

AGENDA

Special Meeting of the Board of Education, Independent School District Number One, Tulsa County, Oklahoma, Thursday, July 14, 2022, at 1:00 p.m., in the Cheryl Selman Room, ground floor, at the Charles C. Mason Education Service Center, 3027 South New Haven, Tulsa, Oklahoma.

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.

A. OPENING EXERCISES

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

A.2. Flag salute

B. DISCUSSION AMONG BOARD MEMBERS, SUPERINTENDENT, STAFF, AND REPRESENTATIVES OF COUNCIL OF GREAT CITY SCHOOLS REGARDING the principles of Student Outcomes Focused Governance

C. ACTION AGENDA - Motion and vote on each recommendation.

D. SPECIAL PRESENTATION - Discussion among Board members, Superintendent, Staff, and national experts on Tulsa Public Schools and national NWEA MAP results

E. DISCUSSION AMONG BOARD MEMBERS, SUPERINTENDENT, STAFF, AND REPRESENTATIVES OF COUNCIL OF GREAT CITY SCHOOLS REGARDING the 2022-2027 Board's goals, guardrails, and goal monitoring calendar

F. MOTION, SECOND, DISCUSSION AND POSSIBLE VOTE to adopt to the 2022-2027 Board's goals and guardrails

G. MOTION, SECOND, DISCUSSION AND POSSIBLE VOTE to adopt the Board's goal monitoring calendar

H. DISCUSSION AMONG BOARD MEMBERS, SUPERINTENDENT, STAFF, AND REPRESENTATIVES OF COUNCIL OF GREAT CITY SCHOOLS REGARDING District Policies, specifically 1301, regarding board meeting agendas, minutes and public comment

I. EXECUTIVE SESSION

I.1. Motion, second, discussion and vote on motion to go into executive session for the purposes of (a) discussing the employment and resignation of Devin Fletcher, an individual salaried public employee, pursuant to Title 25, Section 307.B.1 of the Oklahoma Statutes; and (b) engaging in confidential communications between the Board and its attorneys concerning a pending investigation, claim, or action regarding payments made by Snickelbox, LLC to certain District employees and related contract management irregularities and financial losses to the District, the Board having been advised by its attorney that disclosure will seriously impair the ability of the Board to process the claim or conduct a pending investigation, litigation, or proceeding in the public interest, pursuant to Title 25, Section 307.B.4 of the Oklahoma Statutes; and (c) where disclosure of the information (described above) to be discussed would violate confidentiality requirements under state or federal law, pursuant to Title 25, Section 307.B.7 of the Oklahoma Statutes.

I.2. Executive session (Room 200-C)

I.3. Motion, second, discussion and vote on motion to acknowledge return to open session.

I.4. Board President's statement of minutes of executive session.

J. NEW BUSINESS

K. ANNOUNCEMENTS

The next regularly scheduled meeting of the Board of Education will be held on Monday, August 1, 2022 at 6:30p.m.

C. ACTION AGENDA - Motion and vote on recommendations

BOND PROJECTS AND ENERGY MANAGEMENT

C.1. RECOMMENDATION:

Board to receive bids for the purchase of \$6,200,000 Technology Equipment General Obligation Bonds, Taxable Series 2022C, and motion to vote to award said bonds to the lowest bidder, BOK Financial Securities, complying with the notice of sale and instructions to bidders.

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:

At the June 6, 2022 meeting, the Board authorized the advertisement of bids for the District's \$6,200,000 Technology Equipment General Obligation Bonds, Taxable Series 2022C to fund, acquisition of student and classroom technology improvements (Student and Classroom Technology Bonds Proposition No. 2 - \$1,795,000) and acquisition of textbooks, classroom learning materials, technology infrastructure and acquiring computer software (Quality Learning Materials and Programs Bonds Proposition No. 4 - \$4,405,000). Consequently, offering documents and other instructions were distributed by the District's Financial Advisor to interested financial institutions and broker dealers to receive bids at 11:00 AM on July 11, 2022. A compilation of the bids received will be presented to the Board at the meeting for consideration and action. The action item would be accepting the lowest bid to purchase the Bonds.

C.2. RECOMMENDATION:

Board to consider and vote on a resolution providing for the issuance of general obligation bonds in the sum of \$6,200,000 by the School District, authorized at an election June 8, 2021, duly called and held for such purpose; designating the bonds as "Technology Equipment General Obligation Bonds, Taxable Series 2022C", providing for registration thereof; providing for levy of an annual tax for the payment of principal and interest on the same; and fixing other details of the issue.

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 resolution authorizes the issuance of the 2022C bonds in the amount and for the purpose so indicated and outlines key components related to the Bonds as well as providing for the levy of an annual tax to make principal and interest payments when due. The Bonds will mature on August 1, 2027, reflecting a five-year term. The

appropriate action item is passing the resolution authorizing the issuance of the 2022C Bonds.

DEPUTY SUPERINTENDENT

C.3. RECOMMENDATION:

Enter into a memorandum of understanding with the Oklahoma State University Center for Family Resilience and Mitchell Elementary School to be in effect from September 1, 2022 through May 31, 2023.

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:

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

C.4. RECOMMENDATION:

Enter into an agreement with the Confucius Classroom Coordination Offices through the International Leadership of Texas, a 501(c)(3) organization, an international partnership dedicated to building the field of Chinese language teachers and learning in American schools for the 2022-2023 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: No cost to the district. The Chinese International Education Foundation will provide funding for operating expenses.

