



AGENDA

Regular Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, **April 4, 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 Citizens' Comment form available at this [link](#) or from the Clerk of the 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

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. STAFF REPORT

I. BOARD MEMBER REPORTS

J. CITIZENS' COMMENTS

K. SUPERINTENDENT'S REPORT/PRESENTATION

L. OTHER NONROUTINE ITEMS REQUIRING BOARD ACTION

M. NEW BUSINESS

N. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, April 18, 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.

E.2. RECOMMENDATION:

Enter into an agreement with ABCO Party Rentals, LLC to provide chairs at our school stadiums for the Class of 2022 HS Commencement Ceremonies.

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: \$3,206

FUND NAME/ACCOUNT: 11-0071-2199-504430-000-000000-000-16-076

RATIONALE:

Chairs are necessary for seating on stadium fields for graduates, bands, choirs etc. and platform guests on stage

E.3. RECOMMENDATION:

Enter into an agreement with Candid Color Systems, Inc. to provide photography services for Tulsa Public Schools 2022 commencement ceremonies.

FURTHER RECOMMEND:

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

COST: No cost to the district

RATIONALE:

It has been our standard practice for many years to have a professional photographer at our commencement ceremonies who takes and offers cap and gown photos for purchase to our students.

E.4. RECOMMENDATION:

Enter into an agreement with Amity Institute ("Amity"), a 501(c)(3) organization, with respect to its Amity Intern Program, designated by the U.S. Department of State as an exchange visitor program in the non-immigrant (J) visa category. This agreement will allow Zarrow International and Eisenhower International language immersion schools to continue receiving school interns from outside the United States during the 2022-2023 school year. These interns regularly engage with the schools' students, staff, and school families to expand their learning and cultural experiences.

FURTHER RECOMMEND:

The attorneys for the school district prepare/approve the appropriate contract document(s) and the proper officers of the Board of Education be authorized to

execute the document(s) on behalf of the district.

COST:

No direct cost to the district, as all expenses are to be reimbursed or otherwise paid directly by the schools' foundations.

RATIONALE:

The Amity interns from outside the United States offer a rich cultural experience for language immersion students throughout the school day and support classroom instruction provided in the target languages of Spanish and French. In addition to sharing their country's culture with students and families, and exposing students to the target language, Amity interns frequently participate in small group instruction and positively contribute to the social/emotional learning of students. Amity Interns have volunteered in the immersion schools for close to 10 years. All expenses relating to the internship program are paid by the foundations of the schools.

E.5. RECOMMENDATION:

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

Booker T. Washington Tennis Team Booster Club.

RATIONALE:

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

E.6. RECOMMENDATION:

Enter into contract with Hille Family Charitable Foundation, 501(c)(3) for Booker T. Washington Class of 2023 to host prom on April 9, 2022 at The Vista at 21.

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 \$3,000.

FUND NAME/ACCOUNT: BTW C/O 2022 Account #870

RATIONALE:

The class of 2023 would like to plan and host prom for the classes of 2022 and 2023 at the Vista at 21 on April 9, 2022. While planning for prom, safety was our number one concern. We wanted to plan a prom where students could have lasting memories since our students have missed out on so many high school experiences during the pandemic. We also understand that we are still experiencing COVID-19 and have chosen our location accordingly. We do believe that we can safely and effectively hold prom at The Vista. We have visited the facility and there is a large space for both the BTW junior and senior class that has both outdoor and indoor space.

TEACHING AND LEARNING

- E.7. RECOMMENDATION:**
Amend the Tulsa County Technology Center School District #18 (Tulsa Tech) contract cost approved on the June 21, 2021 agenda, item E-83, to reflect a contract amount of not to exceed \$120,750.

COST: Not to exceed \$120,750 (an increase of \$20,750)

FUND NAME/ACCOUNT:

11-0956-1000-505990-100-000000-000-08-603, 11-0956-1000-505990-100-000000-000-08-600-

RATIONALE: This amendment is necessary due to an under projection of the October 1 student count.

TALENT MANAGEMENT

- E.8. RECOMMENDATION:**
Approve and ratify the negotiations agreement and approve the execution of the agreement between the district and the Tulsa Classroom Teachers Association (TCTA) for the 2021-2022 school year.

