provider's certification and licensure, eligibility and NPI numbers.</p>

SUPPORTING INFORMATION**CONSENT ITEM E-7****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Aboud, Mary	8/15/19	\$30,000.00	Speech Pathologist – Apprentice	NS
Black, Noel	7/22/19	\$12.36	Bus Driver Trainee	MT-7
Biggs, Dorothea	8/19/19	\$14.31	Autism Paraprofessional	IS-10
Coleman, Noelle	8/15/19	\$43,096.00	Speech Pathologist	M-8
De Maria, Emerson	8/28/19	\$62,500.00	Data Strategist	BG-7
Durbin, Denise	8/12/19	\$54,338.00	Psychometrist	M30-19
Edwards, Katherine	8/15/19	\$53,000.00	OCC Therapist	BG-8
Fields, Melissa	7/22/19	\$60,000.00	Coordinator of Transition and Alternative Sites	EG-5
Fitzgerald, Amber	7/22/19	\$53,000.00	Assistant Principal	EG-4
Gilpin, Kellie	8/09/19	\$44,557.00	Social Worker – Site Based	BG-4
Gooldy, Sarah	7/22/19	\$70,000.00	Assistant Principal	EG-6
Harbin, Romaun	7/22/19	\$12.36	Bus Driver Trainee	MT-7
Hinojosa, Leslie	8/15/19	\$39,147.00	Speech Pathologist	M-0
Jackson, Virginia	6/17/19	\$10.00	Before and After Care Site Assistant	IS-3
King, April	8/19/19	\$9.82	Paraprofessional	IS-3
Lair, Cassidy	8/09/19	\$50,000.00	OCC Therapist	BG-8
Lopez, Hailee	5/13/19	\$10.31	Evening Custodian	MT-3
Mackey, Mariah	7/22/19	\$12.36	Bus Driver Trainee	MT-7
Maddoux, Keaton	8/09/19	\$48,000.00	OCC Therapist	BG-8
Marrujo, Jason	8/06/19	\$70,000.00	School Strategy Partner	BG-9

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Moment, Mikaleah	7/22/19	\$8.70	Bus Assistant	MT-A
O'Steen, Susan	8/19/19	\$12.00	Paraprofessional	IS-6
Payne, Bridgette	8/15/19	\$46,483.00	Speech Pathologist	M-13
Pitts, Paula	8/09/19	\$50,000.00	Social Services Specialist – Site	BG-7
Proffitt, Angela	8/15/19	\$40,155.00	Speech Pathologist	M30-0
Reynolds, Margaret	8/07/19	\$13.33	School Clerk	CA-3
Robinson, Timothy	8/06/19	\$72,000.00	Designer	BG-10
Rowland, Brooke	8/01/19	\$54,000.00	Assistant Principal	EG-4
Tankshell, Kygan	7/29/19	\$12.49	Bus Driver Trainee	MT-7
Taylor, Patricia	8/09/19	\$12,637.00	One-Fifths Time OCC Therapist	BG-8
Thomason, Tiffany	7/22/19	\$54,000.00	Assistant Principal	EG-4
Trowhill, Dana	7/18/19	\$14.28	Virtual High School System Coordinator	CA-8
Tyler, Taja	7/22/19	\$12.36	Bus Driver Trainee	MT-7
Wells, Cassandra	8/12/19	\$54,333.00	Psychologist	D-16

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Alexander, Rontaveian	7/22/19	\$12.36	Bus Driver Trainee	Bus Driver	MT-7
Beam, Kristina	8/19/19	\$14.12	ED Paraprofessional	Paraprofessional	IS-6
Bell, Sandra	8/04/19	\$44,902.00	Counselor	Social Services Specialist	Site BG-7

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Brown, Charzetta	8/07/19	\$16.62	Registrar	Principal Secretary	CA-9
Carter, Jasmine	7/01/19	\$41,004.00	Dean	Exceptional Student Services Site Specialist	M-4
Corona, Ashley	7/22/19	\$14.28	Special Needs Bus Driver	Communication Specialist	TS-5
Council, Kandi-Lea	8/01/19	\$50,000.00	Teacher	Project Manager – ACE	BG-4
Crisp, Barbara	7/01/19	\$60,000.00	Teacher	Instructional Mentor	EG-3
Cumming, Edward	8/19/19	\$11.29	Paraprofessional	Teacher Assistant	IS-3
Dambroso, David	8/16/19	\$16.80	Autism Paraprofessional	1:1 Autism Paraprofessional	IS-10
Davis, Trukeisha	7/01/19	\$15.42	Campus Security	Campus Security Officer	TS-5
Dissanayaka, Sakunthala	8/19/19	\$11.90	Paraprofessional	1:1 Paraprofessional	IS-6
Doody, Shannon	7/01/19	\$93,000.00	Director – Strategic School Supports	Director – Strategic School Supports	BG-11
Douglas, Sharon	8/07/19	\$15.94	Registrar	School Clerk	CA-3
Efaw, Ashley	7/01/19	\$62,000.00	Lead –Occupational Therapist	Lead – Occupational Therapist	BG-8
Glover, Demarico	7/22/19	\$12.36	Bus Driver Trainee	Bus Driver	MT-7
Garrett Nelson, Emma	7/01/19	\$89,770.00	Director-District Communication	Director-District Communication	BG-10
Grisso, Keith	7/22/19	\$55,000.00	Teacher	Instructional Mentor	EG-3
Harrison, Floydetta	7/01/19	\$15.48	Head Custodian	Unassigned Custodian	MT-3
Howland, Nathaniel	7/01/19	\$63,965.00	Program Manager – Educator Effectiveness	Manager – TM Data Strategy and Systems	BG-6