FUND NAME/ACCOUNT:

Confucius Classroom
81-2273-1000-000000-000-07-735

RATIONALE:

This will be Booker T. Washington's ninth year to participate in a Confucius

Classroom program. International Leadership of Texas, in partnership with Confucius Classroom Coordination Offices offers a quality program which will allow our students to continue the study of the Chinese language and culture. This item aligns with our high school experience strategy as outlined in Pathways to Opportunity.

C.5. RECOMMENDATION:

Enter into a contract with Academy for Urban School Leadership (AUSL) to provide design and consultation services in support of the development of a Graduate Profile and aligned benchmarks and curriculum in alignment with Board of Education goals and guardrails.

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 \$250,000.

FUND NAME/ACCOUNT:

Grant funding

11-0260-XXXX-503X00-000-000000-00-05-XXX-0260

REQUISITION/CONTRACT: 12301138

RATIONALE:

This contract addresses the following board goals and guardrails:

- The number of students earning postsecondary credentials
- The number of students completing ICAP requirements
- The number of students engaging in advisory curriculum

The work scope of this contract provides skilled technical support focused on a vertically articulated graduate profile and aligned advisory programming for grades 6-12. The contract with AUSL will allow for the vendor to collaborate with and enter into a sub-contract with City Year Tulsa, a current district partner. Key deliverables and actions include:

- Community engagement around a holistic approach to our grade profile
- A vertically articulated graduate profile with clear benchmarks across the PreK-12 experience.
- Tools to support implementation of a revised secondary advisory program
- A framework for creating developmentally appropriate, future-oriented goal setting tools for students

This contract is the result of a comprehensive RFP with a multi-year work scope. In the event that the district is able to raise additional funding for this important work, we will accelerate the FY23 work scope by requesting an amendment of this item to increase contract value and deliverables.

C.6. RECOMMENDATION:

Amend the contract with Growing Together, 501(c)(3) organization, for wrap around service management and coordination at Rogers Middle and High School, Webster Middle and High School, Eugene Field, Kendall-Whittier and Sequoyah that was

approved on the June 6, 2022 agenda, item E.5, to reflect a contract amount not to exceed \$481,742.

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 \$481,742 (an increase of \$16,550)

FUND NAME/ACCOUNT: Title I 11-5118-2194-503200-494-000000-55-XXX-5118

REQUISITION/CONTRACT: 12300189

RATIONALE: The amendment is necessary to increase the original contract amount. Webster Middle and High School was awarded an EDGE grant. Additional services beyond the original contract with Growing Together were part of this grant request.

C.7. RECOMMENDATION:

Renew a contract with Reading Partners, a nonprofit public benefit corporation, for the 2022-2023 school year. Reading Partners was the most responsive bidder to request for proposal 21015.

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 \$500,000

FUND NAME/ACCOUNT:

11-5118-1000-503200-494-000000-000-55-XXX-5118

11-5150-1000-503200-494-000000-000-55-XXX-5150

11-3670-1000-503200-427-000000-000-55-XXX-3670

REQUISITION/CONTRACT: 12300247

RATIONALE:

Reading Partners provides an innovative, effective, and community-based solution to our literacy goals and strategies in Pathways to Opportunity. As a Tier-2 literacy intervention backed by independent, gold standard research, Reading Partners empowers low-income elementary students to reach their full academic, professional, and life success. Tulsa Public Schools has partnered with Reading Partners since 2013. District data has consistently shown that Reading Partners' students outperform their peers on MAP assessments. Research conducted by Impact Tulsa shows Reading Partners' students are more likely to show up for school and less likely to be chronically absent while enrolled. To support this effort, Reading Partners recruits and trains community volunteers to provide individualized instruction to struggling readers. Reading Partners will provide one on one reading support to qualifying students at the schools identified below utilizing structured curriculum-based materials and will ensure that volunteers providing reading support are appropriately trained and receive ongoing coaching and support.

Burroughs Elementary
Clinton West Elementary
Cooper Elementary
Eugene Field Elementary
Hamilton Elementary
Hawthorne Elementary
John Hope Franklin Elementary
Kendall-Whittier Elementary
Kerr Elementary
Key Elementary
Lewis & Clark Elementary
Macarthur Elementary
Marshall Elementary
Mitchell Elementary
Owen Elementary
Peary Elementary
Sequoyah Elementary
Skelly Elementary

TALENT MANAGEMENT

C.8. RECOMMENDATION: Approve position creates and deletes.

RATIONALE:

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

C.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.

TEACHING AND LEARNING

C.10. RECOMMENDATION:
Enter into an agreement with Joubel AS, Corporation, for H5P services to add

increased interactivity and engagement features for asynchronous professional learning July 1, 2022, through June 30, 2023.

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 \$14,400

FUND NAME/ACCOUNT:

Bond Funds

3B-1171-2213-505300-000-00000-000-06-087-

REQUISITION/CONTRACT:

12300714

RATIONALE:

Since the pandemic, the district has continued to learn about and leverage the power of asynchronous professional learning opportunities to engage larger audiences and create catalogs of high-quality professional learning offerings for ongoing educator access. The services provided by H5P.com will provide additional features to be incorporated in future course offerings that will assist facilitators/designers in increasing participant engagement and differentiating our professional learning library to better meet the needs of adult learners in our system.

C.11. RECOMMENDATION:

Amend the contract with TalkingPoints, 501(c)(3) that was approved on the June 6, 2022 agenda, item E-74, to reflect a cost not to exceed \$125,252.

