



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **June 18, 2020**, at 6:30 PM, conducted using videoconference pursuant to Title 25, Section 307.1 of the Oklahoma Statutes, as amended by Senate Bill 661. There is no physical site or location for this meeting. Each member of Board of Education will be appearing for the meeting remotely by using videoconference. If the audio connection is lost, the meeting will be stopped and reconvened as soon as the audio connection is restored. Please stand by.

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. Members of the public may access the meeting by videoconference at [tulaschools.org](https://www.tulaschools.org).

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 online on the Tulsa Public Schools website at <https://www.tulaschools.org/about/board-of-education/requesttospeakonagendaitem>. Requests will be accepted at any time up to the consideration of the Consent Agenda portion of the meeting, but it is recommended to submit the form by noon on the day of the meeting to ensure it is received.

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 online on the Tulsa Public Schools website at [tulaschools.org/about/board-of-education/citizens-commentform](https://www.tulaschools.org/about/board-of-education/citizens-commentform), 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. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
  - A.2. Call to order and confirm that a quorum of the Board is present.
  - A.3. Flag salute
- B. MOTION TO VOTE AND ADOPT THE AGENDA**
- C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS**
- D. APPROVAL OF MINUTES**

Approve minutes of the May 18, 2020 and June 1, 2020, regular meetings of the board.
- E. CONSENT AGENDA - Motion and vote on recommendation.**
- F. ACTION AGENDA – Motion and vote on each recommendation.**
- G. INFORMATION AGENDA**
- H. STAFF REPORTS**
- I. BOARD MEMBER REPORTS**
- J. CITIZENS COMMENTS**
- K. SUPERINTENDENTS REPORTS/PRESENTATIONS**
- L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION**
- M. NEW BUSINESS**

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

The next regularly scheduled videoconference meeting of the Board of Education will be held on Monday, July 6, 2020, 6:30 p.m.
- O. MOTION AND VOTE TO ADJOURN**

**E. CONSENT AGENDA - Motion and vote on recommendations**

Note: With the exception of encumbrances, student trips and routine staffing items, consent items appeared on the previous regular meeting's agenda as information agenda items unless otherwise indicated.

**DEPUTY SUPERINTENDENT**

**E.1.** RECOMMENDATION: Approve routine field trips.

**RATIONALE:**

Board Policy 3314 requires that all out-of-state student field/study trips and travel have prior authorization by the Board of Education.

**E.2.** RECOMMENDATION:

Enter into contracts with the following school booster clubs to sell stadium food and beverage concessions during the 2020-21 school year.

East Side Booster Club - East Side Stadium  
Edison Track and Field Booster Club - LaFortune Stadium  
TBD- S.E. Williams Stadium  
TYAA Bulldogs - Driver Stadium  
Webster PTSA - Milton Stadium  
Rogers Booster Club -Rogers Stadium  
Carver Booster Club-Carver 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 2020-2021 school year. The district benefits monetarily from stadium concessions, which enhance the overall athletic program.

**E.3.** RECOMMENDATION: Extend the contract with Tulsa Officials of Oklahoma Association, Tulsa, Oklahoma, to provide basketball and volleyball game officials as needed for the 2020-21 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 \$65,000

**FUNDNAME/ACCOUNT:** General Fund, 11-0000-2199-503430-000-000000-000-16-068

**REQUISITION/CONTRACT:** 12100330

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

**E.4.** RECOMMENDATION: Renew the contract with the TreeRing Corporation, San Mateo, California, to provide school yearbooks for East Central High School during the 2020-2021 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:**

TreeRing is a Silicon Valley, California-based technology company that provides on-demand digital printing of customizable school yearbooks in the United States and Canada. East Central's photography class will provide TreeRing with photos of students taken by East Central's photography class. TreeRing will then create a yearbook for students to purchase directly online. TreeRing's social-first approach lets teachers, parents, and students capture memories, safely share them with the school community, and create free personalized pages for the printed edition at no cost to the district.

**E.5.** RECOMMENDATION: Renew the agreement with ArbiterSports, Inc. Sandy, UT, to pay game officials for football, baseball, softball, wrestling, and soccer as needed for the 2020-2021 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 \$50,000

**FUND NAME/ACCOUNT:** 11-0000-2199503430-000-000000-000-16-068-

**REQUISITION/CONTRACT:** 12100331

**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.

**E.6. RECOMMENDATION:**

Renew agreement with Oklahoma State University Center for Health Sciences College of Osteopathic Medicine setting forth the terms under which they will place athletic training students with Certified Athletic Trainers within the district for purposes of fulfilling athletic trainer preparation requirements for the school year 2020-2021.

**FURTHER RECOMMEND:**

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

**COST:** This item presents no cost to the district.

**RATIONALE:** This agreement will allow the district to collaborate with Oklahoma State University Center for Health Sciences in their efforts to train and prepare future Certified Athletic Trainers. Collaboration with universities in this manner allows the district to provide valuable feedback on student progress in regards to the success of future employment in an urban high school setting. OSUHSC students will observe certified athletic trainers at the high school settings on the duties and daily tasks involved in the athletic training profession.

**E.7. RECOMMENDATION:**

Enter into an agreement with All American Sports Corp. to purchase 14 Riddell Speedflex football helmets with InSite technology for each of the 9 Tulsa Public Schools High Schools for use in the 2020-2021 school year, in addition to accessory kits for the Speedflex helmets for each high school so the helmets can be properly sized and maintained for individual athletes.

**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 \$51,000

**FUND NAME/ACCOUNT:** General Fund/11-0000-2132-503360-000-000000-000-16-068

**REQUISITION/CONTRACT:** 62002861

**RATIONALE:** This product and technology is to help increase the safety and instruction of athletes participating in high school football at Tulsa Public Schools. All American Sports Corp. is a sole source supplier of the Riddell helmet, and the InSite technology is only available in the Riddell helmet. InSite is a technology tool that allows coaches and athletic trainers, on a daily basis, the ability to analyze where impacts are occurring on individual helmets. It also gives real time alerts if impacts are excessively high so coaches and athletic trainers can immediately check on an athlete for potential concussion symptoms.

**E.8. RECOMMENDATION:** Renew agreement with Heads Up Football, LLC, USA Football, Inc. (HUF LLC), Indianapolis, Indiana, to provide football coaching education and resources to Tulsa Public Schools' coaches during the 2020-2021 calendar 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 Heads Up Football program will provide resources and services to coaches through a combination of online and in-person instructions. Resources will consist of concussion education, heat and hydration education, cardiac arrest training, equipment fitting, and heads-up tackling and blocking.

**E.9. RECOMMENDATION:**

Renew the contract with the Tulsa City-County Health Department to administer the "It's All About Kids" Physical Education program for students in elementary schools during the 2020-21 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:** "It's All About Kids" Physical Education program is a school health program that will be offered to sites upon approval of the site principal and district athletics office to assist physical education teachers with issues such as eating healthy, active lifestyles and nutrition. The CATCH Curriculum (Child and Adolescent Trial for Cardiovascular Health) is a toolbox that current physical education teachers may access at no cost to the district as a part of this program.

**E.10. RECOMMENDATION:** Renew facility use agreement with the Tulsa County Parks Department to hold cross country events at O'Brien Park.

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 \$300.

FUND NAME/ACCOUNT: General Fund/11-0000-2132-503360-000-000000-000-16-068

REQUISITION/CONTRACT: 12100334

RATIONALE: This will allow TPS to host cross country meets at O'Brien park.

- E.11.** RECOMMENDATION: Renew the agreement with Rank One Sport, LP to provide the license and use of software for District administration and staff during the 2020-2021 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 \$3,000.00

FUND NAME/ACCOUNT: General Fund/11-0000-2132-503360-000-000000-000-16-068

REQUISITION/CONTRACT: 12100333

RATIONALE: This system increases compliance, simplifies collection of athletic forms, increases accountability, reduces risk of lost information and increases the protection of confidentiality on protected health and personal information. It also reduces copying and duplication costs and paper usage, as much is eliminated by going to an electronic system. This system also improves communication between coaches and athletic administration on student paperwork as well as between coaches and parents. Athletic schedules are able to be coordinated and venue conflicts are able to be identified quicker and easier. This program also is able to archive records and speed retrieval of medical records if needed in the future.

- E.12.** RECOMMENDATION: Enter into an agreement with The University of Tulsa setting forth the terms under which they will place athletic training students with Certified Athletic Trainers within the district for purposes of fulfilling athletic trainer preparation requirements for the school year 2020-2021.

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

COST: This item presents no cost to the district.

RATIONALE: This agreement will allow the district to collaborate with The University of Tulsa in their efforts to train and prepare future Certified Athletic Trainers. Collaboration with universities in this manner allows the district to provide valuable feedback on student progress in regards to the success of future employment in an urban high school setting. TU students will observe certified athletic trainers at the high school settings on the duties and daily tasks involved in the athletic training profession.

- E.13.** RECOMMENDATION: Renew the contract with America's Foundation for Chess, First Move, Bellevue, Washington, to provide First Move Curriculum Services for Eliot Elementary School, Emerson Elementary, and Zarrow International School during the 2020-2021 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 \$1,000

FUND NAME/ACCOUNT: Various options including PTA, activity fund accounts and Title I funding on a per-pupil basis at each school site.

REQUISITION/CONTRACT: 42100009

RATIONALE:

First Move is a three year program taught one hour a week in the classroom by classroom teachers. It was designed so that anyone, regardless of chess knowledge, could successfully implement the curriculum. First Move meets math, writing, social studies and science standards for second- and third-grade students. It is deemed a valuable use of classroom time by 94 percent of current America's Foundation for Chess teachers. In 2019-20, approximately 325 students at Eliot, Emerson, and Zarrow participated and expanded their knowledge through this intellectual experience. First Move and Tulsa Public Schools have partnered since 2011.

- E.14.** RECOMMENDATION:

Enter into an agreement with the Oklahoma Department of Human Services (DHS) for the reimbursement of expenses associated with the District's provision of Before and After Care Services to children which have been designated as eligible to receive such services at the elementary schools listed below for July 1, 2020, through June 30, 2021.

FURTHER RECOMMEND: The attorneys for the School District prepare/approve the appropriate contract document(s) and the Before and After Care Coordinator be authorized to execute the document(s) on behalf of the District. Authorize the Before and After Care Coordinator to execute and deliver Individual Licensed Location Confirmation Forms and other ancillary forms on behalf of the District to the Oklahoma Department of Human Services as applicable.

RATIONALE: Enables the District to be reimbursed by the Department of Human Services for Before and After Care

services the District offers to children which are designated by them as eligible to receive such services. Contracting with DHS provides eligible families the opportunity to access expanded learning programs through the subsidy program. During 2019-20, 166 children from 16 eligible sites were able to participate in the district's expanded learning programs due to this subsidy. The elementary schools offering the expanded learning program in 2019-20 were Bell, Council Oak, Eisenhower International, Eliot, Grimes, Grissom, Hoover, Key, Lanier, Mayo Demonstration, Patrick Henry, Robertson, Salk, Skelly, Wright, and Zarrow International. The sites that will offer this programming in 2020-21 are Bell, Council Oak, Eisenhower International, Eliot, Grissom, Hoover, Key, Lanier, Mayo Demonstration, Patrick Henry, Robertson, Salk, Skelly, and Zarrow International.

**E.15. RECOMMENDATION:**

Renew contracts with the community facilities listed in order to provide educational services to all appropriate and eligible students attending or residing at said facilities during the 2020-2021 school year.

David L. Moss Correctional Facility  
Tulsa County Juvenile Detention Center  
Parkside  
Laureate Psychiatric Clinic and Hospital, Inc.  
Positive Changes  
Liberty Health at Laura Dester Shelter  
Calm Center

**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 aforementioned community facilities (hospital or residential sites) are requesting continuation of educational support from Tulsa Public Schools. We have remained in partnership in order to support our students who have the most acute needs. Our students receive emotional and behavioral supports coupled with an academic plan. Tulsa Public Schools certified teachers support our community facilities' students. By state statutes, the district is required to provide an appropriate number of teachers for the delivery of educational services.

**E.16. RECOMMENDATION:**

Renew the contract with the Juvenile Bureau of the District Court of Tulsa County to provide education services to all eligible students attending Phoenix Rising during the 2020-2021 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:** RATIONALE: Phoenix Rising Alternative School serves students in Tulsa County, grades 9–12, Typically, PRAS students have not experienced success in traditional public school settings and find PRAS to be a restorative pathway for their educational and life journey. PRAS is a partnership between the Tulsa County Family Juvenile Justice Center (TCFJJC) and Tulsa Public Schools (TPS). The school's ideal capacity is approximately eighty active students. Students may stay enrolled at PRAS, as long as it is in the best interest of the student, the family, and the school. The focus of Phoenix Rising Alternative School is both social/emotional growth, and academic needs which are offered through each student's individualized learning plan. PRAS seeks out innovative and student focused internships and enrichment opportunities for youth to experience on campus, and within the community. In addition, emphasis is placed on students' interests and strengths, leadership skills, goal setting, and workforce development. By state statutes, the district is required to provide an appropriate number of teachers for the delivery of educational services. On average, 90 students per year are served by this contract. In order to ensure that the Phoenix Rising students have equitable access to Fine Arts, the Juvenile Bureau has agreed to pay the salary and benefits for a 0.5 part-time art teacher. This 0.5 part-time art teacher is to be utilized only at Phoenix Rising Alternative school at the total amount quoted by the Tulsa Public Schools' budget director for the 2020-2021 school year.

**E.17. RECOMMENDATION:**

Renew an agreement with Modus to provide transportation for students during the 2020-21 school year to support projects and services for pregnant and parenting teens in the Strong Tomorrows program, students engaged in various Design Lab programs, and students with disabilities.

**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:**

Grant Funds: 11-0251-2720-505130-000-000000-000-05-020-0251 and 11-0280-2720-505130-000-000000-000-05-715-0280, 11-xxxx-10000-503200-239-000000-000-06-066

**REQUISITION/CONTRACT:**

Contract: 42100011

RQ: 12100328, 12100325

**RATIONALE:** Modus is a non-profit that works to make sure all of Tulsa's youth can access essential medical and social

services as well as be independent through mobility. At the rate of \$15 per ride and used judiciously, Modus is one of our most cost effective and safe student transportation options. The district will utilize Modus as a cost-effective transportation solution to support pregnant and parenting teens, students with disabilities, and when necessary, students participating in learning opportunities sponsored by the district's Design Lab. These students have specific needs related to activities such as vocational training, medical appointments, internships and offsite learning labs.

- E.18.** RECOMMENDATION: Renew the contract with Junior Achievement of Oklahoma Inc., Tulsa, Oklahoma, to provide an instructional service agreement for the 2020-2021 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 \$50,000  
FUND NAME/ACCOUNT: Various options including PTA, activity fund accounts and Title I funding on a per-pupil basis at each school site.  
REQUISITION/CONTRACT: 42100010  
RATIONALE: Junior Achievement provides a hands-on learning environment at the Junior Achievement world facility designed to supplement and reinforce student curriculum in language arts, social studies, math, science and art through the uses of technology and the real-life application "JA BizTown Program." This integrated entrepreneurial curriculum for students in fourth, fifth and sixth grades culminates with a unit of study in a field experience where students run a working city. Junior Achievement and Tulsa Public Schools have partnered since 2003. During the 2019-2020 school year, JA BizTown (formerly called Exchange City) had over 1,131 TPS students participate in the program. JA will support Carnegie, Clinton West, Cooper, Council Oak, Eisenhower International, Eliot, Grissom, Kerr, Lanier, Lewis & Clark, Mitchell, Patrick Henry, Robertson, Salk, Springdale, Unity Learning Academy and Zarrow International School during the 2020-2021 school year.
- E.19.** RECOMMENDATION:  
Renew the agreement with Franklin Covey Client Sales, Inc., Salt Lake City, Utah, to purchase "The Leader in Me" coaching system for use at Hale High School during the 2020-2021 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 \$13,000.  
FUND NAME/ACCOUNT: Grant Funded, 11-0250-2573-503590-000-000000-000-05-715-0250  
REQUISITION/CONTRACT: 12100072  
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 Hale High School-wide Plan. This will be the second year for the 500 Hale Beyond students to participate in "The Leader in Me" program.
- E.20.** RECOMMENDATION: Renew an agreement between the Confucius Institute and the East Asia Institute at the University of Oklahoma to provide a Chinese after-school experience at Carnegie Elementary School during the 2020-2021 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: This agreement will continue a collaborative after-school program to expose students to the Chinese culture with fun language activities, tai chi, visual arts, music and dance. Sessions will consist of two eight-week terms, one each semester, for two hours each school day. The University of Oklahoma will provide a qualified instructor and Tulsa Public Schools' students will pay a participation fee of \$70.00 per week to participate in the Tulsa Chinese After School Experience (TCASE) program. OU works with students who need assistance to cover the expense of the fee. The participation fee funds will be used to cover the cost of the teacher's salary. Other portions of the program costs are supported through a grant by the University of Oklahoma College of Arts and Science/Confucius Institute/East Asia Institute. Approximately 40 students participated during the 2019-20 school year.
- E.21.** RECOMMENDATION: Renew the contract with BSN Sports, who is partnering with Nike, Dallas, Texas, to grant exclusive sales and advertising rights for athletic apparel and equipment for use in athletic programs throughout the district during 2020-2021 school year. This is the third of four optional renewal periods. In return, the district will receive payments, product, and discounts, as negotiated, to be used to support the district's athletics programs.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST: This item presents no cost to the district.  
RATIONALE: This exclusive athletic apparel and equipment agreement provides unrestricted revenue in support of district athletic programs and activities.
- E.22.** RECOMMENDATION: Enter into agreements with the Cherokee Nation and Creek Nation for the reimbursement of expenses associated with the District's provision of Before and After Care Services to children which have been designated as eligible to receive such services at the elementary schools listed below for July 1, 2020, through June 30,

2021.

**FURTHER RECOMMEND:** The attorneys for the School District prepare/approve the appropriate contract document(s) and the Before and After Care Coordinator be authorized to execute the document(s) on behalf of the District. Authorize the Before and After Care Coordinator to execute and deliver Individual Licensed Location Confirmation Forms and other ancillary forms on behalf of the District to the Cherokee Nation and Creek Nation as applicable.

**RATIONALE:**

Enables the District to be reimbursed by the Cherokee Nation and Creek Nation for Before and After Care services the District offers to children which are designated by them as eligible to receive such services.

For the last 15 years, this agreement has enabled the district to offer opportunities for eligible families and children to participate in engaging expanded learning programs. In 2019-20, the program sites were Bell, Council Oak, Eisenhower International, Eliot, Grimes, Grissom, Hoover, Key, Lanier, Mayo Demonstration, Patrick Henry, Robertson, Salk, Skelly, Wright, and Zarrow International. In 2020-21, the program sites will be Bell, Council Oak, Eisenhower International, Eliot, Grissom, Hoover, Key, Lanier, Mayo Demonstration, Patrick Henry, Robertson, Salk, Skelly, and Zarrow International.

- E.23.** **RECOMMENDATION:** Enter into an agreement with Growing Together (“GT”) to provide wrap around service management and coordination at Kendall Whittier, Sequoyah, Rogers Middle and High School, Eugene Field, and Webster Middle and High School for the period of July 1, 2020 through June 30, 2021.

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

**COST:** Not to exceed \$390,000

**FUND NAME/ACCOUNT:** Title I 11-5118-2194-503200-494-000000-55-XXX-5118

**REQUISITION/CONTRACT:** 12100468

**RATIONALE:**

Growing Together, a strategic district partner and community-based organization, will provide management and coordination of wrap around services and targeted supports to students in the schools being served. Growing Together will serve Kendall Whittier, Sequoyah, Rogers Middle and High School, Eugene Field, and Webster Middle and High School. Growing Together will do this through dedicated site-based coordinators placed at each school and will build upon the foundation built through the partnership each of these schools have had with Communities in Schools. These site coordinators will work in collaboration with school leadership teams and teachers to customize whole school supports, particularly focused on students’ social, emotional, behavioral and mental health. In addition, the Growing Together team will provide technical assistance and capacity to improve family-school relationships, increase retention of students, and improve school climate.

- E.24.** **RECOMMENDATION:** Renew the contract with City Year Tulsa to provide near-peer mentoring services on a full-time basis in certain district schools for the 2020-21 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 \$1,056,000

**FUND NAME/ACCOUNT:**

Title I, Part A / 11-5118-1000-503200-494-000000-000-55-XXX-5118 and 11-5150-1000-503200-494-000000-000-55-XXX-5150

**REQUISITION/CONTRACT:** 12100039

**RATIONALE:**

City Year Tulsa will provide approximately 80 corps members across partner schools to support students whose behaviors reflect a growing disengagement from school, their teachers, and schoolmates by leading structured group activities that are designed to increase the number of positive interactions students have at the whole school, whole class, and small group levels. It will also provide explicit behavior supports to individuals identified as at-risk by school leaders. In addition, in the 2020-2021 school year City Year Tulsa will be launching the Network for School Improvement in partnership with Tulsa Public Schools. City Year Tulsa will work with school leaders and improvement teams from five Tulsa Public Schools to address challenges and implement changes to processes and systems in order to improve on-track indicators for eighth grade students. Teams will document and track results of interventions. Network coaches and staff will work with school teams and district leadership to develop a system for spreading proven changes to other schools across the district.

In 2019-20, City Year Corps members provided intervention to over 2,000 students. Over 1,750 students received intensive supports and tutoring. Overall, the City Year Tulsa Corps served ten school communities with whole school activities focused on attendance and student engagement, serving approximately 6,100 students. City Year will work with the following schools during the 2020-2021 school year. Schools to be served include Eugene Field Elementary, Kendall-Whittier Elementary, Sequoyah Elementary, Webster Middle, Webster High, Rogers Middle School, Monroe Middle, McLain High, Hale Junior High, Hale High and East Central Junior High.

- E.25.** **RECOMMENDATION:** Renew contract with the Center of Transformative Teaching (CT3) to provide training for school leaders, instructional mentors, and teachers in effective classroom management and instructional practices for up to 34 schools during the 2020-2021 school year. CT3 will provide specific support for school improvement including, but not limited to, culture planning, principal/leadership coaching, and training of site-based real time teacher coaches for management.



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

COST: \$1,200,000

FUND NAME/ACCOUNT:

Title I, Part A / 11-5118-1000-503200-494-000000-000-55-XXX-5118 / 11-5150-1000-503200-494-000000-000-55-XXX-5150

REQUISITION/CONTRACT: 12100054

RATIONALE:

CT3 has been an important partner to Tulsa Public Schools over the past four years in creating safe building and classroom climates where learning can thrive. They have done this through providing training, development, and support to district leaders, principals, and staff through leadership coaching, teacher coaching, and No-Nonsense Nurturer Training. In 2019-2020, CT3 coached twenty school leaders to build the interpersonal skills and create the technical tools they need to effectively transform their schools. Schools having received three years of this coaching have shown a 60% average decrease in suspensions, a 54% increase in students meeting expected growth in Math, and a 35% increase in students meeting expected growth in Reading. In 2020-2021, CT3 will continue this coaching with up to 13 school leaders. This will result in enhanced leadership capacity to drive measurable improvements in school climate and culture that leads to student achievement.

In 2019-2020, CT3 also trained 12 Instructional Mentors and 25 school-based staff to deliver real time teacher coaching. In Tulsa Public Schools classrooms (179) where this coaching is taking place, data shows an increase of on-task engagement for students. Initially only 73 classrooms had above 85% of students engaged in learning, after the coaching 121 classrooms had above 85% of students engaged in learning. This real-time teacher coaching will continue in 34 sites in 2020-2021 in order to sustain and build on the district's current capacity to support teachers in establishing joyous but rigorous classrooms. An important value of this coaching is the ability to support teachers in developing positive classroom cultures and relationships in virtual, face-to-face, or blended learning models.

In addition, in 2019-2020, CT3 trained all new teacher hires in No-Nonsense nurturing, a classroom management system that has become the norm across all Tulsa Public Schools. This training is essential for new teachers to support them in quickly creating a classroom management system that creates a culture of learning. Survey data showed that 98% of attendees both found the workshop valuable and planned to implement the strategies in their classroom. In 2020-2021, CT3 will continue to train new teacher hires through a hybrid of workshops and online courses, with the continued impact of supporting new teachers in quickly establishing a classroom climate that is safe and where learning is happening.

**E.26.**

RECOMMENDATION: Renew contract with TNTP, Brooklyn, New York, to provide technical assistance in the area of instructional improvement and support the implementation of leadership coaching and professional learning during the 2020-21 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 \$1,300,000

FUND NAME/ACCOUNT: Grant funding 11-0224-2212-503200-000-000000-000-05-041-0224

REQUISITION/CONTRACT: 12100052

RATIONALE:

TNTP has partnered with Tulsa Public Schools (TPS) for a number of years, but the last two years have honed in and focused on developing a world-class Vision for Learning that puts college and career readiness at the center of our instructional model. The support from TNTP has resulted in the tools and systems needed to set clear expectations for student-centered learning and measure progress over the years. They have been particularly helpful in supporting the creation of systems that help Tulsa Public Schools measure the growth of classroom practices in consistent ways, including leading large groups of school leaders through walk-throughs. This support has led to more consistent expectations and experiences across schools and classrooms, which is vital for an equitable student experience. For example, in summer 2019 school leaders all had varying levels of expectations around grade-level literacy instruction, and in March 2020 over 90% of school leaders were normed around these practices. This was possible due to the school leader learning that TNTP led throughout the 2019-2020 school year.

In the 2020-2021 school year, TNTP will build upon this momentum and work with school leaders to translate their new knowledge around grade-level literacy and develop a strong support strategy for teachers and students. This continued support will keep Tulsa Public Schools on the path to ensuring all students are developing the literacy skills they need to be college and career ready. TNTP will support and coach six Instructional Leadership Director networks to design and execute aligned strategies around the Tulsa Public Schools Vision for Learning. They will also on-board and train Academic Partners in grade-level content knowledge, research-based instructional best practice and leadership to build coherent school supports. To create strong alignment, TNTP will also develop and execute a year-long plan of learning for all school leaders rooted in the Vision for Learning that builds off the grade-level literacy learning from this year. Finally, ten school leaders will be selected to receive bi-weekly coaching and three school walkthroughs.

**E.27.**

RECOMMENDATION:

Renew the agreement with Urban Policy Development, LLC, to provide support for data-driven continuous improvement processes for district leadership teams in the 2020-21 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 \$370,000

FUND NAME/ACCOUNT: Grant funding, 11-0224-2573-503590-000-000000-000-05-041-0224

REQUISITION/CONTRACT: 12100055

RATIONALE: The UPD scope for 2020-21 builds on the 2019-20 UPD supports. These included (a) designing and implementing monthly continuous improvement cycles with school leaders from 10 elementary and 5 high schools focused on the district priority of high expectations for literacy instruction and (b) COVID-19 reentry planning support for the district leadership team in spring 2020. UPD will support TPS in the following four areas during the 2020-21 school year: (1) district-level continuous improvement process support focused on district-wide priorities during the reentry process; (2) supporting long-range internal planning by key central office functional teams in support of ongoing improvement efforts; (3) building on Shaping Our Future, facilitate the upcoming strategic planning process for TPS; and (4) provide coaching to build the data use capacity & infrastructure of central office teams.

**E.28.** RECOMMENDATION: Renew the legislative liaison professional services contract with Erling and Associates for the period July 1, 2020, through June 30, 2021.

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

COST: Not to exceed \$75,000

FUNDNAME/ACCOUNT: GeneralFund, 11-0000-2511-503100-000-000000-000-09-091

REQUISITION/CONTRACT: 12100303

RATIONALE:

Erling and Associates (EAA) responsibilities include, but are not limited to, working with the superintendent, board leadership, and the executive cabinet to establish the legislative goals for the district for the 2021 legislative session; monitoring and tracking all relevant legislation in the 2020 legislative session and changes and/or new bills in the interim and 2021 sessions; research and analyze legislative committee meetings; attend hearings/meetings; testify (or arrange for the superintendent/designated staff) at appropriate committee meetings on key issues; report to the superintendent regularly as requested; and report to the board of education with legislative updates at the request of the superintendent. During the interim studies in the fall and winter and the legislative session that occurs from February through May, EAA attends daily, providing relevant and timely updates to the superintendent and executive team. EAA also represents the district in communications with the Governor's office, legislative committees, Senate Pro Tempore, Speaker of the House, State Superintendent of Schools and staff, legislative chairs and individual legislators. Finally, Ms. Erling assists in introducing, revising, and/or eliminating legislation as requested by the district.

