



**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **November 2, 2020**, at 6:30 PM, conducted by both videoconference and in-person in the Cheryl Selman Room, ground floor, Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK, pursuant to Title 25, Section 307.1 of the Oklahoma Statutes, as amended by Senate Bill 661. Members of the public may access the meeting by videoconference at [tulsaschools.org](https://tulsaschools.org) or in-person at the above-described location, where the board members attending remotely by videoconference will be projected on a video screen.

The following members of the Board of Education plan to attend remotely via videoconference, provided that they may still be permitted to appear and attend at the in-person meeting site, the Cheryl Selman Room of the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, Oklahoma:

Stacey Woolley, Board President (District 1); Jania Wester, Board Vice President (District 2); Jennettie Marshall (District 3); Shawna Keller (District 4); John Croisant (District 5); Jerry Griffin (District 6); and Suzanne Schreiber (District 7). 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.

**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.tulsaschools.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 <https://www.tulsaschools.org/about/board-of-education/citizenscommentform>, 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 October 13, 2020, regular meeting of the board and the October 19, 2020 special meeting of the board.

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

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

**G. INFORMATION AGENDA**

**H. STAFF REPORTS**

**I. BOARD MEMBER REPORTS**

**J. CITIZENS COMMENTS**

**K. SUPERINTENDENTS REPORTS/PRESENTATIONS**

**L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION**

**M. UPDATE AND DISCUSSION AMONG BOARD MEMBERS, SUPERINTENDENT, AND DISTRICT STAFF REGARDING COVID-19, to include data and its implications at the district, area, state, and national levels, as available; as well as other information relating to safety, operations and learning during the pandemic.**

**N. NEW BUSINESS**

**O. ANNOUNCEMENTS**

**The next regularly scheduled meeting of the Board of Education will be held on Monday, November 16, 2020 at 6:30 p.m.**

**P. 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.

**TALENT MANAGEMENT**

**E.1. RECOMMENDATION:** Approve routine staffing items.

**RATIONALE:**

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

**FINANCIAL SERVICES**

**E.2. RECOMMENDATION:** Approve the October 9, 2020 - October 29, 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.

\*Note the report listed above is a link that will take you to the full encumbrance report.

**BOND PROJECTS AND ENERGY MANAGEMENT**

**E.3. RECOMMENDATION:** Enter into trade contracts with the lowest responsible bidders listed below for the construction of the East Central High School Arena and Auxiliary Gym.

| <b>TRADE</b>                  | <b>VENDOR</b>             | <b>Phase 1</b> | <b>Phase 2</b> |
|-------------------------------|---------------------------|----------------|----------------|
| Building & Site Concrete      | Oakridge Builders         | \$ 757,437     | \$ 251,795     |
| Precast Concrete              | Prestressed Concrete      | 428,388        |                |
| Masonry                       | DMG Masonry               |                | 340,316        |
| Structural & Misc. Steel      | Green Country             | 1,617,868      | 18,332         |
| Railings                      | Equus                     | 9,407          | 131,085        |
| Roofing                       | Atwell Roofing            | 2,531          | 989,469        |
| Metal Panels                  | Sooner Recon              | 277,750        | 225,230        |
| Hollow Metal Doors & Hardware | Builders Supply Inc.      | 1,010          | 198,465        |
| Glass & Glazing               | Coulter Glazing           | 91,450         | 67,550         |
| Drywall & Framing             | Green Country Interiors   | 255,000        | 685,491        |
| Toilet Accessories            | Jones Commercial Hardware |                | 36,195         |
| Toilet Compartments           | Jones Commercial Hardware |                | 47,658         |
| Lockers                       | Elite Lockers             |                | 37,777         |
| Scoreboards                   | Sportstech                | 1,020          | 105,580        |

|                     |                         |                  |                  |
|---------------------|-------------------------|------------------|------------------|
| Gym Equipment       | Sportstech              | 1,020            | 148,830          |
| Gym Seating         | Performance Surfaces    | 1,634            | 62,703           |
| Elevators           | Schindler Elevators     | 40,312           | 40,313           |
| Fire Suppression    | All American            | 119,100          | 13,280           |
| Plumbing            | Midwest Mechanical      | 143,373          | 468,328          |
| HVAC                | Sligar Mechanical       | 378,333          | 450,622          |
| Electrical          | Alliance Electric       | 405,049          | 586,708          |
| Earthwork           | DT Specialized Services | 198,292          | 346,947          |
| Site Utilities      | D-Kerns                 | 254,000          |                  |
| <b>TRADE TOTALS</b> |                         | <b>4,982,975</b> | <b>5,252,673</b> |

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 individual contracts will be assigned as one contract to Flintco, LLC, the construction manager at risk on the project. The East Central High School feeder pattern is home to 295 student athletes. The East Central High School Arena will provide a world class athletic facility for the 1900 students at East Central High and East Central Junior High schools. The state-of-the-art facility will also create additional opportunities for community engagement. The project is part of the 2015 bond issue.

