



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **August 17, 2020**, at 6:30 PM, conducted using videoconference pursuant to Title 25, Section 307.1 of the Oklahoma Statutes, as amended by Senate Bill 661. There is no physical site or location for this meeting. Each member of Board of Education will be appearing for the meeting remotely by using videoconference. If the audio connection is lost, the meeting will be stopped and reconvened as soon as the audio connection is restored. Please stand by.

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

This is an open, public meeting held in accordance with the Open Meeting Laws of the State of Oklahoma. The purpose of this meeting is to conduct the business of the School District. As the elected representatives of the School District voters and school patrons, the School Board members will be making decisions concerning the operation of the School District. Members of the public may access the meeting by videoconference at [tulsaschools.org](https://www.tulsaschools.org).

**In accordance with Board Policy 1301, individuals may comment on business items or recommendations appearing under the Action or Information portions of a regular meeting agenda. Requests to comment must be made by submitting a completed form for each topic. Forms are available online on the Tulsa Public Schools website at <https://www.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/citizens-commentform>, at least seven days prior to each meeting. Statements to the School Board by members of the public are limited to five minutes each.**

**A. OPENING EXERCISES**

- A.1. Remind those wishing to address the Board, sign with the clerk -- 5-minute limit.
- A.2. Call to order and confirm that a quorum of the Board is present.
- A.3. Flag salute

**B. MOTION TO VOTE AND ADOPT THE AGENDA**

**C. SPECIAL PRESENTATIONS/AWARDS/RESOLUTIONS**

**D. APPROVAL OF MINUTES**

Approve minutes of the July 27, 2020 special meeting of the board and the August 3, 2020, regular meetings of the board.

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

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

**G. INFORMATION AGENDA**

**H. STAFF REPORTS**

Update on progress in implementing recommendations from the North Tulsa Community Education Task Force to include questions and dialogue among board members.

**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 Tuesday, September 8, 2020, 6:30 p.m.

**O. MOTION AND VOTE TO ADJOURN**



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

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

### **TEACHING AND LEARNING**

**E.1. RECOMMENDATION:** Renew a consulting agreement with Collaborative for Academic, Social and Emotional Learning (CASEL) to provide training for district-wide implementation of social and emotional learning (SEL).

**FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate 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 \$120,000

**FUND NAME/ACCOUNT:** Grant Account: 11-0244-2340-503600-000-000000-000-05-020-0244

#### **RATIONALE:**

The wellbeing of our students, staff and families is a top priority for our district. For the last three years, Tulsa Public Schools has been the recipient of a multi-year grant through the Wallace Foundation to pilot social emotional learning and expanded learning in the following elementary schools: McClure, Eugene Field, Robertson, Walt Whitman, and Council Oak. This year the grant is opening up to support 5 new Elementary schools which include Patrick Henry, Unity, Salk, John Hope Franklin and Bell. The grant will also fund district-wide social emotional learning activities. CASEL is a technical assistance provider through this grant. CASEL will support Tulsa Public Schools to:

- conduct comprehensive district resources and needs inventory to assess programming and initiatives in place that can be leveraged and spread while identifying areas of need in schools throughout the District;
- develop an effective SEL professional learning program for school-based staff. This training provides for 200 hours of professional learning district-wide yearly, enables explicit SEL learning for students and embeds in district-wide professional learning opportunities, and ensures that SEL is a support for district wide equity work;
- Direct consultation and support to develop and implement SEL Learning Standards for students;
- integrate SEL practices into Existing Priorities and Initiatives including equity, academic instruction, discipline policies, teacher and principal evaluation practices; and family and community partnerships.

**E.2. RECOMMENDATION:** Renew the memorandum of understanding (MOU) with Tulsa County Technology Center School District #18 (Tulsa Tech) to participate in the Tulsa Tech Aerospace Academy (TTAA) and Career Academy programs during the 2020-2021 school year.

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

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

COST: Not to exceed \$100,000

FUND NAME/ACCOUNT: General Fund, 11-0956-1000-505990-100-000000-000-08-600

REQUISITION/CONTRACT: 1210124

RATIONALE: The goal of the Tulsa Tech Aerospace and Career Academy Programs is to prepare students for the world of work by providing an opportunity to earn a high school diploma and obtain occupational training and employability skills.

### **TALENT MANAGEMENT**

**E.3.** 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 of length of effective date of contract.

### **FINANCIAL SERVICES**

**E.4.** RECOMMENDATION: Approve the July 31, 2020 - August 13, 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.

### **BOND PROJECTS AND ENERGY MANAGEMENT**

**E.5.** RECOMMENDATION: Purchase white fleet vehicles for the district's maintenance, information technology, assets management, and campus police departments, and one forklift for use in the district's Warehouse, from the most responsible bidders as follows:

<b>VENDOR</b>	<b>DESCRIPTION</b>	<b>COST</b>
Jim Norton Chevrolet, Broken Arrow, OK	Cargo Vans (9)	\$220,687.20
Jim Norton Chevrolet, Broken Arrow, OK	Sedan (1)	\$19,685.00
Jim Norton Chevrolet, Broken Arrow, OK	Police Units (2)	\$70,000.00
Southern Material Handling, Tulsa, OK	Forklift (1)	\$34,905.00