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Hubbard, Ashley	7/22/19	\$12.36	Bus Driver Trainee	Bus Driver	MT-7
Hutto, Natalie	8/01/19	\$89,750.00	Director Title I	Director Title I	EG-9
Ingram, Jeanett	7/29/19	\$14.41	Special Needs Bus Driver	Bus Assistant	MT-A
Kesler, Rebecca	7/22/19	\$13.22	Principal Secretary	Registrar	CA-6
Kirby, Jennifer	8/07/19	\$9.82	Teacher	School Clerk	CA-3
Knutson, Barbara	8/01/19	\$22.00	DHI Paraprofessional	Interpreter III	NS
Lee, Teresa	7/01/19	\$17.03	School Clerk	Interim Principal Secretary	CA-8
McCrary, Barbara	8/15/19	\$31,098.00	Half Time Teacher	Half Time Teacher	M60-26
Mitchell, Jack	8/08/19	\$57,193.00	Counselor	Counselor	M30-22
Morrow, Sandi	7/22/19	\$55,000.00	Instructional Mentor	Assistant Principal	EG-4
Nemard, Janey	7/15/19	\$50,000.00	Teacher	Instructional Mentor	EG-3
Palmer, Jaquela	8/19/19	\$12.56	Paraprofessional	Teacher Assistant	IS-6
Pease, Jeanne	8/15/19	\$65,166.00	Teacher	Teacher	D-29
Pensa, Julie	8/07/19	\$12.95	School Clerk	Principal Secretary	CA-8
Portillo, Vanessa	7/01/19	\$105,000.00	Director – District Strategy Implementation	Director – District Strategy Implementation	BG-11
Pulliam, Jennifer	8/15/19	\$46,548.00	Librarian	Librarian	M60-10
Rangi, Manpreet	8/19/19	\$10.85	Teacher Assistant	Paraprofessional	IS-3
Rentie, Shavonna	8/19/19	\$14.33	Paraprofessional	1:1 Autism Paraprofessional	IS-10
Rodriguez, Lluvia	7/01/19	\$12.81	Head Custodian	Unassigned Custodian	MT-3

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Santizo Lopez, Emily	7/01/19	\$10.31	Unassigned Custodian	Evening Custodian	MT-3
Sier, Shelbiann	7/01/19	\$15.42	Transportation Clerk	Specialist – Service Compliance	MT-12
Smith, Kristi	8/12/19	\$19.09	Budget Technician	Budget Analyst	CA-17
Suggs, Herbert	8/07/19	\$13.48	Attendance Facilitator and School Clerk	School Clerk	CA-3
Wagdalt, Janneth	8/12/19	\$17.16	Talent Specialist	Transportation Communication Specialist	TS-5
Wensman, Terri	7/29/19	\$20.01	Application Support Analyst	Talent Specialist	CA-12
Wilson, Dovie	7/01/19	\$12.37	Evening Custodian	Unassigned Custodian	MT-3

SEPARATIONS

Name	Effective Date	Position
Anderson, Nicole	5/22/19	1:1 DHI Paraprofessional
Baker, Katherine	5/28/19	Teacher
Beavers, Elisha	5/23/19	Paraprofessional
Bennett, Jolene	7/12/19	Teacher
Butcher, Steven	7/01/19	Assistant Principal
Castellanos, Amy	7/01/19	Parent Involvement Facilitator
Davis, Terri	5/28/19	Teacher
Dietlin, Heather	8/03/19	Teacher
Dillon, Kira	6/07/19	Teacher Assistant
Doakes, Sharon	5/23/19	Paraprofessional
Dross, Diane	6/30/19	Principal
Emerson, Robin	7/26/19	Director – Elementary Exceptional Student Services
Enyard, Scarlet	5/28/19	Teacher
Evans, Beverly	5/23/19	ED Paraprofessional
Frye, James	8/01/19	Warehouse Distribution Specialist III
Henry, Cheryl	6/30/19	Coordinator of Data and Reporting
High, Melissa	6/24/19	School Clerk
Hill, Kenyah	5/28/19	Counselor

SEPARATIONS

Name	Effective Date	Position
Jackson, David	7/15/19	Instructional Mentor
Jackson, Maranda	6/30/19	Strong Tomorrow Case Manager
Johnson, Alyssa	6/17/19	Paraprofessional
Johnson, Barbara	7/31/19	Talent Specialist
Jones, Marlena	6/10/19	Teacher Assistant
Josserand, Amanda	5/28/19	Speech Pathologist
Leigh, Ashton	6/11/19	Social Services Specialist – Network
Lloyd, Nancy	5/28/19	Teacher
Lozada, Gerald	6/26/19	Teacher Assistant
Lynch, Carson	5/28/19	Teacher
Macomb, Julie	6/30/19	Instructional Mentor
Maples, Amy	4/30/19	Autism Paraprofessional
Marcas, Jana	5/28/19	Nurse
McDonald, Alvin	6/13/19	Police Sargent
McGee, Tracy	6/30/19	Director of ISS Operations
McQuarters, Scott	6/13/19	Police Officer
Meadors, Keenan	6/30/19	Police Officer
Mink, Jessica	5/23/19	1:1 MD Paraprofessional
Miranda, Yolanda	7/03/19	Evening Custodian
Norris, Emma	5/28/19	Teacher
Owen, Denise	5/28/19	Teacher
Parrish, Amanda	5/21/19	Special Needs Bus Driver
Regnier, Joshua	6/30/19	Principal
Schumacher, Debbie	6/30/19	Administrative Assistant IV
Sheets, Wendy	5/28/19	Teacher
Silmon, Calvin	6/27/19	Leadership Instructor
Silva, Margaret	5/28/19	Teacher
Speed, Linda	5/22/19	Paraprofessional
Spurlock, Tamala	6/30/19	Application Programmer
Stephenson, Jasmine	6/25/19	Bus Driver Trainee
Stow, Catherin	8/09/19	Social Worker
Sturgeon, Tanner	5/28/19	Teacher
Tai, Sin	6/30/19	Paraprofessional
Taliaferro, Gail	5/28/19	Teacher
Thompson, Dorothy	7/11/19	School Clerk
Tobey, Lisa	7/26/19	Teacher
Torvik, Amy	6/30/19	Bonds Contract Administrator
Vafeas, Kayla	5/22/19	1:1 Paraprofessional
Vess, Joshua	7/17/19	Virtual High School System Coordinator
White, Janelle	5/23/19	Paraprofessional
Williams, Mary	6/30/19	Instructional Mentor
Yerton, Jacob	6/12/19	Teacher Assistant
RESCIND:		
Nemard, Janey	5/23/19	Teacher