**E.4.** RECOMMENDATION: Assign the trade contracts for construction of the East Central High School Arena and auxiliary gym to Flintco LLC, the construction manager at risk on the project.

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

RATIONALE: The individually awarded trade contracts will be encumbered as one contract to Flintco LLC. The East Central High School feeder pattern is home to 295 student athletes. The East Central High School Arena will provide a world-class athletic facility for the 1900 students at East Central High and East Central Junior High schools. The state-of-the-art facility will also create additional opportunities for community engagement. This project is part of the 2015 bond issue.

**E.5.** RECOMMENDATION: Approve Amendment 2A to Flintco Construction Co., Inc. for the East Central High School Arena and auxiliary gym.

|                    | <b>Phase I</b>   | <b>Phase II</b>  |
|--------------------|------------------|------------------|
| Trade Contracts    | 4,982,975        | 5,252,673        |
| Allowances         | 332,555          | 793,371          |
| General Conditions | 148,004          | 407,011          |
| Management Fee     | 191,224          | 225,857          |
| <b>TOTAL</b>       | <b>5,654,758</b> | <b>6,678,912</b> |

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

**COST:**

Phase I: a) \$5,000,000 2020B bond funds; b) \$654,758 with applicable funds by April 1st;

Phase II: \$6,678,912 pending receipt of 2021A bond issuance.

**FUND NAME/ACCOUNT:**

Phase I: a) 38-1250-4720-504500-000-000000-059-12-705-PE003

Phase I: b) XX-XXXX-4720-504500-000-000000-059-12-705-PE003 (applicable funds)

Phase II: 31-1250-4720-504500-000-000000-059-12-705-PE003 - pending receipt of 2021A bond issuance.

**REQUISITION/CONTRACT:** 42100116

**RATIONALE:** The individually awarded trade contracts will be assigned as one contract to Flintco LLC, the construction manager at risk on the project. The East Central High School feeder pattern is home to 295 student athletes. The East Central High School Arena will provide a world class athletic facility for the 1900 students at East Central High and East Central Junior High schools. The state-of-the-art facility will create additional opportunities for community engagement. This project is part of the 2015 bond issue.

- E.6. RECOMMENDATION:** Approve contracts with McIntosh Services, LLC, Midwest Mechanical, Inc., and J&M Plumbing, Inc., for the installation of 80 drinking fountains throughout 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:**

McIntosh Services, LLC - \$66,667

Midwest Mechanical, Inc. - \$66,667

J&M Plumbing, Inc. - \$66,666

Total cost of installation will not exceed \$200,000

**FUND NAME/ACCOUNT:** Bond Fund, applicable accounts

**RATIONALE:** The COVID-19 pandemic has brought to light the importance of controlling the spread of illnesses throughout the community. The fountains being purchased are touchless, which will help reduce the spread of illness through contact. Installation of touchless drinking fountains with bottle fillers will allow students and staff to easily fill cups and bottles and will reduce the number of individuals drinking directly from the spouts. Every school in the district will receive one of these new fountains, ensuring that all students in the district have access to bottle fillers.

- E.7. RECOMMENDATION:** Enter into contracts with the lowest responsible bidders listed below for the purchase of HVAC units for Bell, Eliot, Hawthorne, John Hope Franklin, and Lanier elementary schools.

|                           |           |
|---------------------------|-----------|
| American Air Conditioning | \$659,300 |
|---------------------------|-----------|

|                 |                    |
|-----------------|--------------------|
| KM Shillingford | \$772,250          |
| <b>TOTAL</b>    | <b>\$1,431,550</b> |

**FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate contract 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 \$1,431,550

**FUND NAME/ACCOUNT:** Bond Fund, applicable accounts

**RATIONALE:** These new HVAC units will replace non-functioning units at designated sites. In light of the Covid-19 pandemic, the health, safety, and welfare of district students and staff are more important than ever. Improving the air quality in classrooms by increasing the flow of outside air throughout the building is paramount. Replacing non-functioning HVAC units will be critical to maintain a better learning environment.

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

**F.1. RECOMMENDATION:** Amend item F.8 of the August 3, 2020 agenda approving the purchase of additional personal protective equipment (PPE) for the district from the most responsive and responsible vendors in accordance with the terms and conditions of Request for Proposals, to reflect a cost not to exceed \$1,500,000. The additional PPE to be purchased includes increased quantities of the following items: desk shields and desk dividers for teachers and students, additional merv 13 filters, additional gloves, disinfecting wipes and special masks to support safety practices for return to school full in-person modality.

**FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate contract 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 (and increase of \$1,000,000).

**FUND NAME/ACCOUNT:** Cares Act Account /11-7880-2670-506160-000-000000-000-01-002 (An increase of 1,000,000).

**RATIONALE:** As the district prepares to support the decision to return in a full in-person learning modality, increase quantities of items are needed to ensure a safe environment for the students and staff. Health, wellness, and safety are more important than ever and we need to rapidly secure additional personal protective equipment (PPE) necessary to support safety guidance and protocols for a safe re-entry. Additional merv 13 filters are needed to support the appropriate replacement frequency with higher occupancy in the buildings. Additional desk dividers and desk shields will be used in classrooms with tables, for pod arrangements, and in areas where eating and drinking cannot be socially distanced. The increased quantity of sanitary wipes will be used on toys, desktops and other high surface areas. The additional funds needed to procure these items are coming from the Care Act dollars that were previously held to support private schools, and that were freed up after



federal judges decision. Requests for Proposals were issued for items that are expected to exceed \$50,000 and competitive quotes are issued for all other items in accordance with board policies.