COST: Not to exceed \$125,252 (an increase of \$2,172)

FUND NAME/ACCOUNT:

Bond Funds

3X-1312-XXXX-505300-000-000000-000-06-070-

REQUISITION/CONTRACT: 12301123

RATIONALE:

This cost update ensures that the agenda approval aligns with the service contract enabling the district to communicate with parents and families in over 200 languages. This communication platform provides a parent engagement platform that facilitates one-way and two-way communication between district or school staff and parents via text message or phone app notification. Parents can easily reach out and ask questions or share information regarding their student with teachers or other staff without sharing teacher's personal cell phone numbers. Messages are automatically translated into whatever language the parent has reported they speak.

INFORMATION AND ANALYTICS

C.12. RECOMMENDATION:

Ratify E-Rate contracts with the following vendors for the 2022 – 2023 fiscal year.

Vendor	Agenda	Item	RQ
Cox Communications, Inc.			

Wide Area Network	02/07/2022	E.15	12300109
Cox Communications, Inc. Internet Service	02/07/2022	E.14	12300110

RATIONALE:

Program deadlines for the federal E-Rate program require that E-Rate contracts be awarded by March 25, 2022 for the 2022 funding year (the district's 2022-2023 fiscal year). The listed contracts may be paid in part with E-Rate funds. The contracts were considered by the Board and approved prior to the federal deadline. To satisfy the requirement of Oklahoma law regarding fiscal year limitations, District counsel has recommended the Board ratify these contracts in July for the next ensuing fiscal year.

FINANCIAL SERVICES

C.13. RECOMMENDATION:

Approve the *June 17, 2022 - July 7, 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.

* Note the report listed above is a link that will take you to the full encumbrance report.

C.14. RECOMMENDATION:

Amend the agreement with RSM US LLP that was approved on the December 6, 2021 agenda, item E.12, to reflect a cost not to exceed \$28,500.

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 \$28,500 (an increase of \$3,500)

FUND NAME/ACCOUNT:

General Fund, 11-0000-2511-503100-000-000000-000-08-052

RATIONALE:

This increase in cost is needed to cover additional hours for the completion of the implementation of Governmental Accounting Standards Board (GASB) statements 87 and 96 lease accounting requirements for the district's financial reporting. GASB statements 87 establishes a single model for lease accounting based on the foundational principle that leases are financings of the right to use an underlying asset, and GASB 96 provides guidance on the accounting and financial reporting for subscription-based information technology arrangements (SBITAs) for government end users (governments). The agreement with RSM US LLP will provide the district with the licenses to the LeaseQuery software, support for the implementation process, training on the use of the software, and consultation to identify and validate leases for preparation of auditing and reporting GASB87 requirements for 2021-2022

fiscal year and prepare for GASB 96 requirements for the following fiscal year.

C.15. RECOMMENDATION:

Renew agreement with Municipal Finance Services, Inc. (MFSOK) for the district's 2022-23 fiscal year processing of financial advisory services and Continuing Disclosure reporting assistance.

COST: \$1,500

FUND NAME/ACCOUNT: General: 11-0000-2213-508100-000-000000-000-08-097

RATIONALE:

Continuing Disclosure reporting is required annually after completion of our Annual Comprehensive Financial Report (ACFR). The fees paid in FY2021-22 were \$1,500.

SUPPORTING INFORMATION

ACTION ITEM C.8

POSITION CREATIONS/DELETIONS

CREATES:

Position	Salary/Grade	Duties
Senior Enrollment and Resource Planning Analyst - EC/ Enrollment & Student Information Annual Budget Impact: \$56,000 min - \$84,000 max Funding Source: 11-0279-2580-501210- 000-000000-315-05-058-0279	BG-8 12 Months	The Senior Enrollment and Resource Planning Analyst will help develop and support the data strategy for the enrollment center and its stakeholders, create reporting tools for the various information systems used by the enrollment center that will help increase awareness of enrollment trends, provide statistical analysis to support the district-wide resource inputs and planning process, lead in the development of the strategic regional analysis, create sustainable reporting systems that will support the federal and state reporting mandates and help foster a culture of strategic data use throughout the department.

Position	Salary/Grade	Duties
Manager of Licensing & Operations -EC/Family, Community, an Youth Partnership Annual Budget Impact: \$50,000 min - \$75,000 max Funding Source: 11-7950-3300-501210- 493-000000-XXX-05-039-7950	BG-7 12 Months	This position is responsible for the recruitment, hiring, and onboarding of After Learning youth development staff, ensuring licensing and standards compliance for all programs, and After Learning program operations, such as learner enrollment and family communications. The After Learning Manager of Licensing & Operations is responsible for developing and maintaining clearly defined processes and structures for ensuring all programs comply with Oklahoma Department of Human Services requirements and guidelines.

Position	Salary/Grade	Duties
Compensation Analyst ESC/Talent Mgmt Annual Budget Impact: \$39,600 min- \$59,400 max Funding Source: xx-xxxx-xxxx-xxxxxx- xxx-xxxxxx-xxx-xx-xxx	BG-5 12 Months	The Compensation Analyst is responsible for preparing salary worksheet, while reviewing, editing, and formatting job descriptions. The positions will be responsible for auditing position requirements, determining and auditing exempt status, and determining pay grade. Assist with the state personnel report. The Compensation Analyst is responsible for managing personal actions on the Board AGenda including creates, deletes, position upgrades and position title changes. The position is responsible for verifying and processing degree changes and salary adjustments.