RATIONALE:

Agreement has been reached with TCTA for the current school year of 2021-2022.

- E.9. 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.10. RECOMMENDATION:**
Approve salary adjustments for individuals in certified and support positions who were hired prior to July 1, 2021, and not covered by a collective bargaining agreement. An adjustment of 2 percent (plus career increments or other adjustments) will apply to all such employees hired prior to July 1, 2021, and shall be paid during the 2021-2022 school year.

RATIONALE:

These certified and support employee wage adjustments provide parity with employees who are covered by the TCTA and AFT collective bargaining.

- E.11. RECOMMENDATION:** Approve Creates and Deletes.

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

- E.12. RECOMMENDATION:**
Amend the June 21, 2021, agenda item E-97 to contract with Hoffman Business Enterprises Corp., d.b.a. Pinpoint Personnel for professional, clerical, and industrial/labor temporary personnel services during the school year 2021-2022 to

increase the amount \$500,000 for additional personnel for custodial service shortages and other support roles as needed.

COST: Not to exceed \$3,000,000 (an increase of \$500,000)

FUND NAME/ACCOUNT: 11-7230-2620-504210-000-000000-000-05-002-7230,
37-1219-2511-503370-000-000000-000-12-037

RATIONALE:

As we continue to work through staffing shortages in key support professional positions, we are able to leverage the State awarded Covid recovery funds to hire temporary personnel to ensure continuity of services essential to keeping our sites clean and sanitized, as well as other key services in the district. The additional funding will allow for the vendor to continue their supporting services providing the additional candidates to continue to fill these vacancies and ensure continuity of services for our school team and school communities.

DESIGN AND INNOVATION

E.13. RECOMMENDATION:

Enter into a ten-year lease agreement with Tulsa School of Arts and Sciences, Inc., for the Roosevelt building at 1202 W Easton St, Tulsa, OK 74127.

FURTHER RECOMMEND:

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

COST: No direct cost to the district

RATIONALE:

Tulsa School of Arts and Sciences (TSAS) has leased the Roosevelt building since 2016. Under the proposed ten-year lease, TSAS will continue to occupy the building and will update the HVAC system at their own expense during the 2022-2023 school year. The lease will be in force for the 2022-2023 through the 2031-2032 school years. Under the terms of the proposed ten-year lease, TSAS will continue to be responsible for all utilities and operational costs. Security, fire/intrusion monitoring, custodial services, and building maintenance will be contracted between Tulsa Public Schools and TSAS in a separate annual agreement.

FINANCIAL SERVICES

E.14. RECOMMENDATION:

Adopt the 2022-2023 School Site Staffing Plan that provides the distribution of staff to each school for instructional, administrative, and support personnel.

RATIONALE:

The school site staffing plan is the tool that provides each school with the instructional, administrative, and support staff needed to design the educational experience for their students. The school site staffing allocations for individual sites are based upon the guidelines of the plan and enrollment projections. The primary components of the staffing plan, including staffing ratios for the school year 2022-2023 remain consistent

and have not changed compared to the current school year (SY2021-2022). Upon approval of the plan, enrollment projections are entered into the school site staffing plan; the resulting staff allocations inform site planning teams as they design the site's master schedule and relevant supports for the upcoming year. For SY22-23, one of the district targeted investments that will focus on improving service to students and expanding school support to assist in their work toward achieving board goals is the extending the contract year for assistant principals, counselors and secretaries to 12 months, teaching assistant contract day to seven hours, and increasing the English language development supports at schools.

E.15. RECOMMENDATION:

Approve the 2021-2022 Amended School Budget and Financing Plan prepared in accordance with Section 5-154 of the School District Budget Act. The amended budget presents to the board the details of the estimated revenue and expenditures that total \$728,257,891 and \$680,071,448 respectively for all appropriated funds.

RATIONALE:

The Board of Education approved the 2021-2022 Preliminary School Budget and Financing Plan on June 18, 2021, and filed the plan before the end of the fiscal year as required by law. The Amended School Budget and Financing Plan supersedes the preliminary document and also complies with the appropriate law. The 2021-2022 Preliminary School Budget and Financing Plan presented to the Board of Education with details of the estimated revenue and expenditures totaled \$734,436,038 and \$700,214,779, respectively for all appropriated funds.