## **GENERAL COUNSEL**

**F.2.** RECOMMENDATION: Approve new board policy regarding the wearing of masks when in district buildings and district-provided transportation. Given health and safety interests, this item is being recommended for action pursuant to Board Policy 1201, which allows the board to suspend the requirement that new policy language appear before the Board for two consecutive meetings prior to adoption.

## **G. INFORMATION AGENDA**

### **DEPUTY SUPERINTENDENT**

**G.1.** RECOMMENDATION: Enter into an agreement with Dicks Sporting Goods Foundation to receive a grant in the amount of \$25,000 as part of the Sports Matter program. The grant and any income thereon is to be used solely to support the grantee's sports programming for students ages 12-18, including the funding of equipment, uniforms, coaches, and other direct costs related to the grantee's athletic programming.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 grant will provide much needed equipment and supplies to make sure Tulsa Public Schools Athletics can continue to return to play safely. It will potentially benefit around 1,000 student athletes at all TPS secondary schools. The grant will allow TPS to purchase equipment for middle schools with new programs in Cross Country, Track, Wrestling, and Swimming.

**G.2.** RECOMMENDATION: Enter into a Memorandum of Understanding with the Mental Health Association of Oklahoma for mental health related support for students, staff, and families within the district during the 2020-2021 school year.

- In-classroom mental health education and awareness presentation
- Individual mental health screenings for participating students (with informed consent form - focus on 9th grade)
- Post screening follow up with a clinical triage interview to determine the student's specific mental health needs
- Employ a subsequent referral process to either crisis intervention with the school and family
- Community based intervention through a family interview and mental health system navigation assistance
- Staff training in suicide prevention and mental health awareness
- MHAOK Mental Health Assistance Center with navigating the mental health system to access appropriate and best-fit services and resources.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the

appropriate 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:** Mental health screenings are a key part of youth mental health. Approximately 50% of lifetime mental health conditions begin by age 14 and 75% begin by age 24. At the same time, the average delay between when symptoms first appear and intervention is approximately 11 years. Mental health screenings allow for early identification and intervention and help bridge the gap. Tulsa Public Schools and the Mental Health Association of Oklahoma support early identification for mental health screenings and, when appropriate, referrals for further mental health evaluations and treatment for TPS students who, with parental or guardian permission, opt to participate in the Teen Screen program and whose screening indicates a positive result. Just as health care screenings are common in this country, mental health screenings should be no exception.

**G.3. RECOMMENDATION:**

Enter into an agreement with NED's Mindset Mission to provide a virtual assembly performance for Key Elementary School (Grades Pre-K-5th) on December 2, 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.

**RATIONALE:** NED's Mindset Mission is a virtual assembly where elementary school students discover the benefits of a growth mindset. This virtual assembly opportunity supports TPS's mission to "achieve ambitious goals" and to help with the goal "Every student at Tulsa Public Schools will develop the mindsets to achieve academic, career, and life success." It specifically aligns with the core values of "Excellence" and "Team" to help students make goals, work to achieve them, and help others do so even when they face challenging circumstances.

**TALENT MANAGEMENT**

**G.4. RECOMMENDATION:**

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

Lamar 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.

**RATIONALE:** These agreements will allow the district to partner with area universities in their efforts to train and prepare future teachers. Partnering with universities to provide student teacher and intern opportunities in this manner allows the district to provide valuable feedback on student progress in regard 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.

**G.5. RECOMMENDATION:**

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

Michael Blazek – art – Booker T. Washington High School

Lester Shaw – instrumental music – Booker T. Washington High School

Ken Harris – marketing education – 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.

**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.

**G.6. RECOMMENDATION:** Approve position creation.

**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.

**DESIGN AND INNOVATION**

**G.7. RECOMMENDATION:**

Approve Tulsa Honor Academy's request for a modification of their academic enterprise zone to reflect the following geographic priorities:

1. 1st preference - Any sibling of a THA student
2. 2nd preference - Any student living within the East Central and Nathan Hale feeder patterns
3. 3rd preference - Any student living within the Will Rogers feeder pattern
4. 4th preference - Any student living in the TPS district outside of the AEZs

**RATIONALE:**

Academic enterprise zones allow charter schools to create geographic preferences for the purposes of lottery selection. Tulsa Honor Academy's requested changes allow them to accomplish two goals that are consistent with their mission:

1. Preserve their focus on serving the students of East Tulsa, and
2. Update their geographic preferences to align to their new school building location.

