



## AGENDA

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

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

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

**G. INFORMATION AGENDA**

**H. STAFF REPORTS**

**I. BOARD MEMBER REPORTS**

**J. CITIZENS COMMENTS**

**K. SUPERINTENDENTS REPORTS/PRESENTATIONS**

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

**M. NEW BUSINESS**

**N. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on ***Tuesday, October 13, 2020, 6:30 p.m*** conducted by videoconference.

**O. MOTION AND VOTE TO ADJOURN**

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

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

**DEPUTY SUPERINTENDENT**

**E.1.** RECOMMENDATION: Enter into an agreement with The Oklahoma Department of Mental Health and Substance Abuse Services to receive a time sensitive CARES Act milestone grant allocation (\$75,000) for provision of mental health support to students and families.

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

RATIONALE: This grant will provide direct support to students and families of students with diagnosed mental illnesses transitioning from acute care, sub-acute care, juvenile facilities, foster care, etc. These families will receive support from family advocates to connect with sites, link and refer to resources, and improve retention rates of students overcoming challenges presented by the diagnosed conditions and obstacles that may present during the transition process. This correlates with the implementation of the district's wellness priority, specifically focusing on mental health and social emotional learning supports.

**E.2.** RECOMMENDATION: Renew the memorandum of understanding with the Tulsa Classroom Teachers Association (TCTA), Tulsa, Oklahoma, regarding teacher participation in the school improvement grant at Hamilton Elementary School, as well as extra duty stipends that will be paid to teachers who participate in the program during the 2020-2021 school year.

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

COST: Not exceed \$195,000 for cost of affiliation, professional development, and extended learning stipends.

FUND NAME/ACCOUNT: Grant funds: 11-5190-xxxx-501700-000-000000-210-05-204-5190

REQUISITION/CONTRACT: 12101487

RATIONALE: Hamilton Elementary School was awarded a school improvement grant from the Oklahoma Department of Education beginning July 1, 2017, through June 30, 2021. This is the final year of the grant. The grant requires additional work on behalf of teachers at Hamilton and allows for further compensation. Hamilton teachers will receive \$800, \$400 for the Fall and \$400 for the Spring, as an affiliation bonus. Support staff will receive a total of \$400, \$200 in the Fall and \$200 in the Spring, as an affiliation bonus. Teachers will be required to participate in ten additional professional development days, five of which are outside of contract hours and will be compensated at the teachers' effective hourly rate of pay. The remaining 5

professional development days will be throughout the year on regular contract days. Additionally, teachers may choose to work up to an extra 60 minutes per regular school day to provide additional learning time for Hamilton students. With the added intercessions days, as noted in the district 2020-2021 calendar, teachers can choose to work with students or attend professional development as needed. The original extended learning time allows for a teacher to earn up to \$4,576 with the option to earn more funds over intercession days during the school year. During 2019-20, 33 teachers participated in the extended day.

## **TEACHING AND LEARNING**

**E.3.** RECOMMENDATION: Enter into an agreement with Cadence Learning to provide professional learning for teachers at Tulsa Virtual Academy. Supports will include teacher training, instructional resources, enrichment programming, and model lessons to support the academic program of the Tulsa Virtual Academy 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: Virtual learning requires innovative approaches to sustain student engagement and accelerate student achievement. In response to the spring closing of schools, Cadence Learning (formerly the National Summer School Initiative) partnered with districts across the country to provide an innovative summer school program designed for the virtual environment. Following the success of the summer program, Cadence Learning has expanded their model of virtual learning support into the academic year, leveraging high-quality instructional materials, an embedded teacher support and development program, and a teacher teaming model. The fall program will support Tulsa Virtual Academy teachers and students in grades 3-5, providing core-instructional programming for English language arts, mathematics, movement and enrichment (a mix of programming in the arts, humanities, and science). Tulsa Virtual Academy teachers will receive training and weekly content team meetings where they will study select standards in ELA and math, analyze student work, engage in intellectual preparation for future lessons, analyze data, and otherwise work to advance teaching and learning. The partnership will allow 15 Tulsa teachers to contribute to a national effort to design and implement high-impact virtual learning environments.

**E.4.** RECOMMENDATION:  
Enter into an agreement with the Oklahoma Department of Mental Health and Substance Abuse Services to allow students from the below school sites to participate in the AlcoholEDU program through the Everfi platform during school year 2020-2021.