## TEACHING AND LEARNING

**E.29.** RECOMMENDATION:

Renew the collaborative agreement with the following agencies for eligible children identified as having disabilities and attending one of the following programs during the 2020-2021 school year:

Community Action Project (CAP) Head Start  
Muscogee (Creek) Nation Head Start  
Native American Coalition Head Start  
Tulsa Educare Inc.

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 items presents no cost to the district.

FUND NAME/ACCOUNT:

RATIONALE: The proposed agreements establish the operating procedures for how the district implements IDEA Child Find for eligible children attending these early childhood programs.

**E.30.** RECOMMENDATION: Renew the agreement with the ahha Tulsa, Tulsa, Oklahoma, to continue the Artists-in-the-Schools program for the 2020-2021 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 \$69,000

FUND NAME/ACCOUNT: 11-0000-2490-503200-100-000000-000-06-070

REQUISITION/CONTRACT: 12100076

RATIONALE: The Artists-in-Schools program allows classroom teachers to invite community guest artists to the classroom for arts integration. In addition, several after school arts residencies will be inserted in strategic school sites to provide enrichment.

**E.31.** RECOMMENDATION: Purchase coaching support from learning facilitators listed below who will serve as independent contractors to provide Quality Experiences Supporting Teachers (QUEST) and Tulsa Model Assist (TMA) for the 2020-

2021 school year.  
Barbara McGrew  
Larry Downey  
Cathy Duke

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 not to exceed \$120,000

FUND NAME/ACCOUNT:

Title IIA, 11-5410-2213-503590-000-000000-000-05-041-5410

REQUISITION/CONTRACT: Larry Downey - 12100249

Barbara McGrew - 12100250

Cathy Duke - 12100289

RATIONALE: Tulsa Public Schools values the work of our teachers and recognizes that investing in the development of teachers results in better outcomes for our students. When teachers score below effective on one or more indicators on a Tulsa Model evaluation, TMA and QUEST provide tiered options for personalized coaching designed to support and accelerate improvement efforts. TMA offers 10 to 20 hours of targeted coaching aligned to specific Tulsa Model indicators. QUEST is a prescribed, embedded coaching and observation experience for teachers requiring more intensive support. Coaching takes place during 18 half-day sessions over a six-week period of time. Both TMA and QUEST are integral professional learning supports for the district's Teacher Leader Effectiveness Initiative.

**E.32. RECOMMENDATION:**

Renew the contracts with Northeastern State University, Oklahoma State University, Tulsa Community College and University of Tulsa setting forth the terms under which student interns will work with exceptional student support related services (Speech Pathologist, Occupational Therapist or Physical Therapist) staff within the district for the purpose of fulfilling college preparation requirements for the 2020-2021 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 items presents no cost to the district.

RATIONALE: Therapist in training will work directly under the related service staff within the district to gain school-based experience. Tulsa Public Schools would also utilize this opportunity for recruitment of related service staff.

**E.33. RECOMMENDATION:**

Enter into a Participation Agreement with Oklahoma State Department of Education (OSDE), and Public Consulting Group, Inc. (PCG) for the purpose of obtaining Medicaid School Based Health Services (SBHS) Medicaid reimbursement for Tulsa Public Schools from the date executed to June 30th, 2021.

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

COST: Not to exceed \$40,000

FUND NAME/ACCOUNT: Medicaid Fund/

11-6980-2573-503360-239-000000-000-06-066-6980

REQUISITION/CONTRACT:

12100495

RATIONALE: This Participation Agreement will allow the district to file Medicaid claims for the reimbursement of state and local funds spent by the district for health related services to Medicaid eligible children. The OSDE is the Oklahoma Healthcare Authority (OHCA) duly authorized agent and as such OSDE is duly authorized to administer the SBHS program pursuant to its June 2017 contract with the OHCA. PCG is duly authorized to provide Medicaid claiming services to the District pursuant to its contract with OSDE. The district will keep the Federal share of paid claims, minus a 10% fee of the federal share to PCG for Medicaid claiming services. Current Federal share effective 10-01-2019 is 66.02%.

**E.34. RECOMMENDATION:** Renew the contract with A New Leaf, for Autism Works, Broken Arrow, Oklahoma a transition work study opportunity for students with disabilities for the 2020-2021 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 items presents no cost to the district.

RATIONALE: A New Leaf provides high school students with disabilities vocational training skills prior to graduation and incorporates transition skills to comply with the students Individualized Education Plan.

- E.35.** RECOMMENDATION: Enter into a contract with The Bridges Foundation for the Work Adjustment Training Program and Transition Services, Tulsa, Oklahoma a transition work study opportunity for students with disabilities for the 2020-2021 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 items presents no cost to the district.
- RATIONALE: The Bridges Foundation provides high school students with disabilities skills and training needed to join the workforce and incorporate transition skills post high school to comply with the students Individualized Education Plan.
- E.36.** RECOMMENDATION: Renew the contract with Oklahoma Department of Rehabilitation Services (DRS) Tulsa, Oklahoma, to provide a Transition School-to-Work program for students with disabilities for the 2020-2021 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: A major component of the Transition School-to-Work program is work readiness training and work experience for students with disabilities in accordance to their Individualized Education Program. The work experience can be provided through work adjustment training on the two types of work study. School work study is supervised or closely monitored by school personnel and the school pays the stipend with DRS making reimbursement to the school for that payment. Employer work study is employment experience in a part-time job in the community with the employer paying the salary. In both cases, the student is given school credit and important guidance and job coaching is given around the work experience.
- E.37.** RECOMMENDATION:  
 Renew the contract with Goodwill Industries, Inc Tulsa, Oklahoma, for transition work study opportunities for students with disabilities for the 2020-2021 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 items presents no cost to the district.
- RATIONALE: Goodwill Industries, Inc provides high school students with disabilities work and job training skills prior to graduation and incorporates transition skills to comply with the students Individualized Education Plan.
- E.38.** RECOMMENDATION:  
 Renew the contract with Oklahoma Health Care Authority (OHCA) Oklahoma City, Oklahoma, to provide Medicaid reimbursement for Tulsa Public Schools during the 2020-2021 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 \$170,000.00  
 FUND NAME/ACCOUNT:  
 Medicaid Fund/11-6980-5600-509300-239-000000-000-06-066-6980  
 REQUISITION/CONTRACT: 12100496
- RATIONALE: Renewal of the contract with OHCA will allow the district to file Medicaid claims for the reimbursement of state and local funds spent by the district for health related services to Medicaid eligible children. The Medicaid program provides funding support for special education and health-related programs through the expenditure of reimbursed Medicaid funds, which increases student ability to participate and perform in the learning process. The district will keep the Federal Medicaid Assistance Percentage of 66.02%. The figure above is based on billing for \$500,000.00 of reimbursable services.
- E.39.** RECOMMENDATION:  
 Enter into Individualized education plans (IEP) service agreements with the following Oklahoma school districts to provide free appropriate public education (FAPE) for certain students for whom they are unable to during the 2020-2021 school year:
- Bixby Public Schools
  - Broken Arrow Public Schools
  - Catoosa Public Schools
  - Checotah Public Schools
  - Claremore Public Schools
  - Collinsville Public Schools

Glenpool Public Schools  
Inola Public Schools  
Jenks Public Schools  
Mannford Public Schools  
Okmulgee Public Schools  
Owasso Public Schools  
Sand Springs Public Schools  
Sapulpa Public Schools  
Skiatook Public Schools  
Union Public Schools

**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 items presents no cost to the district.

**RATIONALE:** An IEP (Individual Education Plan) service agreement between two districts is entered into when the student's resident district is unable to provide the services identified in order to meet the student's FAPE (Free and Appropriate Public Education) requirements. The resident district maintains all legal, financial and transportation obligations for their student. The student is counted on the resident district's child count and the resident district receives average daily attendance for the student. The resident district pays tuition to the receiving district based on the services the student requires per the IEP. The receiving district will invite the resident district to all meetings regarding the provision of FAPE for the student.

- E.40.** **RECOMMENDATION:** Enter into an agreement with HeartSpring of Wichita, KS to provide educational needs and supports in a residential setting for the 2020-2021 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 \$350,000

**FUND NAME/ACCOUNT:** General Fund/11-0000-2199-503200-239-000000-000-06-066

**REQUISITION/CONTRACT:** TBD

**RATIONALE:** To provide the placement for a student based on the determination of the individual student's Least Restrictive Environment (LRE) as well as the District's desire to maintain the safety and security of all students and staff. This will ensure that a free and appropriate public education is provided to the student(s) as required by the Individuals with Disabilities Education Act (IDEA). A portion of the funding is reimbursable from the state with the appropriate application.

- E.41.** **RECOMMENDATION:**  
Enter into an agreement with Total Source for Hearing-loss and Access (TSHA) Inc. of Tulsa, Oklahoma to provide licensed sign language interpreters as needed to interpret for our hearing impaired students for the 2020-2021 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 \$5,000

**FUND NAME/ACCOUNT:** General Fund/11-0000-2212-503200-000-000000-000-06-070

**REQUISITION/CONTRACT:** 12100324

**RATIONALE:**

To provide additional sign language interpreters for special events hosted by the district outside the typical school day hours (professional development, public community meetings, board of education meetings, commencement activities, etc). This will ensure that a free and appropriate public education is provided to the students as required by the individuals with disabilities education act.

- E.42.** **RECOMMENDATION:** Renew an agreement with Northwest Evaluation Association (NWEA), Portland, Oregon, to purchase student testing licenses for testing in grades K-10, July 1, 2020, through June 30, 2021.

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

**COST:** Not to exceed \$400,000

**FUND NAME/ACCOUNT:** Reading Sufficiency Act Fund, 11-3670-2240-5065300- 427-113000-000-05- 093-3670;  
Bond, 36-1177-2213-505300-000-000000-000-06- XXX

**REQUISITION/CONTRACT:** 12100062, 12100135

**RATIONALE:** The Measures of Academic Progress (MAP) will serve as a means to create individualized learning, as well as measurement of student performance levels in reading and mathematics. The MAP assessments are also conducive to demonstrating growth.

- E.43.** RECOMMENDATION: Renew the contracts with Community Action Project, Cornerstone Child Development Center, Crosstown Learning Center, and Educare to provide services for four-year-old programs for the 2020-2021 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 \$2,800,000  
 FUND NAME/ACCOUNT: CAP Headstart-11-0955-1000-505990-100-000000-000-08-691, Crosstown Learning Center-11-0953-1000-505990-100-000000-000-08-676, Cornerstone-11-0951-1000-505990-100-000000-000-08-694, Educare-11-0960-1000-505990-100-000000-000-08-696  
 REQUISITION/CONTRACT: 12100066, 12100068, 12100070, 12100067  
 RATIONALE: These programs provide early-childhood programming for four-year old students. Continued partnership allows the district to meet the needs of all four-year old students and their families.
- E.44.** RECOMMENDATION: Renew the pricing agreement with Barnes and Noble, Tulsa, Oklahoma, to provide a local book resource to the district during the 2020-2021 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 \$100,000  
 FUND NAME/ACCOUNT: Applicable Fund/Accounts  
 RATIONALE: The agreement will allow the district to purchase books as needed for school sites and departments.
- E.45.** RECOMMENDATION:  
 Renew the memorandum of understanding with Boston Avenue United Methodist Church, Tulsa, Oklahoma, to continue providing Sistema Tulsa programming, with busing opportunities for select schools, during the 2020- 2021 school year. The Sistema program includes learning opportunities for beginner, intermediate, and advanced students with focus on choir, symphony, string orchestra, and band. The following schools will participate in this year's program.
- Dual Language Academy
  - Mayo Demonstration Academy
  - Carnegie Elementary School
  - Council Oak Elementary School
  - Eliot Elementary School
  - Grissom Elementary School
  - Lanier Elementary School
  - MacArthur Elementary School
  - Patrick Henry Elementary School
  - Wayman Tisdale Elementary School
  - Zarrow International School
  - Carver Middle School
  - Tulsa School of Arts and Sciences (TSAS)
  - Booker T. Washington High School
  - Central High School
  - East Central High School
  - Edison High School
  - Tulsa MET
- 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: Sistema Tulsa is an after-school social change through music education program. In addition to musical training the curriculum focuses on developing important skills which encourage students to pursue their aspirations for personal, family, and community success, and realize their full potential as young musicians and scholars.
- E.46.** RECOMMENDATION: Renew an agreement with aha Tulsa, Tulsa, Oklahoma, to continue the Any Given Child program in Tulsa Public Schools for the 2020-2021 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 \$32,000  
 FUNDNAME/ACCOUNT: General Fund, 11-0165-2212-501700-000-000000-210-06-070  
 REQUISITION/CONTRACT: 12100077  
 RATIONALE: Any Given Child-Tulsa provides equity and access in arts education for every K-8 student who attends Tulsa

Public Schools. This is accomplished through 14 partners working collaboratively to fund and implement arts education programming, both in the classroom and the community. In addition to coordinating the efforts of the partners, Any Given Child-Tulsa will provide arts-related professional development for teachers and leaders, and support site-based Creative Learning Coordinators with program implementation.

**E.47.** RECOMMENDATION: Renew a memorandum of understanding with Harmony Project Tulsa, Tulsa, Oklahoma, to provide Harmony Project Tulsa programs during the 2020-2021 school year to the following schools: Kendall-Whittier Elementary School, Sequoyah Elementary School, and Will Rogers 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: Harmony Project Tulsa is an after-school, music-based mentoring program that provides daily academic tutoring, instruments, and music lessons to local students. Harmony Project Tulsa promotes the healthy growth and development of children through the study, practice, and performance of music; builds healthier communities by investing in the positive development of children through music; and develops children as musical ambassadors of peace, hope, and understanding among people of diverse cultures, backgrounds, and beliefs.

**E.48.** RECOMMENDATION: Purchase state-adopted and district-selected textbooks and instructional resources from the state depositories, Thompson School Book Depository and Archway, both of Oklahoma City, Oklahoma, as well as additional vendors during the 2020-2021 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 \$10,000,000

FUND NAME/ACCOUNT: To be charged to applicable funds/accounts

RATIONALE: Learning environments that prioritize the safety and well-being of our students will likely require purchase of additional digital resources for teaching and learning. Students deserve and require appropriate print and digital learning materials, resources, and textbooks to support their academic growth and development. Expenditures during the 2019-2020 school year totaled approximately \$4,000,000.

**E.49.** RECOMMENDATION: Renew an instructional service agreement with Tulsa Opera, Tulsa, Oklahoma, to provide the "Raise Your Voice" program for the 2020- 2021 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: Raise Your Voice program allows community vocal artists to work with students in an extended-day format in school sites that currently do not have vocal music programs. Raise Your Voice takes performing arts into the schools as extended units of study to promote vocal music appreciation. Several elementary, middle/Junior high, and high schools are to be included in the program.

**E.50.** RECOMMENDATION: Renew a memorandum of understanding with Tulsa Debate League, Tulsa, Oklahoma, to provide support to grow and sustain debate programs in the schools listed below for the 2020-2021 school year. Debate coaches will receive professional development, and debate teams at participating schools will participate in district, local, and state competitions.

High Schools

Booker T. Washington High School  
Central High School  
Daniel Webster High School  
East Central High School  
McLain High School  
Memorial High School  
Thomas Edison Preparatory High School  
Will Rogers High School

Middle Schools

Carver Middle School  
Central Junior High School  
East Central Junior High School  
McLain Junior High School  
Monroe Demonstration Academy  
Nathan Hale Junior High  
Thomas Edison Preparatory Middle School

Thoreau Demonstration Academy  
Will Rogers Junior High

Elementary Schools

Council Oak Elementary School  
Dolores Huerta Elementary School  
Eugene Field Elementary School  
Gilcrease Elementary School  
Kendall Whittier Elementary School  
McClure Elementary School  
Mitchell Elementary School  
Robertson Elementary  
Unity Learning Academy  
Walt Disney Elementary School  
Walt Whitman 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 presents no cost to the district.

RATIONALE: Research shows that urban debaters achieve significantly higher grade point averages, SAT and ACT scores, and graduate from high school and college in significantly higher numbers than their non-debating peers in the same schools. The program is modeled after successful urban debate leagues across the country which aim to expand the access to academically rigorous debate in Title I schools. Despite being the smallest metro in the Urban Debate League, we are the 7th largest UDL in the 22 cities in the network. Even with the unconventional year due to COVID-19 our students received multiple awards. First Place Varsity and First Place Novice, City Championships, Will Rogers High School. Two qualifiers for Urban Debate National Championship, Will Rogers and McLain High School. Quarterfinalist, Urban Debate Middle School Nationals, Thoreau and Edison Middle School.

**E.51.** RECOMMENDATION: Renew the subscription for district access to TransAct Parent Notifications, Lynnwood, Washington, to provide a library of school documents translated into a variety of languages for the 2020-2021 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 \$20,600

FUND NAME/ACCOUNT: 36-1177-2230-505300-000-000000-000-06- 070

REQUISITION/CONTRACT: 12100092

RATIONALE: The Office of Civil Rights requires that any organization receiving federal funding provide translation of vital notices to parents and guardians who may need language assistance. The subscription to this database will provide district and site staff access to a library of translated school notices in over 20 languages. Collections included in the district subscription are general school notices, health and medical notices, child nutrition notices, IDEA/504 notices, and NCLB/ESEA notices.

**E.52.** RECOMMENDATION: To enter into a contract with MANDT System, Richardson, Texas to provide relational and safety training to employees that support students with exceptional needs during the 2020-2021 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 20,000

REQUISITION/CONTRACT: 12100326

RATIONALE: The MANDT System is a mandatory course that is required for Teachers, Paraprofessionals, and Campus Police Officers to complete, in order to work with our exceptional students. They will learn deescalating practices and holds to keep the student as well as the employee safe while handling the student(s).

**E.53.** RECOMMENDATION:  
Enter into a Memorandum of Understanding (MOU) with Pre-Employment Transition Services (Pre-ETS) of Oklahoma through a grant provided by the Oklahoma Department of Rehabilitation Services (DRS) for the 2020-2021 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 items presents no cost to the district.

RATIONALE: Pre-ETS is funded through a grant by Oklahoma Department of Rehabilitation Services (DRS, The National Center for Disability Education and Training, University of Oklahoma Outreach. Pre-ETS provides activities for high school



students with disabilities an early start to identifying career interest to achieve community integration, independence, post-secondary education and/or competitive integrated employment.

- E.54.** RECOMMENDATION: Renew the agreement with Vector Solutions (formerly Scenario Learning) LLC, Tampa, Florida, to provide the district with access to an electronic library of safety and compliance videos to be used to meet state mandated training requirements for the 2020-2021 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 \$29,500  
FUNDNAME/ACCOUNT: Applicable Fund, 36-1177-2213-506530-000-000000-000-06-044  
REQUISITION/CONTRACT: 12100104  
RATIONALE: The SafeSchools video library provides access to high-quality, safety and compliance training videos that must be reviewed annually by all employees of the district. The SafeSchools platform also provides access to additional safety videos, as well as the ability to develop and support additional content as needed.
- E.55.** RECOMMENDATION: Renew the agreement with TeachForward San Francisco, California, for the maintenance and use of an online calibration testing platform for district evaluators of teachers and potential school leader candidates to assess the evaluators' ability to accurately and consistently rate teacher performance from July 1, 2020, through June 30, 2021.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST: Not to exceed \$23,400  
FUNDNAME/ACCOUNT: Bond Fund, 36-1177-2213-505300-000-000000-000-06-044  
REQUISITION/CONTRACT: 12100105  
RATIONALE: The agreement will allow the district to assess and certify the evaluators' ability to accurately and consistently rate teacher performance using the Tulsa Model in accordance with state law. The 2019-2020 school year contract with TeachForward was \$23,400.
- E.56.** RECOMMENDATION: Renew the agreement with the Teaching Channel, Egan, Minnesota, to provide the district with access to a private electronic library of model teaching videos to be used in teacher and leader development for the 2020-2021 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 \$114,800  
FUNDNAME/ACCOUNT: Bond Fund, 36-1177-2213-506530-000-000000-000-06-044  
REQUISITION/CONTRACT: 12100106  
RATIONALE: The Teaching Channel video library provides a valuable tool by providing exemplars of teacher performance aligned to the Tulsa Model Indicators that teachers, principals and trainers can access for professional development services. Expenditures for the 2019-2020 school year totaled \$114,800.
- E.57.** RECOMMENDATION: Renew the agreement with Panorama Education, Boston, Massachusetts, during the 2020-2021 school year for access to platform and support for survey administration, analysis, and reporting of: (1) online social emotional learning measures (grades 3-12), (2) online student surveys (grades 3-12), (3) online family surveys (district-wide), and (4) online teacher perception surveys (district-wide). These surveys provide critical feedback and data to teachers, families, school leaders and district leaders to inform practices for developing strong classroom/school culture, instructional practices, strategic student supports, leadership practices, and levels of family engagement.  
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 \$125,000  
FUND NAME/ACCOUNT: 36-1177-2230-506530-000-000000-000-06- 087  
REQUISITION/CONTRACT: 12100113  
RATIONALE: The services will provide information vital to improving professional practices of teachers and school leaders, resulting in higher levels of personal and academic success for students, meaningful engagement of families, and higher levels of teacher satisfaction and retention. The cost for expenditures for 2019-2020 was \$135,500.
- E.58.** RECOMMENDATION: Renew the agreement with the New Teacher Center (NTC), Santa Cruz, California, to provide consultation for the district's novice teacher induction and instructional mentoring program and professional development and infield coaching for district instructional mentors, principal coaches and teaching and learning leadership July 1, 2020, through June 30, 2021.

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

COST: Not to exceed \$148,500

FUND NAME/ACCOUNT: Grant funding, 11-0224-2213-503590-000-000000-000-05-044-0224

REQUISITION/CONTRACT: 12100087

RATIONALE: With assistance from NTC, the district will provide a comprehensive system of support and professional development to teachers. NTC will provide technical assistance and training to fully implement a comprehensive novice teacher induction program that will include one-on-one mentoring and ongoing professional development, as well as instructional coaching support aligned with the district's instructional and cultural priorities. Expenditures for 2019-2020 totaled \$99,000.

- E.59.** RECOMMENDATION: Renew the contract with WestEd, San Francisco, California, to provide a professional learning strand focusing on the instructional literacy methods, mindset, and language development approach to effectively support students, educators, and schools participating in the Striving Readers grant in accordance with the terms and conditions of Request for Proposal #18071 during the 2020-2021 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 \$300,000

FUND NAME/ACCOUNT:

Title I Striving Readers, 11-5380-2213-503200-43X-000000-000-05-245-5380

REQUISITION/CONTRACT: 12100139

RATIONALE: The district was awarded a Striving Readers grant for the 2018-2019 through 2021-2022 school years. Tulsa Public Schools will serve the students in the PK-12 Hale High School feeder pattern (Skelly Elementary, Owen Elementary, Hale Junior High and Hale High schools). The Tulsa Public Schools/CAP Tulsa Striving Readers Initiative will serve approximately 3,500 students and 250 teachers with high quality, needs-based consulting services, instructional training (especially for English learners), and resources and materials that supplement, compliment, and advance the district's literacy plan and help these schools build on the foundation they have constructed with core curriculum training and implementation, as well as Englishlearner services and resources.

- E.60.** RECOMMENDATION: Purchase language assistance services of interpretation and translation from Sebastian Lantos LLC, Tulsa, Oklahoma, July 1, 2020, through June 30, 2021, in accordance with the terms and conditions of Request for Proposal #16013. This represents the third of four optional renewal terms.

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 \$180,000

FUND NAME/ACCOUNT: General Fund/11-0847-2199-503200-000-000000-000- 05- 070-0847

REQUISITION/CONTRACT: 12100297

RATIONALE: Sebastian Lantos LLC provides certified language interpretation and translation services in a variety of languages. This service facilitates effective communication with limited English proficient parents and guardians, and complies with the district's resolution agreement with the Office for Civil Rights.

- E.61.** RECOMMENDATION: Renew the subscription for district access to Ellevation Education to provide a database system that includes collaboration and strategies to support the education of English learners through maintaining information, collaborating with all educators and applying instructional strategies through June 30, 2021, in accordance with the terms and conditions of Request for Proposal #17072.

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 \$660,495 for a total of 36 months

FUNDNAME/ACCOUNT: BondFund, 36-1177-2230-506530-000-000000-000-06-070

REQUISITION/CONTRACT: 12100126

RATIONALE: Ellevation provides staff with means of tracking, reporting and completing records of students identified as ELL, as well as those who have attained English language proficiency. The database generates reports, parent notifications, language instruction education plans and monitoring reports in compliance with Title III regulations and provides general education teachers with professional development strategies and tools to align EL student achievement outcomes with appropriate and effective learning strategies and techniques for the classroom.

- E.62.** RECOMMENDATION: Purchase services from CAP Tulsa, Tulsa, Oklahoma, to provide services to Skelly Early Childhood Center for eligible students participating in the Striving Readers program during the 2020-2021 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 \$63,750.00

FUND NAME/ACCOUNT: Striving Readers/11-5380-2199-503200-431-000000-000-05-093-5380

REQUISITION/CONTRACT: TBD

RATIONALE: The district was awarded a Striving Readers grant for the 2018-2019 through 2021-2022 school years. Tulsa Public Schools will partner with Community Action Project (CAP) Tulsa to serve the students in the PK-12 Hale feeder pattern (Skelly Early Childhood Education Center, Skelly Elementary, Owen Elementary, Bell Elementary, Hale Junior High, and Hale High schools). The Tulsa Public Schools/CAP Tulsa Striving Readers Initiative will serve approximately 3,500 students and 250 teachers with high-quality, needs-based consulting services, instructions training (especially for English learners), and resources and materials that supplement, complement and advance the district's literacy plan and help these schools build on the foundation they have constructed with core curriculum training and implementation as well as English learner services and resources.

- E.63.** RECOMMENDATION: Subscribe to Sora, Cleveland, Ohio, for K-12 student reading during the 2020-2021 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 Sora app will simplify the process of accessing Tulsa City County Library ebooks and audiobooks for K-12 students, and provide data about their reading interests and time spent reading for school and pleasure.

- E.64.** RECOMMENDATION: Renew the agreement with Scholastic Book Fairs, Jefferson City, Missouri, to provide books for students to purchase during the 2020-2021 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 present no cost to the district.

FUND NAME/ACCOUNT: Applicable 2020-2021 school activity funds and accounts

RATIONALE: Scholastic Book Fairs will provide books for students to purchase. Payments made by students will be deposited into the appropriate school activity fund accounts. Actual expenditures will be determined by individual student purchases.

- E.65.** RECOMMENDATION: Continue the agreement with Tulsa City County Library (TCCL) to work cooperatively to provide district students with increased access to public library resources and services. The district and TCCL will develop a system to create public library accounts for all students linked to the district's library accounts resulting in access to all TCCL digital resources and services in addition to those provided through school libraries during the 2020-2021 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: Often district students lack access to TCCL services for various reasons including expired or lost public library cards or an inability to travel to the public library to activate accounts. Thus, some students cannot access public library digital research products and services like Homework Help Now! This project would continue TCCL accounts for all district students. TCCL account information will eventually be linked to the district's library system allowing students to jointly search both the public and school library collections.

- E.66.** RECOMMENDATION: Enter into the second-year of a three-year subscription agreement to purchase the Easy Tech online curriculum package from Learning.com, Portland, Oregon, for use in the elementary and middle school library programs to improve students' digital literacy competency. The first year agreement was from August 1, 2019, to July 31, 2020. Our second year will begin August 1, 2020 and end July 31, 2021.

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

COST: Not to exceed \$150,000

FUND NAME/ACCOUNT: Applicable Bond Fund/Account

REQUISITION/CONTRACT: 12100131

RATIONALE: Three-year pricing allows for the most cost effective purchase of the Easy Tech program that aligns with National ISTE and Oklahoma Computer Science standards. Executing this curriculum will help prepare students for college, career, and life as they will deal with a digital world.

- E.67.** RECOMMENDATION: Renew the contract with the Oklahoma State Board of Career and Technology Education, Stillwater, Oklahoma, to provide funding for extended salaries, equipment, materials, and professional development for CareerTech programs in middle and high schools during the 2020-2021 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:**

Oklahoma Career and Technology Education (CTE) funds will be used to assist in the development and maintenance of CareerTech programs that meet the standards, provisions, and requirements contained in the state plan for Career and Technology Education.

