



## AGENDA

**Regular Meeting** of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **March 21, 2022**, at 6:30 PM in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 S. New Haven Avenue, Tulsa, OK.

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

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

In accordance with Board Policy 1301, individuals may comment on items or recommendations appearing under the Action portion of a regular meeting agenda. The public may make their comments via telephone or in person. Requests to comment must be made by submitting a completed form for each topic. If requesting to comment during the meeting via telephone, please fill out a form online on the Tulsa Public Schools website at:

<https://www.tulsaschools.org/about/board-of-education/requesttospeakonagendaitem>

no later than noon on the day of the board meeting. Paper forms are available from the Board Clerk before the beginning of each meeting and will be accepted up to 6:25 PM on the day of the meeting.

Persons desiring to address the Board concerning items not on the agenda must submit a written request form, available from the Clerk of the School Board, at least seven days prior to each meeting.

**A. OPENING EXERCISES**

**A.1.** Call to order and confirm that a quorum of the Board is present.

**A.2.** Flag salute

**A.3.** Statement regarding receipt of public comment on action agenda items. In-person submissions received by 6:25 p.m. and electronic submissions received by 12:00 p.m. on the day of board meeting per policy 1301.

**B. SUPERINTENDENT'S CORRECTION TO AGENDA**

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

**D. APPROVAL OF MINUTES**

Approve minutes of the February 28, 2022 regular meeting of the board.

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

**F. PUBLIC COMMENT ON ACTION AGENDA ITEMS**

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

**H. GOAL MONITORING SESSION**

**Goal 1:** K-5 Literacy

**Goal 2:** 6-8 Literacy

**I. BOARD MEMBER REPORTS**

**J. CITIZENS COMMENTS**

**K. SUPERINTENDENTS REPORT/PRESENTATION**

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

**L.1:** Motion, second, discussion and vote on the motion to go into executive session to discuss the employment, specifically, to discuss the requisite mid-year feedback as part of the evaluation process of Dr. Deborah Gist, Superintendent of Schools as authorized by Title 25, Section 307 (B)(1) of the Oklahoma Statutes.

**L.2:** Executive Session

**L.3:** Motion, second, discussion and vote on motion to acknowledge return to open session.

**L.4:** Board president's statement of the minutes of the executive session.

**M. NEW BUSINESS**

**N. ANNOUNCEMENTS**

The next regularly scheduled meeting of the Board of Education will be held on Monday, April 4, 2022 at 6:30 p.m.

**O. ADJOURNMENT**

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

**DEPUTY SUPERINTENDENT**

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

**RATIONALE:**

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

**TALENT MANAGEMENT**

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

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

**E.3.** RECOMMENDATION: Approve creates/deletes.

**RATIONALE:** Positions to be effective after Board approval unless otherwise indicated.

**FINANCIAL SERVICES**

**E.4.** RECOMMENDATION:

Approve the March 4, 2022 - March 17, 2022 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.

**F. PUBLIC COMMENT ON ACTION AGENDA ITEMS**

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

**BOARD OF EDUCATION**

**G.1.** RECOMMENDATION:

Review and discuss proposed changes to policy 4202, which pertains to certain creations and deletions of support staff positions. It is also recommended that the board vote on the proposed changes at the next board meeting.

**RATIONALE:**

The recommended policy change improves the talent management process for situations in which it is proposed that a current employee assume materially different or expanded responsibilities and that their current position be deleted. Under the proposed policy, a substantive modification or expansion of an employee's

responsibilities will still require board approval, as will any increase in pay, but this type of creation and deletion will not require the board to terminate the individual's employment nor post the new position as a vacancy. The policy has not been updated since 2013, and this proposal also makes several non-substantive updates, especially those relating to the current organization of the talent management office.