SUBSTITUTE AND TEMPORARY ELECTIONS

CLERK

Darling, Esperanza
Hines, Angelika
Schaefer, Diana

TUTOR

Anthamatten, Michelle
Benedict, Stacie
Fain, Amy
Howell, Robyn

CUSTODIAN

Barnes, Michael

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Supplemental Tutoring Title I - 11-5118-1000-501390-494-000000-000-05-xxx-5118
11-5118-5500-501390-494-000000-000-05-xxx-5118
11-5118-5500-501490-494-000000-000-05-xxx-5118
11-5150-1000-501390-494-000000-000-05-xxx-5150
11-5150-1000-501490-494-000000-000-05-xxx-5150
11-5320-1000-501390-429-000000-000-05-xxx-5320
11-5320-1000-501490-429-000000-000-05-xxx-5320

Pay certified staff, to be named, @ \$26/hr. (total not to exceed amount budgeted in each site 5118, 5150, and 5320 budget) to provide before school, after school, or weekend academic tutoring in allowable content areas outside of contract hours during the 2019-2020 school year.

Parental Involvement Title I - 11-5118-2194-501700-494-000000-000-05-xxx-5118
11-5118-2194-501800-494-000000-000-05-xxx-5118
11-5150-2194-501700-494-000000-000-05-xxx-5150
11-5150-2194-501800-494-000000-000-05-xxx-5150
11-5320-2194-501700-429-000000-000-05-xxx-5320
11-5320-2194-501800-429-000000-000-05-xxx-5320
11-5118-5500-501700-494-000000-000-05-093-5118
11-5118-5500-501800-494-000000-000-05-093-5118

Pay certified staff to be named @ \$21/hr. and support staff, to be named, @ their current hourly rate (total not to exceed amount budgeted in each site 5118, 5150, or 5320 budget) to participate in allowable parent events and make home visits with parents to better serve students during the 2019-2020 school year. All federally funded work will occur outside of contract hours.

Supplemental Tutoring - 11-3621-1000-501390-426-400000-415-05-xxx-3621

Pay certified staff, to be named, @ \$26/hr. rate (total not to exceed \$200,000) to provide before/after school academic tutoring in allowable content areas outside of contract hours during the 2019-2020 school year.

RSA Tutoring - 11-3670-1000-501390-427-113000-415-05-XXX-3670

Pay certified staff, to be named, @ \$26/hr. (total not to exceed amount budgeted in each site 3670 budget) to provide additional reading tutoring outside of contract hours to students qualified under the Reading Sufficiency Act in grades K-3 during the 2019-2020 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Professional Development -Title I - 11-5118-2213-501700-494-000000-000-05-xxx-5118

11-5118-2213-501800-494-000000-000-05-xxx-5118
11-5150-2213-501700-494-000000-000-05-xxx-5150
11-5150-2213-501800-494-000000-000-05-xxx-5150
11-5118-2573-501700-494-000000-000-05-xxx-5118
11-5118-2573-501800-494-000000-000-05-xxx-5118
11-5150-2573-501700-494-000000-000-05-xxx-5150
11-5150-2573-501800-494-000000-000-05-xxx-5150
11-5118-5500-501700-494-000000-000-05-xxx-5118
11-5118-5500-501800-494-000000-000-05-xxx-5118
11-5320-2213-501700-429-000000-000-05-xxx-5320
11-5320-2213-501800-429-000000-000-05-xxx-5320
11-5320-2573-501700-429-000000-000-05-xxx-5320
11-5320-2573-501800-429-000000-000-05-xxx-5320

Pay certified teachers, to be named, @ \$21/hr., support staff, to be named @ their current rate of pay, and Assistant Principals, to be named, @ their current hourly rate of pay (total not to exceed amount budgeted in each site 5118, 5150, or 5320 budget) to attend professional development in allowable areas outside of contract hours during the 2019-2020 school year.

Pay certified teachers, to be named, @ \$26/hr. (total not to exceed amount budgeted in each site 5118, 5150, or 5320 budget) to provide/facilitate professional development in allowable areas outside of contract hours during the 2019-2020 school year.

Pay Assistant Principals, to be named, @ their hourly rate of pay, and support staff, to be named @ their current rate of pay (total not to exceed amount budgeted in each site 5118, 5150, or 5320 budget) to provide or attend professional development in allowable areas outside of contract hours during the 2019-2020 school year.