**FINANCIAL SERVICES**

**G.8. RECOMMENDATION:**

Approve sanctioning of the following booster clubs and parent/teacher associations in

accordance with Board Policy 5707 for the 2020-2021 fiscal year:

**PTAs/PTOs/PTSAs:**

Carnegie Elementary PTA  
Carver Middle School PTSA  
Council Oak Elementary PTA  
McLain High School PTSA  
Memorial High School PTA  
Sequoyah Elementary PTO  
Will Rogers Early College Sr/Jr High PTSA

**BOOSTER CLUBS:**

Edison Cross Country Parent, Teacher, Student Booster Club  
Edison Home Run Club  
Edison Eagles High School Pom Booster Club  
Edison JROTC Eagle Battalion Booster Club  
Edison Eagles Volleyball Club  
Edison Prep Theatre Parent Teacher Student Booster Club  
Nathan Hale High School Boys Basketball Booster Club  
2022 Memorial High School Booster Club  
BTWashington Baseball Booster Club  
BTWashington Cheer Booster Club  
BTWashington Girls Basketball Booster Club, Inc.  
BTWashington Men's Soccer Booster Club  
BTWashington PTSG Association, Inc.  
BTW Swim Booster Club  
BTWashington Volleyball Booster Club

RATIONALE: Sanctioned status provides organizations exemption from the statutory controls relating to school activity funds found in the Oklahoma School Code. The Board may sanction associations and clubs that advance the educational objectives of the district and are beneficial to students under the guidelines established in Board Policy 5707. These organizations submitted required information to support their applications.

**G.9.** RECOMMENDATION: Enter into an agreement with Allovue, Inc. a financial software company, for use of its cloud-based software products that integrate with our existing financial 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.

RATIONALE: In a partnership with Allovue, Tulsa Public Schools along with Indianapolis Public Schools, Cleveland Metropolitan Public Schools and District of Columbia Public Schools, will work together to implement Allovue's Budget and Allocate software modules and as a cohort, support each other in the implementation of budget planning best practices through the use of improved software solutions. Allovue has been awarded a grant to make their software available at no cost to the districts of this cohort. The integration of this product with our existing financial

management system (MUNIS) will enhance our ability to plan with school leaders. Over the past three years we have worked to improve the school site planning process by integrating data inputs such as budgets, enrollment and staffing plans into a cohesive effort to better align and support school-based goals. This process has resulted in improved planning for our school leaders, but has also resulted in additional back office workstreams that involve additional spreadsheets, manual uploads into MUNIS and limited reporting ability on the net results of the planning efforts. The goal with the Allovue product will be to limit the number of standalone spreadsheets, increase automatic connectivity to MUNIS and increase reporting capability to better assess planning of people, time and money. Integration of this software will enhance Team Finance's ability to collaborate with district and school leaders to further align their budgets to their goals.

**BOND PROJECTS AND ENERGY MANAGEMENT**

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

|                     |                  |                  |
|---------------------|------------------|------------------|
| HVAC                | KM Shillingford  | \$ 24,736        |
| Electrical          | Raceway Electric | 48,000           |
| Parking             | Contech          | 30,000           |
| <b>TOTAL TRADES</b> |                  | <b>\$102,736</b> |

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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: Additional parking is necessary to accommodate expanded staff. The existing HVAC system will be modified to accommodate classroom spaces created with the renovation of the old library. Aging refrigerators and freezers will be replaced with a new freezer/cooler unit that will better serve students.

**G.11.** RECOMMENDATION: Assign trade contracts for interior renovations at Patrick Henry Elementary School to Trigon General Contractors & Construction Managers, Inc., the construction manager at risk on the project.

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

RATIONALE: The individually awarded contracts will be encumbered as one contract to Trigon General Contractors & Construction Managers, Inc. The interior renovations are part of the 2015 bond issue.

**G.12.** RECOMMENDATION: Approve Amendment 22B with Trigon General Contractors & Construction Managers, Inc., for interior renovations at Patrick Henry Elementary School.

|                 |              |
|-----------------|--------------|
| Trade Contracts | \$102,736.00 |
| Allowances      | 64,907.45    |
| Reimbursables   | 14,161.72    |
|                 |              |

|                    |                     |
|--------------------|---------------------|
| General Conditions | 14,391.02           |
| Management Fees    | 7,807.13            |
| Payment Bond       | 976.68              |
| <b>TOTAL</b>       | <b>\$204,980.00</b> |

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

COST: \$204,980.00

FUND NAME/ACCOUNT: Bond Fund, 38-1200-4720-504500-000-000000-041-12-205-RN015

REQUISITION/CONTRACT: 42000177

RATIONALE: Additional parking is necessary to accommodate expanded staff. The existing HVAC system will be modified to accommodate classroom spaces created with the renovation of the old library. Aging refrigerators and freezers will be replaced with a a new freezer/cooler unit that will better serve students. The interior renovation project at Patrick Henry was originally approved as item E.15 of the February 24, 2020, agenda. This amendment is necessary because of an oversight resulting in the omission of project elements listed above. Funds designated for these items are part of the parking lot and child nutrition upgrade portions of the 2015 bond issue.