Benefit: Currently Tulsa Public Schools offers CareerTech opportunities to over 6000 secondary students across the district s. TPS has CareerTech programs at all 8 high school sites and 3 alternative high school sites. In SY 2019/20, students earned 6507 certifications through CTE classes. In addition to these credentials CareerTech classes provide students with job specific skills, resume writing, interview skills, and collaborative team work skills. Students who are part of CareerTech classes have opportunities for further postsecondary training and education and are afforded leadership opportunities through various CareerTech student organization activities and conference opportunities

**E.68.** **RECOMMENDATION:** Renew the memorandum of understanding and addendums with Tulsa Community College, Tulsa, Oklahoma, for the embedded concurrent enrollment courses for the 2020-2021 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:** Embedded concurrent enrollment courses allow students at Rogers HS to be exposed to rigorous college-level coursework while still in high school. In the 2019-2020 school year, 87 Rogers juniors and seniors attended courses on their own campus, and earned credit for 165 college courses. Students can earn up to six college credit hours a semester at a reduced cost. TCC waives tuition for these students, and Tulsa Public Schools assists with fees and textbooks.

**E.69.** **RECOMMENDATION:** Enter into a subscription renewal agreement to purchase the Brainbench Skills Testing Package from SHL Talent Management, Minneapolis, Minnesota, for use in the CareerTech programs to test students' skill competency from August 1, 2020, to July 31, 2021.

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

COST: Not to exceed \$10,300.00

FUNDNAME/ACCOUNT: Post-Secondary Readiness Fund, 11-4120-1000-506530-316-81000-000-05-XXX-4120

REQUISITION/CONTRACT: 12100137

**RATIONALE:**

The Brainbench Skills Tests will allow CareerTech teachers to assess the skills that students are acquiring while allowing them to earn an industry-recognized credential that allows students to increase their competitiveness in postsecondary education and the workplace.

In SY 2019/20, students earned 6507 certifications through CTE classes across our district.

**E.70.** **RECOMMENDATION:**

Renew a memorandum of understanding (MOU) with Tulsa Community College, Tulsa, Oklahoma, for the AEP Credits Count program for the 2020-2021 academic 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:** Tulsa Community College was previously awarded a \$3 million grant from the AEP/PSO foundation to implement the Credits Count program in four high schools over five years. Programming has included middle school STEM experiences, summer bridge programs, STEM outreach programs, and teacher institutes. It has also enhanced the concurrent enrollment opportunities that are available to high school juniors and seniors. For the 2019-2020 school year the Credits Count team was fully staffed; had a presence in three high schools (Will Rogers, Central, and Hale), two junior-high (middle) schools, and within Tulsa Public Schools district offices; maintained partnerships with over 10 non-profit organizations serving our students; created multiple out-of-school-time programs; and successfully facilitated over 50 students to earn college credit. This grant will continue for another two years and be a huge cornerstone to the funding and student accessibility to concurrent enrollment, and other non-profit services to best serve our students at the sites mentioned above.

**E.71.** **RECOMMENDATION:** Renew the contract with Project Lead the Way (PLTW), Indianapolis, IN, to provide STEM education utilizing the PLTW program curriculum for the 2020-2021 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 \$15,000

FUND NAME/ACCOUNT: 11-0175-1000-508100-100-000000-000-05-XXX-0175, 11-4120-1000-508100-315-

XXXXXX-000-05-XXX-4120  
REQUISITION/CONTRACT: 12100136

RATIONALE: PLTW is a nationally recognized curriculum for STEM education. The district has partnered with PLTW since 2006 and the program continues to grow. Currently, there are 7 schools (McLain, Thoreau, East Central JH, Monroe, Memorial JH, Carver and Webster JH) that provide PLTW curriculum to ~1,200 students grade 6-12.

- E.72.** RECOMMENDATION: Renew the agreement with Hobson, Arlington, Virginia, to provide the district with Naviance, an electronic platform to support the implementation of Individual Career and Academic Plans (ICAP) for all district high schools and middle schools in accordance with state law and best practices for postsecondary success during the 2020-2021.

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

COST: Not to exceed \$118,000

FUND NAME/ACCOUNT: Bond Fund/36-1177-2230-505300-000-000000-000-06- 070

REQUISITION/CONTRACT: 12100133

RATIONALE: Naviance is a college and career readiness solution that helps districts and schools align student strengths and interests to postsecondary goals, improving student outcomes and connecting learning to life. Naviance helps students identify their strengths, explore careers, create academic plans, match to best-fit educational opportunities, and finish what they start. Counselors, teachers, and school leaders will use Naviance to ensure students are prepared for college, career, and life through individual career and academic planning. In SY 19-20 students visited the Naviance site 33,184 times, created 6,939 SMART goals and completed 21,384 college and career assessments. ICAP is mandatory for cohort 2023 and beyond, starting the process earlier will lead to students making informed decisions about their futures and allow them to take advantage of every opportunity available.

- E.73.** RECOMMENDATION: Renew an agreement with Tulsa Technology Center, Tulsa, Oklahoma, to participate in eSchool network for the 2020-2021 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 \$207,090.

FUND NAME/ACCOUNT: Bond Fund/36-1171-2230-505300-000-000000-000-06-064

REQUISITION/CONTRACT: 12100127

RATIONALE: The eSchool network provides Edgenuity online courses for all high school students to recover credits for courses that they have failed and accrue credits for courses that they have not had an opportunity to take. Edgenuity online courses are also the learning platform for our online high school program through Tulsa Learning Academy. Contracting with Tulsa Technology Center to be part of this network costs less than contracting with Edgenuity as an individual district. In 2019-2020, 1,365 high school students took courses on Edgenuity and 5,026 courses were or completed. The use of the Edgenuity online platform allowed seniors to graduate on time and juniors to get caught up to be on-track for graduation with their cohort. Edgenuity will also be used for summer school for high school students.

- E.74.** RECOMMENDATION: Approve the Memorandum of understanding with the Oklahoma Department of Career and Technology Education to accept the lottery grant funding for the purpose of implementing innovative "cutting edge" hardware and software, curriculum materials, and machinery and equipment for new technologies and/or instructor training in the use of the new technology.

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: In a competitive grant proposal, 23 CareerTech instructors wrote and will possibly receive \$15,000 lottery fund grants from the State Department of Career and Technology Education. These grants will allow the instructors to purchase equipment, curriculum, and training to enhance their programs. Recipients of the grant have not been announced yet.

- E.75.** RECOMMENDATION: Enter into a contract with Miller Environmental Transfer, LLC, Tulsa, OK 74107) to remove chemical and biological waste generated by secondary science labs conducted across the district in accordance with environmental regulations and Safety Data Sheet recommendations.

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 \$7,000

FUND NAME/ACCOUNT: 3X-1111-XXXX-50XXXX-000-000000-000-06-XXX; 11-0000-XXXX-50XXXX-000-000000-000-06-XXX

REQUISITION/CONTRACT: 12100146

RATIONALE: The safety of our students, faculty, and staff is jeopardized when old or waste chemicals or biological specimens are kept in our school buildings for extended periods of time. We had the opportunity this year to work with the Department of Environmental Quality to remove the vast majority of these very old and hazardous products from several

high schools across the district. This was a one time service that saved the district over \$75,000. To maintain a safe environment in our laboratories we need to implement a yearly clean-out of any waste generated across our schools. Miller Environmental Transfer is a trusted firm and currently performs chemical and biological waste removal at TU and ORU.

**E.76.**

**RECOMMENDATION:** Renew a contract with Reading Partners, a nonprofit public benefit corporation in Oakland, California, for the 2020-2021 school year. Reading Partners was the most responsive bidder to request for proposal #16083.

**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 \$500,000

**FUND NAME/ACCOUNT:** Title IA, Reading Sufficiency Act, 11-5118-1000-503200-494-000000-000-55-XXX-5118, 11-5150-1000-503200-494-000000-000-55-XXX-5150, 11-3670-1000-503200-427-000000-000-55-XXX-3670

**REQUISITION/CONTRACT:** 12100051

**RATIONALE:**

Reading Partners will provide one-on-one reading support to qualifying students of the schools identified below utilizing structured curriculum-based materials and will ensure that volunteers providing reading support are appropriately trained and receive ongoing coaching and support.

Anderson Elementary School  
John Hope Franklin Elementary School  
Burroughs Elementary  
Celia Clinton Elementary School  
Clinton West Elementary School  
Cooper Elementary School  
Dolores Huerta Elementary School  
Eugene Field Elementary School  
Greenwood Leadership Academy  
Hamilton Elementary School  
Hawthorne Elementary School  
Kendall-Whittier Elementary School (two sites)  
Kerr Elementary School  
Key Elementary School  
Lewis & Clark Elementary School  
MacArthur Elementary School  
Marshall Elementary School  
McClure Elementary School  
McKinley Elementary School  
Mitchell Elementary School  
Peary Elementary School  
Sequoyah Elementary School  
Skelly Elementary School  
Wayman Tisdale Fine Arts Academy

**E.77.**

**RECOMMENDATION:** Renew contract with Leading Educators, New Orleans, Louisiana, to provide assistance and support in the implementation of strategic instructional priorities and initiatives during the 2020-21 school year. Leading Educators will also provide specific support to school leaders and teacher leaders at 29 schools, including, but not limited to, deepening core content knowledge, adult development skills to drive instructional improvement, and building knowledge about culturally proficient leadership and instructional practice.

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

**COST:** Not to exceed \$1,300,000

**FUND NAME/ACCOUNT:** 11-0224-2573-503600-000-000000-000-05-041-0224

**REQUISITION/CONTRACT:** 12100053

**RATIONALE:**

Leading Educators has been a key partner to Tulsa Public Schools for four years in implementing models of teacher leadership in schools that provide high-quality professional development around the use of rigorous, grade-level curriculum. To this point, Leading Educators has partnered with the Teaching & Learning team in developing three full years of teacher-facing content in math, English language arts, and early childhood. A core tenet of the programming is grounding in equity and culturally responsive practices when delivering high-quality curriculum to all students. They have trained district leaders, school leaders, and teacher leaders in 19 schools to implement 90-minutes a week of teacher collaboration that has resulted in an increase of knowledge. On average, 89% of participants reported that the learning sessions were highly effective. This support has led to school structures that are focused on teacher leaders supporting teachers in implementing college and career ready learning.

During the 2020-2021 school year, Leading Educators will continue to support the Teaching & Learning and Schools teams in implementing teacher professional development structures in 29 schools:

- Anderson, Bell, Burroughs, Carver, Celia Clinton, Clinton West, Disney, Dolores Huerta, Edison, Eisenhower, Eliot, Eugene Fields, Grissom, Hamilton, Hawthorne, Kerr, Lewis & Clark, MacArthur, Marshall, Mitchell, Owen, Peary, Robertson, Rogers Junior High, Sequoyah, Skelly, Springdale, Tisdale, Unity Learning Academy

For schools, this will result in continued support of weekly, collaborative teacher learning that allows teachers to build deep content knowledge, co-plan and practice lessons with peers, and receive feedback. Leading Educators will provide capacity building to the Tulsa Public Schools team to support individualized coaching and group professional development for teacher leaders in facilitating effective learning experiences for their peers. The result of this learning is that teachers have the strategies and knowledge to ensure all students have access to excellent, equitable instruction. Leading Educators will also collaborate closely with the Office of Teaching and Learning to design the full set of curriculum-specific, English language arts and math materials teachers will use during collaborative learning. Leading Educators will engage in ongoing strategic planning, classroom observations, and reflections on progress with school leaders and district leaders.

**E.78.** RECOMMENDATION: Renew the annual subscription and support with Follett Software Company, McHenry, Illinois, for the period of November 1, 2020, through October 31, 2021, for the district's Destiny library and textbook/resource management systems.

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 \$110,000

FUND NAME/ACCOUNT: 3X-1527-2220-505300-000-000000-000-06-069,36-1177-22XX-505300-000-000000-000-06-070

REQUISITION/CONTRACT: 12100128

RATIONALE: The renewal cost for the library management system in 2019-2020 was \$94,530. The cost will include renewal and support for both systems.

**E.79.** RECOMMENDATION: Renew an agreement with Tulsa County Public Facilities Authority, Tulsa, Oklahoma, to have students from the culinary arts program at Hale High School lead culinary demonstrations at the 2020 Tulsa State Fair.

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 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.

This is an ongoing opportunity that culinary students have to present and demonstrate skills at the Tulsa State Fair. Hale's culinary program serves approximately 450 students per year in classes from beginner to advanced. Students who are in the culinary capstone class participate at the demonstration booth of the Tulsa state fair; this means that 25-30 students participate at the fair over a two day period each year providing demonstrations and samples. Students are allowed to set up and demonstrate the culinary skills and abilities learned from the culinary program at Hale high school. This will be Hales 5th year participating at the Tulsa StateFair.

**E.80.** RECOMMENDATION: Purchase library books from Follett Library Resources, McHenry, Illinois, Perma-Bound Books, Jacksonville, Illinois, Jr. Library Guild, Plain City, Ohio, and Mackin, Burnville, Minnesota as needed during the 2020-2021 school year. Specific titles may be purchased directly from the respective publisher when that option is available and is most cost effective.

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

COST: Not to exceed \$1,000,000

FUND NAME/ACCOUNT: 3X-1527-2220-506410-000-000000-000-07- XXX

RATIONALE: Pricing agreements with vendors have allowed the district to obtain competitive pricing and services for all district libraries. Expenditures during the 2019- 2020 school yeartotaled \$686,917.33.

**E.81.** RECOMMENDATION: Renew subscriptions for online internet reference materials for district libraries during the 2020-2021 school year from the following vendors: Gale Cengage Learning, Farmington Hills, Michigan; Scholastic Grolier, Danbury; Connecticut Rosen Publishing, New York, New York; Coughlin Capstone, North Mankato; Minnesota World Book, Chicago, Illinois; Cambridge Culture Grams, Ann Arbor, Michigan; Facts On File, New York, New York; Net Support, Alpharetta, Georgia; Recorded Books, Baltimore, Maryland; Teaching Books, Madison, Wisconsin.

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 \$250,000

FUND NAME/ACCOUNT: 3X-1527-2220-50XXXX-000-000000-000-0X-069,11-0000-2220-504610-000-000000-000-06-069

RATIONALE: These curriculum-aligned resources will be integrated into content and subject areas and will be available to all students and their families. District-level purchasing provides equitable access and ensures considerable cost savings through negotiated group pricing. The cost during 2019-2020 totaled \$208,813.63.

- E.82.** RECOMMENDATION: Renew the memorandum of understanding (MOU) with Tulsa Regional STEM Alliance (TRSA), Tulsa, OK for the 2020-2021 academic year, to provide STEM professional learning for teachers and STEM experiences available for all district students.  
 FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
 COST: This item presents no cost to the district.  
  
 RATIONALE: The Tulsa Regional STEM Alliance is a collaborative network of over 80 partners, including education, business, non-profits, philanthropy, faith-based communities, and government; all of whom are interested in increasing the number of students who are interested in, and academically prepared to pursue, a future STEM career. Through these partnerships, TRSA is able to provide a wide variety of STEM experiences for teachers and students throughout the Tulsa region. In this effort, TRSA needs the ability to learn from and build upon existing efforts by collecting and analyzing data to identify best practices to be shared. TRSA will comply with any district requirements to submit survey instruments for approval by an institutional review board or research office.
- E.83.** RECOMMENDATION: Enter into an agreement with Oklahoma Better Futures Project, Emporia, Kansas, to have students from the Family and Consumer Science program at Hale High School participate in research with the Oklahoma Better Futures project regarding teen birth rates as part of the Human Growth and Development course at Hale 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:  
 This is a research opportunity that has real world impact for the students and teacher. The Oklahoma Better Futures Project has included a lengthy letter for the board which will be supplied for review.
- E.84.** RECOMMENDATION: Purchase online courseware from Edmentum for homebound students and students on individualized education plans (IEP) for credit recovery and/or accrual for the 2020-2021 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 exceed \$73,000  
 FUND NAME/ACCOUNT: 3X-1111-2212-506810-000-000000-000-06-070  
 REQUISITION/CONTRACT: 12100157  
 RATIONALE: Implementation of the contract will allow Tulsa Public Schools to use online courseware for students on long-term suspension or utilize the courseware for credit recovery or credit accrual within the terms of a student's IEP. The software will meet the needs of our students with special needs by providing specialized interventions while addressing grade level standards. This software has been vetted by personnel from teaching and learning, exceptional student support services, and language and cultural services. It was selected as the resource most appropriate for the target populations. Edmentum will provide course software and training for district online learning administrators and teachers.

**TALENT MANAGEMENT**

- E.85.** RECOMMENDATION: Purchase recruitment and professional development services from Teach for America, New Haven, Connecticut, the most responsive and responsible bidder, to provide recruitment for up to 84 teachers and provide applicable professional development to the 2020-2021 Teach for America hires.  
 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 \$336,000 (\$4,000 per TFA corps member)  
 REQUISITION/CONTRACT: 12100050  
 RATIONALE: Given the continuing teacher shortage crisis, the district has a need to further expand talent pipelines to recruit, prepare, and support qualified teachers. The selected vendor will recruit, select for participation, and present to the district for employment up to 84 teachers from a broad range of academic majors, career fields, and diverse backgrounds. The vendor will also provide teachers with pre-service training in order to prepare teachers to work in an urban environment and provide various professional development services and activities covering a wide range of topics, including content or grade level-specific training and pedagogy.
- E.86.** RECOMMENDATION: Renew the contract with Equifax, Tax UCM Services, to act on behalf of the district as a third-party administrator to provide timely responses and administration of unemployment claims during the 2020-2021 fiscal 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 \$10,000

FUNDNAME/ACCOUNT: General Fund, 11-0000-2340-502710-000-000000-107-04-041

REQUISITION/CONTRACT: 12100322

RATIONALE: Equifax receives all notices of claims that may be charged to Tulsa Public Schools. As a third-party administrator (TPA), Equifax protests claims when appropriate and submits all relevant documents to the Oklahoma Employees Security Commission (OESC) regarding employment separation. In addition, Equifax represents the district at all administrative hearings regarding unemployment benefits. The district is obligated to reimburse OESC all money paid out in benefits. Therefore, an effective TPA is necessary to ensure the best use of district resources. Expenditures for 2019-2020 totaled \$10,000.

- E.87.** RECOMMENDATION: Renew the contract with Equifax, Inc., Talx UC Express, to provide employment verification services for the district during the 2020 - 2021 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: Talx UC Express, a subsidiary of Equifax, will provide expeditious employment verification services for current and past employees for purposes such as obtaining mortgages, credit cards, and apartment rentals.

- E.88.** RECOMMENDATION: Enter into a contract to purchase criminal record checks and related services from AmericanChecked, Inc., Tulsa, Oklahoma, for the talent management department during the 2020 - 2021 school year in accordance with the terms and conditions of Request for Proposal #16034.

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 \$157,000

FUNDNAME/ACCOUNT: General Fund, 11-0000-2575-505990-000-000000-000-04-041

REQUISITION/CONTRACT: 12100319

RATIONALE: AmericanChecked will provide nationwide background checks on potential district employees and applicable volunteers. Expenditures during the 2019 -2020 school year totaled approximately \$100,000.00.

- E.89.** RECOMMENDATION: Renew the agreement with American Fidelity Assurance Company to maintain the district's Section 125 Flexible Benefit Plan during the 2020-2021 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 offers employees pre-tax deduction options under section 125 of the Internal Revenue Service code. These options include medical insurance, long-term care, and other premiums. American Fidelity Assurance Company will provide administration support for the district's section 125 plan.

- E.90.** RECOMMENDATION: Exercise the option to renew the contract with Occupational Health Centers of the Southwest, Oklahoma City, Oklahoma, d.b.a., Concentra, for employee drug screenings, other testing and physicals as needed during the 2020-2021 school year in accordance with the terms and conditions of the RFP.

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 \$76,000

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

REQUISITION/CONTRACT: 12100321

RATIONALE: This contract will allow for drug screening of all new hires and any related testing and physicals as needed. The cost of these services during the 2019-2020 school year was approximately \$66,000.

- E.91.** RECOMMENDATION: Enter into a contract to purchase professional, clerical and industrial/labor temporary personnel services from Hoffman Business Enterprises, d.b.a. Pinpoint Personnel, Tulsa, Oklahoma, A&A Associates, Palm Beach, Florida and Employee Solutions, Tulsa, OK, as needed during FY 2020-2021.

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

COST: Not to exceed \$2,500,000

FUND NAME/ACCOUNT: Applicable funds/accounts

REQUISITION/CONTRACT: 42100012

RATIONALE: Expenditures during the 2019-2020 school year totaled approximately \$2,500,000

- E.92.** RECOMMENDATION: Pay sub-contracted professionals to be named \$15.60 per hour (total not to exceed \$15,600) to

serve as part-time scoring professionals for Tulsa Public School's applications.

COST: Not to exceed \$15,600

FUND NAME/ACCOUNT: General Fund, 11-0000-2571-503420-000-000000-000-04-041

REQUISITION/CONTRACT: 12100311,12100316

RATIONALE: These subcontracted professionals will expand the capacity of the talent management team to screen applicants during peak times of the hiring season. The talent management team will train selectors to score application assessments and phone screening interviews to aid in placing the highest quality prospects in front of site-based/district-based administrators for selection.

**E.93. RECOMMENDATION:**

Approve the following teachers for adjunct status of one class during the 2020-2021 school year.

Ellen Bracken - Kindergarten Art - Robertson Elementary

Heather Ellis – Intermediate Mathematics - MET High School

Linda McDaniel - Kindergarten Art - Patrick Henry Elementary

Mariko Takahashi - Japanese - Washington High School

Benjamin Hooks – manufacturing – Webster 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: Generally, teachers must hold a valid Oklahoma teaching certificate to teach in the area for which they have been assigned. However, adjunct status does allow for a teacher to teach up to 270 hours per semester, outside of his or her certified area. The above teachers hold appropriate content knowledge in the fields listed, though they do not currently hold certification in the subject. Approval will ensure that each is able to support his or her school and student needs while in compliance with state certification requirements.

**E.94. RECOMMENDATION:** Renew the contract with the Amity Institute, San Diego, California, to act as a visa sponsor for current and incoming candidates chosen from the Visiting Teachers Program in Spain for the 2020-2021 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 not to exceed \$50,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2571-508100-000-000000-000-04-041

REQUISITION/CONTRACT: 12100320

RATIONALE: The district has a specific need for bilingual and bi-literate teachers. While the need is limited, the district will continue to participate in a visiting teachers program offered by the Oklahoma State Department and the country of Spain. These teachers have education experience and, after successfully completing the hiring process and demonstrating competency in both languages, will be able to fill immersion and dual language vacancies. The sponsorship fee would cover all costs associated with managing the process of securing immigration visas handled by Amity Institute.

**E.95. RECOMMENDATION:**

Enter into agreements with the following universities setting forth the terms under which they will place student interns (student teachers) with teachers within the district for purposes of fulfilling teacher preparation requirements for the 2020-2021 school year.

Cameron University

Capella University

Grand Canyon University

Missouri Southern State University

Northeastern State University

Oklahoma State University

Oral Roberts University

Southwestern College

Texas Woman's University

Tulsa Community College

University of Central Oklahoma

University of Oklahoma

University of Tulsa

Western Governors University

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

COST: This item presents no cost to the district.

RATIONALE: These agreements will allow the district to partner with area universities in their efforts to train and prepare future teachers. Partnering with universities in this manner allows the district to provide valuable feedback on student progress in regards to the success of future employment in an urban school setting in addition to influencing the knowledge, experiences and practical skills of its future workforce and applicant pool.

- E.96.** RECOMMENDATION: Pay certified staff (to be named), who meet the State Department of Education criteria and who have received National Board Certification for year 2021, an annual bonus based on funds provided by the state and subject to lawful withholdings. Bonuses are to be paid by the State Department of Education through the District's payroll service.

COST: This item presents no cost to the district.

RATIONALE: While this yearly award is dependent on available state funding, the Internal Revenue Service regulations require that the money for this state award be paid through individual districts. Final disbursements to the district will be determined after notification of final budget reductions from the State Department of Education. The state will notify the district of funding; the district will verify employment of each eligible recipient; the state will provide the awards to the district in a lump sum; and the district will disburse the award via payroll less the appropriate deductions.

- E.97.** RECOMMENDATION: Continue payment effective July 1, 2020, for all administrative, certificated, and support employees at the rate of compensation established by the Board of Education for their services during the 2020-2021 fiscal year until further action by the Board of Education.

RATIONALE: This recommendation provides a basis for salary compensation for all employees to continue as currently approved, pending any potential action the Board of Education may take subsequent to July 1, 2020, regarding salary adjustments for the 2020-2021 fiscal year.

- E.98.** RECOMMENDATION: Renew the contract with Frontline Technologies Group LLC, Malvern, Pennsylvania, for the period July 1, 2020, through June 30, 2021, for their management system.

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: 36-1172-2580-505300-000-000000-000-02-026

REQUISITION/CONTRACT: 12100224

RATIONALE: This management system allows the talent management team to more quickly, easily, and accurately track applicant data and have a comprehensive system that will house screening processes. It is also the platform that supports online professional development (formerly known as My Learning Plan) and the teacher absence and substitute teacher scheduling system (formerly known as ASOP).

- E.99.** RECOMMENDATION: Purchase services from Snickelbox, LLC, for consultative supports related to school-based talent strategies, strategic recruiting pipelines, and increased teacher retention beginning July 1, 2020, through June 30, 2021.

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

COST: Not to exceed: \$200,000

FUND NAME/ACCOUNT: 11-0224-2573-503590-000-000000-000-05-041-0224

REQUISITION/CONTRACT: 12100363

RATIONALE: Teacher quality is the number one predictor of student success; however, local and national teacher shortages require changes in how we attract, engage, develop, and retain instructional talent in our schools. Engaging in this partnership with Snickelbox, LLC, will allow the district to continue to update and refine talent management practices throughout the district to ensure that every school is fully and consistently staffed with a strong teacher pool that is representative of both our students and our community.

- E.100.** RECOMMENDATION: Enter into a contract with the Leadership Consultancy to provide immersion leadership training, retreats, and individual training for managers of district office teams during the 2020-2021 academic 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 \$262,100

FUND NAME/ACCOUNT: 11-0224-2573-503590-000-000000-000-05-021-0224

REQUISITION/CONTRACT: 12100088

RATIONALE: The Leadership Consultancy will improve leadership skills, team performance goals, productivity, management, decision-making, and organizational outcomes amongst managers of district office teams. The recommended contract will support four cohorts inclusive of leaders across the organization, a total of sixty leaders will benefit from the service. The leadership coach will provide each cohort with six two-day team leadership coaching sessions and/or one-day retreats, a total of ninety-six hours throughout the year. In addition, twenty-five of the leaders will receive

individual leadership coaching to identify and focus on goals and techniques designed to build capacity, transfer knowledge, and overcome barriers of growth. A total of 600 hours of individual leadership coaching will be provided. The contract fee shall be all inclusive of planning, travel, and incidental fees. The contract will ensure project and professional success that will drive organizational outcomes.

**E.101.** 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 the applicable departmental budgets.

**E.102.** RECOMMENDATION: Purchase services through S Monee Kemp, for Tulsa Teacher Corps recruitment, professional development, and facilitation of corp members from induction through placement July 1, 2020, through June 30, 2021.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST:  
Not to exceed \$200,000

FUND NAME/ACCOUNT: General Fund, TBD

RATIONALE: Teacher quality is the number one predictor of student success; however, local and national teacher shortages require changes in how we attract, engage, develop, and retain instructional talent in our schools. Engaging in this partnership with S Monee Kemp will allow the district to continue to update and refine talent management practices throughout the district to ensure that every school is fully and consistently staffed with a strong teacher pool that is representative of both our students and our community.

**E.103.** 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 listed at an effective annualized rate regardless of length of effective date of contract.

#### **INFORMATION AND ANALYTICS**

**E.104.** RECOMMENDATION:  
Renew the annual maintenance agreement with Dell, Roundrock, Texas, for the period of July 16, 2020, through July 15, 2021, for software support of the district's virtual servers.  
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 \$74,709.49

FUND NAME/ACCOUNT: Bond fund, 36-1172-2580-505300-000-000000-000-02-026

REQUISITION/CONTRACT: 12100156

RATIONALE: This will renew annual maintenance of VMware, a key component for the district's server virtualization strategy and architecture. Expenditures in 2019-2020 were \$75,580.37.

**E.105.** RECOMMENDATION: Enter into an agreement with Presidio Corporation, Greenbelt, Maryland, for the period of July 1, 2020 through June 30, 2023, to purchase a subscription for CommVault Backup and Recovery.