RSA professional development - 11-3670-2213-501700-427-000000-000-05-XXX-3670

11-3670-2213-501800-427-000000-000-05-XXX-3670

Pay certified staff, to be named, @ \$26/hr. (total not to exceed amount budgeted in each site 3670 budget) to provide/facilitate professional development in allowable content and instructional practice topics outside of contract hours during the 2019-2020 school year.

Pay certified staff, to be named, @ \$21/hr. (total not to exceed amount budgeted in each site 3670 budget) to attend professional development in allowable content and instructional practice topics outside of contract hours during the 2019-2020 school year.

Tutoring of homeless children - 11-5960-1000-501390-425-000000-415-05-093-5960

Pay TPS certified staff (to be named), \$26/hr. (total not to exceed \$50,000), for tutoring in homeless shelters outside of contract hours during the 2019-2020 school year. Funding is through the McKinney-Vento grant.

Supplemental Tutoring - Title III - 11-5720-5500-501390-410-000000-000-05-093-5720

11-5720-5500-501390-410-000000-000-05-093-5710

Pay certified staff, to be named, @ \$26/hr. (total not to exceed amount budgeted in each site budget) to provide before school, after school, or weekend academic tutoring in allowable content areas outside of contract hours during the 2019-2020 school year. Total not to exceed \$10,000.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Professional Development - Title III -

11-5720-2213-501700-410-000000-000-05-070-5720
11-5720-2213-501800-410-000000-000-05-070-5720
11-5720-5500-503600-410-000000-000-05-093-5720
11-5720-2213-501700-410-000000-000-05-070-5710
11-5720-2213-501800-410-000000-000-05-070-5710
11-5720-5500-503600-410-000000-000-05-093-5710

Pay certified instructional staff, to be named, @ \$21/hr. and support staff, to be named, @ their current rate of pay to attend professional development in allowable areas outside of contract hours during the 2019-2020 school year.

Pay certified instructional staff, to be named, @ \$26/hr. to provide professional development in allowable areas outside of contract hours during the 2019-2020 school year. Total for all Title III professional development not to exceed \$50,000.00.

Title II professional development - 11-5410-2213-501700-000-000000-000-05-044-5410
11-5410-2573-501700-000-000000-000-05-044-5410
11-5410-5500-501700-000-000000-000-05-xxx-5410

Pay certified teachers, to be named, at \$21/hr. to attend professional development related to our district professional development plan and overall school improvement outside of contract hours during the 2019-2020 school year.

Pay allowable certified staff, to be named, @ \$26/hr. to provide/facilitate professional development in allowable content and instructional practice topics outside of contract hours during the 2019-2020 school year.

Pay Assistant Principals, to be named, at their current hourly rate of pay to attend or provide professional development related to our district action plan and overall school improvement outside of contract hours during the 2019-2020 school year.

Total for all Title II stipends not to exceed \$350,000.00.

Professional Development - Title IV - 11-5520-2213-501700-496-000000-000-05-093-5520

11-5520-5500-501700-496-000000-000-05-093-5520

Pay certified instructional staff, to be named, @ \$21/hr. and support staff, to be named, @ their current rate of pay to attend professional development in allowable areas outside of contract hours during the 2019-2020 school year.

Pay certified instructional staff, to be named, @ \$26/hr. to provide professional development in allowable areas outside of contract hours during the 2019-2020 school year. Total for all Title IV professional development not to exceed \$300,000.

Supplemental Tutoring - Title IV - 11-5520-1000-501390-496-000000-000-05-093-5520

11-5520-5500-501390-496-000000-000-05-093-5520

Pay certified staff, to be named, @ \$26/hr. rate (total not to exceed \$200,000) to provide before/after school academic tutoring in allowable content areas outside of contract hours during the 2019-2020 school year.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Professional Development - Striving Readers - 11-5380-2213-501700-xxx-000000-000-05-xxx-5380

Pay certified instructional staff, to be named, @ \$21/hr. and support staff, to be named, @ their current rate of pay to attend professional development in allowable areas outside of contract hours during the 2019-2020 school year.

Pay certified instructional staff, to be named, @ \$26/hr. to provide professional development in allowable areas outside of contract hours during the 2019-2020 school year. Total for all Title IV professional development not to exceed \$100,000.

Title VI - 11-5610-1000-501390-429-000000-000-05-604-5610

Pay certified TPS employees, to be named, \$26 an hour plus benefits, to provide tutoring to applicable students outside of contract hours during the 2019-2020 school year. Total amount not to exceed \$20,000.

Strategic Action Plan Professional Development -

11-0224-2213-501700-000-000000-210-05-XXX-0224

11-0224-2573-501700-000-000000-105-05-XXX-0224

Pay teachers, to be named, \$21/hr. to attend and \$26 to facilitate professional development outside of contract hours for work supporting action plans under the focused TPS priorities during the 2019-2020 school year. Possible work includes professional development regarding mentoring, coaching, novice teacher support, literacy support, math support, special education transformation, equity, school/district transformation work, teacher leader work, etc. Pay Assistant Principals at their currently hourly rate of pay to attend or facilitate professional development outside of contract hours. Total stipend cost not to exceed \$550,000.

Strategic Action Plan Professional Development - 11-0224-2213-501800-000-000000-XXX-05-XXX-0224

Pay support staff, to be named, at their hourly rate of pay to attend professional development outside of contract hours for work supporting action plans under the focused TPS priorities during the 2019-2020 school year. Possible work includes professional development regarding literacy support, math support, special education transformation, equity, school/district transformation work, teacher leader work, etc. Total stipend cost not to exceed \$50,000.

