



Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **September 20, 2021**, at 6:30 PM in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK.

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

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

In accordance with Board Policy 1301, individuals may comment on business items or recommendations appearing under the Action or Information portions of a regular meeting agenda. The public may make their comments via telephone or in person. Requests to comment must be made by submitting a completed form for each topic. If requesting to comment during the meeting via telephone, please fill out a form online on the Tulsa Public Schools website at <https://www.tulsaschools.org/about/board-of-education/requesttospeakonagendaitem>. If requesting to comment during the meeting in person, please request a form from the Board Clerk in the meeting room before the beginning of each meeting. Requests will be accepted at any time up to the consideration of the Consent Agenda portion of the meeting. Statements are limited to five minutes each.

Persons desiring to address the Board concerning items not on the agenda must submit a written request form, available from the Clerk of the School Board, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each. If the request to comment is approved, the Clerk of the School Board should be told whether the comments will be made during the meeting via telephone or in-person.

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

E. CONSENT AGENDA - Motion and vote on recommendation.

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

G. INFORMATION AGENDA

H. STAFF REPORTS

UPDATE AND DISCUSSION AMONG BOARD MEMBERS, SUPERINTENDENT, AND DISTRICT STAFF REGARDING COVID-19 data at the district level for the prior week.

I. BOARD MEMBER REPORTS

J. CITIZENS COMMENTS

K. SUPERINTENDENTS REPORTS/PRESENTATIONS

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, October 4, 2021 at 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.

TEACHING AND LEARNING

E.1. RECOMMENDATION:

Appoint the following additional Gifted Education and Talent Development Local Advisory Committee members for a two-year term (2021-2023), per Oklahoma statute 70 O.S. § 1210.308.

New appointments to the Local Advisory Committee:

Dr. Perri Applegate, manager of post-secondary access

LaWanna Summers, coordinator of college and career advising

Christa Wallace, elementary site gifted teacher (Clinton West and Hamilton)

Kelly Trueman, elementary site gifted teacher (Mendez, Franklin, and Whitman)

Sharon Holt, principal (Eliot Elementary)

Dr. Elizabeth Albright, assistant professor (Langston University)

Hector Pena, Parent (Mendez)

Jay Hester, Indian Education resource advisory

Gabriela Rodriguez, parent (Rogers)

Veronica Perez, parent (Mendez)

Carlos Moreno, parent (Edison HS)

Current Committee:

Linnea Van Eman, coordinator of gifted education and talent development

Nickie Grauberger, parent (Clinton West Elementary)

Teresa Pena, assistant principal (Disney Elementary)

Tara Gordon, middle school site gifted teacher (Thoreau)

Auxiliary Committee Members:

Whitney Stauffer, parent (Council Oak Elementary)

Krystal Hutchinson, director of post-secondary readiness

Pat O'Dea, elementary site gifted teacher (McClure, Marshall)

Susan Comfort, elementary site gifted teacher (Salk)

Cynthia DePalma, gifted instructional mentor and parent (Mayo)

Karen Dotson, gifted instructional mentor

Andrea Schafer, elementary gifted teacher on special assignment

LaDonna Penny, parent (Rogers High School)

Dorean Templeton, parent (McLain High School)

Sally Cannizzaro, middle school/junior high gifted teacher on special assignment and parent (Rogers MS)

RATIONALE:

The additional appointments to the committee fill a gap in secondary representation to support the Gifted Education and Talent Development Strategic Plan to further

identify and serve secondary gifted and talented students.

According to the Education of Gifted and Talented Children Act Section 910.1, the district is required to create a Board approved local advisory committee tasked with the duties to assist in the formulation of district goals for gifted education, to assist in development of the district plan for gifted child education programs, and to perform other advisory duties as may be requested by the Board of Education. The district welcomes nominations submitted by associations whose purpose is advocacy for gifted and talented children and community members who wish to support gifted education. Advisory committee meetings are open to the public.

TALENT MANAGEMENT

- E.2.** RECOMMENDATION: Approve routine staffing items.

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

- E.3.** RECOMMENDATION: Approve position creates.

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.4.** RECOMMENDATION: Continue payment effective July 1, 2021 – June 30, 2022, for all administrative, certificated, and support employees at the rate of compensation established by the Board of Education for their services during the 2021-2022 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 after July 1, 2021, regarding salary adjustments for the 2021-2022 fiscal year.

FINANCIAL SERVICES

- E.5.** RECOMMENDATION: Approve the September 3, 2021 to September 16, 2021, 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.