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 \$74,031.40

FUND NAME/ACCOUNT: Bond fund, 36-1172-2580-505300-000-000000-000-02-026

REQUISITION/CONTRACT: 12100223

RATIONALE: CommVault is what the district uses to backup, and potentially restore if needed, all the server files. This agreement will provide a 3 year subscription service option for the district's backup system. The subscription license is the latest license and will enable new backup feature options. Expenditures for a 1 year on premise option were quoted at \$29,669.82 for the first year and are expected to increase for year 2 and year 3. The subscription service option would save the district approximately \$17,000 over the 3 year period.

**E.106.** RECOMMENDATION: Enter into a service agreement with Trane U.S. Inc., Broken Arrow, Oklahoma, for the period of July 1, 2020, through June 30, 2021, for preventative maintenance and repair of the data center air conditioning units in the Mason building.

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

COST: Not to exceed \$5,340.00

FUND NAME/ACCOUNT: General Fund, 11-0000-2580-504300-000-000000-000-02-026

REQUISITION/CONTRACT: 12100208

RATIONALE:

Regular preventative maintenance and repairs by a manufacturer- certified company ensure continuous operation. The data center on the fifth floor of the Mason building houses the servers that run the applications that support the district

and require significant cooling to keep them operational. The cost in 2019-2020 was \$5,340.

- E.107.** RECOMMENDATION: Renew the annual maintenance and license agreement with Pinnacle, Edmond, Oklahoma, effective July 1, 2020 through June 30, 2021 for Fortinet the district's web-filtering and firewall solution.  
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 \$84,695.88  
FUND NAME/ACCOUNT: Bond Fund, 36-1172-2580-505300-000-000000-000-02-026  
REQUISITION/CONTRACT: 12100195  
RATIONALE:  
Fortinet provides next-generation web-filtering and firewall for two dedicated broadband Internet connections – one at the Maintenance and Transportation facility and one at the Charles C. Mason building. The Fortinet solution protects the district from malware, unauthorized access to internal systems and complies with the Children's Internet Protection Act (CIPA).
- E.108.** RECOMMENDATION: Enter into an agreement with Service Express, Grand Rapids, Michigan, for the period of July 1, 2020 through June 30, 2021, for maintenance on the district's Dell servers and on the Netapp storage area network device.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST: Not to exceed \$8,868  
FUND NAME/ACCOUNT: General fund, 11-0000-2580-504320-000-000000-000-02-026  
REQUISITION/CONTRACT: 12100247  
RATIONALE: This will provide support and maintenance for the devices that house the district's applications. It will also provide support and maintenance for the Netapp solution that provides backups for critical district systems and data. A maintenance contract provides the best method for providing software and hardware resolutions on critical systems. Expenditures in 2019-2020 were \$22,979.17 through Park Place. The decrease is a result of switching to a more cost effective vendor for equivalent support.
- E.109.** RECOMMENDATION:  
Renew the annual maintenance and support for Munis systems with Tyler Technologies, Falmouth, Maine, for the period of July 1, 2020, through June 30, 2021.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST: Not to exceed \$295,424.02  
FUND NAME/ACCOUNT: General Fund, 11-0000-2580-504320-000-000000-000-02-056  
REQUISITION/CONTRACT: 12100221  
RATIONALE: This will renew maintenance and support for the Munis system, including student activities accounting, operating system and database administrative (OS/DBA) and disaster recovery services. Munis is the primary data system used by the district for Finance and Talent Management. Expenditures in 2019-2020 were \$295,424.02.
- E.110.** RECOMMENDATION: Renew the contract with Finalsity, Glastonbury, Connecticut, for their web content management and web hosting solution for the period of July 1, 2020, through June 30, 2021. This exercises the third of three renewals.  
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 \$102,540  
FUND NAME/ACCOUNT: Bond Fund, 36-1172-2580-505300-000-000000-000-02-026  
REQUISITION/CONTRACT: 12100160  
RATIONALE: Finalsity provides a web hosting solution as well as a content management solution for the district website. The subscription for AudioEye, needed for ADA compliance, is also included. Contract costs in 2019-2020 were \$102,540.
- E.111.** RECOMMENDATION: Renew the annual service agreement with PowerSchool, Folsom, California, for the district's student information system for the period of July 1, 2020, through June 30, 2021.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST: Not to exceed \$202,760.00  
FUND NAME/ACCOUNT: General Fund, 11-0000-2230-504320-000-000000-000-02-056  
REQUISITION/CONTRACT: 12100210  
RATIONALE:  
This will renew software maintenance and support for the PowerSchool student information system. Expenditures for 2019-2020 were \$202,895 and have decreased due to decreasing student counts.

- E.112.** RECOMMENDATION: Extend the annual agreement with Clever, Inc., San Francisco, California, for sharing data with district partners during the 2020- 2021 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: This annual agreement allows the district to utilize Clever tools to interface securely and more efficiently with third party applications. Clever provides this service to school district's at no cost. Clever is used by a majority of the top 100 school districts in America.
- E.113.** RECOMMENDATION: Renew the subscription with Microsoft Corporation, Redmond, Washington, for the period of October 1, 2020 through September 30, 2021 for their Enrollment for Education Solutions (EES) package.  
 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 \$365,000.00  
 FUND NAME/ACCOUNT: Bond Fund, 36-1172-2580-505300-000-000000-000-02-026  
 REQUISITION/CONTRACT: 12100236  
 RATIONALE: Microsoft's EES program helps education customers license products in greater quantity and manage software across multiple devices and systems. Teachers, school leaders, support staff and students leverage Microsoft products including the Windows operating system, Microsoft Office, Outlook email, SharePoint and other related services that we rely on daily. In addition to these critical tools, this contract will cover the cost of SQL server licenses for the multitude of servers that run critical applications across the district. With EES the district will benefit from the simplicity of licensing education platform products organization-wide through an annual count of users instead of PCs/devices, and offers additional flexibilities. Expenditures for 2019-2020 were \$361,971.50.
- E.114.** RECOMMENDATION: Renew the annual maintenance agreement with Twotrees Technologies, Wichita, Kansas, for the period of July 1, 2020, through June 30, 2021, for Sophos anti-virus software.  
 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 \$104,440  
 FUND NAME/ACCOUNT: Bond Fund, 36-1172-2580-505300-000-000000-000-02-026  
 REQUISITION/CONTRACT: 12100161  
 RATIONALE: This will extend licensing and maintenance for the district's anti-virus software. This also includes additional software to help defend against ransomware and malware types of attacks. The cost in 2019 – 2020 was \$100,800 and has increased due to rising vendor costs.
- E.115.** RECOMMENDATION: Purchase GoGuardian licenses from GoGuardian Inc, El Segundo, California, for the period of July 1, 2020, through June 30, 2021, for the district's administration of chromebooks.  
 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 \$115,200.00  
 FUND NAME/ACCOUNT: Bond Fund, 36-1172-2580-505300-000-000000-000-02-026  
 REQUISITION/CONTRACT: 12100188  
 RATIONALE: This will allow for easy administration of the 46,551 devices that are filtered through GoGuardian across the district. GoGuardian allows teachers to create a classroom session for students through GoGuardian Teacher that connects with Google Classroom. GoGuardian also provides smart filtering that helps with safe and effective learning environments as well as the ability to track lost and stolen devices.
- E.116.** RECOMMENDATION: Renew the contract with AT&T, effective July 1, 2020, through June 30, 2021, for Centrex telecommunication services.  
 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 \$85,000  
 FUND NAME/ACCOUNT: General Fund, 11-0000-2620-505320-000-000000-000-02-026 \$57,900  
 REQUISITION/CONTRACT: 12100226  
 RATIONALE: This service provides analog phone lines that are mainly used for fire and security alarms as well as some 911 services across the district. Last year, the cost was not to exceed \$90,000 and has decreased due to disconnecting unused lines.
- E.117.** RECOMMENDATION:  
 Renew the contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2020, through June 30, 2021, for telecommunication services for direct inward dialing (DID), primary rate interface (PRI) and basic voice services.  
 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 \$51,800.00  
 FUNDNAME/ACCOUNT: General Fund, 11-0000-2620-505320-000-000000-000-02-026  
 REQUISITION/CONTRACT: 12100228  
 RATIONALE: These services represent the basic inbound and outbound telephone services used by the district, supporting approximately 5,000 telephones across the district.
- E.118.** RECOMMENDATION: Enter into a contract with Cox Business Services, Tulsa, Oklahoma, effective July 1, 2020, through June 30, 2021, for data service.
- 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 \$20,000.00  
 FUND NAME/ACCOUNT: General Fund, 11-0000-2620-505320-000-000000-000-02-026  
 REQUISITION/CONTRACT: 12100227  
 RATIONALE: This contract will provide internet access for administrative personnel at Jones, Wright, Grimes, Mark Twain Elementary, Sandburg, Cherokee, Helmzar, Legacy at Greely, Kipp at Woods, Roosevelt, Park, and Remington sites, with bandwidth levels of 100 Mbps down and 20 Mbps up. It will also provide internet access to Porter and Cherokee with bandwidth levels of 500 Mbps down and 35 Mbps up.
- E.119.** RECOMMENDATION: Enter into a contract with Verizon, effective July 1, 2020, through June 30, 2021, for cellular telephone and mobile data services for 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: Not to exceed \$180,000.00  
 FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505340-000-000000-000-XX-XXX  
 RATIONALE:  
 The cellular telephone service allows for immediate contact of supervisors and select employees, enhancing the district's ability to quickly address issues, including safety. Mobile data services are used to access email, contact and dispatch, as well as to provide instant two-way radio contact capabilities to critical personnel. Utilizing one vendor for these services leverages volume and ensures excellent pricing and a standard quality product, as well as more efficient administration of services.
- E.120.** RECOMMENDATION: Enter into an agreement with ServiceExpress, Grand Rapids, Michigan, for the period of July 1, 2020 through June 30, 2021, for Cisco Smartnet software licensing, hardware/software support and maintenance on certain of the district's core Cisco switching hardware and telephone system as specified.
- 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 \$45,000  
 FUND NAME/ACCOUNT:  
 General fund, 11-0000-2580-504320-000-000000-000-02-026  
 REQUISITION/CONTRACT: 12100246  
 RATIONALE: This will provide Cisco Smartnet software licensing, software/hardware support and maintenance for network switching hardware and voip system not currently under warranty. A maintenance contract provides the best method for providing software and hardware resolutions on the critical systems. Expenditures last year were \$232,348.59 and have decreased due to new vendor pricing as well as a plan to go out to RFP in May 2020 to replace the system in September 2020.
- E.121.** RECOMMENDATION: Enter into an agreement with Sprint, Carol Stream, Illinois, for the period of July 1, 2020, through June 30, 2021, for The Sprint 1Million Project.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
 COST: No cost to the district
- RATIONALE: The Sprint 1Million Project provides free wireless service for internet access to high school students from economically disadvantaged households lacking high-speed internet. The objective of the program is to increase the likelihood that participating students stay on track in school by leveraging take home technology to complete homework assignments and advance in personalized learning. Currently, all Tulsa Public Schools high school sites are participating in the program with over 1,262 devices deployed. There were 259 devices deployed during the 2017-2018 school year and 405 devices deployed during the 2018-2019 school year. For the 2020-2021 school year we are proposing an additional 600 devices.
- E.122.** RECOMMENDATION: Enter into an agreement with Salesforce.com, San Francisco, California, for the purchase of additional Heroku dyno units to provide additional computing power to support dashboards and other applications used by

teachers and other stakeholders.

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 \$30,000

FUND NAME/ACCOUNT: Bond Funds,36-1172-2580-505300-000-000000-000-02-026

REQUISITION/CONTRACT: 12100240

RATIONALE: The additional computing power from these Heroku servers provided by Salesforce.com will allow for the data dashboards and other critical district-developed tools such as the School Locator application to be made available to teachers, staff, and other stakeholders. These servers will allow for continued expansion of these tools and reliable application performance.

**E.123.**

RECOMMENDATION: Renew the contract with Thoughtbot, Inc., Boston, Massachusetts, effective June 30, 2020, through June 30, 2021, for consulting and technical expertise regarding data dashboard and other internal application development projects.

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

COST: Not to exceed \$100,000

FUNDNAME/ACCOUNT: Grantfunds- 11-0224-2573-503590-000-000000-000-05-007-0224

REQUISITION/CONTRACT: 12100274

RATIONALE: The number of TPS dashboard users continues to grow and with that comes a demand for more tools and resources to support teachers and school leaders in their work. In addition, the district's application development team works on development and customization of many other critical district technology applications. Partnering with Thoughtbot, Inc., will allow the development team to speed up development of the dashboards and other tools, allowing us to build out new features for teachers, support staff, and school leaders faster than our current capacity allows. Thoughtbot's user-centered design approach aligns with the team's development approach. Further, Thoughtbot has produced top quality, user driven applications for hundreds of organizations over the past two decades, and a partnership will support continued capacity-building for TPS employees to improve their development skills.

**E.124.**

RECOMMENDATION:

Renew the contract with Upwork Enterprise, Mountain View, California, to provide technical support to the IT and data teams, effective from the date of execution through June 30, 2021.

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

COST: Not to exceed \$75,000

FUNDNAME/ACCOUNT: Grantfunds- 11-0224-2580-503460-000-000000-000-05-007-0224

REQUISITION/CONTRACT: 12100272

RATIONALE:

Upwork Enterprise is a leading organization in the supply of freelance workers with strong technical expertise. This will allow the IT and Data Strategy and Analytics teams to provide more rapid support especially in the case where highly specialized skills are needed.

**E.125.**

RECOMMENDATION: Renew the agreement with Catalant Technologies, Inc, Boston, MA, to provide expert support to the IT and data teams aimed at improving processes and practices related to information and data governance and customer support processes.

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 \$100,000

FUNDNAME/ACCOUNT: Grantfunds- 11-0224-2573-503590-000-000000-000-05-007-0224

REQUISITION/CONTRACT: 12100130

RATIONALE:

Catalant Technologies is a leading company in providing hands on, in person support to organizations seeking to improve their data and technology practices. With the rapid advances in technology and ever-changing best practices, as well as the likely ongoing Covid-related disruptions, it is important for the IT and data team to regularly reassess district practices in search of opportunities for improvement. Industry experts from Catalant will work with individuals and small groups to provide real-time feedback and coaching in addition to providing IT leadership recommendations for improvements to specific processes and practices.

**E.126.**

RECOMMENDATION: Renew the contract with Secureworks, One Concourse Parkway, Suite 500, Atlanta, GA 30328, for the period of July 1<sup>st</sup>, 2020 through June 30<sup>th</sup>, 2021, for their Incident Management Retainer.

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 \$13,770  
FUND NAME/ACCOUNT: General Fund, 11-0000-2580-505290-000-000000-000-02-026  
REQUISITION/CONTRACT: 12100229

RATIONALE: While cyber security breaches have predominately targeted corporations, government agencies and universities, there has been a dramatic increase in these types of attacks against K-12 school districts. This agreement will minimize the duration and impact of a cyber security breach, should one occur, by ensuring that experienced SecureWorks personnel are available to respond quickly and effectively in the event of a cyber security breach. They would contain the threat and then eradicate any trace of the threat before recovering the systems that were impacted. SecureWorks is a recognized leader in this area and can provide highly skilled resources that are beyond the technical expertise of the Tulsa Public Schools Information Technology staff.

**E.127. RECOMMENDATION:**

Purchase computer hardware, iPads, interactive display boards, Chromebooks, wireless infrastructure and other technology related equipment from Dell, Inc., Round Rock, Texas; Apple, Inc., Austin, Texas; Piraino Consulting, Conway, Arkansas; Sigma Technology Solutions Inc., San Antonio, Texas; Presidio Networked Solutions Inc., Philadelphia, Pennsylvania; Trinity3, St. Paul, Minnesota; CDW-G, Vernon Hills, Illinois; Lightspeed Technologies, Tualatin, Oregon and Sprint, Carol Stream, Illinois, as needed, during the 2020-2021 school year.

COST: Not to exceed \$20,020,169  
FUND NAME/ACCOUNT:  
Contingent upon the successful sale and receipt of the 2019B, 2019C and 2020A bond funds.

RATIONALE:  
Utilizing one supplier for equipment leverages volume and ensures excellent pricing and a standard quality product as well as more efficient administration of purchases. This will allow the district to update technology in classrooms and deploy new equipment faster. Cumulative expenditures during the 2019-2020 school year as of 4/29/2020 total approximately \$7,718,115.40 (break-out below). Annual expenditures include all spending during the year; both contract and non-contract purchases. \$51,404.79 - Apple, \$3,909,254.50 - Piraino, \$583.45 - Dell, \$147,330.94 - Presidio, \$259,059.72 - CDW-G, \$3,319,371 - Trinity3 \$31,111 - Lightspeed. We anticipate an additional \$500,000 in purchases that could possibly happen before fiscal year-end.

**E.128. RECOMMENDATION:** Renew the annual service agreement with Kellogg & Sovereign, Ada, Oklahoma, for the period of July 1, 2020, through June 30, 2021, to provide E-Rate and Oklahoma Universal Service Fund (OUSF) management services and resources, as specified.

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 \$53,500  
FUND NAME/ACCOUNT: General Fund, 11-0000-2580-503100-000-000000-000-02-030  
REQUISITION/CONTRACT: 12100212

RATIONALE: The contracted services will provide comprehensive E-Rate and OUSF management for the district for 2021-2022 funding period. With the increasing emphasis on utilization of technology in the classroom, these services will help the district leverage the E-Rate program to its fullest potential. E-Rate reimbursements/discounts for the 2019-2020 school year so far are \$1,077,683.10. The cost in 2019-2020 was \$53,500. Anticipated discounts for the upcoming year are approximately \$1,316,000.

**DESIGN AND INNOVATION**

**E.129. RECOMMENDATION:**

Renew our partnership with the Oklahoma Public Schools Resource Center for the 2020-2021 school year. This includes a data sharing agreement. The Oklahoma Public Schools Resource Center provides professional development for personalized learning at the following schools:

- McClure Elementary School
- Memorial Junior High School
- Central Junior High School
- Central High School
- Webster High School
- Hale 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: Not to exceed \$45,000  
FUND NAME/ACCOUNT: Grant Fund, 11-0260-2573-503590-000-000000-000-05-005-0260  
REQUISITION/CONTRACT: RQ 12100313

RATIONALE: Adoption of personalized learning models has created a need for building capacity within our organization for core instructional practices related to personalized learning. Oklahoma Public Schools Resource Center has gained expertise in this model through their work with other schools within the state. The Design Lab has used Oklahoma Public

- School Resource Center to support personalized learning models since the 2016-17 school year, impacting approximately 2,500 students each year.
- E.130.** **RECOMMENDATION:** Enter into a contract with Turnaround for Children to provide professional development services in adolescent brain science beginning July 1, 2020 through June 30, 2021. This is the second of two annual renewal options in accordance with Request for Proposal #19054.
- FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST:** Not to exceed \$150,000
- FUND NAME/ACCOUNT:** Grant Funded, 11-0280-2573-503590-000-000000-000-05-005-0280
- REQUISITION/CONTRACT:** RQ#12100314
- RATIONALE:** Turnaround for Children translates neuroscientific research into practical tools and strategies for educators. This support will address the interconnected relationships between school systems, mindsets and skills, and student success to help educators create healthy learning environments that promote whole child development. Under this contract, Turnaround for Children will provide professional development for Tulsa Public Schools.
- E.131.** **RECOMMENDATION:** Enter into an MOU with all charter schools authorized by Tulsa Public Schools such that charter school staff may, as necessary, provide instruction to their students virtually on a temporary and emergency-basis in response to COVID-19 during the 2020-2021 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:**  
The current and common charter contract stipulates that all instruction must be provided on-site at each charter location. This needs to be amended to accommodate the anticipated social distancing and safer-at-home conditions that COVID-19 will present during the 2020-2021 school year.
- E.132.** **RECOMMENDATION:** Authorize Tulsa Public Schools to renew the multi-agency agreement to support City Lab, a spring and summer break youth development and employment program. This agreement defines roles and responsibilities between and amongst Tulsa Community College, Tulsa Public Schools, City Year Tulsa, and the Tulsa Regional Stem Alliance.
- FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST:** This is a grant funded program with no cost to Tulsa Public Schools.
- RATIONALE:**  
City Lab is a youth employment development and employment program that Tulsa Public Schools and Tulsa Community College deliver in partnership. City Lab connects high school youth to real-world problems and prepares them to design solutions. The program is grant funded and focuses on students at Hale High School, East Central High School, Central High School, and Rogers High School. Tulsa Public Schools successfully piloted a spring and summer break program in the 2019-2020 school year. In the pilot year, we served approximately three dozen students, and participating students completed several service projects in partnership with the Parks department.
- The 2020-2021 year has been redesigned to allow for virtual delivery.
- E.133.** **RECOMMENDATION:**  
Renew the Summit Learning Program Agreement between Tulsa Public Schools and Summit Public Schools for the 2020-2021 school year. This agreement allows the five Tulsa Public Schools listed below to implement a personalized learning program. McClure Elementary School  
Memorial Junior High School  
Central Junior High School  
Central High School  
Webster 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:**  
Since the 2016-2017 school year, the Summit Learning Program has partnered with Tulsa Public Schools to offer free training, curriculum and access to high quality learning tools. Tulsa teachers receive free coaching and professional development, gain access to a library of instructional resources and receive individualized support throughout the school year. The Summit Learning Program also connects Tulsa Public Schools to a network of 100 schools from 28 states nationwide. The Summit Learning Program Agreement details Summit's and Tulsa Public Schools' roles and responsibilities, describes requirements for school access to the online learning platform, and defines data sharing, security and privacy expectations.

Tulsa schools participating in this program have achieved a 5% increase in reading proficiency and 7% increase in math proficiency over the past 2.5 years.

- E.134.** RECOMMENDATION: Approve the renewal of Street School's annual contract. This approval shall be subject to a mutually agreeable and fully executed contract between the parties.
- 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 \$770,000 (Tulsa Public Schools will dedicate up to 12 teachers to serve at the original and expanding Street School sites. In addition, the district will provide the following services free of charge: building usage and routine maintenance, custodial and grounds services, child nutrition services, and access to bond library and textbook funding. The total cash value of these services shall not exceed \$770,000)
- RATIONALE: Street School has been a partner to Tulsa Public Schools for over 40 years. They serve students who have stopped attending school or have dropped out of school and seek admission to Street School. This expansion will enable them to serve a larger number of Tulsa Public Schools students through a successful model that merges academic and therapeutic services.
- During the 2019-2020 School Year, Street School served approximately 150 at-risk students. They had an 88% graduation rate, and nearly 90% of students entering completed recovery plans. After entering Street School, student GPAs increase from an average of 1.3 to 2.9. During the 2020-2021 year, Street School hopes to complete its planned expansion to serve 175 students.

- E.135.** RECOMMENDATION: Renew the contract with Collegiate Hall, Inc., Charter School to provide basic health services during the 2020-2021 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 items presents no cost to the district.
- RATIONALE:  
Collegiate Hall Charter School has been subcontracting with Tulsa Public Schools for health services for several years. Collegiate Hall pays for the full costs of these services. Health services will be made available to Collegiate Hall students subject to terms and conditions of the contract. Total revenue to the district during the 2020-2021 school year will not exceed \$34,399.43.

## FINANCIAL SERVICES

- E.136.** RECOMMENDATION: Approve the May 29, 2020 - June 11, 2020, New Encumbrances and Encumbrance Changes Report.

RATIONALE: New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with Board Policy 5102, Financial Reports and Statements.

- E.137.** RECOMMENDATION:  
Enter into a client agreement with Vector Solutions, of Tampa, Florida, to provide Safe Schools online training subscriptions for Metro Christian Academy for the 2020-2021 school year. Metro Christian Academy is a participating private schools in Tulsa Public Schools' federal programs.

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

COST:  
Not to exceed \$1,100

FUND NAME/ACCOUNT:  
Title II, Part A, 11-5410-5500-506530-000-000000-05-093-5410

REQUISITION/CONTRACT:  
12100024

RATIONALE: Tulsa Public Schools is required to provide equitable services under Title II, Part A, to any interested private school whose building is located within our district boundaries. Tulsa Public Schools conducts a needs assessment and develops a program plan for each participating private school to meet the requirements of Title II each year. Throughout ongoing collaboration and consultation, we have identified a need for ongoing professional development specifically related to safe schools. This programming was paid for under Title IIA during FY20; this will allow for their continued training in the 2020-2021 school year.

**E.138.** RECOMMENDATION: Authorize Executive Director of Federal Programs and Special Projects Jill Hendricks to act as the district's representative for local, state, and federal programs and grants during the 2020-2021 school year.

COST: This item presents no cost to the district.

**RATIONALE:**

Local, state and federal enactment applications submitted and approved for funding require an authorized representative be identified for each program and that this authorization is acted upon by the Board of Education. Authorization will allow filing of budget revisions, monthly reimbursement requests and reports as required by individual grants and funding sources.

**E.139.** RECOMMENDATION:

Approve the following scheduled principal and interest installments on district's bond issues due for the 2020-2021 fiscal year. The payment will be made by wire or warrant. The money for these payments will be available in the District's Debt Service Fund.

Date Payment (YY.MMDD)	Date Issue (YY.MMDD)	Principal	Interest	Total
2020.0801	2015.0801D	2,500,000.00	25,000.00	2,525,000.00
2020.0801	2015.0801C	4,475,000.00	67,125.00	4,542,125.00
2020.0801	2016.0801	8,690,000.00	152,175.00	8,842,175.00
2020.0801	2017.0801	11,000,000.00	330,000.00	11,330,000.00
2020.0801	2018.0801B	14,445,000.00	740,381.25	15,185,381.25
2020.0801	2018.0801C	2,500,000.00	154,687.50	2,654,687.50
2020.0901	2017.0301		218,750.00	218,750.00
2020.0901	2018.0301		236,250.00	236,250.00
2020.1001	2019.0401A		260,156.25	260,156.25
2020.1101	2016.0501		18,750.00	18,750.00
2020.1101	2015.1101E	7,525,000.00	112,875.00	7,637,875.00
2021.0201	2016.0801		87,000.00	87,000.00
2021.0201	2017.0801		220,000.00	220,000.00
2021.0201	2018.0801B		595,931.25	595,931.25
2021.0201	2018.0801C		117,187.50	117,187.50
2021.0201	2019.0801B		642,900.00	642,900.00
2021.0201	2019.0801C		297,468.75	297,468.75
2021.0301	2018.0301	6,750,000.00	236,250.00	6,986,250.00
2021.0301	2017.0301	8,750,000.00	218,750.00	8,968,750.00
		66,635,000.00	4,731,637.50	71,366,637.50

COST: The total principal and interest cost is \$71,366,637.50.

RATIONALE: Bond installment payments are a required component of every bond issue. Last year's principal and interest totaled \$76,919,703.13 with \$71,815,000 in principal and \$5,104,703.13 in interest. Cost varies each year as bonds are issued or retired.

**E.140.** RECOMMENDATION:

Purchase postage services from Quadient, Eagan, Minnesota, for the district's mail services as needed for the 2020-2021 school year

COST: Not to exceed \$100,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2620-505310-000-000000-000-08-054

RATIONALE: Postage is necessary to meet every district site mail service needs. Mail from 98 district sites is picked up and delivered to the mail room at the Mason Building where it is prepared with postage for United States Postal Service pickup. Expenditures during the 2019-2020 school year totaled approximately \$70,000.

**E.141.** RECOMMENDATION: Purchase travel services from World Travel Service, Tulsa, Oklahoma, as needed during the 2020-2021 school year.

COST: Not to exceed \$600,000

FUND NAME/ACCOUNT: General Fund, 11-XXXX-XXXX-505820-000-000000-000-XX-XXX

RATIONALE: Aggregating volume with one vendor reduces fees and enhances services. Expenditures during the 2019-2020 school year totaled approximately \$255,647.01. This purchase order is not an obligation of expenditure but is put in place to be used as needed to streamline the process and maximize efficiencies.