COST: \$345,277.20

FUND NAME/ACCOUNT: 38-1410-2660-507610-000-000000-000-12-049-

RATIONALE: The purchase of these vehicles is part of the 2015 bond issue to improve the safety and efficiency of equipment essential to support day to day operations in the district. Evaluations of our white fleet vehicles are done every year to assess need and condition of vehicles. Currently, seven maintenance, two information technology, one assets management, and two police vehicles have completed their useful life cycles, all have well exceeded 200,000 miles, and are no longer cost effective to maintain. The new forklift will replace a 20-year old lift that has become too expensive to maintain in good, safe operating condition. The combined average age

of the district's six forklifts (2 sit-down models and 4 stand-up models) is 18 years. The forklifts are used on a daily basis to pull orders, load and unload trucks, and to move items throughout the warehouse to efficiently maintain inventory. Replacement of these vehicles will reduce maintenance costs and eliminate disruption of services due to faulty equipment. This item was originally presented on the July 20,2020, information agenda as item G.8.

- E.6.** RECOMMENDATION: Amend item E.9 of the July 20, 2020, agenda, entering into a contract with Turner Roofing, the lowest responsible bidder, for roofing the Owen Elementary School addition, to reflect a cost of **\$292,220**.

COST: **\$292,220** (This is part of the Nabholz Construction GMP that was approved as item E.5 of the May 4, 2020, agenda.)

RATIONALE: This amendment is necessary to correct a typographical error. The cost was incorrectly listed as \$291,220 on the July 20, 2020, agenda. The addition consists of four early childhood classrooms that will also serve as a FEMA storm shelter for the entire school. The Owen Elementary School classroom addition is part of the 2015 bond issue.

- E.7.** RECOMMENDATION: Amend Item E.5 of the May 4, 2020, agenda, approving amendment #11A with Nabholz Construction Company, Incorporated, for the classroom addition at Owen Elementary School, to reflect the revised cost contingency as listed below.

COST: Phase I: \$389,805.00 - Contingent upon the successful sale and receipt of 2020B bond funds.

Phase II: \$1,999,998.00 - Contingent upon the successful sale and receipt of 2020B bond funds.

Phase III: \$1,098,037.00 - **Contingent upon the successful sale and receipt of 2021A bond funds.**

FUND NAME/ACCOUNT: Bond Fund, 38-1210-4720-504500-000-000000-039-12345-SA009 - This project is contingent upon the successful sale and receipt of bond funds **as designated above.**

RATIONALE: This item is necessary to correct a clerical error in the allocation of expenses to appropriate bond funds. In the original item, all three phases of this project were listed as being contingent upon the successful sale and receipt of 2020B bond funds. However, Phase III of the Owen Elementary School classroom addition was budgeted as a 2021A bond fund expenditure.

- E.8.** RECOMMENDATION: Enter into a trade contract with Crossland Construction Company, Inc., the lowest responsible bidder, for construction of a storm sewer at Salk Elementary School.

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

COST: \$42,982

RATIONALE: The new storm sewer is a component of the Salk Elementary School interior renovation project, which is part of the 2015 bond issue. This trade contract will be assigned to Crossland Construction Company, Inc., the construction manager at risk on the project.

**E.9.** RECOMMENDATION: Assign the trade contract for construction of a storm sewer at Salk Elementary School to Crossland Construction Company, Inc., the construction manager at risk on the Salk Elementary School interior renovation 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 trade contract will be encumbered to Crossland Construction Company, Inc. The new storm sewer is a component of the Salk Elementary School interior renovation project, which is part of the 2015 bond issue.

**E.10.** RECOMMENDATION: Approve amendment 15B to Crossland Construction, Inc., for the Salk Elementary School interior renovation project.

Trade Contracts	\$42,982
Reimbursables	\$2,149
General Conditions	\$3,949
Management Fees	\$1,718
<b>Total GMP</b>	<b>\$50,798</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: \$50,798

FUND NAME/ACCOUNT: Bond Fund account: 38-1230-4720-504500-000-000000-046-12-402-RN016 Contingent upon the successful sale an receipt of 2020B bond funds.

RATIONALE: Construction of the storm water sewer is part of the waterproofing project at Salk Elementary School. The storm sewer will move water away from the building, relieving dampness around the foundation, and will stop water from seeping through the walls. The Salk Elementary interior renovation project is part of the 2015 bond issue.

**E.11.** RECOMMENDATION: Approve a storm sewer easement with the City of Tulsa for the new Rogers College High School Stadium.

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

RATIONALE: The Rogers College High School stadium is part of the 2015 bond issue.



**E.12.** RECOMMENDATION: Approve change order #2 to increase the amount of the track resurfacing contract with Beynon Sports Surfaces, Inc., in the amount of \$9,400. The original contract was approved on the March 9, 2020, agenda as item E.18.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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: \$9,400

FUND NAME/ACCOUNT:

Bond fund account: 38-1230-4300-507150-000-000000-083-12-730-PE007 contingent upon the successful sale and receipt of bond funds

REQUISITION/CONTRACT: 42000189

RATIONALE: A full deck repair was required on 940 square feet of the Hale High School track. This was an unforeseen condition that was not identified until the track was resurfaced. Track repairs and upgrades are part of the 2015 bond issue.