**G.13.** RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders as listed below for construction of the Central High School Stadium.

| TRADE                          | VENDOR | AMOUNT |
|--------------------------------|--------|--------|
| Building Concrete              |        |        |
| Masonry                        |        |        |
| Structural Steel Framing       |        |        |
| Roofing                        |        |        |
| Waterproofing & Joint Sealants |        |        |
| Doors & Hardware               |        |        |
| Coiling Doors                  |        |        |
| Overhead Doors                 |        |        |
| Gypsum Assemblies              |        |        |
| Flooring                       |        |        |
| Painting & Wallcovering        |        |        |
| Specialties                    |        |        |
| Signage                        |        |        |
| Metal Lockers                  |        |        |
| Fixed Bleachers                |        |        |
| Plumbing                       |        |        |
| HVAC                           |        |        |
| Electrical                     |        |        |
| Athletic Lighting - Field      |        |        |
| Fire Alarm                     |        |        |
|                                |        |        |

|                                   |  |  |
|-----------------------------------|--|--|
| Audio Visual<br>Communications/LV |  |  |
| Earthwork                         |  |  |
| Asphalt Paving                    |  |  |
| Site Concrete                     |  |  |
| Fencing                           |  |  |
| Site Utilities                    |  |  |
| Site Sanitary Sewer               |  |  |
| Storm Sewer Piping                |  |  |
| <b>TOTAL TRADES</b>               |  |  |

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

RATIONALE: The individually awarded trade contracts will be assigned as one contract to Crossland Construction Company, Inc., the construction manager at risk on the project. The new state-of-the-art facility will strengthen the district's support of athletic activities at Central for both middle and high school students. Central High School does not have a home stadium and shares Marshall Milton Stadium, which is located on the Webster High School campus. Central students currently must travel and play home games at Webster. Construction of the new stadium will allow Central students to practice and play all of their home games at their own stadium. Having a stadium within the Central High School community will allow families to better support students and will create additional opportunities for civic engagement.

- G.14.** RECOMMENDATION: Assign the trade contracts for Central High School Stadium to Crossland Construction Company, Inc., the construction manager at risk on the project.

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

RATIONALE: The individually awarded contracts will be encumbered as one to Crossland Construction Company, Inc. The new stadium at Central High School is part of the 2015 bond issue. The new state-of-the-art facility will strengthen the district's support of athletic activities at Central for both middle and high school students. Central High School does not have a home stadium and shares Marshall Milton Stadium, which is located on the Webster High School campus. Central students currently must travel and play home games at Webster. Construction of the new stadium will allow Central students to practice and play all of their home games at their own stadium. Having a stadium within the Central High School community will allow families to better support students and will create additional opportunities for civic engagement.

- G.15.** RECOMMENDATION: Approve Amendment 17B with Crossland Construction Co.,

Inc., for construction of the new Central High School Stadium.

|                    | <b>Phase I</b> | <b>Phase II</b> |
|--------------------|----------------|-----------------|
| Trade Contracts    |                |                 |
| Allowances         |                |                 |
| General Conditions |                |                 |
| Management Fee     |                |                 |
| <b>TOTAL</b>       |                |                 |

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

**FUND NAME/ACCOUNT:** Bond Fund, 38-1250-4720-504500-000-000000-059-12-705-PE003

**REQUISITION/CONTRACT:** 42100166

**RATIONALE:** The new state-of-the-art facility will strengthen the district's support of athletic activities at Central for both middle and high school students. Central High School does not have a home stadium and shares Marshall Milton Stadium, which is located on the Webster High School campus. Central students currently must travel and play home games at Webster. Construction of the new stadium will allow Central students to practice and play all of their home games at their own stadium. Having a stadium within the Central High School community will allow families to better support students and will create additional opportunities for civic engagement. Construction of the Central High School Stadium is part of the 2015 bond issue.

## **GENERAL COUNSEL**

**G.16.** **RECOMMENDATION:** Approve an annual subscription to Thomson Reuter's/Westlaw services, a tool used by legal counsel and staff for the purpose of performing legal research 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 \$6500.

**FUND NAME/ACCOUNT:** General Fund, 11-0000-2317-505300-000-000000-000-09-006

**RATIONALE:** Given the size of the district and the nature of the its work and responsibilities, there are a large number and variety of legal questions that must be addressed throughout the course of a year. This subscription to Westlaw provides the legal team access to the relevant statutes, regulations, case law and other authorities necessary to represent the district effectively and provide it well-informed legal guidance.