- E.142.** RECOMMENDATION: Renew the master vehicle rental agreement with Ean Holdings, LLC (d/b/a Enterprise Rent-A-Car) for the 2020-2021 school year.  
 COST: Rentals will be charged to the applicable 2020-2021 School Activity Fund/Account.  
 RATIONALE: The district frequently rents vehicles to transport students to a variety of events off campus. Due to individual coaches, principals, and administrative staff being unauthorized to execute rental contracts, a master agreement has been developed that would prevail for the transactions and still allow specific requirements (type of vehicle, dates/times) to be requested and authorized by district/SAF purchase order. Cost for rentals during 2019-2020 school year totaled approximately \$6,103.89.
- E.143.** RECOMMENDATION:  
 Renew the agreement with Disbursement Review, LLC, Plano, Texas, to conduct a review of procurement and accounts payable rec to all vendors during the 2019-2020 school year to determine whether or not, and to what extent, funds are due back to the district for over payments and/or unclaimed credits not presented to the district for processing.  
 COST: This item presents no cost to the district.  
 FUND NAME/ACCOUNT: Having an independent review of disbursement transactions allows management assurance that processes and procedures are functioning to a high degree of accuracy.  
 REQUISITION/CONTRACT: Having an independent review of procurement and accounts payable transactions allows management opportunity to review and assure that processes and procedures are functioning to a high degree of accuracy. We have used this vendors services for the past 7 years. The review for 2018-19 school year resulted in total recovered funds of \$3,382.62 of which Disbursement Review, LLC retained 50% of the findings totaling their cost of \$1,690.81.
- E.144.** RECOMMENDATION: Renew the agreement with Scholastic Book Fairs, Jefferson City, Missouri, to provide books for students to purchase during the 2020-2021 school year.  
 FUND NAME/ACCOUNT: To be charged to the applicable 2020-2021 School Activity Fund  
 RATIONALE: Vendor supplies books for student to purchase. Deposits are made to the appropriate School Activity Fund account. Actual expenditures are determined by individual student purchase.
- E.145.** RECOMMENDATION: Renew audit contract with Bledsoe, Hewitt, and Gullekson(formerlyknownas Sanders, Bledsoe & Hewett), Certified Public Accountants, Inc., (SBH) 101 Main Street, Broken Arrow, Oklahoma, to provide audits for school activity fund, ESC athletics, before- and after-care and the estimate of needs for the 2020-2021 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: \$27,500  
 FUND NAME/ACCOUNT:  
 General Fund, 11-0000-2511-503310-000-000000-000-08-098  
 REQUISITION/CONTRACT: 12100124  
 RATIONALE: Bledsoe, Hewitt & Gullekson has been performing audits for the district over 30 years. Additionally, they provide similar services for surrounding school districts. The auditors perform the district's internal audit of every school site's activity funds and their fee also includes preparation of the Estimate of Needs for 2020-2021 which is required by the Oklahoma State Department of Education. The district has contracted with SBH since 1992 and this fiscal year the district has paid \$22,000 for their services.
- E.146.** RECOMMENDATION:  
 Approve the following banks as official depositories for the period of July 1, 2020, to June 30, 2021, for all funds.  
 American Bank and Trust Co  
 Arvest Bank  
 Bank of America  
 Bank of Oklahoma, N.A.  
 Tulsa Prosperity  
 Freedom Bank  
 JP Morgan Chase Bank NA  
 ONB Bank & Trust  
 Peoples State Bank  
 Regent Bank  
 Spirit Bank  
 Tulsa Teachers Credit Union  
 Commerce Bank  
 RATIONALE: Oklahoma Statute Title 62-516.5 requires the treasurer of school districts in the state of Oklahoma to deposit daily all funds that come into their possession into one or more banks. The district uses the listed banks for this

purpose.

**E.147.** RECOMMENDATION: Renew the electronic participant agreement between VANTIV, LLC, Symmes Township, Ohio, and its designated Member Bank and the registered submerchant of CP-DBS, LLC d/b/a Data Business Systems (DBS) and the district in order to participate in the PaySchools online website payments system.

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: \$800

FUND NAME/ACCOUNT:

Child Nutrition Fund 22-3850-3140-505990-700-000000-000-03-053 (\$300.00)

Before-and After-Care General Fund, 11-0390-503300-000- 000000-000-16-039 (\$500.00)

REQUISITION/CONTRACT: RQ12100185

RATIONALE: The system allows parents to make purchases from items displayed on the district's web pages, accumulate the price of the purchases in a "shopping cart," and pay for the items using either their credit card or an online check. The system clears the credit card and check purchases and deposits the proceeds into the district's bank account. Reports from the system provide the administrative data needed to then credit the revenue back to the proper source of the sale. The system is used by Child Nutrition to allow parents to purchase meal tickets and for before- and after-care tuition and registration payments as well as various other district programs.

**E.148.** RECOMMENDATION: Renew the agreement with Hilltop Securities Asset Management, LLC, Dallas, Texas (d/b/a Hilltop Holdings) for annual arbitrage rebate compliance services in connection with all bonds issued by the school district for the next 12 months.

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 \$16,000

FUNDNAME/ACCOUNT: General Fund, 11-0000-4400-503300-000-000000-000-08-097

REQUISITION/CONTRACT: 12100123

RATIONALE: The arbitrage rebate compliance calculations required by the Internal Revenue Code are extremely technical and complex. Hilltop Securities Asset Management, Inc. has the experience and expertise to make the calculations. Hilltop Securities Asset Management has contracted with the district since 1998. The fees paid in 2019-2020 totaled \$12,450.

**E.149.** RECOMMENDATION:  
Enter into a contract with Education Resource Strategies (ERS), Watertown, Massachusetts, to provide technical assistance and consultation on the implementation of strategic talent, instructional and school design priorities and initiatives during the 2020-2021 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 \$569,000

FUND NAME/ACCOUNT:

Donor funding; 11-0224-2573-503590-000-000000-000-05-098-0224

REQUISITION/CONTRACT: 12100056

RATIONALE:

The district's continued partnership with ERS in SY2021 will be to support, train, and build our internal capacity to manage targeted continuous improvement of school and system-level strategic planning processes. In addition, we will leverage ERS's expertise in resource modeling to help the district meet new and urgent needs related to the COVID pandemic. This scope of work will result in several major deliverables primarily related to training of staff members to expand and improve school supports (e.g. working directly with principals to allocate budgets to plans), and strengthening tools to support school-level strategic planning (e.g. such as helping to design master schedules and prototype instructional models due to COVID-19).

ERS is uniquely qualified to support this work as Tulsa Public Schools has been in partnership with them since 2015. We've spent the past several years co-designing new systems, processes and tools to guide more strategic decision-making at the school-level, and have deliberately worked to build the district's capacity to oversee this work independently and to own its continuous improvement. As an example, over the past year the district's School Strategy Partners (part of Team Finance) have a direct responsibility for the vast majority of school-facing strategic and resource use planning support, including all elementary schools who transitioned to the Empower model. 100% of surveyed district staff agree that coaching from ERS is effective and supports stronger service delivery to schools. 96% of school leaders surveyed this April in the school planning process agreed or strongly agreed that the support received from their School Strategy Partner was effective

**E.150.** RECOMMENDATION: Renew the agreement with Public Group, LLC, Provo Utah, to administer the online sale of

selected surplus items. The January 2014 original agreement with Public Group, LLC has a term renewal upon mutual written agreement of the parties.

COST: This item presents no cost to the district.

RATIONALE: Public Group hosts the online ads, administers the sale, and remits monthly to the district. The handling is deducted from the gross sales. Sales for 2019-2020 totaled approximately \$100,442 using this method.

- E.151.** RECOMMENDATION: Renew the agreement with Office Depot to purchase non-warehoused office supplies, as needed, for all district sites.

COST: Not to exceed \$350,000

FUND NAME/ACCOUNT: Purchases will be charged to the applicable fund/account.

RATIONALE: Electronic ordering and system billing are the most effective procurement methods for handling repetitive low dollar orders. This agreement provides a cost effective source for items not available in the district's warehouse. Expenditures during the 2019-2020 school year were approximately \$250,000.

- E.152.** RECOMMENDATION: Renew the contracts with Lifetouch, Josten's, Artisanlife Photography, Knutson Photography, Ken's Universal Photo, Inc, Shannon Surratt Photography, Andy's Fine Portraits, Josh New Photography all of Tulsa, Oklahoma; and Ruth Kelly Studio, Muskogee, Oklahoma, Herff-Jones of Sapulpa, Oklahoma, KKB Studios LLC, Claremore, Oklahoma, Walsworth Publishing Co, Marceline, Missouri, Entourage Yearbooks of Princeton Junction, New Jersey, and Inter-State Publishing, Sedalia, Missouri, for student pictures and student 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: Purchases will be charged to the applicable 2020-2021 School Activity Fund/Account.

RATIONALE: The vendors collect 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.

- E.153.** RECOMMENDATION: Authorize the treasurer of the district to use non-payable warrants to an aggregate amount not to exceed \$20,000,000 at any one time at the discretion of the treasurer if the issuance of non-payable warrants is necessary to pay the district's current obligations, including payroll, on a timely basis.

FURTHER RECOMMEND: The treasurer shall register each non-payable warrant on the treasurer's warrant register as provided by law and no warrants shall be issued which would cause all warrants, payable and non-payable, issued by the district to exceed the amount of the estimate made and approved for the current fiscal year or the amount authorized for such purpose by a bond issue. The non-payable warrants shall be paid, in numerical order, from the first available ad valorem tax receipts of the district, provided that the treasurer, at his discretion, may pay the non-payable warrants from other sources of available district revenue. The treasurer shall be authorized, at his discretion from time to time, to invest any monies in his custody in the General Fund, Building Fund, Bond Fund or other funds not necessary for current expenditures in non-payable warrants issued by the district. No further action by the Board of Education shall be necessary to authorize the treasurer to issue non-payable warrants within the limits of this recommendation. As authorized by Title 62. O. (1991) 475, the treasurer is authorized to enter into arrangements with financial institutions to facilitate the honoring and processing of the non-payable warrants, with no charge to the district other than the interest payable on the non-payable warrants. This authorization will terminate on February 1, 2021, and no non-payable warrants shall be issued after that date except on subsequent authorization by the Board.

RATIONALE: The adoption by the Board of the above recommendations is necessary to allow the treasurer to issue non-payable warrants, if necessary, and is proposed as a method of financing cash flow deficits during the period of time prior to the receipt of the 2020 ad valorem taxes. The non-payable warrants issued under this authority will bear interest from the date or dates the non-payable warrants are honored by acceptance at a financial institution until paid by the district at a rate of interest equal to the 90-day treasury bill rate on the date of acceptance plus 210 basis points, not to exceed ten percent per annum except that non-payable warrants purchased as an investment for district funds, as authorized herein, will be noninterest bearing. The arrangement with a local bank is a program designed to immediately honor non-payable warrants, if issued. The bank program will be used by the district only in the event that 1) the district issues non-payable warrants, and 2) the district is unable to invest in these warrants using cash from another fund. The district entered into such an agreement with the service provider during the previous six fiscal years; however; the funds provided under the agreement were not needed.

- E.154.** RECOMMENDATION: Enter into a contract with RSM, US, LLP, Oklahoma City, Oklahoma, to provide professional auditing services for the 2019-2020 fiscal year. This contract is the result of request for proposal RFP#20034. The audit is required by the Oklahoma State Department of Education and the Oklahoma state auditor and inspector.

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 \$113,700

FUNDNAME/ACCOUNT: GeneralFund, 11-0000-2318-503310-000-000000-000-09-092

REQUISITION/CONTRACT: 12011294

RATIONALE: The Oklahoma State Auditor provides a list of auditing firms who are in good standing with the Oklahoma Accountancy Board as of January each year and RSM is on the list. RSM will perform an independent financial audit of the district's 2019-2020 financial statements in accordance with auditing standards generally accepted in the United States of America and Government Auditing Standards, issued by the Comptroller General of the United States, and a compliance audit of the District's major Federal programs in accordance with the Single Audit Act. This information will make up a part of our Comprehensive Annual Financial Report. This firm has been the district's auditor for the past 11 years.

- E.155.** RECOMMENDATION: Purchase paper, office, classroom, custodial, and library supplies from a vendor who offers the best value with the most reasonable price in order to restock the warehouse as supplies are depleted.

COST: Not to exceed \$1,200,000

FUND NAME/ACCOUNT: To be charged to the applicable fund/account

**RATIONALE:**

It is necessary to maintain adequate warehouse stock of critical items for distribution to various district sites. These supplies represent a variety of items including but not limited to audio visual supplies, paper towels, waste containers, cleaning supplies and personal protective equipment (e.g. masks and gloves). The value of these supplies drawn from the warehouse during the 2019-2020 school year totaled approximately \$461,691.

- E.156.** RECOMMENDATION: Renew a triparty contract for the district's 2020-2021 fiscal year, between Independent School District Number One of Tulsa County, Oklahoma and Municipal Finance Services, Inc. ("MFSOK"), Edmond, Oklahoma, and First Southwest, a Division of Hilltop Securities Inc., Dallas, Texas, to serve as the district's financial advisors providing services including (but not limited to) financial analysis, planning services, preparation of election documentation, bond documentation, including, official statements, tax forms to be filed, sale of the bonds, IRS arbitrage consulting and other services in connection with future bond elections and sales, if any. The contract shall provide for the following costs to the district and reflects no changes from the current agreement except in form and a number of additions required for compliance purposes with new MSRB rules.

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: Fee Schedule: \$9,000 for the first \$1.0 million issue amount; plus \$1.75 per \$1,000 for the next \$4.0 million issue amount; plus \$1.50 per \$1,000 for the next \$45.0 million issue amount; plus \$0.60 per \$1,000 for all above \$50.0 million issue amount. The maximum fee to be charged is \$65,000 per issue. Fees will be paid from the proceeds of bond issues as administrative expenses. Arbitrage rebate calculation and reporting service fees are not included and will be submitted to the Board for approval in separate agendas.

RATIONALE: These firms have provided quality services and are compensated as part of every bond series sold. The district staff has frequent communications with these firms on a variety of bond related topics and analysis. The firms have been highly responsive and timely on any requests from the district staff and the level of coordination has been outstanding.

**BOND PROJECTS AND ENERGY MANAGEMENT**

- E.157.** RECOMMENDATION: Enter into a unit-price contract with Joseph Enterprises, Inc., for as-needed paving during the 2020-2021 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 \$500,000

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

RATIONALE: Paving projects are part of the 2015 bond issue. Expenditures during the 2019-2020 school year totaled approximately \$160,000.

- E.158.** RECOMMENDATION: Approve the purchase of Honeywell Energy Management materials for the 2020-2021 school year from Temperature Control Systems, Tulsa, Oklahoma, the lowest responsible bidder.

COST: Not to exceed \$350,000.

FUND NAME/ACCOUNT: Bond Funds, applicable accounts

RATIONALE: Energy management system improvements are part of the 2015 bond issue. Expenditures during the 2019-2020 school year totaled approximately \$315,000.

- E.159.** RECOMMENDATION: Renew the contract with Lighthouse Electric, Inc., for district wide electrical, data, and low voltage needs during the 2020-2021 school year. The original contract was approved as item E.174 of the June 17, 2019, agenda. This is the first and final renewal of this contract.

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

COST: Not to exceed \$2,500,000

FUND NAME/ACCOUNT: Bond Funds, applicable accounts

REQUISITION/CONTRACT: 42100001



RATIONALE: Low voltage work is required for the repair/replacement of access controls, fire alarms, and intercoms, and installation of secure entries throughout the district. Additional electrical work is required throughout the year. Expenditures during the 2019-2020 school year totaled approximately \$2,500,000.

- E.160.** RECOMMENDATION: Renew the service contract with Vizion Digital, LLC., Tulsa, Oklahoma, to provide project management, conduct site surveys, and provide AutoCad drawings of all changes regarding bond projects during the 2020-2021 school year. The contract was originally approved February 22, 2011, Item E-24.  
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 \$75,000  
FUND NAME/ACCOUNT: Bond Funds, applicable accounts  
REQUISITION/CONTRACT: 42100005  
RATIONALE: This service is necessary to update site plans and square footage of upcoming bond projects. Expenditures during the 2019-2020 school year totaled approximately \$62,000.
- E.161.** RECOMMENDATION: Renew the service contract with Ramsey System Services, LLC, independent project manager, Tulsa, Oklahoma, to provide energy management oversight, site visits, and submittal review and approval during the 2020-2021 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 \$250,000  
FUND NAME/ACCOUNT: Bond Funds, applicable accounts  
REQUISITION/CONTRACT: 42100006  
RATIONALE: This service is necessary to upgrade district energy management systems. Expenditures during the 2019-2020 school year totaled approximately \$213,000.
- E.162.** RECOMMENDATION: Renew the service contract with Jerece Daniels, Independent Architect, Tulsa, Oklahoma, to provide architectural project management and construction administration services that include, but are not limited to, CAD drawings, documents as needed for bidding, construction site visits, construction meetings, requests for information, and submittal review and approval.  
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 \$125,000  
FUND NAME/ACCOUNT: Bond Funds, applicable accounts  
REQUISITION/CONTRACT: 42100004  
RATIONALE: This service is necessary for implementation of new construction and renovation projects included in the 2015 bond issue. Expenditures during the 2019-2020 school year totaled approximately \$103,500.
- E.163.** RECOMMENDATION: Renew the service contract with Stephanie Peaster, Project Manager, Tulsa, Oklahoma, to provide project management and interior design including site visits and submittal reviews and approval, during the 2020-2021 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 \$125,000  
FUND NAME/ACCOUNT: Bond Funds, applicable accounts  
REQUISITION/CONTRACT: 42100007  
RATIONALE: Having an interior designer on staff saves the district approximately \$200,000 annually. The district is able to perform interior renovations without hiring an architect to oversee the work. This individual works with all schools as needed to assist in selection and ordering of furniture and serves as the architectural interior designer on all major construction projects. The district purchases approximately \$900,000 in furnishings annually that this individual selects, receives, and manages as district interior designer. Expenditures during the 2019-2020 school year totaled approximately \$111,000.
- E.164.** RECOMMENDATION: Enter into a service contract with Molly Potts, Independent Accountant, Broken Arrow, Oklahoma, to provide general ledger accounting and financial reporting on all bond fund transactions, as well as perform accounting necessary to successfully pass bond elections and issuances during the 2020-2021 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 \$86,000  
FUND NAME/ACCOUNT: Bond Funds, applicable accounts  
REQUISITION/CONTRACT: 42100008  
RATIONALE: These services are a necessary part of bond fiscal management.

- E.165.** RECOMMENDATION: Renew the contract with Lighthouse Electric, Tulsa, Oklahoma, the lowest responsible bidder for internet protocol (IP) camera software and new cameras throughout the district during the 2020-2021 school year. This is the fourth and final renewal of the contract, that was originally approved as item E.93 of the June 20, 2016, agenda. This contract was awarded through an RFP process.  
 FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
 COST: Not to exceed \$1,500,000  
 FUND NAME/ACCOUNT: Bond Funds, applicable accounts  
 REQUISITION/CONTRACT: 42100002  
 RATIONALE: Adding and maintaining cameras throughout the district is part of the 2015 bond issue. Expenditures during the 2019-2020 school year totaled approximately \$500,000.
- E.166.** RECOMMENDATION: Enter into a contract with Clearwater Enterprises, LLC, the lowest most responsive bidder for natural gas products for qualifying sites during the 2020-2021 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: Approximately \$500,000  
 FUND NAME/ACCOUNT: Bond Funds, applicable accounts  
 RATIONALE: Pricing is based on an independent third-party index for product only, plus a margin. This is for gas commodities only. Oklahoma Natural Gas will continue to provide product transportation to district sites. Expenditures during the 2019-2020 school year totaled approximately \$500,000.
- E.167.** RECOMMENDATION: Extend the operating leases with Midwest Transport Solutions, LLC, Tulsa, Oklahoma, for the operating of 40 compressed natural gas (CNG) buses. The operating leases will each be paid off 39 months after receipt of buses. The first lease of 18 buses was approved on August 21, 2017, the second lease of 22 buses was approved on February 20, 2018 and the third lease of 15 buses was approved June 3, 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:  
 The operating leases covering the CNG equipment will be paid in 39 monthly as follows:
- | DATE APPROVED       | # OF BUSES | LEASE AMOUNT | PER MONTH   | PER YEAR     |
|---------------------|------------|--------------|-------------|--------------|
| August 21, 2017     | 18         | \$ 108.00    | \$ 1,944.00 | \$ 23,328.00 |
| February 20, 2018   | 22         | \$ 108.00    | \$ 2,376.00 | \$ 28,512.00 |
| June 3, 2019        | 15         | \$ 108.00    | \$ 1,620.00 | \$ 19,440.00 |
| Totals for 2020/21: | 55         | \$ 324.00    | \$ 5,940.00 | \$ 71,280.00 |
- FUND NAME/ACCOUNT: General Fund, 11-0191-2720-507620-000-000000-000-03-003  
 REQUISITION/CONTRACT: 41800162  
 RATIONALE: The lease structure allows the lessor to take advantage of energy tax credits and pass along a portion of the cost savings to the district, saving the district money and allowing more buses to be purchased. The district has saved approximately \$453,750.00 with this agreement. Expenditures during the 2019-2020 school year totaled approximately \$123,750.
- E.168.** RECOMMENDATION: Renew the equipment lease-purchase agreement and related instruments between the district and Bok Financial Equipment Finance, Inc., for the lease purchase of LED lighting equipment for the district-wide lighting retrofit. The term of this agreement is 48 months. The original contract was approved as item E.13 of the October 8, 2018, agenda.  
 FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
 COST: \$1,200,293 annually for the term of the contract.  
 FUNDNAME/ACCOUNT: Building Fund, 21-0000-4720-504500-000-000000-000-03-037  
 REQUISITION/CONTRACT: 42000114  
 RATIONALE: The lighting retrofit includes replacement of existing light fixtures and bulbs with LED fixtures and bulbs. The district will realize significant cost savings resulting from lower utility costs and the increased life span of fixtures and bulbs. Expenditures during the 2019-2020 school year totaled approximately \$1,200,790.
- E.169.** RECOMMENDATION: Extend the service agreement with the Children's Museum, Inc., that was approved as Item E.11 of the April 22, 2019, agenda, to provide one STEAM experience field trip per year for every Tulsa Public School student in grades preK-5. The Children's museum will provide one certified teacher for each of the five classrooms.  
 COST: This item presents no cost to the district.

RATIONALE: This service agreement will operate on a 30-year term and will be ratified on a yearly business.

- E.170.** RECOMMENDATION: Extend the lease-purchase agreement with the George Kaiser Family Foundation that was approved as Item E.7 of the March 15, 2018, agenda, for the construction of Educare 4, and ratify all previous years.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST: Not to exceed \$6,000,000  
FUND NAME/ACCOUNT: Bond Funds, applicable accounts - contingent upon the sale and receipt of the 2020B bond issuance.

RATIONALE: The construction project began in April 2019. Funds derived from the August 2020 bond sale will allow for completion of the facility.

- E.171.** RECOMMENDATION: Approve pricing agreements with vendors listed below who are the lowest responsible bidders for early childhood, cafeteria, library, computer, classroom, and mobile classroom furniture during the 2020-2021 school year.  
Virco, Inc., Conway, Arkansas  
Krueger International, Inc. (KI), Appleton, Wisconsin  
Fenton Officer Mart, Stillwater, Oklahoma  
School Specialty, Inc., Appleton, Wisconsin  
Workspace Solutions, Incorporated, dba Scott Rice, Broken Arrow, Oklahoma  
COST: Not to exceed \$2,500,000  
FUND NAME/ACCOUNT: Bond Funds, applicable accounts

RATIONALE: Replacement of worn out furniture is part of the 2015 bond issue. The implementation of blended learning will require more flexibility in the classroom to accommodate project-based learning. Expenditures during the 2019-2020 school year totaled approximately \$1,881,000.

- E.172.** RECOMMENDATION: Renew the contract with FADCO, Inc., that was approved as item E. 14 of the February 20, 2020, agenda, for millwork at various sites throughout the district during the 2020-2021 school year. This is a two-year contract that will be effective through February 2, 2022.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST: Not to exceed \$1,000,000  
FUND NAME/ACCOUNT: Bond Funds, applicable accounts  
REQUISITION/CONTRACT: 42000172  
RATIONALE: Millwork throughout the district is part of the 2015 bond issue.

- E.173.** RECOMMENDATION: Renew the contract with Zonar Systems, Seattle, Washington, approved as item E.20 of the August 20, 2018, agenda, for GPS systems for all district buses during the 2020-2021 school year. This contract was awarded through an RFP process.  
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: \$93,600  
FUND NAME/ACCOUNT: Bond Fund, applicable accounts  
REQUISITION/CONTRACT: 41900138  
RATIONALE: Implementation of GPS systems on district buses is part of the 2015 bond issue. This contract will provide 254 vehicles.

- E.174.** RECOMMENDATION: Approve the pricing agreement with Asbestos Handlers, Tulsa, Oklahoma, the lowest responsible bidder for asbestos abatement services as needed at various sites throughout the district during the 2020-2021 school year. This agreement was awarded through an RFP process.  
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 \$300,000  
FUND NAME/ACCOUNT: Bond Fund, applicable accounts  
REQUISITION/CONTRACT: 42100003  
RATIONALE: The renovation of existing facilities requires the removal of asbestos containing materials before construction can start. Asbestos removal is an ongoing project. Expenditures during the 2019-2020 school year totaled approximately \$180,798.

## OPERATIONS

- E.175.** RECOMMENDATION: Renew the contract for Securitas security services from Securitas, to provide supplemental

security support for the district under the direction of Campus Police for specified assignments and backfills, and otherwise needed for the district during the 2020 -2021 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 \$150,000

FUNDNAME/ACCOUNT: BuildingFund,21-0000-2660-503440-000-000000-000-17-049

REQUISITION/CONTRACT: 12100218

RATIONALE: The Campus Police department priority is to provide a safe environment for teachers to teach and for students to learn. In order for the department to maximize its capacity to provide School Safety and Campus Security Officers at school sites, the department recruits supplemental support from security contractors to primarily secure assets (e.g. transportation terminal), and/or support during emergencies. This method supplement security support has been successful as it provides an effective and efficient way to provide security 24x7 for our assets and secure capacity during emergencies. Additionally, it allows our School Safety and Campus Security Officers to prioritize and focus on being present at schools sites during the day and special events. SY 19-20, we spent \$131,000 for Securitas.

- E.176.** RECOMMENDATION: Renew the contract for American Gold Security of Tulsa, Tulsa, Oklahoma, to provide support to district security services by engaging off-duty Tulsa police officers to work under the direction of the Campus Police Department during the 2020-2021 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 \$7,000

FUNDNAME/ACCOUNT: BuildingFund,21-0000-2660-503442-000-000000-000-17-049.

REQUISITION/CONTRACT: 12100219

RATIONALE: The Campus Police department focus is to provide a safe environment for athletes and spectators before, during and after athletic and special events. Campus Police recruits additional police presence from American Gold at our athletic events, who hires uniformed police certified law support from surrounding law enforcement partners. In the event of an emergency, American Gold personnel has the capability to call for additional supports as needed. This support is needed as part of the district-wide plan to provide adequate security and policing services to all special and/or athletic events that occur within the district. In SY19-20 (until spring break) Campus Police supported over 390 athletics events. In full school year Campus Police supports close to 500 athletic events.

- E.177.** RECOMMENDATION: Renew the contract with Praetoria Security Services to provide district support in addition to Securitas security services in the event Securitas is unable to provide support for asset protection and/or backfill for assets, administrative, and school sites as needed during the 2020-2021 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 \$30,000

FUNDNAME/ACCOUNT: BuildingFund,21-0000-2660-503440-000-000000-000-17-049

REQUISITION/CONTRACT: 12100220

RATIONALE:

The Campus Police department priority is to provide a safe environment for teachers to teach and for students to learn. In order for the department to maximize its capacity to provide School Safety and Campus Security Officers at school sites, the department recruits supplemental support from security contractors to primarily secure assets (e.g. transportation terminal), and/or support during emergencies. This method supplement security support has been successful as it provides an effective and efficient way to provide security 24x7 for our assets and secure capacity during emergencies. Additionally, it allows our School Safety and Campus Security Officers to prioritize and focus on being present at schools sites during the day and special events. We use this security services vendor in the event that the main provider does not have resources available at the time of need.

- E.178.** RECOMMENDATION: Approve the renewal of the food services contract with Sodexo Services, Inc., to provide management and food procurement services for the district's Child Nutrition Services, July 1, 2020, through June 30, 2021. This is a one year contract with three annual renewal options remaining 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, the Child Nutrition services are self-funded. The fixed cost for the 2020-2021 school year is \$1.820 per pattern meal and meal equivalent. A total of \$11,967,443.75.