- E.6.** RECOMMENDATION: Renew the contract with Imperial, Inc., to grant exclusive vending rights for snack products and Coca-Cola Southwest Beverage for vended beverages throughout the district during 2021-2022 with renewal options for an additional three annual terms. In return, the district will receive commission payments on actual sales for sites to deposit in their respective site school activity funds and for support of districtwide activities.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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: Exclusive soft drink/beverage and snack product agreements provide unrestricted revenue in support of district programs and activities that cannot be funded through the General Fund.

E.7. RECOMMENDATION:

Approve sanctioning of the following booster clubs in accordance with Board Policy 5707 for the 2021-2022 fiscal year:

Booker T. Washington Volleyball Booster Club
Webster Basketball Tip In 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.

BOND PROJECTS AND ENERGY MANAGEMENT

E.8. RECOMMENDATION: Approve the deed of dedication and sidewalk easement with the City of Tulsa at Educare 4.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 project is part of the 2015 bond issue. The new facility required a dedication and easement for the improvements that were made.

E.9. RECOMMENDATION: Approve Supplement #1 & 2 with CJC Architects Inc. to the master agreement for Architectural services for the John Hope Franklin kitchen, and transportation and laundry improvements.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 architects will be paid on a floating fee schedule based upon the size of the project. The construction budget including fee's at John Hope Franklin is \$750,000 and the transportation/laundry is \$940,000. The cost of this project is contingent upon the sale and receipt of 2021B bond funds.

RATIONALE: Hiring architects is critical to the completion of the facility improvements that were approved by the voters in the 2021 bond issue.

E.10. RECOMMENDATION: Approve the purchase of Lightning protection system from Thor Guard Inc. at 11 existing sites.

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

COST: The total cost will not exceed \$176,540. The funding is contingent upon the sale and receipt of 2021B bond funds.

RATIONALE: The existing system in need of upgrading. These improvements are part of the 2021 bond issue and will provide maintenance for the next 5 years.

- E.11. RECOMMENDATION:** Approve the lowest responsible bidder, Lighthouse Electric, for the LED light replacement at 14 sites.
- FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.
- COST:** The total cost of this project is 1,054,496.

RATIONALE: The existing lighting at 14 sites is fluorescent and will be replaced with LED lights. The new lights will pay for themselves in 4 years with the reduction of energy use. This contract will complete the entire district with LED lights. This project is part of the 2021 bond issue.

- E.12. RECOMMENDATION:** Approve a change order #1 to American Air-conditioning for HVAC Improvements at Lewis & Clark Elementary.
- FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate 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 cost of the change order is \$53,392.

RATIONALE: The original contract was approved on May 3, 2021 item E-14 in the amount of \$3,680,700. Additional ductwork was required to be replaced. This project is part of the ESSER funds.

F. ACTION AGENDA - Motion and vote on recommendations

BOND PROJECTS AND ENERGY MANAGEMENT

- F.1. RECOMMENDATION:**
Approve the purchase of concrete paving services from Joseph Enterprises Inc. relating to bike racks at 36 sites and an agreement with INCOG to reimburse the district for 80% of the cost relating to such services. The bike racks are part of the 2021 bond facility improvements.
- FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate 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 cost of this purchase is \$156,136.76 prior to a \$125,000 reimbursement.
- RATIONALE:**
The bike racks are part of the building improvements in the 2021 bond. INCOG has approved the reimbursement of \$125,000 for the bike racks. Funding for the non-reimbursable portion of the purchase (approximately \$31,227) will come from bond funds. The 36 sites will be elementary sites.

OPERATIONS

F.2. RECOMMENDATION: To approve the Tulsa Tech Facility Usage Agreement to support the Tulsa Virtual Academy (TVA) blended learning activities for Tulsa Public School secondary students currently enrolled at TVA.

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

Tulsa Public Schools Virtual Academy is partnering with Tulsa Tech Peoria campus as a lab site operating (2) days per week at the Tulsa Tech Peoria campus to instructionally support TVA high school students in a blended virtual learning platform provided by TPS. The teachers will be Tulsa Public Schools teachers, and the computer equipment used by students and teachers will be TPS equipment and software. This pilot initiative will expect TPS to supervise and fully support their students who access the lab at the Peoria Campus on scheduled days of the week. There will be no usage fees associated with the lab as it will be a partnership agreement whereby, TPS and their students are working to complete their instructional and academic assigned virtual platform courses.

G. INFORMATION AGENDA

DEPUTY SUPERINTENDENT

G.1. RECOMMENDATION:

Enter into an agreement with Grads Give, Inc. to provide alumni services for the District with the purpose of building a database of Tulsa Public Schools alumni.