Booker T. Washington High School  
Central High School  
Tulsa Met High School  
East Central High School

Edison High School  
Hale High School  
McLain High School  
Memorial High School  
Phoenix Rising Alternative High School  
Rogers High School  
Traice High School  
Tulsa Learning Academy  
Webster High School

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

**RATIONALE:** Our secondary schools teams are committed to preparing students for success in and outside of the classroom. Tulsa Public Schools' seniors will be engaged in an Alcohol EDU activity as part of their Advisory curriculum. By participating in this activity students build the skills they need to support smart decision-making.

**E.5. RECOMMENDATION:**

Enter into Individualized education plans (IEP) service agreements with the following Oklahoma school districts to provide free appropriate public education for certain students for whom they are unable to accommodate during the 2020-2021 school year:

Okemah Public Schools

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

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

**E.6. RECOMMENDATION:** Enter into an agreement with SchoolKit Group to design and deliver comprehensive early literacy training focused on building teacher knowledge of science-based reading instruction, specifically in a remote environment. This sequence of training sessions will focus on key elements of the science of reading such as fluency, phonics, phonemic awareness, vocabulary, concepts of print, and comprehension. This renewal is in response to RFP #20049.

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

appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: Not to exceed \$350,000.

FUND NAME/ACCOUNT:

11-7890-2213-503590-437-000000-000-05-070-7890

REQUISITION/CONTRACT: 12102667

RATIONALE:

We believe that learning to read is a fundamental right for all of our students. Fewer than 40% of third-grade students are reading proficiently by the end of the third grade, sustaining a literacy gap that becomes increasingly challenging to overcome as students progress through the literacy demands of future grade levels. Students who do not read proficiently by the end of grade 3 are four times more likely to not graduate from high school on time, impacting their career and earnings potential. Deep knowledge and application of the science research on how people learn to read will support our teachers in meeting students' needs to gain foundational reading skills in the early grades (PK-2) and address any unfinished learning in upper elementary grades (3-5). We were awarded a CARES incentive grant from the Oklahoma State Department of Education for our successful application detailing our priorities around foundational literacy and commitment to science-based reading instruction. Schoolkit's approach to professional development is grounded in the district curriculum resources for literacy (Core Knowledge Language Arts and Benchmark Adelante) and builds on the Tulsa Way for Teaching and Learning. This teacher training sequence will build local capacity by empowering and training Tulsa leaders and teacher leaders as Trainers to support their colleagues' self-directed learning and application. Our previous work with Schoolkit to train Instructional Mentors and school leaders in the literacy shifts and the Core Knowledge Language Arts curriculum increased leader knowledge of effective implementation of the curriculum and supported development of in-district curriculum trainers.

## **TALENT MANAGEMENT**

**E.7.** RECOMMENDATION: Enter into an agreement with Learning Forward Professional Learning Association to participate in the Design Professional Learning in a Virtual World network 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 \$19,500

FUND NAME/ACCOUNT: 11-3110-2213-503200-271-000000-000-04-044

REQUISITION/CONTRACT: 12102227

RATIONALE: Professional learning has never been more important as schools and districts design and implement, in real time, new models for learning during and after the COVID-19 pandemic. As our schools face new and changing conditions, educators are responsible for ensuring that student learning continues as they themselves adapt to online, remote or hybrid learning. The Design Professional Learning in a Virtual World network will virtually bring together district teams from across the country, led by Learning Forward, to address current challenges related to

the design, implementation, and measurement of professional learning in virtual and digital models. Through participation in the network, Tulsa Public Schools professional learning team will develop a comprehensive professional learning plan focused on equity and outcomes, and gain access to Learning Forward's professional learning tools, resources, network, and expert support to guide the planning and development of future virtual professional learning.

**E.8. RECOMMENDATION:** Approve routine staffing items.

**RATIONALE:** Routine personnel action 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.9. RECOMMENDATION:**  
Authorize Executive Director of Exceptional Student Support Debbie Renz to act as the district's representative for financial and programmatic reporting for the Individuals with Disabilities Education Act (IDEA) during the 2020-2021 school year.

**RATIONALE:**  
Applications submitted and approved for funding to support students with disabilities allow an authorized representative for each program and that this authorization is acted upon by the Board of Education. Authorization will allow filing of budget revisions, monthly reimbursement requests and reports as required by the Individuals with Disabilities Education Act (IDEA) and the Oklahoma State Department of Education. This process is currently being managed by the Federal Programs department. Shifting this workflow to the Exceptional Student Services team will improve department efficiency.

**E.10. RECOMMENDATION:** Approve the September 18, 2020 - October 1, 2020, New Encumbrances and Encumbrance Changes Report. \*

**RATIONALE:** New encumbrances and encumbrance changes reflect obligations of district funds issued in accordance with Board Policy 5102, Financial Reports and Statements. \*Note the report listed above is a link that will take you to the full encumbrance report.