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

Position	Salary/Grade	Duties
Academic Partner - ESC/Exceptional Student Support Services Annual Budget Impact: \$56,500 min- \$84,700 max Funding Source: xx-xxxx-xxxx-xxxxxx xxx-xxxxxx-xxx-xx-xxx	EG-5 12 Months	The Special Education Academic Partner, in collaboration with the Special Education Directors and other members of Teaching and Learning, is responsible for delivering within their network specially designed instruction, which includes high-quality instruction resources, enhancing classroom practices, and tiered levels of support programs to increase Tulsa Public Schools students' achievement and to prepare all students for success in college, career, and life. The Special Education Academic Partner works with their Instructional Leadership Director within an assigned network of schools to ensure IDEA policies and procedures are implemented to meet the needs of each individual student on an IEP.

Position	Salary/Grade	Duties
District Language Specialists - EC/Language and Cultural Services -3 Positions Annual Budget Impact: \$118,800 min- \$178,200 max Funding Source: 11-0847-2194-501210- 410-000000-328-05-070-0847	BG-5 12 Months	To facilitate, provide, and support language assistance services for Limited English Proficient persons in the district, design and train staff in using language resources, developing language skills, and support district initiatives aimed to engage and serve refugee and immigrant families.

Position	Salary/Grade	Duties
Catering Manager - Ross/Child Nutrition Services Annual Budget Impact: \$39,600 min- \$59,400 max Funding Source: 22-3850-3120-501210- 700-000000-609-03-053	BG-5 12 Months	Manage the bakery production and staff, manage catering events and staff and manage the production of Discovery Lab and Tulsa Virtual Academy meals.

Position	Salary/Grade	Duties
Sheet Metal Apprentice- Maintenance Annual Budget Impact: \$29,453 min- \$39,686 max Funding Source: xx-xxxx-xxxx-xxxxxx- xxx-xxxxxx-xxx-xx-xxx	MT-11 \$14.16/hr to \$19.08/hr 12 Months	The Sheet Metal Apprentice is expected to perform a variety of duties including completing all assigned work orders in all in a timely manner. Reporting labor, cost, and any pertinent notes/information accurately regarding all assigned work orders and return to supervisor daily. Must be conscientious, have experience in all areas of job responsibilities and exhibit good workmanship. Must work in a safe manner as to not become injured.

Position	Salary/Grade	Duties
Pump Technician- Maintenance Annual Budget Impact: \$32,240 min- \$43,680 max Funding Source: xx-xxxx-xxxx-xxxxxx xxx-xxxxxx-xxx-xx-xxx	MT-13 \$15.50/hr to \$21.00/hr	The Pump Technician is expected to perform a variety of duties including complete all assigned work orders in all in a timely manner. Reporting labor, cost and any pertinent notes/information accurately regarding all assigned work orders and return to supervisor daily. Must be conscientious, have experience in all areas of job responsibilities and exhibit good workmanship. Must work in a safe manner as to not become injured.

Position	Salary/Grade	Duties
Preventative Maintenance Apprentice-Maintenance -2 Positions Annual Budget Impact: \$58,906 min \$79,372 max Funding Source: XX-XXXX-XXXX-XXXXXX- XXX-XXXXXX-XXX-XX-XXX	MT-11 \$14.16/hr to \$19.08/hr 12 Months	Maintain all mechanical equipment through a comprehensive preventative maintenance program on a continuous basis.

Position	Salary/Grade	Duties
Grounds Technician- Maintenance Annual Budget Impact: \$32,240 min- \$43,680 max Funding Source: XX-XXXX-XXXX-XXXXXX XXX-XXXXXX-XXX-XX-XXX	MT-13 \$15.50/hr to \$21.00/hr	The Grounds TEch is expected to perform a variety of duties including completing all assigned work orders in all in a timely manner. Reporting labor, cost and any pertinent notes/information accurately regarding all assigned work orders and return to supervisor daily. Must be conscientious, have experience in all areas of job responsibilities and exhibit good workmanship. Must work in a safe manner as to not become injured.

Position	Salary/Grade	Duties
Manager of Bilingual, Immigrant, Refugee Services - EC/Language and Cultural Services Annual Budget Impact: \$63,000 min- \$94,400 max Funding Source: 11-5710-2194-501210-410-000000-110 -05-070-5710.	BG-9 12 Months	The Manager of Bilingual, Immigrant, and Refugee Services leads, plans, and organizes the district's efforts to ensure strong equity-based educational experience and engagement for bilingual, immigran, and refugee students and families. This role coordinates all language assistance services for the district and schools to ensure equity in language access for our diverse families and students. Additionally, the Manager works collaboratively with families, community partners and other stakeholders to increase parent and student engagement, equity through language access, and drive initiatives for an open and welcoming district for our bilingual, immigrant, and refugee students and families.

Position	Salary/Grade	Duties
ELD Graduation Coach- EC/Language and Cultural Services Annual Budget Impact: \$48,700 min- \$73,100 max Funding Source: 11-5720-2120-501110-410-000000- 203-05-070-5720	EG-3 12 Months	Support achievement by coordinating family engagement and community outreach for multilingual learners to prepare for college and career success. Design and implement programs and activities to raise awareness and increase access to post-high school opportunities.

DELETES:

Position	Salary/Grade	Duties
SPED Parent Liaison- ESC/Exceptional Student Support Services -2 Vacant Positions Annual Budget Impact: \$95,455 min- \$167,208 max Funding Source: 11-0000-2212-501110- 239-000000-211-06-066	Teachers' Salary Schedule + 5% 200 days	The Special Education Parent Liaison, under the direction of the Assistant Director of Program Compliance, will provide guidance for pursuing an integrated strategy to support the exchange of information, purposeful interaction, and meaningful participation to build family engagement in special education services for the child. This position provides leadership to parents and/or guardians of students with disabilities, with the goal of implementing the vision of the Tulsa Public Schools, "... to prepare every student for the greatest success..." The Special Education Parent Liaison will assist in developing opportunities for children with disabilities, support parent involvement, and collaborate with school staff.