## **OPERATIONS**

**E.13.** RECOMMENDATION: Approve a price increase of \$0.15 per lunch for student-paid lunches during the 2020-2021 school year, and approve a price increase of \$0.05 for adult breakfast and \$0.10 for adult lunches during the 2020-2021 school year.

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

RATIONALE: Section 205 of the Healthy Hunger-free Kids Act of 2010 requires an annual price increase for secondary student-paid lunches for students who are not eligible for free or reduced-price meals. This price increase does not apply to secondary students who are eligible for free or reduced-price lunches, but it does help to defray the cost of meals for these students. All elementary students will continue to receive meals free of charge under the Community Eligibility Provision. The secondary lunch price during the 2019-2020 school year was \$2.85. The cost of secondary student-paid lunches during the 2020-2021 school year will be \$3.00. This change will not impact secondary students who qualify for free and reduced lunches who represent approximately 84% of our secondary student population. 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 2020-2021 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 from page C-43 of the Compliance Section of the Child Nutrition Manual. The price of an adult breakfast will be \$1.90 and the price of an adult lunches will be \$3.95 during the 2020-2021 school year.

**E.14.** RECOMMENDATION: Enter into a Mutual Termination and Release Agreement with Power 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:** PowerSchool incorrectly invoiced the District for renewal of software and related services contained in Quotes Q-124707-4 and Q-124710-4 (“Quotes”). The District did not request or authorize a renewal of the software and related services. This Mutual Termination and Release Agreement, formally releases the District from any and all obligation for payment of the invoices related to Quote numbers Q-124707-4 and Q-124710-4 and PowerSchool from providing the software and related service described in the referenced Quotes.

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

**DEPUTY SUPERINTENDENT**

**F.1.** **RECOMMENDATION:** Enter into a memorandum of understanding (MOU) with the Center for Family Resilience (CFR) and Mitchell Elementary School to be in effect from September 1, 2020 through May 31, 2021.

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

**RATIONALE:**

Tulsa Public schools strongly values the social and emotional health of its students. This MOU identifies and defines the roles and responsibilities of the Center for Family Resilience (CFR) and Mitchell Elementary School in Tulsa Public Schools (TPS) for the sustainability and evaluation of the PAX Good Behavior Game (PAX). CFR will provide a \$1,500 stipend to a selected Mitchell teacher for serving as the Internal PAX Partner to support sustainability of the program at Mitchell Elementary. The PAX Good Behavior game is a program provided through Mitchell Elementary’s partnership with the OSU Center for Family Resilience. This program is an evidence-based classroom environmental intervention designed to teach students self-regulation, co-regulation, self-control, and self-management and uses trauma-informed techniques to focus on positive behavior. In its first year of implementation, the PAX Good Behavior Game contributed to a decrease in suspensions school-wide.

**F.2.** **RECOMMENDATION:** Approve the 2020-2021 Student and Family Guide to Success /Behavior Response Plan (BRP).

**FURTHER RECOMMEND:** The attorneys for the school district prepare/approve the appropriate 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 Student and Family Guide to Success provides guidance and resources for families, students, and schools that include: resources and procedures for responding to a breach in school culture, including the behavior response plan; important

behavioral and social emotional resources for students and families; rights and responsibilities of students and families; and updated distance and virtual learning behavioral expectations.

The Student and Family Guide to Success is reviewed and revised annually by a team that includes: school principal working group; Campus Police; Office of the General Counsel; Office of Exceptional Student Support Services; and Office of Student and Family Support Services. Revisions for 2020-2021 include updates to medical notices to address COVID; updates to legal notices to address directory information; updated BRP codes to address vaping, misconduct and sexual harassment; new guidance related to behavioral expectations during distance learning; and new guidance related to the updated attendance policy during distance learning.

## **INFORMATION AND ANALYTICS**

**F.3.** RECOMMENDATION: Correct item F.5 of the August 3, 2020, agenda, entering into an agreement with, Verizon Wireless, for data services for hotspots.

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 to be paid through CARES Act dollars

FUND NAME/ACCOUNT: CARES, 11-7880-2230-505340-000-000000-000-05-070-7880

REQUISITION/CONTRACT: 12101890

RATIONALE: This amendment is necessary because the name of the vendor was incorrectly listed as OneNet.

## **G. INFORMATION AGENDA**

### **TALENT MANAGEMENT**

**G.1.** RECOMMENDATION: Pay certified teacher Mary LeeAnneJimenez a salary payment in the gross amount of \$6,091.25 on or about August 20, 2020, as additional compensation for her service as TCTA Vice President for the 2020-2021 school year. All costs of said payment to Ms. Jimenez, including but not limited to the employer-paid portion of all taxes and benefits, will be reimbursed to the district by TCTA.

RATIONALE: Ms. Jimenez began her service as TCTA Vice President on or about July 15, 2020. Teachers' salaries are normally paid out in 12 monthly installments from September - August. TCTA desires for Ms. Jimenez to receive an additional payment equivalent to 1/12 of her 2020-2021 gross annual salary in August 2020, so that Ms. Jimenez can remain on the September - August pay cycle for teachers, while still receiving a full monthly salary payment each month from August 2020 - August 2021. Because TCTA will be reimbursing the district for the payment and all taxes and benefits associated therewith there will be no cost to the district for this additional payment.