## **BOND PROJECTS AND ENERGY MANAGEMENT**

**E.11. RECOMMENDATION:** Approve change order #1 with American Air Conditioning for the HVAC improvements at East Central Junior High School.

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

**COST:** \$68,264.16



FUND NAME/ACCOUNT: 38-1200-4720-504500-000-000000-062-12-659-HV008

REQUISITION/CONTRACT: 12102554 / 42000178

RATIONALE: The scope of the East Central Junior High School HVAC project is being increased to include replacement of a deteriorating galvanized hot water line that runs throughout the building. Replacement of the line will eliminate leaks and stop the resulting property damage. This project is part of the 2015 bond issue.

- E.12.** RECOMMENDATION: Approve amendment 9D to Nabholz Construction Company, Inc., for interior renovations at Edison High School.

Reimbursables: \$56,000

General Conditions: 2,173

Management Fees: 1,745

**TOTAL GMP: \$59,918**

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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: \$59,918

FUND NAME/ACCOUNT: 38-1200-4720-504500-000-000000-061-12-537-RN038

REQUISITION/CONTRACT: 42000167

RATIONALE: The scope of the Edison Preparatory High School interior renovations project has been increased to incorporate improvements to classroom #149. These improvements include a new door with hardware, new flooring, mill work, and painting. Renovation of room 149 was not included in the original project, but is being added to accommodate the updated staffing needs for the school. Interior renovations at Edison Preparatory High School are part of the 2015 bond issue.

- E.13.** RECOMMENDATION: Enter into a contract with American Air Conditioning, the lowest responsible bidder for the purchase of HVAC units for Skelly 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: \$461,000

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

RATIONALE: The new HVAC units will replace non-functioning units. 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. The purchase of HVAC units for Skelly Elementary School was previously presented to the board as

item E.9 of the September 8, 2020, agenda, approving the purchase of HVAC units for multiple schools; however, funding for the units at Skelly Elementary School was not available at that time.

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

**DEPUTY SUPERINTENDENT**

- F.1.** RECOMMENDATION: Enter into a contract with ImaginX to provide materials and training for a virtual/augmented reality lab at Nathan Hale High School  
FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to execute the document(s) on behalf of the district.

COST: Not to exceed \$297,100

FUND NAME/ACCOUNT: 11-5150-1000-507330-494-000000-000-05-715-5150

REQUISITION/CONTRACT: 12102861

**RATIONALE:**

The team at Nathan Hale High School is investing in expanding student access to blended learning that strengthens student engagement and academic performance. Through a partnership with ImaginX - funded by an Oklahoma State Department of Education grant - Hale will become one of the first high schools in the district to implement programming in the rapidly emerging field of virtual and augmented reality through the creation of a Virtual Reality Lab. With this lab, we will engage students in cutting-edge learning experiences through a four-pronged approach that integrates augmented reality, virtual reality, and neural intelligence with the power of immersive learning in the most engaging manner for both teachers and students. During distance learning, our team will engage in training and lesson development to ensure that virtual lab learning opportunities are integrated into student learning experiences throughout all content areas.

**G. INFORMATION AGENDA**

**DEPUTY SUPERINTENDENT**

- G.1.** RECOMMENDATION: Enter into an agreement with The Oklahoma State University Center for Health Sciences (OSU-CHS) to provide consultation and supports to the Office of Student and Family Support Services in developing a comprehensive multi-tiered system of behavioral, cognitive, and mental health supports for Tulsa Public Schools.

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

COST: \$61,624

FUND NAME/ACCOUNT: Zarrow Mental Health Grant; 11-0177-2573-503590-000-000000-000-05-020-0177

REQUISITION/CONTRACT: 12103256

RATIONALE: Tulsa Public Schools is committed to serving the social, emotional,

and mental health needs of our students. Our Student and Family Support Services (SFSS) team supports families and school teams with behavioral interventions, mental health and social services referrals, and assistance with crisis intervention. Given the significant social, emotional, mental, and behavioral health needs of the students we serve, the SFSS team is investing in strengthening our district's multi-tiered systems of support and mental health services by partnering with The Oklahoma State University Center for Health Sciences (OSU-CHS). Through its partnership with OSU-CHS, the SFSS will work with an expert team led by Licensed Health Service Psychologist and Nationally Certified School Psychologist Dr. Sara Rich to develop a vision and framework that will guide consistent, systematic implementation of targeted services and supports to address the social, emotional, behavioral, mental health and cognitive needs of Tulsa Public Schools students.