Position	Salary/Grade	Duties
Itinerant DD Program Teachers - ESC/ Exceptional Student Support Services -2 Vacant Positions Annual Budget Impact: \$84,000 min- \$147,143 max Funding Source: 11-6210-1000-5011110- 239-105000-210-05-269-6210	Teachers' Salary Schedule + 5%	The Itinerant DD Teacher will work with developmentally delayed students, their teachers and families to ensure that required and related services are provided in their home school.

Position	Salary/Grade	Duties
District Language Specialist- EC/Language and Cultural Services -3 Positions Annual Budget Impact: \$101,586 min- \$137,592 max Funding Source: 11-0847-2194-501210- 410-000000-329-05-070-0847	CA-14 \$16.28/hr to \$22.05/hr 12 Months	To facilitate, provide, and support language assistance services for Limited English Proficient persons in the district.

Position	Salary/Grade	Duties
Culinary Coordinator- Ross/Child Nutrition Services Annual Budget Impact: \$26,770 min- \$35,942 max Funding Source: 22-3850-3120-501210- 700-000000-609-03-053	MT-9 \$12.87/hr to \$17.28/hr 12 Months	Oversee and supervise the district catering operations at various sites. Organize and direct the process necessary to provide breakfast, lunch, and special requests for principals, board members, administrators, teachers, PTA, students, etc.

Position	Salary/Grade	Duties
Paint & Plaster Craftsperson-Maintenance -1 Vacant Position Annual Budget Impact: \$29,453 min- \$39,686 max Funding Source: 21-0000-2620-501210-000-000000-708-01-002	MT-11 \$14.16/hr to \$19.08/hr 12 Months	Complete all assigned work orders in a timely manner. Report labor, cost and any pertinent notes/information regarding all assigned work orders and return to your foreperson daily.
Preventative Maintenance Craftsperson-Maintenance -2 Vacant Positions Annual Budget Impact: \$82,202 min- \$111,197 max Funding Source: 21-0000-2620-501210-000-000000-707-01-002-	MT-18 \$19.76/hr to \$26.73/hr 12 Months	Maintain all mechanical equipment through a comprehensive preventative maintenance program on a continuous basis.
Heavy Equipment Craftsperson-Maintenance - 1 Vacant Position Annual Budget Impact: \$29,453 min- \$39,686 max Funding Source: 21-0000-2620-501210-000-000000-901-01-002	MT-11 \$14.16/hr to \$19.08/hr 12 Months	Heavy Equipment Craftsperson will be responsible for operating heavy equipment in order to maintain district roadways, parking lots, maintain ditches and natural water courses. Equipment includes: gasoline or diesel equipment such as sweepers, graders, flushers, loaders, bulldozers, aerial trucks and backhoes. Assist with other crafts and complete all assigned work orders. Must report labor, cost and any pertinent notes/information regarding all work orders assigned and return to the foreperson daily.
Glazier Craftsperson-Maintenance -1 Vacant Position Annual Budget Impact: \$32,240 min- \$43,680 max Funding Source: 21-0000-2620-501210-000-000000-707-01-002	MT-13 \$15.50/hr to \$21.00/hr 12 Months	To provide prompt quality service to every school every day. Perform a variety of task necessary to maintain the integrity of the District buildings. Must be willing to work outside in all types of weather conditions and follow all safety requirements.

Position	Salary/Grade	Duties
Manager of Community Services- EC/Language and Cultural Services Annual Budget Impact: \$56,000 min- \$84,000 max Funding Source: 11-7930-2194-501210- 410-000000-110-05-070-7930	BG-8 12 Months	The Manager of Community Services will lead, plan, and organize the district's efforts to ensure strong educational experience and engagement for immigrant and refugee students and families through an aligned professional learning plan for school and district leaders and teachers to maximize the effectiveness of English language development support. Additionally, the Manager will work collaboratively with families, community partners and other stakeholders to increase student achievement, ensure equity and access, increase rigor, and close the achievement gap for all immigrant and refugee students.

POSITION TITLE CHANGES

Previous Title	Proposed Title	Number of Positions
HVAC Apprentice	Preventative Maintenance Apprentice	2 Positions
Director of Multilingual Pathways	Director of Dual Language and World Language Pathways	1 Position