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

Currently, TPS does not have an alumni database, and this agreement will help the District by providing alumni information that can be used for fundraising and alumni engagement at no cost to the District. Grads Give, Inc. will be providing alumni services like creating a website for alumni engagement and donations, creating and maintaining an alumni database, reaching out to alumni for donations, funding any necessary technology, paying associated website expenses, and providing the district with a monthly report showing details for each school.

G.2. RECOMMENDATION:

Enter into an advertising contract with the Oklahoma Army National Guard Recruiting and Retention Battalion for the 2021-2022 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: Memorial HS already works closely with the Army National Guard, and this is a new opportunity for the school to receive payment for certain services the schools provide. Memorial HS will display provided signs, host the National Guard for presentations, and they will also provide advertising opportunities during home games, in the yearbook, and in the school.

TEACHING AND LEARNING

G.3. RECOMMENDATION:

Enter into agreements with the following universities setting forth the terms under which they place fieldwork and clinical students (occupational and physical therapy students) with licensed Occupational and Physical Therapy practitioners within the district for purposes of fulfilling academic fieldwork/clinical requirements for the 2021 - 2022 school year.

Langston University

Northeastern State University

University of Arkansas for Medical Sciences

University of Oklahoma Health Sciences 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.

RATIONALE: These agreements will allow the district to partner with area universities in their efforts to train and prepare occupational and physical therapy students. 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.

TALENT MANAGEMENT

G.4. RECOMMENDATION: Approve positions creates and deletes.

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.

G.5. RECOMMENDATION:

Approve the following teachers for adjunct status during the 2021-2022 school year:

Freeman, Lynnlee – general music – John Hope Franklin Elementary

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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. Approval will ensure that each is

able to support his or her school and student needs while in compliance with state certification requirements.

DESIGN AND INNOVATION

G.6. RECOMMENDATION:

Recommendation: Approve renewal of the Charter School Contract with College Bound Academy, Inc. for a three (3) year term. College Bound Academy is a 501(c)(3).

If granted, this renewal will authorize College Bound Academy to continue to operate as a charter school for Kindergarten through 4th grades from July 1, 2022 - June 30, 2025.

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

Charter renewal does not result in any fund transfer.

RATIONALE:

The current charter school contract with College Bound Academy expires on June 30, 2022.

College Bound Academy has met most of the individual requirements and has met the aggregate expectations established in our charter framework. Based on this framework and on board policy, College Bound Academy has therefore earned a three-year renewal recommendation.

G.7. RECOMMENDATION:

Approve renewal of the Charter School Contract with Tulsa Honor Academy, Inc. for a five (5) year term. Tulsa Honor Academy is a 501(c)(3).

If granted, this renewal will authorize Tulsa Honor Academy to continue to operate as a charter school for 5th through 8th grades from July 1, 2022 through June 30, 2027.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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: Charter renewal does not result in any fund transfer.

RATIONALE:

The current charter school contract with Tulsa Honor Academy expires on June 30, 2022.

Tulsa Honor Academy has met the expectations established in our charter framework. Based on this framework and on board policy, Tulsa Honor Academy, Inc. has therefore earned a five-year renewal recommendation.

G.8. RECOMMENDATION:

Approve renewal of the Charter School Contract with Tulsa Legacy Charter School Inc. for a three (3) year term. Tulsa Legacy Charter School is a 501(c)(3).

If granted, this renewal will authorize Tulsa Legacy Charter School to continue to operate as a charter school for Pre-Kindergarten through 8th grades from July 1, 2022 - June 30, 2025.

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

Charter renewal does not result in any fund transfer.

RATIONALE: The current charter school contract with Tulsa Legacy Charter School expires on June 30, 2022. Tulsa Legacy Charter School has met most of the individual requirements and has met the aggregate expectations established in our charter framework. Based on this framework and on board policy, Tulsa Legacy Charter School has therefore earned a three-year renewal recommendation.

G.9. RECOMMENDATION: Approve renewal of the charter school contract with the nonprofit Collegiate Hall, Inc. for a two (2) year term from July 1, 2022 - June 30, 2024, with amendments. The current charter school contract with Collegiate Hall expires on June 30, 2022. If granted, this renewal will authorize Collegiate Hall to continue to operate as a charter school for Pre-Kindergarten through 8th grades from July 1, 2022 - June 30, 2024, with the new condition that on a quarterly basis, district staff will assess Collegiate Hall's success in fulfilling explicit objectives relating to financial health. If the charter fails to meet those objectives, the district may take steps allowed by law to terminate or not renew the charter's 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:

Charter renewal does not result in any fund transfer.