FUNDNAME/ACCOUNT: ChildNutritionFund,22-3850-3120-505700-000-000000-000-03-053

REQUISITION/CONTRACT: 12100310

RATIONALE: Sodexo Services will provide management and food procurement services for the district's Child Nutrition Services for the 2020-2021 school year continuing the changes implemented under the new contract in SY 19-20. Services

- are to all TPS schools and service center. The contract fee is all inclusive of management salaries, food purchase and delivery, and other operating costs and will be billed at the negotiated fee per meal/meal equivalent. This new contract will allow the district to continue 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. Last year Sodexo rolled out new marketing programs in each school site and nearly doubled menu choices with both hot, made from scratch cooking and cold 'grab and go' options. A monthly wellness focus has been implemented and the consumption of fresh fruits & vegetables is up by 41% from the previous year. These changes have created positive feedback and increased customer satisfaction from students and faculty alike.
- E.179.** RECOMMENDATION: Enter into an agreement for meal service with KIPP Tulsa Academy College Preparatory, Inc., for the 2020-2021 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 service 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 2019-2020 totaled approximately \$192,328.24. TPS has provided meals to KIPP for 15 years.
- E.180.** RECOMMENDATION: Enter into an agreement for meal service with Collegiate Hall for the 2020-2021 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 service for Collegiate Hall Charter School students. Collegiate Hall will pay all costs incurred by the district in providing food service. Revenue will be deposited into the child nutrition fund. Gross receipts for 2019-2020 totaled approximately \$155,475.00. Child Nutrition has provided meal service to Collegiate Hall for the past four years.
- E.181.** RECOMMENDATION: Enter into an agreement for meal service with Tulsa Honor Academy for the 2020-2021 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 service for Tulsa Honor Academy Charter School students. Tulsa Honor Academy will pay all costs incurred by the district in providing food service. Revenue will be deposited into the child nutrition fund. Gross receipts for 2019-2020 totaled approximately \$294,645.15.
- E.182.** RECOMMENDATION: Enter into an agreement for meal service with College Bound Academy Charter School for the 2020-2021 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 service for College Bound Academy students. College Bound Academy will pay all costs incurred by the district in providing food service. Revenue will be deposited into the child nutrition fund. Gross receipts for 2019-2020 totaled approximately \$341,646.10. Child Nutrition has provided meal service to College Bound for the past five years.
- E.183.** RECOMMENDATION: Pay the Oklahoma Department of Human Services' annual commodity distribution assessment fee.  
 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 \$54,000  
 FUNDNAME/ACCOUNT: Child Nutrition, 22-3850-3150-506301-700-000000-000-03-053  
 REQUISITION/CONTRACT: 12100309  
 RATIONALE: Child Nutrition is charged an annual commodity distribution assessment fee that is based on annual meal count and assessment rate per meal. Expenditures for the 2019-2020 school year were \$53,702.35
- E.184.** RECOMMENDATION: Enter into standard contracts with Community Action Program (CAP), Tulsa, Oklahoma; Hutchison YMCA, Tulsa, Oklahoma; and NACT Head Start, Tulsa, Oklahoma, based on capacity to provide contract meals in accordance with the established fee schedule for the 2020-2021 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 makes these services available to entities serving children in the community. Revenue is

- deposited in the district's child nutrition fund. Gross receipts for 2019-2020 through totaled approximately \$1,439,150.94. Child Nutrition has completed its 15th annual contract with CAP.
- E.185.** RECOMMENDATION: Purchase Point of Sale software annual maintenance/support, and equipment/supplies as needed from Heartland School Solutions and PCS Forms for Child Nutrition Services during the 2020-2021 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 \$55,033.00. (\$48,673.00 for Heartland Point of Sale software annual maintenance/support and \$6360.00 for PCS Forms).
- FUNDNAME/ACCOUNT: Child Nutrition Fund, 22-3850-3140-506530-700-000000-000-03-053
- REQUISITION/CONTRACT: 12100294
- RATIONALE: Child Nutrition Services uses Point of Sale equipment, and WebSMARTT for state and federal reporting requirements. PSC Forms aids in the processing of Free and Reduced Meal applications. Expenditures for the 2019-2020 school year was \$54,003.15.
- E.186.** RECOMMENDATION:  
 Authorize the following individuals as the district's authorized representatives for the State Department of Education Child Nutrition programs during the 2020-2021 school year.  
 Tammy Christman, Claims Analyst  
 Christina Coffman, Operations Support Manager  
 Shiela Russel, Summer Cafe' Coordinator  
 Kurt Stillman, Summer Cafe Assistant Coordinator  
 Saima Malik, Bookkeeper  
 Diana Jones, Family Applications Clerk
- FUND NAME/ACCOUNT: This items presents no cost to the district.
- RATIONALE: Each school district that participates in USDA school meal programs must designate school employees as authorized representatives for the State Department of Education Child Nutrition programs, which includes the National School Breakfast Program and the National School Lunch Program, the After School Snack Program, the Summer Food Service Program and the CACFP At-Risk Program (aka Supper Program) to certify and submit applications, reports and claims for meal reimbursement, as well as to have access to all functions required by OKSDE. The authorized representatives verify that all submitted information is true and correct.
- E.187.** RECOMMENDATION: Approve an extension of the contract with Commercial Risk Services Inc. (CRS), Tulsa, Oklahoma, for risk management and emergency management services for the 2020-2021 school year in accordance with the agreed upon terms and conditions. The procurement of this service contract will be through membership with TIPS ("The Interlocal Purchasing System") that was approved on November, 5, 2018, item G-6.
- 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 \$283,200
- FUND NAME/ACCOUNT: 11-0000-2573-503590-000-000000-000-03-025
- REQUISITION/CONTRACT: 12100299
- RATIONALE: Since 2015, Commercial Risk Services (CRS) risk management services have supported the districts efforts to decrease workplace injuries and related losses. In addition, CRS supports the district's emergency management functions including, in coordination with Campus Police, the safety and security of our students and staff including through the management and implementation of safe school plans, emergency operations plans, active shooter response planning, drills and training. These efforts have proven successful by strengthening liaising and partnership with federal state and local emergency management for disaster response (most recently COVID-19), and successfully supporting the District, in connection with the National Weather Service and the Tulsa Area Emergency Management Agency, when responding to inclement or severe weather conditions to ensure the safety of our students and staff. Both Risk and Emergency Management functions are fully staffed by CRS.
- E.188.** RECOMMENDATION: Renew the contract with Ricoh Americas Corporation, Tulsa, Oklahoma, for the period July 1, 2020, through June 30, 2021, in accordance with the terms and conditions of the request for proposal. This contract renewal will provide continuity to the three major components of a modern, district-wide Managed Print Services (MPS) program. The recommended contract renewal will provide on-site MPS staff including print center operators and management, multifunction device (print, copy, scan, and fax) support services, and MPS software subscriptions including administrative services. This district is exercising the second of four optional renewals.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: Not to exceed \$1,180,000. The amount includes printing costs for fleet at schools and at print shop, labor at print shop, and maintenance of the fleet at schools and at print shop.
- FUND NAME/ACCOUNT:  
 \$374,141.25 (Minimum Service Fee) -

General Fund, 11-0301-2530-503460-000-000000-000-03-031,

Estimate of \$468,000 for Fleet Flat Rate, (actuals in early June ) -  
General Fund, 11-0301-2530-505592-000000-000-03-031

\$155,544.70 (Print Center Click Charges) -  
General Fund 11-0301-2530-505592-000-000000-000-02-031  
REQUISITION/CONTRACT:  
SERVICE FEE RQ# 12100222  
FLEET FLAT RATE RQ # 12100304  
CLICK CHARGE RQ# 12100305

RATIONALE: Over the past year, managed print services has been able to achieve cost savings, and improve efficiencies and service quality. The continued support to all TPS schools and sites will provide district printing improvements to the user's experience, general support, data transparency, and overall cost by: 1) improving the support program to proactively provide toner/supplies, 2) ensuring current equipment remains operational offering free replacements for up to five years; 3) Maintaining a centrally managed driver management solution; 4) leading a continuous improvement program to use new data collection capabilities to address aging equipment, distribution of devices, quality of service, and promote responsible printing behaviors; and 5) continues improvement on a 3rd party print submission portal to further drive print cost down. During SY 19-20, the average customer feedback ratings on accuracy, timeliness, and customer courtesy was 4.75 out of 5.

**E.189.** RECOMMENDATION: Approve the contract, after going through the RFP process, with TransPar Group, Inc., for professional transportation management services for the district's transportation department, July 1, 2020, through June 30, 2021.

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

COST: Not to exceed \$296,530, which includes cost of the previously separate Learning Management System (LMS).

FUND NAME/ACCOUNT: 11-0000-2720-503100-000-000000-000-03-003

REQUISITION/CONTRACT: 12100308

RATIONALE: TransPar Group has lead the TPS Transportation Department for the last six years, providing the transportation professionals, technology, resources, and training needed to offer safe, reliable, cost-effective and equitable transportation services to the students of TPS. The local team will continue to focus on the execution of efficient and effective home-to-school and extracurricular transportation service, and will lead a critical body of work supporting a transportation system redesign to realize efficiency needs for the district's budget redesign and improved enrollment. Over the last six years TransPar developed and monitored a fleet plan that has guided the reduction of surplus units by approximately 20% and provided a roadmap for proper fleet optimization based upon actual bus ridership analysis software developed by TransPar. Accidents and workman's claims has been reduced since 2016. The new selected contract will include the implementation of an industry-leading transportation operating platform which provides a scheduling, dispatch and time management platform with real time integration of routing platforms, payroll systems and GPS data. Significant savings are potentially achievable by leveraging the new operating platform to identify root causes of overtime, and adjust routes and fleet assignments accordingly. The new contract also includes a learning management system (LMS) for driver training. Expenditures for 2019-2020 were \$272,078.21.

**E.190.** RECOMMENDATION: Enter into a student transportation contract with Collegiate Hall Academy of Tulsa, Inc., for the 2020-2021 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 items presents no cost to the district.

RATIONALE: This contract will provide equipment and services to transport Collegiate Hall Charter School students. Collegiate Hall has contracted with TPS transportation since 2015. All costs incurred by the district in providing transportation for an estimated 125 students will be paid by Collegiate Hall. The contract amount for SY2019-2020 was \$86,000. Estimated revenue for the 2020-2021 school year is approximately \$110,000.

**E.191.** RECOMMENDATION: Enter into a student transportation contract with KIPP Tulsa Academy College Preparatory, Inc., Middle and High, for the 2020-2021 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 equipment and services to transport KIPP Charter School students. KIPP will pay all costs incurred by the district in providing transportation for an estimated 230 students. The contract amount for the 2019-2020 school year was approximately \$155,000 (\$74,000 for the high school and \$81,000 for the middle school). Estimated revenue for the 2020-2021 school year is \$109,000 for the MS and \$99,000 for the HS, totaling \$208,000.

- E.192.** RECOMMENDATION: Enter into a student transportation contract with Tulsa Honor Academy of Tulsa, Inc. for the 2020-2021 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 items presents no cost to the district.  
 RATIONALE: This contract will provide equipment and services to transport Tulsa Honor Academy charter school students. Tulsa Honor Academy has contracted with TPS transportation since 2015. All costs incurred by the district in providing transportation for an estimated 280 students will be paid by Tulsa Honor Academy. The contract amount for the 2019-2020 school year was approximately \$132,000. Estimated revenue for the 2020-2021 school year is approximately \$159,000.
- E.193.** RECOMMENDATION: Enter into a student transportation contract with Tulsa Legacy Charter School for the 2020-2021 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 items presents no cost to the district.  
 RATIONALE: This contract will provide equipment and services to transport Tulsa Legacy Charter School students. Tulsa Legacy has contracted with TPS transportation since 2015. All costs incurred by the district in providing transportation for an estimated 240 students will be paid by Tulsa Legacy Charter School. The contract amount for the 2019- 2020 school year was \$96,000. Estimated revenue for the 2020-2021 school year is approximately \$125,000.
- E.194.** RECOMMENDATION: Enter into standard contracts with various non-district agencies/organizations as identified in previous years to provide transportation based on the established fee schedule for the 2020-2021 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 makes these field trip services available to entities serving children in the community. Gross revenue for a normal school year is approximately \$300,000. Examples of outside district sources are Any Given Child, Tulsa Y.M.C.A., and QuikTrip. Estimated revenue for the 2020-2021 school year is approximately \$320,000.
- E.195.** RECOMMENDATION: Purchase vehicle repair and service parts for maintenance repair overhaul (MRO), from NAPA Auto Parts, Tulsa, Oklahoma, for the Transportation Department, during the 2020-2021 school year.  
 COST: Not to exceed \$150,000  
 FUND NAME/ACCOUNT: 11-0000-2740-506120-000-000000-000- 03-003  
 REQUISITION/CONTRACT: 12100295  
 RATIONALE: The RFP was opened 3/24/2020 RFP #20014). This will provide for repairs, maintenance and overhaul parts and supplies to maintain the district's transportation fleet. Expenditures during a normal school year is approximately \$80,000.
- E.196.** RECOMMENDATION: Purchase Original Equipment Manufacturer (OEM) bus and heavy truck parts and services for gas, diesel and CNG vehicles from Summit Trucks Group, Tulsa Oklahoma, for the Transportation Department during the 2020-2021 school year.  
 COST: Not to exceed \$500,000  
 FUND NAME/ACCOUNT: 11-0000-2740-506120-000-000000-000- 03-003  
 REQUISITION/CONTRACT: 12100296  
 RATIONALE: The RPF was opened 3/27/2020 (RFP #20007). These purchases are necessary to maintain the district's transportation fleet. Expenditures for the 2019-2020 school year totaled approximately \$100,000.
- E.197.** RECOMMENDATION: Purchase recapping services and new vehicle tires from Southern Tire Mart, LLC, Tulsa, Oklahoma, for the Transportation Department during the 2020-2021 school year.  
 COST: Not to exceed \$200,000  
 FUND NAME/ACCOUNT: 11-0000-2740-506120-000-000000-000- 03-003



REQUISITION/CONTRACT: 12100298

RATIONALE: This is an annual renewal. These purchases are necessary to maintain the district's transportation fleet. Expenditures for 2019-2020 totaled approximately \$128,000.

**E.198.** RECOMMENDATION: Renew the transportation service contract with Tulsa Technology Center for the 2020-2021 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 items presents no cost to the district.

RATIONALE: The Transportation Department will transport students to the Tulsa Technology Centers during the 2020-2021 school year. The contract amount for 2019-2020 school year was \$502,438.

**E.199.** RECOMMENDATION: Purchase gasoline and diesel fuel from on the spot market for 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 fuel needs, during the 2020-2021 school year.

COST: Not to exceed \$2,000,000.00

FUND NAME/ACCOUNT: 11-0000-2720-506250-000-000000-000- 03-003

REQUISITION/CONTRACT: 12100292, 12100293, 12100306

RATIONALE: The purchasing of bulk fuel from spot market sources provide a more economical opportunity for fuel savings and better buying position.

The renewed contract with Fleetcor Technologies is for off-site fueling. Total fuel expenditures during a normal school year total approximately \$800,000.

**E.200.** RECOMMENDATION:

Enter into a service agreement with All American Fire Systems, Claremore, Oklahoma, for the 2020-2021 school year for the inspection, preventive maintenance, and mechanical repair of the fire suppression systems from the most responsive and responsible offer or in accordance with the terms and conditions of the Request for Proposal #20019.

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

COST: Not to exceed \$40,000

FUNDNAME/ACCOUNT: Building Fund, 21-0000-2620-504310-000-000000-000-01-002

REQUISITION/CONTRACT: 12100036

RATIONALE: The state of Oklahoma requires all fire suppression systems be inspected annually by an inspector licensed by the state of Oklahoma. This agreement allows the inspection and service of fire suppression systems to confirm equipment meets code. The district has 35 locations with sprinkler systems that require routine maintenance and inspection. All American Fire Systems of Claremore, Oklahoma has been servicing the sprinkler systems for the district since the 2017-2018 school year. The service was rebid for the 2020-2021 school year and All American was retained as the vendor. Expenditures during 2019-2020 totaled approximately \$40,000.

**E.201.** RECOMMENDATION: Purchase fire extinguishers and maintenance services from All American Fire Systems, Claremore, Oklahoma, for the maintenance department during the 2020-2021 school year, in accordance with the terms and conditions of Request for Proposal #20009.

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 \$50,000

FUNDNAME/ACCOUNT: Building Fund, 21-0000-2620-504310-000-000000-000-01-002

REQUISITION/CONTRACT: 12100037

RATIONALE: This agreement provides handheld fire suppression equipment and service to all district locations. The district has 2,478 fire extinguishers that must be serviced annually. All American Fire Systems of Claremore, Oklahoma has been servicing the fire extinguishers in the district since the 2017-2018 school year. This service was rebid for the 2020-2021 school and All American was retained as the vendor. Expenditures for 2019-2020 totaled approximately \$50,000.

**E.202.** RECOMMENDATION: Renew the contract for waste management, refuse disposal services, and recycling with BFI Waste Services, LLC, dba Allied Waste Services of Tulsa/Republic Services of Tulsa, Tulsa, Oklahoma, for the 2020-2021 school year in accordance with specifications outlined in Request for Proposal #16032. The district is exercising the fourth of four optional renewals.

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 \$293,403.60 for routine services; not to exceed \$105,000 for unforeseen additional services.

FUND NAME/ACCOUNT: Building Fund, 21-0000-2620-504230-000-000000-000-01-002

REQUISITION/CONTRACT: 12100029; 12100030; 12100031

RATIONALE: These services are necessary for the removal of trash and waste produced at district sites, as well as the removal of recyclable materials. The above amount of \$105,000 will be charged when unforeseen, additional services are required for disposal of increased waste (\$215.00 per haul) and recycling (\$25.20 per haul) at school sites. BFI Waste Services was selected from the RFP process to provide this services to the District starting in the 2016-2017 school year. Expenditures during the 2019-2020 school year totaled approximately \$400,000.

- E.203.** RECOMMENDATION: Enter into service agreements with Allied Refrigeration, Tulsa, Oklahoma, and Arctic Refrigeration LLC, Tulsa, Oklahoma, for the 2020-2021 school year for service and repair of cafeteria equipment in accordance with specifications outlined in Request for Proposal #19062. The district is exercising the second of two optional renewals. FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district. COST: Not to exceed \$150,000  
FUNDNAME/ACCOUNT: Building Fund, 21-0000-2620-504310-000-000000-000-01-002  
REQUISITION/CONTRACT: 12100022; 12100028  
RATIONALE: This agreement allows for the timely service and repair of warehouse and kitchen refrigeration and freezer equipment by licensed personnel not available in the district. Expenditures during the 2019-2020 school year totaled approximately \$150,000.
- E.204.** RECOMMENDATION: Enter into a contract with American Testing and Inspection Services, St. Louis, Missouri, for qualified elevator inspector services for the 2020-2021 school year in accordance with the terms and conditions of Request for Proposal #19073. The district is exercising the option to renew. FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district. COST: Not to exceed \$8,000  
FUNDNAME/ACCOUNT: Building Fund, 21-0000-2620-503460-000-000000-03-025  
REQUISITION/CONTRACT: 12100041  
RATIONALE: The state requires all elevators and lifts be inspected annually by an elevator inspector licensed by the state of Oklahoma. This contract allows for inspection and testing of 39 elevators and 13 lifts to confirm that the equipment meets code, as well as safety devices are functioning as required. Expenditures during the 2019-2020 school year totaled approximately \$8,000.
- E.205.** RECOMMENDATION: Enter into custodial services agreements with Tulsa Children's Coalition and Tulsa Educare Inc., Tulsa, Oklahoma, for the purpose of providing custodial services at early childhood facilities operated by Tulsa Children's Coalition and Tulsa Educare, Inc., during the 2020-2021 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: Tulsa Children's Coalition, Tulsa Educare, Inc., and the district have entered into ground leases and sublease agreements that include custodial services for the Tulsa Children's Coalition and Educare locations. The custodial services agreement provides for separate and specific detail and related costs for these services. The parties agree that the educational environment must be conducted in clean, safe facilities imperative to the wellbeing of young children.
- E.206.** 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 2020-2021 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. This is the second year for this agreement. CAP will pay the District \$2,400 for this service.

- E.207.** RECOMMENDATION: Enter into lease, custodial, and grounds agreements with the following charter schools for use of Tulsa Public Schools' school buildings beginning July 1, 2020, through June 30, 2021 effective date.
- Charter School @ TPS School Building**  
 College Bound Academy @ Eastside Academy  
 Collegiate Hall @ Wright  
 KIPP Tulsa Academy College Preparatory, Inc. @ Woods  
 KIPP Academy University Prep @ Mark Twain  
 Tulsa Honor Academy @ Bell Primary  
 Tulsa Legacy Charter School @ Cherokee  
 Tulsa Legacy Charter School @ Greeley  
 Tulsa School of Arts and Sciences, Inc. (TSAS) @ Roosevelt
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: This item presents no cost to the district.
- RATIONALE: These agreements support the district's sponsored charter schools and charter collaboration compact. The parties agree that the educational environment must be conducted in a clean, safe facility. Revenue for 2019-2020 was approximately \$224,854.80 from the lease agreements and \$471,963.60 from the custodial and grounds agreements.
- E.208.** RECOMMENDATION: Renew the lease agreement with Teach For America, Inc., New Haven, Connecticut, to provide facility space for the Teach For America Greater Tulsa staff during the 2020-2021 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: Since 2009, the district's partnership with Teach For America has made it possible for corps members to be placed annually at some of the district's highest needs schools. This lease agreement permits Teach For America Greater Tulsa regional staff to continue to office in the old Sequoyah building that is in close proximity to the corps members they support on a daily basis. The lease include annual renewal language, outlined custodial responsibilities, and clarification of the space available to Teach For America staff and corps members.
- E.209.** RECOMMENDATION: Enter into a lease agreement with the Tulsa Children's Coalition, Inc., Tulsa, Oklahoma, for use of ECDC Reed for the 2020-2021 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: Tulsa Children's Coalition provides early childhood programming for four-year-old students. This continued partnership allows the district to meet the needs of its four-year-olds and their families.
- E.210.** RECOMMENDATION: Enter into a service contract for pest control services from West Termite Pest and Lawn Management, Inc., Tulsa, Oklahoma, for district sites during the 2020-2021 school year in accordance with the terms and conditions of Request for Proposal #19028. The district is exercising the first of two optional renewals.
- 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 \$130,000
- FUNDNAME/ACCOUNT: Building Fund, 21-0000-2620-504310-000-000000-000-01-002
- REQUISITION/CONTRACT: 12100035
- RATIONALE: Pest control is required to maintain the buildings throughout the district. There is an indeterminate amount as needed for spot termite and bed bug treatment. Expenditures during the 2019-2020 school year totaled \$120,000.
- E.211.** RECOMMENDATION: Renew the contract with Sodexo Management, Inc., to provide management services for the district's Maintenance, Plant Operations, and Grounds department, July 1, 2020, through June 30, 2021. This is the initial period in accordance with the terms and conditions of Request for Proposal #18006. The district is exercising the second of four optional renewals.
- FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST: Not to exceed \$1,140,770
- FUNDNAME/ACCOUNT: Building Fund, 21-0000-2620-504200-000-000000-000-01-002
- REQUISITION/CONTRACT: 12100034
- RATIONALE: With a customer-driven approach focused on continued improvement Sodexo has a proven effective and efficient management program that has served the district students, staff and community for the past 25 years. Sodexo

continues to partner with the district to provide innovative solutions for cost saving measures while maintaining a focus on customer service. During the 2019-2020 school year the Facilities Team responded to over 35,000 work orders, cleaned over 8.4 million square feet per day and maintained over 1,200 acres across the district. Over the past several years the team has improved response time to routine work orders by over 20% and reduced workers compensation claims by more than 15%. Included in the 2020-2021 contract is a management fee of \$254,896, plus reimbursable expenses of approximately \$885,874 totaling \$1,140,770. Expenditures during 2019-2020 totaled approximately \$1,140,770.

- E.212.** RECOMMENDATION: Enter into a contract with Otis Elevator Company, Tulsa, Oklahoma, the most responsive and responsible bidder to provide elevator maintenance services for the district during the 2020-2021 school year in accordance with the terms and conditions of Request for Proposal #19025. The district is exercising the first of two optional renewals.  
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 \$60,000 for routine services and \$10,000 for unforeseen expenses.  
FUNDNAME/ACCOUNT: BuildingFund,21-0000-2620-504380-000-000000-000-01-002  
REQUISITION/CONTRACT: 12100032; 12100033  
RATIONALE: This contract will allow for the 39 elevators to be serviced and maintained by licensed personnel not available in the district. Expenditures during the 2019-2020 school year totaled \$65,000.
- E.213.** RECOMMENDATION: Enter into a maintenance services agreement with TCF-Tulsa PAL, LLC, Tulsa, Oklahoma, for the purpose of providing maintenance services at the Helmzar Challenge Course facility operated by TCF-Tulsa PAL, LLC, for the 2020-2021 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:  
TCF-Tulsa PAL, LLC, and the district have entered into a lease agreement for the Helmzar Challenge Course facility. The maintenance services agreement provides for separate and specific details and related costs for these services. The parties agree that the educational environment must be conducted in a clean, safe facility. This is the second year for this agreement. TCF-Tulsa Pal will pay the District \$7,500 for this service.
- E.214.** RECOMMENDATION: Purchase air filters from Firstline Filters, Tulsa, Oklahoma, for the Maintenance Department during the 2020-2021 school year in accordance with the terms and conditions of Request for Proposal #20006.  
COST: Not to exceed \$110,000  
FUNDNAME/ACCOUNT: BuildingFund,21-0056-2620-504500-000-000000-000-03-025  
REQUISITION/CONTRACT: 12100042  
RATIONALE: Air filters are used to maintain heating/cooling systems throughout the district. The filters are changed 3 times a year to provide quality airflow for the education environment. The PM shop replaces 38,000 filters annually, consisting of 118 different sizes. Firstline has been providing filters to the district since the 2017-2018 school year. Expenditures during 2019-2020 totaled approximately \$80,000.
- E.215.** RECOMMENDATION: Purchase HVAC equipment and repair parts from Lennox Industries, Broken Arrow, Oklahoma, during the 2020-2021 school year in accordance with the terms and conditions of Request for Proposal #18006. The district is exercising the second of two optional renewals.  
COST: Not to exceed \$250,000  
FUNDNAME/ACCOUNT: BuildingFund,21-0000-2620-504500-000-000000-000-03-025  
REQUISITION/CONTRACT: 12100043  
RATIONALE: Parts will be purchased as needed to maintain and repair HVAC equipment throughout the district. The preferred HVAC vendor is Lennox based on the longevity of equipment, availability of parts, and overall value. The district services approximately 2,000 pieces of Lennox equipment. Expenditures during the 2019-2020 school year totaled approximately \$200,000.
- E.216.** RECOMMENDATION: Enter into service agreements with American Air Conditioning of Tulsa, LLC, Broken Arrow, Oklahoma; Arctic Refrigeration, LLC, Tulsa, Oklahoma; and HKS Energy Solutions, Inc., Tulsa, Oklahoma for repair of HVAC equipment for the 2020-2021 school year in accordance with the terms and conditions of Request for Proposal #20026.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST: Not to exceed \$150,000  
FUND NAME/ACCOUNT: Building Fund, 21-0056-2620-504500-000-000000-000-03-025

REQUISITION/CONTRACT: 12100040; 12100038; 12100099

RATIONALE: These service contracts are used to supplement the maintenance crews with emergency repairs of HVAC equipment throughout the district. This practice has been in place for a number of years and allows for a quicker response to the heating and cooling emergencies during peak times throughout the school year. Expenditures during the 2019-2020 school year totaled approximately \$150,000.

**E.217.** RECOMMENDATION: Enter into a contract with Rich & Cartmill, of Tulsa, Oklahoma, the best and most responsible bidder for the district's 2020-2021 standard insurance services and policies for which the district has issued a request for proposal (RFP) numbered 20039. The deadline for bids was June 1, 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: \$1,705,718.40

FUND NAME/ACCOUNT: Building Fund, 21-0000-2620-505230-000-000000-000-03-025 and General Fund, 11-0000-2319-505220-000-000000-000-03-025

RATIONALE: This routine purchase will result in the purchase of the following lines of insurance: property, general liability, school board/professional liability, blanket liability coverage for district employees, surety bonds, business travel accident insurance, as well as cyber liability. The cost for this insurance in 2019-2020 totaled an amount not to exceed \$1,605,717. As a strategy of Shaping Our Future, we sought policies that would minimize the expected increases in insurance premiums.

**E.218.** RECOMMENDATION: Enter into a contract with Davies Claims Solutions (formerly Alternative Concept Services/ASC), as the best and most responsible bidder for the district's 2020-2021 casualty and property claims administration services for which the district issued a request for proposal (RFP) numbered 20032.

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 \$55,000

FUND NAME/ACCOUNT: 11-0325-2620-505290-000-000000-000-03-025

REQUISITION/CONTRACT: 12100318

RATIONALE: This routine purchase will provide the district with vital insurance administration services for claims and/or losses including but not limited to auto liability, general liability, and errors and omission claims made against Tulsa Public Schools. The total for these services during the 2019-2020 fiscal year will not exceed \$60,175.