**SUPPORTING INFORMATION****CONSENT ITEM E-1****ROUTINE STAFFING****ELECTIONS**

| Name                   | Effective Date | Contract Amount | Position  | Grade or Degree and Step |
|------------------------|----------------|-----------------|---|--------------------------|
| Abraham, Yahzmen       | 1/14/20        | \$13.08         | Teacher Assistant                                   | IS-6                     |
| Alvarado, Mahara       | 8/27/20        | \$9.82          | Teacher Assistant                                   | IS-3                     |
| Black, Natalie         | 10/19/20       | \$9.82          | Teacher Assistant                                   | IS-3                     |
| Boulware, Korey        | 10/14/20       | \$15.43         | Craftsman Plaster / Painter                         | MT-11                    |
| Cumberbatch, Azaria    | 10/09/20       | \$13.08         | Teacher Assistant                                   | IS-6                     |
| Davis, Whitley         | 8/31/20        | \$13.08         | Teacher Assistant                                   | IS-6                     |
| Denton, Kyle           | 10/26/20       | \$30,000.00     | Apprentice  | NS                       |
| Evans, Amy             | 10/16/20       | \$10.31         | Evening Custodian                                   | MT-3                     |
| Gallant, Allison       | 8/27/20        | \$13.08         | Part Time Teacher Assistant                         | IS-6                     |
| Leon Fernandez, Gloria | 8/31/20        | \$13.08         | Teacher Assistant                                   | IS-6                     |
| Lopez, Veronica        | 10/14/20       | \$12.99         | Customer Care Receptionist / Data Clerk – Bilingual | CA-7                     |
| Martines, Ana          | 8/27/20        | \$9.82          | Teacher Assistant                                   | IS-3                     |
| McClung, Micah         | 8/31/20        | \$13.08         | DHI Paraprofessional                                | IS-6                     |
| McKnight, Jason        | 10/12/20       | \$30,000.00     | Apprentice  | NS                       |
| Sylva, Gary            | 8/27/20        | \$13.08         | Para Teacher  | IS-6                     |
| Thompson, Shelly       | 10/19/20       | \$13.08         | Teacher Assistant                                   | IS-6                     |

ADJUSTMENTS

| Name                | Effective Date | Contract Amount | Current Position         | Proposed Position         | Grade or Degree and Step |
|---------------------|----------------|-----------------|--------------------------|---------------------------|--------------------------|
| Council, Kandi-Lea  | 8/17/20        | \$57,000.00     | Assistant Principal      | Assistant Principal       | EG-4                     |
| Gomez, Linda        | 10/07/20       | \$12.33         | School Clerk             | Principal's Secretary     | CA-8                     |
| LaBorn, Emma        | 8/20/20        | \$41,000.00     | Apprentice               | Speech Pathologist        | M-0                      |
| Lee, Codi           | 9/01/20        | \$40,000.00     | Apprentice               | Teacher                   | B-0                      |
| Lemmons, Robin      | 10/01/20       | \$29,750.00     | Half Time Teacher        | Half Time Teacher         | B-31                     |
| Meyer, Keela        | 8/20/20        | \$41,410.00     | Teacher                  | Teacher                   | M-1                      |
| Myers, Katherine    | 10/08/20       | \$52,544.00     | .8 FTE Time Pyschologist | Full Time Pyschologist    | M30-26                   |
| O'Connor, Elizabeth | 9/01/20        | \$45,575.00     | Teacher                  | Teacher                   | B-11                     |
| Ramirez, Shana      | 8/20/20        | \$34,181.25     | Half Time Teacher        | Three Fourth Time Teacher | B-11                     |
| Richards, Rosemary  | 8/20/20        | \$45,567.00     | Teacher                  | Teacher                   | B-11                     |
| Shelton, Gwaine     | 9/08/20        | \$40,000.00     | Apprentice               | Teacher                   | B-0                      |

## SEPARATIONS

| Name                    | Effective Date | Position  |
|-------------------------|----------------|---|
| Adams, Kimberly         | 9/15/20        | MD Paraprofessional   |
| Angelo, Michael         | 10/20/20       | Craftsman   |
| Branson, Jeanna         | 10/09/20       | Teacher   |
| Bridgeman, Karen        | 10/02/20       | MD Paraprofessional   |
| Brown, Angela           | 9/14/20        | Teacher Assistant   |
| Carter, Heather         | 6/30/20        | Principal Secretary   |
| Coffey, Courtney        | 10/30/20       | Teacher   |
| Crow, Tyson             | 10/15/20       | School Safety Officer   |
| Dry, Pamela             | 10/09/20       | Health Assistant  |
| Garrett, Mark           | 7/20/20        | Paraprofessional  |
| Henderson, Byron        | 10/02/20       | Bus Driver  |
| Holt, Quentin           | 10/31/20       | Teacher   |
| Imboden, Madison        | 9/17/20        | ID Paraprofessional   |
| Jorgensen, Trygve       | 10/23/20       | Indian Education Advisor  |
| Lloyd-Evans, Anna       | 10/23/20       | MD Paraprofessional   |
| Mathis, Jameka          | 10/19/20       | Paraprofessional  |
| Owens, Leah             | 9/01/20        | Deaf Education Interpreter  |
| Perez, Janis            | 11/06/20       | Customer Care Associate   |
| Poindexter, Naomi       | 12/01/20       | Teacher   |
| Porter, Rebecca         | 10/08/20       | Bus Assistant   |
| Prather, Dorothea       | 10/30/20       | Teacher   |
| Street, Jewell          | 8/24/20        | Paraprofessional  |
| Stringer, Shelly        | 10/19/20       | Teacher   |
| Villarreal, Maria       | 10/02/20       | Evening Custodian   |
| Webster, Krystal        | 6/01/20        | Teacher Assistant   |
| Williams, Adrienne      | 10/30/20       | Librarian   |
| Willis-Wallace, Jasmine | 10/05/20       | Program Manager of Educator Effectiveness and Professional Learning |

## SUBSTITUTE AND TEMPORARY ELECTIONS

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Athletics – School Activity Fund #536

Pay Edison football coaches John Warren \$1250.00 and Robert Dansby \$1250.00 for extra coaching duties a stipend not to exceed a total of \$ 2500.00. Edison Touchdown Club has reimbursed the district so therefore there will be no cost to the district.