E.16. RECOMMENDATION:

Enter into an agreement for the 2021-2022 school year with the Sam Asher Computing Services, Inc, for their telephone-based time punching and related services for telephone access to UKG Kronos Workforce Ready software for the tracking of Child Nutrition and Plant Operation staff time and attendance at non-TPS sites. This is a replacement for the Telephone Time Entry on-premise software using the old Kronos Workforce Central system.

FURTHER RECOMMEND:

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

COST:

The first-year cost of the Telephone Time Punch software solution not to exceed \$1,647. This includes the installation/setup fee, the monthly fee per dial-in number, and the monthly fee per user. If the board approves this agreement in subsequent years, the annual fee will be \$1,557 based on 75 users.

FUND NAME/ACCOUNT:

GL code 39-1169-2580-503370-000-000000-000-02-025

REQUISITION/CONTRACT:

RQ 12209357

RATIONALE:

The use of Telephone Time Punch software will give staff a convenient way to record their time and attendance utilizing authorized telephone numbers located at non-TPS sites. Moving to the cloud-based Telephone Time Punch software solution allows TPS to decommission the old servers. This software also supports the time punch message in Spanish

E.17. RECOMMENDATION:
 Approve the March 18 – March 31, 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.

E.18. RECOMMENDATION:
 Enter into an agreement with Follett School Solutions, LLC to purchase training, implementation and configuration services of the current system’s module Resource Manager which will allow for expanded asset tracking capabilities.

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 \$6,500

FUND NAME/ACCOUNT: Bond funded - 3B-1146-2580-506530-000-000000-000-02-052-

RATIONALE:

This solution will allow the Fixed Asset team to more efficiently perform their annual audits of all district tracked assets in accordance with board policy. The new configuration of the current system Resource Manager module will provide the needed structure to design effective securities and reporting required for strengthening District data accuracy, accountability and reconciliation controls for tracking assets. The district is already using the Follet Destiny software to track other district resources and expansion of the tool will enable for improved processes and reporting capabilities in line with district requirements.

BOND PROJECTS AND ENERGY MANAGEMENT

E.19. RECOMMENDATION:
 Approve amendment 3A with the Nabholz Construction Manager LLC. establishing a guaranteed maximum price for the interior improvements at Eugene Field Elementary.

Allowances	\$ 215,000.00
General Conditions	\$ 125,045.59
Management Fees	\$ 50,882.72
Reimbursables	\$ 97,722.50

Trade Contracts	\$ 859,470.19
Total GMP	\$ 1,348,121.00

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

COST: The total cost of the project is not to exceed 1,348,121.

FUND NAME/ACCOUNT:

Account Code	Amount
34-1216-4720-504500-000-000000-016-12-185-RV005	\$ 639,582.00
34-1261-4720-504500-000-000000-016-12-185-SL007	\$ 200,000.00
3C-1315-4720-504500-000-000000-016-06-185-RV005	\$ 229,539.00
34-1315-4720-504500-000-000000-016-06-185-RV005	\$ 20,461.00
34-1316-4720-504500-000-000000-016-06-185-RV005	\$ 103,539.00
3C-1316-4720-504500-000-000000-016-06-185-RV005	\$ 105,000.00
33-1316-4720-504500-000-000000-016-07-185-RV005	\$ 50,000.00
Total:	\$ 1,348,121.00

RATIONALE: The interior renovation at Eugene Field is part of the 2021 bond issue.

E.20. RECOMMENDATION:

Enter into a contract with the lowest responsible bidder All Media Integration LLC, to provide and install new sound system at the new East Central Field House. The RFP # was 22019.

FURTHER RECOMMEND:

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

COST: The total cost of the project is not to exceed \$134,803.

FUND NAME/ACCOUNT: 33-1318-4720-504500-000-000000-070-12-710-W0001

RATIONALE: The new field house sound system is part of the 2015 bond.

E.21. RECOMMENDATION:

Enter into a contract with Reiss Painting Companies Incorporated for the exterior painting at Washington 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: The total cost of the project is not to exceed \$97,722.50.

FUND NAME/ACCOUNT: 34-1230-4720-504500-000-000000-073-12-735-RV008

RATIONALE: Exterior Improvements are part of the 2021 bond issue.