ELECTIONS

Name	Effective Date	Contract Amount	Position	Grade or Degree & Step
Bahadorani, Brandon	06-28-22	\$ 15.96	Glazier Craftsperson	MT-13
Batrez, Megan	07-01-22	\$ 73,500.00	Assistant Principal	EG-4
Benitez, Rut	05-31-22	\$ 14.20	Switchboard Operator	TS-4
Bevan, Karen	08-08-22	\$ 57,179.00	Teacher	M60-20
Bowles, Cassidy	08-10-22	\$ 30,000.00	Apprentice	NS
Brewer, Jacqueline	08-10-22	\$ 42,200.00	Teacher	B-5
Brunjes Hall, Sarah	08-08-22	\$ 41,000.00	Teacher	M-0
Clemons, Aaron	07-01-22	\$ 71,000.00	Assistant Principal	EG-6
Clougherty, Lea	08-08-22	\$ 41,410.00	Counselor	M-1
Coons, Brandon	08-08-22	\$ 51,514.00	Teacher	B-20
Cresensio, Eduardo	06-27-22	\$ 11.38	Evening Custodian	MT-3
Culver, Dee	08-08-22	\$ 41,000.00	Teacher	M-0
Dunne, Samantha	07-11-22	\$ 60,000.00	Assistant Principal	EG-4
Fine, Rebecca	07-01-22	\$ 55,000.00	TTC Instructional Mentor	EG-3
Gant-Monroe, Tajaunia	08-05-22	\$ 40,000.00	Teacher	B-0
Hays, Brenna	08-08-22	\$ 30,000.00	Apprentice	NS
Henry, Patrice	07-01-22	\$ 56,000.00	Instructional Mentor	EG-3
Izquierdo, Andrew Micha	08-08-22	\$ 30,000.00	Apprentice	NS
Jackson, Shaun	08-15-22	\$ 40,410.00	Teacher	B-1
Jimenez, Ma Meras	06-13-22	\$ 11.38	Evening Custodian	MT-3
Martin, Jennifer	08-08-22	\$ 30,000.00	Apprentice	NS
Mashburn, Amber	08-08-22	\$ 41,745.00	Teacher	B-4
Norwood, Jayden	08-08-22	\$ 30,000.00	Apprentice	NS
Pennington, Melodie	08-08-22	\$ 41,410.00	Teacher	M-1
Robinson, Jarred	06-27-22	\$ 12.33	Grounds Journeyperson	MT-8
Rodriguez, Stephanie	08-06-22	\$ 11.72	Evening Custodian	MT-3
Soukup, Virginia	07-01-11	\$ 66,000.00	Instructional Mentor TTC	EG-3
Stanley, Nickolas	08-08-22	\$ 30,000.00	Apprentice	NS
Sterling, Kurt	08-03-22	\$ 65,000.00	Lead Health Educator Coordinator	BG-7
Styers, James	08-15-22	\$ 13.08	Teacher Assistant	IS-6
Webb, Brittni	08-08-22	\$ 44,575.00	Teacher	B-9
Youngblood, Heather	08-08-22	\$ 40,000.00	Teacher	B-0

ADJUSTMENTS

Name	Effective Date	Contract Amount	Current Position	Proposed Position	Grade or Degree & Step
Arroyo, Linda	07-06-22	\$ 15.65	Associate - LCS Customer Care	Administrative Assistant - Homeless Education	CA-10
Blakey, Dorothy	07-01-22	\$ 63,000.00	Teacher	Academic Partner Elementary	EG-4
Brown, Ava	07-01-22	\$ 65,000.00	Teacher	Instructional Mentor	EG-3
Clements, Amanda	07-01-22	\$ 64,000.00	Dean	Assistant Principal	EG-6
Council, Kandi-Lea	07-01-22	\$ 70,066.00	Assistant Principal	Assistant Principal	EG-6
Crawford, Megan	08-08-22	\$ 30,000.00	Paraprofessional	Apprentice	NS
Domond, Wilner	08-08-22	\$ 30,000.00	Paraprofessional	Apprentice	NS
Donson, Casey	07-01-22	\$ 66,000.00	Lead-Instructional Mentor	Content Manager - Novice Teacher Development	EG-5
Drumm, Gwendolyn	07-01-22	\$ 62,303.00	Teacher	Assistant Principal	EG-4
Fields, Leah	03-30-22	\$ 11.72	Evening Custodian	Evening Custodian	MT-3
Franklin, Consuela	08-01-22	\$ 67,925.00	Counselor	College and Career Advisor	EG-3
Gibson-Johnson, Evelyn	07-01-22	\$ 65,000.00	Teacher	Assistant Principal	EG-4
Guillory, Tarsha	07-01-22	\$ 118,000.00	Grant Director - Webster Beyond	Instructional Leadership Director, Secondary	XG-3

Hendricks, Jill	07-01-22	\$ 125,000.00	Executive Director Federal Programs	Deputy CFO	XG-3
Henry, Bailie	07-01-22	\$ 50,000.00	Teacher	Instructional Mentor	EG-3
Jeffries, Amber	08-10-22	\$ 34,000.00	Teacher	Intervention Specialist	BG-5
Lewis, Chrystal	07-01-22	\$ 90,000.00	Sr Mgr of Social Services	Director of Integrated Wellness	BG-11
Lockett, Cecil	04-28-22	\$ 20.51	Unassigned Custodian	Head Custodian	MT-11
McKinney, Katherine	08-04-22	\$ 28,055.00	Assistant Cafeteria Mgr	Cafeteria Manager	BG-B
Opp, Heather	07-01-22	\$ 65,000.00	Intervention Specialist	Mental Health Specialist	BG-6
Pete, Karen	07-25-22	\$ 19.00	Teacher	Benefits Specialist	CA-12
Randell, Stacey	07-01-22	\$ 80,088.00	Assistant Principal	Interim Principal	EG-7
Roberts, Connie	08-04-22	\$ 27,555.00	Assistant Cafeteria Manager	Cafeteria Manager	BG-5
Robinson, Whitney	06-30-22	\$ 61,100.00	Counselor	Data Application Partner	BG-7
Skvarla, Lauren	08-01-22	\$ 68,553.00	Instructional Mentor	College and Career Advisor	EG-3
Smith, April	07-01-22	\$ 72,000.00	Site Learning Director	Assistant Principal	EG-6
Solomon, Karesha	07-01-22	\$ 115,566.00	Director School Strategy	Instructional Leadership Director, Elementary	XG-3
Taylor, Emilee	03-14-22	\$ 82,000.00	Instructional Mentor	Director of Secondary School Academic Operations	BG-11
Teas, Angie	07-01-22	\$ 122,000.00	Principal	Instructional Leadership Director, Elementary	XG-3
Vannoy, Liliane	07-01-22	\$ 118,000.00	Director - Multilingual Pathways	Instructional Leadership Director, Elementary	XG-3