**G.2. RECOMMENDATION:** Approve position creations/deletions.

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

**FINANCIAL SERVICES**

**G.3. RECOMMENDATION:** Enter into a contract with Valerie Larson-Howard, licensed clinical social worker of Tulsa, Oklahoma, to provide comprehensive mental health and social services for eligible children at St. Pius X School.

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

COST: Not to exceed \$10,000

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

REQUISITION/CONTRACT: 12101590

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

**BOND PROJECTS AND ENERGY MANAGEMENT**

**G.4. RECOMMENDATION:** Approve development contracts with the City of Tulsa for a new stadium at Central High School, and a new fieldhouse at East Central High School.

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

RATIONALE: The City of Tulsa requires developer contracts on all projects before issuing building permits. The new Central High School Stadium and East Central High School Field House will strengthen the district's support of athletic activities at these schools for both middle and high school students. Central High School currently shares a stadium with Webster High School, which requires Central High School Students to travel and play home games at the stadium at Webster. The new stadium will allow Central students to practice and play all of their home games at their own stadium. The East Central High School field house will provide an updated facility with an additional practice court to be used by multiple teams, including middle school games. Families and the community will be able to support students at these new facilities, and create additional opportunities for community engagement. The Central High School Stadium and the East Central High School field house are parts of the 2015 bond issue.

- G.5.** RECOMMENDATION: Approve Supplement #3 to the master contract with Sparks Reed LLC Architects for Central High School Stadium and school 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 estimated cost of the new stadium is \$3,000,000. The architect will be paid 7.0 percent of the total cost of the project.

RATIONALE: The new stadium at Central High School is part of the 2015 bond issue. The new stadium will strengthen the district's support of athletic activities at this school for both middle and high school students. Central High School currently shares a stadium with Webster High School, which requires Central High School students to travel and play home games at the stadium at Webster. The new stadium will allow Central students to practice and play all of their home games at their own stadium. Families and the community will be able to support students at this new facility, and create additional opportunities for community engagement.

- G.6.** RECOMMENDATION: Approve the purchase and installation of Energy Management Systems (EMS) for 13 Tulsa Public Schools sites. The sites include Burroughs, Eugene Field, Hamilton, Hawthorne, Lewis & Clark, Sequoyah, and Skelly elementary schools; Skelly Primary School; Carver and Memorial middle schools; and Lombard, Phoenix Rising, and Street School.  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.  
COST: Approximately \$750,000 (This project is currently in the bidding phase.)

RATIONALE: 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 buildings is paramount. Replacing older units will be critical to maintain a better learning environment. The new EMS systems will allow better control and monitoring of individual classrooms to improve indoor air quality. The district currently has 50 sites equipped with EMS systems. This purchase will provide systems for an additional 13 buildings. The purchase and installation of EMS systems for remaining district sites will be included in the 2021 bond issue.

- G.7.** RECOMMENDATION: Enter into a contract with the lowest responsible bidder to provide HVAC units at various 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: Approximately \$1,250,000  
FUND NAME/ACCOUNT: Bond Fund, applicable accounts

RATIONALE: These new HVAC units will replace non-functioning units at various sites throughout the district. 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 buildings is paramount. Replacing non-functioning HVAC units will be critical to maintain a better learning environment.

## **SUPERINTENDENT OF SCHOOLS**

- G.8.** RECOMMENDATION: Approval of Tulsa Public Schools 2020-2021 Opening of School Plan as required by Oklahoma Emergency Rule 210:35-21-2.

RATIONALE: This plan summarizes the various elements of Tulsa Public Schools' plan for the opening of schools under COVID-19 and the key elements that operationalize the Board of Education's approval of distance learning. This plan provides narrative detail about many elements of the plan that have been discussed in stakeholder and board meetings.

**SUPPORTING INFORMATION****CONSENT ITEM E-3****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Adewale, Peace	8/20/20	\$40,000.00	Teacher	B-0
Allen, Alexander	8/20/20	\$30,000.00	Apprentice	NS
Bain, Carmen	8/18/20	\$55,237.00	Librarian	M-22
Barcus, John	8/20/20	\$30,000.00	Apprentice	NS
Basnett, Patricia	8/20/20	\$45,294.00	Teacher	D-4
Bell, Raven	8/20/20	\$30,000.00	Apprentice	NS
Boman, Cindy	8/20/20	\$53,449.00	Teacher	M-20
Boone, Hannah	8/20/20	\$40,000.00	Teacher	B-0
Bowen, Dee	8/20/20	\$55,805.00	Teacher	M-23
Brown, Kisha	8/20/20	\$40,820.00	Teacher	B-2
Brown, Sondra	8/20/20	\$42,745.00	Teacher	M-4
Caligone, James	8/20/20	\$30,000.00	Apprentice	NS
Carder, Melissa	8/20/20	\$30,000.00	Apprentice	NS
Cardwell, Kimberly	8/20/20	\$30,000.00	Apprentice	NS
Chenoweth, Kim	8/20/20	\$44,140.00	Teacher	B-8
Childers, Andra	8/20/20	\$30,000.00	Apprentice	NS
Covel, Christin	8/20/20	\$42,200.00	Teacher	B-5
DeSpain, Athena	8/20/20	\$40,000.00	Teacher	B-0
Diaz, Aimar	8/20/20	\$40,000.00	Teacher	B-0
Dowler, Brookes	8/20/20	\$30,000.00	Apprentice	NS
Dunmire, Jennifer	8/20/20	\$47,575.00	Teacher	M-12