RATIONALE:

Collegiate Hall currently serves students in grades PK, K, 1st, and grades 4-8 pursuant to a charter contract that expires June 30, 2022. This recommendation would provide them with a new term of two years with amendments.

Collegiate Hall has met most of the individual requirements and has met the aggregate academic expectations established in our charter framework. Collegiate Hall has failed to meet authorizer expectations for financial health. As a result, the recommendation for a two-year renewal of its charter contract includes the new condition that it be subject to more frequent reviews of financial health. On a quarterly basis, over the period between June 2022 and July 2024, Tulsa Public Schools will closely monitor Collegiate Hall's financial status in order to determine if it has making adequate progress against the following expectations. Failure to meet any or all of these conditions could result in the district taking steps allowed by law to terminate or not renew the charter contract, as appropriate.

(1) Collegiate Hall must submit a balanced draft budget for fiscal years 2023 and 2024 by April 1 and prior to approval by their board. This draft budget must contemplate all foreseeable expenses and demonstrate a path to financial

sustainability that does not rely on unsecured or sunset grant funding.
(2) For fiscal years 2022 and 2023, Collegiate Hall must participate and fully cooperate in a close quarterly review of any budget variances.
(3) Collegiate Hall must close fiscal years 2022 and 2023 with a positive fund balance.(4) Collegiate Hall must receive an FY21 audit that reflects the full correction of the FY20 deficiency and finds no new related deficiencies, as well as an FY22 audit that reflects the full correction of any FY21 deficiencies and no new deficiencies.

G.10. RECOMMENDATION: Approve the development and execution of a memorandum of understanding modifying all district-authorized charter school contracts. These revisions bring the Tulsa Public Schools charter contract into compliance with recent changes in state law.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 transfer of funding is required through these modification to charter contracts.

RATIONALE: Two changes in state law require changes to our charter contracts. Senate Bill 229 (Redbud School Funding Act) changed some aspects of charter school funding in Oklahoma. Charter school state aid is now sent directly to individual charter schools and no longer flows as a pass through Tulsa Public schools. The changes in the contract reflect this law. Senate Bill 783 (the Open Transfer Act) created new language governing student transfer between and amongst school districts. The proposed changes in the contract reflect this law.

BOND PROJECTS AND ENERGY MANAGEMENT

G.11. RECOMMENDATION: Approve change order # 1 with Tri State Floors Inc. for the installation of the new floor at Booker T. Washington High School. The original contract was for \$124,900.00 agenda 6/21/21, Item F.2.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 cost of the change order is \$13,060.

RATIONALE: Additional graphics were not included in the original contract. The site bond funds will be used to pay for these improvements.

G.12. RECOMMENDATION: Approve the contract with the lowest responsible bidder for new sound systems at Edison, Webster and Rogers Field House.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 project is currently out to bid.

RATIONALE: The new sound systems in athletic facilities were part of the 2021 bond issue. This project is part of the RFP #22005.

G.13. RECOMMENDATION:
Enter into a master contract with the following construction managers;

Trigon General Contractors & Construction Managers, Inc.
Crossland Construction Co., Inc.
Nabholz Construction Corp.
Flintco, LLC
Miller-Tippens Construction, LLC

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 construction managers will be paid on a floating fee schedule based upon the size of the project. These projects are contingent upon the sale and receipt of the 2021 applicable bond sales.

RATIONALE:

The RFP # for this project is 22001. The hiring of construction managers is necessary to complete bond projects. Each project will be approved as a supplement to the master contract as the bonds are sold.

OPERATIONS

- G.14. RECOMMENDATION:** Approve an update to the adult meal pricing for the 2021 - 2022 school year to the minimum rates allowed by the USDA and the State Department of Education. The updates would be to \$2.00 for breakfast (from \$1.90 established in SY18-19) and lunch to \$4.15 (from \$3.95 established in SY18-19.)

RATIONALE: The price increase for adult breakfast and lunch is based on the minimum price amount set by the United States Department of Agriculture (USDA) for an adult meal for the 2021-2022 school year. Revenue from the National School Lunch Program (NSLP) and National School Breakfast Program (NSBP) cannot be used to subsidize adult meals. If adults are charged less than the minimum amount required, the General Fund must cover the difference.