SUPPORTING INFORMATION –

**CONSENT ITEM E-1**

**ROUTINE FIELD TRIPS**

SCHOOL/ PARTICIPANTS	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
5 TPS Tulsa Native Youth Board student leaders from <ul style="list-style-type: none"> <li>• Booker T. Washington</li> <li>• Edison</li> </ul>	Students: 5 Staff: 2 Volunteer: 1	Student members of the Tulsa Native Youth Board will attend the United National Indian Tribal Youth Conference in Minneapolis, Minnesota.	July 8- July 12, 2022	0	Not to exceed Cost-\$15,300 Indian Pupil Education Fund 81-2044 and 5630

**SUPPORTING INFORMATION  
CONSENT ITEM E.2.**

**ROUTINE STAFFING**

**ELECTIONS**

<b>Name</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Position</b>	<b>Grade or Degree &amp; Step</b>
Anders, Melissa	02-14-22	\$ 30,000.00	Apprentice	NS
Bell, Matthew	08-12-21	\$ 47,895.00	Teacher	B-16
Bollinger, Paul	09-08-21	\$ 13.60	Warehouse Distribution Specialist III	MT-8
Carson, Jeanett	08-06-21	\$ 10.70	Health Assistant	IS-5
Cooper, Sandy	03-28-22	\$ 110,000.00	Director - Compensation & Benefits	BG-11
Dickson, Bonnie	03-07-22	\$ 64,925.00	College & Career Advisor	EG-3
Duncan, Dawn	03-01-22	\$ 90,161.00	Principal	EG-7
Fort, Andrew	03-08-22	\$ 62,500.00	College & Career Advisor	EG-3
Foster, Cierra	02-28-22	\$ 40,820.00	Teacher	B-2
Lopez, Vanessa	03-02-22	\$ 9.88	Cafeteria Assistant	MT-1
Norman, Taylor	08-12-21	\$ 40,000.00	Teacher	B-0
Perry, Lindsey	11-15-21	\$ 62,500.00	College & Career Advisor	EG-3
Potts, Molly	03-22-22	\$ 68,000.00	Senior Financial Analyst	BG-7
Reyes, Kendra	03-01-22	\$ 10.11	Teacher Assistant	IS-3
Sanchez, Omar	08-26-21	\$ 18.43	Before & After Care Site Coordinator	MT-16
Souza, Luciana	03-02-22	\$ 30,000.00	Apprentice	NS
Suggs, Herbert	08-26-21	\$ 18.98	Before & After Care Site Coordinator	MT-16
Vess, Joshua	02-10-22	\$ 49,000.00	Program Mgr-Educator Effectiveness & Prof Learning	BG-6
Wiley, Keith	02-28-22	\$ 52,116.00	Teacher	B-4
Wooten, Susan	03-07-22	\$ 13.49	Autism Paraprofessional	IS-10

**ADJUSTMENTS**

<b>Name</b>	<b>Effective Date</b>	<b>Contract Amount</b>	<b>Proposed Position</b>	<b>Current Position</b>	<b>Grade or Degree &amp; Step</b>
Basteri, Carol	03-01-22	\$ 47,075.00	Teacher	Teacher	M-11
Fleming, Sara	01-03-22	\$ 42,200.00	Indian Ed Advisor	Teacher	B-5
Ham, Laura	10-11-21	\$ 43,160.00	Apprentice	Nurse	B-6
Hille, Jennifer	01-03-22	\$ 47,075.00	Teacher	Teacher	M-11
Mahurin, Margaret	09-01-21	\$40,410.00	Apprentice	Teacher	B-1
Martinez, Enedina	11-29-21	\$ 41,745.00	Teacher	Apprentice	B-4
Mayo, Kaicee	08-12-21	\$ 40,000.00	Apprentice	Teacher	B-0
McGoldrick, Mikayla	08-12-21	\$ 40,000.00	Apprentice	Teacher	B-0
Owen, Darryl	08-02-21	\$ 59,000.00	Teacher	Assistant Principal	EG-6
Sparks, Stephen	08-12-21	\$ 41,000.00	Teacher	Apprentice	M-0
Thomas, Jerrod	08-12-21	\$ 40,000.00	Apprentice	Teacher	B-0
Verner Brown, Jacqueline	07-06-21	\$ 21.09	Teacher	Before & After Care Site	MT-16
Williams, Mildred	10-04-21	\$ 41,000.00	Teacher	Social Worker	BG-4
Woods, Jacki	01-04-22	\$ 58,928.00	Teacher	Teacher	M60-21