**E.219.** RECOMMENDATION: Enter into a contract with Rich & Cartmill, of Tulsa, Oklahoma, the best and most responsible bidder for the district's 2020-2021 excess workers compensation insurance services and policy for which the district has issued a request for proposal (RFP) numbered 20042 (mistakenly numbered 13042 in the previous agenda). The deadline for bids was June 3, 2020.

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

COST: Not to exceed \$145,048

FUND NAME/ACCOUNT: Workers' Compensation Fund, 83-0000-7400-505290-000-000000-000-04-041

RATIONALE: This purchase will provide the district with specific excess insurance relating to workers compensation claims. The cost for this insurance last year totaled an amount not to exceed \$169,391. As a strategy of Shaping Our Future, we sought policies with a lower premium to generate an overall savings for the district. The funds to cover the self-insured retention will be set aside in a separate worker's compensation fund.

**E.220.** RECOMMENDATION: Renew the contract to purchase third-party administration services relating to workers' compensation claims from York Risk Services of Austin, Texas, during the 2020-2021 school year in accordance with the terms and conditions of the Request for Proposal #16031.

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 \$220,000

RATIONALE: The third-party administrator coordinates all medical treatment for as necessary under Oklahoma Workers Compensation Statutes. The District has approximately 550 workers' compensation claims annually. Expenditures for their administrative services during the 2019-20 school year will total approximately \$200,000.

## GENERAL COUNSEL

**E.221.** RECOMMENDATION: For purposes of representation in Independent School District #52 v. Hofmeister, et al, Case No. CV 2016-1965, a matter pending in the District Court of Oklahoma County, renew a legal services agreement with McDaniel Acord, PLLC

FURTHER RECOMMEND: The staff attorney for the 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 \$50,000

FUND NAME/ACCOUNT: General Fund, 11-0000-2317-503540-000-000000-000-09-006

RATIONALE: The agreement will provide for legal services required by the District for purposes of intervening in Independent School District #52 v. Hofmeister, et al, Case No. CV 2016-1965.

**E.222.** RECOMMENDATION: Approve the legal services agreement with Rosenstein, Fist & Ringold for the 2020-2021 fiscal 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: Services billed on an hourly rate basis.

FUND NAME/ACCOUNT: General Fund, 11-0000-2317-5034XX-000-000000-000-09-006 and Bond Fund, applicable accounts

RATIONALE: The agreement will provide outside legal services as needed by the district.

**E.223.** RECOMMENDATION: Revise school board policy regarding the suspension, demotion, termination or non-reemployment of support employees.

RATIONALE: This update improves the clarity and organization of the board's longstanding policy regarding the discipline of support employees, a policy required by law. In addition, the policy will now allow the parties to agree to have virtual review committee hearings and virtual board hearings. As requested by support staff representatives, the policy will require district officials to communicate the policy's rights and obligations more regularly and consistently.

## **F. ACTION AGENDA - Motion and vote on recommendations**

### **BOARD OF EDUCATION**

**F.1.** RECOMMENDATION: The Board of Education authorizes the superintendent to suspend the operation of the school district on Friday, June 19, 2020, to observe Juneteenth as a paid holiday in alignment with and support from the Tulsa Classroom Teachers Association and the American Federation of Teachers 6049.

RATIONALE: On June 19, 1865, approximately 200,000 enslaved Black Americans received the news of President Abraham Lincoln's 1863 Emancipation Proclamation. Each year, many Black Americans celebrate the holiday Juneteenth on June 19 as both a celebration of the resilience of Black people and a commemoration of 400 years of painful injustice that carry through to the present day. Like the deeply divided America of that first Juneteenth, our country again stands at a crossroads where the lives and livelihoods of all Black and Brown people are continuously in peril based solely on the color of their skin. We must stand together in deep and intentional solidarity with Black and Indigenous People of Color to name and actively dismantle oppressive systems, structures, and practices so that we can truly embody our commitment to becoming an anti-racist and anti-oppressive organization. Tulsa Public Schools is a district that celebrates diversity in all of its forms. We believe that we have a moral obligation to stand alongside our Black and Brown brothers and sisters and act boldly to disrupt and dismantle the systems of oppression that plague our city, our state, and our country. Just as systemic racism permeates the experience of Black and Brown people, we also believe that advancing systemic representation sends a clear message about what and who we value as a public education system. We value the spirit of what Juneteenth embodies as a moment of cultural celebration and affirmation, and we want everyone on our team to have the opportunity for reflection and celebration on this holiday.

### **FINANCIAL SERVICES**

**F.2.** RECOMMENDATION: Approve the 2020-2021 Preliminary School Budget and Financing Plan which has been prepared in accordance with Section 5-154 of the School District Budget Act. The subject preliminary budget herewith presented to the Board of Education presents the details of the estimated revenue and expenditures that total \$665,365,558 and \$634,988,007, respectively, for all appropriated funds.

FURTHER RECOMMEND: The Superintendent's publishing of the Budget Summary in the Tulsa World be ratified and she be authorized to file such documents as are required to affect compliance with the School District Budget Act. The Clerk of the Board shall make available ten copies of the proposed budget and shall have them available for review or for distribution at the office of the Chief Financial Officer.

RATIONALE: Review by the Board, publishing and approval of the Preliminary Budget is the first required step in compliance with the provisions of the School District Budget Act (Section 5-150, et. Seq. of Title 70). The 2019-2020 Preliminary School Budget and Financing Plan presented to the Board of Education on June 17, 2019, with the details of the estimated revenue and expenditures totaled more than \$624,994,135 and \$607,638,721 respectively for all appropriate funds. An Amended 2019-2020 School Budget and Financing Plan was approved on April 20, 2020, superseding the preliminary document and presented to the Board of Education, the details of the estimated revenue and expenditures that totaled \$634,802,171 and \$611,192,808 respectively for all appropriated funds.

### **OPERATIONS**

**F.3.**

**RECOMMENDATION:**

Effective June 18, 2020, approve a sub agreement for Choice Neighborhoods Initiative (CNI) people strategy education services between Urban Strategies, Inc. (USI) and Independent School District of Tulsa County (TPS), for TPS to provide education services to eligible students of Riverview Park Apartments (RVP) and Brightwaters Apartments (BW) at the target schools, Eugene Field Elementary, Webster Middle School, and Webster High School. TPS will be the Principal Education Partner for the CNI Program. USI will provide funding out of the People Strategy budget for TPS to provide additional capacity in the afterschool program and for family engagement. Subject to the parties' annual agreements, the collaboration and partnership of the parties will extend to September 30, 2024.

**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 items presents no cost to the district.

**RATIONALE:**

Tulsa Public Schools is committed to support our community at Eugene Field & Webster MS & HS during the Choice Neighborhood Initiative (CNI) to ensure that our students and families can continue to benefit from the great programming and supports at our schools while the revitalization through the CNI is taking place. This funding proposal will enable Tulsa Public Schools to implement a program that will support the target schools on continuing to serve the RVP & BW community during the 3 years of housing transition for families, and it will enable the district create a playbook that can be replicated in other parts of the city to support community revitalization efforts anchored in a school that supports the needs of the community it serves. A total of \$300,000 can be made available by USI to support the implementation of the educational services to support students and families currently attending the target schools Eugene Field Elementary, Webster Middle School, and Webster High School while being relocated during the implementation of CNI. This \$300,000 has a committed match by the Foundation for Tulsa Schools for a total budget up to \$600,000 for the CNI grant term. The program will leverage the funds to achieve 3 main outcomes: 1) retain current Eugene Field & Webster students and families while relocation takes place; 2) support school staff and programming successfully while the school experiences shift in enrollment; and 3) provide activities to recruit, retain, and ensure students and families see Eugene Field and Webster as their school.

**G. INFORMATION AGENDA**

**DEPUTY SUPERINTENDENT**

**G.1.**

**RECOMMENDATION:** Renew a memorandum of understanding with Amplify, Inc. to partner with Tulsa Public Schools to provide a comprehensive, evidence-based pregnancy prevention educational curricula to TPS students in grades 7 and 9 for the 2020--2021 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:**

Health education and promotion, disease prevention, and risk reduction are vital for students to stay healthy, safe and ready to learn. The goal of the Amplify program is to empower teens to make healthy life choices and change their behavior in ways that will reduce their risk of an unplanned pregnancy or of becoming infected with HIV and other sexually transmitted infections. The programming also covers "Erin's Law" which requires that all public schools implement a prevention-oriented sexual abuse programming. Programming also covers senate bill 926, which requires schools with sex education to include information on consent.

Amplify furnishes a comprehensive, evidence-based pregnancy prevention educational curricula to TPS students in all middle schools and high schools in grades 7 and 9. 7th grade receives Positive Prevention Plus Middle School and 9th grade receives Positive Prevention Plus High School.

In the 2019 school year 3,378 students participated in the programming.

**G.2.**

**RECOMMENDATION:** Renew the agreement with Awareity, Inc. to extend the license and use of software services for administration staff and community for access to the Managed Ongoing Awareness and Trust (MOAT) vault platform and Threat Assessment, Incident Management and Prevention Services (TIPS) digital reporting system and TIPS hotline answering services for the 2020-2021 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 \$11,600

**FUND NAME/ACCOUNT:**

General Fund; 11-0000-2120-505300-000-000000-000-16-020 /  
11-0000-2199-506830-000-000000-000-16-068

**REQUISITION/CONTRACT:** 12100494

**RATIONALE:**

TIPS (Threat Assessment, Incident Management and Prevention Services) is a web-based tools designed to empower students, staff, and community members to confidentially and anonymously report safety concerns, including bullying, weapons, drug/alcohol use, harassment, vandalism, and assaults. Last year there were 126 TIPS reported to the anonymous hotline.

TIPS is a comprehensive risk management and prevention platform. Included in the management system is the Vault

where we store compliance-related training for school teams as well as athletics.  
**G.3.** RECOMMENDATION: Renew or enter into contracts, as applicable, with the following community agencies to provide school-based comprehensive mental health and social services for Medicaid-eligible children during the 2020-2021 school year. Agencies may service any school with written permission of the school principal.

- A New Way
- Anchored Behavioral Health Consulting
- Betty Jackson Counseling Services
- Breaking Cycles
- Brighter Dimensions
- Centerpoint Behavioral Health Systems
- Consolation Counseling Services, LLC
- Counseling and Recovery Services
- CREOKS Behavioral Health Services
- Daybreak Family Services
- DaySpring Community Services, Inc.
- Destiny Wellness Center
- Essence of Life Counseling Services, LLC
- Family and Children's Services
- Family and Youth Intervention Services of Tulsa
- Homebased Services & Resources
- Improving Lives Counseling Services, Inc.
- J.A.M.E.S., Inc.
- Let's Talk, LLC
- Life Management, Inc.
- Morton Comprehensive Health Services, Inc.
- MTF Counseling North Tulsa Counseling Services, LLC
- Palmer Continuum of Care
- Quest MHSA Restoration
- SYD-LYFE Counseling Services, LLC
- Tulsa Sunshine Center
- Youth Care of Oklahoma
- Youth Services of Tulsa

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

**G.4.** RECOMMENDATION: Renew the partnership contract with Operation Aware of Oklahoma to provide drug and violence prevention curriculum and programming for the district elementary and/or middle school students for the 2020-21 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: Sites electing to have Operation Aware provide programming to their students will be responsible for payment through their site funds. The cost is based on the number of students/classrooms participating.

RATIONALE: Operation Aware supports our focus on healthy inclusive school environments by providing social emotional and safety lessons to students. Topics include peer pressure, bullying, cyber threats, healthy relationships, and the dangers of alcohol, tobacco and other drugs. Eight modules are presented to students by Operation Aware educators. The goal of the program is to enhance the school climate and reinforce the positive behaviors that are essential to student success. In 2019 Approximately 2,700 students in 4th, 5th and 6th grade from 17 school sites participated. School sites included Burroughs, Delores Huerta, Disney, Emerson, Grissom, Hamilton, Hoover, Lanier, Mark Twain, Marshall, Owen, Peary, Sequoyah, Skelly, Springdale, Unity, and Wayman Tisdale.

**G.5.** RECOMMENDATION: Renew a memorandum of understanding with the Ed Darby Foundation to fund one (1) student and family support coordinator to serve at John Hope Franklin and Unity Learning Academy for the 2020-2021 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 memorandum of understanding provides revenue to the district.

RATIONALE:

The Darby Foundation will continue to fund a full time position in the district to be shared between John Hope Franklin Elementary and Unity Learning Academy. The purpose of this site coordination position is to facilitate student and family support programs that focus on the social and emotional well-being of the students at John Hope Franklin and Unity Learning Academy. The programming supported will continue to have a focus on climate and culture building activities at the school sites and within the school community as well as providing youth and family mentoring. Last year, this position supported the coordination of 10 afterschool programs serving 75 – 100 students throughout the school year. In addition, this support enabled monthly recognition and attendance campaigns, the placement of 77 volunteers to support student



engagement and mentoring across the two schools, and coordination with 20 school partners to ensure strategic alignment to school needs and improvement efforts.

- G.6.** **RECOMMENDATION:** Approve receipt of a grant to the Strong Tomorrows Program from the George Kaiser Family Foundation in the amount of \$346,335.75. This money will be used by the Strong Tomorrows program to support salaries. **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:** Strong Tomorrows provides caseworkers to Nathan Hale H.S., East Central H.S., McLain H.S., Memorial H.S., Central H.S., Webster H.S., Rogers H.S., Edison H.S., Booker T. Washington H.S., Phoenix Rising H.S., Street School, The MET, and TLA. Feeder schools are supported upon request. Last year, in addition to the schools mentioned, Monroe Demonstration, Central M.S., Webster M.S., TLA M.S., and Memorial M.S. were also served by Strong Tomorrows. The estimated number of expecting and parenting students served in 2019-20 was 291. Case managers work directly with participating students to offer education and training on such topics as prenatal care, education/career planning, parenting, pregnancy prevention, and early childhood education. Strong Tomorrows provides direct services to support expectant and parenting students, in addition to providing a space within schools to have an inclusive culture.

- G.7.** **RECOMMENDATION:**

Approve the recommendation of the Rogers' Stadium Naming Committee to name the new stadium at the Will Rogers College High School campus "Will Rogers Stadium." In addition, the committee recommends that there will be a sign placed in the stadium: "Home of the Ropers."

**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 Rogers' Naming Committee was formed to gather community and stakeholder input for the naming of the newly constructed stadium at Will Rogers College High School. The committee held four meetings, a public forum, and conducted a survey to receive community input. The public forum and the final meeting were virtual meetings, due to pandemic closures. The following names were considered for selection:

- Will Rogers Stadium
- Dog Iron Stadium
- David Radar Stadium
- Don Chandler Stadium
- Cristiano Ronaldo Stadium
- Neymar Stadium
- Clint Dempsey Stadium
- Rogers Roper Stadium

The committee selected Will Rogers Stadium by unanimous vote. In addition, the committee recommended that a sign with "Home of the Ropers" will be placed in the stadium. This was approved unanimously by the Naming Committee. The new stadium has been constructed on the Will Rogers campus. The facility will primarily be used for athletic events such as football, boys' and girls' soccer, and boys' and girls' track. The facility may also be used for school functions and other events in the Tulsa community. The district Athletics administrator will work with the bond office to relocate the Frnka Field Monument and find a location for the "Home of the Ropers" signage. The field will remain "Henry Frnka Jr. Field."

## **TALENT MANAGEMENT**

- G.8.** **RECOMMENDATION:** Grant certified teachers Shawna Mott-Wright and Lee Anne Jimenez leave from their teaching assignments and authorize them to receive pay for 240 days of employment for the 2020-2021 school year, during which time they will serve as TCTA President and TCTA Vice President, respectively. All costs of Shawna Mott-Wright's and Lee Anne Jimenez's salaries and employer-paid portion of taxes and benefits will be reimbursed to the district by TCTA.

**RATIONALE:** Pursuant to the Master Contract, teachers who serve as TCTA President and TCTA Vice President are granted leave from their regular teaching assignment, during which time their full salary and employer-paid portion of their benefits are paid by TCTA by reimbursing the district for those costs. This agenda item memorializes the arrangement for the 2020-2021 school year for Ms. Mott-Wright and Ms. Jimenez. Ms. Mott-Wright and Ms. Jimenez shall be paid for 240 days of employment only for as long as they serve as TCTA officers, pursuant to the request of TCTA.

## **INFORMATION AND ANALYTICS**

- G.9.** **RECOMMENDATION:**

Ratify E-Rate contracts with the following vendors for the 2020 - 2021 fiscal year.

<b>Vendor</b>	<b>Consent</b>	<b>Agenda Item</b>	<b>RQ Number</b>
Cox Wide Area Network	02/03/2020	E.6	12100279
Cox Internet Service Mason bldg.	02/03/2020	E.8	12100278
Cox Internet Service Maintenance	02/03/2020	E.7	12100277

**RATIONALE:** Program deadlines for the federal E-Rate program requires that E-Rate contracts be awarded by March 25, 2020, for the 2020 funding year (the district's 2020-2021 fiscal year). The listed contracts may be paid in part by E-Rate funds. The contracts were considered by the Board and approved prior to the federal deadline. In order to satisfy the

requirements of Oklahoma law regarding fiscal year limitations, District counsel has recommended that the Board ratify these contracts in July for the next ensuing fiscal year.

**SUPPORTING INFORMATION**

**CONSENT ITEM E-1**

**ROUTINE SECONDARY FIELD TRIPS**

<b>SCHOOL/ PARTICIPANTS</b>	<b>NUMBER OF STUDENTS/ PARENTS/ STAFF</b>	<b>PURPOSE OF TRAVEL AND LOCATION</b>	<b>TRAVEL DATES</b>	<b>NUMBER SCHOOL DAYS MISSED</b>	<b>TRAVEL COST AND FUNDING SOURCE</b>
Edison Preparatory School Volleyball - Varsity	Students: 11 Parents: 2 Staff: 1	To help us prepare for 2020-2021 Season. We would get a chance to compete with other high schools from the surrounding states. It is also a big recruiting camp for our upperclassmen.  Branson High School, Branson, MO	July 8-11	0	\$395 Team Camp Fee - Booster Club Parents will provide transportation
	Students: Parents: Staff:				
	Students: Parents: Staff:				
	Students: Parents: Staff:				

**SUPPORTING INFORMATION**

**CONSENT ITEM E-101**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<p><b>Deaf Education Specialist – ESC / Exceptional Student Services</b></p> <p><i>Annual Budget Impact:</i> \$ 43,098 min. – \$ 64,690 max.</p> <p><i>Funding Source:</i> 11-0000-2212-501110- 239-000000-211-06-066</p>	<p>EG-3 200 Days</p>	<p>Provide support for district deaf education teachers and staff in all IDEA compliance related needs.</p>

**Create:**

Position	Salary/Grade	Duties
<p><b>Board Certified Behavior Analyst – ESC / Exceptional Student Services</b></p> <p><i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max.</p> <p><i>Funding Source:</i> 11-6210-2213-501210- 239-000000-202-06- 066-xxxx <i>Grant Funded</i></p>	<p>BG-8 12 Months</p>	<p>Provides leadership, analysis, and support in the area of special education Behavior Analysis. Promotes quality and compliance of programs and services to improve student achievement.</p>

**Create:**

Position	Salary/Grade	Duties
<p><b>Director of Grants and Special Projects – ESC / Federal Programs and Special Projects</b></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>Under the guidance from the Executive Director of Federal Programs &amp; Special Projects, this key team member will facilitate and coordinate all grant development activities as it relates to the alignment of the district’s strategic fiscal plan by working with school, district, and external partners.</p>

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**SUPPORTING INFORMATION**

**CONSENT ITEM E-103**  
**ROUTINE STAFFING**

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**ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Esparza, Carolina	5/27/20	\$10.49	Evening Custodian	MT-3
Gomez-Medina, Natali	5/20/20	\$10.83	Evening Custodian	MT-3
Richard, Caitlin	7/06/20	\$90,000.00	Director of Grants and Special Projects	BG-10
Solis, Marisol	6/04/20	\$10.31	Evening Custodian	MT-3
Verdin-Felix, Feliciano	5/21/20	\$10.31	Evening Custodian	MT-3

**ADJUSTMENTS**

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Balsiger, Samuel	2/03/20	\$41,000.00	Apprentice	Teacher	M-0
Easley, Michael	7/21/20	\$64,000.00	Teacher	Assistant Principal	EG-4
Fortenberry, Audrey	5/26/20	\$53,000.00	Social Services Network Specialist	Social Support Network Manager	BG-8
Fox, Stephanie	7/01/20	\$70,944.00	Assistant Principal	Interim Principal	EG-7
Griffin, Bradley	7/01/20	\$85,188.00	Principal	Interim Principal	EG-7
Hall, Elizabeth	5/26/20	\$53,000.00	Social Services Network Specialist	Social Support Network Manager	BG-8
Jarvis, Megan	3/03/20	\$40,000.00	Apprentice	Teacher	B-0
Kaiser, Robert	7/01/20	\$62,541.00	Assistant Principal	Interim Principal	EG-8
Langley, Rex	7/01/20	\$81,941.00	Principal	Interim Principal	EG-8
Largent-Williams, Cindy	7/21/20	\$61,048.00	Dean	Assistant Principal	EG-6
Lewis, Barbara	7/21/20	\$66,000.00	Teacher	Assistant Principal	EG-6

Love, Denise	7/01/20	\$64,996.00	Interim Principal	Interim Principal	EG-8
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ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
McReynolds-Gilcrease, Deborah	5/26/20	\$62,500.00	Social Services Network Specialist	Social Support Network Manager	BG-8
Page, Ginger	7/01/20	\$80,978.00	Principal	Interim Principal	EG-7
Palmer, Heather	7/01/20	\$59,535.00	Interim Principal	Assistant Principal	EG-4
Perryman, Terry	6/01/20	\$15.41	Painter Plaster Craftsperson	Preventive Maintenance Apprentice	MT-11
Randell, Stacey	7/21/20	\$71,668.00	Learning Coach	Assistant Principal	EG-4
Raulston, Matthew	5/26/20	\$50,000.00	Social Services Network Specialist	Social Support Network Manager	BG-8
Reames, Patricia	7/21/20	\$54,573.00	Teacher	Assistant Principal	EG-4
Smith, Kristen	7/01/20	\$60,912.00	Interim Principal	Interim Principal	EG-7
Teas, Angie	7/01/20	\$99,415.00	Principal	Interim Principal	EG-7
Williams, Tijuana	5/26/20	\$53,000.00	Social Services Network Specialist	Social Support Network Manager	BG-8
Yeager, Rebecca	5/26/20	\$52,000.00	Social Services Network Specialist	Social Support Network Manager	BG-8



## SEPARATIONS

Name	Effective Date	Position
Allman, Joshua	5/26/20	Teacher
Andrus, Janelle	5/26/20	Teacher
Austin, Emily	5/26/20	Teacher
Bahena, Ramiro	5/15/20	Evening Custodian
Barerra, Christian	5/26/20	Dean
Barton, Elizabeth	6/17/20	Assistant Principal
Bautista Enrique, Carlos	6/30/20	Athletic Trainer
Beck, Edna	6/08/20	Principal Secretary
Bell, Neva	5/22/20	Café Assistant
Bevan, Karen	5/26/20	Teacher
Bevill, Tara	5/26/20	Teacher
Bilbruck, Gregory	5/26/20	Teacher
Boyce, Ann Marie	5/28/20	Principal's Secretary
Brandt, Forrest	5/26/20	Teacher
Bressi Harmon, Olivia	5/26/20	Teacher
Butler, Pamela	6/30/20	Director of Health and Wellness
Buxton, Terry	5/26/20	Teacher
Campbell, Christian	5/26/20	Teacher
Caruthers, Shawn	5/26/20	Teacher
Chilcoat, Erika	5/26/20	Teacher
Daniels, Kenisha	5/14/20	Cook II
Davis, Micah	5/26/20	Teacher
Dimmer, Vicki	5/26/20	Teacher
Dixon, Coquestia	5/26/20	Counselor
Dobson, Angela	5/29/20	Evening Custodian
Donaldson, Natalie	5/26/20	Teacher
Edmoundson, Kayli	5/26/20	Teacher
Farris, Heather	5/26/20	Librarian
Feathers, Jason	5/26/20	Teacher
Foxx, Kerry	5/26/20	Teacher
Fryover, Jordan	5/26/20	Teacher
Garshasb, Farideh	5/26/20	Teacher
Gharibvand, Cynthia	5/26/20	Teacher
Goad, Patricia	5/26/20	Teacher
Griffin, Kaylin	5/26/20	Teacher
Griffith, Eulalia	5/26/20	Teacher
Hale, Emily	5/26/20	Speech Pathologist
Henry, Robbie	5/26/20	Teacher
Hill, Clay	5/26/20	Teacher
Hodge, Mya	5/26/20	Teacher
Howard, Douglas	6/30/20	Principal on special assignment
Huff-Reed, Arletta	6/30/20	Menu Clerk
Ieland, Rachel	3/12/20	Autism Paraprofessional
Johnson, Precious	6/01/20	Teacher Assistant

SEPARATIONS – Continued

Name	Effective Date	Position
Jones, Anthony	5/26/20	Teacher
Koenig, Alexander	5/26/20	Teacher
Koontz, Marilyn	5/28/20	Psychometrist
Little, Delilah	5/26/20	Teacher
Logan, Sharon	5/26/20	Teacher
Long, Robert	5/26/20	Teacher
Loomis, Colton	5/26/20	Teacher
Lopez, Eric	5/26/20	Teacher
Lotspeich, Laine	5/26/20	Teacher
Lowry, Gregory	5/26/20	Teacher
Marlow, Deanna	5/26/20	Teacher
Martin, Jennifer	5/26/20	Nurse
May, Kieran	5/26/20	Teacher
McCauley, Lindsey	5/26/20	Teacher
McCord, Ryan	5/26/20	Teacher
McCullough, Kirsten	5/26/20	Teacher
Morris, Rebecca	5/26/20	Teacher
Orrock, Connor	5/26/20	Teacher
Osman, Zachary	6/01/20	Associate Data Strategist
Payne, Katie	5/26/20	Teacher
Perez Gonzalez, Silvia	5/26/20	Teacher
Powell, Kendall	5/26/20	Teacher
Quinnette, Richard	5/26/20	Teacher
Reed, Shellee	5/26/20	Teacher
Reichmuth, Amy	5/26/20	Teacher
Rooney, Sean	5/26/20	Teacher
Roop, Patricia	5/26/20	Teacher
Roselle, Rebecca	5/26/20	Teacher
Saldivar, Valeria	6/03/20	School Clerk
Sancho Maraver, Mario Antonio	5/26/20	Teacher
Schweikhard, Leonidus	5/26/20	Teacher
Snodgrass, Michelle	5/26/20	Teacher
Sorrels, Samantha	6/03/20	School Clerk
Suggs, Noel	5/26/20	Teacher
Summers, Lawanna	5/26/20	Teacher
Thornton, Jennifer	5/27/20	Teacher
Torrijo Hernandez, Maricel	5/22/20	Café Assistant
Van Deusen, David	5/26/20	Teacher
Vaughan, Rosemary	5/26/20	Teacher
Warren, Kaci	5/28/20	Counselor
Waterman, Sarah	5/26/20	Teacher
Wegner, Juli	5/26/20	Teacher
Whiteley, Timothy	5/26/20	Teacher
Widowski, Sarah	5/26/20	Teacher
Yirsa, Megan	5/26/20	Teacher

SEPARATIONS – Continued

Name	Effective Date	Position
Zerbe, Robert	5/27/20	Counselor

**RESCIND:**

Day, Barbara	5/26/20	Teacher
Foreman, Teresa	5/26/20	Teacher
Freeman, Lynnlee	5/26/20	Teacher
Heitzman, Monique	5/26/20	Teacher
Zansbergen, LaQuanda	5/26/20	Teacher

SUBSTITUTE AND TEMPORARY ELECTIONS

DATA INTERN

Moseman, Shaun

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Before and After Care Site Director- 11-0244-3300-501210-640-000000-962-05-395; 11-0244-3300-501210-640-000000-962-05-305

Pay two Before and After Care Site Directors, Callie Raney and Wheatina Bonner, an additional \$3.82/hr. worked( not to exceed \$7,800) to perform extra duties as defined through the Wallace Grant from July 1, 2020 to June 30, 2021

Before and After Care – 11-0390-3300-501210-640-000000-962-16-255

Pay Jacqueline Kelley, Key site director, an hourly stipend of \$1.00 per hour worked for additional department responsibilities, August 19 2020 to May 21, 2020.