Carver – 81-2227-1000-506810-100-000000-00-07-515

Pay support employee Donna Wiley, @ current hourly rate (not to exceed \$2,639) to serve as the building activity coordinator for the 2020-2021 school year.

Council Oak – 11-0000-1000-501700-100-105000-210-07-265

Pay certified teacher, Julie Treat a stipend not to exceed \$500, to serve as the Literacy Team Coordinator for the 2020-2021 school year.

Council Oak – 11-0000-1000-501700-100-105000-210-07-265

Pay certified teacher, Rachel Scroggs a stipend not to exceed \$500, to serve as the Image Documenter for the 2020-2021 school year.

Council Oak – 11-0000-2410-501800-000-000000-609-07-265

Pay support employee, Kristin Miller, a stipend not to exceed \$500 to serve as Volunteer Coordinator during the 2020-2021 school year.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct position on election October 13, 2020 Page 12

ELECTIONS

| Name                    | Effective Date | Contract Amount | Position | Grade or Degree and Step |
|-------------------------|----------------|-----------------|----------|--------------------------|
| Roubideaux-Davis, Gable | 10/01/20       | \$40,000.00     | Teacher  | B-0                      |

Correct effective date July 6, 2020 page 17

SEPARATIONS

| Name        | Effective Date | Position              |
|-------------|----------------|-----------------------|
| Ledea, Nora | 6/17/20        | Certified Interpreter |

## SUPPORTING INFORMATION

### ACTION ITEM F-2

### SCHOOL BOARD POLICY

TULSA PUBLIC SCHOOLS – PROPOSED NEW POLICY

#### PANDEMIC FACE COVERINGS

Purpose: This policy outlines the district’s position on the required use of face coverings during the COVID-19 pandemic. It is intended to provide general direction for district staff regarding the expectation that masks be worn during the COVID-19 pandemic and the consequences of not complying with mask-related expectations. This policy shall remain in effect until the district determines after consultation with health officials that it is no longer necessary.

#### Background

Viruses like COVID-19 are transmitted through respiratory particles produced by an infected person. These respiratory particles can land on or be inhaled through the nose or mouth and into the lungs, which causes infection. Proper mask usage is crucial to the health of the students, employees and families in our district. It is also key to safeguarding the entire Tulsa community, as it protects healthy individuals from virus exposure and decreases virus-spread rates, which decrease the demands placed on Tulsa’s medical institutions.

#### General Position

Because safe schools and workplaces are of paramount concern and vital to the district’s ability to educate students, the Board of Education requires that all individuals entering district buildings be properly masked except in the limited situations described herein.

#### Definitions

Masks/face coverings compliant with district expectations are face coverings include cloth masks, cloth masks with clear plastic inserts, and disposable non-surgical masks – all of which must be worn over the nose and mouth and not gap at the sides of the face. Coverings that open at the bottom such as bandanas, handkerchiefs, fleece balaclavas, neck gaiters without filters, or any other piece of cloth tied with an opening at the bottom as masks are not compliant with district policy as they are far less effective in containing viral spread. Note that face coverings do not include items of personal protective equipment (PPE) with exhalation valves or vents such as N95 respirators with vents, surgical masks with vents or other masks that vent.

Face shields are transparent, hard plastic coverings attached to a helmet, hat or headband, provided that the plastic fully covers the wearer’s eyes, nose, mouth, and chin. Face shields may only be considered a face covering compliant with this policy when approved in writing by the supervisor due to a documented medical need.

#### Specific Compliance Expectations

All employees, students, parents/guardians, vendors, and guests to district facilities are required to wear

masks while in a district building and must comply with the face covering requirements established by this policy unless they have been granted a written exception as discussed below. These expectations also apply when individuals are using district-provided transportation in which one or more other individuals are present (ex: school bus transportation, staff deliveries, etc.).

### Exceptions

Due to public health concerns, exceptions to the requirement to wear a face covering will only be granted by building or department leaders under the following limited circumstances. Any individual who needs an exception to the face covering requirements outlined in this policy must make those arrangements, in advance, with the school or department leader. Individuals deemed unable, for verified reasons, to wear face covering will be subject to strict social distancing and other requirements to limit contact with others.