SUPPORTING INFORMATION**CONSENT ITEM E-2****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Acevedo, Yamaira	8/24/21	\$9.82	Teacher Assistant	IS-3
Beasley, Anisah	8/16/21	\$30,000.00	Apprentice	NS
Carter, Timothy	8/27/21	\$9.04	Cafeteria Assistant	MT-1
Cornell, Emma	8/26/21	\$9.82	Teacher Assistant	IS-3
Crane, Morgan	8/12/21	\$40,000.00	Teacher	B-0
Creekmore, Kylie	9/16/21	\$13.49	Autism Paraprofessional	IS-10
Dinkins, Lillian	8/12/21	\$40,000.00	Teacher	B-0
Douglass, Edward	8/12/21	\$41,745.00	Teacher	B-4
Evans, Kaley	8/16/21	\$11.21	Teacher Assistant	IS-3
Flores, Ericka	9/02/21	\$11.21	Teacher Assistant	IS-6
Forbes, Sandra	8/13/21	\$50,946.00	Nurse	B-19
Gibson, Jonathan	8/23/21	\$30,000.00	Apprentice	NS
Gogibedashvili, Luka	8/12/21	\$30,000.00	Apprentice	NS
Ivy, Christopher	8/16/21	\$13.08	Teacher Assistant	IS-6
Jackson, Felicity	8/18/21	\$30,000.00	Apprentice	NS
Keys, Champagne	8/24/21	\$17.89	Before and After Care Site Coordinator (Stimulus Funded)	MT-16
Kimball, Cecilia	8/12/21	\$40,000.00	Teacher	B-0
Lugibihl, Adam	8/12/21	\$30,000.00	Apprentice	NS
McCaskill, Asia	8/16/21	\$13.49	MD Paraprofessional	IS-10
McFarland, Jeremy	8/12/21	\$40,820.00	Teacher	B-2

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
McNally, Samantha	8/12/21	\$30,000.00	Apprentice	NS
McQuade, Timothy	8/12/21	\$40,410.00	Teacher	B-1
Miller, Mary	8/12/21	\$60,677.00	Teacher	M-26
Murray, Phillip	8/12/21	\$30,000.00	Apprentice	NS
Ousley-Brown, Jalan	8/12/21	\$30,000.00	Apprentice	NS
Reavis, Dennis	8/12/21	\$40,000.00	Teacher	B-0
Searle, Annette	9/02/21	\$10.27	Cafeteria Assistant	MT-1
Smith, April	8/11/21	\$65,00.00	ESSER Learning Director	EG-4
Smith, Eli	8/27/21	\$30,500.00	Site Based Social Worker	BG-4
Thomas, Breonna	8/30/21	\$9.60	Cafeteria Assistant	MT-1
Timmons, Alice	8/12/21	\$30,000.00	Apprentice	NS
Walker, Fiza	8/16/21	\$13.49	ED Paraprofessional	IS-10

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Barnard, Amanda	7/01/21	\$66,000.00	Data Analyst	Manager of Continuous Learning	BG-9
Brockunier, Jacob	8/12/21	\$30,000.00	Paraprofessional	Apprentice	NS
Brown, Patricia	8/13/21	\$15.54	Before and After Care Site Director	Before and After Care Program Supervisor (Stimulus Funded)	MT-12
Campbell, Mylissa	8/12/21	\$13.08	Teacher	Teacher Assistant	IS-6
Caudle, Martin	8/09/21	\$90,000.00	Special Education Academic Partner	Director of Special Education Programs	EG-10
Crawford, Christopher	9/07/21	\$61,000.00	Desktop Support Analyst	Data Application Partner – Stimulus Funded	BG-7
Davis, Ericka	8/02/21	\$61,000.00	Teacher	Assistant Principal	EG-4
Destefano, Christine	8/12/21	\$40,000.00	Apprentice	Teacher	B-0
Ed, Michelle	7/01/21	\$61,500.00	Manger – Administrative Services	Manager – Administrative Services	BG-7
Evans, Robbin	8/09/21	\$31,170.00	Teacher Assistant	Site Based Social Worker	BG-4
Houston, Marlon	9/21/21	\$58,000.00	Dean	Assistant Athletic Director	BG-6
Nelson, Joseph	8/05/21	\$62,000.00	Teacher	Academic Partner – Literacy	EG-4
Phillips, Eryne	8/09/21	\$37,160.00	Counselor	Site Based Social Worker	BG-4
Pope, Kimberly	8/31/21	\$13.20	Administrative Assistant II	Virtual System Coordinator	CA-8
Remus, Annmarie	8/09/21	\$75,500.00	TTC Instructional Mentor	Special Education Academic Partner	EG-5