SEPARATIONS

Name	Effective Date	Position	Name	Effective Date	Position
Admire, Kristina	06-22-22	Before /After Care Group Leader	Littlebear, Bethany	06-21-22	Teacher
Aguallo Olmos, Pascual	06-24-22	Evening Custodian	Llamas, Ana	06-24-22	Bilingual Clerk / Receptionist
Armstrong, Rebecca	06-30-22	Assistant Principal	Lovely, Kristen	05-27-22	Teacher
Baker, Amy	05-27-22	Teacher	McCool, Lorainne	08-01-22	Teacher
Basnett, Patricia	06-23-22	Teacher	McVicker, Kimberely	05-30-22	Teacher
Beam, Kristina	06-24-22	Autism Paraprofessional	Moreno, Luis	06-10-22	Teacher
Bryant, Meagan	05-26-22	Teacher Assistant	Morehead, Kirstin	05-27-22	Teacher
Bush, Alishia	06-30-22	Equity Partner	Oliver, Dominique	05-27-22	Teacher
Carder, Melissa	06-27-22	Teacher	Olmos, Pascual	06-24-22	Evening Custodian
Carnes, Adam	05-31-22	Teacher	Paris Mangual, Vilmarie	06-08-22	Teacher
Carter, Charlotte	06-30-22	Director of Strategic Development C	Phillips, Danny	07-01-22	Teacher
Chandler-Smith, Tiffany	06-24-22	Paraprofessional	Phillips, Traci	06-14-22	Teacher
Dauphin, Rhyann	06-15-22	Campus Security Officer	Prock, Darrin	07-01-22	Operator / Journeyperson
Day, Kelly	07-05-22	Teacher	Rentie, Vertula	07-01-22	Principal's Secretary
Decker, Megan	06-30-22	Teacher	Robkoff, Larry	06-21-22	Teacher
Dinsmore, Margaret	06-23-22	Teacher	Scalf, Sheila	06-30-22	Teacher
Dowling, Sadelina	06-30-22	SEL Integration Specialist	Spess, Phillip	06-17-22	Teacher
Fitzgerald, Brandon	07-12-22	Teacher	Stevenson, Tyler	06-22-22	Teacher
Forge, Pamela	06-20-22	Counselor	Stewart, Jessica	07-29-22	Designer - Content & Support ECE
Gottsch, Sam	06-09-22	Teacher	Summers, LaWanna	06-30-22	College & Career Advisor
Gray, Micah	05-27-22	1:1 Paraprofessional	Swoboda, John	06-16-22	Teacher
Gunter, Tyler	06-30-22	Teacher	Tidball, Caroleen	06-16-22	Bus Driver
Hamilton, Jessica	06-14-22	Teacher	Vangseng, Mai Kub	06-13-22	Teacher Assistant
Harris, Suzanne	06-23-22	Teacher	Vilar, Susan	06-30-22	Teacher
Hubbard, Monae	07-30-22	Counselor	Walsh, Maria	06-30-22	Enrollment Customer Service Representative
Hughart, Kasey	06-30-22	Lead Case Manager - Strong Tomorrows	Ward, D'Shante	06-30-22	Paraprofessional
Johnson, Amie	06-21-22	Teacher Assistant	Wideman, Karen	06-09-22	Librarian
Jones, Brian	06-15-22	Counselor	Willis, Nettya	07-06-22	Talent Specialist
Jones, Ronald	05-27-22	Teacher	Wright, Barbariae	06-30-22	SEL Integration Speicalist
Knighten, Safiya	06-10-22	Teacher	Yost, Claire	05-26-22	Teacher Assistant
Kuku, Tummini	06-22-22	Teacher			

Lewis, April 06-30-22 Paraprofessional

SUBSTITUTE AND TEMPORARY ELECTIONS

CLERKS

Babcock, Alice Stuckey, Patricia

ADJUNCT COACH

Washington: Kevin Kwarteng, boys' head soccer adjunct coach @ \$3,878, September 1, 2022 to May 29, 2023

Washington: Myles Smith, boys' cross country assistant adjunct coach @ \$1,500, September 1, 2022 to May 29, 2023

Washington: Myles Smith, boys' track assistant adjunct coach @ \$2,000, September 1, 2022 to May 29, 2023

SUBSTITUTE AND TEMPORARY PAYMENTS FOR EMPLOYEES

Gifted Education and Talent Development - 11-0000-2213-501700-251-000000-210-06-070

Pay up to eight certified gifted teachers (to be named) \$21/hr. to attend 15 hours of Foundations in Gifted professional development during July 2022 (total not to exceed \$2,600)

Transportation - 11-0000-2730-501210-239-000000-xxx-03-003-

Pay 9-month transportation employees, names listed below, @ their hourly rate for time worked from June 1 to July 1, 2022; July 5 to July 29, 2022; August 1 to August 12, 2022

Benson, Pearlie	Green, Sean	Martin, Twila	Wallace, Brandy Rochelle
Borens, Timothy Darnell	Gunter, Skye M	Nash, Dianna L	Walton, Tyree
Brown, Deara Z	Hale, Rachelle	Sanders, Elijah	Walton, Wayde
Brown, Kim M	Halirou, Victoria Yusufu	Simmons, Earleen	Wickham, James Martin
Carm, Angel Marie	Harris, Lawrence	Slaughter, Sabrina J	Williams, Angel Lashawn
Childs, Antwain T	Haynes, John C	Stallworth, Leisa M	Williams, Shari J
Glaspie, Cassie	Hoops, Gary Phillip	Teegarden, Sally	Yang, Yijing
Green, Lucretia Latoya	Hopkins, Karen	Tllou, Maysoun M	Yerton, Russell
Green, Renaldo Dwan	Long, Anthony Charles	Trent, Sandra Lou	

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

Approve to pay Transportation Managers and Supervisors (exempt employees) a rate of \$180/day (cost to be reimbursed by non-Tulsa Public Schools groups) to provide the Transportation Department with added supervision during 3rd party events for the 2022-2023 school year.