Bloomberg I and II Design and Innovation Professional Development - 11-0250-2213-501700-000-000000-210-05-XXX-0250

11-0250-2573-501700-000-000000-105-05-XXX-0250

11-0280-2213-501700-000-000000-210-05-XXX-0280

11-0280-2573-501700-000-000000-105-05-XXX-0280

Pay teachers, to be named, \$21/hr. to attend and \$26 to facilitate professional development outside of contract hours for design and innovation work supporting the Bloomberg grant during the 2019-2020 school year. Pay Assistant Principals at their currently hourly rate of pay to attend or facilitate professional development outside of contract hours for design and innovation work supporting the Bloomberg grant during the 2019-2020 school year. Total stipend cost not to exceed \$100,000.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Bloomberg I and II Design and Innovation Professional Development -

11-0250-2213-501800-000-000000-XXX-05-XXX-0250

11-0280-2213-501800-000-000000-XXX-05-XXX-0280

Pay support staff, to be named, at their hourly rate of pay amount to attend professional development outside of contract hours for work supporting action plans under the focused TPS priorities during the 2019-2020 school year. Possible work includes professional development regarding literacy support, math support, special education transformation, equity, school/district transformation work, teacher leader work, etc. Total stipend cost not to exceed \$50,000.

XQ Professional Development -

11-0260-2213-501700-000-000000-210-05-XXX-0260

11-0260-2573-501700-000-000000-105-05-XXX-0260

Pay teachers, to be named, \$21/hr. to attend and \$26 to facilitate professional development outside of contract hours for design and innovation work supporting the XQ grant during the 2019-2020 school year. Pay Assistant Principals at their currently hourly rate of pay to attend or facilitate professional development outside of contract hours for design and innovation work supporting the XQ grant during the 2019-2020 school year. Total stipend cost not to exceed \$400,000.

XQ Professional Development - 11-0260-2213-501800-000-000000-XXX-05-XXX-0260

Pay support staff, to be named, at their hourly rate of pay amount to attend professional development outside of contract hours for work supporting action plans under the focused TPS priorities during the 2019-2020 school year. Possible work includes professional development regarding literacy support, math support, special education transformation, equity, school/district transformation work, teacher leader work, etc. Total stipend cost not to exceed \$50,000.

Dell Formative Assessment Stipends - 11-0258-2213-501700-000-000000-210-05-044-0258

Pay up to 20 teachers, to be named, ~\$83.33 per month, plus benefits, to co-design and engage in professional learning around a robust, research-based approach to classroom formative assessment practices. These practices are focused on cultivating a classroom environment in which students have internalized learning goals, where they are relative to those goals and how to get there as they evolve as learners. Our vision is for these 20 teachers across four schools to serve as an important proof point for larger scale formative assessment work at Tulsa Public Schools. All work supports a grant received by the Michael and Susan Dell Foundation and will be reimbursed by the Foundation for Tulsa Schools. Total compensation will not be greater than \$1,000 for work to be completed January 2019 through June 2020.

Pay up to 2 teachers, to be named, ~\$62.50 per month, plus benefits, to serve as key contributors to a district design team that is providing strategic and operational support to the formative assessment work. All work supports a grant received by the Michael and Susan Dell Foundation and will be reimbursed by the Foundation for Tulsa Schools. Total compensation will not be greater than \$750 for work to be completed January 2019 through June 2020.

Pay teachers, to be named, \$21/hr. plus benefits to attend professional development outside of contract hours during the 2019-2020 school year. All work will be in support of a Formative Assessment grant received by the Michael and Susan Dell Foundation and will be reimbursed by the Foundation for Tulsa Schools.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Hamilton School Improvement Grant Professional Development - 11-5190-XXXX-501700-494-000000-210-05-204-5190

Pay Hamilton certified staff, to be named, at their effective hourly rate of pay to attend required professional development related to the School Improvement Grant (SIG). Pay structure is consistent with the Memorandum of Understanding signed with TCTA and approved on the May 1st, 2017 board agenda.

Hamilton School Improvement Grant Extended Learning Time - 11-5190-1000-501390-494-000000-415-05-204-5190

Pay Hamilton teachers, to be named, \$26/hr to provide up to 60 minutes of extended learning time each day consistent with the School Improvement Grant (SIG). Pay structure is consistent with the Memorandum of Understanding signed with TCTA and approved on the May 1st, 2017 board agenda.

Hamilton School Improvement Grant Affiliation Bonus - 11-5190-XXXX-501700-494-000000-XXX-05-204-5190

Consistent with the Memorandum of Understanding signed with TCTA and approved on the May 1st, 2017 board agenda, pay certified Hamilton staff an affiliation bonus of \$800 per year, prorated based on date of hire/separation.

Hamilton School Improvement Grant Affiliation Bonus - 11-5190-XXXX-501800-494-000000-XXX-05-204-5190

Pay support staff at Hamilton an affiliation bonus of \$400 per year, prorated based on date of hire/separation. This bonus has been approved by the AFT.

OERB STEM Professional Development Stipends - 11-0263-2212-501700-100-000000-210-05-093-0263

Pay 21 teachers, to be named, \$21/hr. to attend 5 days of professional development in summer 2018 relating to STEM learning. Total stipend cost not to exceed \$14,000 plus benefits.

Pay 21 teachers, to be named, \$4,000 plus benefits to complete STEM Cornerstone design work outside of contract hours. STEM work will include creating curriculum, participating in professional learning communities, and creating other deliverables that will be used throughout the district. Work will be completed from May 2018 through June 2019.