## **TEACHING AND LEARNING**

**G.2.** RECOMMENDATION: Approve the creation and implementation of an internship program for high school students at Tulsa Public Schools. Through this internship program, various businesses and nonprofit organizations in the Tulsa community (including, but not limited to, YMCA, OneGas, and Reading Partners) will provide credit-earning career exploration and career-related experiences to participating junior and high school students pertaining to the students' individual career academic plans (ICAPs).

FURTHER RECOMMEND: The attorneys for the school district prepare/approve the appropriate 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 new high school internship program will provide student interns an opportunity to earn an elective credit and gain meaningful work assignments and experience at participating organization's work sites designed to enhance their academic and career development. Participating organizations will also educate the student intern on the industry in which the organization conducts its business, including, if applicable, its production processes, technology employed, management structure, and pertinent business and operational issues. The approval of this agenda item will authorize the district to enter into standard internship agreements with participating organizations and students.

## **TALENT MANAGEMENT**

**G.3.** RECOMMENDATION: Approve position creation.

RATIONALE: Position 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.4.** RECOMMENDATION: Renew the service agreement with National Benefit Services, LLC, to provide 403(b) plan administration and compliance services.

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

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

COST: \$216

FUND NAME/ACCOUNT: General Fund, 11-0000-2575-508100-000-000000-000-04-041

REQUISITION/CONTRACT: RQ 12101815

RATIONALE: National Benefit Services (NBS) administers the written 403(b) plan for the district and provides compliance services in accordance with Internal Revenue Service regulations for 403(b) tax sheltered plans. The cost to the district in 2018-2019 was \$216.00.

**BOND PROJECTS AND ENERGY MANAGEMENT**

**G.5.** RECOMMENDATION: Enter into trade contracts with the lowest responsible bidders listed below for construction of the East Central High School Arena and Auxiliary Gym.

TRADE	VENDOR	COST
Demolition		
Concrete		
Precast Concrete		
Masonry		
Structural & Misc. Steel		
Ornamental Handrails		
Interior Architectural Woodwork and Millwork		
Roofing, Sheetmetal Flashings & Trim, Prefab Roof Specialties, & Roofing Accessories		
Waterproofing, Joint Sealants		
Metal Panels		
Sprayed Fireproofing & Intumescent Paint		
Expansion Joint Assemblies		
Doors, Frames, Hardware, & Installation		
Aluminum Storefront, Entrance, Glass & Glazing		
Overhead Doors		
Translucent Wall Systems & Polycarbonate Panels		
Drywall, Cold Formed Metal Framing, Building Insulation, Interior Wood Backing, Acoustical Ceilings, & Acoustical Wall Treatments		

Carpet, Resilient Floorings, Resilient Base, Stair Nosings, Coverings & Athletic Flooring, Sports Flooring, Tile & Flooring Accessories		
Painting & Wall Coverings		
Wood Gym Flooring		
Fluid Applied Epoxy Flooring		
Fire Extinguishers, Cabinets, Accessories, & Toilet & Bath Accessories		
Toilet Compartments		
Lockers		
Visual Display Boards		
Flag Poles		
Food Service Equipment		
Scoreboards		
Gymnasium Equipment		
Window Treatments		
Fixed Gymnasium Seating		
Elevators		
Fire Protection Systems		
HVAC & Plumbing		
Mechanical		
Electrical		
Structured Cabling		
Fire Alarm Systems		
Security & Access Control Systems		
Intercom and Clock Systems		
Earthwork		
Fences & Gates		
Asphalt Paving & Marking		
Site Utilities		

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

**RATIONALE:** The individual trade contracts will be assigned as one contract to Flintco LLC, the construction manager at risk on the project. The East Central High School feeder patten is home to 295 student athletes. The East Central High School Arena will provide a world-class athletic facility for the 1900 students at East Central High School and East Central Junior High. The state-of the-art facility will create

additional opportunities for community engagement. This project is part of the 2015 bond issue

**G.6.**

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

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

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

**G.7.**

**RECOMMENDATION:** Approve Amendment 2A with Flintco LLC for the construction of the East Central High School Arena and Auxiliary Gym.

Reimbursables:  
General Conditions:  
Management Fees:  
TOTAL GMP:

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

**FUND NAME/ACCOUNT:** Bond Fund, 38-1250-4720-504500-000-000000-070-12-710-PE004

**REQUISITION/CONTRACT:** 12101826/42000170

**RATIONALE:** The new East Central High School Arena and Auxiliary Gymnasium is part of the 2015 bond issue. The East Central High School feeder patter is home to 295 student athletes. The East Central High School Arena will provide a world-class athletic facility for the 1900 students at East Central High School and East Central Junior High. The state-of-the-art facility will create additional opportunities for community engagement.