E.22. RECOMMENDATION:

Enter into a contract with the following contractors for drainage improvements at Kendall Whittier Elementary with the following vendors:

Storm Drainage	Duncan and Sons	\$ 50,250.00
Window Replacement	Coulter Company	\$ 99,525.00
Demo, Sod and Concrete	Crossland Construction	\$ 98,923.00

FURTHER RECOMMEND:

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

COST:

The total cost of the project is not to exceed \$248,698.

FUND NAME/ACCOUNT: 34-1212-4720-504500-000-000000-025-12-251-PV037-

RATIONALE: Exterior Improvements are part of the 2021 bond issue.

E.23. RECOMMENDATION:

Approve first amendment to Condominium Purchase Agreement between the District and Children’s Museum, Inc. deleting Section 1.4 of the Agreement. Section 1.4 provided for rent to commence after Tulsa Public Schools purchased the TPS Unit (STEM classrooms) if field trips to the Children’s Museum had not commenced under the Services Agreement by the start of the 2021 academic 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: The amendment has no additional cost to the district.

RATIONALE:

The purchase of the TPS Unit at the Children’s Museum was delayed beyond the start of the 2021 academic year and is now scheduled to take place on April 8, 2022. Services to district students commenced on March 1, 2022, prior to closing of the purchase of the TPS Unit. Since Tulsa Public Schools did not own the TPS Unit at the start of the 2021 academic year, no rent is due and this provision is unnecessary.

E.24. RECOMMENDATION:

Correct item E.16 on the March 7, 2022 agenda to reflect supplement #2 with Reed Architect and Interiors, LLC. The previous item incorrectly listed supplement #1.

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 correction is needed to reflect the correct supplement number.

E.25. RECOMMENDATION:

Approve supplement #3 with Trigon Construction Managers and General Contractors, Inc. to establish a guaranteed maximum price for STEM renovations at Hale Junior High.

FURTHER RECOMMEND:

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

COST: The total cost of the project is not to exceed \$500,000.

FUND NAME/ACCOUNT: 34-1311-4720-504500-000-000000-063-12-661-RV009

RATIONALE: The renovations are part of the 2021 bond package.

E.26. RECOMMENDATION:

Enter into contract with the lowest responsible bidders, Turner Roofing and Sheet Metal Inc. and Standard Roofing Company Inc. for roof restoration 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:

Standard Roofing Company Inc: \$533,210.

Turner Roofing and Sheet Metal Inc: \$1,120,436.

The total cost of the project is is not to exceed \$1,653,646

FUND NAME/ACCOUNT:

34-1260-4720-504500-000-000000-014-12-175-RF034

34-1260-4720-504500-000-000000-075-12-606-RF034

34-1260-4720-504500-000-000000-049-12-411-RF034

34-1260-4720-504500-000-000000-0XX-12-XXX-RF034

RATIONALE: Roof restoration is part of the 2021 bond package.

BOARD OF EDUCATION

E.27. 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.

OPERATIONS

E.28. RECOMMENDATION: Approve the 2022-2023 school calendar.

RATIONALE:

This calendar maximizes uninterrupted learning time, and includes additional dedicated professional development to support the implementation of strategic initiatives to achieve board goals. Professional days are aligned with holidays to minimize impact on instructional days and on families allowing them to plan in advance. It preserves traditional holidays, and full week breaks for Thanksgiving and Spring, along with a break in April to support students and teachers. It meets all state requirements for instructional time. This proposed calendar reflects the input of a working committee, and consultation with many of our core stakeholders, including families.

GENERAL COUNSEL

E.29. RECOMMENDATION:

Engage the legal services of Frantz Law Group, PLC, and enter into a contingency fee agreement with the firm, for the purposes of joining in the mass action litigation against Juul and other distributors and marketers of vaping products.

RATIONALE:

In this litigation the district will seek past and future monetary damages so that it may strengthen its efforts to deter the use of vaping products in schools, educate students and families about the dangers of vaping, and support any students with nicotine addiction. The litigation will be handled on a contingency fee basis of 25%. Any compensation to the firm will come exclusively from any monetary recovery.

F. PUBLIC COMMENT ON ACTION ITEMS

G. ACTION AGENDA - Motion and vote on recommendations

SUPPORTING INFORMATION

CONSENT ITEM E.1.