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Fennoy, Eboni	8/20/20	\$30,000.00	Apprentice	NS
Firth, Natasha	8/20/20	\$30,000.00	Apprentice	NS
Forbis, Andrew	8/20/20	\$30,000.00	Apprentice	NS
Freeman, Michal	8/20/20	\$30,000.00	Apprentice	NS
Gaber, Victoria	8/20/20	\$30,000.00	Apprentice	NS
Gibson, Qutaija	8/20/20	\$30,000.00	Apprentice	NS
Goodman, Kiva	8/20/20	\$40,000.00	Teacher	B-0
Graham, Allison	8/20/20	\$30,000.00	Apprentice	NS
Greeson, Kelly	8/20/20	\$41,410.00	Teacher	M-1
Guerrero, Cristina	8/20/20	\$40,410.00	Teacher	B-1
Hall, Shekinah	8/20/20	\$40,000.00	Teacher	B-0
Harper, Christina	8/20/20	\$52,389.00	Teacher	D-14
Harris, Emma	8/20/20	\$40,000.00	Teacher	B-0
Harvey, Bryshana	8/20/20	\$30,000.00	Apprentice	NS
Haverkamp, Timothy	8/20/20	\$30,000.00	Apprentice	NS
Henderson, Amanda	8/20/20	\$46,075.00	Teacher	B-12
Hewitt-White, Brenda	8/20/20	\$30,000.00	Apprentice	NS
Hubbard, Monae	8/20/20	\$30,000.00	Apprentice Counselor	NS
Huffer, Madison	8/20/20	\$30,000.00	Apprentice	NS
Johnson, Nhandi	8/20/20	\$30,000.00	Apprentice	NS
Jones, Leari-Jenee	8/20/20	\$40,000.00	Teacher	B-0
Kelly, Keith	8/20/20	\$30,000.00	Apprentice	NS
Kim, Joseph	8/20/20	\$30,000.00	Apprentice	NS



ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
King, Kyle	8/20/20	\$30,000.00	Apprentice	NS
Martin, Pam	8/20/20	\$40,000.00	Teacher	B-0
Matuszak, Sarah	8/20/20	\$40,410.00	Teacher	B-1
McElroy, Brandi	8/20/20	\$30,000.00	Apprentice	NS
McLaughlin, Morgan	8/20/20	\$30,000.00	Apprentice	NS
Milburn, Claire	8/20/20	\$41,410.00	Teacher	M-1
Moore, Donna	8/20/20	\$30,000.00	Apprentice	NS
Peter, Emily	8/20/20	\$40,000.00	Teacher	B-0
Ramirez, Sally	8/20/20	\$30,000.00	Apprentice	NS
Randels, Brooke	8/20/20	\$30,000.00	Behavior Interventionist Apprentice	NS
Reiser, Shelby	8/20/20	\$30,000.00	Apprentice	NS
Remington, Greta	8/20/20	\$52,102.00	Teacher	B-21
Ruggles, Keith	8/20/20	\$40,000.00	Teacher	B-0
Smiddy, Mary Ann	8/20/20	\$30,000.00	Apprentice	NS
Snel, Zechariah	8/20/20	\$30,000.00	Apprentice	NS
Sprigby, Angela	8/20/20	\$50,894.00	Teacher	M-17
Stengel, Madison	8/20/20	\$30,000.00	Apprentice	NS
Thomas, LeeAnn	8/20/20	\$40,000.00	Teacher	B-0
Thomas, Sarah	8/05/20	\$30,000.00	Apprentice Counselor	NS
Thompson, Megan	8/20/20	\$30,000.00	Apprentice	NS
Torres, Hector	8/20/20	\$40,820.00	Teacher	B-2
Villarreal, Maria	8/10/20	\$10.31	Evening Custodian	MT-3

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Waldron, Arnita	8/20/20	\$40,000.00	Teacher	B-0
Williams, Mitchel	8/20/20	\$30,000.00	Apprentice	NS

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Alford Jr., Romeo	7/01/20	\$88,796.00	Assistant Principal	Interim Principal	EG-8
Alondra, Vidales	7/06/20	\$12.91	Head Custodian	Assistant Custodian	Head MT-8
Arnold, Catrina	8/18/20	\$48,000.00	Talent Specialist	Talent Acquisition Manager	BG-5
Bassham, Larinda	7/01/20	\$16.45	Registrar	Customer Care Associate	Lead CA-10
Butler, Katrina	8/20/20	\$13.08	Apprentice	DD Paraprofessional	IS-6
Crow, Tyson	9/03/19	\$19.74	School Safety Officer	School Safety Officer	TS-11
Day, Barbara	8/20/20	\$13.08	Apprentice	1:1 Paraprofessional	IS-6
Durbin, Denise	8/20/20	\$57,179.00	Psychometrist	Psychologist	M60-20
Estrada Perez, Dora	7/01/20	\$16.08	Registrar	Customer Care Associate – Bilingual	CA-10
George, John	8/20/20	\$14.29	Paraprofessional	ED Paraprofessional	IS-10
Henson, Charlotte	8/04/20	\$13.47	Head Custodian	Unassigned Custodian	MT-3
Hicks, Jessica	7/20/20	\$54,000.00	Teacher	SEL Improvement Coordinator	Continuous BG-7
Hill, Ozye	8/05/20	\$65,785.00	Compliance Monitoring Specialist	ESS Site Specialist	M30-34
Hill, Terri	8/20/20	\$49,895.00	Compliance Monitoring Specialist	Teacher	M-16
Ingmire, Raylene	8/05/20	\$52,870.00	ESS Instructional Mentor	ESS Site Specialist	B-22
Johnson, Stacy	8/20/20	\$44,140.00	Part Time Teacher	Teacher	B-8