On track to graduate work - 11-3621-2120-501700-426-000000-203-05-xxx-3621

Pay counselors, to be named, at their effective hourly rate of pay, (total not to exceed \$10,000 plus benefits) during the 2019-2020 school year to assist in district graduation and post-graduation efforts, outside of normal contract hours.

NFL Grant stipends - 11-0246-2199-501700-000-000000-307-05-xxx-0246
11-0246-2199-501800-000-000000-307-05-xxx-0246

Pay up to 9 TPS employees, to be named, up to \$9,000 to work as athletic trainers at athletic events occurring in the 2019-2020 year. Stipends are to be paid based on the number of games/events worked and are consistent with the NFL grant awarded in December 2016.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Wallace Grant Professional Development - 11-0244-2213-501700-000-000000-210-05-XXX-0244; 11-0244-2213-501800-000-000000-XXX-05-XXX-0244

11-0244-2573-501700-000-000000-XXX-05-XXX-0244

Pay certified teachers, to be named, \$21/hr. to attend and \$26/hr. to facilitate professional development related to social emotional learning and the Wallace SEL grant work outside of contract hours. Pay support staff, to be named, at their hourly rate of pay to attend professional development outside of contract hours. Pay Assistant Principals at their currently hourly rate of pay to attend or facilitate professional development outside of contract hours.

Work will be related to social emotional learning and the Wallace SEL grant work. Total stipend cost for the 2019-2020 school year not to exceed \$125,000.

Title I Delinquent - 11-5320-1000-501210-429-113900-414-05-640-5320

Pay Madison Houchin at the current hourly rate of pay to work 20 additional days at the Juvenile Detention Center to supervise the Edgenuity and Edmentum programs from June 4- June 29. Total cost not to exceed \$2,000 plus benefits.

Language and Cultural Services – 11-0000-2213-501110-000-000000-354-06-070

11-5720-2213-501110-410-000000-211-05-070-5720

Pay Stephanie Cagle, ELD coordinator, a lead stipend of \$500.00 per month (total not to exceed \$6,000.00) for additional technical assistance and leadership duties as assigned from the appropriate salary accounts from July 1, 2019 to June 30, 2020.

Title IV professional development – 11-5520-2213-501700-000-000000-000-05-070-5520

11-5520-2573-501700-000-000000-000-05-070-5520

11-5520-5500-501700-000-000000-000-05-093-5520

Pay certified teachers, to be named, at \$21/hr. to attend professional development related to our district professional development plan and overall school improvement outside of contract hours during the 2019-2020 school year.

Pay allowable certified staff, to be named, @ \$26/hr. to provide/facilitate professional development in allowable content and instructional practice topics outside of contract hours during the 2019-2020 school year.

Pay Assistant Principals, to be named, at their current hourly rate of pay to attend or provide professional development related to our district action plan and overall school improvement outside of contract hours during the 2019-2020 school year.

Supplemental tutoring: 11-0130-1000-501390-429-105000-415-05-604-0130

Pay certified TPS employees, to be named, \$26 an hour plus benefits, to provide tutoring to applicable students outside of contract hours during the 2019-2020 school year. Total amount not to exceed \$20,000.

Thoreau – 11-0000-2212-501700-000-000000-211-07-573

To pay teachers and classroom support to write curriculum and participate in professional development during off contract time. This will be paid at a rate of \$18 an hour for certified and the current hourly rate for support. The total cost will not exceed \$5,000.00

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

EMPOWER – 11-0000-1000-501920-100-105000-208-07-xxx

Pay certified employees, to be named, a stipend of \$1,890 for additional duties of an EMPOWER Content Team Lead at pilot schools, during the 2019-2020 school year.

Title VI - 11-0130-1000-501390-429-105000-415-05-604-0130

11-5610-1000-501390-429-105000-415-05-604-5610

Pay certified TPS employees, to be named, \$26 an hour plus benefits, to provide tutoring to applicable students outside of contract hours during the 2019-2020 school year. Total amount not to exceed \$20,000.

Gifted Teacher Required Trainings Stipend - 11-0000-2213-501700-251-000000-210-06-070-

Pay certified gifted teachers to be named a stipend @\$21/hr. (not to exceed \$3,000) to attend required gifted and talented training during non-contract hours.

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

Pay certified or retired librarians to be named a stipend @ \$26/hr. (not to exceed \$1,000) to develop an equitable collection of books for consolidated sites during non-contract hours.

Athletics Student Activity Account #536

Pay employees listed below a stipend not to exceed \$8000.00 (total) for their help with the Bike Club. This stipend is paid by the Humble Sons Bike Co and therefore is no cost to the district.

Sara Fleming – Sponsor
Linda Hilsabeck – Coordinator
Laura Beltron – sponsor
Morgan Allen – sponsor
Sonya Parnell – sponsor
Rachel Ericksen – sponsor
Teresa Gilliland – sponsor
Rhonda Ratliff - sponsor
Alyse Hamilton – sponsor
Dianna Potts – sponsor
Theodore Simonelli – sponsor
Joey Williams – sponsor
Christianna Loza – sponsor
Tommi Tsao- sponsor
Danielle Young – sponsor
Amanda O'Brien - sponsor
Heather Spradlin – sponsor
Neal Patel – sponsor

Athletics – School Activity Fund #536

Pay employee Tony Daniels, Edison Head football coach, an amount not to exceed \$125.00 and Isaiah Irvin, Edison adjunct assistant football coach, an amount not to exceed \$175.00. Edison Touchdown Club has reimbursed the district therefore there is no cost to the district.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Child Nutrition – 22-3850-3120-501210-700-000000-609-03-053

Pay support employees, listed below, @ \$14.64/hr. worked to assist as needed to process application forms for the 2019-2020 school year. Total not to exceed \$50,000.