ROUTINE FIELD TRIPS

SCHOOL	NUMBER OF STUDENTS/ PARENTS/ STAFF	PURPOSE OF TRAVEL AND LOCATION	TRAVEL DATES	NUMBER SCHOOL DAYS MISSED	TRAVEL COST AND FUNDING SOURCE
G.W.Carver 6424 W. Farm Rd Wilson Creek Republic, MO	200	MYP Field Service Civil War Unit	Post Fact: 04/04/22	1	\$8920 8 th Grade SAF: 560

PO# 62201934 – Village Charters

No Cost Admission

**SUPPORTING INFORMATION
CONSENT ITEM E.9.**

ROUTINE STAFFING

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree & Step
Campos Tamayo, Carmen	03-23-22	\$ 11.38	Evening Custodian	MT-3
Choate, William	03-21-22	\$ 30,000.00	Apprentice	NS
Green, Amber	03-08-22	\$ 11.55	Attendance Facilitator	IS-6
Herrera, Luz	03-28-22	\$ 10.31	School Clerk	CA-3
Lee, DaVeon	09-08-21	\$ 9.81	Teacher Assistant	IS-3
Madison, Sabrina	03-24-22	\$ 43,700.00	Teacher	M-5
Murray, Michael	03-28-22	\$ 11.77	Bus Driver	MT-7
Newman, Hannah	09-22-21	\$ 13.08	Teacher Assistant	IS-6
Ormsby, Dalton	03-23-22	\$ 14.16	Electrical Apprentice	MT-11
Owens, Michael	03-14-22	\$ 11.38	Day Custodian	MT-3
Solis, Esther	03-23-22	\$ 11.38	Evening Custodian	MT-3
Taylor, Kyle	03-23-22	\$ 40,000.00	Teacher	B-0

ADJUSTMENTS

Name	Effective Date	Contract Amount	Proposed Position	Current Position	Grade or Degree & Step
Castaneda, Andrea	07-01-22	\$162,000.00	Chief Strategy Officer	Chief Innovation Officer	XG-5
DeShone, Kelli	01-10-22	\$ 18.27	Head Custodian	Unassigned Custodian	MT-8
Grubbs, Keyaira	03-21-22	\$ 16.28	Desktop Support Analyst	Switchboard Operator	TS-9
Hutchinson, Krystal	01-04-22	\$ 89,300.00	Director of Post Secondary Readiness	Coordinator - College & Career Readiness	EG-8
Johnson, Tasha	05-06-22	\$ 122,113.00	Ex. Director - Talent Management	Manager - Stretagic Projects	XG-1
McCann, Isaac	08-13-21	\$ 45,200.00	Teacher	Teacher	M-7
McCaskill, Asia	03-22-22	\$ 30,000.00	Apprentice	ED Paraprofessional	NS
Mendez Tomas, Eusebio	03-08-22	\$ 11.38	Unassigned Custodian	Day Custodian	MT-3
Metzler, Sheri	03-21-22	\$ 13.26	ID Paraprofessional	Before & After Care Group Leader	IS-10
Wright, Jeanna	02-01-22	\$ 65,000.00	Manager - General Accounting	Buyer / Systems Admin	BG-8

SEPARATIONS

Name	Effective Date	Position
Aguero Gamillo, Graciella	02-08-22	Evening Custodian
Allen, Jeffery	03-18-22	Warehouse Distribution Specialist
Beasley, Anisah	03-23-22	Teacher
Benitez, Gloria	03-07-22	Evening Custodian
Canfield, Marshall	03-11-22	Teacher
Cumberbatch, Azaria	03-11-22	Teacher
Doyle, George	01-31-22	Evening Custodian
Hill, Richard	02-28-22	Evening Custodian
Hordubay, James	01-04-22	Teacher
Hout, Edward	04-01-22	Painter Craftsperson