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Kalbe, Dana	7/30/20	\$73,401.00	Assistant Principal	Interim Principal	EG-7
Lantz, Kevin	8/20/20	\$13.08	Teacher	Teacher Assistant	IS-6
Moonen, Sandra	7/01/20	\$14.32	Registrar	Customer Associate	Care CA-9
Parker, Janet	8/20/20	\$65,177.00	SPED Instructional Mentor	Teacher	M-32
Phillips-Thomas, Jazzmine	8/20/20	\$30,000.00	Teacher Assistant	Apprentice	NS
Powers, Marcus	8/20/20	\$13.08	Teacher	Teacher Assistant	IS-6
Sommers, Christina	8/05/20	\$47,519.00	Teacher	ESS Site Specialist	M60-10
Taylor, Becky	7/01/20	\$14.32	Registrar	Customer Associate	Care CA-9
Trowhill, Dana	8/17/20	\$60,000.00	Virtual School Systems Coordinator	Education Technology & Systems Manager	EG-5
Zandbergen, LaQuanda	8/20/20	\$13.08	Apprentice	Teacher Assistant	IS-6

## SEPARATIONS

Name	Effective Date	Position
Anguiana, Orta, Mariana	7/13/20	Teacher Assistant
Basora, Clarissa	5/26/20	Teacher
Boaz, Thelma	5/26/20	Teacher
Bradshaw, Andy	7/28/20	Special Needs Bus Driver
Brown, Ruth	5/22/20	Cafeteria Assistant
Burgess, Darlene	5/26/20	Teacher
Cox, Francesca	5/26/20	Teacher
DeHart, Cecilia	6/03/20	Health Assistant
Edwards, Seletha	7/30/20	Evening Custodian
Farrow, Terisa	8/04/20	Cafeteria Manager
Floyd, Amecia	7/30/20	1:1 ED Paraprofessional
Foreman, Teresa	7/30/20	Apprentice
Foshee, Jordan	5/26/20	Teacher
Frazier, Dwayne	7/31/20	Head Custodian
Garba, Hamsatu	5/26/20	Apprentice
Gibbs, Sonya	11/30/18	Bus Driver
Green, Jourdan	7/28/20	Unassigned Custodian
Hempel, Mang	5/26/20	Teacher
Hernandez, Aaron	8/20/20	Teacher – Offer Rescinded
Houchin, Madison	7/23/20	Behavior Support Specialist
Hunt, Jeanne	6/03/20	School Clerk
Jackson, Charles	7/31/20	School Safety Officer
Johnson, Jennifer	5/26/20	Teacher
Kennedy, Terrecia	7/24/20	1:1 MD Paraprofessional
Killer Hill, Kiera	7/24/20	Teacher Assistant
Kirby, Kristina	5/26/20	Teacher
Ladd, Joyvela	5/24/20	Teacher Assistant
Lancaster, Mary	8/05/20	Paraprofessional
Lissonnet, Hilda	6/01/20	School Clerk
Littlejohn, Karisma	7/24/20	Teacher Assistant
Macias, Cindy	5/26/20	Teacher
McDowell, Sheree	5/23/20	Cook
Murphy-McNutt, Margery	5/26/20	Teacher
Neely, Amanda	5/26/20	Teacher
Palmer, Sharetta	8/03/20	Teacher Assistant
Patrick, Georgina	7/17/20	Cook II
Pete, Jasmine	5/22/20	School Clerk
Robertson, Lacey	5/26/20	Teacher
Salgado, Yvette	8/14/20	Cafeteria Assistant
Sommers, Tiffany	5/26/20	Teacher
Teel, Jennifer	5/26/20	Teacher
Tolbert, KeArin	5/26/20	Teacher
Valladolid, Rosalinda	8/10/20	Assistant Cafeteria Manager
Weber, Christie	5/26/20	Teacher

### **Rescind:**

SUBSTITUTE AND TEMPORARY ELECTIONS

TUTOR

Acker, Laura  
Horton, Brenda  
Hubner, Jackie  
Iten, Therese  
Lepine, John  
Osborn, Karen  
Rackley, Susan  
Whiteford, Matthew  
Yates, Rhonda

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Nutritional Service Stipend – 22-3850-3180-501210-700-000000-958-03—053

Pay Taylor Horn- Speck a stipend of \$25/day to provide Nutrition Services for Community Action Project of Tulsa County Early Childhood Education Programs. (Total not to exceed \$5000.00)