Ellen Mize
Rachel Cabrales
Rebecca Williams
Sherry Duncan
Carla Hough
Irmgard Lieben
Doris Ferrell

Chief of Schools – 11-0000-2490-501110-000-000000-107-16-072

Pay ILDs, Jennifer Gripado and Stacey Vinson, @ \$700/month each to support additional work for the 2019-2020 school year around a school leader pipeline development program for school leaders.

Booker T. Department MYP Chairperson and MYP New Trainees Work Session -

11-0735-1764-506810-251-000000-000-07-735

Pay up to 25 Booker T. teachers in the amount of \$18.00 per hour for a maximum of 5 hours to attend a morning MYPIB *Matters to be Addressed* planning session in preparation for the upcoming 2019-2020 school year. The planning session will take place on Monday, August 12, 2019. The workshop facilitator will receive \$23.00 per hour. Total will not exceed \$3,000.00.

Transportation – 11-0000-2720-501210-000-000000-513-03-003

Pay LeMorris Walton, transportation supervisor, an interim stipend of \$400 per month (not to exceed \$4,800.00) for managerial duties, July 8, 2019 to June 30, 2020.

Campus Security – 21-0000-2660-501210-000-0000000-959-17-049

Pay support employee, Billy Hobbs @ \$2/hr. worked for additional duties for Kronos management, officer scheduling, and report monitoring, completion and training.

Carver Middle School MYP Department Chairperson and MYP New Trainees Work Session -

11-0515-1763-508600-251-000000-000-07-515

Pay up to 25 Carver teachers in the amount of \$18.00 per hour for a maximum of 5 hours to attend a morning MYPIB *Matters to be Addressed* planning session in preparation for the upcoming 2019-2020 school year. The planning session will take place on Monday, August 12, 2019. The workshop facilitator will receive \$23.00 per hour. Total will not exceed \$3,000.00.

Teaching and Learning – 11-5118-2213-501110-494-000000-211-05-070-5118

11-5410-2213-501110-494-000000-211-05-070-5410

Pay seven instructional mentors, to be named, @ \$500 per month for additional duties that include: supporting a caseload of instructional mentors, collaborating with instructional mentors, analyzing network-wide data, communicating network-level data, and leading and developing professional development.

Design and Innovation – 11-0260-2213-501110-000-000000-211-05-005-0260

Pay support employee, Lynn McKenney, a stipend not to exceed \$5,000, to be paid out evenly over the 2019-2020 school year, for designing a personalized learning coaching model for use in the district’s personalized learning sites. Development of the coaching model includes selecting and documenting high-leverage instructional shifts, curating the tools necessary to support teachers, developing the coaching cycles, and documenting the success of the coaching model throughout the 2019-2020 academic year. Additional extra duties include the development of professional development and coaching arc of learning to deepen teacher and school-level team understanding of brain science and its role in learning.

Design and Innovation – 11-0260-2213-501110-000-000000-211-05-005-0260

Pay support employee, Meghan Austin, a stipend not to exceed \$2,000, to be paid out evenly over the 2019-2020 school year, for designing a personalized learning coaching model for use in the district’s personalized learning sites. Development of the coaching model includes selecting and documenting high-leverage instructional shifts, curating the tools necessary to support teachers, developing the coaching cycles, and documenting the success of the coaching model throughout the 2019-2020 academic year.

ADJUSTMENT/CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct contract amount on adjustment July 1, 2019 page

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Hill-Taylor, Taylor	7/01/19	\$77,136.00	Director of Advanced Learning	School Partner Strategy	BG-9

Correct contract amount and Degree and Step July 1, 2019 page

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Johnson, Jana	7/24/19	\$50,294.00	Exceptional Student Service Site Specialist	B-19

Correct effective date on separation July 15, 2019 page

SEPARATIONS

Name	Effective Date	Position
Carlson, Aspasia	7/01/19	Director High School Design Project

Correct adjustment proposed position and effective date on July 1, 2019 page 18

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Applegate, Perri	8/01/19	\$83,000.00	Academic Coordinator	Manager of Secondary Learning	BG-5

Correct adjustment proposed position and effective date on July 1, 2019 page 20

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Gilkey, Eschelle	8/01/19	\$82,000.00	Academic Coordinator	Manager – Academic Counseling	EG-5

Correct adjustment proposed position and effective date on July 1, 2019 page 23

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Stokes, Joy	7/03/19	\$67,000.00	Academic Coordinator	School Partner Strategy	BG-9

Correct adjustment grade on July 1, 2019 page 20

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Grubb, Ayn	7/01/17	\$80,000.00	Director of Humanities	Manager – Elementary Literacy	EG-5
Guillory, Tarsha	7/01/19	\$83,829.00	Principal	Director of Webster Beyond	EG-8

Correct election effective date on July 15, 2019 page 19

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Journey, Mosezza	7/22/19	\$12.36	Bus Driver Trainee	MT-7

Create:

Position	Salary/Grade	Duties
<p>Director of Webster Beyond-Webster</p> <p><i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max.</p> <p><i>Funding Source:</i> 11-0260-2213-501110- 000-000000-108-05-740- 0260 (grant funded)</p>	<p>EG-8 12 Months</p>	<p>The Webster Beyond Administrator will be dedicated to achieving the aspiration of Webster’s new school model:</p> <p>Webster is an inclusive community of learners and leaders who value student voice and choice as evidenced by offering personalized pacing, on and off-site interest-based learning, and genuine commonality. We offer relevant, innovative experiential learning opportunities that prepare life-long problem solvers for an ever-changing world. Our school is guided by love, equity, equality, and a belief in “progress over perfection.”</p> <p>The role will function as the leader of the Webster Beyond high school model and as a key member of the Webster administrative team. This role will provide leadership and oversight around the new school model. In addition to providing leadership and management of the new school model, the role will provide leadership and administrative support to Webster High School.</p>

SUPPORTING INFORMATION

INFORMATION ITEM G.12.