Hunter, Diana	03-11-22	ID Paraprofessional
Jones, Donald	03-21-22	ED Paraprofessiona
Jordan, Janeice	03-25-22	Cafeteria Assistant
Kelly, Briana	03-21-22	Teacher
Munguia Vargas, Patricia	02-04-22	Evening Custodian
Olsen, Paula	06-01-22	Teacher
Ortiz, Fernando	01-10-22	Cafeteria Assistant
Peter, Emily	05-27-22	Teacher
Peters, Wendell	04-29-22	Head Custodian
Robertson, Kelsie	03-11-22	School Clerk
Rondeau, Christopher	03-07-22	Apprentice
Scott, Amber	01-21-22	Before & After Site Coordinator
Sells, Anita	03-25-22	Teacher Assistant
Stambaugh, Lucinda	03-10-22	Teacher
Walton, Sheneci	03-04-22	Bus Driver
Williams, Michael	03-21-22	Cook II
Wilson, Solomon	03-21-22	Teacher Assistant

SUBSTITUTE AND TEMPORARY ELECTIONS

CNS

Sitrin, Marshal

SUBSTITUTES

Barnes, Jennie	Campbell, Tammy	Knauls, Theodoshia	Watkins, Joshua
Boomer, Seth	Corley, John	Mittelstet, April	
Brisco, Deborah	Hoefling, Robert	Rogers, Bailey	

ADJUNCT COACHES

Webster: Aaron O'Brien, wrestling assistant adjunct coach @ \$2,142, March 21, 2022 to May 29, 2022
 Carver: Keith Marshall, boys' cross country head adjunct coach @ \$1,008, March 23, 2022 to May 29, 2022
 Carver: Joshua Stephens, girls' cross country head adjunct coach @ \$1,008, March 23, 2022 to May 29, 2022

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Edison - 22-0000-3120-501210-700-000000-953-03-712

Pay Irma DeCasas, custodian, as stipend of \$1.31/hr. worked for additional duties as acting building grounds site assistant, March 17, 2022 to June 30, 2022.

SFSS Additional Administrative Duties: 11-0000-2212-501210-000-000000-109-06-070-

Pay Melisa Christman, operations manager, a stipend of \$500 per month worked for administrative duties for the Student and Family Supports Services department, April 5, 2022, to June 30, 2022.

Team Tulsa - xx-xxxx-xxxx-501700-xxx-xxxxxx-xxx-xx-xxx Certified

xx-xxxx-xxxx-501800-xxx-xxxxxx-xxx-xx-xxx Support

Pay a one-time \$500.00 stipend to employees not included in the TCTA bargaining unit for continuing to support continuity of instruction for Tulsa Public School students.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

SUPPORTING INFORMATION

CONSENT ITEM E.11.

POSITION CREATIONS/DELETIONS

Create:

Position	Salary/ Grade	Duties
<p>Marketing & Outreach Manager - ESC / Communications</p> <p><i>Annual Budget Impact:</i> \$ 112,000 min. – \$ 168,000 max.</p> <p><i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX</p> <p><i>Grant Funded</i></p>	<p>BG-8 12 Months</p>	<p>The manager serves as a key program-area lead in the successful implementation of a three-year grant funded initiative designed to retain, re-engage, and recruit students and families to choose Tulsa Public Schools for their child’s pre-K-12 education. The marketing and outreach manager will supervise three specialist-level positions that will provide direct support to elementary school teams to retain existing families, recruit new families, and re-engage families who have left the system within the last three years. This position will focus on improving constituent experiences with the district by overseeing the development and implementation of strategic marketing plans for a targeted portfolio of 10-15 elementary schools; supporting school and district teams with implementing system-wide practices and standards for customer service and engagement; and managing outreach efforts to families identified as at-risk for in-district retention. This position will support the director of family retention and recruitment with stewardship of strategic community partnerships.</p>
Position	Salary/ Grade	Duties
<p>Director of Family Retention & Recruitment - ESC / Communications</p> <p><i>Annual Budget Impact:</i> \$ 46,100 min. – \$ 118,700 max.</p> <p><i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX</p> <p><i>Grant Funded</i></p>	<p>BG-11 12 Months</p>	<p>The director serves as a key functional lead in the successful implementation of a three-year grant funded initiative designed to retain, re-engage, and recruit students and families to choose Tulsa Public Schools for their child’s pre-K-12 education. The director of family retention and recruitment will lead the creation of and provide direct oversight to an eight-member team comprised of two manager-level and six specialist-level positions that will provide direct support to elementary school teams to retain existing families, recruit new families, and re-engage families who have left the system within the last three years. This position will focus on improving constituent experiences with the district both directly and indirectly by overseeing the work of: developing and implementing system-wide practices and standards for customer service and engagement; building and sustaining a broad coalition of community advocates and partners who will help to increase awareness of and</p>