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

Approve to pay Transportation Managers and Supervisors (exempt employees) an additional \$2,000 (total cost not to exceed \$24,000) to provide on-call duties, evenings, weekends, and holidays coverage when drivers and buses are being utilized for the 2022-2023 school year.

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

Approve to pay Leroy Stewart, Jaimon Gilstrap, and Jill Pressley, (non-exempt employees) Training staff employees, a stipend of \$1.00 per hour worked. (total cost not to exceed \$5,000) to provide coverage for the Transportation Training Department when drivers are needed for the 2022-2023 school year.

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

Approve to pay LeMorris Walton, Transportation Manager, an additional stipend of \$340.83 per month (not to exceed \$4,090) for additional department responsibilities from July 1, 2022, to June 30, 2023.

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

Approve to pay Ashley Corona, Transportation Communications Spec., a stipend of \$2.00 per hour for additional departmental responsibilities from July 1, 2022, to June 30, 2023.

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

Approve to pay Ajuania Pratt, Transportation Service Writer, a stipend of \$1,000 for Asset Manager duties from July 1, 2022 to June 30, 2023

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

Approve to pay LaShona Hickmon-Moore, Transportation Clerk a stipend of \$1.50 per hour worked for additional duties for time and attendance from July 1, 2022 to July 30, 2023.

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

Approve to pay Constance Colbert, and Cynthia Hutchins, Bus Drivers, a stipend of \$1.46 per hour worked for Supervisory duties from July 1, 2022, to June 30, 2023.

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

Approve to pay Pearlie Benson, Karen Hopkins, Debra Long, and Angel Williams, a stipend of \$2.00 per hour for McKinney Vento from July 1, 2022, to June 30, 2023.

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

Approve to pay LeMorris Walton, exempt employee, a stipend of \$1,500 to serve on the Recruiting Team during evenings, weekend job fairs and events in order to help find new applicants for the Transportation Department for the 2022-2023 school year.

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

Approved to pay Dwan Beard, Transportation Clerk, a stipend of \$2.00 per hour for added responsibilities with Recruiting and Applicant duties effective July 1, 2022 to June 30, 2023.

Gifted Education & Talent Development – 11-0000-2213-501700-251-000000-210-06-070

Pay support staff (to be named) @ their regular hourly rate and certified teachers (to be named) a stipend @ \$21/hr. to attend and \$26/hr. to facilitate (total not to exceed \$3,000) professional development, July 11, 2022 through June 30, 2023, during non-contract hours.

Teaching & Learning Support Stipend – 11-XXXX-XXXX-XXXXXX-XXX-XXXXXX-XXX-xx-070-

Pay certified employees to be named a stipend up to \$2,000 per month (not to exceed \$25,000) for additional duties performed to support district-wide teaching and learning as a result of staff vacancies throughout the 2022-2023 school year.

Pay non-certified employees to be named a stipend up to \$2,000 per month (not to exceed \$25,000) for additional duties performed to support district-wide teaching and learning as a result of staff vacancies throughout the 2022-2023 school year.

Tulsa Teacher Corps - 11-0281-2213-501210-000-000000-414-04-041

Compensate up to 65 new Tulsa Teacher Corps members, to be named, for pre-service professional learning during the summer of 2022, at a rate of \$21/hour.

COVID-19 Recruitment and Cultivation ESSER III - 11-7930-XXXX-50XXX-XXX-XXXXXX-000-05-XXX-7930 and 11-7950-XXXX-50XXX-XXX-XXXXXX-000-05-XXX-7950.

Pay recruitment stipends for the 2022-2023 school year to support recruitment efforts to offset and minimize operational impact related to COVID-19 and to support acceleration and recovery of student learning for all teachers (\$2500) and, specialized science and math teachers (additional \$2000), custodians, bus drivers, and select school-based child nutrition staff (\$1500), and school-based support professionals (\$1500) beginning August 2022 ending in June 2023. Stipends will be paid in two installments.

COVID-19 Recruitment and Cultivation ESSER III --11-6280-XXXX-50XXX-XXX- XXXXXX000-05-XXX-6280

Pay recruitment stipends for the 2022-2023 school year to support recruitment efforts to offset and minimize operational impact related to COVID-19 and to support acceleration and recovery of student learning for all full-time special education teachers (\$6000), Tier III/IV Highly Qualified Paraprofessionals (\$2000), Psychologist/ Psychometrist (\$3000), Speech Therapist (\$3,000), Occupational/Physical Therapist (\$3000) beginning August 2021 ending in June 2023. Stipends will be paid in two installments.

CORRECTIONS TO PREVIOUSLY APPROVED ITEMS

Correct effective date on separation June 20, 2022

SEPARATIONS

Name	Effective Date	Position
Shorrock, Colleen	08-01-22	Paraprofessional