**SEPARATIONS**

<b>Name</b>	<b>Effective</b>	<b>Position</b>
Ajayi, Abiodun	02-28-22	Teacher
Barron, Jane	02-11-22	Teacher Assistant
Blanche, Krista	03-07-22	Principal
Brewer, Christen	03-04-22	Teacher
Briscoe, Marva	12-17-21	Teacher Assistant
Carroll, Jill	02-25-22	Paraprofessional
Gutierrez, Maria	03-18-22	Cook II
Knox, Angelica	02-25-22	Autism Paraprofessional
Lee, Codi	03-11-22	Teacher

McCombs, Cecil	6/1/2022	Grounds Journeyperson
Mileur, Catherine	01-07-22	Instructional Mentor
Morris, Kevin	03-09-22	Painter
Rush, LaJuana	2/4/2022	Paraprofessional
Seymore, Marshall	02-28-22	Autism Paraprofessional
Terrio, Danielle	02-07-22	Teacher
Walton, Sheneici	03-04-22	Bus Driver
Zegart, Carey	02-20-22	Teacher

**SUBSTITUTE AND TEMPORARY ELECTIONS**

**TUTORS**

Anthamatten, Michelle	Roselle, Rebecca
Rackley, Susan	Shrewsbury, Joanna
Rader, Mary	Whiteford, Matthew

**CUSTODIANS**

Castaneda De Romero, Rebeca

**SUBSTITUTES**

Beasley, Laura	Dunagan, Rebecca	Johnson, Ke'Onda	Talent, Karmen
Bilyeu-Sohigian, Matthew	Fields, Gregory	Little, Abigail	Thomas, Joseph
Burts, Natosha	Finley, Christopher	Margolis, Stacy	Vuong, Anhna
Chenoweth, Rebecca	Graves, Xavier	Maye, Dona	Williams, Sue
Donaldson, Natalie	Griffin, Wanda	Moffitt, Nakita	Wilson, Darrion

**ADJUNCT COACHES**

East Central: Robert Flory, football assistant adjunct coach @ \$3,335, August 23, 2021 to May 29, 2022  
 Edison: Shawn Hines, assistant football adjunct coach @ \$1,373, October 14, 2021 to May 29, 2022  
 Memorial: Jamie Yurkosky, volleyball assistant adjunct coach @ \$1,202, September 1, 2021 to May 29, 2022  
 Washington: Jovan Petrovic, girls' head soccer adjunct coach @ \$3,878, September 1, 2021 to May 29, 2022  
 Hale: Jon Dry, boys' assistant basketball adjunct coach @ \$2,577 August 23, 2021 to May 29, 2022  
 Carver: Patrick Fox, boys' head soccer adjunct coach @ \$1,145, March 9, 2022 to May 29, 2022  
 Hale: Mac McCrory, baseball assistant adjunct coach @ \$1.387, March 7, 2022 to May 29, 2022

**SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES**

**KRAVIS CAMP - 81-2439-2340-501700-000-000000-000-06-070**

Pay 20 instructors \$25 per hour (total not to exceed \$40,000) and pay 4 camp directors (2 for elementary and middle school and 2 for high school) \$25 per hour (total not to exceed \$12,000) to manage Kravis Summer Arts Camp June 6-17, 2022.

**District Choir Concert Judge - 11-0020-2490-501700-000-000000-210-06-070- / 11-0000-2213-501700-000-000000-210-06-070-**

Pay Karen Miller \$125 to judge the district choir concert on March 29th, 2022.

**Council Oak – 11-0000-2620-501500-000-000000-954-01-265**

Pay support employee, Pascual Villa, @ \$17.63/hr. not to exceed \$125.29, for time worked outside normal contact hours for duties at the school wide event, COE Family Fun Run, May 7, 2022.

**Athletics Student Activity Account #536**

Pay employees listed below a stipend not to exceed \$30,000 (total) for their help with the Bike Club After School Program. This stipend is paid by the Humble Sons Bike Co and therefore is no cost to the district.