**G.8.**

**RECOMMENDATION:** Enter into a memorandum of understanding with the YMCA to promote health and wellness of the district's students, faculty, and community through the operation of the East Central High School Wellness Center.

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

**COST:** The construction improvements for the wellness facility at the East Central High School Field House is contingent upon the passage of the 2021 bond.

**RATIONALE:** The YMCA will hire, supervise, and manage qualified and properly trained personnel, and will provide all operational expenses, including salaries and taxes, for the operation of the East Central High School Wellness Center. The

district's collaboration with the YMCA will provide district staff and students, as well as, members of the community, the opportunity to access health and wellness services that may not currently be available to them. School-based health and wellness centers promote health and educational equity by increasing student attendance; providing services to support at-risk students; promoting healthy school practices through nutrition, physical activity, and health education; building local partnerships to support expanded health services; reducing emergency room visits; and creating a positive school climate that fosters learning.

- G.9.** RECOMMENDATION: Enter into contract with the lowest responsible bidders for the purchase of HVAC units at Anderson, Bell Upper, Eliot, Hawthorne, John Hope Franklin and Lanier Elementary Schools.

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

COST: \$1,750,000.00

FUND NAME/ACCOUNT: Bond Fund, applicable accounts

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

## **SUPERINTENDENT OF SCHOOLS**

- G.10.** RECOMMENDATION: Adopt a resolution calling a board member election for Election District Number Two and Election District Number Three on April 6, 2021, for a general election, and, if necessary, a primary election on February 9, 2021; authorizing publication of a notice of board member election; posting of the legal notice of board member election at the Charles C. Mason Education Service Center and the Tulsa County Election Board, and authorizing a press release of the filing period for board member elections; and to take all other actions required by law.

FURTHER RECOMMEND: Reimburse the Tulsa County Election Board for expenses associated with the election.

COST: Not to exceed \$50,000.

FUND NAME/ACCOUNT: General Fund, 11-0000-2314-503100-000-000000-000-09-091

RATIONALE: The annual school resolution must be filed with the Tulsa County Election Board no later than November 20, 2020. Payment for expenses includes equipment, supplies, postage, legal publication, etc. Election expenses during the 2019-2020 school year totaled \$49,588.11.

- G.11.** RECOMMENDATION: Motion, second, and discussion regarding the method, pace, and related conditions under which students may return to the classroom at the

conclusion of the first quarter.



**SUPPORTING INFORMATION****CONSENT ITEM E-8****ROUTINE STAFFING****ELECTIONS**

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
Alexandrov, Nicholas	9/17/20	\$30,000.00	Apprentice	NS
Anderson, Ashlyn	9/11/20	\$30,000.00	Apprentice	NS
Barnes, Winston	9/08/20	\$12.36	Bus Driver Trainee	MT-7
Bertus, Joshua	8/20/20	\$30,000.00	Apprentice	NS
Burke, Ryan	9/14/20	\$55,000.00	Instructional Mentor	EG-3
Burnside, Maggie	9/04/20	\$60,900.00	Instructional Mentor	EG-3
Carreon-Robledo, Enrique	9/18/20	\$30,000.00	Apprentice	NS
Curtis, Dawn	8/31/20	\$48,074.00	Teacher	M-13
Doring, Emily	8/20/20	\$40,000.00	Teacher	B-0
Durham, Camran	9/14/20	\$30,000.00	Apprentice	NS
Folmer, Michael	9/15/20	\$30,000.00	Apprentice	NS
Gray, Kerry	9/14/20	\$71,050.00	Instructional Mentor	EG-3
Green, Sean	9/14/20	\$8.70	Bus Assistant	MT-A
Hernandez, Dora	8/27/20	\$13.08	Para Teacher	IS-6
Jarvis, Christion	9/20/20	\$30,000.00	Apprentice	NS
Jorda Pascual, Juan	9/15/20	\$47,019.00	Teacher	M-10
King, Taylor	9/18/20	\$30,000.00	Apprentice	NS
Ladnis, Mariah	8/27/20	\$13.08	Teacher Assistant	IS-6
Lewis, Donal	9/28/20	\$19.74	School Safety Officer	TS-11
Martin, Cindy	9/17/20	\$30,000.00	Apprentice	NS
Martin, Katie	8/27/20	\$9.82	Part Time Teacher Assistant	IS-3