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Sanders, Jennifer	7/27/21	\$70,000.00	Assistant Athletic Director	Deputy Director of Athletics	BG-8
Scott, Karyn	8/16/21	\$12.18	DHI Paraprofessional	DHI Paraprofessional	IS-6
Smith, Kristie	8/13/21	\$14.84	Before and After Care Site Assistant	Before and After Care Program Supervisor (Stimulus Funded)	MT-12
Todd, Ruby	8/13/21	\$16.06	Before and After Care Site Director	Before and After Care Program Supervisor (Stimulus Funded)	MT-12
Vaughan, Steven	8/06/21	\$41,500.00	Counselor	Counselor	M30-0
Wadley, Laura	8/12/21	\$40,000.00	Apprentice	Teacher	B-0
Walton, Nolene	8/30/21	\$17.89	Teacher Assistant	Before and After Care Program Coordinator (Stimulus Funded)	MT-16
Waite, Sarah	8/12/21	\$40,000.00	Part Time Teacher	Full Time Teacher	B-0
White, Jeremy	8/30/21	\$69,000.00	Data Strategist	Senior Data Strategist	BG-9

SEPARATIONS

Name	Effective Date	Position
Alexander, Jasmine	6/01/21	Teacher
Booker, Eugene	9/15/21	Cafeteria Manager
Brown, Deasha	8/24/21	Cafeteria Assistant
Bryne, Christina	8/26/21	Teacher
Castillo-Gonzalez, Maria	8/12/21	Teacher
Charrier, Jane	9/03/21	Paraprofessional
Clark, Kylia	8/16/21	Teacher Assistant – Declined position
Cleek, Amanda	9/10/21	Teacher
Donelson, Sarah	6/02/21	Teacher
Foresman, Rhonda	8/16/21	Teacher Assistant
Goodwin, Diana	9/10/21	Assistant Principal
Hamm, Michayla	8/23/21	Teacher
Harrison, Brianna	7/01/21	Teacher
Herrera Pasilla, Florencio	9/01/21	Evening Custodian
Huerta, Kendall	9/07/21	Homeless Education Coordinator
Jensen, Garrett	9/10/21	Teacher
Judkins, Cheryl	8/26/21	Teacher
Kingfisher Hawkins, Ondrea	3/15/21	Teacher Assistant
Kuge, Ann	9/08/21	Dean
Lyles, Jermaine	8/27/21	Teacher
McQueen, Rose	9/15/21	Cafeteria Manager
Molina, Jennifer	7/31/21	Teacher
Moore, Christina	9/07/21	Paraprofessional
Nash, Elores	8/04/21	Parent Involvement Facilitator
Neyens, Shalan	8/23/21	Cook II
Paul, Theron	8/17/21	Apprentice
Pelz-Sharpe, Fee	9/02/21	Teacher
Powell, Amber	9/07/21	Network Based Social Worker
Rhynes, Addison	6/01/21	Teacher
Rice, Marvella	9/15/21	Cook I
Riddles, Jordan	9/01/21	Teacher
Sayre, Charmaine	9/03/21	Cafeteria Assistant
Sinan, Renee	8/27/21	Apprentice
Sires, Kristen	8/30/21	Parent Involvement Facilitator
Taylor, Pattie	9/13/21	Cafeteria Assistant
Treagesser, Kady	8/23/21	Paraprofessional
Webb, Brittni	9/10/21	Teacher
Zucconi, Jennifer	8/27/21	Teacher

Rescind:

McCarty-Smith, Janet	6/01/21	Teacher
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SUBSTITUTE AND TEMPORARY ELECTIONS

CNS

Harris, Lakisha

ARTIST IN RESIDENCE

Thomas, Lucious

TUTOR

Hull, Janet

CLERK

Robles, Benjamin

ADJUNCT COACHES

East Central

Paul Stacey, girls' assistant track adjunct coach @ \$1,200, August 23, 2021 to May 29, 2022

Washington

Karl Engel, boys' and girls' cross country adjunct coach @ \$2,016, August 23, 2021 to May 29, 2022

Edison

Barbara Pinkerton, boys' and girls' cross country adjunct coach @ \$2,016, August 23, 2021 to May 29, 2022

Edison

Michael Brown, assistant football adjunct coach @ \$3,335, August 23, 2021 to May 29, 2022

Memorial

Joanna Bentley, girls' swimming adjunct coach @ \$2,782, August 23, 2021 to May 29, 2022

Rogers

Dan McKenzie, volleyball adjunct coach @ \$3,371, August 23, 2021 to May 29, 2022

Washington

Eric Gill, boys' JV basketball adjunct coach @ \$2,119, August 23, 2021 to May 29, 2022

Central

James Griffith, assistant football adjunct coach @ \$3,335, August 23, 2021 to May 29, 2022

Edison

Terry Bradford, assistant football adjunct coach @ \$3,335, August 23, 2021 to May 29, 2022

East Central Jr High

Perla Rosales Avelar, head volleyball adjunct coach @ \$3,371, August 23, 2021 to May 29, 2022