- Children under age 2
- Health related: District leaders understand and acknowledge their obligations to afford accommodations under the Americans With Disabilities Act and the Individuals with Disabilities Education Act. Individuals with a pre-existing health condition that would be adversely impacted by the use of a face covering may be eligible for an exception to the mask requirement. To submit a request for an exception, the individual must obtain a written statement from their physician that explains the inability to wear a face covering, a statement as to whether the individual can wear a face shield, and alternative measures recommended by the physician to keep the individual and others around them safe. Any employee, vendor, or visitor who is unable to wear a face mask or who needs reasonable accommodations because of a disability and has questions about mask wearing is strongly encouraged to review the CDC's website (at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover-guidance.html>) for information regarding "feasibility and adaptations."
- Distress related: The individual is having trouble breathing, is unconscious, incapacitated or otherwise unable to remove the face covering without assistance.
- Task related: An employee is performing a task that is substantially impeded by wearing the face covering, including a likelihood that a face covering would catch fire, get caught in machinery, or prevent the employee from seeing or smelling a workplace hazard. Note that a face shield may be an option when articulation, visibility of facial expressions, and lip movements for speech perception is necessary for example with students or adults who are deaf or hard of hearing—or those who care for or interact with a person who is hearing impaired. The CDC does not recommend the use of face shields for everyday activities or as a substitute for face coverings. If a face shield must be worn without an accompanying face covering, the face shield must either be a hooded face shield or a face shield that wraps around the sides of the wearer's face and extends below the chin.

### Temporary Removal of Masks

Regardless of the foregoing exceptions, individuals may temporarily remove face coverings while engaging in the following activities:

- A school-approved activity, as determined by the superintendent, their designee, or a school leader, in which the location and/or nature of the activity makes it highly impractical and even unsafe to wear a face covering (e.g. while *actively* engaged in sports activities or exercise programs);
- Consumption of food, beverages, and medication;
- Other activities as approved by school or district administration;
- Any time when other people are not present (ex: when a teacher is alone in their classroom) unless the individual is in a common area of a district building, such as a hallway, open/shared office areas, restrooms, etc; and
- When students are provided safe, designated breaks from wearing masks (ex: when outdoors and socially distanced).

### Consequences of Non-Compliance

Failure or refusal to fully comply with the face covering requirements outlined in this policy may result in the following actions:

- Students: School leaders will provide students age- and development-appropriate time to acclimate to mask-wearing expectations. If there is repeated non-compliance after this period of acclimation and re-education regarding the importance of wearing masks, students may be placed in full-time distance learning mode up to the remainder of the quarter as determined by the school principal in consultation with the superintendent or their designee, the parent/guardians of the student, and if applicable, the student's IEP/504 team.
- Employees: For repeated non-compliance, discipline up to and including suspension and termination in accordance with relevant provisions of the district's policies and bargaining agreements.
- Parents/guardians: For repeated non-compliance or outright refusal to comply with mask expectations upon admittance to district property, removal from district property for the remainder of the quarter or another time period deemed appropriate by the appropriate school or building leader.
- Vendors and guests: For repeated non-compliance or outright refusal to comply with mask expectations upon admittance to district property, removal from district property for up to six (6) months.

### General Information

District staff are directed to develop more specific school and district-office guidelines, as appropriate, to implement the expectations in this policy and the consequences and protocols regarding non-compliance. District staff shall provide schools more particular guidance regarding the use of masks and the responses to non-compliance that are specifically related to students with disabilities.

District staff shall provide guidance and education to families regarding the expectations of mask-wearing. This information shall be available in both English and Spanish.

The district will have a supply of masks to distribute to students and staff. The superintendent or their designee is directed to develop guidelines and procedures regarding the distribution of district-provided masks such that students who are not able to purchase masks will have masks provided to them. The district may also provide a face covering to an individual whose face covering becomes damaged or soiled during the day.

All face coverings must comply with the district's dress code. Face coverings must be free of words or symbols that substantially disrupt or materially interfere with the education environment.

For health reasons, "sharing" face coverings is strictly prohibited. Face coverings should be handled and laundered, if applicable, in accordance with current regulations from health and medical experts.

Even when face coverings are required, all individuals must promptly and fully respond to a request by teachers, administrators, or campus police/security to remove any face covering. Any such request will be made only when deemed necessary by the school representative for ensuring compliance with district rules or for health and safety reasons.



**SUPPORTING INFORMATION**

**INFORMATION ITEM G-6**

**POSITION CREATIONS/DELETIONS**

**Create:**

| Position  | Salary/Grade                                   | Duties  |
|---|--|---|
| <p><b>Athletic Trainers –</b><br/>                     ESC / Athletics<br/>                     2 Positions</p> <p><i>Annual Budget Impact:</i><br/>                     \$ 79,200 min. –<br/>                     \$ 118,800 max.</p> <p><i>Funding Source:</i><br/>                     11-0000-2199-501210-<br/>                     800-000000-307-16-068</p> | <p>BG-5<br/>                     12 Months</p> | <p>Provide athletic training services to high school and junior high student athletes in Tulsa Public Schools as well as employees of the district. Is a clinical site preceptor for athletic training students from the collegiate/university level as needed.</p> |