ELECTIONS – Continued

Name	Effective Date	Contract Amount	Position	Grade or Degree and Step
McClanahan, Bobbie	9/11/20	\$30,000.00	Apprentice	NS
Melendez, Liseth	8/27/20	\$13.08	Teacher Assistant	IS-6
Merrifield, Lee	9/14/20	\$30,000.00	Apprentice	NS
Mileur, Catherine	9/21/20	\$50,000.00	Instructional Mentor	EG-3
Ramirez, Corie	8/27/20	\$30,000.00	Apprentice	NS
Santos, Maria	9/14/20	\$46,519.00	Teacher	M-10
Tidwell, Kelsey	9/15/20	\$30,000.00	Apprentice	NS
Van Tassell, Emily	9/22/20	\$40,000.00	Teacher	B-0

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Beavers, Elisha	8/27/20	\$13.49	Paraprofessional	ID Paraprofessional	IS-10
Black, Helen	9/15/20	\$15.27	Head Custodian	Unassigned Custodian	MT-3
Black, Noel	9/14/20	\$12.36	Special Needs Bus Driver	Bus Driver	MT-7
Burch, Derrick	8/27/20	\$14.09	ED Paraprofessional	ED Paraprofessional	IS-10
Cacho Lopez, Laura	9/15/20	\$11.77	Evening Custodian	Head Custodian	MT-7
Caligone, James	8/20/20	\$40,000.00	Apprentice	Teacher	B-0
Coleman-Woods, LaKendra	8/27/20	\$13.08	Teacher	Teacher Assistant	IS-6
Connel, Cathy	8/27/20	\$14.74	Paraprofessional	Autism Paraprofessional	IS-10
Day, Barbara	8/27/20	\$13.49	Paraprofessional	MD Paraprofessional	IS-10
Diaz Dulida, Olga	8/27/20	\$13.08	Apprentice	Teacher Assistant	IS-6
Harris, Danielle	8/20/20	\$40,410.00	Paraprofessional	Teacher	B-1
Harvey, Bryshana	8/06/20	\$55,000.00	Apprentice	Academic Coordinator	EG-04
Homes, Garcia	8/20/20	\$30,000.00	Paraprofessional	Apprentice	NS
Hoover, Pamela	8/20/20	\$53,449.00	ESS Site Specialist	ESS Site Specialist	M-20
Hunt, Alicia	9/16/20	\$41,410.00	Paraprofessional	Teacher	M-1
Jardon, Maria	7/01/20	\$13.47	Assistant Head Custodian	Assistant Head Custodian	MT-8
Lazarus, Marilyn	9/21/20	\$48,000.00	Executive Administrative Assistant	Talent Operations Manager	BG-5
Lesley, Sharalyn	9/24/20	\$13.49	Teacher Assistant	ID Paraprofessional	IS-10

ADJUSTMENTS – Continued

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree and Step
Madden, Michelle	9/15/20	\$12.25	Evening Custodian	Head Custodian	MT-7
Merrifield, Lee	9/14/20	\$40,000.00	Apprentice	Teacher	B-0
Rodriguez Acosta, Santiago	9/24/20	\$10.61	Day Custodian	Evening Custodian	MT-3
Royal, Gabriel	8/27/20	\$41,250.00	Apprentice	Teacher	B-3
Steidley, Tia	8/27/20	\$13.49	Paraprofessional	Autism Paraprofessional	IS-10
Thomson, Scott	8/25/20	\$12.62	Evening Custodian	Head Custodian	MT-8
Torres, Angel	8/27/20	\$11.21	Teacher Assistant	Paraprofessional	IS-6
Whiteley, Timothy	8/27/20	\$15.81	Autism Paraprofessional	Autism Paraprofessional	IS-10
Williams, Darren	8/20/20	\$41,000.00	Apprentice	Teacher	M-0

## SEPARATIONS

Name	Effective Date	Position
Beaver, Eli	9/17/20	Paraprofessional
Benton, Bonnie	5/26/20	Teacher
Carmona, Maria	8/12/20	Parent Involvement Facilitator
Collins-Pires, Katie	9/16/20	Apprentice
Cosper, Cynthia	8/26/20	Assistant Cafeteria Manager
Deere, Abigail	6/01/20	Paraprofessional
Delgado, Adriana	10/02/20	Principal's Secretary
Evans, Gauden	8/19/20	Cafeteria Assistant
Fraley, Anna Liza	7/02/20	Teacher Assistant
Gunter, Jeff	9/15/20	Teacher
Hawthorne, Joyce	9/22/20	Teacher
Hebert, Brenda	5/26/20	Teacher
Hurtado, Guadalupe	8/05/20	Parent Involvement Facilitator
Imboden, Madison	9/17/20	ID Paraprofessional
Jackson, Cassidy	9/23/20	Teacher Assistant
Lantz, Kevin	9/11/20	Teacher Assistant
Lopez, Carlos	9/18/20	Manager of Strategic Initiatives
Mathes, Brittany	6/01/20	Teacher Assistant
Miller, Sarah	5/26/20	Teacher
Mitchell, Robert	9/16/20	Warehouse Distribution Specialist III
Moreland, Treena	3/13/20	Cafeteria Assistant
Nash, Lakeisha	8/15/20	Autism Paraprofessional
Nunez, Paola	7/02/20	Teacher Assistant
Peralta, Tiffany	9/02/20	Teacher
Perry, Haleema	7/21/20	Evening Custodian
Rodriguez, Andrus	6/01/20	Paraprofessional
Rouse, Carey	9/14/20	Bus Driver
Shrewsbury, Joanna	5/26/20	Teacher
Smaligo, Diana	10/13/20	Teacher
Wadley, Laura	9/16/20	Teacher
Willis, Brenda	12/01/20	SAF Budget Technician
Willis Wallace, Jasmine	10/05/20	Program Manager