Rogers

Bart Hill, boys' soccer adjunct coach @ \$3,878, August 23, 2021 to May 29, 2022

Central

Wylan Terrell, varsity football adjunct coach @ \$3,335, August 23, 2021 to May 29, 2022

Washington

Georgette Morris, volleyball adjunct coach @ \$1,202, August 23, 2021 to May 29, 2022

SUBSTITUTE AND TEMPORARY ELECTIONS – Continued

East Central HS

Jayme Thompson, 9th gr. Girls' basketball adjunct coach @ \$2,119, September 1, 2021 to May 29, 2022

Edison HS

Taylor Eckelt, head volleyball adjunct coach @ \$3,371, September 1, 2021 to May 29, 2022

Washington

Larry Boone Jr., 9th grade assistant football adjunct coach @ \$2,877, September 1, 2021 to May 29, 2022

Central JH

Donald Pope, assistant football adjunct coach @ \$2,877, September 9, 2021 to May 29, 2022

Central JH

Donald Pope, boys' basketball assistant adjunct coach @ \$2,119, September 9, 2021 to May 29, 2022

Edison

Lauren Brittan, assistant volleyball adjunct coach @ \$1,602, September 9, 2021 to May 29, 2022

Washington

Rachel Block, girls' assistant basketball adjunct coach @ \$2,577, September 9, 2021 to May 29, 2022

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Parent Resource Center – 11-0284-2194-501210-000-000000-322-05-020-0284

Pay the Parent Involvement Facilitators James White, Shara Smith and Sharon Anderson a stipend of \$15,000 each for additional duties.

Special Education Boot Camp – 11-6210-2212-501700-239-000000-108-06-066

Pay exceptional student support staff to be named, (total per session not to exceed \$5,000) to manage all operational and administrative duties for an Oklahoma State Department of Education sponsored nontraditional route to Special Education Certification outside of contracted hours for Fall 2021, Winter 2022, and Summer 2022 bootcamp starting July 1, 2021 – June 30, 2022.

Grant Funded – 11-0502-2213-501700-000-000000-21005-0707-0502

Pay certified teachers to be names a stipend not to exceed \$1,100 to support the expansion and implementation of elementary systems

SUPPORTING INFORMATION

CONSENT ITEM E-3

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Junior Case Manager, Strong Tomorrows- Enrollment Center / Student and Family Support Services</p> <p><i>Annual Budget Impact:</i> \$ 39,600 min. – \$ 59,400 max.</p> <p><i>Funding Source:</i> xx-xxxx-xxxx-xxxxxx- xxx-xxxxxx-xxx-xx-xxx</p> <p><i>Grant Funded</i></p>	<p>BG-5 12 Months</p>	<p>The Junior Case Manager supports expecting and parenting students through the Strong Tomorrows’ program by way of shadowing Strong Tomorrows’ staff, which is in collaboration among the school, local public and private human services agencies to ensure academic success and graduation. This role within the Strong Tomorrows’ program supports the work within Tulsa Public Schools to support our core values of equity and excellence.</p> <p>This is a 1-year position.</p>

Create:

Position	Salary/Grade	Duties
<p>Family Support Specialist - Enrollment Center / Student and Family Support Services</p> <p><i>Annual Budget Impact:</i> \$ 39,913 min. – \$ 56,074 max.</p> <p><i>Funding Source:</i> xx-xxxx-xxxx-xxxxxx- xxx-xxxxxx-xxx-xx-xxx</p> <p><i>Grant Funded</i></p>	<p>BG-6 190 Days</p>	<p>The Family Support Specialist acts as a mental health advocate, liaison between community agencies and/or government institutions and Team Tulsa sites, and district level social service specialist focused on student, family, staff and site support. The family support specialist is an advocate for families and collaborates with agencies/institutions, Team Tulsa schools, district personnel/support, and community stakeholders to increase access to mental health related services and improve continuity of care for general education (non ESS) students and stakeholders in need of mental health related support.</p>

SUPPORTING INFORMATION

INFORMATION ITEM G-4

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/Grade	Duties
<p>Grounds Journey person - Maintenance / Grounds</p> <p><i>Annual Budget Impact: \$ 25,646 min. – \$ 34,237 max.</i></p> <p><i>Funding Source: 21-0000-2630-501210- 000-000000-905-01- 002-</i></p>	<p>MT-8 \$12.33/hr. to \$16.46/hr. 12 Months</p>	<p>Perform a variety of tasks necessary to maintain the grounds and athletic fields for Tulsa Public Schools. This position will be required to complete all assigned work orders in a timely manner as assigned by Supervisor.</p>