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Talent Management Strategist – Recruitment & Cultivation-ESC/ Talent Management</p> <p><i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max.</p> <p><i>Funding Source:</i></p>	<p>BG-10 12 Months</p>	<p>The Talent Management team hires approximately 1500 annually throughout the course of the year. Each of these hires take countless hours to recruit, select and hire. In order to ensure we have the best candidate for each role we need an individual with knowledge of school operations, marketing and talent management. The Talent Management Strategist – Recruitment & Cultivation will leverage regional and national strategies to support the district in sourcing strong candidates for all Tulsa Public Schools roles (certified and support) inclusive of district office, school leadership, teacher and support personnel. This role will report directly to the Director, Talent Acquisition, Development and Retention. This individual will ensure high-quality candidate pools by enacting or overseeing standardized, quality-focused recruitment models for all positions; and maintaining strong partnerships with key community partners to source talent.</p>

Delete:

Position	Salary/Grade	Duties
<p>Manager of Candidate Outreach & Cultivation –ESC/ Talent Management</p> <p><i>Annual Budget Impact:</i> \$ 50,000 min. – \$ 75,000 max.</p> <p><i>Funding Source:</i> 11-0000-2572-501210- 000-000000-337-04-041</p>	<p>BG-7 12 Months</p>	<p>This position is vital in achieving the teacher candidate outreach and cultivation goals of Tulsa Public Schools. This role will work directly with the Director, Talent Acquisition, Development and Retention. This position offers the successful candidate the opportunity to have a profound impact on supporting student achievement by managing and improving how district teachers are cultivated, selected, and supported within Tulsa Public Schools.</p>

Create:

Position	Salary/Grade	Duties
Operations Associate- ESC/Design Lab <i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max. <i>Funding Source:</i>	BG-5 12 Months	Under the guidance of the Chief Design and Innovation Officer, manages the office of the design lab and supports the coordination of organizational-wide logistics and related communications for various strategic initiatives. Executes operational tasks and adeptly addresses sensitive cases as assigned by the Chief Design and Innovation Officer. Develops detailed presentations, materials and other reports for a wide variety of internal and external audiences.

Delete:

Position	Salary/Grade	Duties
Program Manager – Professional Learning- ESC/Educator Effectiveness and Professional Learning <i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max. <i>Funding Source:</i> 11-0000-2490-501110- 000-000000-109-04-044	BG-6 12 Months	The program manager for professional learning is responsible for implementing, managing and ensuring the successful and timely completion of professional learning projects in coordination with multiple departments. Performs project management duties related to the execution of district wide professional development activities for teachers, school leaders and district staff including planning, coordinating, designing and executing high quality learning experiences.

Create:

Position	Salary/Grade	Duties
Program Manager – Professional Learning- ESC/Educator Effectiveness and Professional Learning <i>Annual Budget Impact:</i> \$ 52,500 min. – \$ 78,700 max. <i>Funding Source:</i> 11-0000-2490-501110- 000-000000-109-04-044	EG-4 12 Months	The program manager for professional learning is responsible for implementing, managing and ensuring the successful and timely completion of professional learning projects in coordination with multiple departments. Performs project management duties related to the execution of district wide professional development activities for teachers, school leaders and district staff including planning, coordinating, designing and executing high quality learning experiences.

Delete:

Position	Salary/Grade	Duties
<p>Director of Competency Based Learning-ESC/Personized Learning</p> <p><i>Annual Budget Impact:</i> \$ 70,500 min. – \$ 105,700 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06-069</p>	<p>EG-8 12 Months</p>	<p>The Director of Competency-based Learning will lead the development, implementation and evaluation of a comprehensive strategy to Competency-based learning in Tulsa Public Schools. The Director will collaborate extensively with various academic departments, the innovation and design unit and external stakeholders to develop and implement a district-wide vision and strategy for Competency-based learning. The Director of Competency-based Learning will foster collaboration across Teaching and Learning, the Chief Schools Office and the Design and Innovation Team. The DPL will contribute to setting the annual strategic goals and priorities for the Competency-based Learning team. Those goals and priorities should be aligned to annual academic, culture and innovation priorities and the goals of Destination Excellence.</p>

Create:

Position	Salary/Grade	Duties
<p>Manager of Strategic Initiatives-ESC/</p> <p><i>Annual Budget Impact:</i> \$ 79,100 min. – \$ 118,700 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110- 000-000000-108-06-xxx</p>	<p>BG-11 12 Months</p>	<p>The Managers of Strategic Initiatives will be key members to support to support district office and school transformation defined as driving towards excellent relationships, organizational and school culture, and increased instructional outcomes for students through a focus on school strategy, resourceful operations, strategic finance and leadership development. Within this work, the district and schools are redesigning schools to align people, time, and money to best support leader and teacher development in service of driving student outcomes. This role will also serve as the primary liaison with school sites to design an excellent school experience and develop partnerships with key service providers to increase efficiency of student services.</p>