### **Rescind:**

Freeman, Lynnlee	5/26/20	Teacher
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SUBSTITUTE AND TEMPORARY ELECTIONS

TUTOR

Anthamatten, Michelle  
Coatney, Emily  
McGrew, Barbara

COMMUNICATION SPECIALIST

Houchin, Elizabeth

SUBSTITUTES

Allen, Carnell  
Al-Sharif, Patricia  
Barnes, Christie  
Beckert, Marla  
Blesch, Sarah  
Delso, Cynthia  
DeVault, Kevin  
Higgins, Anita  
Marshall, Hattierose  
Shaw, Renee  
Thomas, Lorenzo

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

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

Pay certified employees to be named a stipend of \$26.00 per hour worked, to serve in leadership roles with the district culturally responsive redesign work for the 2020-2021 school year.

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

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

Multi Café Site Management (1) – 22-3850-3120-501210-700-000000-513-xxx

Pay the following Cafeteria Managers a stipend of \$400/month per site September, 2020 – May, 2021 to manage all operational and administrative café duties for the dual sites listed below for the 2020-2021 school year.

Afsheen Gul:	Webster & Clinton West	(\$800.00 monthly)
Melanie Durbin:	Memorial MS & Salk	(\$800.00 monthly)
Diana Schaefer:	Carnegie & Key	(\$800.00 monthly)
Tabitha Ponder:	McKinley & Mitchell	(\$800.00 monthly)
Maria Hernandez:	East Central JRHS & Peary	(\$800.00 monthly)
Frances Edwards	Skelly & Skelly Primary	(\$800.00 monthly)
Vicki Barnes	Emerson & Burroughs	(\$800.00 monthly)
Lemeka Hampton	Hamilton & Tulsa Met	(\$800.00 monthly)
OPEN	Edison HS & Edison JRHS	(\$800.00 monthly)
Susan Laird	Monroe Demo East & West	(\$800.00 monthly)
Patricia Jennings	Grissom & Thoreau	(\$800.00 monthly)
Rita Botello	Marshall & College Hall	(\$800.00 monthly)
Andrea Haley	Hale JRHS & MacArthur	(\$800.00 monthly)

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Multi Café Site Management (2) – 22-3850-3120-501210-700-000000-513-03xxx

Pay the following Cafeteria Managers a stipend of \$200.00 per month, per site September, 2020 – May 2021 to manage all administrative café duties for the sites listed below for the 2020-2021 school year.

Eugene Booker:	Central HS and Central JRHS	(\$400.00 monthly)
Dawn Grigsby:	B.T.W. and Traice MS/HS	(\$400.00 monthly)
Stacy Kendrick:	Academy Central & G.L.A.	(\$400.00 monthly)
Afsheen Gull:	Webster JRHS & Webster HS	(\$400.00 monthly)
Randi Stoliby:	Street School & Phoenix Rising	(\$400.00 monthly)
Dolores Boone	John Hope Franklin	(\$400.00 monthly)
Renee Davidson	Tulsa Learning Academy	(\$400.00 monthly)

Multi Café Site Management (3) – 22-3850-3120-501210-700-000000-513-03-xxx

Pay the following Cafeteria Managers a stipend of \$100.00 per month from September 2020 – May 2021 to manage all administrative duties for the sites listed below for the 2020- 2021 school year.

Berrie Norris	Positive Change	(\$100.00 monthly)
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CAP / Head Start -22-3850-3120-501210-700-000000-953-03-053

For full operational and administrative supervision of Community Action Project and Head Start. These programs require for full operational and administrative supervision and training. Managers will receive a monthly stipend based on participation. Stipend rate is based on an average per student labor / hour cost for total number of serving days divided equally between September and May unless otherwise specified.