Child Nutrition FFVP Operational Duties– 22-7680-3120-501210-700-000000-953-03-xxx

Pay Child Nutrition Cafe Managers a stipend of \$25.00 each day they service the Fresh Fruit and Vegetable Program at their site August 2020 – September 2020 (Total not to exceed \$25,000). Funding provided by 2019-20 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3150-501210-700-000000-511-03-053

Pay Child Nutrition Services Employee Jenny Hyams at her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 6 weeks (total not to exceed \$1400) to complete the following tasks: ordering, pricing comparison, product selection and cost spending analysis for the USDA Fresh Fruit and Vegetable Program for 2019-2020. Funding provided by 2019-2020 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3180-501210-700-000000-955-03-053

Pay Child Nutrition Services Employee Taylor Horn-Speck at his regular rate of pay to work an additional 4 hours per week for work performed outside of his normal contract for 6 weeks (total not to exceed \$200) to complete the following tasks: developing nutritional education and promotions for the USDA Fresh Fruit and Vegetable Program for 2019-2020. Funding provided by 2019-2020 USDA Fresh Fruit and Vegetable Program.

Child Nutrition FFVP Admin Duties-22-7680-3140-501210-700-000000-615-03-053

Pay Child Nutrition Services Employee Tammy Christman at 1.5 times her regular rate of pay to work an additional 8 hours per week for work performed outside of her normal contract for 8 weeks ( total not to exceed \$2500) to administrate and supervise the USDA Fresh Fruit and Vegetable Program for 2019-2020. Funding provided by 2019-2020 USDA Fresh Fruit and Vegetable Program.

Tulsa Learning Academy – 11-0000-2213-508600-430-000000-000-07-636

Pay assistant principal, Michael Easley, \$21/hr. to attend the School Leadership Team Summit June 1&2, 2020.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

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

Pay Jacqueline Kelley, site director, at her regular hourly rate for additional department responsibilities August 3, 2020 to August 26, 2020.

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

Pay Jacqueline Kelley, site director, an hourly stipend of \$1.00 per hour worked for additional department responsibilities, August 27, 2020 to June 11, 2021.

TRAICE – 11-0000-2410-501110-000-000000-112-07-750

Pay Romeo Alford, assistant principal, a stipend of \$933.67 per month (not to exceed \$11,204.00) for interim principal duties, July 1, 2020 to June 30, 2021.

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

Pay Transportation Supervisors and Managers (exempt employees) a rate of \$180/day (cost to be reimbursed by non-Tulsa Public Schools groups) to provide the Transportation Department with added supervision during 3<sup>rd</sup> party events for the 2020-2021 school year.

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

Pay Transportation Supervisors and Managers (exempt employees) an additional \$2,000 (total cost not to exceed \$24,000) to provide on-call duties, evenings, weekends, and holidays coverage when drivers and buses are being utilized for the 2020-2021 school year.

Transportation – 11-0000-2710-501210-000-000000-513-03-003

Pay Lemorris Walton, Alex Meeks and Elliot Walz, support employees, a stipend of \$2,500 each (not to exceed \$7,500.00) to serve as the driver recruiting team during evening and weekend job fairs and events in order to help find new applicants for the transportation department for the 2020-2021 school year.

Transportation – 11-0181-2710-501210-000-000000-513-03-003

Pay Debra Stewart, Leroy Stewart, James Walton, Cynthia Hutchins, and David Fields, transportation non-exempt training staff employees, a stipend of \$1.00 per hour worked, (total cost not to exceed \$5,000.00) to provide coverage for the transportation training department when drivers are needed for the 2020-2021 school year.

Transportation – 11-0000-2720-501210-000-000000-801-03-003

Pay LaShona Hickmon-Moore, transportation clerk, a stipend of \$1.50 per hour worked for additional duties for Time and Attendance, July 1, 2020 to June 30, 2021.

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

Pay Thomas Riley, transportation supervisor, a stipend of \$310.00 per month for additional supervisor duties, July 1, 2020 to June 30, 2021.

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

Pay Alex Meeks, transportation supervisor, a stipend of \$316.67 per month for managerial duties, July 1, 2020 to June 30, 2021.

Transportation – 11-0000-2720-501210-000-000000-801-03-003

Pay Constance Colbert, bus driver, a stipend of \$1.46 per hour worked for supervisory duties, July 1, 2020 to June 30, 2021.

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

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

Pay Stephen Elliot, transportation supervisor, a stipend of \$300.00 per month for additional supervisor duties, July 1, 2020 to June 30, 2021.

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

Pay support transportation managers and supervisors a flat rate stipend based on two (2) hour segments as outlined below, for bus driving duties outside normal contracted hours for the 2020-2021 school year.

- 4 hour trip \$84
- 6 hour trip \$126
- 8 hour trip \$168
- 10 hour trip \$210
- 12 hour trip \$252

Memorial MS – 11-0000-1000-501700-210-000000-000-07-558

Approval to pay Memorial MS, TBD certified employees, not to exceed \$2000 each, to provide after-school detention during the 2020-2021 school year.

Curriculum Writing – 38-1110-2511-503370-000-000000-000-06-070

Pay certified employees listed below a stipend of \$21.00 per hour worked, to serve in leadership roles with the district culturally responsive redesign work for the 2020-2021 school year.