Sara Acosta-\$1200	Teresa Gilliland-\$1200	Christianna Loza-\$600	Susan Rott-\$600
Calvin Anderson-\$1200	Chris Hart-\$1200	Bethany Morgan-\$1200	Zechariah Snell-\$1200
Raven Bell-\$300	Darrico Harris-\$1200	Luis Moreno-\$600	Madalene Steichen-\$1200
Kristin Brown-\$1200	Kevin Holmes-\$1200	Susan Osteen-\$1200	Amor Suarez-\$1200
Sally Claypool-\$600	Adam Johnston-\$1200	Sonya Parnell-\$1200	Jordan Walters \$1200
Beverly Cotton-\$1200	Samuel Larsen-\$600	Dianna Potts-\$1200	Kathy Williams-\$600
Rachel Erickson-\$1200	Kaitlyn Lee-\$1200	Sharon Raines-\$900	Terri Williams-\$1200
Sara Fleming-\$1200			

**SUPPORTING INFORMATION**

**CONSENT ITEM E-3**

**POSITION CREATIONS/DELETIONS**

**Create:**

Position	Salary/Grade	Duties
<p><b>Lead Health Educator Coordinator – Enrollment Center / Student and Family Support Services</b></p> <p><i>Annual Budget Impact:</i> \$ 50,000 min. – \$ 75,000 max.</p> <p><i>Funding Source:</i> 11-0251-2132-501210-000-000000-000-110-05-020-0251</p>	<p>BG-7 12 Months</p>	<p>The Lead Health Educator Coordinator will be responsible for coordinating and scheduling sex education, HIV/AIDS education and prevention, along with reproductive health and other related trainings. The Lead Health Educator will also stay abreast of laws and mandates to support advocacy for child abuse prevention and reporting and other related work. The Lead Health Educator Coordinator also supports the sexual health education in a comprehensive capacity providing resources and supports to students, staff, community members, and is a liaison for the sex education work of Tulsa Public School and partners.</p>

**Create:**

Position	Salary/Grade	Duties
<p><b>Program Developer Strong Tomorrows – Enrollment Center / Student and Family Support Services</b></p> <p><i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max.</p> <p><i>Funding Source:</i> 11-0251-2113-501210-000-000000-352-05-020-0251 GKFF funded</p>	<p>BG-6 12 Months</p>	<p>The Program Developer will be responsible for implementing and designing child development programming, coordinating initiatives and efforts that supports Strong Tomorrow’s team, which is a collaboration among the school, local public and private human services agencies to ensure academic success and graduation. The Strong Tomorrows Program has four focus areas:</p> <ol style="list-style-type: none"> <li>1. High School Graduation</li> <li>2. Parent Engagement</li> <li>3. Health and wellness (pre/post-natal care, well child visits, etc.)</li> <li>4. High Quality Child Care</li> </ol>

**SUPPORTING INFORMATION**  
**ACTION ITEM G.1**

PROPOSED CHANGES TO  
TULSA PUBLIC SCHOOLS

Policy 4202

CREATION / DELETION OF PROFESSIONAL AND  
SUPPORT STAFF POSITIONS

PURPOSE: To establish the process for creating and deleting professional and support staff positions.

All professional and support staff positions will be created or deleted by the Board on recommendation from the Superintendent or designee. A completed create or delete request must be submitted to the Chief Talent Officer for review and approval. As appropriate and feasible, the review of their request will include input from other district leaders with technical/subject matter knowledge relevant to the specific position.

The board must approve the selection of any individual to fill a position at the district, including any current employee who would be assuming a materially different position or whose responsibilities are being modified in such a manner that they would receive an increase in pay.

Before posting a vacant position that is new, the board must have approved the new position. The Chief Talent Officer may, however, choose to post a new position in advance of board approval when it is clear the position is "pending board approval."

The Superintendent or designee will maintain an up-to-date record of all positions via the official Tulsa Public Schools organizational chart.

Adopted: February 1999  
Revised: March 2022