Pay Cafeteria Manager – Tonnie Yaffe McClure Café

A stipend based on the rate of \$.056 per student meal equivalent for 167 servings. Total stipend of \$497.73, one time monthly, September 2020 – May 2021.

CAP – 479 meal equivalents served daily

Pay Cafeteria Manager – Carole Miles Frost Cafe

A stipend based on the rate of \$.056 per student meal equivalent for 167 servings. Total stipend of \$93.52, one time monthly, September 2020 – May 2021.

Hutcherson YMCA – 90 meal equivalents served daily

Pay Cafeteria Manager – Frances Edwards Skelly Primary and Skelly Cafe

A stipend based on the rate of \$.056 per student meal equivalent for 167 servings. Total stipend of \$306.53, one time monthly, September 2020 – May 2021.

CAP – 295 meal equivalents served daily

Pay Cafeteria Manager – Melissa Fredricks Eugene Field Cafe

A stipend based on the rate of \$.056 per student meal equivalent for 167 servings. Total stipend of \$197.43, one time monthly, September 2020 – May 2021.

CAP – 190 meal equivalents served daily

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Pay Cafeteria Manager – Robin Eichens ID # 22159 Disney Cafe

A stipend based on the rate of \$.056 per student meal equivalent for 167 servings. Total stipend of \$480.06, one time monthly, September 2020 – May 2021.

CAP – 462 meal equivalents served daily

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Pay Cafeteria Manager – Kay Carter ID # 16420 ECDC Reed

A stipend based on the rate of \$.056 per student meal equivalent for 167 servings. Total stipend of \$228.60, one time monthly, September 2020 – May 2021.

CAP – 220 meal equivalents served daily

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 October 2020 – September 2021 (Total not to exceed \$125,000). Funding provided by 2020-2021 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 38 weeks (total not to exceed \$8600) to complete the following tasks: ordering, pricing comparison, product selection and cost spending analysis for the USDA Fresh Fruit and Vegetable Program for 2020-2021. Funding provided by 2020-2021 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 38 weeks (total not to exceed \$3550) to complete the following tasks: developing nutritional education and promotions for the USDA Fresh Fruit and Vegetable Program for 2020-2021. Funding provided by 2020-2021 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 42 weeks ( total not to exceed \$12400) to administrate and supervise the USDA Fresh Fruit and Vegetable Program for 2020-2021. Funding provided by 2020-2021 USDA Fresh Fruit and Vegetable Program.

Edison – Soft Drink vending #520

Pay certified employee, Emily Edwards a stipend not to exceed \$1,750 to serve as Canvas Coordinator for Edison MS/HS during the 2020-021 school year.

Edison – Soft Drink vending #520

Pay support employee, Jill Vise, a stipend not to exceed \$1,750 to serve as the ICAP Coordinator for Edison MS/HS during the 2020-2021 school year.

Teaching and Learning – 11-5118-2213-501110-494-000000-211-05-044-5118

Pay Cheryl Dennis, instructional mentor, a stipend of \$500 per month (not to exceed \$6,000) for additional work supporting science content including developing pacing guides and unit plans for elementary science, providing support to teachers and designing elementary science professional learning, effective September 21, 2020 to June 30, 2021.



SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES – Continued

Teaching and Learning – 11-5118-2212-501110-494-000000-211-05-070-5118

Pay Misty Geber, elementary math academic partner, a stipend of \$500 per month (not to exceed \$6,000) for additional work supporting math content development including leading design on ongoing professional learning in elementary math and supporting our partnership with Leading Educators, effective September 21, 2020 to June 30, 2021.

Talent Management – 11-0000-2572-501210-000-000000-109-04-041-

Pay Stephanie Gentry, director, a stipend of \$700 per month (not to exceed \$8,400) for additional departmental director responsibilities effective September 21, 2020 to June 30, 2021.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

**SUPPORTING INFORMATION**

**INFORMATION ITEM G-3**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<p><b>Coordinator of College and Career Advising – Teaching and Learning / Wilson</b></p> <p><i>Annual Budget Impact:</i> \$ 48,700 min. – \$ 73,100 max.</p> <p><i>Funding Source:</i></p>	<p>EG-3 12 Months</p>	<p>The Coordinator of College and Career Advising is responsible for working with the Manager of Academic Counseling to provide secondary counselors with the knowledge and skills necessary to help students develop college and career goals and programs of study. The Coordinator of College and Career Advising will also work with the College and Career Coordinator to utilize ICAP data as a baseline for advising students and assisting them with creating their personal career and academic plans. This position will provide support to individual students at all of our high schools and junior high/middle schools so that they can develop realistic academic and post-secondary plans. The ultimate goal for this position is that students will be better prepared for success in college, career, and life.</p>