		participation in early childhood programming; facilitating outreach to families identified as at-risk for in-district retention; and providing targeted strategic marketing support to schools in the district. The director will also ensure strong cross-functional collaboration with the Enrollment, Student and Family Support Services, Teaching and Learning, and Data and Analytics teams.
Position	Salary/ Grade	Duties
<p>District Mental Health Specialist - EC / Student and Family Support Services</p> <p><i>Annual Budget Impact:</i> \$ 47,476 min. – \$ 66,700 max.</p> <p><i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX</p>	<p>BG-6 12 Months</p>	<p>Student and Family Support Services provides a data driven, multi-tiered system of support, utilizing prevention and intervention services for students, schools, and families to address the social, emotional, behavioral, health, and safety needs of all students. The Mental Health Specialist (District) position provides oversight for the development, implementation, and monitoring of comprehensive Memorandum of Understanding(s) with community mental health related service partners and support the infrastructure that includes but is not limited to embedded and itinerant therapeutic school based services, direct counseling support, mental health related support for students, family/school community/staff mental health related support, crisis response, learning supports, psychoeducation, attendance support, and social emotional learning. The District Mental Health Specialist will act as the liaison to district general counsel, risk management, and community partners to establish and maintain school-community mental health partnerships and related compliance.</p>
Position	Salary/ Grade	Duties
<p>Deputy CFO - ESC / Finance</p> <p><i>Annual Budget Impact:</i> \$ 105,000 min. – \$ 157,600 max.</p> <p><i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX</p>	<p>XG-3 12 Months</p>	<p>The Deputy CFO is responsible for the overseeing and coordinating the district's Financial planning, including:</p> <ul style="list-style-type: none"> • Creating and updating a multi year fiscal outlook • Actively manage strategic implications of district strategies on fiscal outlook • Cross-functional and cross-funding source alignment in support of district's strategic plan • Reporting and evaluation processes for investments and fiscal plans • Oversee and coordinate central office and school strategic partner planning & process <p>The Deputy CFO will also be responsible for establishing and leading our formal financial planning processing cadence with</p>

		district leadership and for strengthen financial and resource planning support to schools in alignment with district's strategic plan. The role will also oversee efforts to realize fiscal operations process improvements and to oversee strategic allocation of federal recovery dollars for the district.
Position	Salary/ Grade	Duties
Instructional Superintendent for Elementary Schools - ESC / Deputy Superintendent <i>Annual Budget Impact:</i> \$ 111,400 min. – \$ 167,200 max. <i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX	XG-4 12 Months	Responsible for the educational performance of the elementary team by ensuring the implementation of the Board's strategic goals with a focus on providing rich literacy instruction for all learners. Manages and coaches elementary Instructional Leadership Directors, and collaborates closely with the Instructional Superintendent of Secondary Schools, Chief Learning Officer and other leaders to provide a cohesive, personalized and equitable school experience for all students.
Position	Salary/ Grade	Duties
Instructional Superintendent for Secondary Schools - ESC / Deputy Superintendent <i>Annual Budget Impact:</i> \$ 111,400 min. – \$ 167,200 max. <i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX	XG-4 12 Months	Responsible for the educational performance of the secondary team by ensuring the implementation of the Board's strategic goals with a focus on providing rich literacy instruction for all learners and a personalized, and real world-ready high school experience. Manages and coaches secondary Instructional Leadership Directors, and collaborates closely with the Instructional Superintendent of Elementary Schools, Chief Learning Officer and other leaders to provide a cohesive, personalized and equitable high school experience for all secondary students.
Position	Salary/ Grade	Duties
Director of Secondary School Academic Operations - ESC / Deputy Superintendent <i>Annual Budget Impact:</i> \$ 79,100 min. – \$ 118,700 max. <i>Funding Source:</i>	BG-11 12 Months	Responsible for leading cross-functional efforts to continuously improve strategic planning and implementation of secondary academic programming across the District's schools. Working directly with the secondary team and the Deputy Superintendent, the Director will facilitate efficient collaboration and decision-making across District departments to ensure a coherent and effective implementation plan to guide secondary school leaders, progress monitoring, and continuous improvement.

XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX		
Position	Salary/ Grade	Duties
Manager of Strategic School Operations and Scheduling - ESC / Deputy Superintendent <i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max. <i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX	BG-8 12 Months	Responsible for the implementation of secondary schedules, policies and processes within academic operations to ensure secondary student success. Partner with district cross-functional teams to ensure resources are maximized in support of the Board’s high school and post-secondary goals. Provide technical expertise to manage master scheduling at secondary schools. Support the secondary team’s school launch and operations work across all schools. Provides resources for school long-term planning projects, as well as implementation support.
Position	Salary/ Grade	Duties
Manager of District Strategy - ESC / Design and Innovation Office <i>Annual Budget Impact:</i> \$ 56,000 min. – \$ 84,000 max. <i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX	BG-8 12 Months	The Strategy Project Manager supports implementation of the district strategic plan. This includes managing the cycles and routines of measurement, implementation, monitoring, and adjustment of Tulsa’s strategic agenda.
Position	Salary/ Grade	Duties
Executive Director of School Leadership Development - ESC / Talent Management <i>Annual Budget Impact:</i> \$ 105,000 min. – \$ 157,600 max. <i>Funding Source:</i> XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX <i>Grant Funded</i>	XG-3 12 Months	This position leads the articulation and execution of the district’s strategy to cultivate a pipeline of school leaders through specific programming to develop candidates for the assistant principalship and principalship. This leader will oversee programming to develop candidates for the assistant principalship and will launch and direct an aspiring principals program. In addition, this position will manage developmental support for novice school leaders, inclusive of embedded leadership coaching. The executive director ensures coherence across efforts within and across talent management, instructional superintendents and leadership directors, and the deputy superintendent. This executive director will also cultivate necessary relationships with higher education to ensure better alignment with graduate programming and district school leadership readiness.

**SUPPORTING INFORMATION
CONSENT ITEM E.27.**

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 is selected for 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: XX
February 2013

CONSENT ITEM E.28.

2022-2023 School Calendar

August 2022						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

School is not in session on days highlighted in:	
Professional Days (9)	(3)
Teacher Workdays (2)	
Holiday/Break (28)	
Parent Conference Day (2)	
Orientation Days (1)	

Quarter Information:	
Classes Begin	Aug 18
1st Day of Q1	Aug 18
Last Day of Q1	Oct 11
1st Day of Q2	Oct 12
Last Day of Q2	Dec 16
1st Day of Q3	Jan 4
Last Day of Q3	Mar 22
1st Day of Q4	Mar 23
Last Day of Classes*	**May 25
**Last Day for teachers is 1 day after the last day of school	
First Quarter	37 days
Second Quarter	37 days
Third Quarter	47 days
Fourth Quarter	44 days
Commencement Week	
May 15-20	

Classes Not in Session	
Teacher PD day	Aug 10, 11, 12, 17
Teacher work day	Aug 15
Labor Day	Sep 5
Teacher PD day	Sep 6
Teacher PD day	Oct 17-18
Fall P/T Conf.*	Oct 19
Fall Break	Oct 20-21
Teacher PD day	Nov 7
Civic day	Nov 8
Thanksgiving	Nov 21-25
Winter Break	Dec 19-Jan 2
Teacher PD day	Jan 3
Martin L King Jr.	Jan 16
President's Day	Feb 20
Teacher PD day	Feb 21
Teacher PD day	Mar 9
Spring P/T Conf.*	Mar 10
Spring Break	Mar 13-17
Teacher PD day	April 27
April Holiday	April 28
Teacher work day	May 26

Weather days	
**If ___ weather days are used:	The last day of classes will be:
Zero	May 25, 2023
One	May 26, 2023
Two	May 30, 2023
Three	May 31, 2023
Four	June 1, 2023
Five	June 2, 2023
Any additional calendar days beyond May, naturally occurring or other, will result in an extension of the calendar or Distance Learning days could be declared.	
*please check with your school for exact dates and times	

Board Approved on:

Regular Meeting, April 4, 2022

Enrollment center closed each Wednesday except in August & January; closed Feb 20-24 and March 13-17