Veronica Thomas-Brewer  
Keith Grisso  
Katherine Maloney

Curriculum Writing- 38-1110-2511-503370-000-000000-000-06-070

Pay certified employees listed below a stipend of \$21.00 per hour worked, to write curriculum for the district culturally responsive redesign work and on-line course development work.

Abercrombie, Jason	Lowther, Jennifer
Andress, Alona	McIntosh, Laurie
Bello, Luis	Mosburg, Jeff
Blazek, Michael	Palace, Gwen
Brauschweig, Mark	Patz, Natasha
Campbell, Allison	Polumbus, Jam
Davis, Ericka	Pulliam, Jennifer
Dean, David	Takahashi, Mariko
Doctor, Jason	Tao, Lin
Grisham, Laura	Taylor, Heather
Harrison, Brianna	Thater, Daniel
Hines, Lauren	Walker, Sarah
Hutch, Euwanda	Waugh, Tara
Jones, Dominique	Webber, Aleisha
Kennedy, Annette	Webber, Cynthia
Lindstrom, Christen	Williams, Tiffany



SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Supplemental professional development - 11-XXXX-2213-501700-000-000000-000-XX-XXX-XXXX  
11-XXXX-2213-501800-000-000000-000-XX-XXX-XXXX

Pay certified staff, to be named, \$26/hr. to facilitate, and \$21/hr. plus benefits, to attend professional development outside of contract hours. Total cost is driven by the school's budget and will not exceed the amount in the school's budget for this line item.

Pay support staff, to be named, at their regular hourly rate of pay or negotiated rate of pay, plus benefits, to attend professional development outside of contract hours. Total cost is driven by the school's budget and will not exceed the amount in the school's budget for this line item.

Supplemental parent engagement - 11-XXXX-2194-501700-000-000000-000-XX-XXX-XXXX  
11-XXXX-2194-501800-000-000000-000-XX-XXX-XXXX

Pay certified staff, to be named, \$26/hr. to facilitate, and \$21/hr. plus benefits, to engage in parent engagement activities outside of contract hours. Total cost is driven by the school's budget and will not exceed the amount in the school's budget for this line item.

Pay support staff, to be named, at their regular hourly rate of pay or negotiated rate of pay, plus benefits, to engage in parent engagement activities outside of contract hours. Total cost is driven by the school's budget and will not exceed the amount in the school's budget for this line item.

Supplemental tutoring - 11-XXXX-1000-501700-000-000000-000-XX-XXX-XXXX  
11-XXXX-1000-501800-000-000000-000-XX-XXX-XXXX

Pay certified staff, to be named, \$26/hr. to facilitate, and \$21/hr. plus benefits, to provide supplemental tutoring activities outside of contract hours. Total cost is driven by the school's budget and will not exceed the amount in the school's budget for this line item.

Pay support staff, to be named, at their regular hourly rate of pay or negotiated rate of pay, plus benefits, to provide supplemental tutoring activities outside of contract hours. Total cost is driven by the school's budget and will not exceed the amount in the school's budget for this line item.

Athletics – School Activity Fund #536

Pay Edison head football coach Tony Daniels a stipend not to exceed \$8000.00 for extra coaching duties during summer practice 2020. Edison Touchdown Club has reimbursed the district so therefore there will be no cost to the district

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct effective date on substitute and temporary payment for employees –August 3, 2020 page 22

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Communications Department - 11-0000-2560-501210-000-000000-505-14-062-

Pay Beth Weese and Kendall Rimmer an extra duty stipend of \$500 per month from 7/1/2020 - 6/30/2021 for additional duties supporting the communications department with pandemic related communications such as content development, page creation, messaging launches, and website management.

Correct effective date on election August 3, 2020 page 18

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Martinez, Rodrigo	8/04/20	\$10.31	Custodian	MT-3

**SUPPORTING INFORMATION**

**INFORMATION ITEM G-2**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<p><b>Parent Engagement Specialist</b> - Enrollment Center / Student and Family Support Services</p> <p><i>Annual Budget Impact:</i> \$ 39,000 min. – \$ 59,400 max.</p> <p><i>Funding Source:</i></p> <p><i>Grant Funded</i></p>	<p>BG-5 12 Months</p>	<p>The Parent Engagement Specialist supports the Program Manager to manage and oversee the planning, development, and implementation of the Parent Resource Center, and is specifically focused on outreach and family engagement. The position supports family well-being and connects TPS families to resources and services that they need the most.</p>

**Create:**

Position	Salary/Grade	Duties
<p><b>Program Manager, Parent Resource Center</b> - Enrollment Center / Student and Family Support Services</p> <p><i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max.</p> <p><i>Funding Source:</i></p> <p><i>Grant Funded</i></p>	<p>BG-8 12 Months</p>	<p>Design, implement and manage the Parent Resource Center, incorporating a strong family and community engagement strategy with the goal of bringing core stakeholders into authentic partnership with Tulsa Public Schools. Work in the Parent Resource Center to strengthen and deepen TPS capacity for respectful partnership with the community. Craft, implement and manage large-scale engagement projects as related to the Parent Resource Center on behalf of Tulsa Public Schools. Support and advance the Parent Resource Center and Tulsa Public Schools' efforts to improve family engagement and early learning outcomes with support for and from the community</p>