Supplemental tutoring - 11-XXXX-1000-501700-000-XXXXXX-000-05-XXX-XXXX

11-XXXX-1000-501800-000-XXXXXX-000-05-XXX-XXXX

Pay certified staff, to be named, \$26/hr. to provide supplemental instructional tutoring, plus benefits, outside of contract hours. Tutoring is in approved grant awarded to a teacher or school to consistent with the grant application. Total cost is driven by the grant and will not exceed the amount in the approved grant application.

Supplemental parent involvement – 11-XXXX-2194-501700-000-000000-000-05-XXX-XXXX

11-XXXX-2194-501800-000-000000-000-05-XXX-XXXX

Pay certified staff, to be named, \$21/hr. plus benefits, and support staff, to be named at the current hourly rate of pay plus benefits, to participate in allowable parental involvement activities outside of contract hours. Parent involvement is in approved grant awarded to a teacher or school to consistent with the grant application. Total cost is driven by the grant and will not exceed the amount in the approved grant application.

Exceptional Student Support – 11-0000-XXXX-501110-239-00000-xxx-06-066

Pay certified sign language interpreters to be named, their current hourly rate for additional interpreter duties for work outside of contracted hours for the 2020-2021 school year.

Pay Special Education staff, to be named, (total not to exceed \$20,000) to provide an extended school year (ESY) educational program for identified students on an Individual Educational Plan (IEP), June 1, 2020 through June 30, 2020.

Special Education Teachers - \$30/hr.

Speech Pathologists - \$30/hr.

Occupational Therapist – at their current hourly rate of pay

Physical Therapist – at their current hourly rate of pay

Special Education Paraprofessionals – at their current hourly rate of pay

Sign Language Interpreters – at their current hourly rate of pay

Spanish Interpreter – at their current hourly rate of pay

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Extended School Year Program - 11-6210-1000-501700-239-105000-210-05-205-6210

11-6210-1000-501700-239-105000-210-05-205-6210 these two accounts are the same \*certified teachers lower grades (elementary)  
11-6210-1000-501700-239-106000-210-05-205-6210\*certified teachers upper grades not elementary  
11-6210-2170-501700-239-000000-347-05-205-6210 \*PT  
11-6210-2152-501700-239-000000-353-05-205-6210\*speech  
11-6210-2135-501700-239-000000-334-05-205-6210\*OT  
11-6210-1000-501800-239-105000-414-05-205-6210\*paras lower grades (elementary)  
11-6210-1000-501800-239-105000-414-05-205-6210 \*same account used when we had three sites for ESY  
11-6210-1000-501800-239-106000-414-05-205-6210\*paras upper grades not elementary  
11-6210-2190-501700-239-106000-328-05-205-6210

Pay Special Education staff, to be named, (total not to exceed \$87,825.00) to provide an extended school year (ESY) educational program for identified students on an Individual Educational Plan (IEP), July 1, 2020 through July 31, 2020.

Special Education Teachers - \$30/hr.  
Speech Pathologists - \$30/hr.  
Occupational Therapist – at their current hourly rate of pay  
Physical Therapist – at their current hourly rate of pay  
Special Education Paraprofessionals – at their current hourly rate of pay  
Sign Language Interpreters – at their current hourly rate of pay  
Spanish Interpreter – at their current hourly rate of their pay

Extended School Year Program - 11-6210-1000-501700-239-105000-210-05-205-6210

11-6210-1000-501700-239-105000-210-05-205-6210 these two accounts are the same \*certified teachers lower grades (elementary)  
11-6210-1000-501700-239-106000-210-05-205-6210\*certified teachers upper grades not elementary  
11-6210-2170-501700-239-000000-347-05-205-6210 \*PT  
11-6210-2152-501700-239-000000-353-05-205-6210\*speech  
11-6210-2135-501700-239-000000-334-05-205-6210\*OT  
11-6210-1000-501800-239-105000-414-05-205-6210\*paras lower grades (elementary)  
11-6210-1000-501800-239-105000-414-05-205-6210 \*same account used when we had three sites for ESY  
11-6210-1000-501800-239-106000-414-05-205-6210\*paras upper grades not elementary  
11-6210-2190-501700-239-106000-328-05-205-6210

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Summer Food Service Program (Summer Café) – 2 22-7660-3120-501210-700-000000-953-03-023

Support staff, listed below, at the hourly rates listed below, to work in the Summer Café Program. Total cost to be reimbursed by the United States Department of Agriculture through Child Nutrition Programs Division of the State Department of Education, May 26, 2020 through August 14, 2020 unless noted.

Assistant Director @ \$28.40 – Kurt Stillman (May 27, 2020 – July 9, 2020)

Lead Monitor @ \$17.65 - Julie Wilson – (May 27, 2020-July 9, 2020)

Program Monitors @ \$13.65 –

Maureen Kinney  
Michelle Sigli Powdrill  
Kelly Cummings

Program Monitor Assistants @ \$11.75

Liz Lazar  
Jennifer Patrick

Meal Site Program Employees @ \$10.75

Mary Grace Ritterhouse  
Ronnie Akins  
Linda Allen  
Arroyo de Benitez, Gloria  
Aul, Norma  
Reyna Avila  
Adela Garcia Moctezuma  
Maria Beas  
Elisa Becker  
Mary Ann Bell  
Aretha Bias  
Saundra Bills  
Helena Boyle  
Audrey Calvert  
Maria Carbajal  
Norma Cardenas  
Maria Casillas  
Ralph Cavin  
Vera Chance  
Anita Chantre  
Mei Chronister  
Mary Clagg  
Tommisa Colley  
Adrienne Conner

Stacie Cornwell  
Laresa Cox  
Lisa Cross  
Jonathan Cross  
Marisol Cruz Escobar  
Omar D Albano  
Patty Davis  
Maria Gutierrez  
William Easley  
Angel Echevarria Garcia  
Misty Echols  
Sandra Embry  
Russell Fike  
Maria Flores  
Maxine Flowers  
Donna Frierson  
Gladys Galdamez Rivera  
Martha Garcia  
Carina Galarza De Villegas  
Youngul Gesee  
Raquel Gomez  
Maria Gonzalez  
Janet Gordon  
Everette Green

Meal Site Program Employees @ \$10.75

Sara Gutierrez  
Chantele Hagar  
Griselda Hernandez  
Nina Hunger

John McSweeney  
Martean Hamlin  
Raquel Hernandez  
Beverly Jackson

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Meal Site Program Employees @ \$10.75 – Continued

Rhonda Johnson	Volonda Jones
Janeice Jordan	Amy Keeling
Michelle Kelly	Ruquia Khan
Larry King	Crystal Kurowicki
Betty Lara	Olga Lara
Daezana Lewis	Jimmie Listenbee
Juiaett Littlejohn	Adairia Logan (May 26, 2020-August 6, 2020)
Towana Logan	Maria Manjarrez Hurtado
Yaitza Lugo Franco	Anna Martinez
Nancy Marquez	Josefina Martinez
Maria Martinez	Angela Mayes
Katharine McKinney	Maria Mejia
Joycelyn Monroe	Wynema Morse
Ghazala Nasim	Shalan Neyens
Fernando Ortiz	Isela Palafox
Maria Parra	Velma Perez
LaShawna Phillips	Tammy Pierce
Patricia Porteous	Bertha Portillo Flores
Irma Quiroz De Almader	Erica Reed
Debra Roberson	Patricia Rosales Martinez
Sharon Rotramel	Linda Russell
Silva Salas Rendon	Graciela Salcedo
Yvette Salgado	Cheryl Samuels
Elva Sanchez	Takesha Sanders
Marisela Sandoval	Xiomara Siri
Enedillia Solis	Kimberly Sowell
Tyra Stockton	Arnita Suarez
Tina Thompson	Byrder Thornton
Nidia Torres	Veronica Torres
Thea Tottress	Jamel Trujillo
Maria Valles	Mary Everidge
Patsy Ware	Beverly Washington
Keara Washington	Leticia Wassom
Deborah Wright	Svetlana Yakovleva
Estefania Zaragoza	Yahzmen Abraham
Kathy Atkinson-Birr	Amanda Burch
Earserla Works	

Meal Site Program Employees @ \$10.75

Christie Moore	Sherry Clark
Nikita Bentley	Ellen Berry
Gary Bingham	Deara Brown
Thomas Thompson	Janis Wickham
Skye Gunter	Shalonda Walker
Debbie Hawkins	Mary Henderson Outland (August 26, 2020-August 6, 2020)

Summer Café Meal Production Site Managers @ \$15.45 - (May 27, 2020 through August 3, 2020)

Estefania Zaragoza	Abbey Bates (May 26, 2020-August 14, 2020)
Eugene Booker	Rita Botello
Kay Carter	Frances Edwards
Melissa Frederick	Dana Goff (May 26, 2020-August 14, 2020)
Oneidia Grayson (May 26, 2020-August 14, 2020)	Regina Griffin
Dawn Grigsby	Mary (Becky) Grisham
Andrea Haley	Lemeka Hampton (May 26, 2020-August 14, 2020)
Diana Hernandez Martinez	Stacey Kendrick
Debbie Kroll	Carole Miles
Maria Mota	Berri Norris (May 26, 2020-August 14, 2020)
Marisol Ordaz (May 26, 2020-August 14, 2020)	Carmen Patten
Elsa Ramirez (May 26, 2020-August 14, 2020)	Diana Schaefer
Kristina Solt	Charlene Terrell (May 26, 2020-August 14, 2020)
Danetta Ware (May 26, 2020-August 14, 2020)	Brandy Williams
Jo Walker	David Wells (May 26, 2020-August 14, 2020)
Ginnie Holly (May 26, 2020-August 14, 2020)	Randi Stoliby (May 26, 2020-August 14, 2020)
Stella Requena (May 26, 2020-August 14, 2020)	Misenga Musungayi (May 26, 2020- August 3, 2020)
Antonia Hernandez De Torres (May 26, 2020-August 14, 2020)	

Summer Café Cook 2 @ \$13.65

Maria Albiter	Jennie Ary
Sharon Chancey	Ma Teresa Duran
Yolanda Flores	Liliana Guerra
James Guy	Sidra Khan
Fannie King	Sheree McDowell
Angelica Perez Garcia	Mary Ponder
Claudia Quiroz	Nency Renteria
Betty Roberts	Gloria Satterfield
Nicole Simmons	Karen Talbot
Tiffany Taylor	Sandra Torres
Maria Villarruel de Chairez	Natasha Walker
Dorothy Willis	Ruth Worrell
Barbara Delgadillo	Earline Boone

Summer Café Subs @ \$10.75

Steve Tryon	Tammy Dake
Loraine La Greca	Ashley Hardiman
Providencia Biagas	Jerry Betterton
Sondra Jackson	Patricia Ast
Brittany White	Rebecca Bingham
Gary Bingham	Darlene McDugle
Audrey Weister	Natalie O'Conner
Selwyn McLean	Obaida Alhusari
Gary Hoops	Timothy Worley
James Whitehead	Jejuan Colbert
Kenisha Ingram	Raquonna Williams
Marvella Rice	Joan Williams
Carrie Crisp	Georgia Clonts
Frank Espinosa	



Child Nutrition Summer Labor – 22-3850-3180-501210-700-000000-953-03-053

Pay Taylor Horn-Speck at current hourly rate to work May 27, 2020 – July 9, 2020 at Ross Child Nutrition.8 hours per day.

Child Summer Labor 2020 – 22-3850-3120-501210-700-000000-958-03-053

Pay support management staff @ hourly rate listed below to work July 6, 2020 through August 3, 2020.

Summer CAP Manager (Disney) @ \$15.45 – Diana Hernandez

Summer CAP Manager (Eugene Field) @ \$15.45 –Melissa Fredericks

Summer CAP Manager (McClure) @ \$15.45 –Carol Miles

Summer CAP Manager (ECDC Reed) @ \$15.45 – Kay Carter

Summer CAP Manager (Skelly) @ \$15.45 –Frances Edwards

Pay Support staff @ the hourly rates listed below to work July 6, 2020 through July 30, 2020.

Summer CAP Assistant/Cook 2 (Disney) @ \$13.65 – Anna Martinez

Summer CAP Assistant/Cook 2 (ECDC Reed) @ \$13.65 – Graciela Salcedo

Summer CAP Assistant/Cook 2 (Eugene Field) @ \$13.65 - Fannie King

Summer CAP Assistant/Cook 2 (Frost) @ \$13.65- Tammy Pierce

Summer CAP Assistant/Cook 2 (McClure @ \$13.65- Rhonda Johnson

Summer CAP Assistant/Cook 2 (Skelly) @ \$13.65 – Barbara Delgadillo

Summer Cap/Kitchen Assistants @ \$10.75 (May 26, 2020 thorough August 14, 2020)

Tammy Pierce

Isela Palafox

Cheryl Samuels

Xiomara Siri

Patty Davis

Thoreau – 11-0000-1000-501700-100-276500-210-04-573

Pay Jennifer Rich, a stipend not to exceed \$3,000 to serve as the MicroSociety coordinator at Thoreau during the 2020-2021 school year.

Thoreau – 11-000-2410-501500-000-000000-615-07-573

Pay Connette Ruhl, @ regular hourly rate of pay or overtime rate where applicable, total not exceed \$5,000, to work after hours to coordinate all Micro purchases at Thoreau during the 2020-2021 school year.

Mitchell – 22-0000-3120-501210-700-000000-953-03-330

Pay Dana Goff, assistant cafeteria manager, an hourly stipend of \$2.09 per hour worked for managerial responsibilities, November 15, 2019 to January 10, 2020 and March 30, 2020 to May 26, 2020.

Teaching and Learning – 22-0000-3120-501210-700-000000-953-03-687

Pay certified employees, Josh Wann and Amanda Wann, at their current rate of pay July 1, 2020 to the report date of their new 2020-2021 position, to provide professional learning support to include: design and facilitation of professional learning sessions for Tulsa Teacher Corps summer training, design and facilitation of professional learning sessions for broader district professional development events, and design and facilitation of content for the 2020-2021 new teacher induction.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct date on separation May 18, 2020 page 14

SEPARATIONS

Name	Effective Date	Position
Wagner, Christine	6/17/20	Assistant Principal

**SUPPORTING INFORMATION**

**INFORMATION ITEM E-223**

**SCHOOL BOARD POLICY**

**TULSA PUBLIC SCHOOLS  
POLICY REGARDING THE SUSPENSION, DEMOTION,  
TERMINATION OR NONREEMPLOYMENT OF SUPPORT EMPLOYEES**

The purpose of this policy is to define the causes and procedures for certain disciplinary and employment actions affecting support employees of the District as required by law and as defined herein.

**I. Definitions:**

- a) "Support employee" means an employee of the District who provides those services, not performed by professional educators or licensed teachers, which are necessary for the efficient and satisfactory functioning of the District.
- b) "Full-time support employee" means a support employee who regularly works the standard period of labor which is generally understood to constitute full-time employment for the type of services performed by the employee and is employed by the District for a minimum of 172 days per year.
- c) "Suspension without pay" or "disciplinary suspension" means the temporary denial of a support employee's right to work and receive any pay and other benefits during the term of the suspension. This type of suspension is disciplinary in nature.
- d) "Suspension with pay" means when a support employee is relieved of their duties without any loss of pay or benefits pending a hearing before the Disciplinary Suspension, Demotion, Termination or Nonrenewal Review Committee ("Review Committee") or pending an investigation of alleged employee misconduct.
- e) "Demotion" means a reduction in pay during the term of a support employee's contract. "Demotion" does not include a change in job description or work assignment or duties that is not accompanied by a reduction in pay.
- f) "Termination" means the discharge of a support employee from his or her employment with the District during the term of his or her contract and does not include the cessation of employment upon expiration of the support employee's contract.

- g) "Nonreemployment" means the failure to offer a support employee a new contract for the next successive school year after the contract under which the support employee is presently employed has expired.

**II. Procedures and Rights of Full Time Support Employees Employed by the District For More Than One Year**

A. Disciplinary Suspension, Demotion, Termination, or Nonreemployment: A full-time support employee (an employee who has a contract of at least 172 days) who has been employed by the District for more than one year shall be suspended without pay, demoted, terminated or nonreemployed during the term of their contract only for cause as defined herein. Employment with the district for more than one year means that the employee has been employed by the district for more than twelve of the preceding months without a break in employment except those breaks caused by the natural term of the contract. For example, a bus driver who is subject to a 172-day contract who began their employment with the district 13 months ago would be considered as having worked more than a year; but an employee on a 12-month contract who began their employment with the district exactly 12 months ago would not qualify. An employee who resigned or was dismissed from work during the last twelve months may not add windows of employment together from prior years to qualify as having worked more than one year.

B. "Cause" is defined as any of the following:

1. Violation of any policy, rule, regulation or requirement issued by the Superintendent, or the Board of Education, or negotiated as a discipline rule pursuant to a collective bargaining agreement; or
2. Conduct not otherwise specified in the above policies, rules, regulations or requirements, which constitutes insubordination, neglect of duty, incompetency in job performance, dishonesty, or causing or allowing damage, destruction or theft of school property; or
3. Lack of funds or lack of work.

C. Procedures for Disciplinary Suspension, Terminations and Demotions.

1. Any full-time support employee employed by the District for more than one year is subject to disciplinary action in the form of a disciplinary suspension, demotion or termination only for cause as defined herein.
2. To determine whether cause exists, the supervisor or other designated member of management may rely upon all available evidence, including but not limited to

statements and reports from other supervisors, coworkers, students and patrons. An investigation may also be conducted by district-level investigators if deemed appropriate by the supervisor or other designated member of management, and the employee may be placed on a suspension with pay pending such an investigation. If the support employee is placed on paid suspension pending an investigation as to whether discipline is appropriate, the time to complete the investigation shall not exceed ten (10) working days barring the agreement of the District and the Support Employee.

3. If the supervisor or designated member of management determines there is no reasonable basis to believe cause exists, the support employee's paid suspension pending investigation, if applicable, shall be lifted and the support employee will be returned to work.
4. Before any conclusion may be made that there is cause for discipline, the support employee's supervisor or other designated member of management shall orally notify the support employee of the reasons for the possible disciplinary action and the evidence against the support employee. The support employee shall be allowed an opportunity to present their side of the matter.
5. If a support employee's supervisor or other designated member of management concludes that the employee should be recommended for demotion, termination or disciplinary suspension because there is a reason to believe that cause exists they must inform the support employee of the following in writing:
  - a) the discipline that is being recommended (unpaid suspension, demotion or termination);
  - b) the conduct of the support employee supporting a finding of cause, including, if applicable, any provision of the Collective Bargaining Agreement the support employee has violated;
  - c) the support employee's right to a hearing before the Review Committee (as described below), if the employee desires such a hearing;
  - d) failure of the employee to respond to such notice and request a Review Committee hearing within five calendar days from the date of mailing shall be considered a waiver of the employee's right to a Review Committee hearing;
  - e) the rights of the support employee at the Review Committee hearing, including the right to be present in person;
  - f) the right to be represented by a person of the support employee's choice;
  - g) the right to make any statement or present any material on behalf of the support employee and the right to question those persons who present statements in support of the recommendation;
  - h) the notice will also state the name or names of the persons who will present the recommendation;

- i) whether the support employee is being suspended (with pay and benefits) pending the hearing; and
  - j) that the support employee's pay and other benefits will cease effective on the date of the hearing if the Review Committee approves a recommendation for termination.
6. Because of the obligation to provide the employee with written notice of their rights, it shall be the responsibility of all support employees to see that the District's personnel department has the support employee's current mailing address and telephone number at all times.
7. Pending any hearing before the Review Committee requested by the employee, the supervisor may suspend the support employee, and any such suspension shall be with pay; except that if a termination recommendation is made, the support employee must be suspended, and such suspension shall also be with pay.
8. If the District's executive officer leading personnel matters ("Chief of Talent Management"), or their designee, receives a timely notice from the support employee or the support employee's supervisor that the support employee desires a Review Committee hearing, the Chief of Talent Management/designee shall notify the support employee in writing of the date, time and place of the support employee's hearing before the Review Committee. The notice will ordinarily be sent by certified mail, return receipt; however, in special circumstances, the notice of the hearing may be given by personal delivery of the notice to the support employee or by telephone or by e-mail. The Review Committee hearing will be held not less than 48 hours, and not more than 10 calendar days after the hearing notice is mailed or otherwise communicated to the support employee. However, in special circumstances, the Chief of Talent Management may extend the 10-day period.
9. If a hearing is requested, the Chief of Talent Management/designee shall appoint a Review Committee consisting of three (3) District employees. These individuals shall be selected from the district's pool of district office employees in good standing who have District experience in a leadership role. The creation of the pool of employees shall be created by nomination (by others or by self-nomination) to the Chief of Talent Management. The Chief of Talent Management shall provide annual notice to district office employees of the opportunity to nominate an employee to the pool, but nominations may be made at any time. Before any individual on the pool serves on the Committee, they will have received training in the procedures and expectations of the Review Committee Process. No person who is employed in the same department as the support employee whose case is being considered by the Review Committee shall serve on the Review Committee for that hearing.

10. The hearing shall be tape recorded and the support employee shall have the right to tape record the hearing if the support employee so desires. The hearing will be conducted on an informal basis. At the conclusion of the hearing, the Review Committee will meet in private to consider and make a determination based upon the evidence using a majority voting process. The Review Committee will then communicate its decision to the support employee and those individuals attending the Review Committee hearing. The decision may be to approve, reject or modify the recommendation. Failure of the support employee to appear at the Review Committee hearing shall automatically result in its approval of the recommendation.
11. A virtual hearing before the Review Committee may occur upon agreement of the parties if there is a demonstrated need for social distancing.
12. If the Review Committee approves the recommendation, the support employee will be advised in writing that the recommendation will be submitted to the Board of Education and that the support employee has a right to request a due process hearing before the Board of Education (“Board Hearing”) as described in this policy. If the Review Committee rejects or modifies the recommendation, the support employee will be formally advised in writing of the decision and whether, pursuant to state law, the Board will hear the matter at the recommendation of the Superintendent as described in this policy.

D. Procedures for Nonreemployment.

Prior to being nonreemployed, any full-time support employee employed by the District for more than one year shall be entitled to the following hearing rights:

1. The Board of Education or the Superintendent or his or her designee shall advise the support employee, in writing, of the Board's intention to consider and act on the nonreemployment of the support employee for the subsequent fiscal year.
2. The written notification shall set out the cause that exists for such action.
3. The support employee shall have the right to contest his or her nonreemployment before the Board of Education as set forth below, regarding requests for Board Hearings and the procedures for Board Hearings, respectively.
4. Because of the obligation to provide the employee with written notice of their rights, it shall be the responsibility of all support employees to see that the District's

personnel department has the support employee's current mailing address and telephone number at all times.

E. Requests for Board Hearings

1. A full-time support employee employed by the District for more than one year shall have the right to a hearing before the Board of Education to contest a disciplinary suspension, a demotion, termination, or nonreemployment.
2. Prior to any disciplinary suspension, demotion, termination, or nonreemployment, the support employee shall receive notice of his or her right to a Board Hearing.
3. A support employee who has been notified in writing of their disciplinary suspension, demotion, or termination during the term of his or her contract or nonreemployment may notify the Clerk of the Board of Education of the District within ten (10) working days of the postmark on the notice if the support employee desires a hearing before the Board of Education. If the support employee fails to notify the Clerk of the Board of Education of the District in writing within ten (10) working days of the postmark on the notice that the support employee requests a hearing, the support employee shall be deemed to have waived the right to a hearing and the disciplinary suspension, demotion or termination action shall be final and, in the case of a nonreemployment, the board of Education may take final action to non-reemploy the support employee without further notice or hearing rights.
4. When an employee has requested a Board Hearing, the support employee will be advised in writing by certified mail of the date, time and place of the meeting of the Board of Education at which the recommendation will be considered and informed that the support employee has a right to be present at the meeting and to have the Board Hearing prior to the Board's vote on the recommendation. The hearing may take place at a virtual meeting upon the agreement of the parties if there is a demonstrated need for social distancing.
5. Pursuant to state law, the Board is the final decisionmaker on all disciplinary suspensions, demotions and terminations. Because state law does not allow the Board to delegate this authority, the Board has the obligation to receive a recommendation from the superintendent in the unusual event the superintendent wishes to appeal a decision of a Review Committee concerning a disciplinary suspension, demotion or termination. In such cases, the request from the Superintendent for the Board hearing must occur within five (5) working days of the Review Committee's decision, and the employee will have all rights provided to employees requesting a hearing before the Board. The Review Committee's decision shall stand until the Board conducts the hearing and issues its decision. However, upon notice to the Clerk and the support employee of the



Superintendent's request for a Board Hearing concerning a proposed dismissal, the employee may be placed on paid leave (not a paid suspension) pending the Board Hearing.

6. All notices shall be sent to the support employee by certified mail at the address of the support employee shown on the school records, which the support employee has the obligation to keep updated. If the support employee refuses to accept the notice or fails or refuses to pick up the notice after being notified by the post office to do so, then the support employees shall be deemed to have received the notice on the date that the notice was postmarked. The postmark shall be used to determine the timeliness of the notice.

#### F. Board Hearing Procedures

1. There is no right to a Board Hearing if the notice requirements described above are not met.
2. The hearing shall be conducted at the next, or next succeeding, regularly scheduled meeting of the Board of Education if the request for the hearing was received at least ten (10) days prior to the next, or next succeeding, regularly scheduled Board of Education meeting. At the request of the support employee or at the discretion of the Board of Education, the Board of Education shall call a special meeting to conduct the requested hearing, which special meeting shall be held no earlier than ten (10) days nor later than thirty (30) days after receipt of the support employee's request.
3. At the hearing before the Board of Education, the support employee shall be entitled to be represented by counsel, to cross-examine witnesses presented by the District, to present witnesses on his/her behalf and to present any relevant evidence or statement which the support employee desires to offer. The hearing shall be conducted in "open" session. The hearing shall commence with a statement to the support employee of his or her rights at the hearing. Following this statement, the school administration shall present facts showing the cause for the Support Employee's disciplinary suspension, demotion, termination, or nonreemployment. The burden of proof, which shall be placed on the school administration, is a preponderance of the evidence standard. The support employee shall then have the right to present his or her side of the matter. After both the school administration and the support employee have fully presented their respective positions, the Board of Education shall deliberate on the evidence in executive session. The Board of Education shall announce its findings and decision immediately in open session by individual voice vote. The decision shall be made by a majority of the Board of Education members present at the meeting.

4. As to disciplinary suspension, demotion or termination, the Board of Education may affirm, modify or reverse the action taken against the support employee, including increasing or decreasing the severity of the original action. As to nonreemployment, the Board of Education may reemploy or nonreemploy the support employee for the subsequent fiscal year.
5. The decision of the Board of Education regarding the support employee's disciplinary suspension, demotion or termination shall be effective as of the date of the Review Committee hearing. The decision shall be final and non-appealable.

**III. Procedures and Rights of (a) Full Time Support Employees Employed by the District For Less Than One Year, and (b) Non-Full Time Support Employees.**

- A. A full-time support employee who has not been employed by the District for at least one year (12 consecutive months), or any support employee who is not a full-time employee, may be suspended without pay, demoted, terminated or nonreemployed at any time, with or without cause.
- B. Before any suspension without pay, demotion, termination or nonreemployment, these employees will be provided the hearing rights described in Section II(C)(4) only and are not otherwise entitled to invoke the procedures of this policy. In addition, nothing in this policy is intended to limit the District's ability to suspend any such employee without pay pending completion of an investigation of employee misconduct or any determination regarding the employee's discipline.

**IV. Miscellaneous.**

- A. This policy shall be effective immediately upon adoption by the Board of Education and shall supersede all previous policies and regulations regarding the subject matter contained herein. The Board of Education reserves the right to modify or amend this policy from time to time in any manner consistent with applicable law.
- B. The policy shall be posted on the District's website. In addition, hard copies of this policy shall be available in the primary administrative office of each school/district site and in the district's talent management (personnel) office. The district's talent management staff shall reference this policy during the onboarding process for new employees and make new employees aware of where they may access the policy in both hard and digital copy. The policies, rules, regulations and requirements, which may be revised from time to time, shall state that violation of the policies, rules, regulations and requirements may result in suspension without pay, demotion, termination or nonreemployment during the term of his or her contract.

- C. Nothing contained in this policy shall prevent the Board of Education from acting on its own volition in matters pertaining to suspension with or without pay, demotion, dismissal or nonreemployment of support employees.
- D. An employee who may be subject to the discipline described in this policy will also be given all due process rights pursuant to existing and applicable District personnel policies, collective bargaining agreements and procedures established by the Board policy, state and federal laws.

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