Create:

Position	Salary/Grade	Duties
<p>Special Education Budget Analyst – ESC / Exceptional Students Support Services</p> <p><i>Annual Budget Impact: \$ 39,600 min. – \$ 59,400 max.</i></p> <p><i>Funding Source:</i></p>	<p>BG-5 12 Months</p>	<p>Maintains budget expenditures of grants, tracking all claims, working with state, federal and district staff as it relates to budgets.</p>

Create:

Position	Salary/Grade	Duties
<p>Special Education Health Care Specialist – ESC / Exceptional Students Support Services</p> <p><i>Annual Budget Impact: \$ 47,080 min. – \$ 70,619 max.</i></p> <p><i>Funding Source:</i></p>	<p>BG-8 190 Days</p>	<p>The Health Care Specialist, supports the management of the Medicaid School Health Services (SHS) program. Assist with Random Moment Time Study (RMTS) oversight; coordinate claim documentation, reports, and tracking; submit and validate cost reporting; ensure Local Services Plan compliance; and provide support training and resources as necessary for the evolution of the program. Collaborate with the state agencies, and the national organization to strategize in maximizing revenue.</p>

Create:

Position	Salary/Grade	Duties
<p>Special Education Program Manager – ESC / Exceptional Students Support Services</p> <p><i>Annual Budget Impact:</i> \$ 56,500 min. – \$ 84,700 max.</p> <p><i>Funding Source:</i></p>	<p>EG-5 12 Months</p>	<p>The Special Education Program Manager is responsible for the implementation of district policies and procedures in compliance with IDEA indicators from the Department of Special Education and Student Services. Special Education Program Manager will collaborate with school personnel in the identification and development of centralized programming including adaptive curriculum, placements into the centralized programs, assistive technology, and alternative assessments (OAAP)</p>

Create:

Position	Salary/Grade	Duties
<p>Special Education Academic Partner – ESC / Exceptional Students Support Services</p> <p>2 Positions</p> <p><i>Annual Budget Impact:</i> \$ 113,000 min. – \$ 169,400 max.</p> <p><i>Funding Source:</i></p>	<p>EG-5 12 Months</p>	<p>The Special Education Academic Partner, in collaboration with the Special Education Directors and other members of Teaching and Learning, is responsible for delivering within their network Specially Designed Instruction which includes high-quality instructional resources, enhancing classroom practices, and tiered levels of support programs to increase Tulsa Public Schools students' achievement and to prepare all students for success in college, career, and life. The Special Education Academic Partner works with their Instructional Leadership Director within an assigned network of schools to ensure IDEA policies and procedures are implemented to meet the needs of each individual student on an IEP.</p>

Delete:

Position	Salary/Grade	Duties
Budget Technician – ESC / Exceptional Students Support Services <i>Annual Budget Impact:</i> \$ 30,867 min. – \$ 41,621 max. <i>Funding Source:</i>	CA-12 \$14.84/hr. to \$20.01/hr. 12 Months	Responsible for providing support to the director in a variety of complex and technical budget related duties, including analysis, documentation preparation, and budget monitoring as well as serving as a resource to administrators, staff and other departments.

Delete:

Position	Salary/Grade	Duties
Special Education Specialist – ESC / Exceptional Students Support Services 2 Positions <i>Annual Budget Impact:</i> \$ 70,970 min. – \$ 96,262 max. <i>Funding Source:</i>	CA-15 \$17.06/hr. to \$23.14/hr. 12 Months	Responsible for the implementation of the district's special education and homebound web-based coursework program. Ensures regular updates are performed to the courseware program for optimal functioning. Reconfigures computers at building sites that do not have the ability to run the program. Provides monthly trainings to teachers and other district personnel in utilizing the program and interpreting student reports. Facilitates student enrollment in the educational courseware program. Manipulates and monitors student information and data. Troubleshoots and diagnoses courseware and computer issues. Creates reports as required. Assists students in accessing and using the web-based courseware.

Delete:

Position	Salary/Grade	Duties
Autism Specialist / Program Developer – ESC / Exceptional Students Support Services 2 Positions <i>Annual Budget Impact:</i> \$ 97,400 min. – \$ 146,200 max. <i>Funding Source:</i>	EG-3 12 Months	The Exceptional Student Services Autism Specialist/Program Developer will support students, teachers, paraprofessionals, and the administration of skills-based classrooms. The Autism Specialist/Program Developer will develop and oversee effective implementation of curriculum, data analysis, and behavior management in skills-based classrooms. The Autism Specialist/Program Developer will develop and provide on-site and district-wide professional development opportunities.